



MEMORANDUM

FROM: Carrie A. Swain, Clerk
Board of Education

DATE: October 5, 2021

TO: Michael J. Dalton, City Clerk

SUBJECT: Notice of Workshop/Committee Meetings – Thursday,
October 7, 2021, 5:30 p.m., VIRTUAL MEETING via ZOOM

The Committees of the Board of Education will meet on Thursday, October 7, 2021, 5:30 p.m. In an effort to adhere to social distancing guidelines, this meeting will be held without normal in-person public access. However, the meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast Channel 96, Frontier Channel 6096), streamed live at <https://youtu.be/JdjVSdsvZM4> or listened to via teleconference by calling 1-203-590-9756. For additional information regarding agenda items please visit www.waterbury.k12.ct.us/board and refer to the October 7, 2021 Meeting Agenda.

If you wish to address the Board during the public portion of the meeting please call 1-203-590-9756 between 5:00 and 5:15 p.m. and provide your name, address, and phone number. You will then need to participate via the above teleconference call information at 5:30 p.m. The Board President will call upon you to address the Board during the public speaking portion of the meeting.

AGENDA

SILENT PRAYER

PLEDGE ALLEGIANCE TO THE FLAG

PUBLIC SPEAKING (see above)

1. Committee on Finance/10 minutes ~ Request approval of a Professional Services Agreement with KBE Building Corporation for ARPA & ESSER Capital Projects Program Management Services – M. LeBlanc.
2. Committee of the Whole/10 minutes ~ Discussion: Proposed North Main Street Pump Station at Regan School – Robert Langenauer/Superintendent of Water, W. Zhuta.
3. Committee of the Whole/10 minutes ~ Update: School Based Health Centers – Christine Bianchi/StayWell.
4. Committee on Finance/5 minutes ~ Request approval to apply for the Connecticut State Department of Education 2021-22 Carl D. Perkins Grant – L. Allen Brown, M. Merati, D. Schwartz.
5. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with Great Schools Partnership for online grading and data management – D. Schwartz.
6. Committee of the Whole/5 minutes ~ Request approval of a Memorandum of Understanding/Program Acknowledgment with Connecticut Military Department for STARBASE CT – K. Nizzardo, D. Schwartz.
7. 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 – D. Schwartz, N. Toucet.

8. Committee of the Whole/30 minutes ~ Academic Office Reports – D. Schwartz:
 - a) 2021 Summer Learning.
 - b) 2020-2021 Smarter Balanced and NGSS Results.
 - c) Curriculum and Instruction Update.
9. Committee of the Whole/10 minutes ~ Update: Commissioner’s Network and Turnaround Schools – M. Brown.
10. Committee of the Whole/5 minutes ~ Request approval of a Memorandum of Agreement with SERC regarding Alternative Schools Pilot Project – M. Pabón.
11. Committee of the Whole/2 minutes ~ Board of Education’s 2022 Meeting Schedule.
12. Committee on Finance/5 minutes ~2020-2021 Final Expenditure Report – D. Biolo.
13. Committee on Finance/5 minutes ~ ARP/ESSR Update (no backup) – D. Biolo.
14. Superintendent’s Update/20 minutes ~ (no backup) – Dr. Ruffin.
15. Committee on Policy & Legislation/3 minutes: ~ Request approval of new policy “Professional Standards for Food Service Personnel” - #3542.41 – A. Sweeney.
16. Committee on Building & School Facilities/3 minutes ~ Use of school facilities by school organizations and/or City departments – W. Zhuta.
17. Committee on Building & School Facilities/3 minutes ~ Use of school facilities by outside organizations and/or waiver requests – W. Zhuta.
18. Superintendent’s Notification to the Board/5 minutes:
 - a. Athletic appointments:
Rousseau, Jonas – CHS Assistant Football Coach, effective 10/04/21.
Singly, Paul – WHS Cross Country Coach, effective 09/21/21.
 - b. ESSER II Grant funded appointments:
Moriarty, Shea – Waterbury COVID Safety and Communications Coordinator, after hours/weekend hours, funded by ESSER II.
 - c. Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Effective</u>
Stinson, Rebecca	Instructor Adult Education	PT	\$33.00/hr	Non	8/23/21
LeVasseur, Lindsay	Secretary 3/Educational Grants Office – Prom.	FT	\$17.22/hr	UPSEU69	9/02/21
Giorgio, Tracy	Grants Coordinator Facilitator/Rotella	FT	\$22.00/hr	UPSEU69	8/30/21
Lopez, Melissa	Classroom Assistant Wilson	FT	\$13.00/hr	UPSEU68	8/26/21
Vilorio, Mindris	Classroom Assistant International School	FT	\$13.00/hr	UPSEU68	8/30/21
Feliciano, Barbara	Classroom Assistant Sprague	FT	\$13.00/hr	UPSEU68	8/26/21
Selmanaj, Edlira	Tutor/Children’s Community School	PT	\$25.00/hr	NON	8/30/21
Medina Martinez, Migdalia	Classroom Aide Adult Education	PT	\$21.50/hr	Non	8/30/21
Sinclair, Kenneth	Hall Monitor WCA	PT	\$90.00/Day	Non	8/30/21
Acevedo, Ernesto	Security Guard Adult Education	PT	\$20.00/hr	Non	8/30/21

Molina, Sydney	Office Manager Academic Office – Prom.	FT	\$23.00/hr	UPSEU69	9/06/21
Parker, Winsome	Tutor/Alpha & Omega	PT	\$25.00/hr	Non	9/16/21
Moriarty, Gail	Tutor/Yeshiva K’Tana	PT	\$33.00/hr	Non	9/16/21
Ogurick, Paula	Tutor WAMS – MS	PT	\$33.00/hr	Non	9/16/21
Likorama, Robert	ESL Instructor Nights Adult Education	PT	\$33.00/hr	Non	9/13/21
Carey, David	Accountant 2 Business Office	FT	\$23.72/hr	UPSEU69	9/23/21
Tata, Lisa	Tutor/Chase	PT	\$33.00/hr	Non	9/02/21
Gibson, Jerry	Behavior Counselor Holy Cross HS	FT	\$25.00/hr	UPSEU69	9/30/21
Jones, Percy	Hall Monitor/Wilby HS	PT	\$91/day	Non	9/30/21
Jones, Kimberly	Attendance/Truancy Counselor/WAMS	FT	\$18.14/hr	Non	9/30/21
Rivera, Maria	Computer Instruct. Asst./Chase	FT	\$15.00/hr	Non	10/07/21
Thompson, Brittany	Family Resource Coordinator/ Wilson	FT	\$24.72/hr	Non	10/21/21
Buonauto, Melissa	Accountant 2 School Bus. Office	FT	\$23.72/hr	UPSEU69	9/27/21
Matulis-Sarasin, Pamela	Tutor/Children’s Community School	PT	\$33.00/hr	Non	9/27/21
McCloud, Tyneka	Hall Monitor/Crosby	PT	\$91/day	Non	10/07/21
Mancini, Tiffany	Tutor/Chase	PT	\$25.00/hr	Non	10/14/21
Murphy, Rhiana	Magnet School Specialist/WAMS	FT	\$20.00/hr	Non	10/07/21

d. Teacher new hires:

<i>Name</i>		<i>Position</i>	<i>School</i>	<i>DOH</i>
Robert	Aresti	School Counselor	Tinker	8/30/21
Elona	Bala-McGuire	School Counselor	Crosby	9/13/21
Steve	Bamberg	Fine Arts	Wilby	8/23/21
Laura	Campagna	Elementary	Sprague	10/14/21
Ryan	Chiasson	PE/Health	Carrington	9/27/21
Marissa	DiCarlo	Cons./Family Sciences	Wilby	8/23/21
Kathleen	DiChello	Math	Crosby	9/23/21
Jennifer	Estrella Vanterpool	School Counselor	Kingsbury	9/23/21
Hayley	Gilmore	Elementary	Maloney	8/23/21
Mark	Haller	PE/Health	WAMS	8/19/21
Cynthia	Hernandez-Santiago	Special Education	WMS	8/23/21
Catherine	Jones	Library Media	Wilson	8/23/21
Stephen	Lyons	Fine Arts	WSMS	8/19/21
Mark	Magas	Special Education	Wilby	9/13/21
Carlane	Mattson Riston	Special Education	WMS	9/13/21
Aimee	McKirryher	PE/Health	Wilby	9/7/21
Michael	McManus	School Counselor	Generali	9/23/21
Patrick	Murphy	Elementary	Sprague	10/7/21
Dianna	Norton	Computer Technology	W. Cross	9/20/21
Dannah	Ortiz	World Languages	Crosby	10/14/21
DeVonne	Parker	Special Education	Wilby	8/23/21
Jessica	Pineda	Bilingual	Hopeville	8/19/21
Kayla	Rinaldi	Elementary	Rotella	8/23/21
Anirak	Rodríguez	Bilingual	International	8/19/21
Kaitlyn	Samuelson	Social Studies	NEMS	9/20/21
Emanuel	Santiago	Special Education	WSMS	10/15/21
Matthew	Scalzo	Reading/ELA	Crosby	10/12/21
Jolene	Thibeault	Elementary	Rotella	10/14/21
Kyle	Ungar	School Counselor	WMS	9/20/21
Richard	Williams	Science	WMS	9/9/21

e. Resignations:

Banner, Raffaele – Rotella Grade 1, effective 10/14/21.

Bayouth, Betzaida – Sprague ESL, effective 09/21/21.

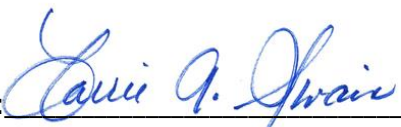
Brayton, Katie – Bunker Hill Social Worker, effective 10/22/21.

Brotman, Nicole – Carrington ELA, effective 11/03/21.

Cartelli, Kerriann – Bucks Hill Special Education, effective 09/17/21.
Elnemr, Shiren – Generali Grade 4, effective 10/01/21.
Gomez, Andrea – NEMS Technology Education, effective 09/17/21.
Jamilkowski, Jaclyn – WHS Special Education, effective 09/21/21.
Michaud, Bryan – RMS Tech Ed Audio & Visual, effective 10/08/21.
Michaud, Christina – RMS Grade 3, effective 10/24/21.
Orsini-Tint, Marie – Generali Grade 4, effective 09/24/21.
Pelletier, Kyle – Reed Social Studies, effective 09/17/21.

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



#1

OFFICE OF THE DIRECTOR OF FINANCE
THE CITY OF WATERBURY
CONNECTICUT

Date: September 29, 2021

To: Paul Pernerewski, President, Board of Aldermen
Members, Board of Aldermen
Board of Education Commissioners
Mayor Neil M. O'Leary
Dr. Verna D. Ruffin, Superintendent of Schools

From: Michael LeBlanc, Director of Finance *ML*

Subject: Professional Services Agreement with KBE Building Corporation to Provide ARPA & ESSER Capital Projects Program Management Services – RFP No. 7031

Kindly give favorable consideration by approving the attached professional services agreement for ARPA & ESSER funded Capital Projects Program Management Services with KBE Building Corporation

The City of Waterbury is the direct entitlement recipient of \$74 million in ARPA funding and the Waterbury Board of Education (BOE) is the recipient of \$42 million in ESSER-II funding and \$90 million in ESSER-III funding passed through the State Department of Education. The City & BOE anticipate that a substantial portion of the combined \$206 million of ARPA and ESSER funding will be appropriated by the City and Board of Education for water infrastructure renewal & replacement, park improvements, HVAC & mechanical building renovation & improvements and other capital projects yet to be determined. The Board of Education has engaged a firm that will be completing a Long Range Infrastructure Facility Study which will include the examination of all school facilities, resources, and technology infrastructure with respect to current and future condition and capacity and preparation of a Facilities Master Plan with identified priorities for repair, renovation, reconstruction or consolidation of the District's physical plant including major mechanicals. Projects will be defined based on the recommendations and cost estimates to be provided in the Facilities Master Plan. It is anticipated that many of these projects once defined will be ESSER funded.

Program Management Services will encompass providing comprehensive ARPA & ESSER capital projects program management services that will include, but not be limited to, capital project concept evaluation, task order evaluations for on-call architectural/engineering services, RFP development for architectural/engineering services to design project specifications for bid when not using on-call services, RFP development for capital renewal/replacement projects, HVAC improvements, renovation & construction services, bid response evaluation services, awarded contracts oversight management services to full project completion, facilitating frequent verbal and written communications with the Mayor, Superintendent of Schools, City and BOE department management, assigned legal counsel, the Director of Purchasing, the Waterbury Development Corporation, and other designated agencies or individuals charged with purposefully expending the ARPA & ESSER funding allocated for capital project related purposes. On awarded capital project contracts, oversight management services will include contract compliance and project oversight and management including recurring direct engagement with project architects, engineers, contractors and subcontractors as needed.

The Program Manager will provide a weekly project update email to all designated stakeholders and monthly projects status executive summary. The Program Manager will facilitate project coordination from planning stages to completion with all stakeholders. Project Manager will host weekly meetings with designated stakeholders. Capital project program management services may also include review and approval of all project submitted invoices and applications for payment, compliance reviews, project budget management, change order reviews and issue resolution and other related services as requested. The Program Manager will oversee and facilitate City and BOE compliance and reporting efforts for all U.S. Treasury - ARPA and State Department of Education - ESSER funded capital projects in accordance with issued guidance and reporting requirements.

Responses to Request for Proposal #7031 for ARPA & ESSER Capital Projects Program Management Services were received on August 19, 2021. Responses were received from six companies. All responses were reviewed and discussed amongst the Selection Committee members on August 30th, resulting in the identification of three finalists (Downes Construction, KBE Building Corp., & O&G Industries) who would be given the opportunity to provide a presentation to the Selection Committee.

The Selection Committee was comprised of the following individuals:

- Director of Purchasing – Kevin McCaffery
- Director of Finance – Michael LeBlanc
- Manager of Budget Development & Oversight – Sarah Geary
- Board of Education Commissioner – Rocco Orso
- WDC Vice-President of Operations & Construction – Ron Cassella

The three finalists provided presentations to the Selection Committee on September 7th along with each providing for an engaging conversation through Q&A. The Selection Committee evaluated each finalist's presentation, the assigned Project Manager and proposed service team, on-site services commitment, program management services philosophy & approach, project status reporting, experience, expertise and other attributes and considerations in relation to providing the services described within the RFP's scope of services.

The Selection Committee recommended that KBE Building Corp. be selected to provide ARPA & ESSER Capital Projects Program Management Services subject to satisfactorily providing a request for additional information, confirmation of items included in the hourly rates and opportunity to provide a last best offer on the hourly rates. A Revised Cost Proposal was received on September 17th which provided for a reduction in the majority of the position defined hourly rates and sufficiently addressing the additional information, responses and confirmations requested by the Selection Committee. The Selection Committee met on September 20th to review the September 17th response & updated cost proposal provided by KBE. The Selection Committee concluded its evaluation and discussions process with the unanimous recommendation to award the contract to provide ARPA & ESSER Capital Projects Program Management Services to KBE Building Corp.

PROFESSIONAL SERVICES AGREEMENT
RFP No. 7031
for
ARPA & ESSER CAPITAL PROJECTS PROGRAM MANAGEMENT
SERVICES
between
THE CITY OF WATERBURY, CONNECTICUT
and
KBE BUILDING CORPORATION

THIS AGREEMENT, effective on the date signed by Mayor Neil O’Leary, is by and between the **CITY OF WATERBURY**, City Hall, 235 Grand Street, Waterbury, Connecticut (the "City") and **KBE BUILDING CORPORATION**, a State of Connecticut duly registered domestic corporation (the "Consultant" or "Contractor").

WHEREAS, the Consultant submitted a proposal to the City responding to Request for Proposal ("RFP") No. 7031 for American Rescue Plan Act ("ARPA") and Elementary and Secondary School Emergency Relief ("ESSER") Capital Projects Program Management Services for various City and School Construction Projects (the "Construction Project"); and

WHEREAS, the City accepted the Consultant’s proposal for RFP No. 7031; and

WHEREAS, the City desires to obtain the Consultant's services pursuant to the terms, conditions and provisions set forth in this agreement (the "Project").

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Scope of Services. As more particularly described below and as set forth in **Attachments A, B and C**, the Consultant shall furnish all the labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. necessary to complete the Project as specified in this agreement (the "Contract") and such shall be completed in a satisfactory manner, as reasonably determined by the City. All labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. shall comply with all applicable Local, State and Federal laws, statutes, ordinances and regulations, including those required by ARPA and ESSER, and with generally accepted professional standards. The Consultant is responsible for the overall management of the Construction Projects. The Consultant shall visit, inspect and observe the construction to determine general compliance with the Contract Project’s plans, specifications and other construction documents to ensure construction consistent with their intent. The Consultant shall evaluate the samples and other submittals required in the technical specifications and maintain an up-to-date log of all such items processed. The Program Manager will consult with the construction managers, trade contractors, architects, engineers, other consultants and any state, county or city agency having

jurisdiction over the work whenever necessary to further the best interests of the City and the Construction Projects. The Consultant shall make such revisions or modifications to its work, at its own cost and expense, as the City may require to be deemed complete. Notwithstanding the above, the City reserves the right, and at its sole discretion, may obtain similar services from other sources during the term of this Agreement without invalidating in whole or in part this Agreement, or waiving any rights or remedies the City may have hereunder, including all extensions of this Agreement.

1.1. The Project is detailed and described in **Attachments A, B and C** which are hereby made material provisions of this Contract (the "Services"). **Attachment A** shall consist of the following which are attached hereto, are acknowledged by the Consultant as having been received and/or provided by the Consultant, or are otherwise hereby incorporated by reference as noted below, and all are made a part hereof:

- (i) City of Waterbury RFP No. 7031 consisting of nine pages, plus attachments;
- (ii) Addendum No. 1 to RFP No.7031; and
- (iii) Consultant's response to RFP No. 7031 consisting of ninety-two pages, which included an initial Fee and Compensation Schedule of all-inclusive fixed hourly rates;
- (iv) Consultant's Revised Cost Proposal and Project Team Organization Chart dated September 17, 2021.

1.2. The entirety of **Attachment A, B and C** plus this executed instrument are together deemed the Contract Documents (hereinafter collectively referred to as "Contract Documents"). The City's record copy of the Contract Documents shall control and shall be effective and binding on the Consultant. The Contract Documents are complimentary and what is required by one shall be binding, as if required by all; provided, however, if any provision in the Contract Documents conflict with any other provision therein, the provision in the component part of the Contract Document first enumerated below shall govern over any other component part which follows it numerically:

- (i) Contract;
- (ii) Scope of Services;
- (iii) City of Waterbury's Request for Proposal No. 7031;
- (iv) Addendum No. 1 to RFP No.7031;
- (v) Consultant's Response to Request for Proposal No.7031;
- (vi) Consultant's Revised Cost Proposal and Project Team Organization Chart, dated September 17, 2021; and
- (vii) Additional Contract Documents consisting of Certification of Debarment, Disclosure Affidavit, Annual Statement of Financial Interests, any applicable licenses.

2. Consultant Representations Regarding Qualification and Accreditation. The Consultant represents that, to the extent required by law, its employees are licensed to perform

the scope of work set forth in this Contract. The Consultant further represents that its employees have the requisite skill, expertise and knowledge necessary to perform the scope of work required under the terms of this Contract, including any supplementary work and the City relies upon these.

2.1. Representations regarding Personnel. The Consultant represents that it has, or will secure at its own expense, all personnel required to perform the services under this Contract. Such personnel shall not be employees of or have any contractual relationship with the City, unless use of City employees or of personnel having a contractual relationship with the City is approved by the City in writing. As set forth above, all the services required hereunder shall be performed by the Consultant under its supervision and all personnel engaged in the work shall be fully qualified and shall be authorized or permitted under state or local law to perform such services. The Consultant commits to the staffing arrangement and personnel as set forth in the Project Team Organization Chart included in its Response to the City's RFI and in a Revised Cost Proposal and Project Team Organizational Chart, dated September 17, 2021, and attached hereto as Attachment C. Consultant shall devote such hours necessary and as dictated by the City to perform the Services. The City shall have the right to approve or request the removal from the Project members of the Consultant's on-site staff based for reasonable cause.

2.2. Representations regarding Qualifications. The Consultant hereby represents that, to the extent required by Federal, State and Local statutes, regulations, codes, ordinances, and policies, that the Consultant and/or its employees be licensed, certified, registered, or otherwise qualified, the Consultant and all employees providing services under this Contract, are in full compliance with those statutes, regulations and ordinances. Upon City request, the Consultant shall provide to the City a copy of the Consultant's licenses, certifications, registrations, etc.

2.3. Responsibilities of the Consultant. All data, information, reports, studies, etc. given by the City to the Consultant and/or created by the Consultant shall be treated by the Consultant as proprietary to the City and confidential unless the City agrees in writing to the contrary and shall be used solely for the purposes of providing services under this Contract. The Consultant agrees to forever hold in confidence all files, records, documents and other information which may come into the Contractor's possession during the term of this Contract, except where a disclosure is expressly stated as a requirement of this Contract. Notwithstanding the foregoing, where a Consultant disclosure is required to comply with statute, regulation, or court order, the Consultant shall provide prior advance written notice to the City of the need for such disclosure. The Consultant agrees to properly implement the services required in the manner herein provided.

2.4. Cooperation. The Consultant shall cooperate fully with and confer with any architect, engineer, consultant or other professional identified by the City in connection with the Project. The Project requires the Consultant and Architect to work together harmoniously. The Architect will be responsible for designing the Project so that it is

safe and complies with the City's requirements and all applicable laws, codes, and regulations. The Consultant shall be responsible for coordinating with and reporting to the City the performance of the CMAR with respect to construction of the work for a Construction Project.

2.5. Use of City Property. At no charge, the City will provide sufficient dedicated office space for Consultant's use during the term hereof. Additionally, the Consultant shall have access to such areas of City property as the City and the Consultant agree are necessary for the performance of the Consultant's services under this Contract (the "Site" or the "Premises") and at such times as the City and the Consultant may mutually agree. Consultant shall perform all work in full compliance with Local, State and Federal health and safety regulations. All work hereunder shall be performed in a safe manner. Consultant shall immediately correct any dangerous condition caused by or resulting from its work. If it fails to correct, or to act diligently to correct, any condition which City reasonably believes to be a hazard to persons or property, then immediately upon oral or written notice to any supervisory or similar personnel of Consultant, City may, but shall not be required to, correct same at Consultant's expense. City shall confirm in writing any oral notice given within five (5) business days thereafter.

2.6. Working Hours. To the extent the Consultant is required to be on City property to render its services hereunder, the Consultant shall coordinate its schedule so that work on the Premises is performed during those hours the City sets forth in a written notice to the Consultant, unless written permission is obtained from the City to work during other times. This condition shall not excuse Consultant from timely performance under the Contract. The work schedule must be agreed upon by the City and the Consultant.

2.7. Place Holder.

2.8. Publicity. Consultant agrees not to deliberately disclose the fact that the City has entered into or terminated this Contract or disclose any of the terms of the Contract or use the City's name in connection with any publicity, unless the City gives prior written consent to such use of the City's name in each instance.

2.9. Standard of Performance. All Consultant's services shall conform in all respects with the requirements of all this Contract and shall be equal to or better than the industry standard for the purpose for which they are intended. The standard of care and skill for all services performed by the Consultant shall be that standard of care and skill ordinarily used by other members of the Consultant's profession practicing under the same or similar conditions at the same time and in the same locality. The Consultant's services rendered hereunder shall be rendered completely and by qualified personnel in accordance with standard industry practice.

2.10. Consultant's Employees. The Consultant shall always enforce strict discipline and good order among its employees and shall not employ any unfit person or anyone not skilled in the work assigned.

2.11. Due Diligence Obligation. The Consultant acknowledges its responsibilities to examine and to be thoroughly familiar with the City's proposal document, including, but not limited to the specifications, and any addenda thereto. The Consultant hereby warrants and represents that prior to the submission of its proposal during the proposal process it reviewed or was afforded opportunity, by the City, to review all physical items, facilities, services or functions essential to the satisfactory performance of the services required ("Due Diligence") and thereby certifies that all such items, facilities, services or functions are included in this Contract and thereby warrants that:

2.11.1. it conducted or had opportunity to conduct all Due Diligence prior to the submission of its proposal and, accordingly, any additional costs, services or products resulting from the failure of the Consultant to complete Due Diligence prior to submission of its proposal shall be borne by the Consultant. Furthermore, the Consultant had the opportunity during the proposal process to ask questions it saw fit and to review the responses from the City;

2.11.2. its failure or omission to make investigation and verification of data shall, in no way, be cause for future claim of ignorance of such data or conditions nor shall such failure to investigate and verify be the basis for any claim whatsoever, monetary or otherwise;

2.11.3. it is solely responsible for resolving any issues resulting from the failure to conduct Due Diligence and shall assume any costs that may result during the implementation of the Project, including, but not limited to, adherence to specifications and pricing for the Project;

2.11.4. it was responsible for specifying any changes and disclosing any new costs prior to the submittal of its proposal. Thus, in the event any changes or costs are disclosed by the Consultant, or otherwise required, during the performance of its services, the sole responsibility for any modification, delay and cost of such changes shall reside with the Consultant;

2.11.5. has familiarized itself with the nature and extent of the Contract Documents, Work, locality, and with all local conditions and Federal, State and Local laws, ordinances, rules and regulations that in any manner may affect cost, progress or performance of the Work;

2.11.6. has given the City written notice of any conflict, error or discrepancy that the Consultant has discovered in the Proposal Documents; and

2.11.7. agrees that the Proposal Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

2.12. Reporting Requirement. The Consultant shall deliver periodic monthly written reports to a person or persons appointed by the City (the “Administrative Agency”) for the Construction Projects, which shall set forth (i) the issue date of the report, (ii) the time period covered by the report, (iii) a brief description of the work and services completed by the Consultant and/or delivered by the Consultant during the time period covered by the report and (iv) any and all additional useful and/or relevant information. Each report shall be signed by Chief Operating Officer and Chief of Staff or designee. Additionally, the Consultant will provide a weekly project status update email to all designated stakeholders. **NOTE:** Consultant's failure to deliver any report required herein shall be deemed a material breach of this Contract, the City hereby reserving the right to exercise all available legal remedy(ies) to address said breach.

3. Professional Services Contract. This Agreement is entered into solely to provide for the Services in relation to the Project and to define the rights and obligations, risks and liabilities of the Parties hereto. This Agreement, and any document or agreement entered into in connection herewith, shall not be deemed to create any other or different relationship between the Consultant and the City other than as expressly provided herein. The Consultant acknowledges that the City is not a partner or in a joint venture with the Consultant. The Consultant is not an employee or general agent of the City.

4. Responsibilities of the City. Upon the City’s receipt of Consultant’s written request, the City will provide the Consultant with all documents, data and other materials the City agrees are necessary and appropriate to the service to be performed by the Consultant hereunder with reasonable promptness to avoid delay in the performance of the Services. The City will endeavor to secure, where feasible and where the City agrees it is necessary and appropriate, materials or information from other sources requested by the Consultant for the purpose of carrying out the services under this Contract. The Consultant shall be entitled to rely upon the completeness and accuracy of any City-supplied information unless it knows that the information is incorrect, in which case the Consultant shall inform the City’s Administrative Representative in writing of the incorrect information supplied.

5. Contract Time. It is contemplated that the duration of this contract shall be from mutual execution through January 31, 2023, unless otherwise extended by written agreement as provided for below section 5.2 Option Periods/Renewal Terms.

5.1. Time is and shall be of the essence for all Project milestones and completion dates for the Project. The Consultant further agrees that the Work shall be prosecuted regularly, diligently and uninterruptedly and at such rate of progress as will insure full completion thereof within the Contract Time stated above. It is expressly understood and agreed, by and between the Consultant and City, that the Contract Time is reasonable for the completion of the Work.

5.2. Option Periods/Renewal Terms. The City shall have the option, at its sole discretion, to extend the initial term of one-year for four (4) additional one-year terms, upon the terms and conditions as outlined herein, to include the following four (4) periods:

- i. 2/1/23 through 1/31/24 (First Renewal Term);
- ii. 2/1/24 through 1/31/25 (Second Renewal Term);
- iii. 2/1/25 through 1/31/26 (Third Renewal Term); and
- iv. 2/1/26 through 1/31/27 (Fourth Renewal Term).

The City shall exercise each renewal term, upon three (3) months prior written notice to the Consultant, of the City's election to renew said contract.

5.3. Specific Construction Projects. In performing the Services, the Consultant and the Owner shall place emphasis on considerations which will aid in expediting the actual construction consistent with the construction standards and procedures for each Construction Project. The Consultant agrees to use commercially reasonable efforts to help ensure that each CMAR contract to be awarded is completed in an expeditious fashion and to this end, it shall give appropriate attention to the adequacy of each CMAR's planning, personnel, equipment, and the availability of materials and supplies.

6. Compensation. The City shall compensate the Consultant for satisfactory provision of all the Services set forth in this Contract at the hourly rates set forth in Attachment C, which hourly rates are inclusive of all associated costs and expense reimbursements including but not limited to travel, lodging, meals, office supplies, software and hardware, etc., unless specifically excluded on such attachment. Also, the compensation payable to the Consultant for satisfactory performance and delivery of all contract services for the renewal terms are further outlined on **Attachments A and C**.

6.1. Limitation of Payment. Compensation payable to the Consultant is limited to those fees set forth in Section 6.1. above. Such compensation shall be paid by the City upon review and approval of the Consultant's invoices for payment and review of the work, services, deliverables, etc. required in this Contract and review as may be further required by the Charter and Ordinances of the City. Consultant's invoices shall describe the work, services, reports, plans, specifications, deliverables, etc. rendered and the compensation sought therefore in a form and with detail and clarity acceptable to the City.

6.1.1. The Consultant and its affiliates are hereby provided with notice that the City reserves the right, in the City's sole discretion, to offset, withhold, or otherwise reduce City payment(s) to the Consultant in an amount equaling the sum or sums of money the Consultant and/or its affiliates is/are, or becomes delinquent or in arrears on, regarding the Consultant's and/or its affiliate's real and personal tax obligations to the City.

6.2. Review of Work. The Consultant shall permit the City to review, at any time, all work performed under the terms of this Contract at any stage of the work. The Consultant shall maintain or cause to be maintained all records, books or other documents relative to charges, costs, expenses, fees, alleged breaches of the Contract, settlement of claims or any other matter pertaining to the Consultant's demand for payment. The City shall not certify fees for payment to the Consultant until the City has determined that the Consultant has completed the work in accordance with the requirements of this Contract.

6.3. Proposal Costs. All costs of the Consultant in preparing its proposal for RFP No. 7031 shall be solely borne by the Consultant and are not included in the compensation to be paid by the City to the Consultant under this Contract or any other Contract.

6.4. Payment for Services/Employees. The Consultant shall be fully and solely responsible for the suitability, and compliance with the Contract, of all labor, services, reports, plans, specifications, deliverables, incidentals, etc. furnished to the City under this Contract. The Consultant shall promptly pay all employees as their pay falls due, shall pay promptly as they fall due all bills for labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc., going into the work, and all bills for insurance, bonds, Worker's Compensation coverage, Federal and State Unemployment Compensation, and Social Security charges applicable to this Project. Before final payment is made, the Consultant shall furnish a legal statement to the City that all payments required under this subparagraph have been made.

6.6. Liens and Claims. The final payment shall not become due until the Consultant, if requested by the City, shall deliver to the City a complete release of all liens and claims arising out of this Contract, or receipts in full in lieu thereof, and, if required, in either case, an affidavit that so far as the Consultant has knowledge or information, the releases and receipts include all the labor and material for which a lien or claim could be filed.

7. Passing of Title. Title to each item supplied under this Contract and required to be delivered to the City hereunder shall pass to City upon City payment to the Consultant for that item.

8. Indemnification.

8.1. The Consultant shall indemnify, defend, and hold harmless the City and its boards, the City's Board of Education (if applicable), other stakeholders, commissions, agents, officials and employees from and against all claims, suits, damages, losses, judgments, costs and expenses including attorney's fees arising out of or resulting from the delivery of the services hereunder provided that any such claims, suits, damages, losses, judgments, costs or expenses **(i)** are attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the services itself) including the loss of use resulting therefrom, and **(ii)** are caused in

whole or in part by any negligent act or omission of the Consultant, its employees, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified hereunder.

8.2. In any and all claims against the City or any of its boards, agents, employees or officers by the Consultant or any employee of the Consultant, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under Paragraph 8.1, above, shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the Consultant or any subcontractor under Worker's Compensation Acts, disability benefit acts or other employee benefit acts.

8.3. The Consultant understands and agrees that any insurance required by this Contract, or otherwise provided by the Consultant, shall in no way limit the responsibility to indemnify, defend, keep and hold harmless the City as provided in this Contract.

9. Consultant's Insurance.

9.1. The Consultant shall not commence work under this Contract until all insurance required under this Section 9 has been obtained by the Consultant and such insurance has been approved by the City. The Consultant shall not allow any subcontractor to commence work on any subcontract until all insurance required of any such subcontractor has been so obtained and approved by the City. Insurance shall be provided by insurers that are satisfactory to the City, authorized to do business in the State of Connecticut, that have at least an "A-" Best's Rating, and are in an A.M. Best financial size category of VII or higher. The A.M. Best classifications are based on the most current A.M. Best Company rating or an equivalent City approved rating system.

9.2. At no additional cost to the City, the Consultant shall purchase and maintain the insurance coverages set forth below which shall protect the City from claims which may arise out of or result from the Consultant's obligation under this Contract, whether such obligations are the Consultant's or subcontractor, person or entity directly or indirectly employed by said Consultant or its subcontractor, or by any person or entity for whose acts said Consultant or subcontractor may be liable.

9.3. The Vendor's General, Automobile and Excess Liability Insurance policies shall be endorsed to add the City as an additional insured. Waivers of subrogation shall be provided on the automobile liability, general liability and workers compensation. The insurance afforded the additional insured shall be primary non-contributory insurance and the coverage and limits provided under the Vendor's policies shall not be reduced or prorated by the existence of any other insurance applicable to any loss the additional insured may have suffered. Each insurance policy shall state that the insurance company shall agree to investigate and defend the insured against all claims for damages, even if groundless. If any insurance required herein is to be issued or

renewed on a claims made form as opposed to an occurrence form, the retroactive date for coverage shall be no later than the commencement date of this Contract and shall provide that in the event of cancellation or non-renewal, the discovery period for insurance claims (“Tail Coverage”) shall be available for at least 60 months.

9.4. The following policies with stated limits shall be maintained, in full force and effect, at all times during which the services are to be performed by the Consultant:

9.4.1. General Liability Insurance: **\$1,000,000.00** per occurrence, **\$2,000,000.00** aggregate and **\$2,000,000.00** Products and completed operations aggregate.

Providing coverage to protect the City for all damages arising out of bodily injuries, sickness to or death of all persons in any one accident or occurrence and for all damages arising out of destruction of property in any one accident or occurrence.

9.4.2. Automobile Liability Insurance: **\$1,000,000.00** combined single limit (CSL) providing coverage to protect the City with respect to claims for damage for bodily injury and or property damage arising out of ownership, maintenance, operation, use or loading and unloading of any auto including hired & non-owned autos.

9.4.3. Workers’ Compensation: Statutory Limits within the State of Connecticut. Employers’ Liability:

EL Each Accident **\$1,000,000.00**

EL Disease Each Employee **\$1,000,000.00**

EL Disease Policy Limit **\$1,000,000.00**

Consultant shall comply with all State of Connecticut statutes as it relates to workers’ compensation.

9.4.4. Excess/Umbrella Liability Insurance: Excess or Umbrella insurance coverage that follows form or sits over General Liability, Automobile Liability and Workers Compensation insurances. **\$1,000,000.00** Each Occurrence and **\$1,000,000.00** Aggregate.

9.4.5. Professional Liability Insurance: **\$2,000,000.00** aggregate limit. Professional liability (also known as, errors and omissions) insurance providing coverage to the Consultant.

9.5. Failure to Maintain Insurance: In the event the Consultant fails to maintain the minimum required coverage as set forth herein, the City may at its option purchase same, and offset the Consultant’s invoices for the cost of said insurance.

9.6. Cancellation: The City of Waterbury shall receive written notice of cancellation from the Consultant at least thirty (30) calendar days prior to the date of actual cancellation, regardless of the reason for such cancellation.

9.7. Certificates of Insurance: The Consultant's General, Automobile and Excess/Umbrella Liability Insurance policies shall be endorsed to add the City and its Board of Education as additional insureds and provide a waiver of subrogation on all lines of coverage except Professional Liability. The insurance afforded the additional insured shall be primary and non-contributory insurance and the coverage and limits provided under the Consultant's policies shall not be reduced or prorated by the existence of any other insurance applicable to any loss the additional insured may have suffered. At the time the Consultant executes this Contract, it shall furnish to the City, subject to City approval, certificate(s) of insurance and Additional Insured Endorsement and Waiver of Subrogation Endorsement verifying the above coverages, including the naming of the City of Waterbury, as follows: **"The City of Waterbury and its Board of Education are listed as additional insureds on all lines of coverage except Workers Compensation and Professional Liability and include a waiver of subrogation on all lines of coverage except Professional Liability as their interests may appear"**. The City's request for proposal number must be shown on the certificate of insurance. The Consultant must supply replacement/renewal certificates at least thirty (30) calendar days prior to the expiration of the policy (ies). Said certificates shall contain a provision that coverage afforded under the policies shall not be cancelled or reduced for any reasons unless notice of not less than thirty (30) calendar days has been mailed to the Office of Corporation Counsel, 235 Grand Street, Waterbury, CT 06702.

9.8. No later than thirty (30) calendar days after Consultant's receipt, the Consultant shall deliver to the City a copy of the Consultant's insurance policies, endorsements, and riders.

10. Conformance with Federal, State and Other Jurisdictional Requirements. By executing this Contract, the Consultant represents and warrants that, at all pertinent and relevant times to the Contract, it has been, is and will continue to be in full compliance with all applicable statutes, acts, ordinances, guidelines, resolutions, orders, judgments, decrees, injunctions, rules, and regulations of all government authorities applicable to performance by the Consultant of services hereunder, including those having jurisdiction over its registration and licensing to perform services hereunder; including, but not limited to, the following: *EQUAL EMPLOYMENT OPPORTUNITY ACT*; *COPELAND ANTI-KICKBACK ACT*, as supplemented in the Department of Labor Regulations (29 CFR Part 3); *DAVIS-BACON ACT* as supplemented by Department of Labor Regulations (29 CFR Part 5); Section 103 and 107 of the Contract Work Hours and Safety Standards Act, as supplemented by the Department of Labor Regulations (29 CFR Part 5); the *HOUSING and COMMUNITY DEVELOPMENT ACT of 1974*, as amended; TITLE 31 and Section 12-430(7) of the State of Connecticut General Statutes. All applicable sections of the City Charter and Code of Ordinances are incorporated by reference and made a part hereof.

10.1. Permits, Laws, and Regulations. Permits and licenses necessary for the delivery and completion of the Consultant's work and services shall be secured in advance and paid by the Consultant. The Consultant shall give all notices and comply with all laws, ordinances, rules and regulations bearing on the conduct of the work and services as specified.

10.2. Taxes-Federal, State and Local. The City is exempt from Federal Excise and Transportation, State and Local Sales and Use Taxes, including without limitation, taxes that would otherwise be imposed upon the Consultant for transactions required or necessitated hereunder between it and its subcontractors, suppliers, etc. The Consultant remains liable, however, for any applicable tax obligations it incurs. Moreover, the Consultant represents that the proposal and pricing contained in this Contract do not include the amount payable for said taxes.

10.3. Labor and Wages. The Consultant and its subcontractors shall conform to the labor laws of the State of Connecticut, and all other laws, ordinances, and legal requirements affecting the work in Connecticut.

10.3.1. The Consultant is aware of the provisions of Title 31, §53 of the Connecticut General Statutes, latest revision (the "Act"), concerning the payment of minimum wages and other payments or contributions established by the State of Connecticut Labor Commissioner for work on public facilities. The provisions of the Act are incorporated by reference and made a part of this Contract. The Act provides that the Connecticut prevailing wage law applies to certain remodeling, refurbishing, alteration, repair and new construction. The wages paid on an hourly basis to any person performing the work of any mechanic, laborer or worker on the work herein contracted to be done and the amount of payment or contribution paid or payable on behalf of each such person to any employee welfare fund, as defined in Conn .Gen. Statute 31-53(i), shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the town in which such public works project is being constructed. Any contractor who is not obligated by agreement to make payment or contribution on behalf of such persons to any such employee welfare fund shall pay to each mechanic, laborer or worker as part of such person's wages the amount of payment or contribution for such person's classification on each pay day.

10.3.2. The Consultant is aware of, and shall comply with, the provisions of both the Federal Davis-Bacon Act and the Federal American Recovery and Reinvestment Act of 2009, the provisions of both acts hereby incorporated by reference and made a part of this Contract. The Federal Davis-Bacon Act provides that Federal wage rate laws apply to certain federally funded contracts. The American Recovery and Reinvestment Act ("ARRA") provides that Federal wage rate laws apply to all ARRA funded contracts regardless of the contract's dollar value.

11. Discriminatory Practices. In performing this Contract, the Consultant shall not discriminate against any employee or applicant for employment, with respect to his or her hire, tenure, terms, conditions or privileges of employment, or any matter directly or indirectly related to employment, because of race, color, sex, age, religious creed, disability, national origin or ancestry, marital status, family status, prior psychiatric treatment, health care, military status or source of income or because of a handicap that is unrelated to the employee's or the applicant's ability to perform the duties of a particular job or position. Subcontracts with each subcontractor shall contain a provision requiring non-discrimination in employment as herein specified. This covenant is required pursuant to §93.04 of the Code of Ordinances of the City and any breach thereof may be regarded as a material breach of this Contract. Said provisions with subcontractors shall require conformity and compliance with all Local, State and Federal laws, rules and regulations and Executive orders pertaining to discrimination and equal opportunity requirements.

11.1. Discrimination Because of Certain Labor Matters. No person employed on the work covered by this Contract shall be discharged or in any way discriminated against because such person has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or related to the labor standards applicable hereunder to its employer.

11.2. Equal Opportunity. In its execution of the performance of this Contract, the Consultant shall not discriminate and shall comply with applicable laws prohibiting discrimination on the grounds of race, color, religion, sex, national origin or citizenship status, age or handicap. The Consultant agrees to comply with all Local, State and Federal laws, rules and regulations and Executive orders pertaining to discrimination and equal opportunity requirements and will require the same of all subcontractors.

12. Housing and Urban Development Section 3 Clause. In the event this Contract is funded, in whole or in part, through Housing and Urban Development assistance, 24 C.F.R. §135.38 may apply and the Consultant shall then be required to comply with the following (referred to as the "Section 3 clause"):

12.1. The work to be performed under this Contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. § 1701u (Section 3). The purpose of Section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted Projects covered by Section 3, shall, to the greatest extent feasible, be directed to low and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

12.2. The parties to this Contract agree to comply with HUD's regulations in 24 C.F.R. part 135, which implement Section 3. As evidenced by their execution of this Contract, the parties to this Contract certify that they are under no contractual or other impediment that would prevent them from complying with the part 135 regulations.

12.3. The Consultant agrees to send to each labor organization or representative of

workers with which the Consultant has a collective bargaining agreement or other understanding, if any, a notice advising the labor organization or workers' representative of the Consultant's commitments under this Section 3 clause and will post copies of the notice in conspicuous places at the work site where both employees and applicants for training and employment positions can see the notice. The notice shall describe the Section 3 preference, shall set forth minimum number and job titles subject to hire, availability of apprenticeship and training positions, the qualifications for each; and the name and location of the person(s) taking applications for each of the positions; and the anticipated date the work shall begin.

12.4. The Consultant agrees to include this Section 3 clause in every subcontract subject to compliance with regulations in 24 C.F.R. part 135, and agrees to take appropriate action, as provided in an applicable provision of the subcontract or in this Section 3 clause, upon a finding that the subcontractor is in violation of the regulations in 24 C.F.R. part 135. The Consultant will not subcontract with any subcontractor where the Consultant has notice or knowledge that the subcontractor has been found in violation of the regulations in 24 C.F.R. part 135.

12.5. The Consultant will certify that any vacant employment positions, including training positions, that are filled (i) after the Consultant is selected but before the Contract is executed, and (ii) with persons other than those to whom the regulations of 24 C.F.R. part 135 require employment opportunities to be directed, were not filled to circumvent the Consultant's obligations under 24 C.F.R. part 135.

12.6. Noncompliance with HUD's regulations in 24 C.F.R. part 135 may result in sanctions, termination of this Contract for default, and debarment or suspension from future HUD assisted contracts.

12.7. With respect to work performed in connection with Section 3 covered Indian housing assistance, section 7(b) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. § 450e) also applies to the work to be performed under this Contract. Section 7(b) requires that to the greatest extent feasible (i) preference and opportunities for training and employment shall be given to Indians, and (ii) preference in the award of contracts and subcontracts shall be given to Indian organizations and Indian-owned Economic Enterprises. Parties to this Contract that are subject to the provisions of Section 3 and section 7(b) agree to comply with Section 3 to the maximum extent feasible, but not in derogation of compliance with section 7(b).

13. Termination.

13.1. Termination of Contract for Cause. If, through any cause, in part or in full, not the fault of the Consultant, the Consultant shall fail to fulfill in a timely and proper manner its obligations under this Contract, or if the Consultant shall violate any of the covenants, agreements, or stipulations of this Contract, the City shall thereupon have the right to terminate this Contract by giving written notice to the Consultant of such

termination and specifying the effective date thereof, at least five (5) business days before the effective date of such termination.

13.1.1. In the event of such termination, all finished or unfinished documents, data, studies, reports, specifications, deliverables, etc. prepared by the Consultant under this Contract shall, at the option of the City, become the City's property, and the Consultant shall be entitled to receive just and equitable compensation for any satisfactory work completed for such.

13.1.2. Notwithstanding the above, the Consultant shall not be relieved of liability to the City for damages sustained by the City by virtue of any breach of this Contract by the Consultant, and the City may withhold any payments to the Consultant for the purpose of setoff until such time as the exact amount of damages due the City from the Consultant is determined.

13.2. Termination for Convenience of the City. The City may terminate this Contract at any time for the convenience of the City, by a notice in writing from the City to the Consultant. If this Contract is terminated by the City as provided herein, the Consultant will be paid an amount which bears the same ratio to the total compensation as the services performed bear to the total services of the Consultant covered by this Contract, less payments of compensation previously made.

13.3. Termination for Non-Appropriation or Lack of Funding. The Consultant acknowledges that the City is a municipal corporation and that this Contract is subject to the appropriation of funds by the City sufficient for this Contract for each budget year in which this Contract is in effect. The Consultant therefore agrees that the City shall have the right to terminate this Contract in whole or in part without penalty in the event sufficient funds to provide for City payment(s) under this Contract is not appropriated, not authorized or not made available pursuant to law, or such funding has been reduced pursuant to law.

13.3.1. Effects of Non-Appropriation. If funds to enable the City to effect continued payment under this Contract are not appropriated, authorized or otherwise made available by law, the City shall have the right to terminate this Contract without penalty at the end of the last period for which funds have been appropriated, authorized or otherwise made available by law by giving written notice of termination to the Consultant.

13.3.2. Effects of Reduced Levels of Funding. If funding is reduced by law, or funds to pay the Consultant for the agreed to level of the products, services and functions to be provided by the Consultant under this Contract are not appropriated, authorized or otherwise made available by law, the City may, upon seven (7) calendar days written notice to the Consultant, reduce the level of the products, services or functions in such manner and for such periods of time as the City may elect. The charges payable under this Contract shall be

equitably adjusted to reflect such reduced level of products, services or functions and the parties shall be afforded the rights set forth in this Contract.

13.3.3. No Payment for Lost Profits. In no event shall the City be obligated to pay or otherwise compensate the Consultant for any lost or expected future profits.

13.4. Rights Upon Cancellation of Termination.

13.4.1. Termination for Cause. In the event the City terminates this Contract for cause, the Consultant shall relinquish to the City any applicable interest, title and ownership including, but not limited to, perpetual use of any proprietary rights in and to the documents, data, studies, reports, specifications, deliverables, etc. provided to, in possession of, and properly invoiced and paid for by (except to the extent such invoiced amount is disputed) the City. With regard to third party products, the Consultant shall transfer all licenses to the City which the Consultant is permitted to transfer in accordance with the applicable third-party license. The City shall have no financial obligation to compensate the Consultant for such terminated documents, data, studies, reports, specifications, deliverables, etc. unless payment is otherwise approved by the City prior to such termination. The Consultant shall be liable for costs incurred by the City, including but not limited to reasonable attorney fees and all court awarded fees and costs incurred in terminating this agreement in whole or in part.

13.4.2. Termination for Lack of Funding or Convenience. In the event of termination of this Contract by the City for lack of funding or convenience, the City shall pay the Consultant for all documents, data, studies, reports, specifications, deliverables, etc. (including any holdbacks), installed and delivered to the City as of the Termination Date and the Consultant shall relinquish to the City any applicable interest, title and ownership including, but not limited to perpetual use of any proprietary rights in and to said documents, data, studies, reports, specifications, deliverables, etc. in possession of and paid for by the City (except to the extent any invoiced amount is disputed). The Consultant shall be required to exercise commercially reasonable efforts to mitigate damages. In the event of a termination for Lack of Funding or Convenience the City and the Consultant may negotiate a mutually acceptable payment to the Consultant for reasonable demobilization expenses. Said demobilization expenses, if any, shall be handled in accordance with the provision of this Contract pertaining to Changes in the Work.

13.4.3. Termination by the Consultant. The Consultant may, by written notice to the City, terminate this Contract if the City materially breaches, provided that the Consultant shall give the City thirty (30) calendar days prior written notice and an opportunity to cure by the end of said thirty (30) day period. In the event of such termination, the Consultant will be compensated by

the City for work performed prior to such termination date and the Consultant shall deliver to the City all deliverables as otherwise set forth in this Contract.

13.4.4. Assumption of Subcontracts. In the event of termination of this Contract, the City shall have the right to assume, at its option, any and all subcontracts for products, services and functions provided exclusively under this Contract, and may further pursue completion of the work under this Contract by replacement contract or otherwise as the City may in its sole judgment deem expedient.

13.4.5. Delivery of Documents. In the event of termination of this Contract, (i) the Consultant shall promptly deliver to the City, in a manner reasonably specified by the City, all labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. and other tangible items furnished by, or owned, leased, or licensed by, the City, and (ii) the City shall pay the Consultant for all services performed and deliverables completed and accepted (pro-rated for deliverables partially completed) prior to the effective date of the termination (except to the extent any invoice amount is disputed).

14. Ownership of Instruments of Professional Services. The City acknowledges the Consultant's documents, data, studies, reports, specifications, deliverables, etc. created and to be created pursuant to this Contract, including electronic files, are Instruments of Professional Services. Nevertheless, the final Instruments of Professional Services, including, but not limited to documents, data, studies, reports, specifications, deliverables, etc. prepared for the City under this Contract shall become the property of the City upon City payment for that Instrument of Professional Services and the City reserves the right to use the Instruments of Professional Services.

15. Force Majeure. Consultant shall not be held responsible for delays nor be subject to liquidated damages when such delays are caused by conditions beyond its control, including without limitation:

15.1. Acts of God, fire, explosion, epidemic, cyclone, flood, war, strikes, revolution, civil commotion, or acts of public enemies.

15.2. Change of law and order, proclamation, regulation, ordinance, or governmental requirement.

Upon cessation of work for reason of force majeure delays, Consultant shall use its best efforts to meet the schedule set forth in Section 5 of this Contract.

16. Subcontracting. The Consultant shall not, without the prior written approval of the City, subcontract, in whole or in part, any of the Consultant's services. Any subcontractor so approved shall be required to secure and maintain insurance coverage equal to or better than that required of the Consultant and shall name the City as an additional insured party and said subcontractors shall deliver to the City a certificate of insurance evidencing such coverages.

All subcontractors shall comply with all Federal, State and Local, laws, regulations and ordinances but such requirement shall not relieve the Consultant from its requirement that all work and services provided or required hereunder shall comply with all Federal, State and Local, laws, regulations and ordinances.

16.1. The Consultant shall be as fully responsible to the City for the acts and omissions of the Consultant's subcontractors, and of persons either directly or indirectly employed by them, as it is for the acts and omissions of persons directly employed by the Consultant.

17. Assignability. The Consultant shall not assign any interest in this Contract and shall not transfer any interest in the same (whether by assignment or novation) without the prior written approval of the City; provided, however, that claims for money due or to become due the Consultant from the City under this Contract may be assigned to a bank, trust, company, or other financial institution, or to a Trustee in Bankruptcy, without such approval. Notice of any such assignment or transfer shall be furnished promptly to the City.

18. Audit. The City reserves the right to audit the Consultant's books of account in relation to this Contract any time during the period of this Contract or at any time during the twelve month period immediately following the closing or termination of this Contract. In the event the City elects to make such an audit, the Consultant shall immediately make available to the City all records pertaining to this Contract, including, but not limited to, payroll records, bank statements and canceled checks.

19. Risk of Damage and Loss. The Consultant shall be solely responsible for causing the timely repair to and/or replacement of City property or item(s) intended to become City property hereunder, where the need for repair or replacement was caused by the Consultant, by someone under the care and/or control of the Consultant, by any subcontractor of the Consultant, or by any shipper or delivery service. The Consultant shall be solely responsible for all costs and expenses, including but not limited to shipping, delivery, insurance, etc. associated with the foregoing repair and replacement obligation. Further, the Consultant shall be solely responsible for securing the City's written acceptance of all completed repairs and replacements required hereunder. The City hereby retains sole discretion to determine whether a repair or a replacement is the proper remedy.

20. Interest of Consultant. The Consultant covenants that it presently has no interest and shall not acquire any interest, direct or indirect, in the project or any parcel of land therein or any other interest which would conflict in any manner or degree with the performance of its services hereunder. The Consultant further covenants that in the performance of this Contract no person having any such interest shall be employed.

21. Entire Agreement. This Contract shall constitute the complete and exclusive statement of the contract between the parties as it relates to this transaction and supersedes all previous agreements and understandings, whether written or oral, relating to such subject matter. Any amendment to this Contract must be in writing and agreed to and executed by the City and the Consultant.

22. Independent Contractor Relationship. The relationship between the City and the Consultant is that of client and independent contractor. No agent, employee, or servant of the Consultant shall be deemed to be an employee, agent or servant of the City. The Consultant shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants and subcontractors during the performance of this Contract. It is the express intention of the parties hereto, and the Consultant hereby agrees and covenants, that it and any and all third party(ies) and subcontractor(s) retained by the Consultant hereunder is/are not and shall not be deemed an employee of the City of Waterbury, but is/are and shall remain an independent contractor relative to the City and that nothing herein shall be interpreted or construed as creating or establishing the relationship of employer-employee between the City of Waterbury and the Consultant or between the City of Waterbury and any third party(ies) or subcontractor(s). Thus, the Consultant hereby covenants that it, its subcontractor(s) and third party(ies) shall not be entitled to the usual characteristics of employment, such as income tax withholding, F.I.C.A. deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc. and that the Consultant shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants, representatives, subcontractors and third party(ies).

23. Severability. Whenever possible, each provision of this Contract shall be interpreted in such a manner as to be effective and valid under applicable law. If any provision of this Contract, however, is held to be prohibited or invalid under applicable law, such provision shall be deemed restated to reflect the original intentions of the parties, as nearly as possible in accordance with applicable law, and if capable of substantial performance, the remaining provisions of this Contract shall be enforced as if this Contract was entered into without an invalid provision. If the ruling and/or controlling principle of law or equity leading to the ruling is subsequently overruled, modified or amended by legislation, judicial or administrative action, then the provision(s) in question as originally set forth in this Contract shall be deemed valid and enforceable to the maximum extent permitted by the new controlling principal of law or equity.

24. Survival. Any provisions of this Contract that impose continuing obligations on the parties shall survive the expiration or termination of this Contract for any reason.

25. Contract Change Orders.

25.1. It is understood and agreed by the Parties that, upon the Approval of this Agreement, only the Administrative Agent shall have the authority to add services, which must be supported by available approved funding, at its sole discretion to modify an existing party obligation set forth in this Contract where the scope of the Change Order is:

25.1.1 is made clearly a change in scope in services outside of **Attachments A** and **B**; and

25.1.2 the Change Order's monetary cost is charged solely against those funds encumbered for and at the time the Contract was originally executed by the City, that is those funds set forth in the original Contract is within the original Contract's contingency/allowance/ reserve amount (if any is stated therein) or additional funding is identified.

25.2. That the work and/or services contemplated are necessary does not permit necessarily a Change Order. Should the need for a Change Order arise, the request shall be reviewed, and if agreed to, approved by the Administrative Agency and any City designated representative(s). To be binding and enforceable, a Change Order shall thereafter be signed by both the Consultant, any City designated representative(s), and a duly authorized representative of the Administrative Agency prior to the Consultant's delivery of the services, etc. contemplated in said Change Order. All Change Orders are governed by the provisions of this Contract. Any contract changes not fully complying with this Section 25 shall be effectuated solely by an amendment to this Contract complying with Section 38.073 of the City's "Centralized Procurement System" ordinance.

26. Conflicts or Disputes. This Contract represents the full and complete concurrence between the City and the Consultant and governs all disputes between them. In the instance of a conflict or dispute over issues not specifically referenced within the Contract, the following documents shall be used as historical documents. Without regard to the order of precedence, to resolve such conflicts or disputes, the historical documents are (i) the City's RFP No. 7031 and (ii) the Consultant's proposal responding to the RFP No. 7031.

26.1. Procedure. This procedure supersedes all statements to the contrary occurring either in proposals or other prior agreements, oral or written, and all other communications between the parties relating to this subject.

26.2. Presumption. This Contract or any section thereof shall not be construed against any party since the Contract, or any section thereof was drafted by such party.

27. Disputes; Legal Proceedings; Waiver of Trial by Jury, Continued Performance and Attorney's Fees and Costs. The Consultant agrees to waive a trial by jury as to all claims, causes of action or disputes arising out of this Contract or services to be provided pursuant to this Contract. Notwithstanding any such claim, dispute or legal action, the Consultant shall continue to perform services under this Contract in a timely manner, unless otherwise directed by the City. The prevailing party in any litigation arising hereunder shall be entitled to attorney's fees and costs from the losing party.

28. Binding Agreement. The City and the Consultant each bind themselves, and their successors, assigns and legal representatives to the other party to this Contract and to the successors, assigns and legal representatives of such other party with respect to all covenants of this Contract.

29. **Waiver.** Any waiver of the terms and conditions of this Contract by either of the parties hereto shall not be construed to be a waiver of any other term or condition of this Contract.

30. **Governing Laws.** This Contract, its terms and conditions and any claims arising there from shall be governed by the laws of the State of Connecticut.

31. **Notice.** Except as otherwise specifically prohibited in this Contract, whenever under this Contract approvals, authorizations, determinations, notices, satisfactions or waivers are required or permitted, such items shall be effective and valid only when given in writing signed by a duly authorized officer of the Administrative Agency or the Consultant, and delivered in hand or sent by mail, postage prepaid, to the party to whom it is directed, which until changed by written notice, are as follows:

Consultant: Mr. Michael Kolakowski, President
KBE Building Corporation
76 Batterson Park Road
Farmington, CT 06032

City of Waterbury: City of Waterbury
c/o Director of Finance
235 Grand Street
Waterbury, Connecticut 06702

With a Copy to: City of Waterbury
Office of the Corporation Counsel
235 Grand Street, 3rd Floor
Waterbury, CT 06702
City of Waterbury
235 Grand Street

32. City Code of Ordinances, Ethics and Conflict of Interest Code, Provisions.

The Person (the term "Person" shall herein be as defined in Section 38 of the City's Code of Ordinances) supplying the documents, data, studies, reports, specifications, deliverables, etc. under this Contract shall comply with all applicable Federal, State and Municipal statutes, regulations, charters, ordinances, rules, etc. whether they are expressly stated in this Contract, including but not limited to the following:

32.1. It shall be a material breach of this Contract, and, except as may be permitted by regulations or rulings of the City of Waterbury Board of Ethics it shall be a violation of the City's Code of Ordinances, for any Public Official, City Employee or Member of a Board or Commission who is participating directly or indirectly in the procurement process as set forth in the City's Code of Ordinances, including those participating in exempt transactions, to become or be the employee of any person contracting with the governmental body by whom the Official, Employee, or Board or Commission member is employed or is a member.

32.2. It shall be a material breach of this Contract, and it shall be a violation of the City's Code of Ordinances for any Person to offer, give, or agree to give any current or former Public Official, Employee or Member of a Board or Commission, or for such current or former Public Official, Employee or Member of a Board or Commission to solicit, demand, accept or agree to accept from another Person, a gratuity or an offer of employment in connection with any: decision; approval; disapproval; recommendation; preparation of any part of a program requirement or a requisition; influencing the content of any specification or procurement standard; or rendering of advice, investigation, auditing, or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy, or other particular matter, pertaining to any program requirement or a Contract or Purchase Order, or to any solicitation or proposal therefore.

32.3. It shall be a material breach of this Contract and it shall be a violation of the City's Code of Ordinances for any payment, Gratuity, or offer of employment to be made as an inducement for the award of a subcontract or order, by or on behalf of a subcontractor, the prime Consultant or higher tier subcontractor or any Person associated therewith, under a Contract or Purchase Order to the City.

32.4. The value of anything transferred or received in violation of the City's Charter, Code of Ordinances, and/or regulations promulgated there under, by any Person subject to said Charter and/or Ordinances may be recovered by the City.

32.5. Upon a showing that a subcontractor made a kickback to the City, a prime Consultant or a higher tier subcontractor in connection with the award of a subcontract or order there under, it shall be conclusively presumed that the amount thereof was included in the price of the subcontract or order and ultimately borne by the City and will be recoverable hereunder from the recipient. In addition, said value may also be recovered from the subcontractor making such kickbacks. Recovery from one offending party shall not preclude recovery from other offending parties.

32.6. It shall be a material breach of this Contract and it shall be a violation of the City's Code of Ordinances for a Person to be retained, or to retain a Person, to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee; and every Person, before being awarded a City contract, shall deliver to the City, on a City authored form, a representation that such Person has not retained anyone in violation of this subsection 32.6, the failure to deliver said form being a material breach of this Contract and a violation of the City's Code of Ordinances. Note, however, this subsection 32.6 shall not apply to full-time Employees who, as a condition of their employment, may be entitled to bonuses or other fees in accordance with their employment relationship.

32.7. The Person hereby expressly represents that he/she/it has complied with those sections of the City's Code of Ordinances requiring that said Person has **(i)** delivered to the City an affidavit, on a City authored form, stating that the Person and its affiliates have no delinquent taxes or other financial obligations owed to the City; **(ii)** filed the

City authored financial disclosure statement form as set forth in the City's Code of Ordinances regarding disclosure of financial interests; **(iii)** delivered to the City a written acknowledgement, on a City authored form, evidencing receipt of a copy of the "Ethics and Conflict of Interest" ordinance for the City of Waterbury and hereby expressly represents that said Person is in full compliance with the entirety of said Code of Ordinances; and **(iv)** filed a current list of all taxable personal and real property as required by the State of Connecticut General Statutes. Any violation of this subsection 32.7 shall be deemed a material breach of this Contract and shall be a violation of the City's Code of Ordinances.

32.8. The definitions set forth in the City's Code of Ordinances shall be the primary source for interpretation of the forgoing subsections 32.1-32.7.

32.9. The Consultant is hereby charged with the requirement that it shall have knowledge of, and shall fully comply with, all relevant provisions of the City's Charter and all relevant provisions of the City's Code of Ordinances, including without limitation Chapters 93, titled "Discriminatory Practices", Chapter 38 titled "Centralized Procurement System", and Chapter 39 titled "Ethics and Conflict of Interest", of said Code as may be amended from time to time.

32.10. The Consultant hereby acknowledges receipt of a copy of the Chapters 38 and 39 of City's Ordinance regarding Procurement, Ethics, and Conflicts of Interest and has familiarized itself with said Code and hereby agrees to adhere to said Code. The text of Chapters 38 and 39 of said Code may be obtained from the Office of the City Clerk of the City and on the internet at the City Clerk's web site: <http://www.waterburyct.org/content/458/539/default.aspx> [click link titled "The City of Waterbury Code of Ordinances Passed 8/24/2009". For Chapter 38, click on "TITLE III: ADMINISTRATION", then click on "CHAPTER 38: CENTRALIZED PROCUREMENT SYSTEM". For Chapter 39, click on "TITLE III: ADMINISTRATION", then click on "CHAPTER 39: ETHICS AND CONFLICTS OF INTEREST"]].

32.11. The Consultant is hereby charged with the requirement that it shall have knowledge of, and shall fully comply with, the City's Ordinance Sections 34.15 through 34.99 entitled, "Ordinance Concerning the Hiring of Waterbury Residents on Certain Publicly-Funded Construction Projects" and the State of Connecticut Legislature's Special Act No. 01-1.

32.12. Every Person who conducts business with, contracts, with or provides commodities or services to the City, is charged with notice of the extent of the powers and authority, and the limitations thereon, of the Public Officials and Employees of the City, as set forth in the charter of the City, the Code of Ordinances and any Regulations or Policies pertaining thereto. In particular, and without implying any limitation as to its applicability, it applies to all Persons who participate in the procedures pertaining to the Centralized Procurement System as set forth in Chapter 38, and the Ethics and Conflict of Interest provisions set forth in Chapter 39 of the Code of Ordinances.

32.13. INTEREST OF CITY OFFICIALS. No member of the governing body of the City, and no other officer, employee, or agent of the City who exercises any functions or responsibilities in connection with the carrying out of the Project to which this Contract pertains shall have any personal interest, direct or indirect, in this Contract.

32.14. PROHIBITION AGAINST CONTINGENCY FEES. The Consultant hereby represents that it has not retained anyone to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage or contingency fee.

32.15. FREEDOM OF INFORMATION ACT NOTICE. Pursuant to State statute, in the event the total compensation payable to the Consultant set forth in Section 6 herein is greater than \$2,500,000.00, the City is entitled to receive a copy of any and all Consultant records and files related to the performance of this Contract and those records and files are subject to the Freedom of Information Act ("the Act") and may be disclosed by the City pursuant to the Act.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the parties hereto execute this Contract on the dates signed below.

WITNESSES:

CITY OF WATERBURY

By: _____
Neil M. O’Leary, Mayor

Date: _____

WITNESSES:

KBE BUILDING CORPORATION

By: _____
Michael Kolakowski, President

Date: _____

ATTACHMENT A

1. City of Waterbury RFP No. 7031 consisting of nine (9)pages;
2. Addendum No. 1 to RFP No.7031;
3. Consultant's response to RFP No. 7031 consisting of ninety-two (92) pages, which included a Fee and Compensation Schedule of all-inclusive rates; and

**REQUEST FOR PROPOSAL
BY
THE CITY OF WATERBURY
FINANCE DEPARTMENT**

**RFP#7031 for
ARPA & ESSER CAPITAL PROJECTS PROGRAM MANAGEMENT SERVICES**

The City of Waterbury and Waterbury Board of Education (hereinafter "City") are seeking a qualified consultant to provide American Rescue Plan Act (ARPA) & Elementary and Secondary School Emergency Relief (ESSER) comprehensive capital projects program oversight and management services.

A. Background

The City of Waterbury is the direct entitlement recipient of \$74 million in ARPA funding and the Waterbury Board of Education (BOE) is the recipient of \$42 million in ESSER-II funding and \$90 million in ESSER-III funding passed through the State Department of Education. The City & BOE anticipate that a substantial portion of the combined \$206 million of ARPA and ESSER funding will be appropriated by the City and Board of Education for water infrastructure renewal & replacement, park improvements, HVAC & mechanical building renovation & improvements and other capital projects yet to be determined.

The Board of Education has engaged a firm that will be completing a Long Range Infrastructure Facility Study which will include the examination of all school facilities, resources, and technology infrastructure with respect to current and future condition and capacity and preparation of a Facilities Master Plan with identified priorities for repair, renovation, reconstruction or consolidation of the District's physical plant including major mechanicals. The Study will include the programming and quality of existing educational infrastructure, including any recommendations for repair & renovation and re-purposing or consolidation, if necessary. Additionally, the Firm will be developing scenarios for optimal facility utilization for the next ten years. The successful respondent will have the opportunity to partake in weekly meetings, consult with the Firm and partake in the process of determining priority capital projects for the commitment of ESSER funds.

B. Qualifications

Eligible proposers will be those individuals, firms, businesses, and companies that have the following qualifications:

1. Proposer must have experience and expertise in regard to providing the types of or similar services as those outlined in the Scope of Services.
2. A proposer with a proven track record in providing these types of or similar services.

3. Sufficient capacity and staffing to undertake and provide comprehensive capital projects program oversight and management services.
4. Proposer with sufficient capacity to commit weekly hourly services sufficient to ensure efficient progression of all capital projects to be funded by ARPA and ESSER funds.
5. Comprehensive knowledge of Federal laws, State laws and regulations governing applicable project and program services.

C. Scope of Services

Provide comprehensive ARPA & ESSER capital projects program oversight and management services that will include, but not be limited to, capital project concept evaluation, task order evaluations for on-call architectural/engineering services, RFP development for architectural/engineering services to design project specifications for bid when not using on-call services, RFP development for capital renewal/replacement projects, HVAC improvements, renovation & construction services, bid response evaluation services, awarded contracts oversight management services to full project completion, facilitating frequent verbal and written communications with the Mayor, Superintendent of Schools, City and BOE department management, assigned legal counsel, the Director of Purchasing, the Waterbury Development Corporation, and other designated agencies or individuals charged with purposefully expending the ARPA & ESSER funding allocated for capital project related purposes. Awarded contracts oversight management services will include contract compliance and project oversight and management including recurring direct engagement with project architects, engineers, contractors and subcontractors as needed. The Program Manager will provide a weekly project update email to all designated stakeholders and monthly projects status executive summary reporting. The Program Manager will facilitate project coordination from planning stages to completion with all stakeholders. Project Manager will host weekly meetings with designated stakeholders. Capital project program management services may also include review and approval of all project submitted invoices and applications for payment, compliance reviews, project budget management, change order reviews and issue resolution and other related services as requested.

It is anticipated that the successful respondent will commit to providing full-time on-site program management services.

The successful respondent will be fully familiar with all U.S. Treasury - ARPA and State Department of Education - ESSER issued guidance, compliance requirements and reporting requirements.

D. Agreement Period

To be negotiated. A multiyear arrangement is anticipated, likely in the form of one-year commitment with multiple one-year City held options. The ARPA funding must be committed by December 2024 and expended by December 2026. The ESSER funding follows a shorter timeframe.

The City will contractually reserve the right to cancel the contract at any time.

E. General Information

1. The City is an Equal Opportunity and Affirmative Action employer and does not discriminate in its hiring, employment, or business practices. The City is committed to complying with the Americans with Disabilities Act of 1990 (ADA) and does not discriminate on the basis of disability, in admission to, access to, or operation of its programs, services, or activities.
2. Proposers must sign the items and any forms included in Attachment A. (Contract Compliance Packet)
3. All questions and communications about this request for Proposal and submission requirements must be directed to the City of Waterbury Procurement website (<http://procurement.com/waterbury>) and must be received **by 2:00 PM on August 10, 2021**. Prospective proposers must limit their contact regarding this RFP to Mr. McCaffery or such other person otherwise designated by Mr. McCaffery. Responses to questions submitted by the above date or identified at any Information Session to be held in regard to this RFP, **along with any changes or amendments to this RFP**, will be available via the City of Waterbury Procurement website **by 2:00 PM on August 12, 2021**. It shall be the responsibility of the proposer to download this information. If you have any procedural questions in this regard, please call Mr. McCaffery at (203) 574-6748.

F. Management

Any contract or purchase order resulting from this RFP will be managed by the Director of Finance or designee for the City of Waterbury. The successful respondent will be fully accountable to the City's Mayor.

G. Conditions

All those submitting proposals must be willing to adhere to the following conditions and must positively state this in the proposal:

1. All proposals in response to this RFP are to be the sole property of the City. Proposers are encouraged **not** to include in their proposals any information which is proprietary. All materials associated with this procurement process are subject to the terms of state laws defining freedom of information and privacy and all rules, regulations and interpretations resulting from those laws.
2. Any product, whether acceptable or unacceptable, developed under a contract awarded as a result of the RFP is to be the sole property of the City.
3. The timing and sequence of events resulting from this RFP will ultimately be determined by the City.

4. The proposer agrees that the proposal will remain valid for a period of 120 days after the closing date for the submission and may be extended beyond that time by mutual agreement.
5. The City may amend the terms or cancel this RFP any time prior to the execution of a contract or purchase order for these services if the City deems it to be necessary, appropriate or otherwise in the best interests of the City. Failure to acknowledge receipt of amendments, in accordance with the instructions contained in the amendments, may result in a proposal not being considered. At his option, the City's Director of Purchasing may provide all proposers with a limited opportunity to remedy any technical deficiencies identified by the City in their initial review of proposals.
6. The proposer must certify that the personnel identified in its response to this RFP will be the persons actually assigned to the project. Any additions, deletions or changes in personnel from the proposal during the course of the agreement period must be approved by the City, with the exception of personnel who have terminated employment. Replacements for personnel who have terminated employment are subject to approval by the City. At its discretion, the City may require the removal and replacement of any of the proposer's personnel who do not perform adequately, regardless of whether they were previously approved by the City.
7. All subcontractors hired by the proposer awarded a contract or purchase order as a result of this RFP must have prior approval of the City prior to and during the agreement period.
8. Any costs and expenses incurred by proposers in preparing or submitting proposals are the sole responsibility of the proposer.
9. A proposer must be prepared to present evidence of experience, ability, financial standing, and any other information deemed necessary by the City to satisfactorily meet the requirements set forth or implied in the proposal.
10. No additions or changes to the original proposal will be allowed after submittal, except as may be allowed by the City, at its option, in accordance with Section G.5. of this RFP. While changes are not permitted, clarification of proposals may be required by the City at the proposer's sole cost and expense. The final price and scope of services of any contract or purchase order resulting from this RFP may be negotiated with responsible proposers.
11. The proposer may be required to give presentations to the extent necessary to satisfy the City's requirements or needs. In some cases, proposers may have to give presentations or further explanation to any RFP selection committee established by the City.
12. The proposer represents and warrants that the proposal is not made in connection with any other proposer and is in all respects fair and without collusion or fraud. The proposer further represents and warrants that it did

not participate in any part of the RFP development process, had no knowledge of the specific contents of the RFP prior to its issuance, and that no agent, representative or employee of the City participated directly in the proposer's proposal preparation.

13. All responses to the RFP must conform to instruction. Failure to include any required signatures, provide the required number of copies, to meet deadlines, answer all questions, follow the requested format, or failure to comply with any other requirements of this RFP may be considered appropriate cause for rejection of the response.
14. The proposer must accept the City's standard Contract/Agreement language. See Attachment B.
15. Any contract resulting from this RFP process will represent the entire agreement between the proposer and the City and will supersede all prior negotiations, representations or agreements, alleged or made, between the parties. The City shall assume no liability for payment of services under the terms of the contract or purchase order until the successful proposer is notified that the contract or purchase order has been accepted and approved by the City. Any contract resulting from this RFP may be amended only by means of a written instrument signed by the proposer and signed by the Mayor.

H. Proposal Requirements & Required Format

One original (clearly identified as such) and five **(5)** paper copies of the proposal, as well as a copy of the original proposal in pdf format on a CD or thumb drive, must be received at the following address no later than **2:00 PM on August 19, 2021.**

Mr. Kevin McCaffery
Director of Purchasing
City of Waterbury
235 Grand Street, Room 103
Waterbury, CT 06702

Proposals submitted must be bound, paginated, indexed and numbered consecutively. Proposers shall complete **Attachment C** addressed to Mr. McCaffery, which, in part, includes a statement by the proposer accepting all terms and conditions and requirements contained in the RFP, and which shall be signed by a duly authorized official of the organization submitting the proposal. Proposers shall also, as indicated in Attachment C, identify the name of a contact person, along with their telephone number, email address, if applicable, and address, who can be contacted for the purpose of clarifying the information contained in their response to this RFP. In addition to any other information required in Attachment C, proposers shall provide their company's authorization and a request to any persons, firm, or corporation to furnish any information requested by the City of Waterbury in verification of the recitals included in its response to this RFP.

Proposals must set forth accurate and complete information for each of the items listed below. At the City's discretion, failure to do so could result in disqualification.

1. Proposer Information: Please provide the following information:
 - a. Company Name.
 - b. Permanent main office address.
 - c. Date company organized.
 - d. Legal Form of ownership. If a corporation, indicate where incorporated.
 - e. How many years have you been engaged in services you provide under your present name?
 - f. Names, titles, reporting relationships, and background and experience of the principal members of your organization, including officers.

2. Experience, Expertise and Capabilities

- a. Philosophy Statement and Business Focus. A statement of the proposer's philosophy and approach in undertaking the services of the nature outlined in the RFP, as well as a description of its primary business focus along with a detailed description of proposed project lead(s) and support team.
- b. Summary of Relevant Experience.
 - A listing of municipal clients and large capital projects/programs that the proposer has provided capital project or similar program oversight & management services to in the past (7) years. For each, provide the organization name and the name, title, email address and telephone number of a responsible contact person.
 - For each, provide a summary overview of the project/program services provided, duration of time, success of project/program services provided and status of completion.
 - Additionally, please list any contracts or purchase orders in the last three (3) years between the proposer and any agency of the City of Waterbury.
- c. Personnel Listing. Identify the project management team who would be assigned to provide comprehensive capital projects program management services. Include a resume for each detailing general and specific relatable experience for the services requested, professional education, certifications and years of service with the company. Describe the company's ability to replace an assigned project management team lead with equivalent experience should a change be necessitated by the company or the City.
- d. Conflict of Interest. Disclose any current (within the last 3 years) business, financial, personal or other types of relationships which may pose a conflict of interest.

3. Statement of Qualifications, Work Plan and Other

- a. Qualifications. For each item listed in Section B- Qualifications, please describe your company's qualifications, experience and capabilities as they pertain to each of the areas of qualifications listed.
- b. Capital Projects Program Management Services. Please provide a detailed overview of your proposed services, all associated features and value added components.
- c. Work Plan. Please describe the anticipated work plan and approach to providing the requested services. Please provide samples of project status reports that would be provided.
- d. Assigned Program Management Personnel. Provide a complete listing of key person(s) identified in the work plan by job classification, along with their resumes. Each resume shall include the individual's qualifications and experience in the subject area.
- e. Requirements of the City. Please detail any and all requirements of the City.

4. Cost Schedule.

Provide an all-inclusive fixed hourly rate for each assigned project management position and support staff positions to be assigned or potentially to be assigned as part of providing comprehensive capital projects program management services. Proposed hourly rates are assumed to inclusive of all associated costs and expense reimbursements including but not limited to travel, lodging, meals, office supplies, software and hardware, etc.

Specifically identify any costs not included in the proposed hourly rate.

The City reserves the right to negotiate costs, scope of services, and key personnel based on provider proposals.

Note: The City is exempt from the payment of excise, transportation and sales taxes imposed by the Federal Government and/or the State. Such taxes must not be included in prices.

5. Information Regarding: Failure to Complete Work, Default and Litigation.

Please respond to the following questions:

- a. Have you ever failed to complete any work awarded to you? If so, where and why?
- b. Have you ever defaulted on a contract? If so, where and why?
- c. Is there any pending litigation which could affect your organization's ability to provide these services? If so, please describe.
- f. Has your company ever had a contract terminated for cause within the past five years? If yes, provide details.
- g. Has your company been named in a lawsuit related to errors and omissions within the past five years? If yes, provide details.

- h. During the past seven years, has your company ever filed for protection under the Federal bankruptcy laws? If yes, provide details.
 - i. Are there any other factors or information that could affect your company's ability to provide the services being sought about which the City and its employees should be aware?
- 6. Exceptions and Alternatives. Proposers wishing to take any exceptions to any requirement in the RFP shall state and explain such exceptions. The City may accept proposals which take exception to any requirements in this RFP, or which offer any alternative to a requirement herein, as well as consider such exceptions and alternatives in evaluating responses. Any exception or alternative must be clearly delineated and cannot materially affect the substance of this Request for Proposals.
- 7. Quality Assurance & Disciplinary Action. Please provide an overview of your organization's system of quality control. Provide an affirmative statement that the company has not been subject to any disciplinary action during the past seven (7) years by any state or federal regulatory body. Any additional information which the proposer wishes to bring to the attention of the City that is relevant to this RFP.

I. Evaluation of Proposals; Selection Process

1. Evaluation Criteria

The following criteria are expected to be among those utilized in the selection process. They are presented as a guide for the proposer in understanding the City's requirements and expectations for this project and are not necessarily all inclusive or presented in order of importance.

- a. Proposed statement of work. Emphasis will be on grasp of the issues involved, soundness of approach & work plan along with the quality of the overall proposal and assigned program manager(s).
- b. Proposed hourly rates.
- c. Experience, expertise, and capabilities of the proposer. Background, qualifications, and previous experience of personnel to be assigned to the project and their demonstrated competence, experience and expertise in the type of work to be performed. The type of experience, expertise, capabilities, and qualifications desired are outlined in Section B. - Qualifications of this RFP. The City may contact one or more of the organization references listed in Section H.2.b. of this RFP as part of assessing the experience, expertise and capabilities of the proposers or those selected as the finalist(s).

2. Selection Process

The City of Waterbury may elect to have the proposals evaluated by a committee as part of making a selection. If deemed necessary, the City reserves the right to arrange for interviews/oral presentations as part of the selection process, which invitations for interviews may involve a short-listing of the proposals received.

J. Rights Reserved To The City

The City reserves the right to award in part, to reject any and all proposals in whole or in part for misrepresentation or if the proposer is in default of any prior City contract, or if the proposal limits or modifies any of the terms and conditions and/or specifications of the RFP. The City also reserves the right to waive technical defects, irregularities and omissions if, in its judgment, the best interest of the City will be served.

K. Federal, State and Local Employment Requirements (Not Applicable)

Contractors, if applicable, shall be obligated to fully comply with the attached Hiring of Waterbury Residents on Certain Publicly-Funded Construction Projects, i.e. City of Waterbury Ordinances Chapter 34 ("Good Jobs Ordinance"), Federal Davis- Bacon Act, Federal American Recovery and Reinvestment Act of 2009, and the Housing and Urban Development Section 3 Clause, all as further specified in the attached City of Waterbury Contract form. Also attached hereto, is a full copy of the aforesaid City of Waterbury Ordinance, commonly referred to as the "Good Jobs Ordinance".

L. State Set-Aside Requirements (Not Applicable)

The contractor who is selected to perform this municipal public works project, funded in whole or part by the State, must comply with CONN. GEN. STAT. §§ 4a-60, 4a-60a, 4a-60g, and 46a-68b through 46a-68f, inclusive, as amended by June 2015 Special Session Public Act 15-5. An Affirmative Action Plan must be filed with and approved by the Commission on Human Rights and Opportunities prior to the commencement of construction.

State law requires a minimum of twenty-five (25%) percent of the state-funded portion of the contract for award to subcontractors holding current certification from the Connecticut Department of Administrative Services ("DAS") under the provisions of CONN. GEN. STAT. § 4a-60g, as amended. (25% of the work with DAS certified Small and Minority owned businesses and 25% of that work with DAS certified Minority, Women and/or Disabled owned businesses.) The contractor must demonstrate good faith effort to meet the 25% set-aside goals.

For municipal public works contracts, the contractor must file a written or electronic non-discrimination certification with the Commission on Human Rights and Opportunities. Forms can be found at http://www.ct.gov/opm/cwp/view.asp?a=2982&q=390928&opmNav_GID=1806.

CITY OF WATERBURY
Addendum #1 to ARPA & ESSER Capital Projects Program
Management Services
RFP #7031

August 11, 2021

Please Note: Hardcopies of your proposal must be received by the Director of Purchasing no later than 2:00 PM, EST on August 19, 2021

Response to Submitted Questions

- 1.) In response to Section 4 of the RFP which requests fixed hourly rate for each team member, please review and advise if hourly rates shall be provided based upon current 2021 rates, or if they shall be a blended rate intended to span the entire projected duration through December of 2026. *Please provide a fixed hourly rate and state the duration of time those hourly rates will be held for. If not to be held for the entire projected duration through December 2026, please identify when escalations would occur, the escalation formula and any cap that would be placed on each escalation.*
- 2.) Section 9 of the proposed Contract provides required insurance coverage for the duration of the project. Please confirm that insurance costs shall be presented as a percentage of total contract value. *The insurance requirements are industry standard for the requested professional/program management services to be provided by the successful consultant. Insurance policy/coverage costs will not be reimbursed by the City. The successful consultant will cover its own insurance policy/coverage costs.*
- 3.) Section 12 of the proposed contract provides requirements related to HUD funded Contracts. Please review and advise if this clause is applicable to this project, and if HUD funding is anticipated. *HUD funding is not anticipated for this project.*

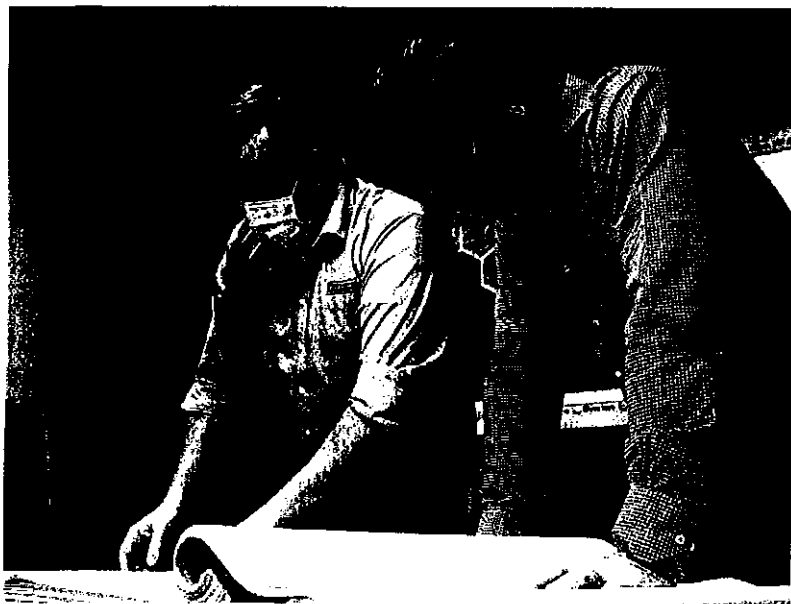


WATERBURY CONSOLIDATED PUBLIC WORKS FACILITY | FALL, 2018

CITY OF WATERBURY, CONNECTICUT

Proposal for ARPA & ESSER Capital Projects Program Management Services
WATERBURY, CONNECTICUT

August 19, 2021
RFP #7031
ELECTRONIC



Point of Contact

Michael Kolakowski
President/ Chief Executive Officer/ Principal
KBE Building Corporation
P: 860-284-7411
E: mkolakowski@kbebuilding.com

KBE BUILDING
CORPORATION

WWW.KBEBUILDING.COM

KBE Building Corporation // One of the KBE Companies



WATERBURY CONSOLIDATED PUBLIC WORKS FACILITY | SPRING, 2018

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August 19, 2021

Mr. Kevin McCaffery
Director of Purchasing
City of Waterbury
235 Grand Street, Room 103
Waterbury, CT 006702

RE: Proposal for ARPA & ESSER Capital Projects Program Management Services

Dear Mr. McCaffery,

On behalf of KBE Building Corporation, I am pleased to provide our proposal for ARPA and ESSER Capital Projects Program Management Services. This responds to the specific requirements of the City's RFP, issued on August 1, 2021 and Addendum One issued on August 11, 2021.

KBE has been based in Connecticut for more than 62 years. In recent years, we have successfully delivered a wide array of projects for the City of Waterbury, other municipalities and school boards, the State, and the federal government. We are fortunate to be viewed as a company others want to work with, and enjoy strong relationships with the area's best architects, engineers, construction management firms, trade contractors, and commissioning agents. I am confident that KBE will be an exceptional partner on your program.

KBE has led the planning and implementation of multiple construction programs and acted as the representative of towns, cities, and local school boards in Connecticut over the years. Our experience includes four major educational campus facilities improvement programs, each executed over multiple years. These programs were managed on behalf of the University of Bridgeport, Connecticut College, all University of Connecticut campuses, and Hood College in Frederick, Maryland. Additionally, we have overseen similar ongoing capital improvement initiatives on behalf of the State of Connecticut Department of Administrative Services, Division of Construction, the Town of Wallingford, and various private developers/ owners with large properties located in Connecticut, including Foxwoods Resort Casino.

The KBE team defined in our proposal is made up of a group of construction professionals who have been with KBE for many years and have collaborated on many successful projects. Each brings unique expertise gained from many years providing comprehensive, hands-on services in the Connecticut AEC industry. Collectively, they offer an unparalleled resource to the City of Waterbury with a thorough understanding of local codes and regulations; working with agencies and their officials; construction grant program requirements; and the local labor and materials markets. Our team includes seasoned program/project managers and field staff/ superintendents; a State of Connecticut registered architect; and specialists in program management and owner representation, Preconstruction and Construction; market analysis, budget planning and cost estimating; prioritization and sequencing of project/s and scheduling; phasing and logistics; existing conditions assessment, master planning and architectural programming; sitework; envelope; MEP; rehabilitation, major renovation, and new construction both large and small; historic restoration; and the prequalification and solicitation of service providers. **These proposed individuals will be the persons available and assigned, as various projects in the program become a reality.**

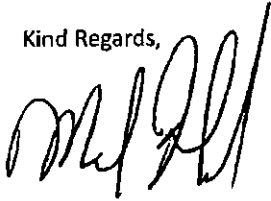
At KBE, relationships are the core and foundation of our success, and this is evidenced by our many repeat clients. We will be committed to not just meeting but exceeding your expectations across the board. We understand that a collaborative and innovative work effort and frequent, streamlined communication will be key to delivering your goals. The depth of experience of our proposed team and the many tools, resources, and talents of the 140+ strong

KBE support staff will all be leveraged as we work with you to plan and implement the ARPA and ESSER Capital Projects Program. Our focus will be on thoroughly vetting projects prior to construction to consistently avoid challenges and changes in the field. As your representative, we will approach and design documents as seasoned AEC industry professionals. As owner of KBE Building Corporation, you have my assurance that our team will keep the promises we make to the City of Waterbury.

To follow you will find further information regarding the qualifications, experience, and approach of our firm and project team. KBE Building Corporation is willing to adhere to RFP#7031 G. Conditions, items 1-15 and certifies that the personnel identified in the response will be the persons actually assigned to the program

We look forward to speaking with your further about the City's important ARPA and ESSER Capital Projects program.

Kind Regards,



Michael Kolakowski

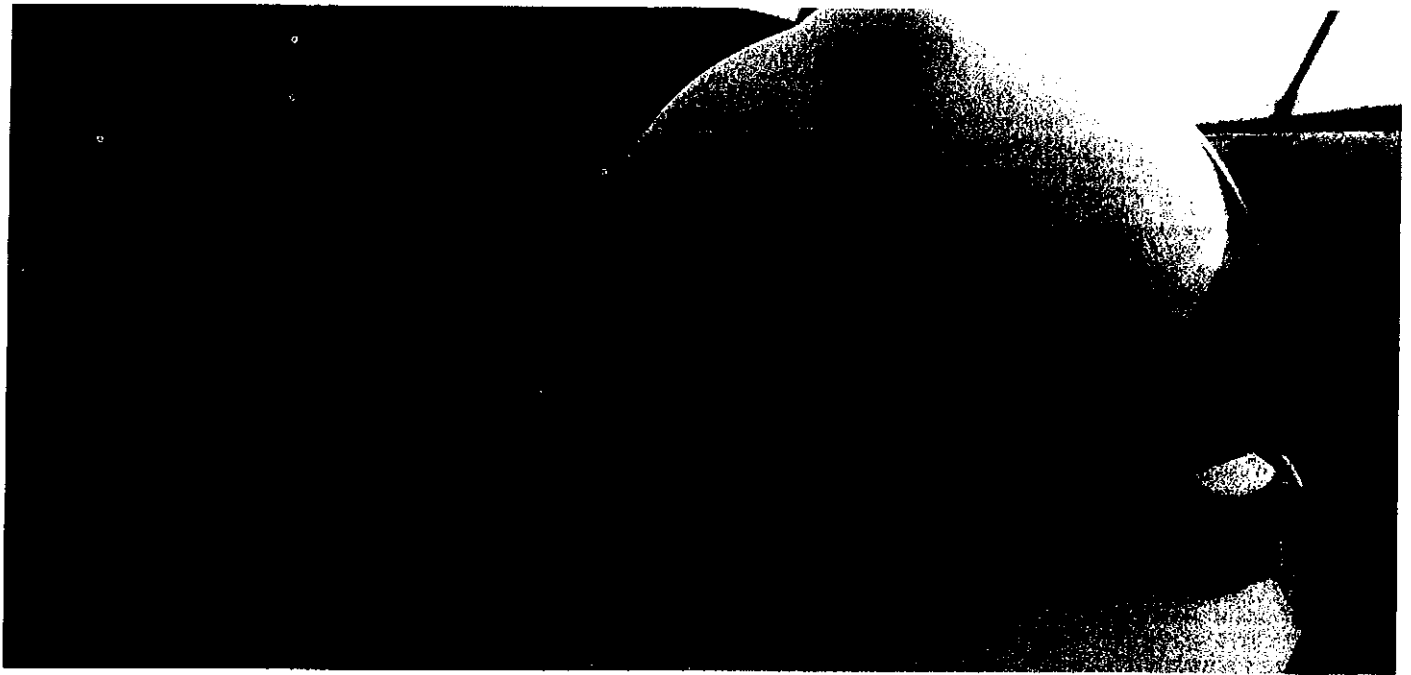
President | Chief Executive Officer | Principal

P: 860.284.7411

E: mkolakowski@kbebuilding.com

PROPOSER INFORMATION

TAB 1



KBE BUILDING
CORPORATION

RFP Question 1:

Proposer Information

- a. Company Name
- b. Permanent main office address
- c. Date company organized
- d. Legal Form of ownership. If a corporation, indicate where incorporated
- e. How many years have you been engaged in services you provide under your present name?
- f. Names, titles, reporting relationships, and background and experience of the principal members of your organization, including officers

Company Name

KBE Building Corporation

Permanent Main Office

76 Batterson Park Road, Farmington, Connecticut 06032

Date Organized

Established 1959 | Incorporated in 1966

Legal Form of Ownership and State where Incorporated

S Corporation in State of Connecticut

- Major Contractor License #MCO.0900071

- State of Connecticut, Department of Administrative Services certified as Prequalified Construction Contractor Construction Manager at Risk (Group C) and General Building Construction (Group C)

Years engaged in services under present name

12 years, since 2009 (formerly, Konover Construction Corporation)

Names, titles, reporting relationships, and background and experience of the principal members of KBE Building Corporation, including officers

KBE Building Corporation Officers

Michael Kolakowski

President | Chief Executive Officer | Principal

Mike is KBE's executive responsible for the overall operation of the company. Mike holds a B.S. in Construction Engineering from Fairleigh Dickinson University and has 35+ years experience in construction and project management. As Executive-in-Charge, he oversees all divisions of the construction organization. Mike has been a member of Associated Builders and Contractors for many years and is involved with numerous philanthropic organizations. Joined KBE in 1985 and acquired the firm in 2007.

RFP Question 1f, continued**James (Jim) Culkin**

Chief Operating Officer | Executive Vice President | Principal

Jim was named Chief Operating Officer and Executive V.P. in 2015. He oversees KBE's Field Operations, Preconstruction, Estimating, and long-range strategic planning for the firm. Jim's construction industry career began in 1986, working on projects in New York City and Long Island. He received his B.S. in Engineering from Pennsylvania State University. Joined KBE in 1996, became a Principal in 2017.

Timothy (Tim) M. O'Brien

Chief Financial Officer | Executive Vice President | Principal

Tim was named Chief Financial Officer and Executive V.P. in 2015. He is responsible for all aspects of KBE's accounting and financial functions, and strategic planning for KBE's long-term growth. Tim has 25+ years experience in business and financial management roles in the construction industry. He received his B.S. in Business Administration from Bryant College. Joined KBE in 1996, became a Principal in 2017.

Robert (Bob) G. Dunn, Esq.

Vice President | General Counsel | Principal

Bob is a Vice President and KBE's in-house general counsel. He holds a B.S. in Architectural Engineering from the University of Kansas, and his law degree from Suffolk University Law School. In addition to general compliance oversight and duties as KBE's ethics officer, Bob pro-actively oversees contract negotiations, risk management. He is a member of the American Bar Association, CT Bar Association, and the Hartford County Bar Association. Joined KBE in 1999, became a Principal in 2017.

Antonio (Tony) Mancini

Vice President Of Field Operations, Northeast Region | Principal

Tony is Vice President of Field Operations and is responsible for the management of field construction and project management staff and services. He began his construction industry career in 1990 and joined KBE as a Project Superintendent. Tony holds a B.S. in Construction Engineering Technology from Central Connecticut State University. Joined KBE in 1994, became a principal in 2017.

Steve Boscardin

Principal, KBE West Regional Office

Steve has 40+ years of construction industry experience. Starting as a Superintendent and working up to Director of Operations for our Scottsdale, AZ office. Steve holds a B.S. in Engineering and Management from Purdue University. Joined KBE and became a Principal in 2018.

Brad Nydahl

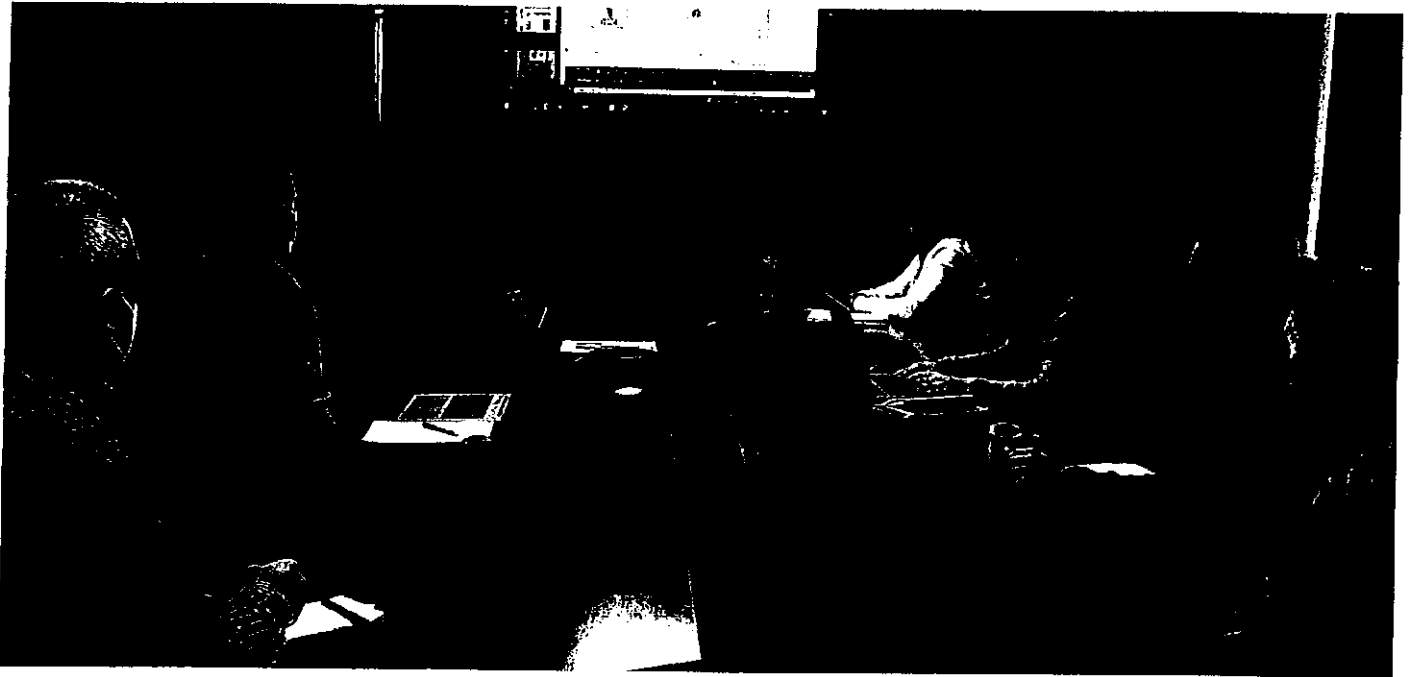
Principal, KBE West Regional Office

Brad's previous role as CEO of a regional general contractor has given him the opportunity to work with teams in Arizona and the Western US marketplace for 35+ years. Brad holds a Construction Management degree from University of Nebraska at Lincoln. Joined KBE and became a Principal in 2018.

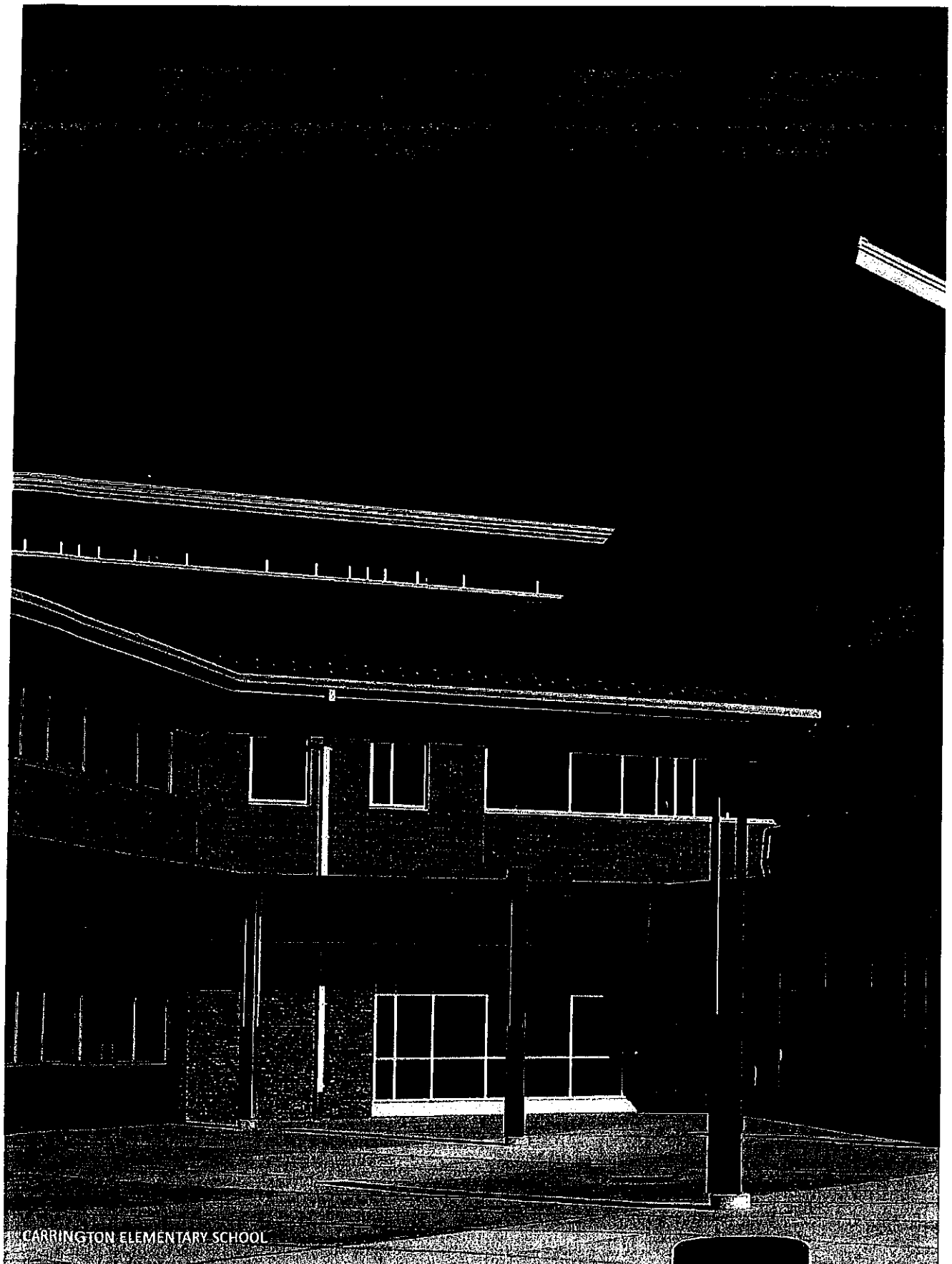
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EXPERIENCE, EXPERTISE AND CAPABILITIES

TAB 2



KBE BUILDING
CORPORATION



RFP Question 2a:

Philosophy Statement and Business Focus A statement of the proposer's philosophy and approach in undertaking the services of the nature outlined in the RFP, as well as a description of its primary business focus along with a detailed description of proposed project lead(s) and support team.

ABOUT KBE

Relationships are everything

Our Philosophy, Approach, History, and Capabilities KBE Building Corporation is a full-service commercial construction company with a strong national presence. The firm provides program management services, preconstruction, construction management, design-build, general contracting, construction administration, and owner representative to clients across the United States in the local municipal/state/federal (including Department of Defense) government, public and private Pre-K-higher education, institutional, corporate, residential, hospitality, retail, mixed-use, senior services and living, and health care markets.

If we were to define a single driving factor in our business culture since the firm's inception in 1959, it would be this: that our relationships are the core and foundation of our success. We know that there is no other industry in the world that is so dependent upon so many relationships to be successful. We will evaluate every aspect of the delivery of our services through this relationship focus. We are committed to fostering and maintaining creative and collaborative (and long-lasting) work relationships with our clients, design partners, trade contractors, and others.

Proper Planning Prevents Poor Performance. KBE has proven that the investigations, research, and planning that goes into the Preconstruction Phase are absolutely critical to ensuring an excellent result in the field. We anticipate and solve problems before the project moves into construction - saving time and money.

Under the expert leadership of the KBE team, the optimum level of detail and diligence will be integrated into cost estimating, value management, constructability reviews, preparation of RFPs and other solicitations, and the evaluation of proposals to identify the best qualified and most competitive design firms and contractors.

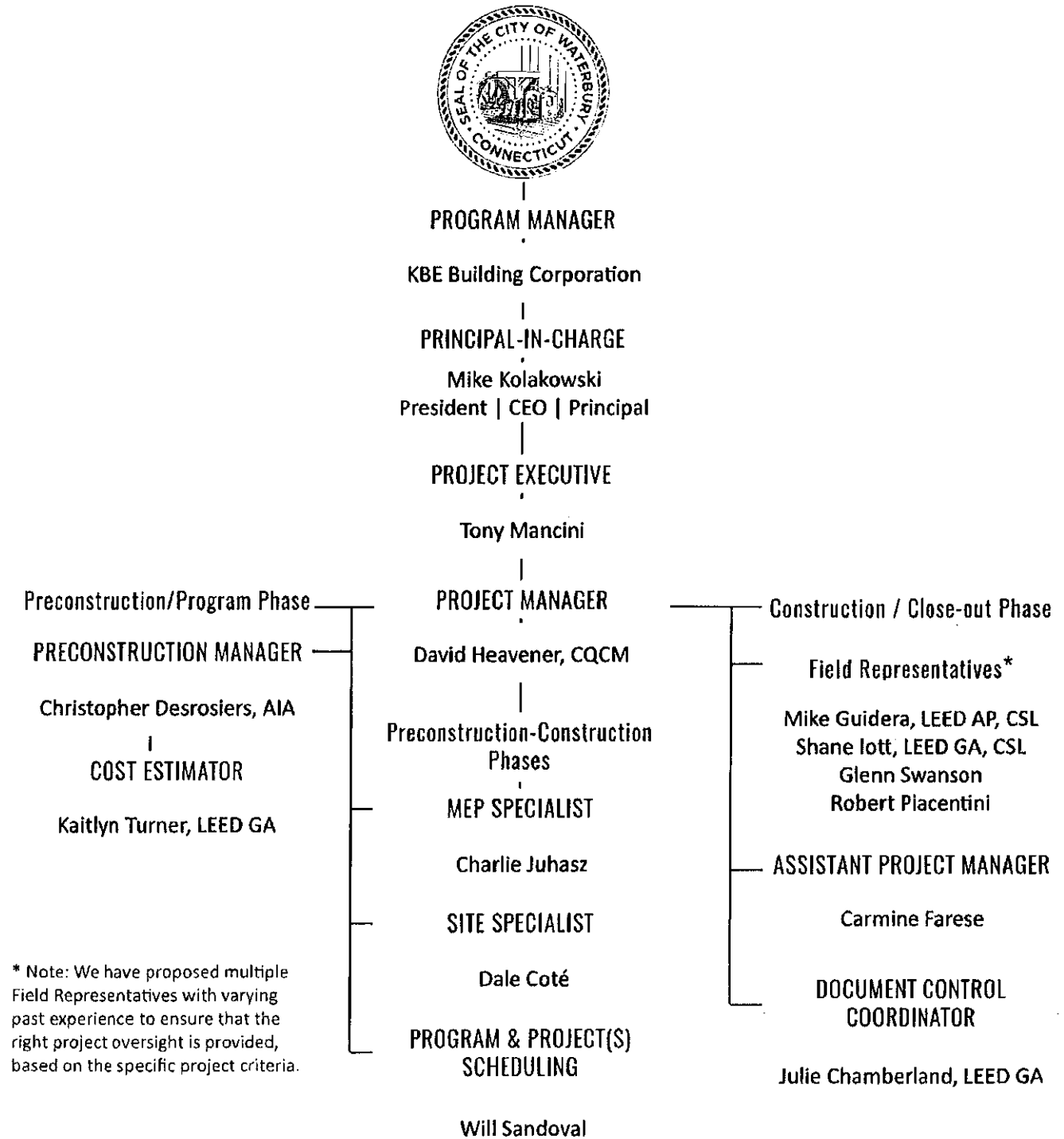
Highly qualified team. We have hand-selected the proposed team members for the project based on their past collaboration with municipal clients in Connecticut; educational institutions (including many projects that were partially or wholly funded by grants with stringent guidelines); infrastructure; renovation and repair (including deferred maintenance, abatement, and code upgrades; capital improvement initiatives; planning and oversight of complex construction programs involving the sequencing of multiple projects with some occurring simultaneously at different sites. A project team organizational chart/description of KBE's proposed project leadership and support team follow.

Firm Overview

\$300-400M
Annual Construction
Volume

\$200M/\$1B
Bonding Capacity
(single/aggregate)

PROJECT TEAM ORGANIZATIONAL CHART



RFP Question 2a:

Philosophy Statement and Business Focus A statement of the proposer's philosophy and approach in undertaking the services of the nature outlined in the RFP, as well as a description of its primary business focus along with a detailed description of proposed project lead(s) and support team.

PROPOSED PROJECT LEAD(S) AND SUPPORT TEAM

KBE has structured our Project Team to provide in-depth Program Management expertise at both the Pre-Construction and Construction phases. Our team will facilitate seamless flow and continuity of information between the design firms, the CMRs, and the City of Waterbury representative. KBE will ensure a coordinated approach throughout Program/Project Planning activities (including cost estimating, scheduling and sequencing of events/ logistics/phasing, compliance with grant requirements, and meeting all City of Waterbury project goals); solicitation of professional services; and construction oversight/project document/communications management. The Preconstruction and Construction Phase project team members highlighted in the Project Organizational Chart on the previous page and listed below are immediately available. Each has the capacity and expertise to provide the services and work required for providing the proper program oversight.

The chart on the following page reflects the staff that will be part of the Waterbury Capital Projects Program and includes a description of the duties and responsibilities of all key team members.

Detailed resumes for Project Specific Supervisory and Management Personnel can be found under our response to RFP item 3d: Assigned Program Management Personnel.

Team Member and Role	Primary Responsibilities
Mike Kelleher Principal Manager	Responsible for overall program management and oversight of the project team, ensuring the project is completed on time, within budget, and to the highest quality. This includes managing the project team, coordinating with the design firms, CMRs, and the City of Waterbury representative, and ensuring the project is completed on time, within budget, and to the highest quality.
Tony Mancini Project Executive	<ul style="list-style-type: none"> Oversee and direct the resources of the project team Participate in preconstruction meetings Oversight of the project-specific RFP development, contract review, and project/s budgeting Assist in drafting the Owner Contracts with legal counsel, ensure compliance with subcontractor qualification and subcontractor award Work collaboratively with the Owner and Design Team to identify, analyze and resolve project technical issues that arise Executive oversight of field operations and coordination of field representatives Site visits to inspect quality, schedule and ensure safety is upheld

Team Member and Role	Primary Responsibilities
Project Manager	<ul style="list-style-type: none"> General work performance oversight Develop and track project schedule, milestones and approvals and deliverables Review the contractor's plan and work performance requirements Coordinate logistics with internal agency requirements Review all submitted work for technical and scope compliance Review contractor's monthly quality assurance report Coordinate project team meeting and activities with contractor and other project team Oversee the distribution of information and materials Following guidelines, complete compliance checks and report on compliance Coordinate all activities, including security, meeting, photography and video Follow standard procedures with safety

Carmine Farese
Assistant Project Manager

- Assist in tracking all required permits and approvals and their status
- Assist in reviewing contractors' schedules, bid packages and procedures
- Track all proposed changes to the Scope of Work
- Monitor and report on job progress in the field
- Forecasting upcoming deliveries and ensuring timely receipt
- Coordination of pre-installation meetings and project team meetings
- Review and documentation of Contractor change orders
- Assist in ensuring all facility staff are properly trained and all facility documentation (As-builts, manuals, warranties, models, photography) is archived for future immediate access by the City

<p>OPTION TO PROCEED WITH A Preconstruction Meeting</p>	<p>1. Obtain approval of CM for construction and contracting plans</p> <p>2. Coordinate the project with owner in order to develop an approved design and finaling of documents</p> <p>3. Obtain and submit RFP to select a building project trade not available on the contract (e.g. construction safety views, and other general building)</p> <p>4. Prepare a preliminary plan for construction of the operation in order to implement the project from the construction and complete all commitments defined within the construction plan</p> <p>5. Preparation of A/E/C/M and contract RFPs</p> <p>6. Establish, conduct, record, and distribute minutes of all project meetings</p>
--	--

Kaitlyn Turner, LEED GA
Cost Estimator

- Quantity take-offs of design documents
- Compliance with sustainability goals
- Evaluation of Contractor goals and Bid Packages
- Evaluation of proposals prepared by Contractors
- Review Project Budgets based upon established unit-prices
- Provide constructability feedback regarding design documents
- Review and reporting for all project construction records (ASIs, RFIs, RFPs)

Team Member and Role	Primary Responsibilities
Charlie Jones MEP Specialist	<ul style="list-style-type: none"> • Review of MEP Drawings for constructability items • Review and assessment of initial contractor MEP bid documents • Develop mechanical cost estimates and budgets • Participate in scope reviews for MEP trade contractors to assure the bids are in-line with project's program and confirm availability of materials • Review MEP equipment submittals and shop drawings during construction • Lead pre-commissioning process • Evaluate existing systems and make cost-effective recommendations • Field inspections, as required
Will Sandoval Project Scheduler	<ul style="list-style-type: none"> • Creation of Master Project Milestone Schedule • Development and execution of program/ project schedules • Scheduling and cost impacts analysis • Problem solving for claims and time impact analysis • Accelerated and recovery scheduling • Review of contractors' schedule/s to verify it meets contract requirements.
Dale Cote Site Specialist	<ul style="list-style-type: none"> • Develop initial sitework cost estimates and budgets/ participate in scope review • Engage with site contractors to assure that estimates are in-line with the marketplace and confirm availability of materials • Review sitework submittals and shop drawings
Julie Chamberland Document Control Coordinator	<ul style="list-style-type: none"> • Establish, conduct, record, and distribute minutes of all project meetings • Review and reporting for all project construction records • Track all proposed changes to the Scope of Work • Record all proposed, approved and denied changed orders • Schedule and administer Close-out progress meeting • Organize and archive all data related to meeting grant requirements and/or obtaining program and project/s certifications

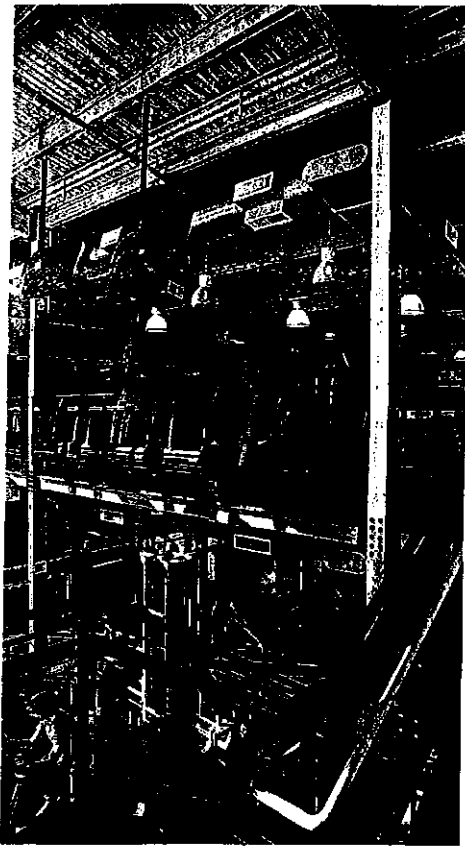
RFP Question 2b:

Summary of Relevant Experience

- A listing of municipal clients and large capital projects/programs that the proposer has provided capital project or similar program oversight & management services to in the past (7) years. For each, provide the organization name and the name, title, email address and telephone number of a responsible contact person.
- For each, provide a summary overview of the project/program services provided, duration of time, success of project/program services provided and status of completion
- Additionally, please list any contracts or purchase orders in the last three (3) years between the proposer and any agency of the City of Waterbury.

MUNICIPAL AND LARGE CAPITAL PROJECTS/ PROGRAMS

Following this page are select profiles of assignments involving capital projects or similar construction program oversight and management services as well as an array of projects completed on behalf of municipalities, boards of education, the State of Connecticut, and federal agencies.



CONNECTICUT COLLEGE ASSET REINVESTMENT PROGRAM

New London, CT

Owner:

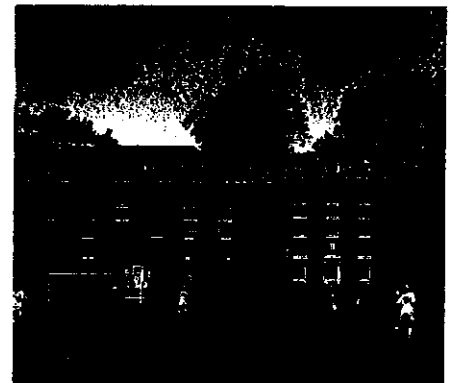
Connecticut College
Thomas Hobaica,
Associate Director of Facilities
thomas.hobaica@conncoll.edu
860.501.1475

Architect:

Moser Pilon Nelson, Noyes Vogt
Architects, EYP Architects & Engineering,
DuBose Associates

Schedule:

May 2005 to May 2016



KBE worked with Connecticut College from 2005-2016 on its campus-wide facilities improvement program, with more than 300 projects completed and not a single claim filed.

In-depth preconstruction planning each fall through spring set the stage for the fast-track, 10-week summer construction schedule. The Preconstruction phase engaged all team members- owner, facilities staff, stakeholders, architects, engineers, construction managers, and trade contractors- to ensure that every project benefited from the full gamut of design and construction expertise.

Projects ranged from comprehensive interior renovations in occupied space, interior finishes, millwork, MEP system upgrades, code upgrades, and major additions and renovations, including LEED certified projects. All formal Partnering Program was used on all projects.

CONNECTICUT COLLEGE ASSET REINVESTMENT PROGRAM

New London, CT



Projects completed under Connecticut College's Asset Reinvestment Program by year include but are not limited to:

2005: Projects included replacing the roof on the College Center, and renovations to a residence hall and snack shop.

2006: Rebuilt two residence halls; renovated four classrooms; rebuilt a bank of bathrooms in one residence hall; installed a sprinkler system in several residence halls; completed work on electrical infrastructure; completed the first phase of the Hamilton Marshal renovation projects; and using LEED criteria, implemented a waste management program and utilized low COB adhesives and sealants.

2007: More than 100 projects that encompassed exterior and interior renovations, repairs, and maintenance at more than 30 separate campus buildings; major interior renovations to two residence halls; replacement of a major campus roadway and significant scope of road repair projects; campus-wide installation of new site lighting and wayfinding signage and extensive ADA access improvements.

2008: 45 projects, including 11 bathroom renovations and three classroom upgrades, renovations of Jane Adams and Plant Residence Halls; a new roof, windows, siding and internal heating controls in Winthrop Hall, which houses the botany and biology departments; new curving walkway in front of Shain Library; upgrade and expansion of the Shain Library's second floor Special Collections room.

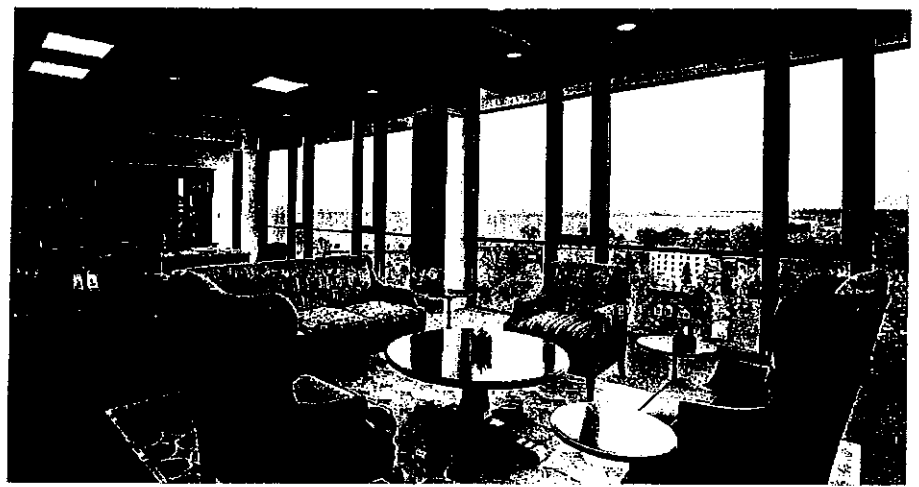
2009: 18 projects that included exterior restoration, electrical infrastructure, ADA compliance, life safety, and site walkways. KBE also constructed the award-winning, LEED Silver certified Fitness Center, a 14,000 sf renovation and addition in 2009, in addition to the AR program.

2010: Interior and exterior renovation and upgrade projects in seven separate buildings and on the roadways and walkways campus-wide.

2011: Reconstruction and addition of a mile-long campus roadway, roof replacement, reconstruction of building facades, cosmetic renovation of the main dining facility, construction of a new plaza area and life safety upgrades to a student apartment complex.

2012: Renovations to the Locker Rooms, athletic field lighting, roof repairs at Blackstone, code upgrades at River Ridge, new bathroom at Fanning Hall, River Ridge Road reconstruction, and patio renovation and stair reconstruction at Castle Court. KBE also constructed the award-winning, 86,000 sf Science Center in 2012 (LEED Gold Certified).

2013: Exterior renovations to numerous campus buildings, parking lot repairs, upgrades to the Student Center bathrooms, renovations to the specialty student housing known as the Winchester Houses, and refurbishment of the circa 1950's Steel House.



UNIVERSITY OF BRIDGEPORT CAMPUS-WIDE FACILITIES IMPROVEMENT PROGRAM

Bridgeport, CT

Owner:

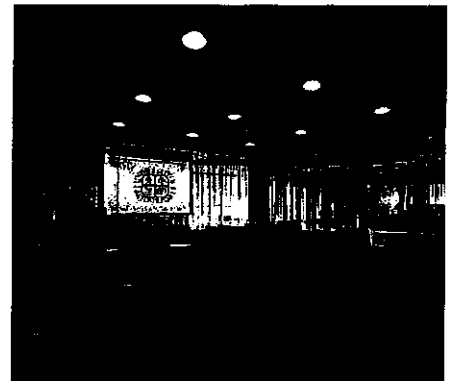
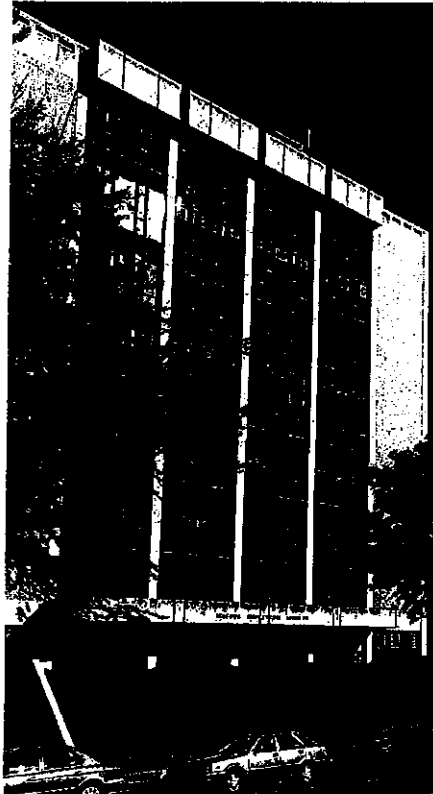
University of Bridgeport
Robert Schmidt, Chief Operating Officer
rschmidt@bridgeport.edu
860.883.5922

Architect:

Antinozzi Associates and
Bernstein & Associates Architects

Schedule:

2007 to 2016



KBE worked with the University of Bridgeport for a decade on its campus-wide facilities improvement program designed to improve the physical and technological infrastructure of the University's portfolio of facilities. The multi-phase program encompassed renovations and upgrades to a wide array of a multitude of University properties as well as the campus infrastructure. Summaries of select projects completed within this program follows.

UNIVERSITY OF BRIDGEPORT CAMPUS-WIDE FACILITIES IMPROVEMENT PROGRAM

Bridgeport, CT



Campus-wide Electric Grid Replacement

Seven month project to replace the entire high-voltage utility infrastructure at the 40-acre campus. The project affected nearly 50 buildings on the urban campus, and required intricate phasing to manage progressive power shutdowns and startups as the new systems came on-line.

Elevator Modernization

Upgrades to seven elevators in two campus buildings. The 10-month project was phased to allow ongoing operations.

Campus-wide IT Infrastructure Replacement

Phased update of all IT and telecommunications systems.

President's Offices Updates

Interior renovation to the President's Executive Offices.

Wahlstrom Library Upgrades

Comprehensive interior renovation and fit-out of the 20,000 sf, first floor of Wahlstrom Library, which included new classrooms, media center with laptop stations, student lounge and cafe, main circulation desk, as well as comprehensive upgrades to the mechanical/electrical system and IT infrastructure.

Fones School of Dental Hygiene

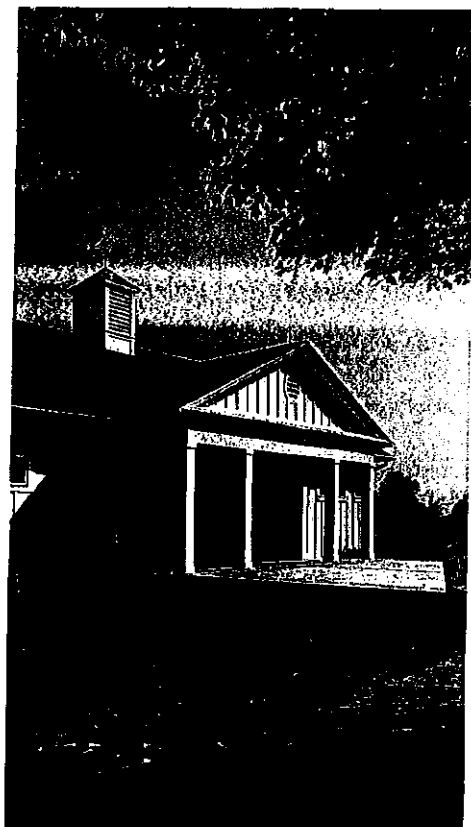
Renovation of two floors in existing campus facility to create a state-of-the-art, 30-chair dental clinic and academic classroom with four X-Ray rooms, technical labs, and public waiting areas. The facility is fully ADA accessible, allowing the clinic to provide needed services to the Bridgeport community. Construction required the integration of new MEP systems to meet the clinic's operational requirements. The work was completed while the building was fully occupied and operational.

Athletic Fields

Conversion of a vacant campus lot into a multi-purpose athletic field with state-of-the-art stadium lighting and bleacher seating for more than 1,000 people. The two-phased project also includes a new concession stand facility, press box, parking lots, and landscaping plaza.

Mandeville Hall

A \$1.8 million window replacement and installation of new HVAC systems in the main classroom building.



HOOD COLLEGE ASSET REINVESTMENT PROGRAM

Frederick, MD

Owner:

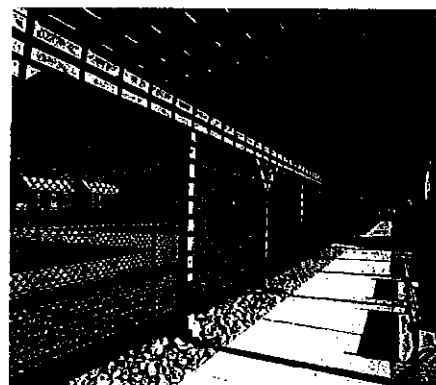
Hood College
Chuck Mann, Vice President
of Finance and Treasurer
mann@hood.edu
703.409.3399

Architect:

Bushman Dreyfus Architects, PLC
Design Collective, Tipton Associates

Schedule:

May 2009 - Sep 2012



Projects that were part of Hood College's multi-phase, campus-wide facilities improvement program included life safety upgrades and renovations to Meyran Hall student residences, new athletic fields and locker rooms, decentralization of the campus-wide heating/cooling system, campus roadway improvements, the Coblenz Hall mold removal and interior renovation, renovations to Huntsinger Aquatic Center, new tennis courts, and renovations to the dining facilities at Coblenz Dining Hall and the Whitaker Campus Center. Summaries of select projects completed within this program follows.

HOOD COLLEGE ASSET REINVESTMENT PROGRAM

Frederick, MD



Projects completed under Hood College's Asset Reinvestment Program by Phase include but are not limited to:

Phase I

Upgrades included extensive work to improve parking, hardscape and site work such as drainage in many problematic areas, as well as the installation of a new campus clock tower. Upgrades to the 41,000 sf Meyran Hall student residences, which focused on the addition of a fire prevention system, including sprinkler and fire alarm, fire pump and emergency generator. Another significant portion of Phase 1 was the installation of a synthetic turf athletic field, with associated stormwater retention and the construction of a new athletic locker room facility, and installation of utilities.

Phase II

Upgrades included replacing the site piping to a decentralized system, in other words, localizing the system to individual buildings by installing local boilers, as well as fan coil units and chilled water in several buildings.

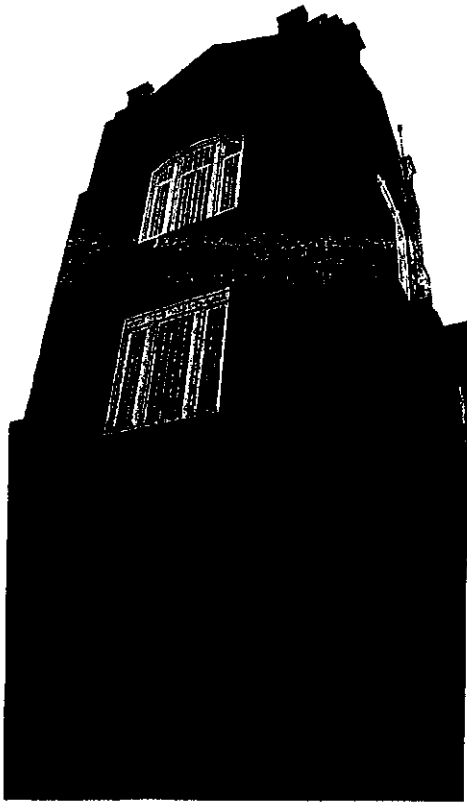
Mold removal and interior renovation of the lower level in Coblenz Hall. KBE supervised the removal and conducted an extensive study to pinpoint the areas of the building structure that were susceptible to water seepage. The renovation converted the space into a conference room and meeting area on one half of the building and a study area and lounge for students on the other half.

Additional campus-wide capital improvements included upgrades to the electrical systems and life safety in many buildings, as well as road improvements throughout the entire campus.

Phase III

Renovations were completed in 2012 in Coblenz Dining hall, originally built in 1922, and dining areas at the Whitaker Campus Center (900 sf).

KBE provided Design-Build and Construction services for the complete ground-up construction of the new Huntsinger Pools and Tennis Courts. KBE was responsible for the complete scope, including changing rooms, handicap accessibility, and HVAC systems.

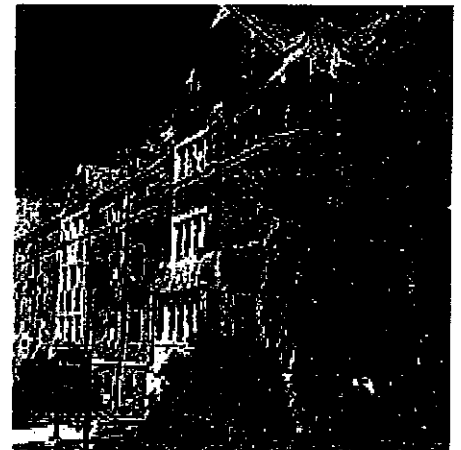


UConn OSFM LEGACY CODE REMEDIATION

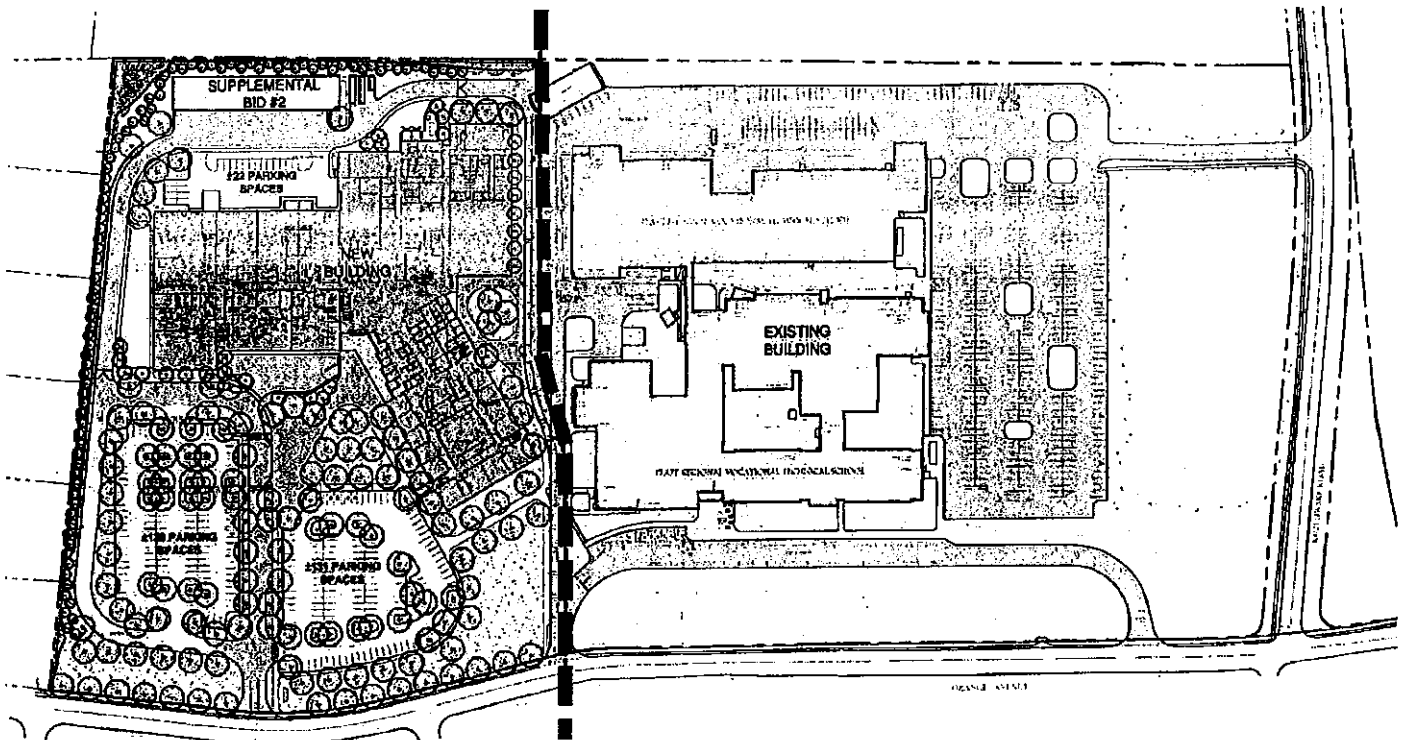
Storrs, Avery Point, Hartford, &
Mansfield Depot, CT

Architect:
URS Corporation

Schedule:
Jun 2010 to Jul 2011



Construction Manager at Risk for the remediation of code violations spanning more than 50 buildings at four University of Connecticut campuses at Avery Point, Hartford, Mansfield Depot, and Storrs. With the majority of work completed over the summer session, scope of work included: emergency signage and lighting, modifications to egresses, door and hardware replacements and modifications, construction of fire-rated walls, electrical upgrades and panel additions/relocations, Installation of stair gates and handrail modifications, Fire Escape Modifications, and installation of emergency gas shut-offs.



PLATT TECHNICAL HIGH SCHOOL

Milford, CT

Owner:

Connecticut DAS,
Division of Construction Services
Steven Longo, Project Manager
steven.longo@ct.gov
860.713.5751

Architect:

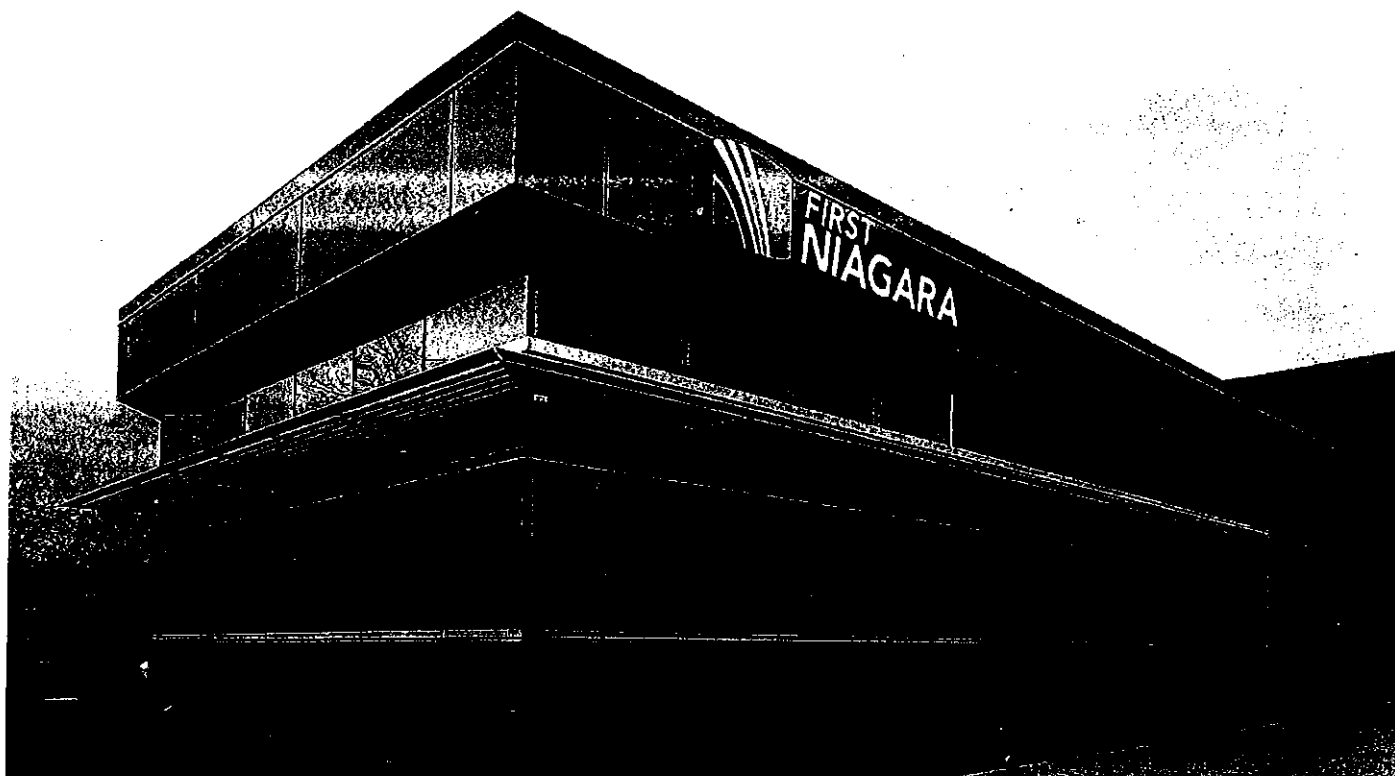
DRA Architects

Schedule:

Preconstruction: Apr 2018 to Jan 2022
Construction: Aug 2019 to Feb 2022



KBE Building is Construction Administrator for the new 236,500 sf, two-story technical high school with gymnasium, kitchen, and technical and vocational laboratories. Construction of the new athletic fields and subsequent demolition of the existing school at completion of the new school. The new campus includes parking for approximately 250 cars, as well as a 15-bay maintenance bus garage. As Construction Administrator, KBE's role included overseeing the Construction Drawing Phase through project completion and turn-over.



FIRST NIAGARA BANK

15 locations throughout
Connecticut

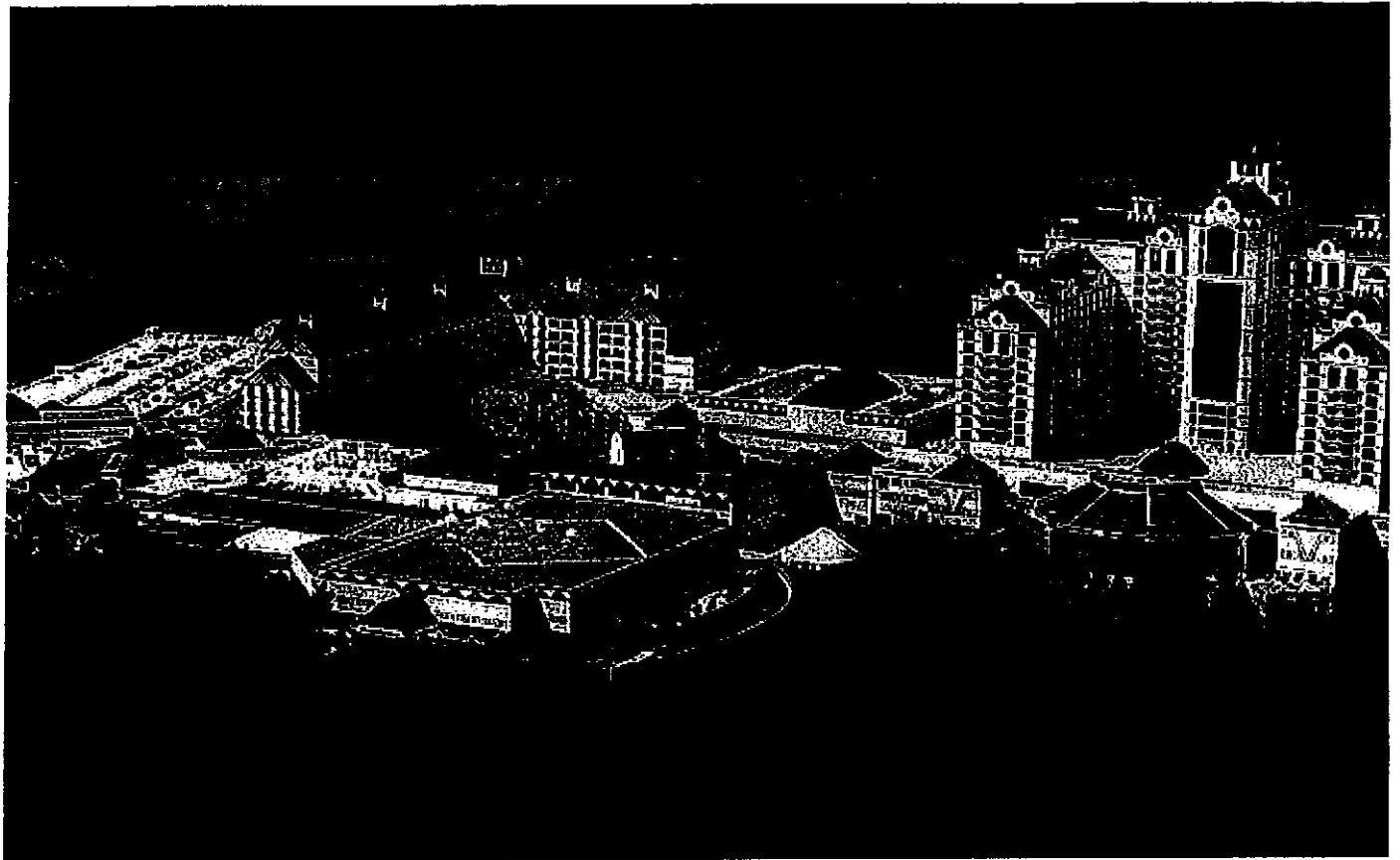
Owner:

Key Bank (formerly First Niagara Bank)



Owner Representative for relocations and General Contractor on an on-call basis for multiple projects on behalf of First Niagara Bank. Projects included the interior fit-out or new construction of First Niagara Banks (now Key Bank) at fifteen Connecticut locations. The scope of work included MEP, HVAC, drywall, partitions, millwork, flooring, ceiling and restrooms, and move management.

KBE also was General Contractor for the conversion of 47,000 sf of space on two floors and a mezzanine to new office space at First Niagara's corporate office in New Haven, Connecticut (now Key Bank). The renovation included demolition and replacement of all partitions, flooring, ceilings, MEP systems, interior construction, and new finishes.



FOXWOODS RESORT CASINO

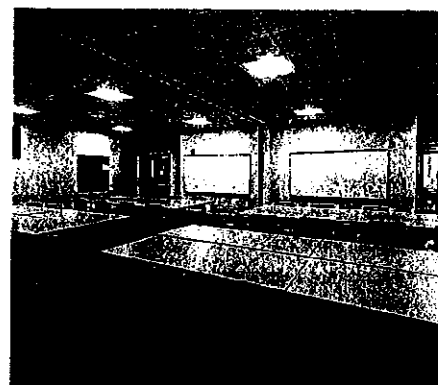
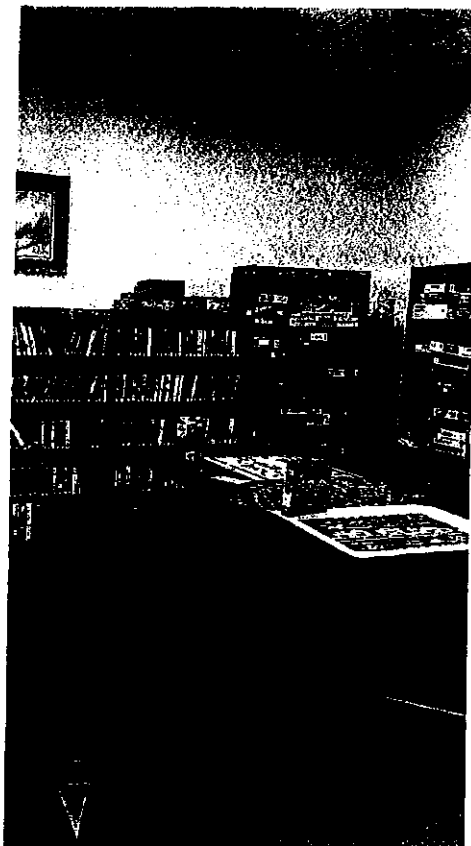
Mashantucket, CT

Owner:
Foxwoods Resort Casino



KBE Building was Owner Representative for Foxwoods Resort Casino for multiple projects on an as needed basis over multiple years. Projects completed as part of this contract include:

Atrium Bar Entertainment booth | Atrium Tile Replacement | BB King Nite Club
Bus Drivers Lounge | Cage Renovations | Coin Redemption Booth at Rainmaker
Casino | Coin Cage 2 Renovations | CSB-7 Repair Beer Pump Room Floor
Employee Bus Turn Around (Re-Configure) | Festival Casino Renovations
Food Court Renovations | Foxwoods Logo Store | Gelato Cafe
Great Cedar Hotel Renovations - Phase 1 | Grand Pequot Garage Privacy
Screening
Grand Pequot Tower Garage Entrance Signage | Han Garden Interior
Renovations
Information Kiosks | Keno Booth @ Rainmaker Square | Keno Lounge in Grand
Pequot Casino | Midway Warehouse - Racking and Fire Protection | MPOW
Warehouse - Install Modular Offices | Parking Lot C & D - Sidewalk Construction
Parking Lot 9 - Sidewalk Continuation | Pequot Trader (store) | Phase 7a
Modifications (reconfiguration of Pit One and Smoke-free table games) | Phase
7a
Tribal Housing Development Phase 4 & 6 Parking Garage Sprinkler Replacement
Phase 4 & 6 - Grand Pequot Garage Structural Repairs | Phase 10A-Great Cedar
Garage Structural Repairs | Property Wide - Install Message Reader Board Signs
Property Wide - Road Repairs and Curb Replacement | Racebrook Panels



CALENDAR HOUSE SENIOR CENTER

Southington, CT

Owner:

Town of Southington
Mark Sciota, Town Manager
sciotam@southington.org
860.384.9013

Architect:

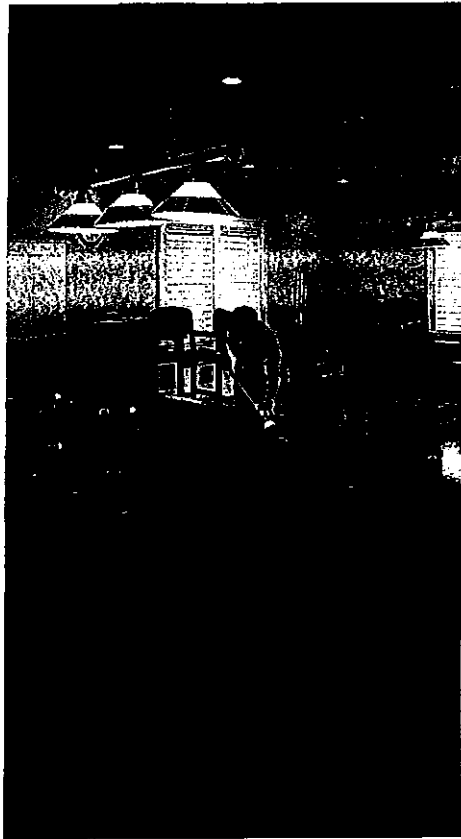
BL Companies

Schedule:

Jun 2016 to Mar 2017 Preconstruction
Apr 2017 to Apr 2018



Construction Manager at Risk for the one-story, 22,000 sf senior community center, which provides recreational, social, assembly, and educational spaces. The new center was built adjacent to the existing Southington Senior Center, with the existing building remaining operable until the new structure was ready for occupancy. The project included phased demolition and abatement of the existing, 14,000 sf community center, all building systems and interior fit-up, and full sitework and landscaping.



MADISON SENIOR CENTER

Madison, CT

Owner:

Town of Madison
Tom Scarpati, Chair Madison Ambulance
and Senior Center Building Committee
tscarpati@comcast.net
203.889.7560

Architect:

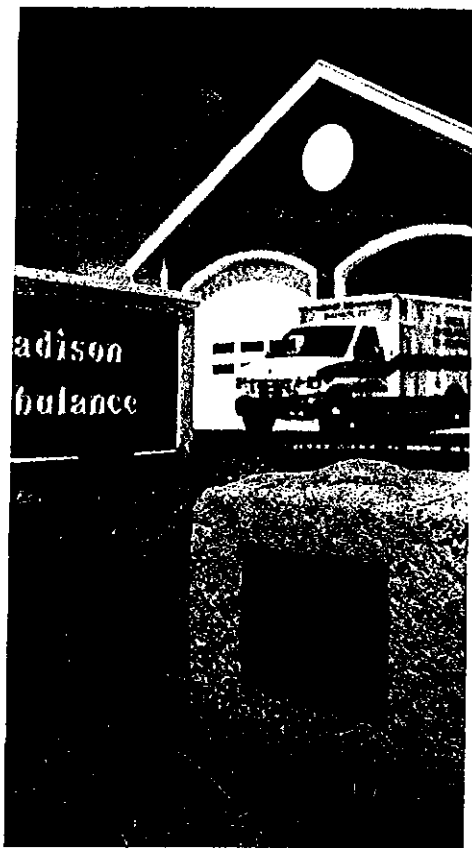
East Wharf Architects

Schedule:

Preconstruction: Nov 2009 to Sep 2010
Construction: Nov 2010 to Dec 2011



Design-Builder and Constructor for the 14,000 sf, wood-framed senior center. Designed to reflect the surrounding residential neighborhood, the facility provides a game room, television/reading room, two exercise rooms, conference rooms, cafeteria with an open room, and five additional activity rooms. KBE worked closely with the Town of Madison and the architect to bring the project design for the Senior Center and adjacent Ambulance Center into budget. KBE advised the Town of Madison to change the delivery method from Construction Manager as Advisor to Design Build to save time, money, and, essentially, the projects. Both projects proceeded with KBE as Design/Builder and Constructor. In just two weeks, KBE reviewed the design and estimates, and identified significant cost savings to proceed. Additionally, the schedules of the projects were condensed to run concurrently, instead of one after another, to reduce overhead costs.



MADISON AMBULANCE CENTER

Madison, CT

Owner:

Town of Madison
Tom Scarpati, Chair Madison Ambulance
and Senior Center Building Committee
tscarpati@comcast.net
203.889.7560

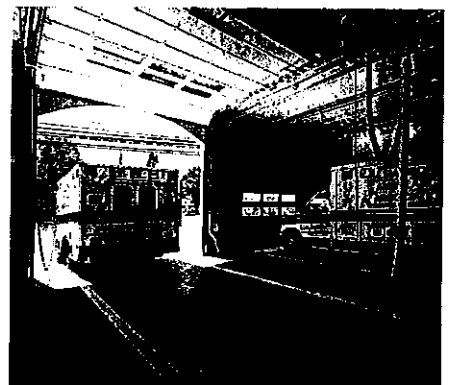
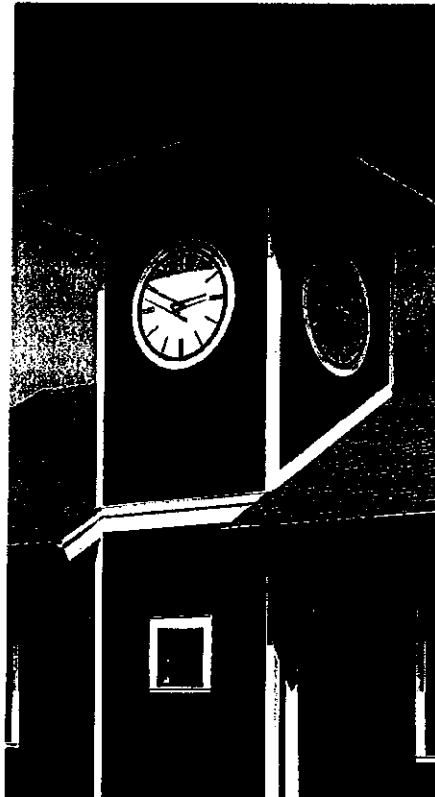
Architect:

East Wharf Architects

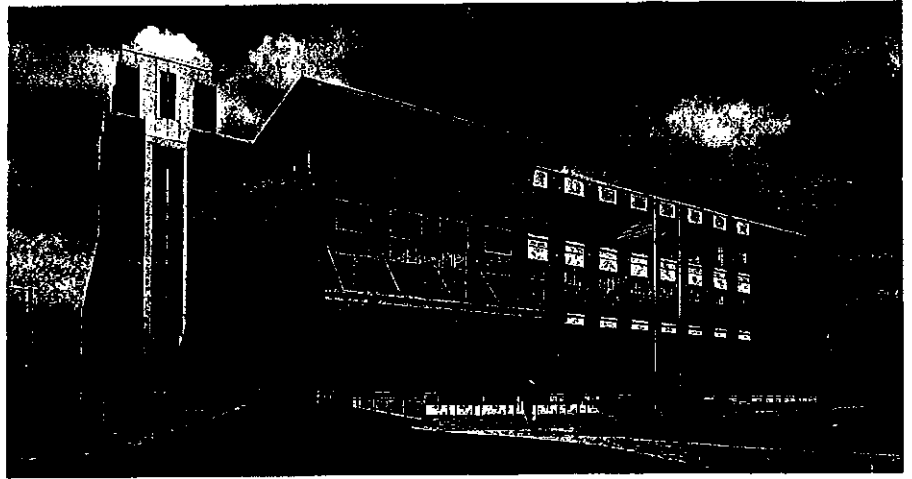
Schedule:

Preconstruction: Nov 2009 to Sep 2010

Construction: Nov 2010 to Dec 2011



Design-Builder and Constructor for the new 7,000 sf wood-framed Ambulance Center on the site of the former Senior Center. The new Ambulance Center features four large-apparatus bays, a training room, full kitchen and dining area, and two 3-bed bedrooms and two bathrooms. Completed concurrently with the adjacent 14,000 sf Senior Center, also managed by KBE.



LITCHFIELD JUDICIAL DISTRICT COURTHOUSE

Torrington, CT

Owner:

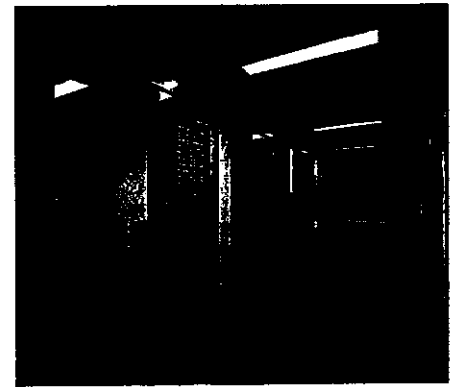
Connecticut DAS,
Division of Construction Services
Peter Simmons, Project Manager
peter.simmons@ct.gov
860.881.5870

Architect:

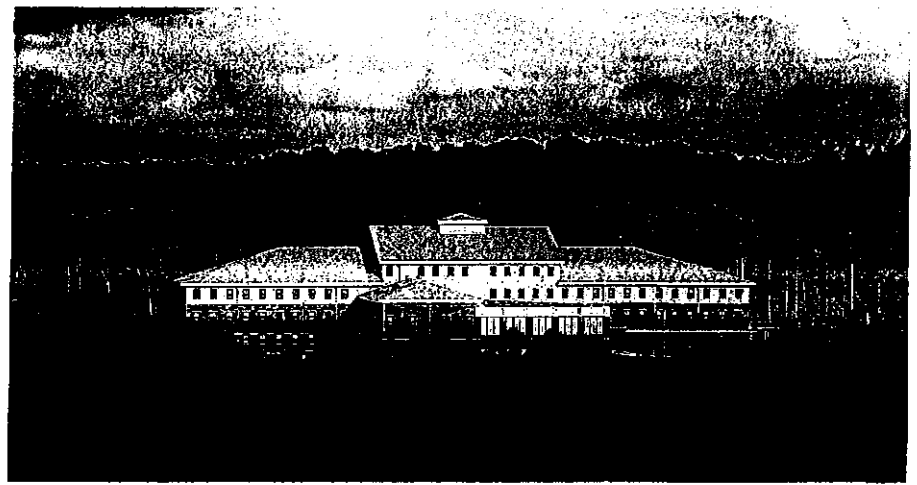
DLR Group

Schedule:

Aug 2014 to Feb 2017



Design Builder and Constructor for 188,859 sf courthouse for criminal, civil, juvenile, and family proceedings. The "L" shaped building features three stories with basement on the south wing and four stories with a basement on the north wing. A two-story, 60,264 sf parking garage was provided, along with site parking for 180. Scope included all associated sitework, relocation of existing utilities and installation of new utilities, concrete foundation, steel structure with concrete slab on deck, masonry cavity walls with brick veneer, precast caps on three levels and a metal framing and panel system on the fourth floor. Interior finishes include high-end millwork, tile floors, acoustical systems to achieve sound absorption and a sophisticated security system. The extensive sitework component included off-site storage of spoils for re-use, treatment and disposal of contaminated groundwater, shoring along the existing street due to deep excavations, and maintenance and relocation of existing storm drainage system crossing the site.



ARMED FORCES RESERVE CENTER

Middletown, CT

Owner:

U.S. Army Corps of Engineers
Connecticut DAS,
Division of Construction Services
Raymond Goff, USACE Contracting Officer
413.265.5425

Architect:

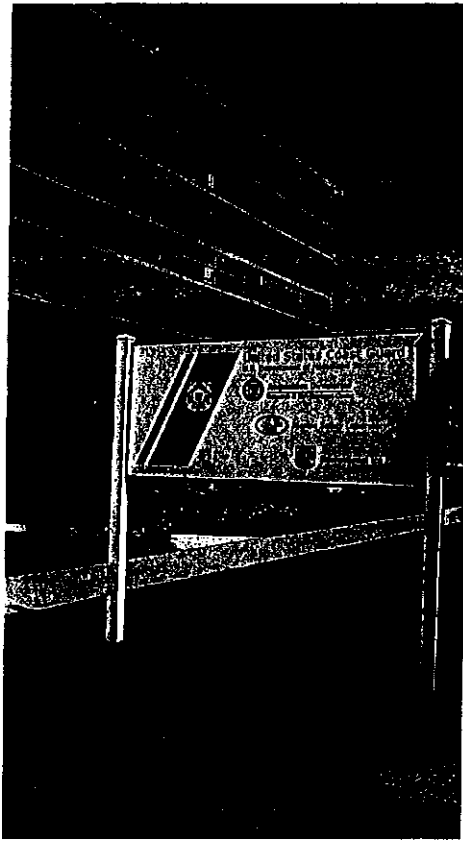
Kleinfelder

Schedule:

May 2010 to Jul 2011



Design-Builder and Constructor for military training campus, including 164,000 sf Training Facility with classrooms, weapons simulator and weapons vault, SIPRNET center for secure communications, assembly area and physical fitness facility for four Army Reserve units and six Connecticut Army National Guard units. Campus includes a 36,000 sf Vehicle Maintenance Shop and a 4,000 sf Unheated Storage facility. Construction completed in just 16 months despite a six-week government permit delay, extensive sitework, and an environmental protection program for the endangered Box Turtle population. Sitework included the removal of 500,000 cubic yards of earth work and the construction of a 1,000+ linear feet of 25 ft high retaining walls. Sustainable design features include a 10,000 sf green roof that mitigates stormwater runoff and heat-island effects while providing aesthetic and thermal advantages, a solar-heated domestic hot water system, and a photovoltaic array producing approximately 3.6% of total building power.

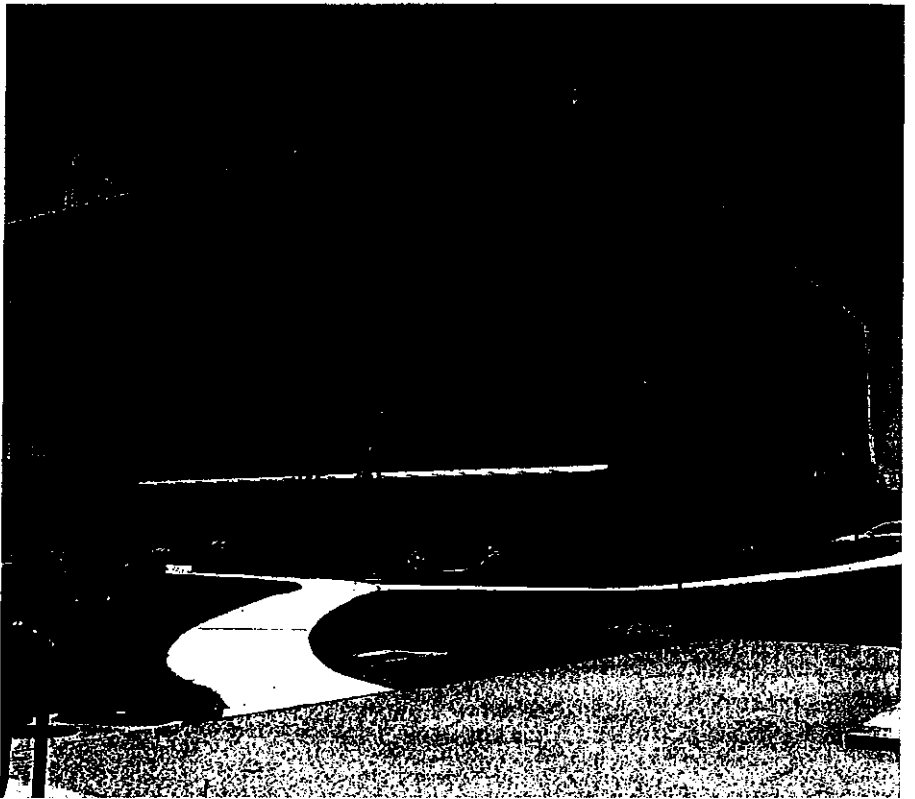
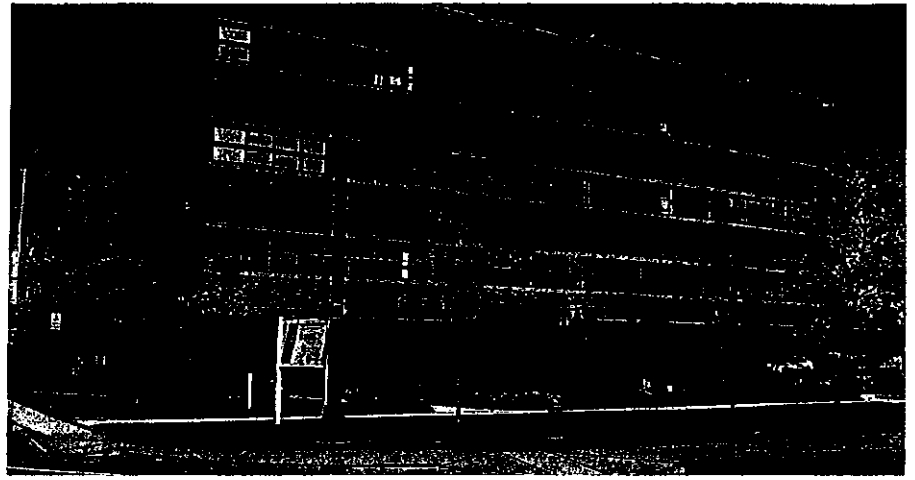


US COAST GUARD RESEARCH AND DEVELOPMENT CENTER New London, CT

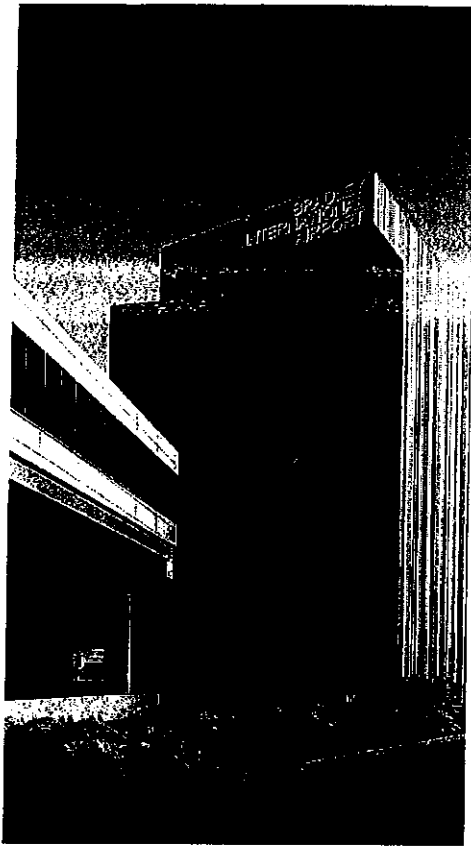
Owner:
United States Coast Guard

Architect:
Spagnolo Gisness & Associates

Schedule:
Phase 1: Sep 2008 to Feb 2009
Phase 2: Jun 2013 to Oct 2013



General Contractor for interior fit out of commercial office shell for the US Coast Guard's secure Research & Development Center for operational analysis and mission-execution solutions. Scope included fit-out of 46,000 sf (20,000 sf on 3rd and 4th floors and 6,000 sf on first floor), including secure SIPRNET communications center. Challenges included compliance with strict federal security guidelines for construction. Work included creation of offices and open plan workstations, oil analysis labs, and highly secure interior rooms for classified operations. LEED CI 2.1 Certification.



BRADLEY INTERNATIONAL AIRPORT CONSOLIDATED RENTAL CAR FACILITY

Windsor Locks, CT

Owner:

CONRAC, Hartford, CT

Client:

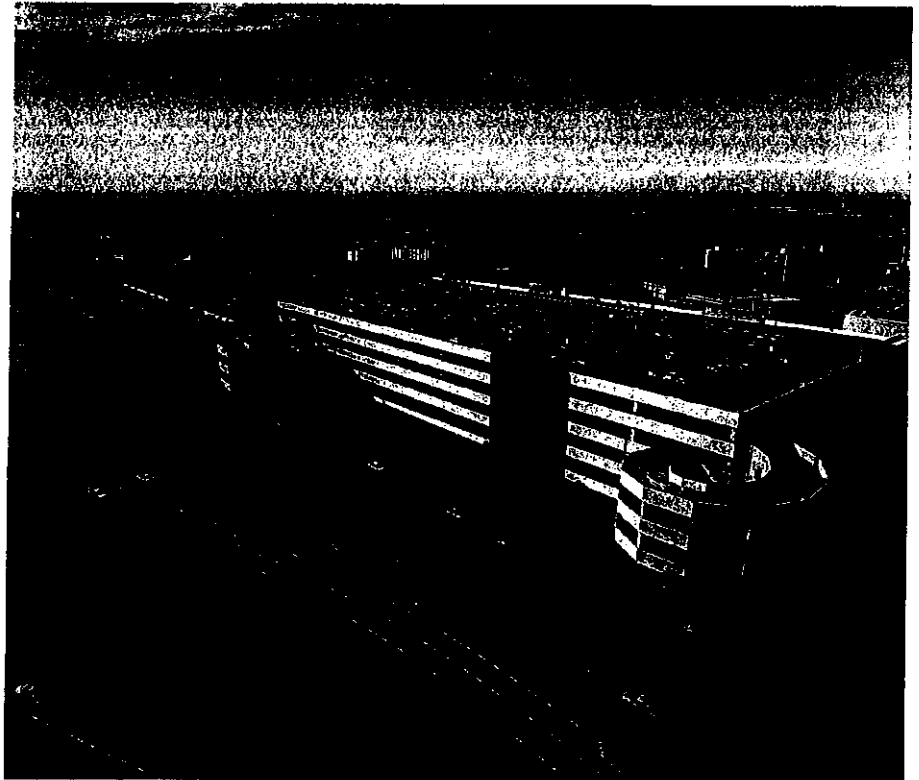
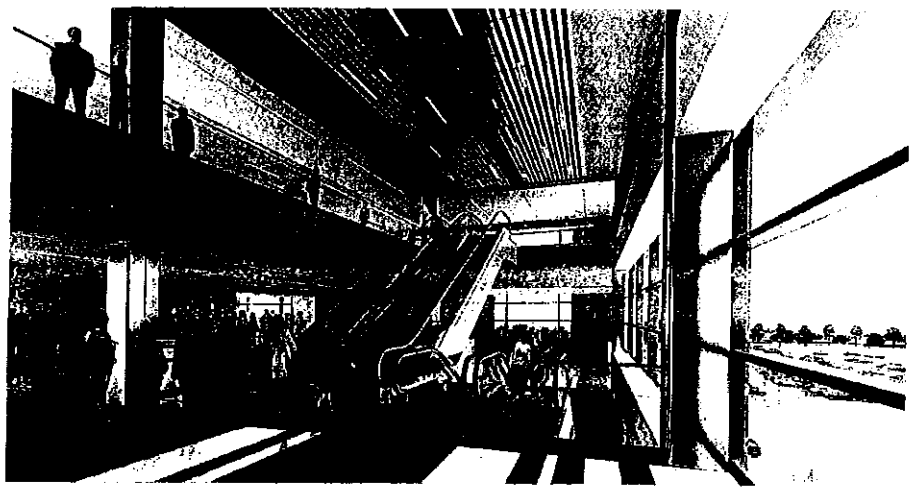
Austin Commercial, Dallas, TX
Kelly Locke, Project Executive
klocke@austin-ind.com
813.230.7807

Architect:

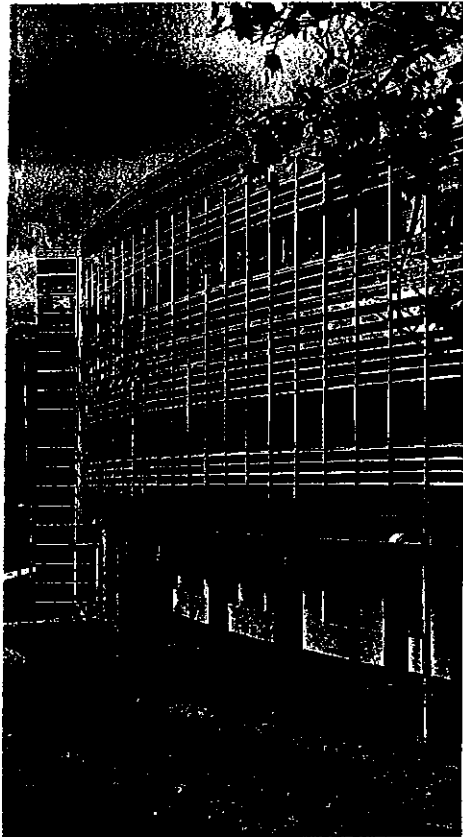
PGAL, Atlanta, GA

Schedule:

Dec 2018 to May 2022



Prime Contractor for the planning and construction of a 1.4 million sf consolidated rental car facility, including a 4-story building and garage complex for six rental car agencies. A second 4-story garage provides service areas for the rental agencies, including fuel, vacuuming, window washing, fluid replacement, car washes, and maintenance bays for routine car work. Includes 830 new public parking spots, with half under cover. The 20-acre site is defined by Airport Terminal Road and Schoephoester Road, two main thoroughfares surrounding the airport. Scope includes relocation of an existing toll booth plaza, pedestrian links to the terminals, and associated sitework (excavation, grading, utilities, and roadways).



W.F. KAYNOR TECHNICAL HIGH SCHOOL

Waterbury, CT

Owner:

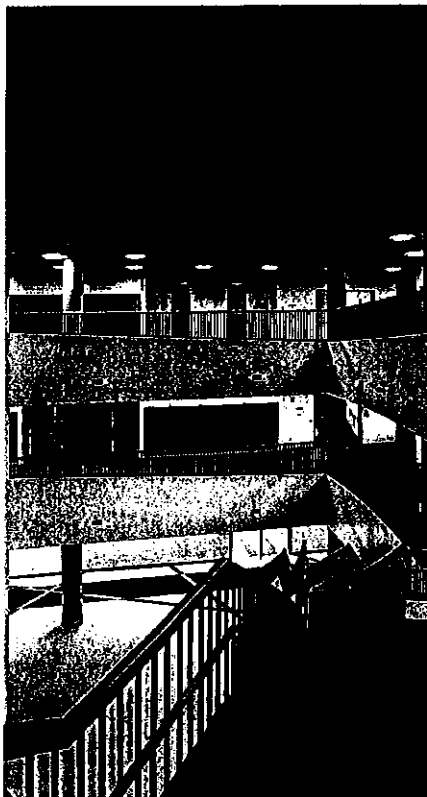
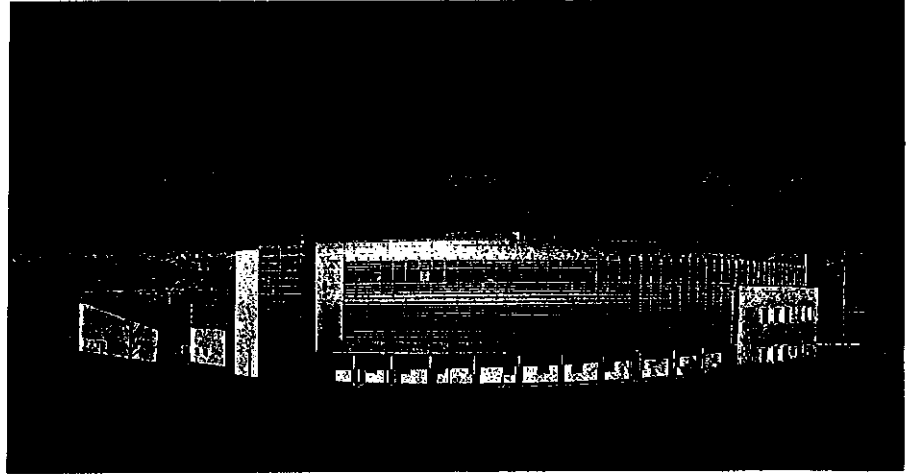
Connecticut DAS,
Division of Construction Services
Peter Simmons, Project Manager
peter.simmons@ct.gov
860.881.5870

Architect:

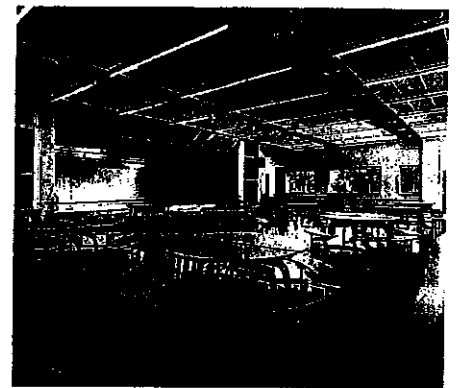
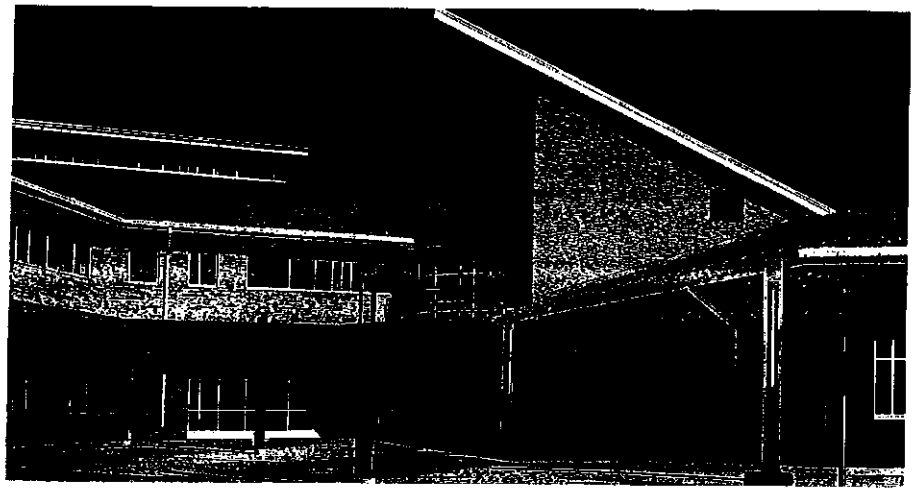
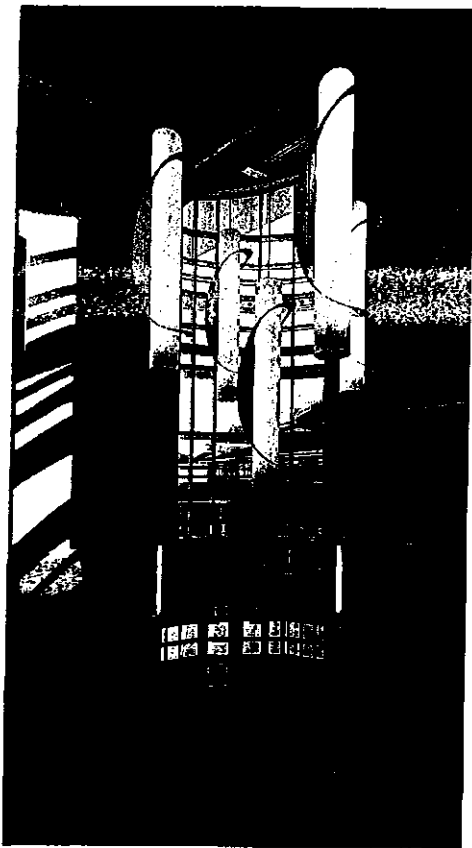
S/L/A/M Collaborative

Schedule:

Apr 2006 to Aug 2009



General Contractor for the 116,329 sf addition and 100,000 sf renovation to existing technical high school. The existing classroom wing was demolished and replaced with a new three-story academic wing and gymnasium. Scope included technical workshops for CADD, Electronics, Health, Carpentry, Automotive, Manufacturing and Plumbing/Heating, comprehensive mechanical systems upgrades, 300-seat cafeteria, 15,000 sf gym, and 4,000 sf fitness facility. The school remained fully operational throughout the multi-phased construction.



CARRINGTON ELEMENTARY SCHOOL

Waterbury, CT

Owner:

City of Waterbury
Karen Renna, Principal
karena@waterbury.k12.ct.us.com
203.574.8184

Architect:

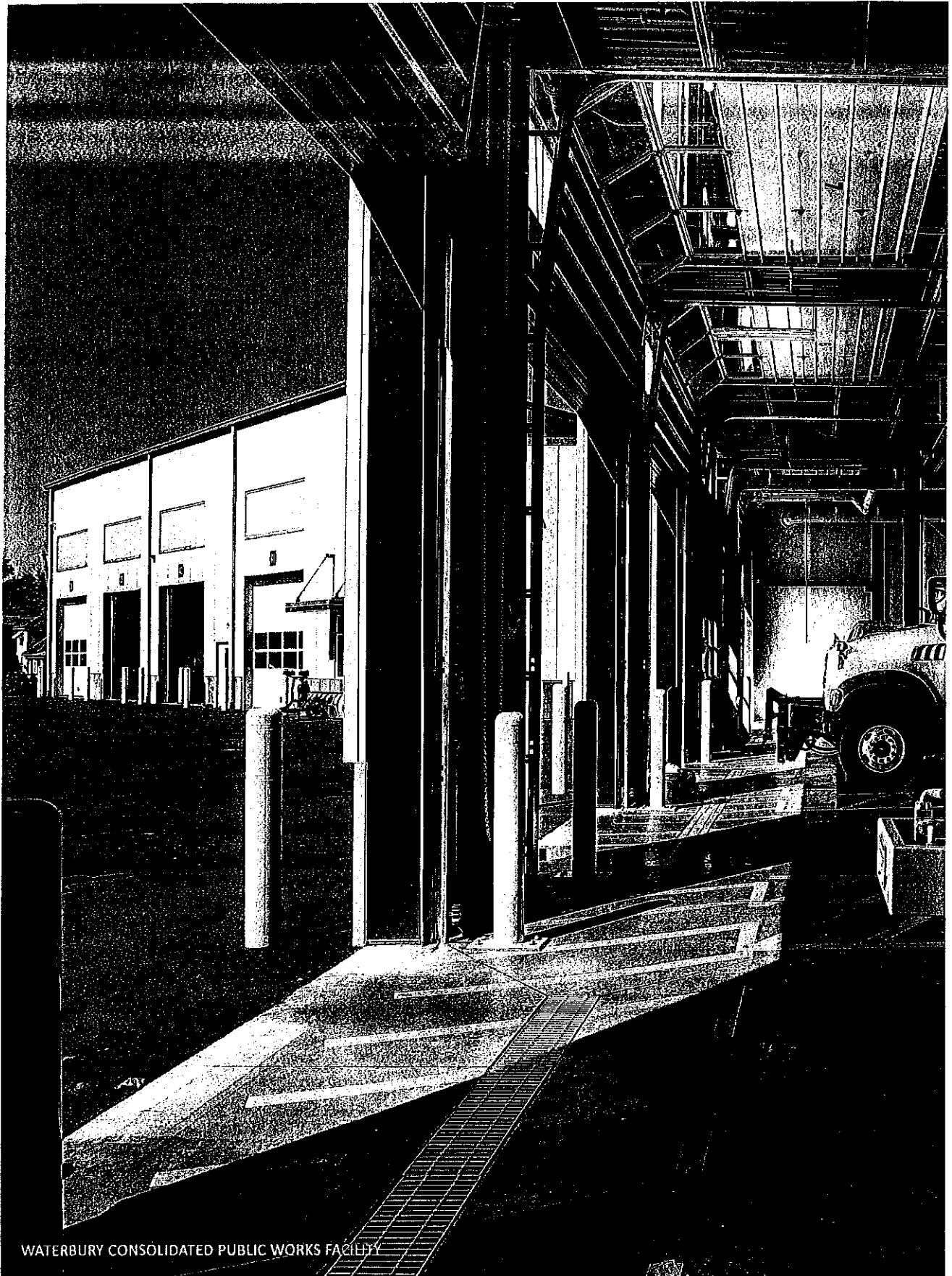
Friar Associates, Inc.

Schedule:

Nov 2011 to August 2013



Construction Manager at Risk for new construction of a 76,000 sf, pre-K -8 school, and abatement and demolition of the existing school. Designed as a Connecticut High Performance Building, the new school provides classrooms, science labs, a cafetorium, kitchen, library/media center, gymnasium with 138 bleacher seats, special education rooms, and art rooms. The KBE team supported the City and design team throughout the State's Bureau of School Facilities' review and submittal process. Noteworthy: KBE's Building Information Modeling (BIM) services helped visually confirm for concerned residential neighbors that the building's siting would maintain a respectful and low-key profile.



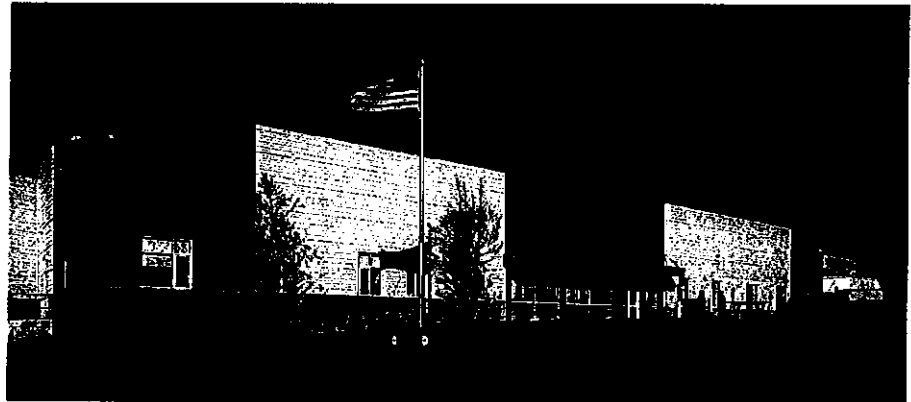
WATERBURY CONSOLIDATED PUBLIC WORKS FACILITY

RFP Question 2b:

Summary of Relevant Experience

- A listing of municipal clients and large capital projects/programs that the proposer has provided capital project or similar program oversight & management services to in the past (7) years. For each, provide the organization name and the name, title, email address and telephone number of a responsible contact person.
- For each, provide a summary overview of the project/program services provided, duration of time, success of project/program services provided and status of completion
- Additionally, please list any contracts or purchase orders in the last three (3) years between the proposer and any agency of the City of Waterbury.

Contracts or Purchase Orders in the last three (3) years between KBE and any agency of the City of Waterbury.



City of Waterbury Consolidated Public Works Facility

Services	Construction Manager at Risk
Architect	Weston & Sampson, Rocky Hill, Connecticut
Cost	\$35.6 million
Size/Scope	60,000 sf renovation and 45,000 sf new construction
Schedule	May 2017- December 2018

Construction Manager at Risk for the modification and renovation of 60,000 sf of existing buildings and the construction of 45,000 sf of new buildings to serve as the City of Waterbury's Consolidated Public Works Facility. Preparation of the 8-acre site, located on the site of a former chemical manufacturing facility, included removal of concrete slabs and foundations and installation of an engineered cap over identified areas of contaminated soil, installation of new underground structures for site and building drainage, and new utility corridors for gas, electric, water and sewer services. The existing buildings were completely renovated, retrofitted and enlarged to serve as vehicle storage garages and maintenance bays, administrative offices, workshops and employee facilities.

RFP Question 2c:**Personnel Listing**

Identify the project management team who would be assigned to provide comprehensive capital projects program management services. Include a resume for each detailing general and specific relatable experience for the services requested, professional education, certifications and years of service with the company. Describe the company's ability to replace an assigned project management team lead with equivalent

PROJECT MANAGEMENT TEAM- QUALIFICATIONS SUMMARY

Detailed resumes for Project Specific Supervisory and Management Personnel can be found under our response to RFP Item 3d: Assigned Program Management Personnel.

Team Member Role	Education Certifications	PROGRAM MANAGER/ OWNER REP EXPERIENCE	MUNICIPAL CLIENT EXPERIENCE	COMPARABLE PROJECT COMPONENTS	PREVIOUS WORK WITH ASSIGNED TEAM	TOTAL YEARS OF INDUSTRY EXPERIENCE	TOTAL YEARS WITH KBE
Michael Kolakowski Principal-in-Charge	BS, Construction Engineering Fairleigh Dickinson University	X	X	X	X	35	35
Tony Mancini Project Executive	B.S. Construction Engineering Technology, Central Connecticut State University A.S. Mechanical Engineering Technology, Waterbury State Technical College	X	X	X	X	31	27
David Heavener, CQCM Project Manager	BS, Civil Engineering, University of Connecticut	X	X	X	X	41	22
Carmin Farese Assistant Project Manater	BS, Architectural Engineering Technology, University of Hartford	X	X	X	X	6	6

Christopher Desrosiers, NCARB, AIA Preconstruction Manager	BA, Architecture, Roger Williams University Registered Architect: CT	X	X	X	X	15	4
Kaitlyn Turner, LEED GA Cost Estimator	MS, Civil Engineering, University of Hartford BS, Architectural Engineering, University of Hartford	X	X	X	X	13	9
Charlie Juhasz MEP Specialist	Electrical Unlimited Journeyman: CT	X	X	X	X	35	12
Will Sandoval Scheduler	BS, Construction Management Technology and AS, Architectural/ Building Engineering Technology, New England Institute of Technology	X	X	X	X	10	2
Dale Cote Site Specialist		X	X	X	X	35	17
Julie Chamberland Document Control Coordinator	MA, Construction Administration and BS, Architecture, Pratt Institute University of Pennsylvania	X	X	X	X	32	15
Mike Guidera, LEED AP, CLS Field Representative	Licensed Unrestricted Construction Supervisor: MA	X	X	X	X	40	35
Shane Iott, LEED GA, CSL Field Representative	Licensed Unrestricted Construction Supervisor: MA	X	X	X	X	37	7
Glenn Swanson, CSL Field Representative	BS, Architecture, New York Institute of Technology Licensed Unrestricted Construction Supervisor: MA	X	X	X	X	44	19
Robert Piacentini Field Representative		X	X	X	X	35	21

RFP Question 2d:

Conflict of Interest

Disclose any current (within the last 3 years) business, financial, personal or other types of relationships which may pose a conflict of interest. Disclose any current (within the last 3 years) business, financial, personal or other types of relationships which may pose a conflict of interest.

Conflicts of Interest with the City of Waterbury, Connecticut

There are no conflicts of interest.

STATEMENT OF QUALIFICATIONS, WORK PLAN AND OTHER

TAB 3



KBE BUILDING
CORPORATION

RFP Question 3a:

Qualifications

For each item listed in Section B- Qualifications, please describe your company's qualifications, experience and capabilities as they pertain to each of the areas of qualifications listed.

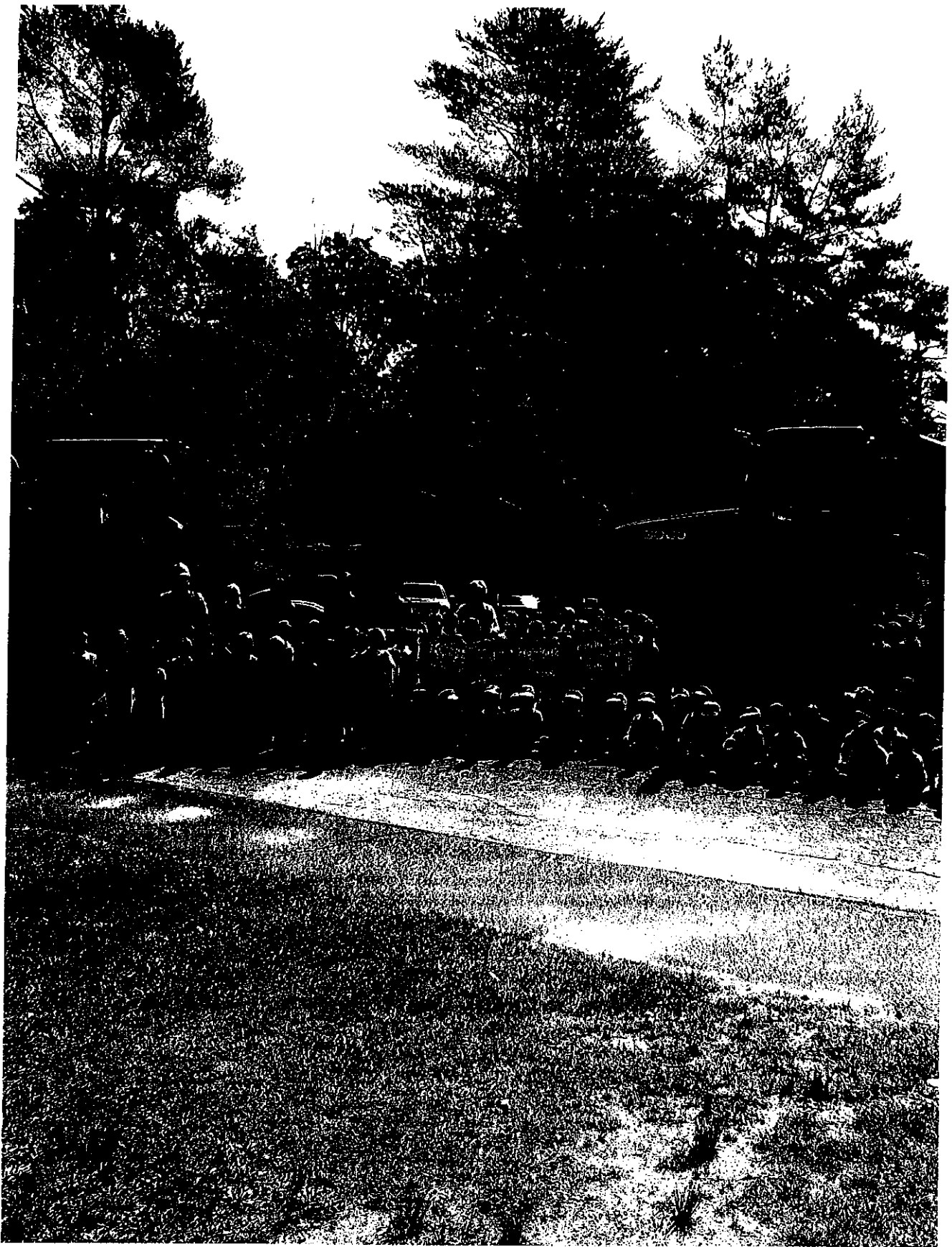
- 1. Proposer must have experience and expertise in regard to providing the types of or similar services as those outlined in the Scope of Services*
- 2. A proposer with a proven track record in providing these types of or similar services.*
- 3. Sufficient capacity and staffing to undertake and provide comprehensive capital projects program oversight and management services.*
- 4. Proposer with sufficient capacity to commit weekly hourly services sufficient to ensure efficient progression of all capital projects to be funded by ARPA and ESSER funds.*
- 5. Comprehensive knowledge of Federal laws, State laws and regulations governing applicable project and program services.*

1. Experience with Similar Scope of Work

KBE has led the planning and implementation of multiple construction programs and acted as Program Manager, Construction Administrator or other representative of towns, cities, and local school boards in Connecticut. Our experience includes four major educational campus facilities improvement programs, each executed over multiple years. These programs were managed on behalf of the University of Bridgeport, Connecticut College, various University of Connecticut campuses, and Hood College in Frederick, Maryland. Additionally, we have overseen similar ongoing capital improvement initiatives on behalf of the State of Connecticut Department of Administrative Services, Division of Construction and various private developers/ owners with large properties located in Connecticut including Foxwoods Resort Casino. The KBE team members assigned to your project have worked in the Connecticut AEC industry for 28 years on average. This team will be highly engaged with the City of Waterbury's ARPA & ESSER Capital Projects Program and will expertly deliver the array of services required including: capital project concept evaluation; task order evaluation and RFP development for A/E services when not using on-call services; RFP development for construction professionals for capital renewal/replacement projects, HVAC improvements, renovation and construction services; evaluation of responses to solicitations and recommendations; weekly meetings with designated stakeholders and the documentation and follow through associated with these meetings; constant communication and weekly reporting of program to the City of Waterbury; and contract compliance oversight and management services involving full-time on-site field representative and including review and approval of all project submitted invoices and applications for payment, compliance reviews, project budget management, change order reviews, and issue resolution. It is anticipated that the successful respondent will commit to providing full-time on-site program management services.

2. Performance History with Program Management and Municipal Clients

KBE has provided construction program planning, management and oversight and owner representation for dozens of municipal clients and other government agencies throughout Connecticut and beyond. These projects range from Pre-K-12 schools, libraries, facilities for emergency response departments, parks and recreation, community and senior centers, and housing that were completed on-time, within budget and meeting all project goals such as sustainable and minority, woman, disabled, veteran, small, and local business/ workforce participation. Projects in recent years include the City of Waterbury Consolidated Public Works Facility and Carrington Elementary School. We encourage you to contact the references provided as part of our response to RFP item 2b. Experience, Expertise and Capabilities, Summary of Relevant Experience. As a point of interest, KBE has led the planning and implementation of construction programs on behalf of private developers



Carrington Elementary School in Waterbury, Connecticut FIELD DAY!

and institutions in recent years including major higher education campus facilities improvement programs, each executed over multiple years and often involving fast-tracked activities during summer, swing relocation efforts, or highly technical construction activities in occupied facilities for the University of Bridgeport, Connecticut College, and Hood College located in Frederick, Maryland.

3/4. Capacity and Staffing

KBE has provided construction program management, owner representation, construction administration, preconstruction and construction management services, and general contracting to public and private clients in Connecticut for decades. We possess financial stability, an exceptional bonding capacity, and a history of success with development in the region, and maintains a staff of 140+ construction professionals and support staff.

The program management team that we propose for Waterbury's ARPA & ESSER Capital Projects Program oversight and management services is immediately available and has sufficient capacity to commit weekly hourly services to provide comprehensive Program Management services to the City of Waterbury and ensure efficient progression of all capital projects to be funded by ARPA and ESSER funds. Many of the team members leverage decades of experience in the construction industry, and they have all worked alongside one another on various projects over the years. Each will bring their own expertise to the program, and together will work to deliver excellence on behalf of the City.

In addition to the intellectual resources your project team brings to the table, they will have immediate access to the unparalleled expertise and guidance of the firm's highly engaged leadership, the depth of bench of a large firm, and a wide array of traditional and innovative software, tools and equipment that are critical to successful delivery of construction program management services.

5. Knowledge of Applicable Laws and Regulations

KBE has managed or acted as representatives of the owner on numerous publicly funded construction projects located throughout the State of Connecticut including projects delivered on behalf of the City of Waterbury, other municipalities in New Haven County, the State of Connecticut Department of Administrative Services, Division of Construction Services, the University of Connecticut, and the United States Department of Defense. We have established relationships with an extensive network of local building officials and enjoy excellent working relationships with the area regulatory agencies. We understand their expectations, which will help streamline the approval processes.

Additionally, we are experienced with construction grant program guidelines and requirements such as State of Connecticut Office of School Construction Grants, Connecticut High Performance Guidelines and other programs such as HUD Low-Income Housing Tax Credits. KBE and members of our proposed project team have worked on a number of federal projects in recent years involving strict regulations such as secure project reporting and documentation protocols. These include the NSB Groton Commissary, the Middletown Armed Forces Reserve Center and Vehicle Maintenance Facility, the US Coast Guard R&D Center in Groton, the FAA's Air Route Traffic Control Center for the metro-New York airports, and three additional commissary projects on the East Coast. We have familiarized ourselves with the requirements of U.S. Treasury American Rescue Plan Act grants and the various State Department of Education Local Education Agency ESSER subgrants including the timelines that funds must be committed and issued guidance, compliance, and reporting requirements.



RFP Question 3b:

Capital Projects Program Management Services

Please provide a detailed overview of your proposed services, all associated features and value added components.

CAPITAL PROJECTS PROGRAM MANAGEMENT SERVICES

As your Program Manager, KBE will be, in essence, the City of Waterbury's quarterback, taking the leadership role in driving the overall process and ensuring the City's needs are addressed and met at every step of the way.

KBE will develop, implement, and lead a highly organized process that achieves the following:

1. A comprehensive fully detailed Capital Projects Master Plan that addresses the myriad of facilities' needs within clear and consistent parameters. This overall Plan will assess, evaluate, prioritize and organize the various scopes of work to reflect the most cost- and time-efficient approach to meeting the specific programmatic and timing requirements of each project.
2. The Master Plan will provide a well-coordinated solution for each discreet project while operating within the budgetary and schedule structure of the full facilities improvement program.
3. Our work will be guided by the following goals and mandates:
 - Ensure that the City and its taxpayers receive the highest benefit in both immediate resolution of facility improvement needs and long-term operating and maintenance efficiencies.
 - Ensure a comprehensive assessment, procurement, design, and construction process that fully addresses the City's needs
 - Provide the City with a well-organized, consistent, and easily accessible system of project documentation that preserves design documents, contracts, project details, close-out documents, as-builts, warranties, project communication, and other critical details of each building project.
 - Provide a highly experienced team with the essential skills, experience, and personal drive. Our proposed team represents staff who have been with our firm for 10 - 30 years and whom we are fully prepared to commit to the project.
 - Create a process and management structures that holds all stakeholders accountable whether the City, the various design firms, general contracting and construction management firms, trade firms, vendors, and the KBE team, to ensure that each performs as contracted and in the best interests of the City.

The most challenging aspect of the Capital Improvement plan will be the wide array of projects underway concurrently, all at varying stages in the process from design through construction. With the funding anticipated to be spread out between 2021 and 2026, KBE's role as your Program Manager is to direct and oversee all of the upfront coordination activities and the field installations, while staying focused on the task at hand and preparing for the upcoming work activities.

KBE's breadth of experience, depth of bench dedicated to the program, and the unique capabilities of our proposed team make us well suited to assist the City of Waterbury and the School Board with this exciting endeavor to enhance their facilities. Our proposed team and our firm are uniquely qualified for this task. We have constructed many similar projects - including those for the City - and have also provided the critical project evaluation that takes places during the Preconstruction process, factoring in construction costs and life-cycle data.

An Expert Team

The project organization chart, qualifications and resumes provided in items 2a, 2c, and 3e illustrates the professional expertise that we will have available for management of the overall program as well as specific task orders and projects. Highlights of our proposed team and their roles are provided below:

KBE CEO Mike Kolakowski will lead the overall team as **Principal In Charge**. Mike is a hands-on leader who will drive the team and the process to ensure the City's satisfaction. He is always accessible to every member of our project team, and leads by example, earning KBE our reputation for always doing what we promise.

Project Executive Tony Mancini will provide senior leadership for the team, drawing on his long familiarity with the City of Waterbury and its staff. Tony will help provide the team with key insights into the specific needs of the City to ensure our overall Master Plan fits with the City's expectations.

Project Manager David Heavener will be the day-to-day lead for the Capital Projects Program, working directly with the City throughout the Preconstruction and Construction/Close-Out phases. He will interact regularly with the overall team on project deliverables and activities, including review of budgets, estimates, procurement activities, and all design and construction activities. It will be Dave's responsibility to engage with and drive the many stakeholders to work collaboratively in meeting the Plan goals.

Preconstruction Manager Chris Desrosiers, AIA: Chris will work directly with Project Manager David Heavener on all aspects of Preconstruction - procurement of design firms, contractors, trade firms, and vendors; design and constructability reviews; cost estimating and scheduling; value management; bid and award; and transition to field construction.

Chris and Dave will be supported by our in-house team of Specialists in Scheduling, Estimating, Site, Architectural, Building Envelope, MEP, LEED, Safety, and Quality Control. We further offer the intellectual resources of a 140+ strong staff of construction professionals as well as a wealth of program/project planning management tools, softwares, and processes.

THE KBE TEAM

30 Years
Average Construction
Industry Experience

409 Years
Combined Construction
Industry Experience

Areas of Expertise
Program/ Project Management
Owner Representation
All Delivery Models
Assessing A/Es & CMRs
Connecticut Market Analysis
Budgeting and Estimating
Program Scheduling
Prioritization and Sequencing of
Construction Projects
Phasing and Logistics
Existing Conditions Assessment
Construction Control
Anticipating Construction Issues
Sitework
Envelope
MEP
Rehabilitation and Renovation
New Construction
Historic Restoration
Documenting and Meeting
Grant Program Requirements
Commissioning/ Training
Facilities Staff
Organization and Archiving of
Program/ Project records and
As-builts, manuals, warranties,
digital models

**Committed to
Excellence!**

On-site, Full-time Field Representatives: We have proposed four individuals - Mike Guidera, Shane Iott, Glenn Swanson, and Bob Piacentini - to serve in the roles of full-time, onsite Field Representatives for the various projects that will arise from the Capital Projects Programming. This bench of highly qualified, seasoned construction professionals each offer unique areas of expertise in a variety of project types. With this diversity of experience, we can easily assign the best field representative to the specific project that arise.

In addition, we can offer **Field Representatives** with specific expertise in MEP and Site services, such as **Charlie Juhasz** and **Dale Coté**, to oversee projects encompassing those scopes of work.

Overall Drivers of Success

We have identified below the key factors that KBE will use to achieve success and meet the City's goals and expectations.

1. Documentation and Communication KBE will actively lead and properly document all project meetings, and disseminate the information to all team members.

2. Drive the Schedule With the strict timeline placed on the expenditure of funding, it is critical that KBE work to drive the planning and preconstruction processes. Our team members were chosen based on their familiarity with directing and coordinating design disciplines and construction teams to oversee, guide and keep on track projects through to completion and successful outcomes.

3. Practice Accountability At KBE, one of our core values is *dedication*. With that comes a focused approach to meeting our commitments and holding others accountable for theirs. By properly sequencing and scheduling decisions and milestones, we will keep all team members accountable.

The Process

1. Assessment, Evaluation, Prioritization, and Plan Development:

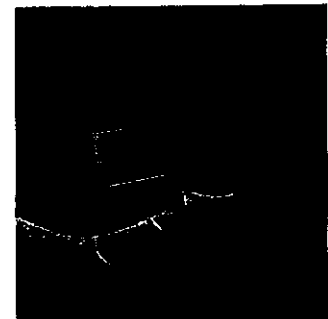
The Capital Project Concept Plan Evaluation will be the first step in establishing a roadmap for success across this initiative.

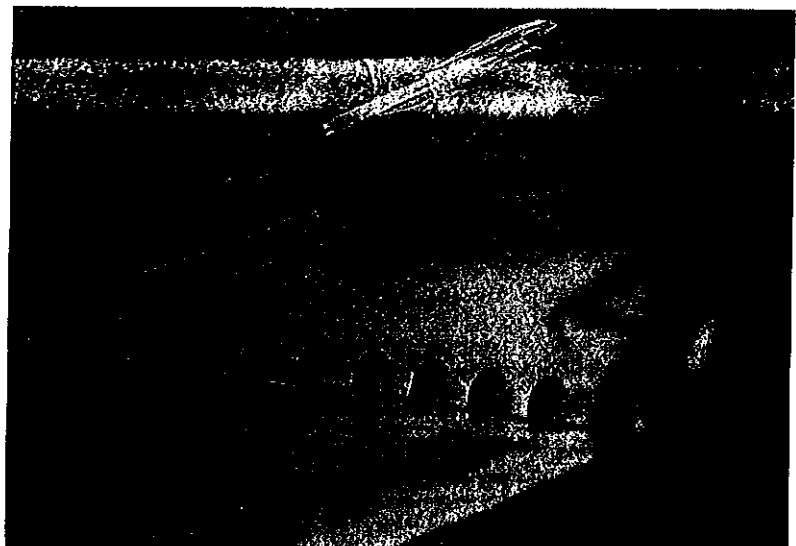
We understand that the City of Waterbury is currently evaluating its current operational needs, along with the current capacity and functionality of existing facilities.

These early programming stages will include critical decisions related to long-term investments for infrastructure renovations, or wholesale replacements.

It is our job as your Program Manager to review this Concept Plan Evaluation and support the development of a fully defined Program that:

- a. identifies: the various scopes of work
- b. organizes each into discrete projects based on efficiency, cost, and constructability; and
- c. establishes conceptual budgets and schedules for each, maximizing the available dollars through the various funding programs as well as meeting critical funding deadlines and criteria.





We will work with the team to present this overall Master Plan to the City for review, comments, and ultimately authorization to proceed.

2. Architect/Engineer and Construction Manager Procurement:

After the initial planning and prioritization decisions have been made, the second most critical element to the success of the projects is preparing comprehensive RFPs to ensure receipt of competitive pricing from qualified firms.

Our process for preparation of RFQs, RFPS as well as solicitation of pricing will follow all City of Waterbury rules and procedures. Each will be tailored to ensure that questions related to relevant experience and specific project approaches highlight the responsiveness of bidders and whether they are qualified. RFPs will request pricing broken down into distinct schedules of value so that it facilitates cost-tracking during construction.

We will receive and evaluate A/E and Contractor qualifications and proposals, and prepare a proposal recap and recommendations for the City's evaluation and final decision.

3. Oversight of all Awarded Work

Program oversight for all awarded projects through design/preconstruction, bidder procurement, fieldwork, quality control and safety, commissioning, close-out, and warranty. This includes recurring meetings, documentation of the work in progress, and communication with all stakeholders.

4. Project Schedules

Establish scheduling guidelines; prepare, maintain and monitor a Master Project Milestone Schedule incorporating major pre-design, design, preconstruction, construction, close-out and review and approval of all activities of the project; incorporate the contractor's construction schedule into the Master Project Schedule, when available; incorporate other activities that may not be part of the A/E or contractor responsibilities, i.e., environmental impact

Project Meetings

Establish, conduct, record and distribute minutes of all project meetings. Regular meetings that are organized and efficient will streamline the process and allow for effective communication throughout the project. Project meetings include



weekly meetings with the City of Waterbury, the A/Es, and the contractors. KBE will hold independent meetings with the contractors for weekly construction coordination. Most importantly, after the meeting, KBE will ensure that the items discussed in the meeting are properly documented and disseminated to all parties.

Relationships and Team Interaction

Serve as the City of Waterbury's liaison with the contractor(s). Assist in understanding the intent of the contract documents, as well as obtaining from the City of Waterbury or the A/E additional details or information when required for proper execution of the work.

As your Program Manager, KBE is the eyes and ears in the field on behalf of the City of Waterbury. We will act in the best interest of the City and provide services from planning, procurement, design, construction, and close-out to ensure a quality product.

Supervision and Inspection

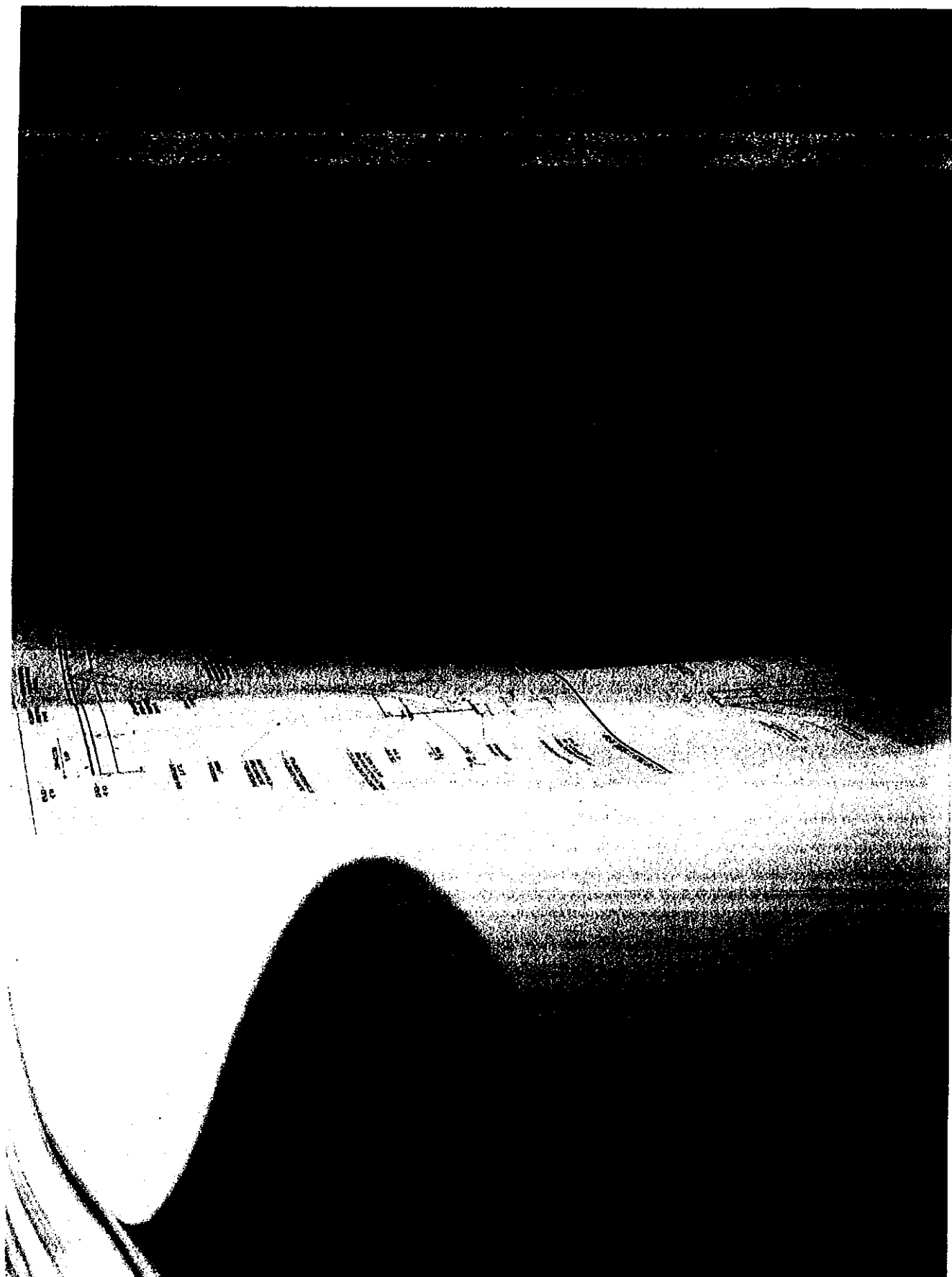
Review and inspect the work of the A/E firms, contractors, and subcontractors for compliance with the program and contract documents. Conduct on-site daily inspections to monitor progress and report to the City whenever work is unsatisfactory or does not meet the requirements of any inspection, test or approval.

Where work is to be corrected, we will monitor the correction and completion of previously rejected construction work. Our field team will coordinate and schedule all special inspections, including coordinating all testing, equipment/systems start-up, and Owner training.

KBE will maintain comprehensive records of all testing and start-ups and observe, record, and report on details relative to the test procedures and results.

Fiscal Management

During the progress of Construction, KBE shall obtain from the contractor(s) monthly requests for payment. We will review the pay application and verify accuracy prior to submitting for processing as well as distribution of requests for payment to the A/E for its review and recommendation for approval. KBE will compile all documentation and submit to City of Waterbury for processing only once it has been thoroughly vetted. In addition to reviewing pay applications, KBE will both track and review all requests for change order and maintain an up to date log of all approved, pending, and denied change orders as part of the management of the overall project budget.



RFP Question 3c:

Work Plan

Please describe the anticipated work plan and approach to providing the requested services. Please provide samples of project status reports that would be provided

WORK PLAN

Our Proposal for ARPA & ESSER Capital Projects Program Management Services includes four phases:

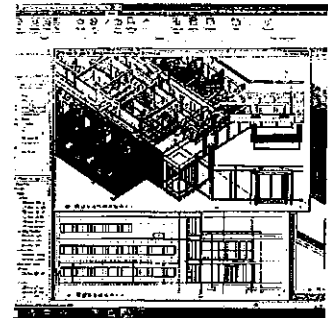
1. Preconstruction and Contract Phase
2. Procurement Phase
3. Construction Phase
4. Combined Close-Out/Commissioning/ Move-Management Phase (as needed).

PHASE 1- PRE-CONSTRUCTION AND CONTRACT PHASE

As your Program Manager, KBE will work closely with the City of Waterbury to provide the following services during the Preconstruction and Contract Phase:

- Overall evaluation of capital project/s concept/s
- Task order evaluations for architectural, engineering and other design services
- RFP development (for architectural, engineering and other design services for bid documents, bid document/ capital renewal, upgrades including HVAC improvement, replacements, renovation/addition, new construction)
- RFP response evaluation services and recommendations for award
- Preparation of a Master Project Milestone Schedule for all awarded projects
- Preparation of Initial Conceptual Budgets
- Participation in all Design Phase Meetings/ Establish Close-out protocols for testing, training facilities staff, and archiving As-Builts, manuals, warranties, models, photographs at Start of Work
- Constructability Review/s of progressive Design Documents (including means and methods, materials and systems selection, influencing factors such as local labor and suppliers market conditions, meeting all project goals, program and code compliance, etc.)
- Evaluation and analysis of Construction Cost Estimate/s prepared by selected contractors
- Review and assist in all Value Management activities to both improve overall value to the City and keep projects in alignment with the targeted construction budget
- Review the reuse of existing furniture and equipment
- Review Commissioning (Cx) Coordination Services
- Pre-Bid meeting(s) participation with contractors

- Review of Bid Packages, including compliance with the City's hiring guidelines and ensuring that proper Close-Out procedures are clearly defined in the Bid Packages
- Participation in Contractor Scope Meetings
- Bid Response Analysis and Evaluation, and Recommendation for award
- Review and Reporting Application/s for Payment
- Review and Reporting for all Project construction records (RFI's, ASI's, RFP)



PHASE 2- PROCUREMENT PHASE

As your Program Manager, KBE can provide a wide range of services during the Procurement phase, based on the specific requirements of each project. These can include:

- Attend all trade contractor scope reviews and kick-off meetings
- Review and comment on the contractor's Bid Packages and Procedures
- Review Subcontractor bid proposals and qualifications
- Review and comment on the contractor's Buy-out plan, recommendations for awards and purchasing requests

[illegible]

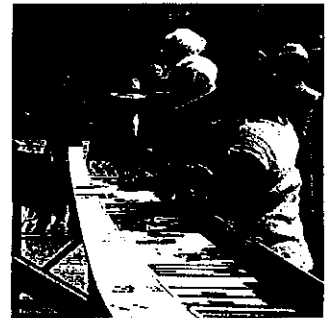
Overall, KBE work closely with the City of Waterbury to provide the following services during the Procurement Phase:

- Assist on identifying long lead and critical materials
 - Monitor to ensure the contractor coordinates and expedites the ordering and delivery of materials
- Develop and track a list of required permits and approvals and track the permit approval process, including but not limited to:
 - DEEP
 - OSTA
 - FM Global
 - Building Permit
- Review the contractor's Schedule and verify that it meets the contract requirements, and incorporate into the Master Project Schedule
- Coordinate and assist in finalizing the design and construction agreements
- Provide recommendations on the agreements to make certain the schedule of values provided facilitates cost-tracking during construction and is coordinated with specified construction milestones
- Review and comment on all Allowances, Alternates, Supplemental Pricing and Unit Prices
- Review and comment of the contractor's Schedule of Values for the project

PHASE 3- CONSTRUCTION PHASE

As your Program Manager, KBE will work closely with the City of Waterbury to provide the following services during the Construction Phase:

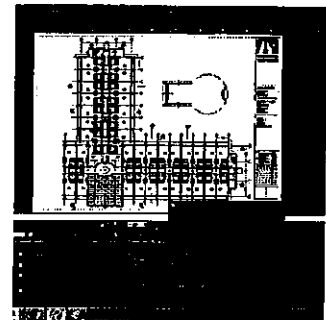
- Overall oversight of project/s in construction and contract compliance
- Confirm project site protocols, including required fencing, signage, security, etc.
- Establish, conduct, record and distribute minutes of all meetings
- Weekly project updates to stakeholders
- Prepare and issue monthly progress reports via executive summary to the City of Waterbury and the A/E
- Review and comment of the contractor's Quality Assurance Planning and Implementation
- Review and approval process for requests for payment
- Inspect the contractor's work in place
- Schedule and administer closeout progress meetings with the contractor, A/E and City of Waterbury to ensure a timely and orderly closeout
- Assist the Owner's Testing and Inspection Agencies
- Track all proposed changes to the Scope of Work. Confirm the proper format is followed in writing and obtain the necessary signatures before allowing said work or change to proceed
- Confirm the Construction Schedule is on track, and make recommendations when needed to bring the project back on track
- Confirm the cost of construction stays within budget and make recommendations when needed to bring the project back on track
- Record all proposed, approved and denied Change Orders
- Document the hours worked, weather, deliveries, equipment used on site, visitors specific observations in Daily Log/s
- Coordinate and schedule all Testing, Equipment Start-ups and Training, and ensure the Owner and appropriate personnel are present
- Ensure that all contractors adhere to the City's Affirmative Action, "Good Jobs" ordinance, and other local hiring requirements
- Identify and resolve potential issues; evaluate the conditions involved; coordinate with the contractor and A/E to prevent or minimize problems; and keep a separate written record of all recommendations and actions taken, and the validity of claims



PHASE 4- CLOSE-OUT/ COMMISSIONING/ MOVE MANAGEMENT

As your Program Manager, KBE will work closely with the City of Waterbury to provide the following services during the Close-Out/ Commissioning Phase:

- Review and monitor the Commissioning Agent's progress and confirm the contractor supplies an adequate number of trained field personnel to perform the work in accordance with the Construction Schedule
- Review Quality Assurance Compliance for products and materials prior to installation or construction
- Observe and witness all testing procedures and mock-up assemblies
- Perform a Pre-Occupancy Review consisting of verifying and scheduling deferred seasonal testing and continual training, reviewing warranties with operations team, and review of operations and maintenance manuals
- Confirm the project receives its Certificate of Occupancy
- If Move Management is required, assist in solicitation, analysis and recommendation for the selection of the Moving Company to support the project
- Schedule and coordinate the moving and installation of new and existing equipment, furniture and fixtures, into the new building
- Assist in the selection, ordering, delivery and acceptance of all fixtures, furniture and equipment required for the project
- Assist in inventorying all existing furniture not being relocated



SAMPLES OF PROJECT STATUS REPORTS

As KBE's samples of project status reports are large documents, multiple samples in digital format have been emailed to Mr. McCaffery and Ms. McCauley for efficient review.

RFP Question 2d:

Provide a complete listing of key person(s) identified in the work plan by job classification, along with their resumes. Each resume shall include the individual's qualifications and experience in the subject area.

ASSIGNED PROGRAM MANAGEMENT PERSONNEL

KBE has structured our Project Team to provide in-depth expertise at the Preconstruction, Contracting, Construction and Close-out Phases. KBE provides all Preconstruction and Field Construction Management services with our own staff.

Mike Kolakowski- President | CEO | Principal-in-Charge
Tony Mancini- Project Executive
David Heavener, CQCM- Project Manager
Carmin Farese- Assistant Project Manager
Christopher Desrosiers, NCARB, AIA- Preconstruction Manager
Kaityln Turner, LEED GA- Cost Estimator
Charlie Juhasz- MEP Specialist
Will Sandoval- Scheduler
Dale Cote- Site Specialist
Julie Chamberland- Document Control Coordinator
Mike Guidera, LEED AP, CSL- Field Representative
Shane Iott, LEED GA, CSL- Field Representative
Glenn Swanson- Field Representative
Robert Piacentini- Field Representative



MICHAEL KOLAKOWSKI
PRINCIPAL-IN-CHARGE

Education:

B.S. Construction Engineering,
Fairleigh Dickinson University

Membership:

- Advisory Council for
ICSC Center Build

Employed by KBE:

35 years

Industry Experience:

35 years



As Principal-In-Charge, Mike is responsible for the overall quality and results of the entire Design and Construction process. He will contribute high-level technical expertise to design reviews, value-added engineering, and cost estimating, and implement measures to ensure efficiency and cost-effectiveness. He provides executive level management and leadership for the entire team to ensure the utmost client satisfaction, and is accessible and answerable to Owners at all times.

RELEVANT PROJECT EXPERIENCE

Carrington Elementary School | Waterbury, CT

Construction Manager at Risk for new construction of a 76,000 sf, pre-K -8 school, and abatement and demolition of the existing school. Designed as a Connecticut High Performance Building, KBE team supported the City and design team throughout the State's Bureau of School Facilities' review and submittal process. Noteworthy: KBE's Building Information Modeling (BIM) services helped visually confirm for concerned residential neighbors that the building's siting would maintain a respectful and low-key profile.

University of Bridgeport | Bridgeport, CT

KBE worked with the University of Bridgeport for a decade on its campus-wide facilities improvement program designed to improve the physical and technological infrastructure of the University's portfolio of facilities. The multi-phase program encompassed renovations and upgrades to a wide array of a multitude of University properties as well as the campus infrastructure. Summaries of select projects completed within this program follows.

Connecticut College Asset Reinvestment | New London, CT

KBE worked with Connecticut College from 2005-2016 on its campus-wide facilities improvement program, with more than 300 projects completed and not a single claim filed. In-depth preconstruction planning each fall through spring set the stage for the fast-track, 10-week summer construction schedule. The Preconstruction phase engaged all team members- owner, facilities staff, stakeholders, architects, engineers, construction managers, and trade contractors- to ensure that every project benefited from the full gamut of design and construction expertise. Projects ranged from comprehensive interior renovations in occupied space, interior finishes, millwork, MEP system upgrades, code upgrades, and major additions and renovations, including LEED certified projects.

Platt Technical High School | Milford, CT

KBE Building is Construction Administrator for the new 236,500 sf, two-story technical high school with gymnasium, kitchen, and technical and vocational laboratories. Construction of the new athletic fields and subsequent demolition of the existing school at completion of the new school. The new campus includes parking for approximately 250 cars, as well as a 15-bay maintenance bus garage. As Construction Administrator, KBE's role included overseeing the Construction Drawing Phase through project completion and turn-over.

Other projects included in item 2a, summary of relevant experience that Mike participated in include Foxwoods Resort Casino, UCONN OSFM, Hood College, J.M. Wright and Harvard Elish Technical Schools, First Niagara, the Bradley CONRAC facility, Southington's Calendar House, Madison's Senior and Ambulance Centers, the Armed Forces Reserve Center, and the USCG Research and Development Center.



TONY MANCINI PROJECT EXECUTIVE

Education:

B.S. Construction Engineering
Technology, Central Connecticut
State University

A.S. Mechanical Engineering
Technology, Waterbury State
Technical College

Certifications:

- OSHA 30-Hour
Construction Safety

Employed by KBE:

27 years

Industry Experience:

31 years



Project Executive Tony Mancini, has completed dozens of construction projects both in and around the City of Waterbury. Through his past experience and his familiarity with the area as a local resident, he has established relationships with building officials and many excellent design and construction firms in the area. Tony's past experience brings both resources and a wealth of knowledge that will help generate interest in the ARPA and ESSER Capital Projects and create competitive pricing. Tony will ensure decisions made in Program/ Project Planning and Preconstruction activities- and the understanding of the project goals during critical phases - are carried through to the field during Construction. He will maintain constant communication with the City and work collaboratively with City of Waterbury representatives, designers, CMs, and contractors. Tony confirms that all team members fully understand the City's expectations and requirements on a daily basis, oversees and directs the resources of the project team, and brings the highest level of commitment to achieving clients' goals.

RELEVANT PROJECT EXPERIENCE

Waterbury Consolidated Public Works Facility | Waterbury, CT

Construction Manager at Risk for 60,000 sf renovation and new construction of 45,000 sf Public Works Facility. Included extensive remediation of the 8-acre site and installation of new underground structures for site, building drainage, and utility corridors. The new and renovated buildings provide vehicle storage and maintenance bays, administrative offices, workshops and employee facilities.

Platt Technical High School | Milford, CT

KBE Building is Construction Administrator for the new 236,500 sf, two-story technical high school with gymnasium, kitchen, and technical and vocational laboratories. Construction of the new athletic fields and subsequent demolition of the existing school at completion of the new school. The new campus includes parking for approximately 250 cars, as well as a 15-bay maintenance bus garage. As Construction Administrator, KBE's role included overseeing the Construction Drawing Phase through project completion and turn-over.

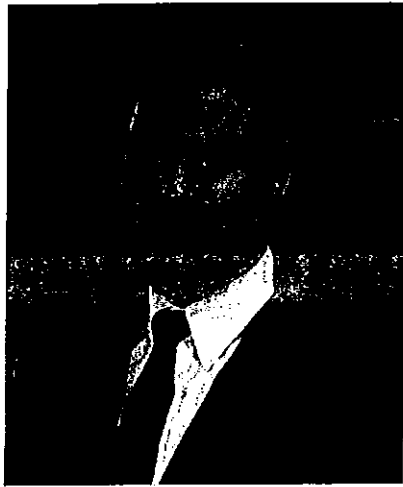
University of Bridgeport | Bridgeport, CT

KBE worked with the University of Bridgeport for a decade on its campus-wide facilities improvement program designed to improve the physical and technological infrastructure of the University's portfolio of facilities. The multi-phase program encompassed renovations and upgrades to a wide array of a multitude of University properties as well as the campus infrastructure. Summaries of select projects completed within this program follows.

Harvard H. Ellis Technical High School | Danielson, CT

General Contractor for 121,000 sf renovation and 72,365 sf addition to occupied technical high school, creating room for a new gymnasium, classroom wing, media center, a community café, updated all trade shops, including automotive, auto body, carpentry, electrical, electro-mechanical, plumbing, masonry, and teaching kitchens for culinary arts. Included maintenance and bus garage, and upgrades to the athletic fields. Project completed 8 months ahead of schedule as a result of KBE's re-phasing plan.

Other projects included in item 2a, summary of relevant experience that Tony participated in include Harvard Ellis Technical High School, First Niagara, the Armed Forces Reserve Center, Litchfield Judicial District Courthouse, Southington's Calendar House, and Madison's Senior and Ambulance Centers.



CHRISTOPHER DESROSIERS, NCARB, AIA PRECONSTRUCTION MANAGER

Education:

B.A. Architecture
Roger Williams University

Certifications:

- National Council of Architectural Registration Boards (NCARB)
- American Institute of Architects (AIA)

Employed by KBE:

4 years

Industry Experience:

15 years



Preconstruction Manager Christopher Desrosiers has spent more than a decade practicing architectural design, master planning, programming, and document/specifications development in Connecticut prior to joining KBE. He is very skilled at bringing together all stakeholders, receiving and documenting varying wishlists, and charting paths forward. He is at ease interacting with all areas of the AEC industry, including owners and their representatives, designers, and construction team members. His unique understanding of what is required to bring a project through design will be invaluable to the program. His expertise includes assessment of existing facility conditions, prioritization and sequencing of construction projects and events- including swing or relocation efforts; efficient delivery of both design and construction services; evaluating available options and making recommendations; and organizing information in such a way as to allow owners' to make informed decisions on the best strategies. His feedback for project activities such as value engineering, sustainable design, and meeting codes will be an excellent resource for the ARPA and ESSER Capital Projects Program.

RELEVANT PROJECT EXPERIENCE

CCSU Engineering Building | New Britain, Connecticut

Construction Manager at Risk for the construction of a new 93,000 sf academic building to support CCSU's newly created School of Engineering, Science, and Technology. The building provides spaces for laboratories, learning technologies, faculty and staff offices, collaborative work areas, classrooms, a small-scale high performance computing infrastructure, and associated spaces. State of CT High Performance Building.

First Niagara Bank | multiple projects located throughout CT

Owner Representative for relocations and General Contractor on an on-call basis for multiple projects on behalf of First Niagara Bank. Projects included the interior fit-out or new construction of First Niagara Banks (now Key Bank) at fifteen Connecticut locations. The scope of work included MEP, HVAC, drywall, partitions, millwork, flooring, ceiling and restrooms, and move management. KBE also was General Contractor for the conversion of 47,000 sf of space on two floors and a mezzanine to new office space at First Niagara's corporate office in New Haven, Connecticut (now Key Bank). The renovation included demolition and replacement of all partitions, flooring, ceilings, MEP systems, interior construction, and new finishes.

Sacred Heart University Community Theater | Fairfield, CT

Construction Manager at Risk for the renovation of the 20,000 sf, 100-year-old Community Theater. Full demolition of the interior, with reconstruction and all interior fit-out of 11,000 sf to meet the needs of its new tenant/operator, Sacred Heart University Community Theatre. Scope includes all new building systems, new finishes throughout, installation of 446 theatre seats, mezzanine gathering area, reception, ticket booth, green room, and new neon marquee replicating the original 1920s design. The existing stage was expanded and the original proscenium arch maintained.

EF International Facility Master Plan | Tarrytown, NY*

Comprehensive assessment and planning of the acquired 25 acre former Fordham/ Marymount campus in Westchester County, New York. The project included: campus-wide existing facilities conditions documentation, assessment, reporting; space utilization assessment and recommendation report; existing site, traffic and pedestrian circulation analysis and recommendation report; Campus Master Planning, and Conceptual Design of several of the planned projects.

**completed prior to joining KBE*



DAVID HEAVENER, CQCM
PROJECT MANAGER

Education:

B.S. Civil Engineering
University of Connecticut

Certifications:

- OSHA 30-Hour
Construction Safety
- Construction Quality
Management for Contractors
(US Army Corps of Engineers)
- Massachusetts Construction
Supervisors License

Employed by KBE:

22 years

Industry Experience:

41 years



Project Manager David Heavener will oversee the implementation of the program to ensure compliance with all requirements, regulations, and goals. A seasoned construction industry veteran, David is highly skilled about anticipating challenges associated with each the wide array of construction approaches, and is highly skilled at identifying influencing factors that may impact schedule, budget, or quality control and offering options to avoid risk. David will be engaged during the earliest stages of the delivery of program management services providing valuable input during program planning and individual project preconstruction activities. He will lead the KBE program management team and work directly with the City of Waterbury throughout the Construction Phases of every project. David will maintain constant communication and reporting with the City and attend regularly scheduled meetings with you and project teams. He will track and monitor the performance of all aspects of our services and those of project teams. KBE will use our in-place management infrastructure, established communication lines, and control functions for project execution and open-book communication.

RELEVANT PROJECT EXPERIENCE

Waterbury Consolidated Public Works Facility | Waterbury, CT

Construction Manager at Risk for 60,000 sf renovation and new construction of 45,000 sf Public Works Facility. Included extensive remediation of the 8-acre site and installation of new underground structures for site, building drainage, and utility corridors. The new and renovated buildings provide vehicle storage and maintenance bays, administrative offices, workshops and employee facilities.

W.F. Kaynor Technical High School | Waterbury, CT

General Contractor for the 116,329 sf addition and 100,000 sf renovation. Scope included office space, technical workshops for Electronics, Automotive, Manufacturing, Plumbing/Heating, and comprehensive mechanical systems upgrades. Science labs featured lab casework and equipment with lab gases, acid waste piping system, and fume hoods with isolated fans for work with chemicals.

UCONN, Peter J. Werth Residence Tower | Storrs, CT

Design-Builder and Constructor for the new 210,000 sf, 727-bed multi-story residence complex including an Innovation Zone and Idea Lab providing collaborative work space and tools, including mobile white board, textile station, laser cutter, 3-D printer and more. The project is set on a highly constrained site amid a major pedestrian thoroughfare with adjacent, active buildings. LEED Gold certified, the project includes multiple eco-friendly features, such solar plumbing, solar photovoltaic arrays on roof, green roof, re-claim water system, and high efficiency major equipment. Using a Fast-Track Design-Build process, the residence hall was constructed in just 22 months, including completion of design documents from the Bridging Document phase- a schedule many thought unachievable. Completed on time despite the worst winter on record which delayed construction by four weeks.

Medical Dental Clinic, Portsmouth Naval Shipyard | Kittery, ME

General Contractor for 53,468 sf, 2-story medical/dental clinic featuring 20 exam rooms, two X-Ray rooms, pharmacy, medical gas system, reception areas, and a complete nurse call system. In addition to building construction and interior fit-out, the project scope encompasses demolition, site work, asbestos abatement, site improvements, site utilities, parking, access roads, and environmental protection measures. Work on active campus. Included coordination with secure base access. Meets federal government's force protection standards.



CARMINE FARESE **ASSISTANT** **PROJECT MANAGER**

Education:

B.S., Architectural Engineering
Technology, University of Hartford

Employed by KBE:

7 years

Industry Experience:

7 years



Assistant Project Manager Carmine Farese is a valuable asset to the team due to his familiarity with the City of Waterbury and the local contractor market; his professional training and expertise gained throughout hands-on work in project planning and in the field; and his inherent abilities managing dissemination of information and driving results. Among Carmine's recent experience, was KBE's Project Management of a new independent living facility. His role on that project team included management of all options and upgrades desired by the residents (as they customized their own units). This task included meeting with stakeholders and organizing the design goals; providing pricing for each of the proposed upgrades; and managing the physical implementation of those upgrades in the field to ensure the proper unit received the appropriate finishes/ fixtures/ upgrades. Carmine is known for his dedication to meeting Owners' goals and organizational and people skills that make him uniquely suited to shepherd the program and its projects successfully.

RELEVANT PROJECT EXPERIENCE

Waterbury Consolidated Public Works Facility | Waterbury, CT

Construction Manager at Risk for 60,000 sf renovation and new construction of 45,000 sf Public Works Facility. Included extensive remediation of the 8-acre site and installation of new underground structures for site, building drainage, and utility corridors. The new and renovated buildings provide vehicle storage and maintenance bays, administrative offices, workshops and employee facilities.

CCSU Barnard Hall | New Britain, CT

Construction Manager at Risk for the 4-story, 80,000 sf renovation and 8,000 sf, 3-story addition to house new offices and space for student advising and teaching. The renovation included selective demolition and abatement, window replacement, new MEP systems with a combination of re-used and new equipment, and interior finishes. The 3-story, steel-framed structure consists of masonry shear walls and cold formed frame construction, with a combination of standing seam metal and TPO roof. Site work included hardscape and greenscape, modifications to storm, water, and sanitary lines, new water detention systems, fire services, and new chilled water lines to the University's heating plant. The centrally located building was occupied throughout construction. The project meets University sustainability requirements and State of CT High Performance Building standards.

Litchfield Judicial District Courthouse | Torrington, CT

Design-Builder and Constructor for 188,859 sf courthouse for criminal, civil, juvenile, and family proceedings. The "L" shaped building features three stories with basement on the south wing and four stories with a basement on the north wing. A two-story, 60,264 sf parking garage was provided, along with site parking for 180. Scope included all associated sitework, relocation of existing utilities and installation of new utilities, concrete foundation, steel structure with concrete slab on deck, masonry cavity walls with brick veneer, precast caps on three levels and a metal framing and panel system on the fourth floor. Interior finishes include high-end millwork, tile floors, acoustical systems to achieve sound absorption and a sophisticated security system. The extensive sitework component included off-site storage of spoils for re-use, treatment and disposal of contaminated groundwater, shoring along the existing street due to deep excavations, and maintenance and relocation of existing storm drainage system crossing the site.



KAITLYN TURNER, LEED GREEN ASSOCIATE COST ESTIMATOR

Education:

M.S. Civil Engineering,
University of Hartford
B.S., Architectural Engineering,
University of Hartford

Certifications:

- LEED Green Associate
- OSHA 10-Hour
Construction Safety

Employed by KBE:

9 years

Industry Experience:

13 years



Cost Estimator Kaitlyn has provided comprehensive market analysis, budgeting services (from conceptual planning to completed construction documents and specifications), quantity take offs, estimating, GMP development, and other project cost projections and advisement services for more than 10 years in Connecticut. She is extremely well versed with in the moment information related to the local labor, materials and suppliers markets. Her key responsibilities include:

- Quantity take-offs of design documents
- Compliance with sustainability goals
- Evaluation of Subcontractor goals and Bid Packages
- Evaluation of Subcontractor proposals
- Development of Initial Project Budgets based upon established unit-prices
- Provide constructability feedback regarding design documents
- Review and reporting for all project construction records (ASIs, RFIs, RFPs)

RELEVANT PROJECT EXPERIENCE

U.S. Coast Guard Research and Development Center | New London, CT

General Contractor for interior fit out of commercial office shell for the US Coast Guard's secure Research & Development Center for operational analysis and mission-execution solutions. Scope included fit-out of 46,000 sf (20,000 sf on 3rd and 4th floors and 6,000 sf on first floor), including secure SIPRNET communications center. Challenges included compliance with strict federal security guidelines for construction. Work included creation of offices and open plan workstations, oil analysis labs, and highly secure interior rooms for classified operations. LEED CI 2.1 Certification.

Jewish Senior Services | Bridgeport, CT

Construction Manager at Risk for new 372,000 sf skilled nursing and assisted living facility for this faith-based organization. Scope included demolition of the existing Jewish Community Center and the construction of a new, intergenerational senior living campus in its place. The new campus provides 24 "households", each incorporating 14 private bedrooms and bathrooms, as well as 28 dedicated short-term rehabilitation beds, 28 memory care beds, and 18 assisted living units. The new campus also offers a community fitness center, and support areas for home care, hospice, adult day programs, child care, geriatric assessment, and outpatient therapy.

Seabury Active Life Community | Bloomfield, CT

Construction Manager at Risk for the 2-phases of expansion of a senior living community. Phase B encompassed 68 new independent living wood framed apartments in a 3-story structure with one level of parking, a new fitness and aerobics center, 7 meeting rooms, support and storage areas, outdoor courtyard, and new 225-seat chapel. Phase C encompasses a new 3-story steel framed building addition with 21 new private skilled nursing units and 14 assisted living units; new offices and therapy suite spaces; renovations to the existing Seabury Health Center to reconfigure 9 skilled nursing units and 14 assisted living units into new kitchens, dining rooms, and activity areas for each level of care. The project's sustainable features earned it two Green Globes.



CHARLIE JUHASZ
MEP SPECIALIST

Certifications:

- CT Electrical Unlimited
Journeyman (E2 license)

Employed by KBE:

12 years

Industry Experience:

35 years

As the program's MEP Specialist, Charlie will leverage 35 years of experience planning approaches to new, rehabilitated, and replaced building systems- and evaluation as to which offer the most efficiencies during the Construction Phase and result in the highest performing facility for clients over time. Charlie will provide thorough cost benefit analysis of traditional as well as innovative approaches to the City of Waterbury. His key responsibilities include:

- Review of MEP Drawings for constructability items
- Review and assessment of CMR MEP bid documents
- Develop initial project mechanical budgets
- Participate in scope reviews for MEP trade contractors to assure that bids are in-line with the project/s program and confirm availability of materials
- Review MEP equipment submittals and shop drawings during Construction
- Lead pre-commissioning process
- Evaluate existing systems and make cost effective recommendations

RELEVANT PROJECT EXPERIENCE

Carrington Elementary School | Waterbury, CT

Construction Manager at Risk for new construction of a 76,000 sf, pre-K -8 school, and abatement and demolition of the existing school. Designed as a Connecticut High Performance Building, KBE team supported the City and design team throughout the State's Bureau of School Facilities' review and submittal process. Noteworthy: KBE's Building Information Modeling (BIM) services helped visually confirm for concerned residential neighbors that the building's siting would maintain a respectful and low-key profile.

University of Bridgeport | Bridgeport, CT

KBE worked with the University of Bridgeport for a decade on its campus-wide facilities improvement program designed to improve the physical and technological infrastructure of the University's portfolio of facilities. The multi-phase program encompassed renovations and upgrades to a wide array of a multitude of University properties as well as the campus infrastructure. Summaries of select projects completed within this program follows.

Connecticut College Asset Reinvestment | New London, CT

KBE worked with Connecticut College from 2005-2016 on its campus-wide facilities improvement program, with more than 300 projects completed and not a single claim filed. In-depth preconstruction planning each fall through spring set the stage for the fast-track, 10-week summer construction schedule. The Preconstruction phase engaged all team members- owner, facilities staff, stakeholders, architects, engineers, construction managers, and trade contractors- to ensure that every project benefited from the full gamut of design and construction expertise. Projects ranged from comprehensive interior renovations in occupied space, interior finishes, millwork, MEP system upgrades, code upgrades, and major additions and renovations, including LEED certified projects.

Other projects included in item 2a, summary of relevant experience that Mike participated in include Hood College, J.M. Wright Technical School, the Bradley CONRAC facility, Southington's Calendar House, the Armed Forces Reserve Center, the USCG Research and Development Center, and the City of Waterbury's Consolidated DPW facility.



WILL SANDOVAL **SCHEDULER**

Education:

B.S. Construction Management
Technology

A.S. Architectural Building/
Engineering Technology,
New England Institute of
Technology

Employed by KBE:
2 years

Industry Experience:
10 years



As KBE's Project Scheduler, Will be responsible for the development of the program's schedules and review of CMRs' schedules for individual projects. His services will include regular updates of the Master Project Milestone Schedule, cost impact scheduling analysis, and problem solving for recovery and acceleration scheduling for individual projects. Will is actively involved during both Preconstruction and Construction on the majority of KBE's projects, helping our teams address the increasing complexities of schedule management. His certifications and software skills include:

- Primavera P6 102 and 106 Advanced Certified
- AutoCAD, AutoCAD Architecture
- MS Project, Office; Word, Excel, PowerPoint
- Resource Loading, Claims Resolution, Project Analysis
- Construction documentation and contractual application
- Construction estimating and scheduling
- Risk analysis and dispute resolution
- Construction safety
- Structural Analysis including timber, steel, and reinforced concrete
- Site Analysis and Design

RELEVANT PROJECT EXPERIENCE

Platt Technical High School | Milford, CT

KBE Building is Construction Administrator for the new 236,500 sf, two-story technical high school with gymnasium, kitchen, and technical and vocational laboratories. Construction of the new athletic fields and subsequent demolition of the existing school at completion of the new school. The new campus includes parking for approximately 250 cars, as well as a 15-bay maintenance bus garage. As Construction Administrator, KBE's role included overseeing the Construction Drawing Phase through project completion and turn-over.

CCSU Engineering Building | New Britain, Connecticut

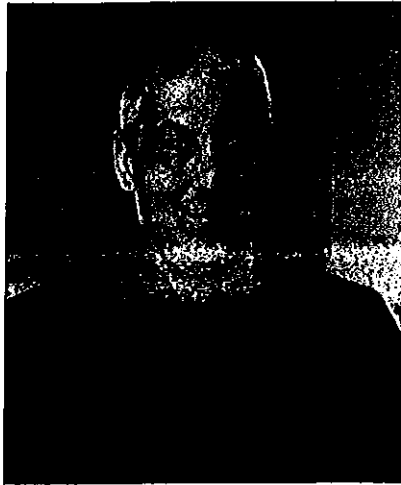
Construction Manager at Risk for the construction of a new 93,000 sf academic building to support CCSU's newly created School of Engineering, Science, and Technology. The building provides spaces for laboratories, learning technologies, faculty and staff offices, collaborative work areas, classrooms, a small-scale high performance computing infrastructure, and associated spaces. State of CT High Performance Building.

CCSU Barnard Hall | New Britain, Connecticut

Construction Manager at Risk for 4-story, 80,000 sf renovation and 8,000 sf, 3-story addition to house new offices and space for student advising and teaching. The renovation includes selective demolition and haz-mat abatement, window replacement, new MEP systems with a combination of re-used and new equipment, and interior finishes.

Sunrise Senior Living | Mountain Lakes, NJ and Staten Island, NY

Construction Manager at Risk for two Sunrise properties - Sunrise of Mountain Lakes, NJ and Sunrise of New Dorp on Staten Island, NY. The Mountain Lakes property is a new, 130-bed, 81,139 sf senior living facility providing memory care and assisted living, and features dining rooms, commercial kitchen, interior and exterior community areas, a salon, a gym, and an art room. New Dorp is a new, 84,173 sf, 4-story senior living facility providing 45 Assisted Living units and 50 Memory Care units. Features include dining rooms, commercial kitchen, interior and exterior community areas, a salon, a gym, and an art room.



DALE COTE
SITE SPECIALIST

Employed by KBE:

17 years

Industry Experience:

35 years



As Site Specialist, Dale's key responsibilities include:

- Focused attention on and expertise in sitework during Preconstruction
- Active participant in project team meetings
- Participate in review of sitework design and issues with Owner, Project Team and Design Team
- Develop detailed sitework cost estimates, budgets, and analyses
- Engage with site trade contractors to assure that cost estimates are in-line with the marketplace and confirm availability of materials
- Review sitework submittals and shop drawings during Construction
- Review on-site installations and prepare field observation reports to verify quality control and document compliance, as needed

RELEVANT PROJECT EXPERIENCE

Waterbury Consolidated Public Works Facility | Waterbury, CT

Construction Manager at Risk for 60,000 sf renovation and new construction of 45,000 sf Public Works Facility. Included extensive remediation of the 8-acre site and installation of new underground structures for site, building drainage, and utility corridors. The new and renovated buildings provide vehicle storage and maintenance bays, administrative offices, workshops and employee facilities.

Armed Forces Reserve Center | Middletown, CT

Design-Builder and Constructor for 164,000 sf Training Facility with administrative, training, SCIF, assembly, library, learning center, vault, weapons simulator, and physical fitness areas for four Army Reserve and six Connecticut Army National Guard units. Met USACE Force Protection and Anti-Terrorism requirements. The campus Center also includes a 36,000 sf Vehicle Maintenance Shop and a 4,000 sf Unheated Storage facility.

Bradley International Airport, Consolidated Car Rental Facility South Windsor, CT

Prime Subcontractor for 1.4 million sf consolidated car rental facility on active international airport campus, working with CT Airport Authority and other state agencies. Includes a 4-story building with garage complex for six rental car agencies, 4-story service garage for vehicle maintenance bays, and 830 parking spaces. 20-acre sitework with toll booth plaza relocation, pedestrian links to terminals, as well as associated sitework for excavation, grading, utilities, and roadways. OSHA Training Partnership site.

Litchfield Judicial District Courthouse | Torrington, CT

Design Builder and Constructor for three-and four-story, 188,859 sf courthouse for criminal, civil, juvenile, and family proceedings, along with two-story, 60,264 sf parking garage, and site parking for 180. Scope included all associated sitework, new utilities, concrete foundation, steel structure with concrete slab on deck, masonry cavity walls with brick veneer. Interior finishes include high end millwork, tile floors, acoustical systems to achieve sound absorption, and a sophisticated security system.



JULIE CHAMBERLAND DOCUMENT CONTROL COORDINATOR

Education:

B.S. Architecture, Pratt Institute

M.A. Construction Administration,
University of Pennsylvania

Certifications:

- OSHA 30-Hour
Construction Safety

Employed by KBE:

15 years

Industry Experience:

32 years



As a 32 year construction industry veteran, Julie has been assigned to some of KBE's most complex and regulated projects. She is highly committed to proactive communication with project teams and rapid response to inquiries as well as diligent archiving of activities and information related to the contract.

Specifically, Julie's primary responsibilities include:

- Establish, conduct, record, and distribute minutes of all program meetings
- Review and reporting for all project construction records
- Track all proposed changes to the Scope of Work
- Record all proposed, approved and denied changed orders
- Schedule and administer Close-out progress meeting
- Organize and archive all data related to meeting grant requirements and/or obtaining program and project/s certifications

RELEVANT PROJECT EXPERIENCE

First Niagara Bank | multiple projects located throughout CT

Owner Representative for relocations and General Contractor on an on-call basis for multiple projects on behalf of First Niagara Bank. Projects included the interior fit-out or new construction of First Niagara Banks (now Key Bank) at fifteen Connecticut locations. The scope of work included MEP, HVAC, drywall, partitions, millwork, flooring, ceiling and restrooms, and move management. KBE also was General Contractor for the conversion of 47,000 sf of space on two floors and a mezzanine to new office space at First Niagara's corporate office in New Haven, Connecticut (now Key Bank). The renovation included demolition and replacement of all partitions, flooring, ceilings, MEP systems, interior construction, and new finishes.

CCSU Engineering Building | New Britain, Connecticut

Construction Manager at Risk for the construction of a new 93,000 sf academic building to support CCSU's newly created School of Engineering, Science, and Technology. The building provides spaces for laboratories, learning technologies, faculty and staff offices, collaborative work areas, classrooms, a small-scale high performance computing infrastructure, and associated spaces. State of CT High Performance Building.

Quinebaug Valley Middle College High School | Danielson, CT

General Contractor for phased 12,000 sf renovation and 48,910 sf addition to the occupied school, including new gymnasium, cafeteria, classrooms, science labs, music rooms, special education space, health, administrative and faculty offices. Site work consists of new utilities, drainage, parking lots, re-designed entrance and site furnishings. Sustainable design features include a rooftop photo-voltaic array, terracotta rain-screen exterior, and day-lighting.

Medical Dental Clinic, Portsmouth Naval Shipyard | Kittery, ME

General Contractor for 53,468 sf, 2-story medical/dental clinic featuring 20 exam rooms, two X-Ray rooms, pharmacy, medical gas system, reception areas, and a complete nurse call system. In addition to building construction and interior fit-out, the project scope encompasses demolition, site work, asbestos abatement, site improvements, site utilities, parking, access roads, and environmental protection measures. Work on active campus. Included coordination with secure base access. Meets federal government's force protection standards.

Other projects included in item 2a, summary of relevant experience that Julie participated in include Southington's Calendar House and Madison's Senior and Ambulance Centers.



**MIKE GUIDERA,
LEED AP, CSL
FIELD REPRESENTATIVE**

Certifications:

- LEED Accredited Professional
- OSHA 30-Hour
Construction Safety
- Licensed Unrestricted
Construction Supervisor: MA

Employed by KBE:

35 years

Industry Experience:

40 years



Field Representative Mike Guidera, LEED AP, CSL offers more than four decades of construction industry experience. Mike was assigned for twelve continuous years to Connecticut College's asset reinvestment program. Each year the school would determine available funding, and Mike would work with their facilities team and faculty to plan how best to maximize those funds and then schedule construction activities for the following academic year. In higher education, construction activities are driven by the academic calendar, and projects typically include strict completion dates tied to the start of the fall semester. Mike was engaged with all team members- owner representatives and stakeholders, facilities staff, architects, engineers, construction managers, and trade contractors- to ensure that every project benefited from the full gamut of expertise of the group as a whole. Projects ranged from comprehensive interior renovations in occupied spaces, interior finishes, millwork, MEP system and code upgrades, major additions and renovations, and a number of projects that received LEED certification. A formal Partnering Program was used on all projects. Mike coordinated both the upfront testing as well as the documentation of existing conditions to facilitate the new work. He worked with the College to both estimate the project costs and manage their overall asset reinvestment funding. More than 300 projects were delivered to the College without a single claim filed.

RELEVANT PROJECT EXPERIENCE

University of Bridgeport | Bridgeport, CT

KBE worked with the University of Bridgeport for a decade on its campus-wide facilities improvement program designed to improve the physical and technological infrastructure of the University's portfolio of facilities. The multi-phase program encompassed renovations and upgrades to a wide array of a multitude of University properties as well as the campus infrastructure. Summaries of select projects completed within this program follows.

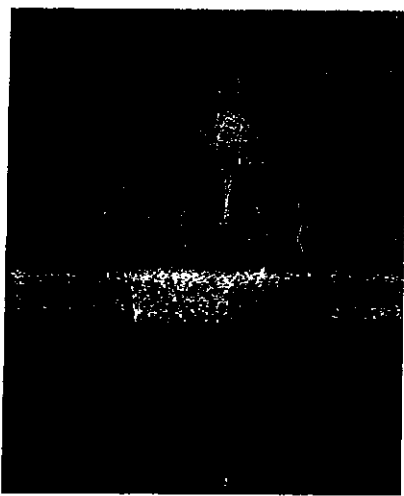
Connecticut College Asset Reinvestment | New London, CT

KBE worked with Connecticut College from 2005-2016 on its campus-wide facilities improvement program, with more than 300 projects completed and not a single claim filed. In-depth preconstruction planning each fall through spring set the stage for the fast-track, 10-week summer construction schedule. The Preconstruction phase engaged all team members- owner, facilities staff, stakeholders, architects, engineers, construction managers, and trade contractors- to ensure that every project benefited from the full gamut of design and construction expertise. Projects ranged from comprehensive interior renovations in occupied space, interior finishes, millwork, MEP system upgrades, code upgrades, and major additions and renovations, including LEED certified projects.

CCSU Engineering Building | New Britain, Connecticut

Construction Manager at Risk for the construction of a new 93,000 sf academic building to support CCSU's newly created School of Engineering, Science, and Technology. The building provides spaces for laboratories, learning technologies, faculty and staff offices, collaborative work areas, classrooms, a small-scale high performance computing infrastructure, and associated spaces. State of CT High Performance Building.

Other projects included in item 2a, summary of relevant experience that Mike participated in include UCONN's OSFM Legacy Code Project.



SHANE IOTT, LEED GA, CSL FIELD REPRESENTATIVE

Certifications:

- LEED Green Associate
- OSHA 30-Hour Construction Safety
- Licensed Unrestricted Construction Supervisor: MA

Employed by KBE:

6 years

Industry Experience:

36 years



Another KBE team member with decades of experience directing successful outcomes of projects in the field, Shane will also provide Field Representation. Shane's primary responsibilities will include:

- On-site daily supervision of trade contractors, sequencing of work, resolving technical issues, overseeing work progression, verifying work compliance and ensuring the project site is safe at all times
- Progress reporting on hours worked, weather, deliveries, equipment, visitors, etc.
- Review of project Quality Control and Safety Programs
- Coordinate Close-out, including punchlists, equipment testing, start-up procedures and commissioning

RELEVANT PROJECT EXPERIENCE

UConn Putnam Refectory | Storrs, CT

General Contractor for the 42,000 sf renovation and interior fit-out to the existing dining facility on University of Connecticut's Storrs campus. Scope encompasses full renovation of the existing servery and seating area on the upper floor and conversion of lower level into an additional level of seating and server. The project also includes installation of a new service elevator, tray return system, monumental stair with glue-lam timbers to connect upper- and lower level seating areas, dunnage rack on the roof for new rooftop mechanical and kitchen equipment condensing units, new food service equipment, serving lines, beverage stations, condiment stations, and serving counters. KBE managed the project concurrently with the construction of the adjacent Peter J. Werth Residence Tower and Monteith Hall, with all three projects located in a highly constrained, active campus setting.

Medical Dental Clinic, Portsmouth Naval Shipyard | Kittery, ME

General Contractor for 53,468 sf, 2-story medical/dental clinic featuring 20 exam rooms, two X-Ray rooms, pharmacy, medical gas system, reception areas, and a complete nurse call system. In addition to building construction and interior fit-out, the project scope encompasses demolition, site work, asbestos abatement, site improvements, site utilities, parking, access roads, and environmental protection measures. Work on active campus. Included coordination with secure base access. Meets federal government's force protection standards.

Niagara Bottling Plant Expansion | Bloomfield, CT

General Contractor for new infrastructure needed to support a third bottling line at Niagara Water's bottling plant, which requires the removal of 14,000 sf of slab to provide thickened slabs for new process equipment, along with drainage, waste piping, lighting, and basic MEP services. KBE previously provided construction consultant services for the tilt-up construction of the 1-story, 432,851 sf robotic-driven facility.

Seabury Active Life Community | Bloomfield, CT

Construction Manager at Risk for the 2-phases of expansion of a senior living community. Phase B encompassed 68 new independent living wood framed apartments in a 3-story structure with one level of parking, a new fitness and aerobics center, 7 meeting rooms, support and storage areas, outdoor courtyard, and new 225-seat chapel. Phase C encompasses a new 3-story steel framed building addition with 21 new private skilled nursing units and 14 assisted living units; new offices and therapy suite spaces; renovations to the existing Seabury Health Center to reconfigure 9 skilled nursing units and 14 assisted living units into new kitchens, dining rooms, and activity areas for each level of care. The project's sustainable features earned it two Green Globes.



GLENN SWANSON, CSL FIELD REPRESENTATIVE

Education:

B.S. Architecture, New York
Institute of Technology

A.S. Civil Engineering, Nassau
Community College

Certifications:

- OSHA 30-Hour
Construction Safety
- Licensed Unrestricted
Construction Supervisor: MA
- Construction Quality
Management for Contractors,
U.S. Army Corps.

Employed by KBE:

19 years

Industry Experience:

44 years

Another KBE team member with decades of experience directing successful outcomes of projects in the field, Glenn will also provide Field Representation. Glenn's primary responsibilities will include:

- On-site daily supervision of trade contractors, sequencing of work, resolving technical issues, overseeing work progression, verifying work compliance and ensuring the project site is safe at all times
- Progress reporting on hours worked, weather, deliveries, equipment, visitors, etc.
- Review of project Quality Control and Safety Programs
- Coordinate Close-out, including punchlists, equipment testing, start-up procedures and commissioning

RELEVANT PROJECT EXPERIENCE

Carrington Elementary School | Waterbury, CT

Construction Manager at Risk for new construction of a 76,000 sf, pre-K -8 school, and abatement and demolition of the existing school. Designed as a Connecticut High Performance Building, KBE team supported the City and design team throughout the State's Bureau of School Facilities' review and submittal process. Noteworthy: KBE's Building Information Modeling (BIM) services helped visually confirm for concerned residential neighbors that the building's siting would maintain a respectful and low-key profile.

Platt Technical High School | Milford, CT

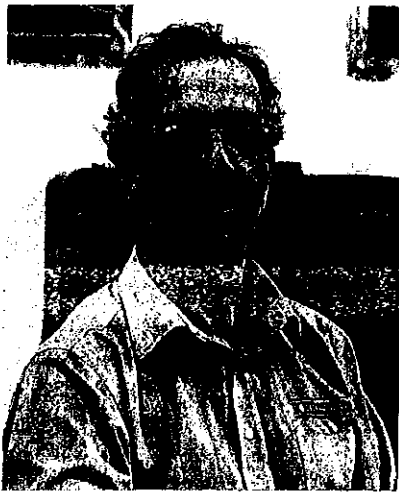
KBE Building is Construction Administrator for the new 236,500 sf, two-story technical high school with gymnasium, kitchen, and technical and vocational laboratories. Construction of the new athletic fields and subsequent demolition of the existing school at completion of the new school. The new campus includes parking for approximately 250 cars, as well as a 15-bay maintenance bus garage. As Construction Administrator, KBE's role included overseeing the Construction Drawing Phase through project completion and turn-over.

Armed Forces Reserve Center | Middletown, CT

Design-Builder and Constructor for 164,000 sf Training Facility with administrative offices, training center, SCIF, assembly, library, learning center, vault, weapons simulator, and physical fitness areas for four Army Reserve and six Connecticut Army National Guard units. Includes Force Protection and Anti-Terrorism components. Project includes a 36,000 sf Vehicle Maintenance Shop with overhead cranes and high-end mechanical systems, along with a 4,000 sf Unheated Storage facility.

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ROBERT PIACENTINI
FIELD REPRESENTATIVE

Certifications:

- OSHA 30-Hour
Construction Safety

Employed by KBE:

21 years

Industry Experience:

35 years



Another KBE team member with decades of experience directing successful outcomes of projects in the field, Bob will also provide Field Representation.

Bob's primary responsibilities will include:

- On-site daily supervision of trade contractors, sequencing of work, resolving technical issues, overseeing work progression, verifying work compliance and ensuring the project site is safe at all times
- Progress reporting on hours worked, weather, deliveries, equipment, visitors, etc.
- Review of project Quality Control and Safety Programs
- Coordinate Close-out, including punchlists, equipment testing, start-up procedures and commissioning

RELEVANT PROJECT EXPERIENCE

University of Bridgeport | Bridgeport, CT

KBE worked with the University of Bridgeport for a decade on its campus-wide facilities improvement program designed to improve the physical and technological infrastructure of the University's portfolio of facilities. The multi-phase program encompassed renovations and upgrades to a wide array of a multitude of University properties as well as the campus infrastructure. Summaries of select projects completed within this program follows.

First Niagara Bank | multiple projects located throughout CT

Owner Representative for relocations and General Contractor on an on-call basis for multiple projects on behalf of First Niagara Bank. Projects included the interior fit-out or new construction of First Niagara Banks (now Key Bank) at fifteen Connecticut locations. The scope of work included MEP, HVAC, drywall, partitions, millwork, flooring, ceiling and restrooms, and move management. KBE also was General Contractor for the conversion of 47,000 sf of space on two floors and a mezzanine to new office space at First Niagara's corporate office in New Haven, Connecticut (now Key Bank). The renovation included demolition and replacement of all partitions, flooring, ceilings, MEP systems, interior construction, and new finishes.

Platt Technical High School | Milford, CT

KBE Building is Construction Administrator for the new 236,500 sf, two-story technical high school with gymnasium, kitchen, and technical and vocational laboratories. Construction of the new athletic fields and subsequent demolition of the existing school at completion of the new school. The new campus includes parking for approximately 250 cars, as well as a 15-bay maintenance bus garage. As Construction Administrator, KBE's role included overseeing the Construction Drawing Phase through project completion and turn-over.

Hamden Middle School | Hamden, CT

Construction Manager at Risk for award-winning 196,000 sf middle school, designed with five separate, 2-story wings connected to a curved central 2-story glass atrium, set on 25 acres. Features include a 320-seat auditorium/performing arts center, a 200-seat cafeteria, a 5,500 sf gymnasium, an 800 sf fitness facility, a media center with high-tech information systems, a science center with laboratory casework and fume hoods, athletic fields, extensive sitework, and significant sustainable design. Innovative planning enabled the team to complete the project on time, despite a three-month delay- at mid-point of steel erection- caused by a residents' lawsuit over the project's location.

RFP Question 3d:

Requirements of the City

Please detail any and all requirements of the City.

REQUIREMENTS OF THE CITY

Our most successful projects are achieved when the owner, design team, and construction manager work in open, trusting collaboration. We would expect to define together the common goals and objectives of the project, including those that go beyond on-time, on-budget delivery.

These goals would include:

- A shared commitment and culture of teamwork and mutual support to achieve project end goals
- Open, consistent communication focused on finding solutions
- Timely response to questions and deliverables
- A shared recognition that building programs represent not only a long-term construction schedule but also a long-term working relationship among all parties. We encourage differences of opinion and healthy debate as essential tools to finding good solutions, but believe in the critical importance to maintain respectful camaraderie throughout.

To achieve this, KBE would ask the following of the City:

Support and help foster a spirit of teamwork and open collaboration with all project team members to achieve optimal project results.

- Provide timely information and responses to project questions as the work progresses
- Timely review and approval of project documentation
- A commitment to active participation in project meetings
- Guidance and recommendations for working within the City's reporting and agency structure
- We would also rely on the information provided by the City to carry out its role as stated.
- To help facilitate open teamwork and collaboration, KBE will:
- Define project collaboration expectations at the project kick-off meeting with all team members
- Provide an easily navigated project communication platform, AutoDesk's BIM 360 for Field Documentation. KBE will provide password-protected access and training to this construction management software and central data repository for tracking and managing all project-related information. This will enable all approved team members, including trade partners, to easily access and review project documentation including Daily Reports, Bid Documents and Revisions, RFIs, Correspondence, Progress Photos, Schedules, Punch List, Quality Control Processes, Safety Control, Close-Out, Warranty, and more.
- Provide an formal Issue Resolution Process that ensures all project issues are quickly and fully addressed before they can impact project progress.

COST SCHEDULE

TAB 4



RFP Question 4:

Provide an all-inclusive fixed hourly rate for each assigned project management position and support staff positions to be assigned or potentially to be assigned as part of providing comprehensive capital projects program management services. Proposed hourly rates are assumed to be inclusive of all associated costs and expense reimbursements including but not limited to travel, lodging, meals, office supplies, software and hardware, etc.

Specifically identify any costs not included in the proposed hourly rate. The City reserves the right to negotiate costs, scope of services, and key personnel based on provider proposals.

Note: The City is exempt from the payment of excise, transportation and sales taxes imposed by the Federal Government and/or the State. Such taxes must not be included in prices

ALL-INCLUSIVE FIXED HOURLY RATES

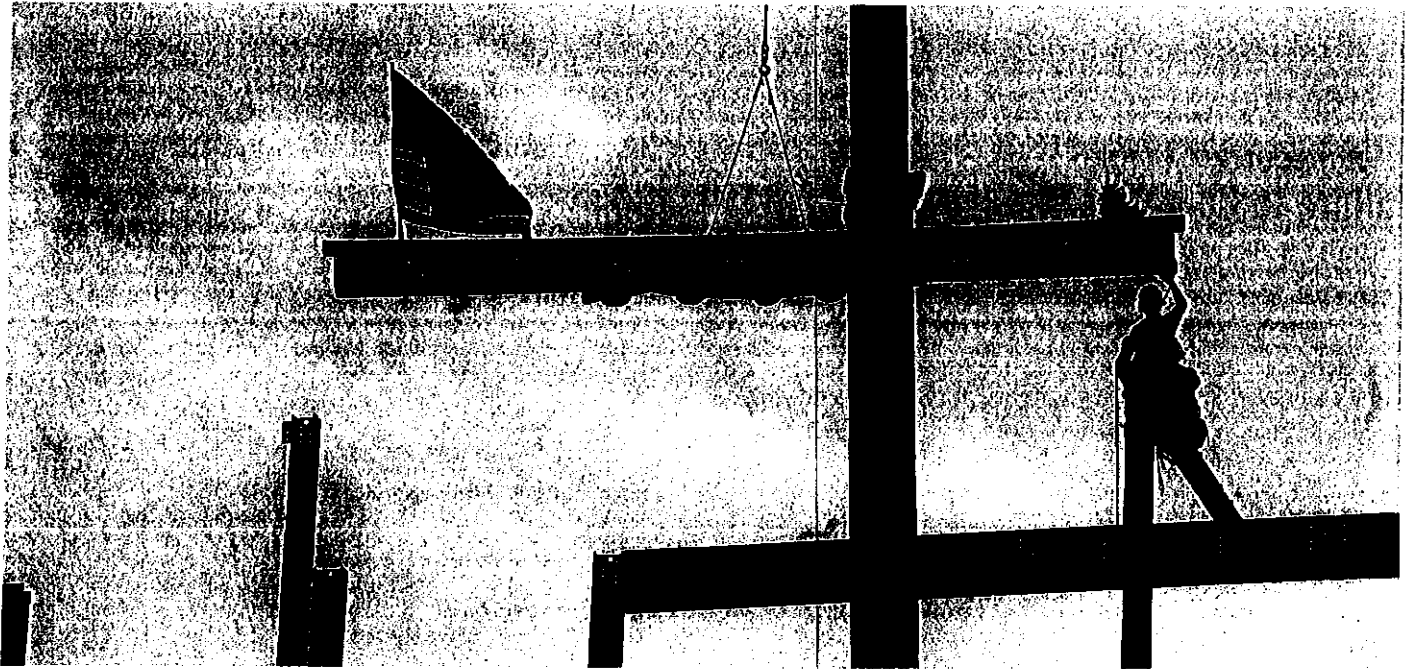
Assigned Program Management Position	HOURLY RATE
Principal-In-Charge	no charge
Project Executive	\$ 200.00
Project Manager	\$ 175.00
Field Representative	\$ 155.00
MEP and Site Specialist	\$ 155.00
Preconstruction Manager	\$ 130.00
Scheduler	\$ 110.00
Cost Estimator	\$ 100.00
Assistant Project Manager	\$ 100.00
Document Control Coordinator	\$ 90.00

Rates are valid through December 2022, and are subject to escalation of 3% each year thereafter.

Rates are inclusive of all associated costs and expense reimbursements including but not limited to travel, lodging, meals, office supplies, software and hardware, etc.

FAILURE TO COMPLETE WORK DEFAULT AND LITIGATION

TAB 5



RFP Question 4:

Provide an all-inclusive fixed hourly rate for each assigned project management position and support staff positions to be assigned or potentially to be assigned as part of providing comprehensive capital projects program management services. Proposed hourly rates are assumed to be inclusive of all associated costs and expense reimbursements including but not limited to travel, lodging, meals, office supplies, software and hardware, etc.

Specifically identify any costs not included in the proposed hourly rate. The City reserves the right to negotiate costs, scope of services, and key personnel based on provider proposals.

Note: The City is exempt from the payment of excise, transportation and sales taxes imposed by the Federal Government and/or the State. Such taxes must not be included in prices

INFORMATION REGARDING

Failure to Complete Work, Default and Litigation

a. Have you ever failed to complete any work awarded to you? If so, where and why?

KBE has never failed to completed any awarded work.

b. Have you ever defaulted on a contract? If so, where and why?

KBE has never defaulted on a contract.

c. Is there any pending litigation which could affect your organization's ability to provide these services?

If so, please describe.

There is no pending litigation which could affect KBE's ability to provide these services.

f. Has your company ever had a contract terminated for cause within the past five years?

If yes, provide details.

170 Ridge Road- Approximately six months after KBE's work was substantially complete, and apparently after the developer ran out of funds to make payment, the Owner belatedly raised unsubstantiated issues and abruptly attempted to terminate the contract. KBE considers the termination wrongful, without basis, and ineffective. KBE and several other unpaid contractors retained directly by the Owner have all filed liens against the property and are proceeding to have their claims resolved through formal dispute resolution.

g. Has your company been named in a lawsuit related to errors and omissions within the past five years?

If yes, provide details.

KBE has not been named in a lawsuit related to errors and omission within the past five years.

h. During the past seven years, has your company ever filed for protection under the Federal bankruptcy laws? If yes, provide details.

KBE has not filed for protection under the Federal bankruptcy laws within the past seven years.

i. Are there any other factors or information that could affect your company's ability to provide the services being sought about which the City and its employees should be aware?

There are no other factors or information that could affect KBE's ability to provide the services being sought which the City and its employees should be aware.

EXCEPTIONS AND ALTERNATIVES

TAB 5



KBE BUILDING
CORPORATION

RFP Question 6:

Proposers wishing to take any exceptions to any requirement in the RFP shall state and explain such exceptions. The City may accept proposals which take exception to any requirements in this RFP, or which offer any alternative to a requirement herein, as well as consider such exceptions and alternatives in evaluating responses. Any exception or alternative must be clearly delineated and cannot materially affect the substance of this Request for Proposals. I. Are there any other factors or information that could affect your company's ability to provide the services being sought about which the City and its employees should be aware?

Exceptions and Alternatives

There are no exceptions and alternatives.

QUALITY ASSURANCE AND DISCIPLINARY ACTION

TAE 7



RFP Question 7:

Please provide an overview of your organization's system of quality control. Provide an affirmative statement that the company has not been subject to any disciplinary action during the past seven (7) years by any state or federal regulatory body. Any additional information which the proposer wishes to bring to the attention of the City that is relevant to this RFP.

QUALITY ASSURANCE & DISCIPLINARY ACTION

KBE's focus on quality assurance spans the entirety of the preconstruction and construction phase, from our initial selection through completion, commissioning, and turnover of the project. Our team brings many years of experience in the field with a wide array of construction materials, building systems, and means and methods, the potential for return on investment required for all, and how they perform over time, and we will be proactive about providing feedback on options and strategies that will best meet your immediate and long term goals. Our ongoing hands on experience with numerous innovative products and extensive renovation projects will be an invaluable resource to the City of Waterbury.

It is important that the word "quality" is not interpreted and applied only to the final product left behind by the construction workers. To achieve a quality project, all members of the team must demand a commitment to excellence from themselves and from others. This will require excellence in planning and implementation of all aspects of the program and project/s, not simply the assembly of bricks and mortar.

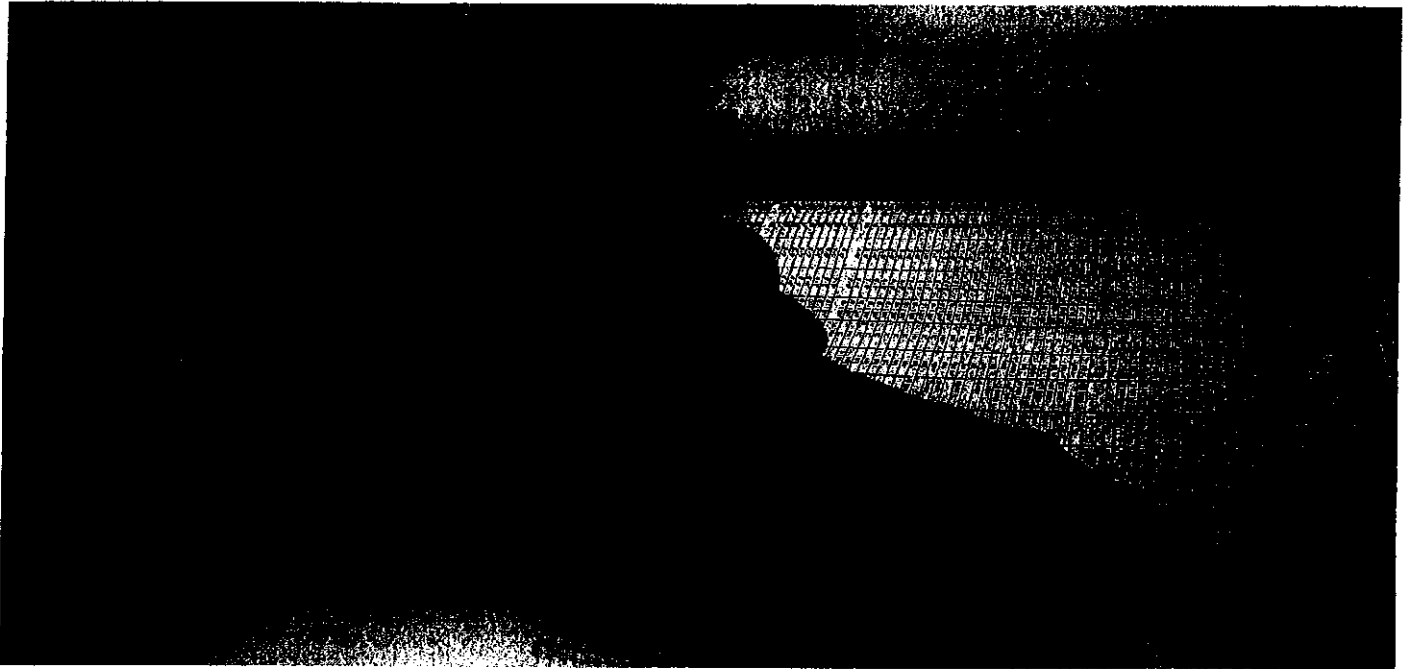
Preconstruction Manager Christopher Desrosiers, AIA will lead the KBE team in its collaboration with the City and the project team in identifying any project-specific quality control measures that must be added to the contractors' overall Quality Control Plans for the projects. A good QCP will identify and address all quantitative performance/ specification requirements, codes/industry standards, mock-up requirements, manufacturing recommendations, installed conditions, operating characteristics, start-up requirements, and commissioning requirements. We recommend fully integration of QCPS into BIM 360 Field Module, with all pre-installation checklists and agendas built in, based on the project. The full Project Team will have access to the system throughout construction to view progress, as well as status of of any non-conformance items. Additionally, KBE encourages a comprehensive process that ensures the full engagement of the design team, field construction team, and quality control staff, and KBE during the planning and installation of major areas of trades work. For the ARPA & ESSER Capital Projects Program, QCPs should address protocols for meeting grant requirements as well as the goals and standards of the City of Waterbury and the Board of Education.

KBE's team will be engaged during the design process through oversight of performance of the work during the Construction Phase and final facilities testing, training of facility operation and maintenance staff, organizing warranty information, and development of operations manual/s. KBE's project leadership will work with our full-time on-site Field Representatives to further ensure the delivery of project-specific Quality Control Programs.

KBE Building Corporation has not been the subject to any disciplinary action during the past seven years by any state or federal regulatory body.

CITY OF WATERBURY DOCUMENTS

TAB 8



CITY OF WATERBURY DOCUMENTS

The following documents are provided:

- Annual Statement of Financial Interests
- Certification Regarding Debarment, Suspension, Ineligibility, and Exclusion
- Corporate Resolution
- Discloser and Certification Affidavit Regarding Outstanding Obligations to the City of Waterbury (multiple pages)
- Attachment C

CITY OF WATERBURY
ANNUAL STATEMENT OF FINANCIAL INTERESTS (Calendar Year 202__)
Persons or Entities Conducting Business with the City

I. Outstanding Purchase Orders of Contracts with the City

A. Contracts

No Contracts with the City



(Service or Commodity Covered by Contract)

(Term of Contract)

(Service or Commodity Covered by Contract)

(Term of Contract)

(Service or Commodity Covered by Contract)

(Term of Contract)

CITY OF WATERBURY
ANNUAL STATEMENT OF FINANCIAL INTERESTS (Calendar Year 202__)
Persons or Entities Conducting Business with the City

B. Purchase Order(s).

No Purchase Order(s) with the City

☒

(Service or Commodity Covered by Purchase Order)

(Date of Purchase Order)

(Service or Commodity Covered by Purchase Order)

(Date of Purchase Order)

(Service or Commodity Covered by Purchase Order)

(Date of Purchase Order)

CITY OF WATERBURY
ANNUAL STATEMENT OF FINANCIAL INTERESTS (Calendar Year 202__)
Persons or Entities Conducting Business with the City

II. Financial Interest Disclosure

(Public Officials, Employees or Board and Commission Members with interest in
Person or Entity Conducting Business with the City)

**No Officials, Employees or Board and Commission Members with
Financial Interest**



(Name of Official)

(Position with City)

(Nature of Business Interest)
(e.g. Owner, Director etc...)

Interest Held By:

Self

☐

Spouse

☐

Joint

☐

Child

☐

(Name of Official)

(Position with City)

(Nature of Business Interest)
(e.g. Owner, Director etc...)

Interest Held By:

Self

☐

Spouse

☐

Joint

☐

Child

☐

1. I certify that this Annual Statement of Financial Interests is a complete and accurate statement of those matter required to be disclosed by me pursuant to §39.061 of the Code of Ordinances.

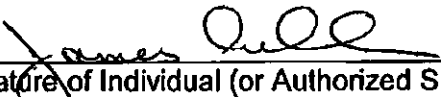
2. I understand that if I fail to file an Annual Statement (or amendment thereto) or an inaccurate Statement I will be in violation with Chapter 39 of the Code of Ordinance and, thereby, subject to the remedies set forth in §§38.71 and 39.101 of said Code.

3. I understand that I must file with the City Clerk, within fifteen (15) days following any reportable occurrence, any amendments to the Annual Statement.

I have read and agree to the above certification.

KBE Building Corporation

(Name of Company, if applicable)


Signature of Individual (or Authorized Signatory)

August 18, 2021

Date

James Culkin, COO/Executive Vice President/Principal

Print or Type Name and Title (if applicable)

DELIVERED

| By Mail

☐

Hand-Delivered

☒

**City of Waterbury Certification
Regarding
Debarment, Suspension, Ineligibility and Exclusion**

If the transaction is Federally funded, in whole or in part (including pass through grants to state and/or municipal government), this certification is required by the regulations implementing one or more Presidential Executive Orders. If this transaction is funded by the State of Connecticut, in whole or in part, this certification is required in accordance with one or more State of Connecticut general statutes.

1. By signing and submitting the attached proposal and/or this document, the prospective lower tier participant, vendor, or contractor is providing the certification set out below.
2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant, vendor, or contractor knowingly rendered an erroneous certification, in addition to other remedies available to the Federal, State, or City government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.
3. The prospective lower tier participant, vendor or contractor shall provide immediate written notice to the person to which the attached proposal and/or this document is submitted if at any time the prospective lower tier participant, vendor or contractor learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
4. The terms "covered transaction", "debarred", "suspended", "ineligible", "lower tier covered transaction", "participant", "person", "primary covered transaction", "principal", "proposal", and "voluntarily excluded", as used herein, have the meanings set out in the Definitions and Coverage sections of rules implementing Executive Order 12549 and/or State of Connecticut statutes and regulations. You may contact the person to which this proposal and/or this document is submitted for assistance in obtaining a copy of the foregoing.
5. The prospective lower tier participant, vendor or contractor agrees by submitting the attached proposal and/or this document that, should the proposed covered transaction be entered into, it shall not knowingly enter into any covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction unless authorized by the department or agency with which this transaction originated.
6. The prospective lower tier participant, vendor or contractor further agrees by submitting the attached proposal and/or this document that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion-Lower Tier Covered Transactions", without modification, in all covered transaction and in all solicitations for covered transactions.
7. A participant in a covered transaction may rely upon the certification of a prospective participant in a covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may but is not required to, check the Non-procurement List.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required herein. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
9. Except for transactions authorized under paragraph 5 herein, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal, State or Municipal government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Certification

- (1) The prospective recipient of monies hereby certifies, by submission of its attached proposal and/or by execution of this document, that neither it nor its principles are presently debarred, suspended, proposed for debarment, declared ineligible, disqualified, or voluntarily excluded from bidding or participation in the proposed transaction by any Federal, State, or Municipal department or agency or by the statutes, regulations or ordinances of the foregoing departments and agencies.
- (2) Where the prospective recipient of monies is unable to certify to any of the statements in this certification, such prospective participant shall attach a written explanation hereto.

Full Legal Name and address of Recipient, Vendor, or Contractor:

KBE Building Corporation
76 Batterson Park Road
Farmington, CT 06032

Print Name and Title of Authorized Representative:

James Cuklin, COO/Executive Vice President/Principal

Signature of Authorized Representative:



Date: August 18, 2021

CORPORATE RESOLUTION


I, Robert G. Dunn, hereby certify that I am the duly elected and acting Secretary of KBE Building Corporation, a corporation organized and existing under the laws of the State of Connecticut, do hereby certify that the following facts are true and were taken from the records of said corporation.

The following resolution was adopted at a meeting of the corporation duly held on the 18th day of August, 2021.

"It is hereby resolved that James E. Culkin is authorized to make, execute and approve, on behalf of this corporation, any and all contracts or amendments thereof".

And I do further certify that the above resolution has not been in any way altered, amended, repealed and is now in full force and effect.

IN WITNESS WHEREOF, I hereunto set my hand and affix the corporate seal of said KBE Building corporation this 18th day of August, 2021.


Secretary

Robert G. Dunn

**CITY OF WATERBURY
DISCLOSURE AND CERTIFICATION AFFIDAVIT REGARDING OUTSTANDING
OBLIGATIONS TO THE CITY OF WATERBURY**

For the purposes of this Disclosure of Outstanding Financial Obligations, the following definitions apply:

- (a) "Contract" means any Public Contract as defined below.
- (b) "Person" means one (1) or more individuals, partnerships, corporations, associations, or joint ventures.
- (c) "Public Contract" means any agreement or formal commitment entered into by the city to expend funds in return for work, labor, services, supplies, equipment, materials or any combination of the foregoing, or any lease, lease by way of concession, concession agreement, permit, or per agreement whereby the city leases, grants or demises property belonging to the city, or otherwise grants a right of privilege to occupy or to use said property of the city.
- (d) "City" means any official agency, board, authority, department office, or other subdivision of the City of Waterbury.

State of Connecticut

SS.: Farmington

County of Hartford

James Culkin, COO/Executive Vice President/Principal, being first duly sworn, deposes and says that:

1. I am the **owner, partner, officer, representative, agent or** of KBE Building Corporation (Contractor's Name), the Contractor that has submitted the attached agreement.

2. I am fully informed respecting the preparation and contents of the attached Agreement and of all pertinent circumstances respecting such Agreement;

3. That as a person desiring to contract with the City (check all that apply):

 The Contractor and each owner, partner, officer, representative, agent or affiliate of the Contractor has filed a list of taxable personal property with the City of Waterbury for the most recent grand list, as required by Conn. Gen. Stat. §12-42.

 X Neither the Contractor nor any owner, partner, officer, representative, agent or affiliate of the Contractor are required to file a list of taxable personal property with the City of Waterbury for the most recent grand list, as required by Conn. Gen. Stat. §12-42.

 X Neither the Contractor nor any owner, partner, officer, representative, agent or affiliate of the Contractor either directly or through a lease agreement, owes back taxes to the City of Waterbury

CITY OF WATERBURY**DISCLOSURE AND CERTIFICATION AFFIDAVIT REGARDING OUTSTANDING OBLIGATIONS TO THE CITY OF WATERBURY**

 X Neither the Contractor nor any owner, partner, officer, representative, agent or affiliate of the Contractor either directly or through a lease agreement, has any other outstanding obligations to the City of Waterbury

4. The following list is a list of the names of all persons affiliated with the business of the Contractor, if none state none. Use additional sheet if necessary (Must be on company letterhead and notarized):

Name	Title	Affiliated Company (if none state NONE)	Service or Material	DOB
1		Elite Construction Rentals, LLC		
2		Conn-Struction, LLC		
3		KBE-NY, LLC		
4		CMP Exterior, LLC		

5

New Valley Construction, LLC

5. That as a person desiring to contract with the City:

(a) The Contractor or an owner, partner, officer, representative, agent or affiliate of the Contractor provides, or has provided, services or materials to the City within one (1) year prior to the date of this disclosure, if none, state none. Use additional sheet if necessary (Must be on company letterhead and notarized):

Name	Title	Affiliated Company (if none state NONE)	Service or Material	DOB
1 NONE				
2				
3				
4				

(b) The Contractor possesses an ownership interest in the following business organizations, if none, state none. Use additional sheet if necessary (Must be on company letterhead and notarized) :

Organization Name	Address	Type of Ownership
1 NONE		
2		
3		
4		

(c) The following persons possess an ownership interest in the Contractor. If the Contractor is a corporation, list all of the officers of the corporation and the names of each stockholder whose shares exceed twenty-five

CITY OF WATERBURY

DISCLOSURE AND CERTIFICATION AFFIDAVIT REGARDING OUTSTANDING OBLIGATIONS TO THE CITY OF WATERBURY

(25) percent of the outstanding stock, if none, state none. Use additional sheet if necessary (Must be on company letterhead and notarized):

Name	Title	DOB	Stock %
1 KBE Holdings, LLC			
2 See Attached			
3			
4			

(d) Of the following of the affiliates, individuals or business entities identified in this affidavit, list each that owns, owned, or within one (1) year prior to the date of this disclosure has owned, taxable property situated in the City of Waterbury, if none state none. Use additional sheet if necessary (Must be on company letterhead and notarized):

Name	Title	Affiliated Company (if none state NONE)	Address	DOB
1 NONE				
2				
3				
4				

(e) If the Contractor conducts business under a trade name, the following additional information is required: the place where such entity is incorporated or is registered to conduct such business; and the address of its principal place of business, if none, state none:

TRADE NAME	PLACE OF INCORPORATION/REGISTRY	PRINCIPAL PLACE OF BUSINESS
1		
2		
3		
4		

I hereby certify that the statements set forth above are true and complete, and I understand that any incorrect information or omission of information from this affidavit may result in the immediate termination of the Contractor's agreement with the City of Waterbury.

For Partnership/Sole Proprietor

In presence of:

Witness

Name of Partnership/Business



Question 5c. The following persons possess an ownership interest in the Contractor. If the Contractor is a corporation, list all of the officers of the corporation and the names of each stockholder whose shares exceed twenty-five (25 percent) of the outstanding stock.

Name	Stock %
KBE Holdings, Inc.	100%

The following are Officers of KBE Building Corporation:

Michael Kolakowski	President Chief Executive Officer Principal Date of Birth: August 24, 1962
James (Jim) Culkin	Chief Operating Officer Executive Vice President Principal Date of Birth: May 8, 1964
Timothy (Tim) M. O'Brien	Chief Financial Officer Executive Vice President Principal Date of Birth: August 5, 1972
Robert (Bob) G. Dunn, Esq.	Vice President General Counsel Principal Date of Birth: May 30, 1966
Antonio (Tony) Mancini	Vice President Of Field Operations, Northeast Region Principal Date of Birth: June 5, 1967
Anthony Maselli	Vice President of Field Operations Date: June 5, 1967
Steve Boscardin	Principal, KBE West Regional Office Date of Birth: June 9, 1955
Brad Nydahl	Principal, KBE West Regional Office Date of Birth: November 15, 1952
Allan J. Kleban	Vice President of Business Development Date of Birth: February 24, 1956

James Culkin

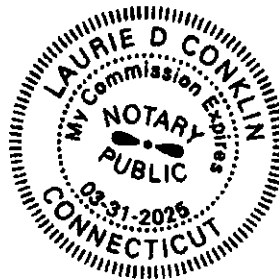
Chief Operating Officer | Executive Vice President | Principal

Subscribed and sworn to before me this 18th day of August 2021.

Notary Public

My Commission Expires:

Laurie D Conklin
Notary Public-Connecticut
My Commission Expires
March 31, 2025



CITY OF WATERBURY
DISCLOSURE AND CERTIFICATION AFFIDAVIT REGARDING OUTSTANDING
OBLIGATIONS TO THE CITY OF WATERBURY

By: _____
Name of General Partner/ Sole Proprietor

Address of Business

State of _____)

) SS

Farmington

County of _____)

_____ being duly sworn,

Deposes and says that he/she is _____ of _____ and that
he/she answers to the foregoing questions and all statements therein are true and
correct.

Subscribed and sworn to before me this _____ day of _____ 202_.

My Commission Expires: _____ (Notary Public)

For Corporation _____

Witness _____

KBE Building Corporation
Name of Corporate Signatory

76 Batterson Park Road
Address of Business

Affix
Corporate
Seal

By: James Culklin James Culklin
Name of Authorized Corporate Officer

Its: Chief Operating Officer/ Executive Vice President/Principal
Title

CITY OF WATERBURY
DISCLOSURE AND CERTIFICATION AFFIDAVIT REGARDING OUTSTANDING
OBLIGATIONS TO THE CITY OF WATERBURY

State of Connecticut)

) SS

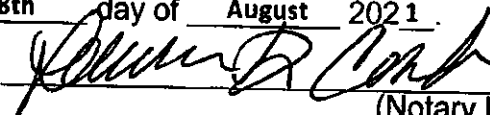
County of Hartford)

James Culkin

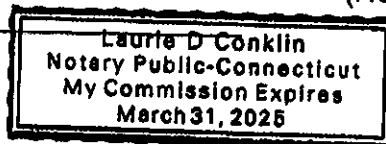
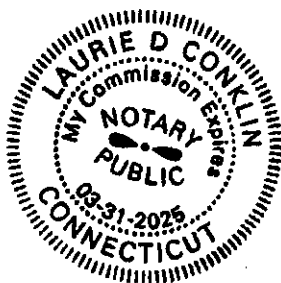
being duly sworn,

deposes and says that he/she is Chief Operating Officer/
Executive Vice President/Principal of KBE Building Corp. and
that he/she answers to the foregoing questions and all statements therein are true and
correct.

Subscribed and sworn to before me this 18th day of August 2021.


(Notary Public)

My Commission Expires: _____



ATTACHMENT C

KEVIN MC CAFFERY
DIRECTOR OF PURCHASING
235 GRAND STREET, ROOM 103
WATERBURY, CT 06702

The undersigned declares that the only persons or parties interested in this Proposal as principals are as stated; that the Proposal is made without any collusion with other persons, firms, or corporations; that Proposer has carefully examined the entire Request for Proposal; that Proposer has informed itself fully in regard to all conditions pertaining to the Work and the place where it is to be performed; and that with this representation, the undersigned makes this Proposal. These prices shall cover all expenses incurred in performing the Work required under the Contract Documents, of which this Proposal and Form are a part.

The undersigned agrees and covenants that the Contract Time shall commence on delivery of the City of Waterbury's written notice to proceed, which shall occur after contract execution by both parties.

The undersigned acknowledges receipt of addenda numbered: (insert date)


1 Addendum One (August 11, 2021) 4 _____
2 _____ 5 _____
3 _____ 6 _____

All Work for this Project shall be performed at the Proposal Prices as described in the Proposal Documents.

The undersigned hereby certifies under the penalties of perjury that this Proposal is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this section, the work "person" shall mean any natural person, joint venture, partnership, corporation, or other business or legal entity.

06-0834888

Social Security Number
or Federal Identification Number

 KBE Building Corporation
Signature of Individual or Corporate Name
State of Incorporation: Connecticut
James Culkin, COO/ Executive Vice President/ Principal
Corporate Officer
(if applicable)

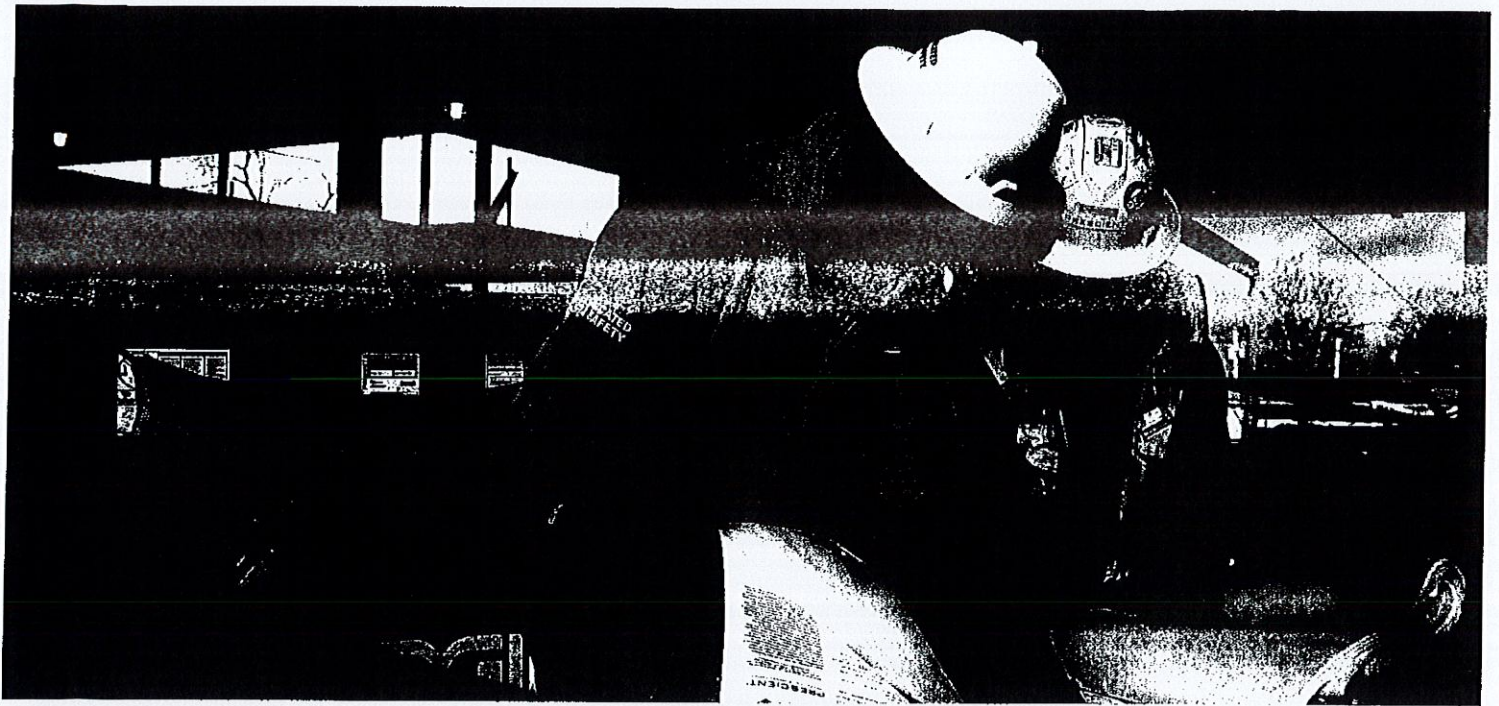
City notice of acceptance should be mailed, telegraphed or delivered to the undersigned Proposer at the following address:

Name KBE Building Corporation
By: James Culkin, COO/Executive Vice President/Principal
(Title)
Business Address: 76 Batterson Park Road, Farmington, CT 06032
(City, State, Zip Code)

Phone: 860-284-7460

Date: August 18, 2021

Note: If the Proposer is a corporation, indicate State of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses, if different from business address.



BUILDING EXCELLENCE TOGETHER

www.kbebuilding.com

Point of Contact

Michael Kolakowski
President/ Chief Executive Officer/ Principal
KBE Building Corporation
P: 860-284-7411
E: mkolakowski@kbebuilding.com

KBE BUILDING
CORPORATION

WWW.KBEBUILDING.COM

KBE Building Corporation // One of the KBE Companies

ATTACHMENT B

1. Scope of Services:

Provide comprehensive ARPA & ESSER capital projects program management services that will include, but not be limited to, capital project concept evaluation, task order evaluations for on-call architectural/engineering services, RFP development for architectural/engineering services to design project specifications for bid when not using on-call services, RFP development for capital renewal/replacement projects, HVAC improvements, renovation & construction services, bid response evaluation services, awarded contracts oversight management services to full project completion, facilitating frequent verbal and written communications with the Mayor, Superintendent of Schools, City and BOE department management, assigned legal counsel, the Director of Purchasing, the Waterbury Development Corporation, and other designated agencies or individuals charged with purposefully expending the ARPA & ESSER funding allocated for capital project related purposes. Awarded contracts oversight management services will include contract compliance and project oversight and management including recurring direct engagement with project architects, engineers, contractors and subcontractors as needed. The Program Manager will provide a weekly project update email to all designated stakeholders and monthly projects status executive summary. The Program Manager will facilitate project coordination from planning stages to completion with all stakeholders. Project Manager will host weekly meetings with designated stakeholders. Capital project program management services may also include review and approval of all project submitted invoices and applications for payment, compliance reviews, project budget management, change order reviews and issue resolution and other related services as requested.

It is anticipated that the successful respondent will commit to providing full-time on-site program management services.

The successful respondent will be fully familiar with all U.S. Treasury - ARPA and State Department of Education - ESSER issued guidance, compliance requirements and reporting requirements.

ATTACHMENT C

Consultant's Revised Cost Proposal and Project Organization Chart, Dated September 17, 2021



RESPONSES TO THE CITY OF WATERBURY'S REQUEST FOR ADDITIONAL INFORMATION AND BEST/FINAL HOURLY RATES, PER EMAIL OF 16 SEPTEMBER 2021
RFP 7031 – ARPA & ESSER Capital Projects Program Management Services

1. Please provide a sample - Monthly Project Reporting package. We have provided two sample Monthly Project Reporting packages as separate attachments. As we discussed at our interview, we are able to tailor Monthly Reports to the specifics of the City's program.
2. Please provide name, title and resumes for MEP and Site Specialists likely to be used if needed while providing program management services.
Resumes for the following team members who will be available to assist on the project, in addition to an updated Team Organization matrix, are provided on the following pages:
MEP Specialists: Charles Juhasz, Peter Soucy, Dale Patchell
Site Specialist: Dale Côté
3. Please provide name, title and resume for Assistant Project Manager if known at this time.
Carmine Farese will serve the role of Assistant Project Manager; his resume is included in this package.
4. Please provide a Revised Cost Schedule based off the template below to include known Assignee(s)– Name and include your all-inclusive best and final proposed hourly rates and % escalation.
We have provided a Revised Cost Schedule below, using the template provided by the City in its 9/16/2021 email request for additional information. Please note that Items shown in blue type are updated information or clarifications.

KBE Building Corporation, Revised Cost Proposal, September 16, 2021			
Assigned Program Management Position	Assignee(s) name	Proposed Hourly Rate	Best and Final Hourly Rate
Principal-In-Charge	Mike Kolakowski	no charge	no charge
Project Executive	Tony Mancini	\$200.00	\$200.00
Project Manager	Dave Heavener	\$175.00	\$168.00
Field Representative	Mike Guidera	\$155.00	\$150.00
MEP & Site Specialists	Charles Juhasz (MEP) Peter Soucy (MEP) Dale Patchell (MEP) Dale Côté (Site)	\$155.00	\$148.00
Pre-Construction Manager	Chris Desrosiers	\$130.00	\$125.00
Scheduler	Will Sandoval	\$110.00	\$100.00
Cost Estimator	TBD, varies based on the specific project	\$100.00	\$100.00
Assistant Project Manager	Carmine Farese	\$100.00	\$ 95.00
Document Control Coordinator	Julie Chamberland	\$ 90.00	\$ 88.00

Rates are valid through December 2022, and are subject to escalation of 3% each year thereafter.

Rates are inclusive of all associated costs and expense reimbursements including but not limited to travel, lodging, meals, office supplies, software and hardware, etc. NOTE: Travel, lodging, and meals are inclusive within the state of Connecticut only.

5. Please confirm that hourly rates are inclusive of **employee cell phone (monthly charges), company cars & trucks (monthly charges), employee bonuses and salary increases.**

Hourly rates are inclusive of:

- **Employee cell phone (monthly charges)**
- **company cars & trucks (monthly charges)**
- **employee bonuses**

Salary increases: As of 1/1/2023, salaries will increase by 3% each year.

6. Please confirm that hourly rates are inclusive of known or anticipated direct and indirect costs of the work, including but not limited to the cost of all **safety and other equipment, small tools, subcontractor costs, consumables, field office overhead, home office overhead, insurance, bonding and profit/fees.**

Hourly rates are inclusive of the following, as further clarified below:

Cost of all safety and other equipment: PPE equipment is included for all KBE staff

Small tools: Cost of small tools for KBE staff is included

Home office overhead: Home Office overhead costs are included

Profit/Fees: Profit/Fee costs are included

Hourly rates do not include:

Subcontractor costs

Consumables: Cost of consumables, for example, medical supply kits or potable water within the office, if required, will be charged at cost plus 10%.

Field Office Overhead: It is assumed that the City of Waterbury will provide office space at no charge for KBE personnel

Insurance: Insurance costs will be billed at 1% of all costs incurred by KBE

Bonding: Bonding costs, if required, will be billed at 1% of Cost of the Work

7. In the event the situation arises whereby KBE would reproduce drawings & specifications as part of providing program management services, please advise if a separate fee would be charged and if so, provide the applicable fee structure.

A separate fee would be charged, which is the cost of printing plus 10%.

PROJECT TEAM ORGANIZATIONAL CHART



PROGRAM MANAGER

KBE Building Corporation

PRINCIPAL-IN-CHARGE

Mike Kolakowski
President | CEO | Principal

PROJECT EXECUTIVE

Tony Mancini

PROJECT MANAGER

David Heavener, CQCM

Preconstruction-Construction
Phases

MEP SPECIALISTS

Charlie Juhasz, Peter Soucy
Dale Patchell

SITE SPECIALIST

Dale Coté

PROGRAM & PROJECT(S) SCHEDULING

Will Sandoval

Preconstruction/Program Phase

PRECONSTRUCTION MANAGER

Christopher Desrosiers, AIA

COST ESTIMATOR

TBD

Construction / Close-out Phase

Field Representatives*

Mike Guidera, LEED AP, CSL
Shane Iott, LEED GA, CSL
Glenn Swanson
Robert Piacentini

ASSISTANT PROJECT MANAGER

Carmine Farese

DOCUMENT CONTROL COORDINATOR

Julie Chamberland, LEED GA

* Note: We have proposed multiple Field Representatives with varying past experience to ensure that the right project oversight is provided, based on the specific project criteria.



The City of Waterbury
Bureau of Water

To: The Honorable Board of Education

From: Robert Langenauer, Superintendent of Water

Date: September 29th, 2021

Executive Summary of Proposed North Main St Pump Station at Regan Elementary School

I respectfully request your support and approval to transfer a piece of property located on the south east corner of Regan Elementary School for the purpose of constructing a new potable water pump station. This pump station will replace the oldest of 10 pump stations in our water distribution system and was built in the 1940's. It is also the most active station and feeds a 1 million gallon storage tank located at the end of Blackman Rd. That storage tank then supplies water and pressure to the southern half of Waterbury making it our most critical pump station.

Most equipment, piping, valves, motors, pumps... are original and have been rebuilt many, many times. There is zero energy efficiency to any of our electrical equipment with our electric bills averaging \$4,200 per month. The foot print of the building cannot be expanded due to outdated space requirements, a spiral staircase and a solid rock outcrop only about 8' from the building.

I'm seeking your approval to transfer a small portion of school property to the WWD so a new pump station can be built and the old station demolished. While still in a conceptual design phase, the plan is to construct a pre-fab building and set it on site. Then, install water main piping, motors, pumps, check valves... with a separate paved driveway entrance safely away from the main entrance.

The pump station will be protected with a fence, its own entrance, lighting, surveillance cameras... and designed to ensure the children's safety, the buses will pass safely, pedestrian foot traffic on the sidewalks is safe and the building will be aesthetically pleasing to the neighborhood and school officials.

I made a request to Dr. Ruffin that a liaison from the BOE be assigned to work with our design team so we can develop a pump station that meets the desires of the school, its students, parents, teachers and administration.

**NEW
PROPOSED
NORTH MAIN ST
PUMP STATION**







Proposed Pump Station Site_ Northeast view



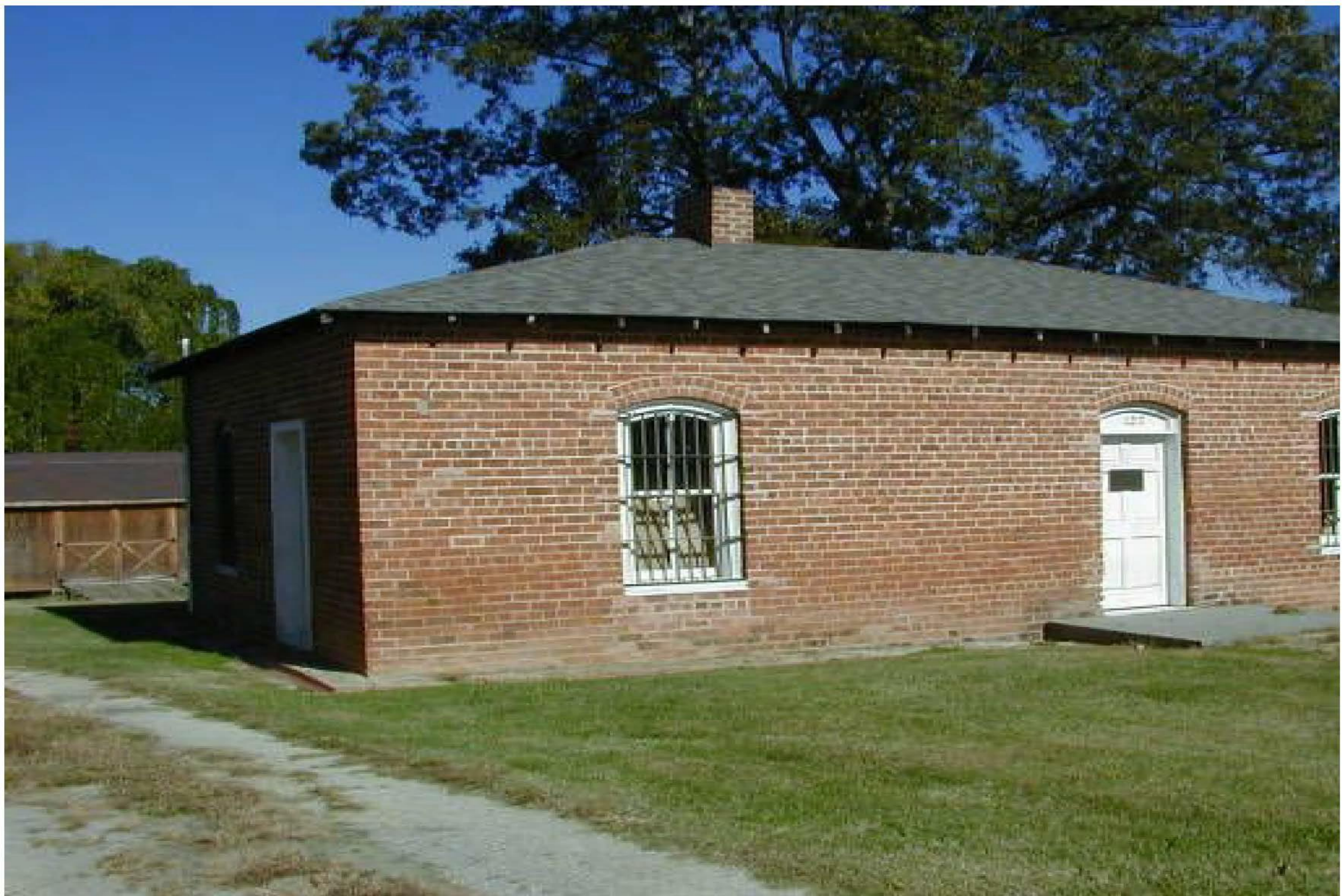
Proposed Pump Station Site_ Southeast view

















School-Based Health Centers in the City of Waterbury

Board of Ed presentation 10/2021



About StayWell

Mission

StayWell Health Center is committed to the positive health and wellness within the Greater Waterbury Community.

Purpose

StayWell Health Center will deliver high quality comprehensive services with an emphasis on preventing and combatting barriers.



About StayWell

- An independent, non-profit organization
- Opened in 1972
- 11 licensed sites
- Consumer-majority Board of Directors
- Over 20,000 unduplicated patients served annually at 100,000 visits
- A Federally Qualified Health Center since 2000.
- An FQHC is a community-based health care provider that receives funds from the HRSA Health Center Program to provide primary care services in underserved areas. The federal program funding accounts for 10% of StayWell's annual budget.
- Annually submit 100% of clinical, demographic and financial information through the Uniform Data System, an integrated reporting system used by all FQHCs across the country.



What StayWell Does

StayWell provides health care to all who are seeking care, regardless of any factors, other than enrollment.

No one is refused care due to insurance status or payment ability.

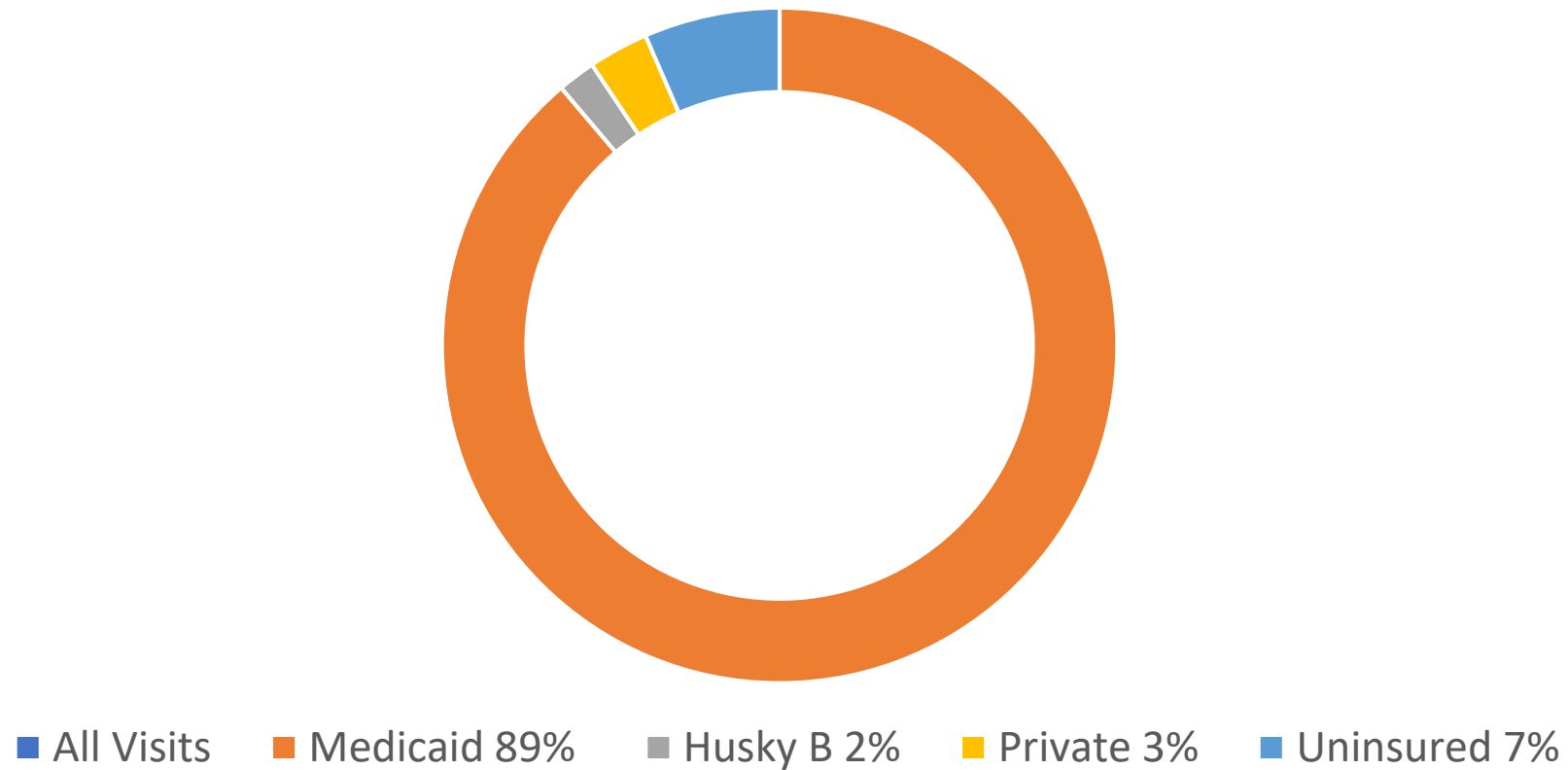
Operates 3 School-Based Health Centers in Waterbury

- Driggs School (1999)
- Crosby/Wallace Campus (2014)
- Wilby/North End Middle Campus (2018)



Insurance coverage

Insurance Coverage for 2021 School Year Visits



Services at All Waterbury School-Based Health Centers

Annual and Sports physicals

Diagnostic testing

Chronic Disease Care-asthma

COVID testing (PCR)

Sick visits

On-call services

Dental

Hygiene & simple treatment

Behavioral Health:

Individual & Group Therapy

Specialty Care:

Allergy Testing

- Coordination done with school nurses and primary care providers.
- Parent/guardian present for physicals and initial behavioral health appt.



SBHC Patients

2020 and 2021 School Years

2020

Total Patients Enrolled

2,446

Total Patients with at least 1 Visit

1,237

2021

Total Patients Enrolled

2,665

Total Homeless

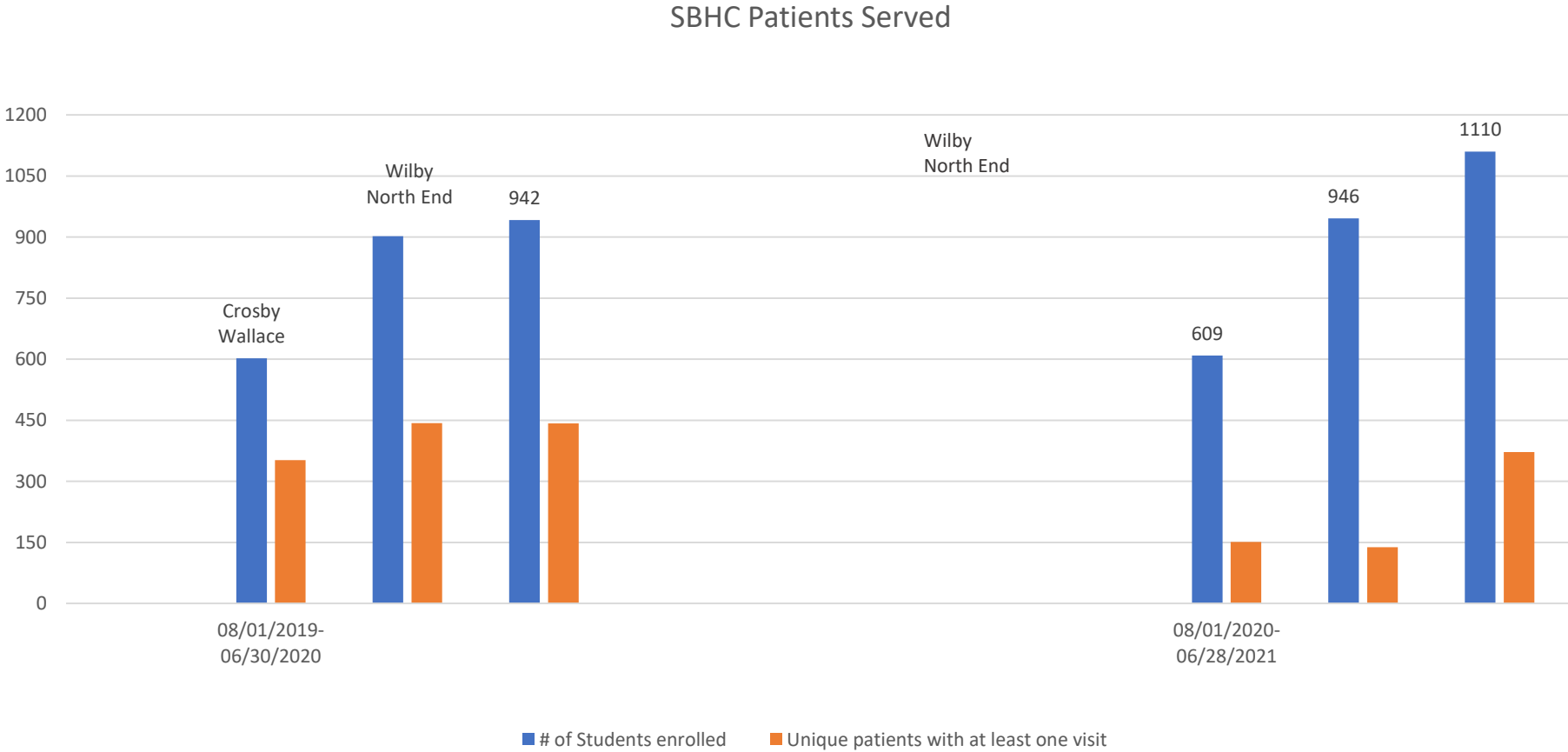
26

Total Patients with at least 1 Visit

661

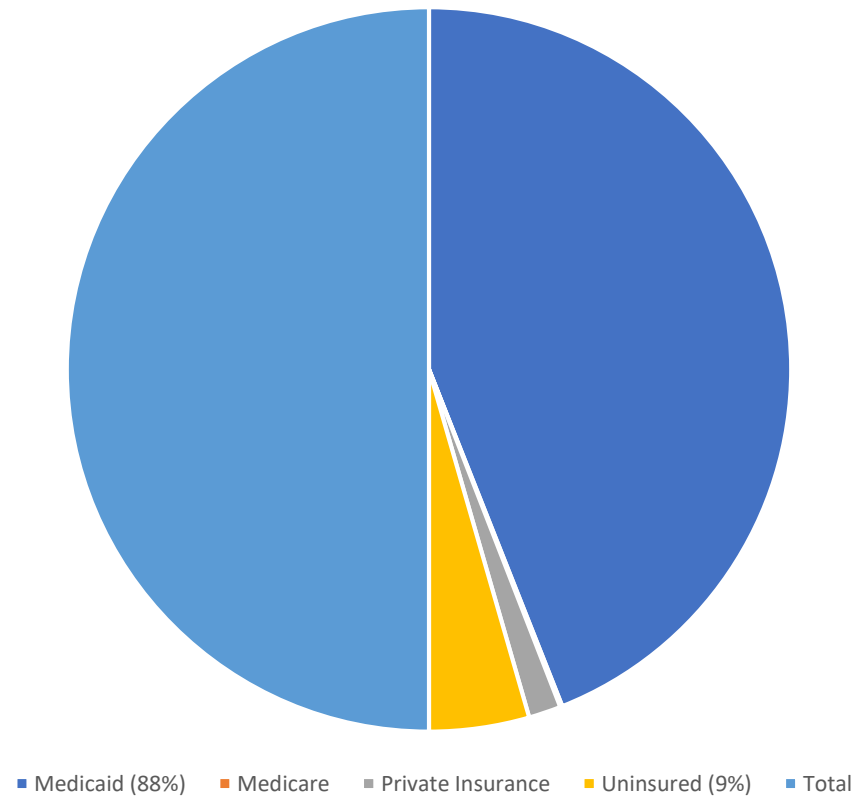


Enrolled and Provided Services by Site



Insurance status of 2021 patients

Insurance Status of 1042 Students, 2021





Medical Care in 2021

Physicals

	2019	2020	2021
Driggs	67	61	56
Crosby/ Wallace	151	141	110
Wilby/ North End	192	177	312

79% of all students seen by medical at Wilby/NE had a physical. However, some of the students may not have attended Wilby/NE since provisions were made to see other students per the request of the Department of Education during the 2021 school year.

Identifying Risks

- BMI screening at medical appointments
- Mental Health screening at medical appointments (students over the age of 12 utilizing standardized tool)
- Documenting asthma presence

Clinical Data

Asthma 2021 & 2020 School Year



	# of enrolled students with clinical info available with asthma 2021	% of enrolled students with clinical info available with asthma 2021	# of patients visiting SBHC for asthma 2021	% of those known to have asthma seeking medical care for asthma 2021	% of all patients with asthma visit for asthma 2021	# of enrolled students with clinical info available with asthma 2020	% of those known to have asthma seeking medical care for asthma 2020
Driggs	120	20%	20	18%	17%	120	50%
Crosby/ Wallace	184	19%	29	21%	16%	168	49%
Wilby/N E	197	18%	73	20%	37%	157	51%



Clinical Data

Obesity 2021 & 2020 School Year

	# of students with BMI calculated	% of students with a medical visit with BMI calculated	# of students with BMI calculated	% of students with a medical visit with BMI calculated	# of obese students the SBHC has worked with (patients with a BMI% over 85)	% of obese students worked with
	2021	2021	2020	2020	2021	2021
Driggs	108	43%	253	72%	61	56%
Crosby/ Wallace	131	40%	289	65%	79	60%
Wilby/ NE	354	90%	313	71%	198	56%



Mental Health Care in 2021

Individual and Group Therapy

	Students 2021	Students 2020	Visits 2021	Visits 2020
Driggs	2	16	19	278
Crosby/ Wallace	6	31	79	298
Wilby/ NE	46	38	747	456
Totals	54	85	845	1,032

- Groups offered based on like-needing students
- Parent/guardian participation in initial meeting
- Students linked to ongoing mental health counseling at end of school year as needed.
- 2 staff vacancies filled as of October 2021



Clinical Data

Mental Health Screening

	# of mental health screeners at medical visit 2021	# of mental health screeners at medical visit found at risk 2021	% of students with a mental health screener at risk 2021	# of mental health screeners at medical visit 2020	# of mental health screeners at medical visit found at risk 2020	% of students with a mental health screener at risk 2020
Driggs	10	2	20%	3	0	0%
Crosby/ Wallace	130	29	22%	408	9	3%
Wilby/ NE	337	60	18%	421	8	3%

Dental Services

All 3 centers have preventive and treatment equipment

Dental cleanings and sealants restarted this school year-2022

All dental services paused in March 2020

Last full school year-2019
2,302 total dental visits provided





Waterbury Public Schools

Office of Competitive Grants
Louise Allen Brown, J.D., M.P.A., Grant Writer

October 4, 2021

Honorable Board of Education
 City of Waterbury
 236 Grand Street
 Waterbury, CT 06702

RE: 2021-22 Carl D. Perkins Grant (CSDE)

Dear President Pagano and Board of Education Commissioners:

Once again this year, Waterbury's annual Carl D. Perkins Grant application will echo the federal Perkins V legislation (2018) guidance, and will aspire to advance Connecticut's vision "that schools and districts provide each student access to rigorous pathways and programs of study that result in students graduating with the essential knowledge, skills, and employability expertise to successfully meet the demands of Connecticut's expanding economy." [Connecticut Perkins V Improvement Plan.] More details are provided in my attached Grant Highlights document.

The Connecticut State Department of Education (CSDE) has increased the Waterbury Public Schools 2021-22 year allocation over the previous year's allocation by \$84,389. The 2021-22 allocation for WPS is \$568,224. No matching funds are required.

As part of the application preparation process, CTE Supervisor Michael Merati and CTE teachers provided input regarding CTE professional development, equipment, and supplies, needed to improve CTE teaching and learning. The CTE Supervisor took into consideration, the Waterbury 2020-21 Comprehensive Local [CTE] Needs Assessment (CLNA) which included a career cluster, pathways, programs and course review, labor market data, student performance information, and stakeholder input, as he prioritized funding requests to be included in the 2021-22 application.

The 2021-22 Carl D. Perkins grant application is due to the Connecticut State Department of Education on November 15, 2021. The application will be submitted via eGMS to CSDE again this year. I anticipate that there may yet be some adjustments to the budget prior to submission. I respectfully request your approval to submit the 2021-22 Perkins grant application. Thank you for your consideration.

Very truly yours,

Louise Allen Brown

Louise Allen Brown, Grant Writer

cc: Dr. Verna D. Ruffin
 Doreen Biolo
 Darren Schwartz
 Jade Gopie
 Matthew Brown
 Michael Merati

Carl D. Perkins Grant 2021
CT State Department of Education
October 4, 2021
Louise Allen Brown

Grant Highlights

Program Purpose:

The purpose of the Carl D. Perkins Grant is to support students by providing funding for secondary (and postsecondary) programs of study in Career & Technical Education (CTE).

Eligible Applicants:

This year, five of Waterbury's high schools are eligible for Perkins Grant funds based upon their course offerings and Career & Technical Student Organizations (CTSOs): Crosby, Kennedy, Wilby, Waterbury Career Academy, and Waterbury Arts Magnet School. Under Perkins V, the Waterbury middle schools eligible now for limited funding (up to 10% of grant amount) are: Wallace, West Side, North End.

Application Deadline: November 15, 2021

Grant Period:

July 1, 2021 – June 30, 2022

Grant Amount:

Waterbury allocation: \$568,224.

Matching Funds: No matching funds are required.

Waterbury Public Schools (WPS) Program Description:

The Waterbury proposal seeks funding to support new and existing WPS CTE Career Clusters/ Pathways/Programs of Study which are consistent with the 2020 Waterbury Comprehensive Local (CTE) Needs Assessment (CLNA), and recommendations to the Superintendent of Schools from the Chief Academic Officer and the CTE Supervisor. A table of the career clusters and pathways scheduled to be offered at each of the high schools during 2021-22 appears below.

The CTE Advisory Board will meet again in 2021-22, in part to give district educators opportunities to hear from the business community about what knowledge and skills employers most need students to possess to obtain entry level positions in high-skill, high-wage, and/or in-demand careers in the greater Waterbury area. Input from the business community, as well as from parents and students, teachers and administrators, will continue to shape the CTE programs of study supported through the Perkins grant. Work-based learning for students is planned through in person opportunities, Virtual Job Shadow, and the Pharmacy Technician and Certified Nurse Assistant programs. Students will also have opportunities to work at manufacturing businesses in the area.

Perkins funding will support CTE courses that prepare students for success with earning industry-recognized credentials such as ServeSafe (Culinary); micro credential assessments in classroom instruction, anti-bias instruction, and classroom climate; ASE certifications (Automotive); NCCER certifications (Construction and Carpentry); NIMS certifications (Manufacturing); and CISCO A+ certifications (IT). Perkins funds will also support courses in which WPS students will earn college credit while in high school.

CTE Career Clusters and Pathways offered by WPS for 2021-22:

Waterbury Public Schools CTE Cluster and Pathway Chart	Crosby High School	Kennedy High School	Waterbury Career Academy	Wilby High School	Waterbury Arts Magnet School (9-12)
<i>Total Number of Clusters: 11</i>					
<i>Total Number of Pathways: 16</i>	14	13	12	14	4
Cluster – Architecture and Construction					
Pathway – Design/ Preconstruction	X	X	X	X	
Pathway - Construction	X	X		X	
Cluster – Business, Management, Administration					
Pathway – General Management	X	X	X	X	X
Cluster – Education and Training					
Pathway – Teaching/Training	X	X	X	X	
Cluster – Finance					
Pathway - Accounting Services	X	X	X	X	X
Pathway - Insurance, Investments and Securities	X	X	X	X	
Cluster – Health Services					
Pathway – Therapeutic Services		X	X	X	
Cluster – Hospitality and Tourism					
Pathway – Restaurant, Food, Beverage, Services	X			X	
Cluster – Information Technology					
Pathway – Information, Support, Services			X		
Pathway – Web and Digital Communications	X	X		X	X
Pathway – Programming and Software Development	X	X	X	X	
Cluster – Manufacturing					
Pathway – Manufacturing Production	X		X		

Waterbury Public Schools CTE Cluster and Pathway Chart	Crosby High School	Kennedy High School	Waterbury Career Academy	Wilby High School	Waterbury Arts Magnet School (9-12)
Cluster – Marketing					
Pathway – Marketing Communications	X	X	X	X	
Cluster – Science, Technology, Engineering, Mathematics (STEM)					
Pathway – Engineering, Design, Development	X	X	X	X	
Cluster – Transportation, Distribution, Logistics					
Pathway – Facility and Mobile Equipment Maintenance	X	X		X	
Pathway – Transportation Operations	X	X	X	X	X



MEMORANDUM

TO: Board of Education
Board of Alderman

FROM: Darren Schwartz, Chief Academic Officer

DATE: September 13, 2021

RE: Executive Summary

EXECUTIVE SUMMARY

The Department of Education requests to enter into a contract with Great Schools Partnership for the purposes of **mastery based grading and learning** for the Secondary Schools (grades 6-12) in the aggregate amount of \$1,096,875.

This agreement was initiated under the Request for Proposal Process (RFP # 7022). There was one proposal for this project. The provider was chosen unanimously by the RFP Committee for its ability in the following criteria:

1. Experience and expertise in regard to providing the types of or similar services as those outlined in the Scope of Services in this RFP.
2. A proposer with a proven track record in providing these types of or similar services for towns and cities **in Connecticut**.
3. Knowledge of federal and State laws and regulations governing the services outlined in the scope of services.
4. Possess a robust system of services that can accommodate professional learning for a city that includes several secondary schools with consistency and effectiveness.
5. Must have signed, or be able to sign the Connecticut Student Data Privacy Pledge prior to implementation in the district.
6. Experience in providing large-scale professional learning for staff via remote systems (such as Zoom or Google Meet) as well as on-going professional learning for staff.

The term of the contract is upon signature of the parties and will continue until the June 30, 2025. The project is being funded annually by the Department of Education's ESSER 2/ESSER ARP grant.

Attached for your review and consideration is the proposed contract, an affidavit of Disclosure and Certification, and a tax clearance form for Great Schools Partnership.

PROFESSIONAL SERVICES AGREEMENT

RFP No. 7022

For

Mastery Based Learning and Assessment

between

The City of Waterbury, Connecticut

and

Great Schools Partnership, Inc.

THIS AGREEMENT, effective on the date signed by the Mayor, is by and between the CITY OF WATERBURY, City Hall, 235 Grand Street, Waterbury, Connecticut (the "City") and Great Schools Partnership, Inc., located at 482 Congress Street, Suite 500, Portland, Maine 04101 (the "Contractor").

WHEREAS, the City's purchases under the Agreement will be funded by monies received by the City pursuant to the funding provisions of the Elementary and Secondary School Emergency Relief Fund funded under the Federal Coronavirus Response and Relief Supplemental Appropriations Act 2021, signed into law December 27, 2020 (ESSER II Fund) and/or pursuant to the American Rescue Plan Act Elementary and Secondary School Emergency Relief Fund (ARP ESSER or ESSER III) signed into law March 11, 2021; and

WHEREAS, the Contractor submitted a proposal to the City responding to RFP No. 7022 for Mastery Based Learning and Assessment with related curriculum materials, performance of skills assessment, equipment, supplies and professional learning as those may apply; and

WHEREAS, the City selected the Contractor to perform services regarding RFP No. 7022; and

WHEREAS, the City desires to obtain the Contractor's services pursuant to the terms, conditions and provisions set forth in this agreement (the "Project").

NOW THEREFORE, THE PARTIES AGREE AND COVENANT AS FOLLOWS:

1. Scope of Services. The Contractor shall furnish all of the labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. necessary to complete the Project as specified in this agreement (also referred to herein as "Contract") and such shall be completed in a satisfactory manner, as reasonably determined by the City. All labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. shall comply with any and all applicable Local, State and Federal laws, statutes, ordinances and regulations and with generally accepted professional standards. The Contractor shall make such revisions or modifications to its work, at its own cost and expense, as the City may require in order to be deemed complete.

1.1. The Project consists of a mastery-based assessment aligned to graduation requirements starting with the Class of 2023. This requires the development of a mastery-based graduation assessment that will take advantage of students

Professional Services Contract for Mastery Based Learning and Assessment
between the City of Waterbury and Great Schools Partnership, Inc.

demonstrating learning that occurred inside or outside of the school day or classroom. The program supplied by Contractor shall:

1. Support the creation of the initial mastery-based graduation assessment for the first two graduation classes starting in 2023.
2. Expand the areas assessed and demonstrated.
3. Develop a system that would expand to include a student defense of their learning.

This is further detailed and described in **Attachment A** which components are hereby made material provisions of this Contract. **Attachment A** shall consist of the following, which are attached hereto, are acknowledged by the Contractor as having been received, or are otherwise hereby incorporated by reference as noted below, and all are made a part hereof:

1.1.1 The City's solicitation documents, RFP No. 7022 (attached hereto)

1.1.2 Contractor's Cost Proposal dated July 14, 2021 (attached hereto)
(originally submitted together but separate from Contractor's Response to RFP No. 7022) and Contractor's Revised Budget Proposal amending the timeline for Deliverables.

1.1.3 Contractor's Response to RFP No. 7022 (attached hereto)

1.1.4 Stockholder's Affidavit; Non-Collusion Affidavit; debarment
Certificate, incorporated by reference

1.1.5 Contractor's Revised 4-Year Proposal for the City of Waterbury RFP #7022.

1.1.6 Certificates of Insurance, incorporated by reference

1.1.7 All applicable Federal, State and local statutes, regulations charter and ordinances, incorporated by reference

1.1.8 All Required Licenses

1.1.9 Required Contract Provisions ARPA Funded Projects

1.2. The entirety of **Attachment A** plus this executed instrument are together deemed the Contract Documents (hereinafter collectively referred to as "Contract Documents"). The City's record copy of the Contract Documents shall control and shall be effective and binding on the Contractor. In the event that any provision in the Contract Documents conflict with any other provision therein, the provision in the component part of the Contract Document first enumerated below shall govern over any other component part which follows it numerically:

1.2.1 This Contract document.

1.2.2 Contractor's Revised 4-Year Proposal for the City of Waterbury RFP #7022.

1.2.3 Contractor's Proposal for City of Waterbury RFP No. 7022 dated July 14, 2021.

1.2.4 Contractor's Budget in Response to Request for Proposal No. 7022 and Contractor's Revised Budget Proposal amending the timeline for implementation – as revised.

1.2.5 The City's solicitation documents, RFP No. 7022.

1.2.6 All applicable Federal, State and local statutes, regulations charter and ordinances, and applicable provisions and requirements of Funding Grants as set

forth herein

2. Contractor Representations Regarding Qualification and Accreditation. The Contractor represents that, to the extent required by law, its employees are qualified (licensed if applicable) to perform the scope of work set forth in this Contract. The Contractor further represents that its employees have the requisite skill, expertise and knowledge necessary to perform the scope of work required under the terms of this Contract, including any supplementary work and the City relies upon these.

2.1. Representations regarding Personnel. The Contractor represents that it has, or will secure at its own expense, all personnel required to perform the services under this Contract. Such personnel shall not be employees of or have any contractual relationship with the City, unless use of City employees or of personnel having a contractual relationship with the City is approved by the City in writing. As set forth above, all the services required hereunder shall be performed by the Contractor under its supervision and all personnel engaged in the work shall be fully qualified and, if applicable, shall be authorized or permitted under state or local law to perform such services.

2.2. Representations regarding Qualifications. The Contractor hereby represents that, to the extent required by Federal, State and Local statutes, regulations, codes, ordinances, and policies, that the Contractor and/or its employees be licensed, certified, registered, or otherwise qualified, the Contractor and all employees providing services under this Contract, are in full compliance with those statutes, regulations and ordinances. Upon City request, the Contractor shall provide to the City a copy of the Contractor's licenses, certifications, registrations, etc.

3. Responsibilities of the Contractor. All data, information, etc. given by the City to the Contractor and/or created by the Contractor shall be treated by the Contractor as proprietary to the City and confidential unless the City agrees in writing to the contrary and shall be used solely for the purposes of providing services under this Contract. The Contractor agrees to forever hold in confidence all files, records, documents and other information which may come into the Contractor's possession during the term of this Contract, except where a disclosure is expressly stated as a requirement of this Contract. Notwithstanding the foregoing, where a Contractor disclosure is required to comply with statute, regulation or order, the Contractor shall provide prior advance written notice to the City of the need for such disclosure. The Contractor agrees to properly implement the services required in the manner herein provided.

3.1. Use of City Property. To the extent the Contractor is required to be on City property to render its services hereunder, the Contractor shall have access to such areas of City property as the City and the Contractor agree are necessary for the performance of the Contractor's services under this Contract (the "Site" or the "Premises") and at such times as the City and the Contractor may mutually agree. Contractor shall perform all work in full compliance with Local, State and Federal health and safety regulations. All work hereunder shall be performed in a safe manner. Contractor shall immediately correct any dangerous condition caused by or resulting from its work. If it fails to correct, or to act diligently to correct, any condition which City reasonably believes to be a hazard to persons or property,

then immediately upon oral or written notice to any supervisory or similar personnel of Contractor, City may, but shall not be required to, correct same at Contractor's expense. City shall confirm in writing any oral notice given within five (5) business days thereafter.

3.2. Working Hours. To the extent the Contractor is required to be on City property to render its services hereunder, the Contractor shall coordinate its schedule so that work on the Premises is performed during those hours the City sets forth in a written notice to the Contractor, unless written permission is obtained from the City to work during other times. This condition shall not excuse Contractor from timely performance under the Contract. The work schedule must be agreed upon by the City and the Contractor.

3.3. Cleaning Up. To the extent the Contractor is required to be on City property to render its services hereunder, the Contractor shall at all times keep the Premises free from accumulation of waste materials or rubbish caused by Contractor, its employees or subcontractors, and at the completion of the work shall remove all rubbish from and about the Project and all tools, scaffolding and surplus materials and shall leave the Premises "broom clean" or its equivalent, unless more exactly specified. In case of dispute, the City may remove the rubbish and charge the cost to the Contractor.

3.4. Publicity. Contractor agrees not to deliberately disclose the fact that the City has entered into or terminated this Contract or disclose any of the terms of the Contract or use the City's name, trademark, trade name or logo in connection with any publicity, unless the City gives prior written consent to such use of the City's name and has approved the content of its use, both oral and written, in each instance. Notwithstanding the foregoing or anything to the contrary contained herein, the City is and shall remain the sole and exclusive owner of all trademarks, trade names and logo. Under no circumstances shall the Contractor acquire any ownership interests whatsoever in the City's trademarks, trade names, or logo. In cases where the contractor is responding to contract requests from other organizations, municipalities, or state or local education agencies who ask for names of previous clients, the contractor shall have the right to disclose a previous or current contractual relationship with the City.

3.5. Standard of Performance. All workmanship, services, materials or equipment, either at the Premises or intended for it, shall conform in all respects with the requirements of all this Contract, and shall be the best obtainable from the crafts and trades. In all cases, the services, materials, equipment, reports, plans, specifications, deliverables, workmanship, etc. shall be equal to or better than the grade specified, and the best of their kind that is obtainable for the purpose for which they are intended. The standard of care and skill for all services performed by the Contractor shall be that standard of care and skill ordinarily used by other members of the Contractor's profession practicing under the same or similar conditions at the same time and in the same locality. The Contractor's services rendered hereunder shall be rendered completely and by qualified personnel in accordance with standard industry practice.

3.6. Contractor's Employees. The Contractor shall at all times enforce strict discipline and good order among its employees, and shall not employ any unfit person or anyone not skilled in the work assigned.

3.7. Due Diligence Obligation. The Contractor acknowledges its responsibilities to examine and to be thoroughly familiar with the City's proposal document, including, but not limited to the specifications, and any addenda thereto. The Contractor hereby warrants and represents that prior to the submission of its proposal during the proposal process it reviewed or was afforded opportunity, by the City, to review all physical items, facilities, services or functions essential to the satisfactory performance of the services required ("Due Diligence") and thereby certifies that all such items facilities, services or functions are included in this Contract and thereby warrants that:

3.7.1 it conducted or had opportunity to conduct all Due Diligence prior to the submission of its proposal and, accordingly, any additional costs, services or products resulting from the failure of the Contractor to complete Due Diligence prior to submission of its proposal shall be borne by the Contractor. Furthermore the Contractor had the opportunity during the proposal process to ask questions it saw fit and to review the responses from the City;

3.7.2 its failure or omission to make investigation and verification of data shall, in no way, be cause for future claim of ignorance of such data or conditions nor shall such failure to investigate and verify be the basis for any claim whatsoever, monetary or otherwise;

3.7.3 it is solely responsible for resolving any issues resulting from the failure to conduct Due Diligence and shall assume any costs that may result during the implementation of the Project, including, but not limited to, adherence to specifications and pricing for the Project.

3.7.4 it was responsible for specifying any changes and disclosing any new costs prior to the submittal of its proposal. Thus, in the event any changes or costs are disclosed by the Contractor, or otherwise required, during the performance of its services, the sole responsibility for any modification, delay and cost of such changes shall reside with the Contractor.

3.7.5 has familiarized itself with the nature and extent of the Contract Documents, Work, locality, and with all local conditions and Federal, State and Local laws, ordinances, rules and regulations that in any manner may affect cost, progress or performance of the Work;

3.7.6 has given the City written notice of any conflict, error or discrepancy that the Contractor has discovered in the Proposal Documents; and

3.7.7 agrees that the Proposal Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

3.8. Reporting Requirement. The Contractor shall deliver periodic, written reports as requested by the City's Using Agency setting forth (i) the issue date of the report, (ii) the time period covered by the report, (iii) a brief description of the work and services

Professional Services Contract for Mastery Based Learning and Assessment
between the City of Waterbury and Great Schools Partnership, Inc.

completed by the Contractor and/or delivered by the Contractor during the time period covered by the report, (iii) the Contractor's declaration as to whether the entirety of the Contractor's work and services required in this Contract will be, or will not be, completed within the Contract's Section 6 total compensation amount, and (iv) any and all additional useful and/or relevant information. Each report shall be signed by a Corporate Officer.

NOTE: the Contractor's failure to deliver any report required herein shall be deemed a material breach of this Contract, the City hereby reserving the right to exercise all available legal remedy(ies) to address said breach.

4. Responsibilities of the City. Upon the City's receipt of Contractor's written request, the City will provide the Contractor with all documents, data and other materials the City agrees are necessary and appropriate to the service to be performed by the Contractor hereunder and the City will endeavor to secure, where feasible and where the City agrees it is necessary and appropriate, materials or information from other sources requested by the Contractor for the purpose of carrying out the services under this Contract.

5. Contract Time. The term of this Contract shall be for a period commencing upon execution of this Agreement by the Mayor of the City of Waterbury, pending all necessary approvals and terminating June 30, 2025 or upon completion of the contracted services and work, unless sooner terminated as provided by this agreement or upon agreement of the Parties, in writing, that all services required under the Contract have been fully and completely provided. ("Contract Time").

5.1. Time is and shall be of the essence for all Project milestones. Project milestones shall conform with the timeline for implementation defined at Contractor's Revised Budget submitted in response to RFP No. 7022 setting forth a revised 4-year timeline for implementation amending the original timeline of Contractor's Proposal both of which are incorporated into this Contract and set forth in Attachment A. The Contractor further agrees that the Work shall be prosecuted regularly, diligently and uninterruptedly and at such rate of progress as will insure full completion thereof within the Contract time stated above. It is expressly understood and agreed, by and between the Contractor and City, that the Contract Time is reasonable for the completion of the Work. The Contractor shall be subject to City imposed fines and/or penalties in the event the Contractor breaches the foregoing dates.

6. Compensation. The City shall compensate the Contractor for satisfactory provision of all of the goods and services set forth in this Contract as follows in this Section 6.

Compensation for the Contractor's services shall not exceed Nine Hundred Thousand Dollars (\$900,000.00).

The compensation shall be paid in conformity with the **Great Schools Revised Budget in Response to Request for Proposal No. 7022 as Amended to a 4-Year Proposal** which is set forth in Attachment A of this Contract. Said Budget is hereby made part of Section 6 of this Agreement as if fully set forth herein.

6.1. Limitation of Payment. Compensation payable to the Contractor is limited to those fees set forth in Section 6.1. above. Such compensation shall be paid by the City upon review and approval of the Contractor's invoices for payment and review of the work, services, deliverables, etc. required in this Contract and review as may be further required by the Charter and Ordinances of the City. Contractor's invoices shall describe the work, services, reports, plans, specifications, deliverables, etc. rendered and the compensation sought therefore in a form and with detail and clarity acceptable to the City.

The funding for this Agreement is through the ARPA ESSER program. Funding is obligated through the City's ARPA ESSER allocation to pay for the services and product to be delivered by Contractor. Contractor shall final invoice City for all project work no later than July 31, 2024.

6.1.1 Contractor shall invoice all Phase I work performed during Academic Year 2021-2022 no later than June 30, 2022.

Contractor shall invoice all Phase I work performed during Academic Year 2022-2023 not later than June 30, 2023.

Contractor shall invoice all Phase I work performed during Academic Year 2023-2024 no later than June 30, 2024.

Contractor shall invoice any remaining work no later than July 31, 2024.

City shall make payments to Vendor consistent with applicable terms of the ARP/ESSER funding requirements. City will endeavor to pay sums due within forty-five (45) days of receipt of the Contractor's invoice

6.1.2 The Contractor and its affiliates are hereby provided with notice that the City reserves the right, in the City's sole discretion, to offset, withhold, or otherwise reduce City payment(s) to the Contractor in an amount equaling the sum or sums of money the Contractor and/or its affiliates is/are, or becomes delinquent or in arrears on, regarding the Contractor's and/or its affiliate's real and personal tax obligations to the City.

6.3. Review of Work. The Contractor shall permit the City to review, at any time, all work performed under the terms of this Contract at any stage of the work. The Contractor shall maintain or cause to be maintained all records, books or other documents relative to charges, costs, expenses, fees, alleged breaches of the Contract, settlement of claims or any other matter pertaining to the Contractor's demand for payment. The City shall not certify fees for payment to the Contractor until the City has determined that the Contractor has completed the work in accordance with the requirements of this Contract.

6.4. Proposal Costs. All costs of the Contractor in preparing its proposal for RFP No. 7022 shall be solely borne by the Contractor and are not included in the compensation to be paid by the City to the Contractor under this Contract or any other Contract.

6.5. Payment for Services, Materials, Employees. The Contractor shall be fully and solely responsible for the suitability, and compliance with the Contract, of all labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. furnished to the City under this Contract. The Contractor shall promptly pay all employees as their pay falls due, shall pay promptly as they fall due all bills for labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc., going into the work, and all bills for insurance, bonds, Worker's Compensation coverage, Federal and State Unemployment Compensation, and Social Security charges applicable to this Project. Before final payment is made, the Contractor shall furnish a legal statement to the City that all payments required under this subparagraph have been made.

7. Passing of Title and Risk of Loss. Title to each item of equipment, material, reports, plans, specifications, supplies, services, etc. required to be delivered to the City hereunder shall pass to City upon City payment to the Contractor for that item. Contractor and its insurer shall assume the risk of loss or damage up to and including the date title passes, except that City shall be responsible for loss or damage caused by City's negligence.

8. Indemnification.

8.1. The Contractor shall indemnify, defend, and hold harmless the City, City's Boards, and Board of Education, commissions, agents, officials and employees from and against all claims, suits, damages, losses, judgments, costs and expenses including reasonable attorney's fees arising out of or resulting from the delivery of the labor, services, equipment, materials, reports, plans, specifications, design, drawings, deliverables, incidentals, etc. provided that any such claims, suits, damages, losses, judgments, costs or expenses (i) are attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property, including the loss of use resulting there from, (ii) are alleged to be caused in whole or in part by any willful, intentional, negligent, or reckless act or omission of the Contractor, its employees, any subcontractor or consultant, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable; (iii) enforcement action or any claim for breach of the Contractor duties hereunder or (iv) claim for intangible loss(es) including but not limited to business losses, lost profits or revenue

8.2. In any and all claims against the City or any of its boards, agents, employees or officers by the Contractor or any employee of the Contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under Paragraph 8.1, above, shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the Contractor or any subcontractor under Worker's Compensation Acts, disability benefit acts or other employee benefit acts.

8.3. The Contractor understands and agrees that any insurance required by this Contract, or otherwise provided by the Contractor, shall in no way limit the responsibility to indemnify, defend, keep and hold harmless the City as provided in this Contract.

8.4. The Contractor expressly understands and agrees that any performance bond or insurance protection required by this Contract, or otherwise provided by the Contractor, shall in

no way limit the responsibility to indemnify, keep and save harmless and defend the City and the City's boards, agents, employees or officers as provided herein.

8.5. Royalties and Patents. The Contractor shall, for all time, secure to the City the free and undisputed right to the use of any and all patented articles and methods used in the work and shall defend at Contractor's own expense any and all suits for infringement or alleged infringement of such patents, and in the event of adverse award under patent suits, the Contractor shall pay such awards and hold the City harmless in connection with any patent suits that may arise as a result of installations made by the Contractor and as to any award made thereunder.

8.6. In the event this Contract and/or the Contractor's, or its subcontractor, work and services provisioned hereunder is/are subject to the provisions of any Federal or State statute or regulations, or the City Charter or City Ordinance, the Contractor shall indemnify, defend and hold harmless the City from any fine, penalty or other amounts imposed on the City under said statutes, regulations, Charter or Ordinances, if caused by Contractor, or its subcontractor, omission or commission..

9. Contractor's Insurance.

9.1. The Contractor shall not commence work under this Contract until all insurance required under this Section 9 has been obtained by the Contractor and such insurance has been approved by the City. The Contractor shall not allow any subcontractor to commence work on any subcontract until all insurance required of any such subcontractor has been so obtained and approved by the City. Insurance shall be provided by insurers that are satisfactory to the City, authorized to do business in the State of Connecticut, that have at least an "A-" Best's Rating, and are in an A.M. Best financial size category of VII or higher. The A.M. Best classifications are based on the most current A.M. Best Company ratings or an equivalent City approved rating system.

9.2. At no additional cost to the City, the Contractor shall purchase and maintain the insurance coverages set forth below which shall protect the City from claims which may arise out of or result from the Contractor's obligation under this Contract, whether such obligations are the Contractor's or subcontractor or person or entity directly or indirectly employed by said Contractor or subcontractor, or by any person or entity for whose acts said Contractor or subcontractor may be liable.

9.3. Each insurance policy shall state that the insurance company shall agree to investigate and defend the insured against all claims for damages, even if groundless. If any insurance required herein is to be issued or renewed on a claims made form as opposed to an occurrence form, the retroactive date for coverage shall be no later than the commencement date of this Contract and shall provide that in the event of cancellation or non-renewal, the discovery period for insurance claims ("Tail Coverage") shall be available for at least 60 months.

9.4. The following policies with stated limits shall be maintained, in full force and

effect, at all times during which the services are to be performed by the Contractor:

9.4.1 General Liability Insurance: \$1,000,000.00 per occurrence,
\$2,000,000.00 aggregate and **\$2,000,000.00** Products and completed operations
aggregate

Providing coverage to protect the City for all damages arising out of bodily injuries, sickness to or death of all persons in any one accident or occurrence and for all damages arising out of destruction of property in any one accident or occurrence.

9.4.2 Professional Liability Insurance: \$3,000,000.00 each claim.
\$3,000,000.00 aggregate limit
Professional liability (also known as, errors and omissions) insurance providing
coverage to the Contractor.

If any policy is written on a "Claims Made" basis, the Policy must be continually renewed for a minimum of two (2) years from the date of this contract. If the policy is replaced and/or the retroactive date changes, then the expiring policy must be endorsed to extend the reporting period for claims for the policy in effect during the contract for two (2) years from the completion date.

9.4.3 Workers' Compensation: Statutory Limits within the State of
Connecticut: Employers' Liability:
EL Each Accident **\$1,000,000.00**
EL Disease Each Employee **\$1,000,000.00**
EL Disease Policy Limit **\$1,000,000.00**

Consultant shall comply with all State or Connecticut statutes as it relates to
Workers' Compensation.

9.5. Failure to Maintain Insurance: In the event the Contractor fails to maintain the minimum required coverage as set forth herein, the City may at its option purchase same, and offset the Contractor's invoices for the cost of said insurance.

9.6. Cancellation: The City of Waterbury shall receive written notice of cancellation from the Contractor at least thirty (30) calendar days prior to the date of actual cancellation, regardless of the reason for such cancellation.

9.7. Certificates of Insurance: The Contractor's General Liability shall be endorsed to add the City and its Board of Educations as an additional insured and provide a waiver of subrogation on all lines of coverage except Professional Liability. The insurance afforded the additional insured shall be primary and non-contributory insurance and the coverage and limits provided under the Contractor's policies shall not be reduced or prorated by the existence of any other insurance applicable to any loss the additional insured may have suffered. At the time the Contractor executes this Contract, it shall furnish to the City, subject to City approval, certificate(s) of insurance and Additional Insured

Endorsement and Waiver of Subrogation Endorsement verifying the above coverages, including the naming of the City of Waterbury, as follows: **"The City of Waterbury and the Waterbury Board of Education are listed as additional insured on all lines of coverage except Workers Compensation and Professional Liability and include a waiver of subrogation on all lines of coverage except Professional Liability as their interests may appear"**. The City's request for proposal number must be shown on the certificate of insurance. The Contractor must supply replacement/renewal certificates at least thirty (30) calendar days prior to the expiration of the policy(ies). Said certificates shall contain a provision that coverage afforded under the policies shall not be cancelled or reduced for any reasons unless notice of not less than thirty (30) calendar days has been mailed to the Office of Corporation Counsel, 235 Grand Street, Waterbury, CT 06702.

9.8. No later than thirty (30) calendar days after Contractor receipt, the Contractor shall deliver to the City a copy of the Contractor's insurance policies, endorsements and riders.

10. Conformance with Federal, State and Other Jurisdictional Requirements. By executing this Contract, the Contractor represents and warrants that, at all pertinent and relevant times to the Contract, it has been, is and will continue to be in full compliance with all applicable statutes, acts, ordinances, guidelines, resolutions, orders, judgments, decrees, injunctions, rules, and regulations of all government authorities applicable to performance by the Contractor of services hereunder, including those having jurisdiction over its registration and licensing to perform services hereunder; including, but not limited to, the following: *EQUAL EMPLOYMENT OPPORTUNITY ACT*; *COPELAND ANTI-KICKBACK ACT*, as supplemented in the Department of Labor Regulations (29 CFR Part 3); *DAVIS-BACON ACT* as supplemented by Department of Labor Regulations (29 CFR Part 5); Section 103 and 107 of the Contract Work Hours and Safety Standards Act, as supplemented by the Department of Labor Regulations (29 CFR Part 5); the *HOUSING and COMMUNITY DEVELOPMENT ACT of 1974*, as amended; TITLE 31 and Section 12-430(7) of the State of Connecticut General Statutes. All applicable sections of the City Charter and Code of Ordinances are incorporated by reference and made a part hereof.

10.1. Permits, Laws, and Regulations. Permits and licenses necessary for the delivery and completion of the Contractor's work and services shall be secured in advance and paid by the Contractor. The Consultant shall give all notices and comply with all laws, ordinances, rules and regulations bearing on the conduct of the work and services as specified.

10.2. Taxes-Federal, State and Local. The City is exempt from Federal Excise and Transportation, State and Local Sales and Use Taxes, including without limitation, taxes that would otherwise be imposed upon the Contractor for transactions required or necessitated hereunder between it and its subcontractors, suppliers, etc. The Contractor remains liable, however, for any applicable tax obligations it incurs. Moreover, the Contractor represents that the proposal and pricing contained in this Contract do not include the amount payable for said taxes.

10.3. Labor and Wages. The Contractor and its subcontractors shall conform to the labor laws of the State of Connecticut, and all other laws, ordinances, and legal requirements affecting the work in Connecticut.

10.3.1 The Contractor is aware of the provisions of Title 31, §53 of the Connecticut General Statutes, latest revision (the "Act"), concerning the payment of minimum wages and other payments or contributions established by the State of Connecticut Labor Commissioner for work on public facilities. The provisions of the Act are incorporated by reference and made a part of this Contract. The Act provides that the Connecticut prevailing wage law applies to certain remodeling, refurbishing, alteration, repair and new construction. The wages paid on an hourly basis to any person performing the work of any mechanic, laborer or worker on the work herein contracted to be done and the amount of payment or contribution paid or payable on behalf of each such person to any employee welfare fund, as defined in Conn. Gen. Statute 31-53(i), shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the town in which such public works project is being constructed. Any contractor who is not obligated by agreement to make payment or contribution on behalf of such persons to any such employee welfare fund shall pay to each mechanic, laborer or worker as part of such person's wages the amount of payment or contribution for such person's classification on each pay day.

10.3.2 The Contractor is aware of and shall comply with the provisions of both the Federal Davis-Bacon Act, the Federal American Recovery and Reinvestment Act of 2009, the Coronavirus Response and Relief Supplemental Appropriations Act of 2021 and the American Rescue Plan Act as those may apply. The specified Acts and the provisions of all Acts from which funding for this Agreement is derived are hereby incorporated by reference and made part of this Contract. The Federal Davis-Bacon Act provides that Federal wage rate laws apply to certain federally funded contracts. The American Recovery and Reinvestment Act (ARRA) provides that Federal wage rates apply to all ARRA funded contracts regardless of the contract's dollar value. The Coronavirus Response and Relief Act of 2021 governing ESSER II funding and the American Rescue Plan Act governing ARPA ESSER funding also provide that Federal wage rate laws apply to contracts funded under those legislative enactments.

This Agreement is subject to 2 C.F.R. Part 180, OMB Guidelines to Agencies on Government Debarment and Suspension and the U.S. Treasury Department is implementing regulations set forth at 31 C.F.R. Part 19 Government Debarment and Suspension.

11. Discriminatory Practices. In performing this Contract, the Contractor shall not discriminate against any employee or applicant for employment, with respect to his or her hire, tenure, terms, conditions or privileges of or any matter directly or indirectly related to employment, because of race, color, sex, age, religious creed, disability, national origin or ancestry, marital status, family status, prior psychiatric treatment, health care, military status or source of income or because of a handicap that is unrelated to the employee's or the applicant's ability to perform the duties of a particular job or position. Subcontracts with each subcontractor shall contain a provision requiring non-discrimination in employment as herein specified. This covenant is required pursuant to §93.04 of the Code of Ordinances of the City and any breach thereof may be regarded as a

material breach of this Contract. Said provisions with subcontractors shall require conformity and compliance with all Local, State and Federal laws, rules and regulations and Executive orders pertaining to discrimination and equal opportunity requirements.

11.1. Discrimination Because of Certain Labor Matters. No person employed on the work covered by this Contract shall be discharged or in any way discriminated against because such person has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or related to the labor standards applicable hereunder to its employer.

11.2. Equal Opportunity. In its execution of the performance of this Contract, the Contractor shall not discriminate and shall comply with applicable laws prohibiting discrimination on the grounds of race, color, religion, sex, national origin or citizenship status, age or handicap. The Contractor agrees to comply with all Local, State and Federal laws, rules and regulations and Executive orders pertaining to discrimination and equal opportunity requirements, and will require the same of all subcontractors.

12. Intentional left blank.

13. Termination.

13.1. Termination of Contract for Cause. If, the Contractor shall fail to fulfill in a timely and proper manner its obligations under this Contract, or if the Contractor shall violate any of the covenants, agreements, or stipulations of this Contract, the City shall thereupon have the right to terminate this Contract by giving written notice to the Contractor 14 calendar days prior to the termination date and specifying the effective date thereof, of such termination.

13.1.1 In the event of such termination, all finished or unfinished documents, data, studies, reports, specifications, deliverables, etc., which shall not include third party license, prepared by the Contractor under this Contract shall, at the option of the City, become the City's property, and the Contractor shall receive just and equitable compensation for any satisfactory work completed for such.

13.1.2 Notwithstanding the above, the Contractor shall not be relieved of liability to the City for damages sustained by the City by virtue of any breach of this Contract by the Contractor, and the City may withhold any payments to the Contractor for the purpose of setoff until such time as the exact amount of damages due the City from the Contractor is determined.

13.2. Termination for Convenience of the City. The City may terminate this Contract at any time upon not less than thirty (30) calendar days prior written notice for the convenience of the City, by a notice in writing from the City to the Contractor. If this Contract is terminated by the City as provided herein, the Contractor will be paid an amount which bears the same ratio to the total compensation as the services actually performed bear to the total services of the Contractor covered by this Contract, less payments of compensation previously made.

13.3. Termination for Non-Appropriation or Lack of Funding. The Contractor acknowledges that the City is a municipal corporation and that this Contract is subject to the appropriation of funds by the City sufficient for this Contract for each budget year in which this Contract is in effect. The Contractor therefore agrees that the City shall have the right to terminate this Contract in whole or in part without penalty in the event sufficient funds to provide for City payment(s) under this Contract is not appropriated, not authorized or not made available pursuant to law, or such funding has been reduced pursuant to law. Notwithstanding the foregoing, - the City shall not be relieved from its obligation to reimburse Contractor for the cost of equipment and materials purchased, properly invoiced and accepted by the City,, in advance of the services rendered hereunder in reliance on the City's covenants, duties and obligations set forth herein.

13.3.1 Effects of Non-Appropriation. If funds to enable the City to effect continued payment under this Contract are not appropriated, authorized or otherwise made available by law, the City shall have the right to terminate this Contract without penalty at the end of the last period for which funds have been appropriated, authorized or otherwise made available by law by giving written notice of termination to the Contractor.

13.3.2 Effects of Reduced Levels of Funding. If funding is reduced by law, or funds to pay the Contractor for the agreed to level of the products, services and functions to be provided by the Contractor under this Contract are not appropriated, authorized or otherwise made available by law, the City may, upon fourteen (14) calendar days written notice to the Contractor, reduce the level of the products, services or functions in such manner and for such periods of time as the City may elect. The charges payable under this Contract shall be equitably adjusted to reflect such reduced level of products, services or functions and the parties shall be afforded the rights set forth in this Contract.

13.3.3 No Payment for Lost Profits. In no event shall the City be obligated to pay or otherwise compensate the Contractor for any lost or expected future profits. Notwithstanding the foregoing, - the City not be relieved from its obligation to reimburse Contractor for the cost of equipment and materials purchased, properly invoiced and accepted by the City in advance of the services rendered hereunder in reliance on the City's covenants, duties and obligations set forth herein.

13.4. Rights Upon Cancellation or Termination.

13.4.1 Termination for Cause. In the event the City terminates this Contract for cause, the Contractor shall relinquish to the City any applicable interest, title and ownership including, but not limited to, perpetual use of any proprietary rights in and to the documents, data, studies, reports, specifications, deliverables, etc., this shall not include the use of third party licenses, provide to, in possession of, and properly invoiced and paid for by (except to the extent such invoiced amount is disputed) the City. With regard to third party products, the Contractor shall transfer all licenses to the City which the Contractor is permitted to transfer in accordance with the applicable third party license. The City shall have no financial obligation to compensate the

Contractor for such terminated documents, data, studies, reports, specifications, deliverables, etc. unless payment is otherwise approved by the City prior to such termination. The Contractor shall be liable for costs incurred by the City, including but not limited to reasonable attorney fees and all court awarded fees and costs incurred in terminating this agreement in whole or in part.

13.4.2 Termination for Lack of Funding or Convenience. In the event of termination of this Contract by the City for lack of funding or convenience, the City shall pay the Contractor for all documents, data, studies, reports, specifications, deliverables, etc. this shall not include the use of third party licenses, (including any holdbacks), installed and delivered to the City as of the Termination Date and the Contractor shall relinquish to the City any applicable interest, title and ownership including, but not limited to perpetual use of any proprietary rights in and to said documents, data, studies, reports, specifications, deliverables, etc. in possession of and paid for by the City (except to the extent any invoiced amount is disputed). The Contractor shall be required to exercise commercially reasonable efforts to mitigate damages. In the event of a termination for Lack of Funding or Convenience the City and the Contractor may negotiate a mutually acceptable payment to the Contractor for reasonable demobilization expenses. Said demobilization expenses, if any, shall be handled in accordance with the provision of this Contract pertaining to Changes in the Work.

13.4.3 Termination by the Contractor. The Contractor may, by written notice to the City, terminate this Contract if the City materially breaches, provided that the Contractor shall give the City thirty (30) calendar days prior written notice and an opportunity to cure by the end of said thirty (30) day period. In the event of such termination, the Contractor will be compensated by the City for work performed prior to such termination date and the Contractor shall deliver to the City all deliverables as otherwise set forth in this Contract.

13.4.4 Assumption of Subcontracts. In the event of termination of this Contract, the City shall have the right to assume, at its option, any and all subcontracts for products, services and functions provided exclusively under this Contract, and may further pursue completion of the work under this Contract by replacement contract or otherwise as the City may in its sole judgment deem expedient.

13.4.5 Delivery of Documents. In the event of termination of this Contract, (i) the Contractor shall promptly deliver to the City, in a manner reasonably specified by the City, all labor, services, equipment, materials, reports, plans, specifications, deliverables, incidentals, etc. and other tangible items furnished by, or owned, leased, or licensed by, the City, and (ii) the City shall pay the Contractor for all services performed and deliverables completed and accepted (pro-rated for deliverables partially completed) prior to the effective date of the termination (except to the extent any invoice amount is disputed).

14. Ownership of Instruments of Professional Services. The City acknowledges the Contractor's documents, data, studies, reports, specifications, deliverables, etc. created and to be created pursuant to this Contract, including electronic files, are Instruments of Professional Services. Nevertheless, the final Instruments of Professional Services, including, but not limited to documents, data, studies, reports, specifications, deliverables, etc. prepared for the City under this Contract shall

become the property of the City upon City payment for that Instrument of Professional Services and the City reserves the right to use the Instruments of Professional Services. Notwithstanding the foregoing or anything to the contrary contained herein, Contractor is and shall remain the sole and exclusive owner of all trademarks, trade secrets, trade names, service marks, copyrights or other intellectual property rights related to the services rendered pursuant to this Agreement ("Contractor IP"). Under no circumstances shall the City acquire any ownership interests whatsoever in any Contractor IP apart from such Instruments of Professional Services. The City acknowledges that the Contractor IP is proprietary material and information of Contractor.

15. Force Majeure. Neither the Contractor nor the City shall be held responsible for delays or be considered to be in breach of this Contract or be subject to liquidated damages when their respective obligations under this Contract are caused by conditions beyond their control, including without limitation:

15.1. Acts of God, fire, explosion, epidemic, pandemic (or similar viral outbreak) cyclone, flood, war, strikes, revolution, civil commotion, or acts of public enemies.

15.2. Change of law and order, proclamation, regulation, ordinance, or governmental requirement.

Upon cessation of work for reason of force majeure delays, the Party(ies) whose obligations are affected shall use their best efforts to meet their obligations under this Agreement / to meet their schedule set forth in.

16. Subcontracting. The Contractor shall not, without the prior written approval of the City, subcontract, in whole or in part, any of the Contractor's services which approval shall not be unreasonably withheld. Any subcontractor so approved shall be required to secure and maintain insurance coverage equal to or better than that required of the Contractor and shall name the City as an additional insured party and said subcontractors shall deliver to the City a certificate of insurance evidencing such coverages. All subcontractors shall comply with all Federal, State and Local, laws, regulations and ordinances but such requirement shall not relieve the Contractor from its requirement that all work and services provided or required hereunder shall comply with all Federal, State and Local, laws, regulations and ordinances.

16.1. The Contractor shall be as fully responsible to the City for the acts and omissions of the Contractor's subcontractors, and of persons either directly or indirectly employed by them, as it is for the acts and omissions of persons directly employed by the Contractor.

17. Assignability. The Contractor shall not assign any interest in this Contract, and shall not transfer any interest in the same (whether by assignment or novation) without the prior written approval of the City; provided, however, that claims for money due or to become due the Contractor from the City under this Contract may be assigned to a bank, trust, company, or other financial

institution, or to a Trustee in Bankruptcy, without such approval. Notice of any such assignment or transfer shall be furnished promptly to the City.

18. Audit. The City reserves the right to audit the Contractor's books of account in relation to this Contract any time during the period of this Contract or at any time during the twelve month period immediately following the closing or termination of this Contract as may be required by the Funding Sources, including the State of Connecticut U.S. Treasury Department Federal Single Audit Act, Connecticut General Statutes, City of Waterbury Ordinances or in the event of a dispute. In the event the City elects to make such an audit, the Contractor shall promptly make available to the City all records pertaining to this Contract, including, but not limited to, payroll records, bank statements and canceled checks.

19. Risk of Damage and Loss. The Contractor shall be solely responsible for causing the timely repair to and/or replacement of, City property or item(s) intended to become City property hereunder, where the need for repair or replacement was caused by the Contractor, by someone under the care and/or control of the Contractor, by any subcontractor of the Contractor, or by any shipper or delivery service. The Contractor shall be solely responsible for all costs and expenses, including but not limited to shipping, delivery, insurance, etc. associated with the foregoing repair and replacement obligation. Further, the Contractor shall be solely responsible for securing the City's written acceptance of all completed repairs and replacements required hereunder. The City hereby retains sole discretion to determine whether a repair or a replacement is the proper remedy.

20. Interest of Contractor. The Contractor covenants that it presently has no interest and shall not acquire any interest, direct or indirect, in the project or any parcel of land therein or any other interest which would conflict in any manner or degree with the performance of its services hereunder. The Contractor further covenants that in the performance of this Contract no person having any such interest shall be employed.

21. Entire Agreement. This Contract shall constitute the complete and exclusive statement of the contract between the parties as it relates to this transaction and supersedes all previous agreements and understandings, whether written or oral, relating to such subject matter. Any amendment to this Contract must be in writing and agreed to and executed by the City and the Contractor.

22. Independent Contractor Relationship. The relationship between the City and the Contractor is that of client and independent contractor. No agent, employee, or servant of the Contractor shall be deemed to be an employee, agent or servant of the City. The Contractor shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants and subcontractors during the performance of this Contract. It is the express intention of the parties hereto, and the Contractor hereby agrees and covenants, that it and any and all third party(ies) and subcontractor(s) retained by the Contractor hereunder is/are not and shall not be deemed an employee of the City of Waterbury, but is/are and shall remain an independent: contractor relative to the City and that nothing herein shall be interpreted or construed as creating or establishing the relationship of employer-employee between the City of Waterbury and the Contractor or between the City of Waterbury and any third party(ies) or subcontractor(s). Thus, the Contractor hereby covenants that it, its subcontractor(s) and third party(ies) shall not be entitled to the usual characteristics of employment, such as income tax withholding, deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc.

Professional Services Contract for Mastery Based Learning and Assessment
between the City of Waterbury and Great Schools Partnership, Inc.

and that the Contractor shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants, representatives, subcontractors and third party(ies).

23. Severability. Whenever possible, each provision of this Contract shall be interpreted in such a manner as to be effective and valid under applicable law. If any provision of this Contract, however, is held to be prohibited or invalid under applicable law, such provision shall be deemed restated to reflect the original intentions of the parties, as nearly as possible in accordance with applicable law, and if capable of substantial performance, the remaining provisions of this Contract shall be enforced as if this Contract was entered into without an invalid provision. If the ruling and/or controlling principle of law or equity leading to the ruling is subsequently overruled, modified or amended by legislation, judicial or administrative action, then the provision(s) in question as originally set forth in this Contract shall be deemed valid and enforceable to the maximum extent permitted by the new controlling principal of law or equity.

24. Survival. Any provisions of this Contract that impose continuing obligations on the parties shall survive the expiration or termination of this Contract for any reason.

25. Contract Change Orders.

25.1. At the sole discretion of the City, a Change Order may be issued solely by the City to modify an existing party obligation set forth in this Contract where the scope of the Change Order is:

25.1.1 within the scope of the original Contract OR is made pursuant to a provision in the original Contract, AND

25.1.2 the Change Order monetary cost is charged solely against those funds encumbered for and at the time the Contract was originally executed by the City, that is those funds set forth in the original Contract as a not to exceed payment amount OR within the original Contract's contingency / allowance / reserve amount (if any is stated therein), AND

25.1.3 the Final Completion Date has not been changed.

25.2. Notwithstanding the foregoing subsection A, a Change Order shall not include:

25.2.1 an upward adjustment to a Contractor's payment claim, or

25.2.2 a payment increase under any escalation clause set forth in the original contract, or any Change Order, or any amendment.

25.3. That the work and/or services contemplated are necessary does not, in itself, permit a Change Order. Should the need for a Change Order arise, the request shall be reviewed, and if agreed to, approved by the City's Using Agency and any City designated representative(s). To be binding and enforceable, a Change Order shall thereafter be signed by both the Contractor, any City designated representative(s), and a duly authorized representative of the City's Using Agency prior to the Contractor's delivery of the services, etc. contemplated in said Change

Order. All Change Orders are governed by the provisions of this Contract. Any contract change NOT fully complying with this Section 25 shall be effectuated solely by an amendment to this Contract complying with Section 38.073 of the City's "Centralized Procurement System" ordinance.

26. Conflicts or Disputes. This Contract represents the full and complete concurrence between the City and the Consultant and governs all disputes between them. In the instance of a conflict or dispute over issues not specifically referenced within the Contract, the following documents shall be used as historical documents. Without regard to the order of precedence, to resolve such conflicts or disputes, the historical documents are (i) the City's aforementioned **RFP No. 7022** and (ii) the Consultant's proposal responding to the aforementioned **RFP No. 7022**.

26.1. Procedure. This procedure supersedes all statements to the contrary occurring either in proposals or other prior agreements, oral or written, and all other communications between the parties relating to this subject.

26.2. Presumption. This Contract or any section thereof shall not be construed against any party due to the fact that the Contract or any section thereof was drafted by such party.

27. Disputes; Legal Proceedings; Waiver of Trial by Jury and Continued Performance. The Contractor agrees that it waives a trial by jury as to any and all claims, causes of action or disputes arising out of this Contract or services to be provided pursuant to this Contract. Notwithstanding any such claim, dispute or legal action, the Contractor shall continue to perform services under this Contract in a timely manner, unless otherwise directed by the City.

29. Binding Agreement. The City and the Contractor each bind themselves, and their successors, assigns and legal representatives to the other party to this Contract and to the successors, assigns and legal representatives of such other party with respect to all covenants of this Contract.

30. Waiver. Any waiver of the terms and conditions of this Contract by either of the parties hereto shall not be construed to be a waiver of any other term or condition of this Contract.

31. Governing Laws. This Contract, its terms and conditions and any claims arising there from shall be governed by the laws of the State of Connecticut.

32. Notice. Except as otherwise specifically prohibited in this Contract, whenever under this Contract approvals, authorizations, determinations, notices, satisfactions or waivers are required or permitted, such items shall be effective and valid only when given in writing signed by a duly authorized officer of the City's using Agency or the Contractor, and delivered in hand or sent by mail, postage prepaid, to the party to whom it is directed, which until changed by written notice, are as follows:

Contractor: Great Schools Partnership, Inc.
482 Congress Street, Suite 500
Portland, ME 04101

City: City of Waterbury

Department of Education
c/o Chief Operating Officer
235 Grand Street, 1st Floor
Waterbury, CT 06702

33. City Code of Ordinances, Ethics and Conflict of Interest Code, Provisions.

The Person (the term "Person" shall herein be as defined in Section 3g of the City's Code of Ordinances) supplying the documents, data, studies, reports, specifications, deliverables, etc. under this Contract shall comply with all applicable Federal, State and Municipal statutes, regulations, charters, ordinances, rules, etc. whether or not they are expressly stated in this Contract, including but not limited to the following:

33.1. It shall be a material breach of this Contract, and, except as may be permitted by regulations or rulings of the City of Waterbury Board of Ethics it shall be a violation of the City's Code of Ordinances, for any Public Official, City Employee or Member of a Board or Commission who is participating directly or indirectly in the procurement process as set forth in the City's Code of Ordinances, including those participating in exempt transactions, to become or be the employee of any person contracting with the governmental body by whom the Official, Employee, or Board or Commission member is employed or is a member.

33.2. It shall be a material breach of this Contract, and it shall be a violation of the City's Code of Ordinances for any Person to offer, give, or agree to give any current or former Public Official, Employee or Member of a Board or Commission, or for such current or former Public Official, Employee or Member of a Board or Commission to solicit, demand, accept or agree to accept from another Person, a gratuity or an offer of employment in connection with any: decision; approval; disapproval; recommendation; preparation of any part of a program requirement or a requisition; influencing the content of any specification or procurement standard; or rendering of advice, investigation, auditing, or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy, or other particular matter, pertaining to any program requirement or a Contract or Purchase Order, or to any solicitation or proposal therefore.

33.3. It shall be a material breach of this Contract and it shall be a violation of the City's Code of Ordinances for any payment, Gratuity, or offer of employment to be made as an inducement for the award of a subcontract or order, by or on behalf of a subcontractor, the prime Consultant or higher tier subcontractor or any Person associated therewith, under a Contract or Purchase Order to the City.

33.4. The value of anything transferred or received in violation of the City's Charter, Code of Ordinances, and/or regulations promulgated there under, by any Person subject to said Charter and/or Ordinances may be recovered by the City.

33.5. Upon a showing that a subcontractor made a kickback to the City, a prime Contractor or a higher tier subcontractor in connection with the award of a subcontract or order there under, it shall be conclusively presumed that the amount thereof was included in the price of the subcontract or order and ultimately borne by the City and will be recoverable hereunder from the recipient. In addition, said value may also be recovered from the

subcontractor making such kickbacks. Recovery from one offending party shall not preclude recovery from other offending parties.

33.6. It shall be a material breach of this Contract and it shall be a violation of the City's Code of Ordinances for a Person to be retained, or to retain a Person, to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee; and every Person, before being awarded a City contract, shall deliver to the City, on a City authored form, a representation that such Person has not retained anyone in violation of this subsection 32.6., the failure to deliver said form being a material breach of this Contract and a violation of the City's Code of Ordinances. Note, however, this subsection 32.6. shall not apply to full-time Employees who, as a condition of their employment, may be entitled to bonuses or other fees in accordance with their employment relationship.

33.7. The Person hereby expressly represents that he/she/it has complied with those sections of the City's Code of Ordinances requiring that said Person has (i) delivered to the City an affidavit, on a City authored form, stating that the Person and its affiliates have no delinquent taxes or other financial obligations owed to the City; (ii) filed the City authored financial disclosure statement form as set forth in the City's Code of Ordinances regarding disclosure of financial interests; (iii) delivered to the City a written acknowledgement, on a City authored form, evidencing receipt of a copy of the "Ethics and Conflict of Interest" ordinance for the City of Waterbury and hereby expressly represents that said Person is in full compliance with the entirety of said Code of Ordinances; and (iv) filed a current list of all taxable personal and real property as required by the State of Connecticut General Statutes. Any violation of this subsection 32.7 shall be deemed a material breach of this Contract and shall be a violation of the City's Code of Ordinances.

33.8. The definitions set forth in the City's Code of Ordinances shall be the primary source for interpretation of the forgoing subsections 32.1-32.7.

33.9. The Contractor is hereby charged with the requirement that it shall have knowledge of, and shall fully comply with, all relevant provisions of the City's Charter and all relevant provisions of the City's Code of Ordinances, including without limitation Chapters 93, titled "Discriminatory Practices", Chapter 38 titled "Centralized Procurement System", and Chapter 39 titled "Ethics and Conflict of Interest", of said Code as may be amended from time to time.

33.10. The Contractor hereby acknowledges receipt of a copy of the Chapters 38 and 39 of City's Ordinance regarding Procurement, Ethics, and Conflicts of Interest and has familiarized itself with said Code and hereby agrees to adhere to said Code. The text of Chapters 38 and 39 of said Code may be obtained from the Office of the City Clerk of the City and on the internet at the City Clerk's web site:

<http://www.waterburyct.org/content/458/539/default.aspx> [click link titled "The City of Waterbury Code of Ordinances *Passed 8/24/2009*". For Chapter 38, click on "TITLE III: ADMINISTRATION", then click on "CHAPTER 38: CENTRALIZED PROCUREMENT SYSTEM". For Chapter 39, click on "TITLE III: ADMINISTRATION", then click on "CHAPTER 39: ETHICS AND CONFLICTS OF INTEREST".

33.11. The Contractor is hereby charged with the requirement that it shall have knowledge of, and shall fully comply with, the City's Ordinance Sections 34.15 through 34.99 entitled, "Ordinance Concerning the Hiring of Waterbury Residents on Certain Publicly-Funded Construction Projects" and the State of Connecticut Legislature's Special Act No. 01-1.

33.12. Every Person who conducts business with, contracts, with or provides commodities or services to the City, is charged with notice of the extent of the powers and authority, and the limitations thereon, of the Public Officials and Employees of the City, as set forth in the charter of the City, the Code of Ordinances and any Regulations or Policies pertaining thereto. In particular, and without implying any limitation as to its applicability, it applies to all Persons who participate in the procedures pertaining to the Centralized Procurement System as set forth in Chapter 38, and the Ethics and Conflict of Interest provisions set forth in Chapter 39 of the Code of Ordinances.

33.13. INTEREST OF CITY OFFICIALS. No member of the governing body of the City, and no other officer, employee, or agent of the City who exercises any functions or responsibilities in connection with the carrying out of the Project to which this Contract pertains shall have any personal interest, direct or indirect, in this Contract.

33.14. PROHIBITION AGAINST CONTINGENCY FEES. The Contractor hereby represents that it has not retained anyone to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage or contingency fee.

33.15. FREEDOM OF INFORMATION ACT NOTICE. Pursuant to State statute, in the event the total compensation payable to the Contractor set forth in Section 6 herein is greater than \$2,500,000.00, the City is entitled to receive a copy of any and all Contractor records and files related to the performance of this Contract and those records and files are subject to the Freedom of Information Act ("the Act") and may be disclosed by the City pursuant to the Act.

(signature page follows)

Professional Services Contract for Mastery Based Learning and Assessment
between the City of Waterbury and Great Schools Partnership, Inc.

IN WITNESS WHEREOF, the parties hereto execute this Contract on the dates signed below

WITNESSES:

CITY OF WATERBURY

Sign:_____

By:_____

Print name:

Neil M. O’Leary, Mayor

Sign:_____

Date:_____

Print name:

WITNESSES:

GREAT SCHOOLS PARTNERSHIP, INC.

Sign:_____

By:_____

Print name:

Its:_____

Sign:_____

Date:_____

Print name:

ATTACHMENT A

1. The City's solicitation documents, RFP No. 7022 (attached hereto)
2. Great Schools Partnership, Inc. Budget in Response to Request for Proposal No. 7022 (attached hereto)
3. Bidder's Response to RFP No. 7022 attached hereto
4. Stockholder's Affidavit; Non-Collusion Affidavit; Certificate, incorporated by reference
5. Certificates of Insurance, incorporated by reference
6. All applicable Federal, State and local statutes, regulations charter and ordinances. (Incorporated by reference)
7. Any Required Licenses See attached Document
8. See **REQUIRED CONTRACT PROVISIONS – AMERICAN RESCUE PLAN ACT FUNDED PROJECTS** attached



Kari Nizzardo
K-12 Science Supervisor
(203) 573-6695
knizzardo@waterbury.k12.ct.us

9/30/2021

Board of Education
236 Grand St
Waterbury, CT 06702-1973

Re: Executive Summary- Connecticut Military Department for STARBASE CT

Dear Board of Education:

The Waterbury Public Schools is seeking approval of the agreement between The Connecticut Military Department for STARBASE CT and the school system for the 21-22 academic year. STARBASE provides a solid curriculum of science, technology, engineering, and math (STEM) academics for all Waterbury Public School 5th grade students and teachers throughout the school year and activities involving STEM, teamwork, hands-on student involvement and self-esteem building for each academy class. This 9-hour program of instruction will consist of three non-consecutive half days of 3-hour remote instruction. STARBASE will provide all materials needed.

This exciting program is offered at no cost to the city thanks to a grant through the Connecticut Military Department. Please reach out with any questions.

Thank you for your consideration,

Kari Nizzardo

MEMORANDUM OF UNDERSTANDING/PROGRAM ACKNOWLEDGEMENT

between

The City of Waterbury/Waterbury Department of Education

and

Connecticut Military Department

for

STARBASE CT – Waterbury

Academic Year 2021-2022

This Memorandum of Understand/Program Acknowledgement, effective on the date signed by the Connecticut Military Department is by and between the City of Waterbury, the City of Waterbury Department of Education, 236 Grand Street, Waterbury, Connecticut (the “City”) and the Connecticut Military Department, William A. O’Neill, State Armory located at 360 Broad Street, Hartford, Connecticut 06105-3706, a department of the State of Connecticut (the “Connecticut Military”).

WHEREAS, the Connecticut Military administers a program known as STARBASE CT; and

WHEREAS, STARBASE CT offers a positive, proven approach to engendering excitement and interest in Science, Technology, Engineering, and Math (STEM). STARBASE CT focuses on elementary students, primarily fifth graders; and

WHEREAS, STARBASE CT traditionally serves students who are historically underrepresented in STEM. The program encourages students to set goals and achieve the. STARBASE CT works with school districts to support their standards of learning objectives; and

WHEREAS, the City desires to have its fifth-grade school students participate in said STARBASE CT program; and

WHEREAS, the Connecticut Military has agreed to allow the City to have its fifth grade school students participate in said STARBASE CT program; and

WHEREAS, in support of the partnership established between the City, it’s Waterbury Department of Education and the Connecticut Military by and through the Director of STARBASE CT enter into this Memorandum of Understanding (MOU) for the purpose of facilitating a safe, positive learning environment for every student and teacher participating in STARBASE CT.

Now therefore, the City and the Connecticut Military by and through the Director of STARBASE CT agree to the following:

1. The Connecticut Military and STARBASE CT personnel will provide:

- 1.1 A solid curriculum of science, technology, engineering, and math (STEM) academics for 5th grade students and teachers of Waterbury Department of Education throughout the school year and activities involving STEM, teamwork, hands-on student involvement and self-esteem building for each academy class.
- 1.2 An academy class consisting of 9-hour program of instruction, three non-consecutive half days of 3-hour remote instruction. The daily schedule is adapted to facilitate school schedule and the needs of STARBASE CT.
- 1.3 All supplies, instructional support materials and assistance associated with the STARBASE CT program.
- 1.4 A program orientation workshop for all participating classroom teachers to introduce them to STARBASE CT and help them prepare their students for the academy if asked.

- 1.5 A pre-visit conducted virtually to help students understand what to expect for the time they will be participating in STARBASE CT.
- 1.6 An opportunity for parents to become familiar with STARBASE CT through parent letters and website/social media.
- 1.7 Provide a three-day curriculum of science, technology, engineering, and math (STEM) academics for 5th grade students and teachers of Waterbury Department of Education through the school year.

2. The City will:

- 2.1 Select the students for classes for and provide assurance of their participation during scheduled times.
- 2.2 Identify, and supervise students participating in STARBASE CT.
- 2.3 Provide timely notification to the Connecticut military and the STARBASE CT Director of the classes selected (including number of students).
- 2.4 Complete student demographic forms (including racial/ethnic/gender data) for every participating class.
- 2.5 Provide for a 45–60-minute time slot before the first day of STARBASE CT for a virtual pre-visit with STARBASE staff.
- 2.6 Facilitate the getting supplies delivered to the participating school to the appropriate teacher prior to the beginning of a program.
- 2.7 Be responsible for the behavior of participating students. Classroom teachers shall maintain responsibility for all disciplinary matters with their class. Upon recommendation of a STARBASE CT staff member or the classroom teacher, the school will deny a student who has demonstrated inappropriate behavior while participating in STARBASE CT for a second time, after being counseled by STARBASE CT staff and their classroom teacher for a first offense.
- 2.8 Provide assurance that all potential participating teacher attend the introductory workshop if offered.
- 2.9 Provide assurance that all participating teachers actively participate in assisting STARBASE CT instructors and their students.

3. TERM AND TERMINATION:

- 3.1 The term of the Agreement shall commence upon the date of execution by the Connecticut Military Department and shall terminate one thereafter. However, either Party may terminate this agreement at any time upon a 30-day written notice to the other Party.

4. FERPA

- 4.1 In the event that STARBASE CT personnel come into possession of education records of City of Waterbury students, as defined in and governed by Family Educational Rights and Privacy Act ("FERPA" 20 U.S.C. §1232g) and related regulations (34 C.F.R. § 99), STARBASE personnel shall comply with the requirements of said statute and regulations, and agrees to use information obtained regarding student education records only for the purposes provided in this Agreement. Without prior written consent of the student, as required by FERPA, STARBASE personnel have no authority to make any other disclosures of any information from education records.

5. Criminal Background Checks:

- 5.1 The Connecticut Military represents and warrants that it and its STARBASE CT employees who may be assigned to perform the services set forth in this Agreement have no history of violations of the laws or regulations of the State of Connecticut pertaining to public health, have not been convicted of a crime and have no criminal investigation pending. The City and Board shall rely upon these representations.

6. City of Waterbury, Ethics Code of Ordinance:

6.1 Interest of City Officials

No member of the governing body of the City, and no other officer, employee or agent of the City who exercises any functions or responsibilities in connection with the carrying out of this Agreement, shall have any personal interest, direct or indirect, in this Agreement.

6.2 Prohibition against Gratuities and Kickbacks

No person shall offer, give, or agree to give any current or former public official, employee or member of a board or commission, or for such current or former public official, employee or member of a board or commission to solicit, demand, accept, or agree to accept from another person, a gratuity, or an offer of employment in connection with any of the following pertaining to any program requirement or a contract or purchase order, or to any solicitation.

No person shall make any payment, gratuity, or offer of employment as an inducement for the award of a subcontract or order, by or on behalf of a subcontractor. The prime contractor or higher tier subcontractor or any person associated therewith, under contract or purchase order to the City.

The value of anything transferred or received in violation of the provisions of this Chapter or regulations promulgated hereunder by any person subject to this Chapter may be recovered by the City.

6.3 Prohibition against Contingency Fees

The Connecticut Military hereby represents that it has not retained anyone to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage, or contingency fee.

7. Compensation

- 7.1 The parties agree that there will be no compensation made to STARBASE from the City for the performance of any of the services set forth herein.

8. Non-Appropriation.

- 8.1 In the event that appropriations are necessary for this MOU, STARBASE CT acknowledges that the City is a municipal corporation and that the City's obligation to make payments under this MOU is contingent upon the appropriation by the City's Board of Aldermen of funds sufficient for such purposes, for the budget year in which this MOU is in effect. If sufficient funds are not appropriated, the City may terminate this MOU upon notice in writing to STARBASE CT.

9. Independent Contractor Relationship:

- 9.1 The relationship between the City and the Connecticut Military/STARBASE CT personnel is that of an independent contractor. No agent, employee, or servant of the Connecticut Military/STARBASE CT shall be deemed to be an employee, agent, or servant of the City. The Connecticut Military/STARBASE CT and/or its

employees shall not be entitled to the usual characteristics of employment, such as income tax withholding, F.I.C.A. deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc. STARBASE CT shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants, or representatives.

IN WITNESS WHEREOF, the parties hereto execute this Memorandum of Understanding on the dates signed below.

WITNESSES:

CITY OF WATERBURY

By: _____
Mayor Neil M. O’Leary

Date: _____

WITNESSES:

WATERBURY DEPARTMENT OF EDUCATION

By: _____
Dr. Verna D. Ruffin
Superintendent of Schools

Date : _____

WITNESSES:

CONNECTICUT DEPARTMENT OF THE MILITARY

By: _____
Major General Francis J. Evon, Jr.
The Adjutant General

Date: _____



MEMORANDUM

TO: Board of Education
Board of Alderman

FROM: Nyree Toucet, Director of College and Career Readiness

DATE: September 28, 2021

RE: GEAR UP Agreement with Naugatuck Valley Community College Executive Summary

EXECUTIVE SUMMARY

The Department of Education requests a partnership with the Board of Regents for Higher Education named Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP). This program is funded by a \$25.8 million Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant as implemented by the United States Department of Education. This is in partnership with Naugatuck Valley Community College (NVCC), who is also the fiduciary of the grant.

The program will engage with all students in the class of 2024 to provide knowledge and skills regarding college and career readiness to students and families at Crosby, Kennedy, Waterbury Arts Magnet, Waterbury Career Academy, Wilby, Enlightenment and State Street schools. GEAR UP CT will promote educational equity by significantly improving critical outcomes for the overwhelmingly low-income and underserved minority students who attend the target schools mentioned above.

The program will be housed at each of the schools with NVCC GEAR UP staff to assist with the daily operation. GEAR UP CT strategies to improve academic achievement include tutoring, out-of-school-time academic enrichment programs (after-school and summer), an SAT prep program tailored to at-risk students, mentoring (from professional and volunteers), a range of social-emotional supports, and science, technology, engineering and math (STEM) work-based learning opportunities. Strategies specifically intended to increase college readiness, enrollment, persistence, and completion include dual enrollment programs, college exposure and immersion experiences, first-year experience courses and bridge programs, and a range of first-year-of-college supports. To increase family capacity to support students' college enrollment, GEAR UP CT will offer a range of family engagement activities and financial aid information, and will operate public awareness campaigns to enhance families' knowledge of college options and access to financial aid.

Attached for your review and consideration is the proposed contract, an affidavit of Disclosure and Certification, and a tax clearance form for NVCC GEAR UP.

AGREEMENT
BETWEEN
NAUGATUCK VALLEY COMMUNITY COLLEGE
AND
CITY OF WATERBURY

This agreement (“Contract”) is by and between The City of Waterbury, with an office at 236 Grand Street, Waterbury, Connecticut 06702 (hereinafter “City” or “Local Education Agency”, “District” or “LEA” or “Contractor”), and Naugatuck Valley Community College, a constituent unit of the Connecticut State Colleges and Universities, located at 750 Chase Parkway, Waterbury, Connecticut 06708 (hereinafter “NVCC” or “College” or “Client”).

SECTION I - PURPOSE

Connecticut State Colleges and Universities (CSCU) has been awarded funding for a seven-year Gaining Early Awareness and Readiness for Undergraduate Programs (“GEAR UP” or “GU”) grant from the United States Department of Education (“USDOE”), entitled “GEAR UP CT.” The consortium grant was awarded under CFDA # 84.334 and Award # P334S190008.

This program shall provide knowledge of postsecondary education options, preparation, and financing to high poverty students and their families in select schools. CSCU has partnered with Naugatuck Valley Community College to manage this program in Waterbury, entitled (“GEAR UP CT – Waterbury” or “GU Program” or “Program”). The local cohort of students selected for this project began in Grade 7 during 2019-2020. The program will follow this cohort for seven years, through completion of high school (Class of 2025) and their first year in college (2026).

The goals of the GU program are to:

1. Increase student and family knowledge of postsecondary education options, preparation and financing;
2. Increase student academic performance and preparation for postsecondary education; and
3. Increase the rate of high school graduation and enrollment in postsecondary education among students in the targeted schools.

SECTION II – DEFINITIONS

- A. GEAR UP CT is the name of the grant and is managed and coordinated by the Board of Regents for Higher Education. CSCU has partnered with Naugatuck Valley Community College, a Connecticut Institution of Higher Education (“IHE”) to implement and oversee the Gear UP program in the identified School.
- B. Local Education Agency (“LEA”) is Waterbury School District.
- C. GEAR UP CT Waterbury Program (“Program”) is managed and coordinated by Naugatuck Valley Community College. Waterbury School District is a member of the Local Program.
- D. Local Program Coordinator is hired by Naugatuck Valley Community College and shall manage the implementation of the program and shall serve as the program’s primary contact.

- E. Local Cohort began in Grade 7 during academic year 2019-2020 and will continue to follow this cohort through high school in academic years 2021-2026 through their first year of postsecondary academic year 2025-2026. Services will end on August 23, 2026.

SECTION III – DESCRIPTION OF SERVICES

- A. This agreement formalizes the partnership between Naugatuck Valley Community College and the Waterbury School District, the Local Education Agency, to create the GEAR UP Waterbury program to provide, develop, organize, administer and evaluate services to students, families, teachers and schools. In support of the goal of this program, the GEAR UP Waterbury program shall provide the deliverables found in this agreement.

B. NVCC Responsibilities

Naugatuck Valley Community College shall develop, organize, provide, administer, and evaluate services to students, families, teachers and schools through the following tasks:

1. NVCC shall designate a local program coordinator to manage the development and implementation of the program. The Local Program Coordinator's responsibilities will include the following:
 - i. Managing the implementation of the service delivery plan of their local GEAR UP program;
 - ii. Supervising liaisons at the high school(s) ("Site Coordinator") and other staff, as applicable;
 - iii. Developing site coordinator(s) expectations in accordance with the expected outcomes and objectives;
 - iv. Provide the coordination of efforts between multiple sites/schools;
 - v. Manage data collection and analysis efforts, and maintaining records on program participants;
 - vi. Oversee expenses that are incurred are allowable, necessary and reasonable;
 - vii. Develop and submit state and local reports, including fiscal and quarterly reports as identified by the GU Statewide Program Director;
 - viii. Work with the GU Statewide Program Director to share information across program sites in Connecticut;
 - ix. Respond to information and other requests from the GU Statewide Program Director and/or system office or USDOE;
 - x. Participate in state and/or national meetings to ensure coordination, continual learning and dissemination of promising and effective practices; professional development, and
 - xi. Serve as the local contact for the GU Statewide Program Director.
2. NVCC shall manage and supervise the program with partner district personnel that shall include, but not limited to site coordinators, administrative/supervisors, district teachers, education aids, teacher advisors, tutors and mentors.
3. NVCC will ensure that all GEAR UP students are registered in a non-credit bearing GEAR UP Program in Banner for regular school year and summer program participants and/or oversee any other systems, such as Standardized Collection and Reporting of Information Benefiting

Education” (“SCRIBE”), used to track student participants that will provide valid data for reporting (any other system must comply with all USDOE requirements and provide the same data required and compiled through PowerSchool).

4. NVCC shall recruit and/or assist in recruiting students.
5. NVCC shall maintain a system for student tracking and monitoring developed in collaboration with the GU Statewide Program Director and the other CSCU GEAR UP institutions.
6. NVCC shall facilitate any other agreements to support the delivery of GEAR UP-related services. All agreements must be reviewed with the GU Statewide Program Director for compliance and alignment of grant goal objectives
7. In collaboration with the LEA partner, the NVCC local program coordinator will work in tandem to administer and/or oversee the administration of appropriate student assessments if applicable or required. All information must be uploaded to the GU CT statewide data management system, SCRIBE for proper record keeping.
8. NVCC shall participate in State/National meetings to support professional development, information sharing and cross-alliance coordination and ensure that other appropriate staff attend as well.
9. NVCC will ensure that the following language is added to all public documentation or advertising on behalf of the GEAR UP Program (including, but not limited to: job postings, bid documents, marketing materials, flyers, brochures, programs, videos, documentaries, TV and radio ads, etc.):

“This program (or event) is funded (in whole or in part) by a \$25.8 million Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant as implemented by the United States Department of Education.”

10. NVCC shall track all federal and non-federal/matching dollars in accordance with USDOE requirements and the Grant Award Budget and report said match in accordance with same.
11. NVCC will submit all requests for changes to the program plan to the GU Statewide Program Director for approval. The GU Statewide Program Director shall request approval from USDOE when applicable.
12. NVCC shall communicate to the GU Statewide Program Director in writing for review, discussion and approval prior to making any modifications or changes to personnel and the programming. The GU Statewide Program Director shall work with the strategic partnership to implement approved changes or modification to ensure alignment with the grant objectives, goals and outcomes.
13. Activities to be conducted by NVCC under the leadership of the local program coordinator are delineated in the agreement. Activities shall include, but are not limited to the following:
 - a. Academic Achievement: The Waterbury GEAR UP program will offer after-school tutoring that incorporates a schema-based strategy to help students with Math word problems, an area in which Waterbury students have historically struggled;
 - b. Parental awareness and engagement: Promotion of knowledge to parents in postsecondary education options, preparation, and finance. Specific areas of emphasis to include;
 - i. **College awareness**: initiatives shall include publications, workshops and meetings to inform parents/families of the benefits and opportunities available to attain a college education; resources to pay for college; the importance of a rigorous course of study, test scores and top grades; the skills and knowledge required for college

success; and the supportive role parents and guardians can provide their child to achieve their potential;

- ii. **College Planning and Financing:** Staff shall conduct Saturday and evening seminars with parents/families on topics such as: “becoming investors instead of consumers;” accumulation of debt; federal and state laws regarding student loans; and how to calculate interest and applying for financial aid;
- iii. **Student Academic Progress:** Staff shall provide workshops and presentations to parents/families that explain the meaning of students’ performance on assessment and diagnostic tests. Parents/families will learn how to monitor students’ performance and how to advocate for their best interests.
- c. Transition to college: NVCC shall coordinate to have all GEAR UP students visit institutions of higher education to orient students physically, socially and culturally to a college campus and as motivation to pursue higher education. NVCC will also engage faculty guest speakers;
- d. Summer Program: Content-based and/or career readiness coursework shall be embedded in any summer programming, if applicable. NVCC shall notify the Statewide Program Director of its summer plans ninety (90) days in advance, as well as the rationale for such programming, cost, and how plans incorporate lessons learned from prior years; and
- h. Mentoring/tutoring: Group and individual sessions focused on academics, critical thinking, test-taking strategies, and study skills, peer tutors and adult mentors to work with students holistically and one-on-one.

- 14. The 21st Century Scholarship Certificate As a requirement of this grant, all GEAR UP students must receive a one-time certificate. The NVCC local program coordinator shall distribute this certificate to each GEAR UP student and retain a copy in local files and are entered into SCRIBE. Funding to host an event to distribute the certificates to students is an allowable cost under this grant.
- 15. Scholarships In addition to any scholarships that might be available for Connecticut GEAR UP students as residents of the State of Connecticut or the cities within which their institution resides. Local program staff must provide information to all participants about their eligibility for federal scholarships upon entry into the program. A plan for the GU CT is being developed by the CT statewide team for dissemination to be shared with students and families to provide consistent, clear information. NVCC will also provide information on other CT-specific scholarships, as applicable. CSU shall establish and maintain the federal GEAR UP CT scholarship trust fund and the Office of Higher education shall administer the scholarship to eligible students.

C. LEA Responsibilities

- 1. The LEA shall assist NVCC with the deliverables found in this agreement. The District shall not be financially compensated for their services and agree that their services shall be tracked as non-federal match in support of the GEAR UP program. The LEA shall agree to the following:
 - a. Cooperate with local program coordinator to implement support services as listed above;
 - b. LEA shall provide access to documents and records such as assessment, test scores, Individual Education Programs (“IEP’s”), Student Success Plans (“SSP’s”) and other educational records as needed and requested by the local program coordinator in order to

better evaluate the effectiveness of the program or to provide specific assistance to specific students; and

- c. LEA shall provide access to all student level data required for state and federal monitoring. Collaboration between the local program coordinator and district contact for reporting of information is dependent on parent/guardian consents received. Student demographics will be uploaded into a tracking database provided by CSCU such as SCRIBE. Written consent from the parent or guardian of the student must be obtained in order for this information to be released to the GU program and entered into SCRIBE. The following list is what is required for each student to participate in the GEAR UP program in Grade 9-Grade 12 to receive free services and meet compliance with the USDOE for this federal grant.

Item(s) to be released to GEAR UP
Student Name (First, Last, MI)
SASID (State Assigned Student ID)
Address
Date of Birth
School Name
Grade Level
Gender
Ethnicity/Race
IEP (if applicable)
ESL/Limited English Proficiency (if applicable)
Homeless (if applicable)
Foster Care (if applicable)
Free & Reduced Lunch (if applicable)

- d. LEA shall provide access to relevant meetings and information from those in leadership at the district, particularly those involved in the alignment of math, science and English language arts curriculum with college admissions expectations and the level of the 1st year college curriculum.
- e. In addition to general student data, GEAR UP activity data will be tracked for participants in the program via Microsoft Excel and transferred to the Xcalibur SCRIBE Data Management System for hours that students spend in the following activities that align with the grant objectives as outlined below:
 - i. Tutoring – academic;
 - ii. Summer Program/Summer Remedial Services;
 - iii. Rigorous Courses (AP, Honors, UConn ECE);
 - iv. Social-Emotional Supports;
 - v. Teachers/Counselors receive Professional Development related to college/career readiness;
 - vi. PSAT/SAT Prep Programs;
 - vii. STEM work-based learning to enable students to apply academic lessons in the “real world” and return to school with a greater appreciation for – and commitment to – STEM learning;

- i. Completion of Free Application for Federal Student Aid (“FAFSA”);
 - viii. Family engagement/participation in services;
 - ix. College Visits;
 - x. First-Year Experience (FYE) Courses and/or bridge program; and
 - xi. Dual Enrollment Program/Course.
- f. Access to school specific data regarding truancy, course completion and participation, standardized testing, earned course credits, and graduations rates including the following:
 - i. Students enrolled in advanced math, science, and English courses;
 - ii. Student completion rate for Pre-Algebra, Algebra I, Geometry, Algebra II, Trigonometry, Pre-Calculus, Calculus, Biology, Chemistry, Physics, and Advanced Placement courses;
 - iii. Grade level performance/proficiency;
 - iv. Final Grades for courses;
 - v. Unexcused absences;
 - vi. PSAT/SAT/ACT test results;
 - vii. Graduation rates;
 - viii. Scholarships Awarded; and
 - ix. Postsecondary Enrollment.

D. Deliverables:

1. Submit all deliverables and reports to the local program coordinator in accordance with the following:
 - a. Cohort student information rosters submitted October and June of every school year within the term of this agreement;
 - b. Aggregate Control Group data submitted by October and June of every school year within the term of this agreement;
 - c. Individualized Cohort Student Standardized test results (CMT, CAPT, PSAT, SAT, ACT) by February of every school year within the term of this agreement;
 - d. Course completion rates by June of every school year within the term of this agreement;
 - e. Final grades of control group data submitted by June of every school year within the term of this agreement;
 - f. Truancy data by June of every school year within the term of this agreement;
 - g. Scholarship/Award information by June of cohort senior year in high school; and
 - h. Postsecondary enrollment information of cohort senior year in high school.

E. Surveys and Reporting:

LEA shall submit all deliverables and reports to the local program coordinator in accordance with the following:

1. LEA shall work with the local program coordinator and provide assistance with distribution of, and collection of GEAR UP student, parent and school surveys. The USDOE requires that there be an 80% response rate from students and minimally a 50% response rate from parents/guardians. The local program coordinator, with support from the LEA, shall make every effort to meet this requirement.

2. LEA shall make space available and access to technology such as printers, as needed/designated, at the following locations for GEAR UP staff and related activities. Changes to the specific requirements listed below shall be made by mutual agreement of the parties. Facilities that shall be needed are:
 - i. Crosby High School;
 - ii. Enlightenment School;
 - iii. Kennedy High School;
 - iv. State Street School;
 - v. Waterbury Arts Magnet School;
 - vi. Waterbury Career Academy High School;
 - vii. Wilby High School; and
 - viii. Occasionally, additional spaces shall be needed such as the gymnasium, library, computer lab, auditorium, and shall be coordinated with the building administrator.
3. LEA shall provide personnel as follows to collaborate with the local program coordinator:
 - i. A liaison from the City's Department of Education central office administration to act as the main point of contact for the local program coordinator on the GEAR UP Program;
 - ii. Provide after school bussing, beginning September 2021, for students in the Local Cohort at each comprehensive high school as part of the activity bus after school program; and
 - iii. Provide breakfast and lunch for students participating in the GEAR UP Summer Program when summer programs are hosted at comprehensive schools.

SECTION IV – NON-COMPENSATORY/MATCH and COST SHARING:

There shall be no compensatory payment made under this agreement by either party. Services provided by the City of Waterbury in support of the GEAR UP program shall, when applicable, be tracked as a non-federal match. The parties each also agree to reimburse the other for certain services provided to students.

- A. The City of Waterbury shall provide non-federal match services at a maximum value of one million, six hundred ninety-nine thousand, two hundred and fifty dollars (\$1,699,250.00) annually during the term of this agreement. This match funding is made up of facilities usage, supplies, contractual, and fringe. **Each year the committed match will be updated.**

The School District's operating costs are supported in part by ECS. This revenue source is provided to the City of Waterbury by the State of Connecticut to fund public kindergarten through 12th grade education. The following is a list of potential items that can contribute to the district's match requirement, but not limited to, as long as they are directly related to GEAR-UP activities:

1. Facilities and equipment usage;
2. Administrators time during regular school hours;
3. Teachers time ONLY IF they are being paid by the school district to conduct activities outside their normal duties that are specifically related to the GEAR UP program; and
4. GEAR UP activities that occur at the local cohort institutions after normal school hours that are funded with non-federal dollars can also be counted and tracked towards match.

Waterbury School District shall provide non-federal match towards the GEAR UP program from their ECS funding annually in the amount of one million, six hundred, ninety-nine thousand, two

hundred and fifty dollars (\$1,699,250.00), during the term of this agreement. **Refer to the Year 3 Spending Plan for match details. Each year a new spending plan will be developed by GU CT that will include direct programming costs and committed match for partners.**

GEAR UP activities occur within Waterbury School District after normal school hours that are funded with non-federal dollars can also be counted and tracked towards match.

Expenditures claimed as matching funds must conform to the requirements of Title 34 Part 74 Section 23, “Cost Sharing or Matching” of the Code of Federal Regulations. Education Department General Administrative Regulations (EDGAR).

LEA shall assist the local program coordinator with tracking and reporting of the match details by providing needed information such as salary and fringe information for district employees.

SECTION V – CONTRACT PERIOD

A. Term of Agreement:

The term of this *agreement shall be from August 23, 2021 through August 22, 2022* contingent upon continued grant funding from the USDOE under CFDA # 84.334 and Award # P334S190008.

B. Cancellation of Agreement:

This agreement shall remain in full force and effect for the entire term of agreement period stated above unless cancelled by either party, by giving thirty (30) days’ written notice, delivered personally or by certified or registered mail to the following addresses:

1. For Naugatuck Valley Community College, send or deliver notice to:

Lisa Dresdner, CEO
Naugatuck Valley Community College
750 Chase Parkway
Waterbury, CT 06708

2. For the Waterbury Public School District, send or deliver notice to:

Dr. Verna Ruffin, Superintendent of Schools
Waterbury Public School District
236 Grant Street
Waterbury, CT 06702

SECTION VI – OTHER TERMS AND CONDITIONS

1. Claims Against the State:

The Contractor agrees that the sole and exclusive means for the presentation of any claim against the State arising from this Agreement shall be in accordance with Chapter 53 of the Connecticut General Statutes (Claims Against the State) and the Contractor further agrees not to initiate legal proceedings in any state or federal court in addition to, or in lieu of, said Chapter 53 proceedings.

2. Audit Requirements for State and Federal Grants:

(a). For State – Funded Grant Contracts where the Contractor has or will receive \$100,000 or more in any State grants(s) during the Contractor’s fiscal year. For purposes of this clause, the word “Contractor” shall be read to mean “nonstate entity,” as that term is defined in Conn. Gen. Stat. § 4-230. The Contractor shall provide for an annual financial audit acceptable to CSCU for any expenditure of State-awarded funds made by the Contractor. Such audit shall include management letters and audit recommendations. The State Auditors of Public Accounts shall have access to all records and accounts for the fiscal year(s) in which the award was made. The Contractor will comply with federal and State single audit standards as applicable.

(b). Audit Requirements for Federal Grants: For U.S. based, non-profit Contractors expending \$500,000 or more of federal awards in one year: The Contractor agrees to comply with the requirements of Office of Management and Budget (OMB) Circular A-133. Contractor further agrees to provide CSCU with copies of all independent auditors’ reports which cover the period of performance of this Contract. Contractor will provide a copy of its response to auditors’ reports and, in instances of non-compliance, a plan for corrective action. All records and reports prepared in accordance with the requirements of OMB Circular A-133 shall be made available for review or audit by appropriate officials of the Federal agency, CSCU, or the General Accounting Office (GAO) during normal business hours.

(c). Audit Requirements for Federal Grants: For U.S. based, non-profit Contractors expending less than \$500,000 of Federal awards in one year: Contractor agrees that all records pertaining to this agreement will be made available for review or audit by appropriate officials of the Federal agency, CSCU, or the GAO during normal business hours.

3. Disclosure of Records:

This Contract may be subject to the provisions of section 1-218 of the Connecticut General Statutes. In accordance with this statute, each contract in excess of two million five hundred thousand dollars between a public agency and a person for the performance of a governmental function shall (a) provide that the public agency is entitled to receive a copy of records and files related to the performance of the governmental function, and (b) indicate that such records and files are subject to the Freedom of Information Act (FOIA) and may be disclosed by the public agency pursuant to FOIA. No request to inspect or copy such records or files shall be valid unless the request is made to the public agency in accordance with FOIA. Any complaint by a person who is denied the right to inspect or copy such records or files shall be brought to the Freedom of Information Commission in accordance with the provisions of sections 1-205 and 1-206 of the Connecticut General Statutes.

4. Forum and Choice of Law:

The parties deem the Contract to have been made in the City of Hartford, State of Connecticut. Both parties agree that it is fair and reasonable for the validity and construction of the contract to be, and it shall be, governed by the laws and court decisions of the State of Connecticut, without giving effect to its principles of conflicts of laws. To the extent that any immunities provided by Federal law or the laws of the State of Connecticut do not bar an action against the State, and to the extent that these courts are courts of competent jurisdiction, for the purpose of venue, the complaint shall be made returnable to the Judicial District of Hartford only or shall be brought in the United States District Court for the District of Connecticut only, and shall not be transferred to any other court, provided,

however, that nothing here constitutes a waiver or compromise of the sovereign immunity of the State of Connecticut. The Contractor waives any objection which it may now have or will have to the laying of venue of any claims in any forum and further irrevocably submits to such jurisdiction in any suit, action or proceeding.

5. Termination:

- (a) Notwithstanding any provisions in this contract, CSCU, through a duly authorized employee, may terminate the contract whenever CSCU makes a written determination that such termination is in the best interests of the State. CSCU shall notify the Contractor in writing of termination pursuant to this section, which notice shall specify the effective date of termination and the extent to which the Contractor must complete its performance under the contract prior to such date.
- (b) Notwithstanding any provisions in this contract, CSCU, through a duly authorized employee, may, after making a written determination that the Contractor has breached the contract, terminate the contract in accordance with the following breach provision.
 - i. **Breach.** If either party breaches the contract in any respect, the non-breaching party shall provide written notice of the breach to the breaching party and afford the breaching party an opportunity to cure within ten (10) days from the date that the breaching party receives the notice. In the case of a Contractor breach, any other time period which CSCU sets forth in the notice shall trump the ten (10) days. The right to cure period shall be extended if the non-breaching party is satisfied that the breaching party is making a good faith effort to cure but the nature of the breach is such that it cannot be cured within the right to cure period. The notice may include an effective contract termination date if the breach is not cured by the stated date and, unless otherwise modified by the non-breaching party in writing prior to the termination date, no further action shall be required of any party to effect the termination as of the stated date. If the notice does not set forth an effective contract termination date, then the non-breaching party may terminate the contract by giving the breaching party no less than twenty-four (24) hours' prior written notice. If CSCU believes that the Contractor has not performed according to the contract, CSCU may withhold payment in whole or in part pending resolution of the performance issue, provided that CSCU notifies the Contractor in writing prior to the date that the payment would have been due.
- (c) CSCU shall send the notice of termination via certified mail, return receipt requested, to the Contractor at the most current address which the Contractor has furnished to CSCU for purposes of correspondence, or by hand delivery. Upon receiving the notice from CSCU, the Contractor shall immediately discontinue all services affected in accordance with the notice, undertake all commercially reasonable efforts to mitigate any losses or damages, and deliver to CSCU all records. The records are deemed to be the property of CSCU and the Contractor shall deliver them to CSCU no later than thirty (30) days after the termination of the contract or fifteen (15) days after the Contractor receives a written request from CSCU for the records. The Contractor shall deliver those records that exist in electronic, magnetic or other intangible form in a non-proprietary format, such as, but not limited to, ASCII or .TXT.
- (d) Upon receipt of a written notice of termination from CSCU, the Contractor shall cease operations as CSCU directs in the notice, and take all actions that are necessary or appropriate, or that CSCU may reasonably direct, for the protection, and preservation of the goods and any other property. Except for any work which CSCU directs the Contractor to perform in the notice prior to the effective date of termination, and except as otherwise provided in the notice, the Contractor shall terminate or conclude all existing subcontracts and purchase orders and shall not enter into any further subcontracts, purchase orders or commitments.
- (e) CSCU shall, within forty-five (45) days of the effective date of termination, reimburse the Contractor for its performance rendered and accepted by CSCU in accordance with the terms of this contract, in addition to all actual and reasonable costs incurred after termination in completing those portions of the performance which the notice required the Contractor to complete. However, the Contractor is not entitled to receive and CSCU is not obligated to tender to the Contractor any payments for anticipated or lost profits. Upon request by CSCU, the Contractor shall assign to CSCU, or any replacement Contractor which CSCU designates, all subcontracts, purchase orders and other commitments, deliver to CSCU all records and other information pertaining to its performance, and remove from State premises, whether leased or owned, all

of Contractor's property, equipment, waste material and rubbish related to its performance, all as CSCU may request.

- (f) For breach or violation of any of the provisions in the section concerning representations and warranties, CSCU may terminate the contract in accordance with its terms and revoke any consents to assignments given as if the assignments had never been requested or consented to, without liability to the Contractor or Contractor parties or any third party.
- (g) Upon termination of the contract, all rights and obligations shall be null and void, so that no party shall have any further rights or obligations to any other party, except with respect to the sections which survive termination. All representations, warranties, agreements and rights of the parties under the contract shall survive such termination to the extent not otherwise limited in the contract and without each one of them having to be specifically mentioned in the contract.
- (h) Termination of the contract pursuant to this section shall not be deemed to be a breach of contract by CSCU.

6. Indemnification and Insurance:

- (a) The Contractor shall indemnify, defend and hold harmless the State and its officers, representatives, agents, servants, employees, successors and assigns from and against any and all (1) claims arising, directly or indirectly, in connection with the Contract, including the acts of commission or omission (collectively, the "Acts") of the Contractor or contractor parties; and (2) liabilities, damages, losses, costs and expenses, including but not limited to, attorneys' and other professionals' fees, arising, directly or indirectly, in connection with claims, Acts or the contract. The Contractor shall use counsel reasonably acceptable to the State in carrying out its obligations under this section. The Contractor's obligations under this section to indemnify, defend and hold harmless against claims includes claims concerning confidentiality of any part of or all of the Contractor's bid, proposal or any records, any intellectual property rights, other proprietary rights of any person or entity, copyrighted or uncopyrighted compositions, secret processes, patented or unpatented inventions, articles or appliances furnished or used in the performance.
- (b) The Contractor shall not be responsible for indemnifying or holding the State harmless from any liability arising due to the negligence of the State or any third party acting under the direct control or supervision of the State.
- (c) The Contractor shall reimburse the State for any and all damages to the real or personal property of the State caused by the Acts of the Contractor or any contractor parties. The State shall give the Contractor reasonable notice of any such claims.
- (d) The Contractor's duties under this section shall remain fully in effect and binding in accordance with the terms and conditions of the Contract, without being lessened or compromised in any way, even where the Contractor is alleged or is found to have merely contributed in part to the Acts giving rise to the claims and/or where the State is alleged or is found to have contributed to the Acts giving rise to the claims.
- (e) The Contractor shall carry and maintain at all times during the term of the Contract, and during the time that any provisions survive the term of the Contract, sufficient general liability insurance to satisfy its obligations under this Contract. The Contractor shall name the State as an additional insured on the policy and shall provide a copy of the policy to CSCU prior to the effective date of the Contract. The Contractor shall not begin performance until the delivery of the policy to CSCU. CSCU shall be entitled to recover under the insurance policy even if a body of competent jurisdiction determines that CSCU or the State is contributorily negligent.
- (f) This section shall survive the termination of the contract and shall not be limited by reason of any insurance coverage.

7. Sovereign Immunity:

The parties acknowledge and agree that nothing in this Contract shall be construed as a modification, compromise or waiver by the State of any rights or defenses of any immunities provided by Federal law or the laws of the State of Connecticut to the State or any of its officers and employees, which they may have had, now have or will have with respect to all matters arising out of this Contract. To the extent that this section conflicts with any other section, this section shall govern.

8. Summary of State Ethics Laws:

Pursuant to the requirements of section 1-101qq of the Connecticut General Statutes (a) the State has provided to the Contractor the summary of State ethics laws developed by the State Ethics Commission pursuant to section 1-81b of the Connecticut General Statutes, which summary is incorporated by reference into and made a part of this Contract as if the summary had been fully set forth in this Contract; (b) the Contractor represents that the chief executive officer or authorized signatory of the Contract and all key employees of such officer or signatory have read and understood the summary and agree to comply with the provisions of state ethics law; (c) prior to entering into a contract with any subcontractors or consultants, the Contractor shall provide the summary to all subcontractors and consultants and each such contract entered into with a subcontractor or consultant on or after July 1, 2021, shall include a representation that each subcontractor or consultant and the key employees of such subcontractor or consultant have read and understood the summary and agree to comply with the provisions of state ethics law; (d) failure to include such representations in such contracts with subcontractors or consultants shall be cause for termination of the Contract; and (e) each contract with such contractor, subcontractor or consultant shall incorporate such summary by reference as a part of the contract terms.

9. Quality Surveillance, Examination of Records and Inspection of Work:

Pursuant to C.G.S. §§ 4e-29 and 4e-30, all services performed by the Contractor and all records pertaining to this contract shall be subject to the inspection and approval of the State and CSCU at reasonable times.

10. Campaign Contribution restrictions:

For all State contracts, defined in section 9-612 of the Connecticut General Statutes as having a value in a calendar year of \$50,000 or more, or a combination or series of such agreements or contracts having a value of \$100,000 or more, the authorized signatory to this Contract represents that they have received the State Elections Enforcement Commission's notice advising state contractors of state campaign contribution and solicitation prohibitions, and will inform its principals of the contents of the notice, as set forth in "Notice to Executive Branch State Contractors and Prospective State Contractors of Campaign Contribution and Solicitation Limitations" reprinted below.

NOTICE TO EXECUTIVE BRANCH STATE CONTRACTORS AND PROSPECTIVE STATE CONTRACTORS OF CAMPAIGN CONTRIBUTION AND SOLICITATION LIMITATIONS

This notice is provided under the authority of Connecticut General Statutes §9-612(f)(2) and is for the purpose of informing state contractors and prospective state contractors of the following law (*italicized words are defined below*):

CAMPAIGN CONTRIBUTION AND SOLICITATION LIMITATIONS

No state contractor, prospective state contractor, principal of a state contractor or principal of a prospective state contractor, with regard to a state contract or state contract solicitation with or from a state agency in the executive branch or a quasi-public agency or a holder, or principal of a holder of a valid prequalification certificate, shall make a contribution to (i) an exploratory committee or candidate committee established by a candidate for nomination or election to the office of Governor, Lieutenant Governor, Attorney General, State Comptroller, Secretary of the State or State Treasurer, (ii) a political committee authorized to make contributions or expenditures to or for the benefit of such candidates, or (iii) a party committee (which includes town committees).

In addition, no holder or principal of a holder of a valid prequalification certificate, shall make a contribution to (i) an exploratory committee or candidate committee established by a candidate for nomination or election to the office

of State senator or State representative, (ii) a political committee authorized to make contributions or expenditures to or for the benefit of such candidates, or (iii) a party committee.

On and after January 1, 2011, no state contractor, prospective state contractor, principal of a state contractor or principal of a prospective state contractor, with regard to a state contract or state contract solicitation with or from a state agency in the executive branch or a quasi-public agency or a holder, or principal of a holder of a valid prequalification certificate, shall **knowingly** solicit contributions from the state contractor's or prospective state contractor's employees or from a *subcontractor* or *principals of the subcontractor* on behalf of (i) an exploratory committee or candidate committee established by a candidate for nomination or election to the office of Governor, Lieutenant Governor, Attorney General, State Comptroller, Secretary of the State or State Treasurer, (ii) a political committee authorized to make contributions or expenditures to or for the benefit of such candidates, or (iii) a party committee.

DUTY TO INFORM

State contractors and prospective state contractors are required to inform their principals of the above prohibitions, as applicable, and the possible penalties and other consequences of any violation thereof.

PENALTIES FOR VIOLATIONS

Contributions or solicitations of contributions made in violation of the above prohibitions may result in the following civil and criminal penalties:

Civil penalties: Up to \$2,000 or twice the amount of the prohibited contribution, whichever is greater, against a principal or a contractor. Any state contractor or prospective state contractor which fails to make reasonable efforts to comply with the provisions requiring notice to its principals of these prohibitions and the possible consequences of their violations may also be subject to civil penalties of up to \$2,000 or twice the amount of the prohibited contributions made by their principals.

Criminal penalties: Any knowing and willful violation of the prohibition is a Class D felony, which may subject the violator to imprisonment of not more than 5 years, or not more than \$5,000 in fines, or both.

CONTRACT CONSEQUENCES

In the case of a state contractor, contributions made or solicited in violation of the above prohibitions may result in the contract being voided.

In the case of a prospective state contractor, contributions made or solicited in violation of the above prohibitions shall result in the contract described in the state contract solicitation not being awarded to the prospective state contractor, unless the State Elections Enforcement Commission determines that mitigating circumstances exist concerning such violation.

The State shall not award any other state contract to anyone found in violation of the above prohibitions for a period of one year after the election for which such contribution is made or solicited, unless the State Elections Enforcement Commission determines that mitigating circumstances exist concerning such violation.

Additional information may be found on the website of the State Elections Enforcement Commission, www.ct.gov/seec. Click on the link to "Lobbyist/Contractor Limitations."

DEFINITIONS

“State contractor” means a person, business entity or nonprofit organization that enters into a state contract. Such person, business entity or nonprofit organization shall be deemed to be a state contractor until December thirty-first of the year in which such contract terminates. “State contractor” does not include a municipality or any other political subdivision of the state, including any entities or associations duly created by the municipality or political subdivision exclusively amongst themselves to further any purpose authorized by statute or charter, or an employee in the executive or legislative branch of state government or a quasi-public agency, whether in the classified or unclassified service and full or part-time, and only in such person's capacity as a state or quasi-public agency employee.

“Prospective state contractor” means a person, business entity or nonprofit organization that (i) submits a response to a state contract solicitation by the state, a state agency or a quasi-public agency, or a proposal in response to a request for proposals by the state, a state agency or a quasi-public agency, until the contract has been entered into, or (ii) holds a valid prequalification certificate issued by the Commissioner of Administrative Services under section 4a-100. “Prospective state contractor” does not include a municipality or any other political subdivision of the state, including any entities or associations duly created by the municipality or political subdivision exclusively amongst themselves to further any purpose authorized by statute or charter, or an employee in the executive or legislative branch of state government or a quasi-public agency, whether in the classified or unclassified service and full or part-time, and only in such person's capacity as a state or quasi-public agency employee.

“Principal of a state contractor or prospective state contractor” means (i) any individual who is a member of the board of directors of, or has an ownership interest of five per cent or more in, a state contractor or prospective state contractor, which is a business entity, except for an individual who is a member of the board of directors of a nonprofit organization, (ii) an individual who is employed by a state contractor or prospective state contractor, which is a business entity, as president, treasurer or executive vice president, (iii) an individual who is the chief executive officer of a state contractor or prospective state contractor, which is not a business entity, or if a state contractor or prospective state contractor has no such officer, then the officer who duly possesses comparable powers and duties, (iv) an officer or an employee of any state contractor or prospective state contractor who has *managerial or discretionary responsibilities with respect to a state contract*, (v) the spouse or a *dependent child* who is eighteen years of age or older of an individual described in this subparagraph, or (vi) a political committee established or controlled by an individual described in this subparagraph or the business entity or nonprofit organization that is the state contractor or prospective state contractor.

“State contract” means an agreement or contract with the state or any state agency or any quasi-public agency, let through a procurement process or otherwise, having a value of fifty thousand dollars or more, or a combination or series of such agreements or contracts having a value of one hundred thousand dollars or more in a calendar year, for (i) the rendition of services, (ii) the furnishing of any goods, material, supplies, equipment or any items of any kind, (iii) the construction, alteration or repair of any public building or public work, (iv) the acquisition, sale or lease of any land or building, (v) a licensing arrangement, or (vi) a grant, loan or loan guarantee. “State contract” does not include any agreement or contract with the state, any state agency or any quasi-public agency that is exclusively federally funded, an education loan, a loan to an individual for other than commercial purposes or any agreement or contract between the state or any state agency and the United States Department of the Navy or the United States Department of Defense.

“State contract solicitation” means a request by a state agency or quasi-public agency, in whatever form issued, including, but not limited to, an invitation to bid, request for proposals, request for information or request for quotes, inviting bids, quotes or other types of submittals, through a competitive procurement process or another process authorized by law waiving competitive procurement.

“Managerial or discretionary responsibilities with respect to a state contract” means having direct, extensive and substantive responsibilities with respect to the negotiation of the state contract and not peripheral, clerical or ministerial responsibilities.

“Dependent child” means a child residing in an individual’s household who may legally be claimed as a dependent on the federal income tax of such individual.

“Solicit” means (A) requesting that a contribution be made, (B) participating in any fund-raising activities for a candidate committee, exploratory committee, political committee or party committee, including, but not limited to, forwarding tickets to potential contributors, receiving contributions for transmission to any such committee or bundling contributions, (C) serving as chairperson, treasurer or deputy treasurer of any such committee, or (D) establishing a political committee for the sole purpose of soliciting or receiving contributions for any committee. Solicit does not include: (i) making a contribution that is otherwise permitted by Chapter 155 of the Connecticut General Statutes; (ii) informing any person of a position taken by a candidate for public office or a public official, (iii) notifying the person of any activities of, or contact information for, any candidate for public office; or (iv) serving as a member in any party committee or as an officer of such committee that is not otherwise prohibited in this section.

“Subcontractor” means any person, business entity or nonprofit organization that contracts to perform part or all of the obligations of a state contractor's state contract. Such person, business entity or nonprofit organization shall be deemed to be a subcontractor until December thirty first of the year in which the subcontract terminates. “Subcontractor” does not include (i) a municipality or any other political subdivision of the state, including any entities or associations duly created by the municipality or political subdivision exclusively amongst themselves to further any purpose authorized by statute or charter, or (ii) an employee in the executive or legislative branch of state government or a quasi-public agency, whether in the classified or unclassified service and full or part-time, and only in such person's capacity as a state or quasi-public agency employee.

“Principal of a subcontractor” means (i) any individual who is a member of the board of directors of, or has an ownership interest of five per cent or more in, a subcontractor, which is a business entity, except for an individual who is a member of the board of directors of a nonprofit organization, (ii) an individual who is employed by a subcontractor, which is a business entity, as president, treasurer or executive vice president, (iii) an individual who is the chief executive officer of a subcontractor, which is not a business entity, or if a subcontractor has no such officer, then the officer who duly possesses comparable powers and duties, (iv) an officer or an employee of any subcontractor who has managerial or discretionary responsibilities with respect to a subcontract with a state contractor, (v) the spouse or a dependent child who is eighteen years of age or older of an individual described in this subparagraph, or (vi) a political committee established or controlled by an individual described in this subparagraph or the business entity or nonprofit organization that is the subcontractor.

11. PROTECTION OF CONFIDENTIAL INFORMATION:

Contractor agrees that it shall not disclose, provide or otherwise make available proprietary or Confidential Information disclosed to Contractor by CSCU to any person other than authorized employees, and those employees or agents of Contractor whose use of or access to the Confidential Information is necessary in connection with the work being performed by Contractor for or on behalf of CSCU. Contractor further agrees that it shall not use Confidential Information for any purpose other than in the performance of the work being conducted for or on behalf of CSCU. Contractor shall use all commercially reasonable precautions to protect the confidentiality of the Confidential Information, and shall ensure that all employees, agents or contractors of Contractor having access to the Confidential Information understand the commercially reasonable precautions in place, and agree to abide by such precautions.

12. Executive Orders:

This Contract is subject to the provisions of Executive Order No. Three of Governor Thomas J. Meskill, promulgated June 16, 1971, concerning labor employment practices, Executive Order No. Seventeen of Governor Thomas J. Meskill, promulgated February 15, 1973, concerning the listing of employment openings and Executive Order No. Sixteen of Governor John G. Rowland, promulgated August 4, 1999, concerning violence in the workplace, all of which are incorporated into and are made a part of the Contract as if they had been fully set forth in it. The Contract may also be subject to Executive Order No. 14 of Governor M. Jodi Rell, promulgated April 17, 2006, concerning procurement of cleaning products and services. If Executive Order 14 is applicable, it is deemed to be incorporated into and made a part of the Contract as if it had been fully set forth in it. At the Contractor's request, CSCU shall provide a copy of these orders to the Contractor.

13. Nondiscrimination:

(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 C.G.S. § 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, unless the contract is a municipal public works contract or quasi-public agency project contract, (2) any other state, including but not limited to any federally recognized Indian tribal governments, as defined in C.G.S. § 1-267, (3) the federal government, (4) a foreign government, or (5) an agency of a subdivision, state or government described in the immediately preceding enumerated items (1), (2), (3), or (4).

- (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, status as a veteran, 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 ensure that applicants with job-related 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, status as a veteran, 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 C.G.S. §§ 46a-68e and 46a-68f and with each regulation or relevant order issued by said Commission pursuant to C.G.S. §§ 46a-56, 46a-68e, 46a-68f and 46a-86; 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 C.G.S. § 46a-56. If the contract is a public works contract, municipal public works contract or contract for a quasi-public agency project, the Contractor agrees and warrants that he or she will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works or quasi-public agency 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 in every subcontract entered into in order to fulfill any obligation of a municipal public works contract for a quasi-public agency project, 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 C.G.S. § 46a-56, as amended; 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 regarding a State contract, 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 C.G.S. § 46a-56; 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 C.G.S. § 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 C.G.S. § 46a-56 as amended; 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 regarding a State contract, 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.

(i) Pursuant to subsection (c) of section 4a-60 and subsection (b) of section 4a-60a of the Connecticut General Statutes, the Contractor, for itself and its authorized signatory of this Contract, affirms that it understands the obligations of this section and that it will maintain a policy for the duration of the Contract to assure that the Contract will be performed in compliance with the nondiscrimination requirements of such sections. The Contractor and its authorized signatory of this Contract demonstrate their understanding of this obligation by either (A) having provided an affirmative response in the required online bid or response to a proposal question which asks if the contractor understands its obligations under such sections, or (B) initialing this nondiscrimination affirmation in the following box: ☐

14. Iran Energy Investment Certification:

(a) Pursuant to section 4-252a of the Connecticut General Statutes, the Contractor certifies that it has not made a direct investment of twenty million dollars or more in the energy sector of Iran on or after October 1, 2013, as described in Section 202 of the Comprehensive Iran Sanctions, Accountability and Divestment Act of 2010, and has not increased or renewed such investment on or after said date.

(b) If the Contractor makes a good faith effort to determine whether it has made an investment described in subsection (a) of this section shall not be subject to the penalties of false statement pursuant to section 4-252a of the Connecticut General Statutes. A "good faith effort" for purposes of this subsection includes a determination that the Contractor is not on the list of persons who engage in certain investment activities in Iran created by the Department of General Services of the State of California pursuant to Division 2, Chapter 2.7 of the California Public Contract Code. Nothing in this subsection shall be construed to impair the ability of the State agency or quasi-public agency to pursue a breach of contract action for any violation of the provisions of the Contract.

15. Large State Contract Representation for Contractor:

Pursuant to section 4-252 of the Connecticut General Statutes and Acting Governor Susan Bysiewicz Executive Order No. 21-2, promulgated July 1, 2021, the Contractor, for itself and on behalf of all of its principals or key personnel who submitted a bid or proposal, represents:

That no gifts were made by (A) the Contractor, (B) any principals and key personnel of the Contractor, who participate substantially in preparing bids, proposals or negotiating State contracts, or (C) any agent of the Contractor or principals and key personnel, who participates substantially in preparing bids, proposals or negotiating State contracts, to (i) any public official or State employee of the State agency or quasi-public agency soliciting bids or proposals for State contracts, who participates substantially in the preparation of bid solicitations or requests for proposals for State contracts or the negotiation or award of State contracts, or (ii) any public official or State employee of any other State agency, who has supervisory or appointing authority over such State agency or quasi-public agency;

That no such principals and key personnel of the Contractor, or agent of the Contractor or of such principals and key personnel, knows of any action by the Contractor to circumvent such prohibition on gifts by providing for any other principals and key personnel, official, employee or agent of the Contractor to provide a gift to any such public official or State employee; and

That the Contractor is submitting bids or proposals without fraud or collusion with any person.

16. Large State Contract Representation for Official or Employee of the CSCU:

Pursuant to section 4-252 of the Connecticut General Statutes and Acting Governor Susan Bysiewicz Executive Order No. 21-2, promulgated July 1, 2021, the State agency official or employee represents that the selection of the most qualified or highest ranked person, firm or corporation was not the result of collusion, the giving of a gift or the promise of a gift, compensation, fraud or inappropriate influence from any person.

17. Assignment:

This contract shall not be assigned by either party without the express prior written consent of the other.

18. FORCE MAJEURE:

Neither party shall be liable to the other or be deemed to be in breach of this Contract for any failure or delay in rendering performance arising out of causes beyond its reasonable control and without its fault or negligence ("Force Majeure"). Such causes may include, but are not limited to, acts of nature or of a public enemy, fires, floods, war, embargo, pandemics, epidemics, public health events of international concern ("PHEIC"), supply chain delays from countries or regions effected by PHEIC, governmental actions or orders (e.g., quarantine restrictions, travel restrictions, limitations on public gatherings, etc.), strikes, boycott, lockout, accident, explosion, riot, insurrection, terrorist act, Act of God, acts of governmental authority, or unusually severe weather.

In the case of a Force Majeure event, either party may provide written notice to delay performance under this Section for thirty (30) days. At its option, upon written notice, CSCU may terminate any Services that are delayed more than thirty (30) days by a Force Majeure event. In such a situation, CSCU shall be reimbursed for any Services paid for but not performed within fourteen (14) days of such good-faith termination notice.

19. Family Educational Rights and Privacy Act (FERPA):

In all respects, Contractor shall comply with the provisions of the Family Educational Rights and Privacy Act (FERPA). For purposes of this contract, FERPA includes any amendments or other relevant provisions of federal law, as well as all requirements of Chapter 99 of Title 34 of the Code of Federal Regulations, as amended from time to time. Nothing in this agreement may be construed to allow Contractor to maintain, use, disclose or share student information in a manner not allowed by federal law or regulation or by this contract. Contractor agrees that it shall not provide any student information obtained under this contract to any party ineligible to receive data protected by FERPA. This section shall survive the termination, cancellation or expiration of the contract.

20. Confidential Information:

- (a) The Contractor acknowledges that it may have access to Confidential Information (as hereinafter defined). The Contractor agrees that it will use the Confidential Information solely for the purpose of performing its duties as a consultant and agrees that it will not divulge, furnish, publish or use for its own benefit or for the direct or indirect benefit of any other person or entity, whether or not for monetary gain, any Confidential Information.
- (b) For purposes of this Agreement, the term "Confidential Information" shall mean (i) all information related to the business operations, marketing plans, financial position and (ii) other business information and any other information disclosed to the Contractor. Confidential Information shall not include information which (i) is or becomes part of the public domain through no act or omission attributable to the Contractor, (ii) is released after prior written authorization or (iii) the Contractor receives from any third party who is unrelated to it and who is not under any obligation to maintain the confidentiality of such information.

21. Professional Standards:

In rendering services under this contract, the Contractor shall conform to high professional standards of work and business ethic. The Contractor warrants that the services shall be performed: 1) in a professional and workmanlike manner; and 2) in accordance with generally and currently accepted principles and practices. During the term of

this contract, the Contractor agrees to provide to CSCU in a good and faithful manner, using its best efforts and in a manner that shall promote the interests of said CSCU, such services as CSCU requests, provided in this contract.

22. Federal and State statutes and regulations:

In performing services pursuant to this contract, Contractor, its employees and representatives shall at all times comply with all applicable federal and state statutes and regulations, including, but not limited to, the Gramm-Leach–Bliley Act, the Family Educational Rights and Privacy Act (“FERPA”) and related State Contracting Agency Policies, in the protection of all personally identifiable and other protected confidential information and non-directory student data.

23. Contractor’s Standards of Conduct

- (a) In order to insure the orderly and efficient performance of duties and services at CSCU and to protect the health, safety and welfare of all members of College/University community the Contractor agrees that the following items are strictly prohibited while performing services under this Agreement:
- i. Use or possession of drugs or alcohol;
 - ii. Possession of firearms or illegal weapons anywhere on campus property including vehicles;
 - iii. Smoking in buildings;
 - iv. Harassment (sexual, racial or otherwise) or intimidation of anyone on the premises of the campus;
 - v. Violation of applicable traffic or public safety regulations or of College/University rules and procedures;
 - vi. Unauthorized use of College/University vehicles, equipment or property;
 - vii. Use of University telephones for personal business;
 - viii. Removal or theft of University property;
 - ix. Unauthorized duplication or possession of University keys;
 - x. Transfer of personal identification card or of parking pass to unauthorized personnel;
 - xi. Conduct or behavior that endangers the health, safety and welfare of any member of the public or of the University community;
 - xii. Interference with the work of other employees;
 - xiii. Work attire other than the specified uniform; and
 - xiv. Loud, vulgar behavior or the use of profanity.

Violation of Standards: Contractor will require its employees to comply with the standards listed in Professional Standards and 25. (a) above. CSCU may, at its discretion, recommend discharge of any employee of the Contractor found to be in violation of the standards listed in 1.1(i) or 1.2(a) above, or in violation of any law or standards adopted by CSCU from time to time, as required, to protect the health, safety and welfare of the CSCU community. Upon request of CSCU, Contractor shall remove any of its employees that violate said standards from assignments to be performed under this Agreement

24. Records:

- (a) NVCC agrees that all records pertaining to this agreement shall be made available for review and audit by appropriate officials of the Federal agency, the BOR, or the General Accounting Office (GAO) during normal business hours.
- (b) NVCC agrees to retain all financial records, supporting documents and all other records pertinent to the grant for the period of three (3) years from the date of submission of the final expenditure report.

25. Clean Air Act:

Clean Air Act (42 U.S.C. 7401 et seq.) and the Federal Water Pollution Control Act (33 U.S.C. 1251 et seq.), as amended- Contracts and subgrants of amounts in excess of \$100,000 shall contain a provision that requires the recipient to agree to comply with all applicable standards, orders, or regulations issued pursuant to Clean Air Act (42 U.S. C. 7401 et seq.) and the federal Water Pollution Control Act as amended (33 U.S.C. 1251 et seq.). Violations shall be reported to ED and the Regional Office of the Environmental Protection Agency (EPA).

26. Consulting Agreements Representation.

Pursuant to section 4a-81 of the Connecticut General Statutes, the Contractor represents that it has not entered into any consulting agreements in connection with this Contract, except for the agreements listed below. "Consulting agreement" means any written or oral agreement to retain the services, for a fee, of a consultant for the purposes of (A) providing counsel to a contractor, vendor, consultant or other entity seeking to conduct, or conducting, business with the State, (B) contacting, whether in writing or orally, any executive, judicial, or administrative office of the State, including any department, institution, bureau, board, commission, authority, official or employee for the purpose of solicitation, dispute resolution, introduction, requests for information, or (C) any other similar activity related to such contracts. "Consulting agreement" does not include any agreements entered into with a consultant who is registered under the provisions of chapter 10 of the Connecticut General Statutes as of the date such contract is executed in accordance with the provisions of section 4a-81 of the Connecticut General Statutes.

Consultant's Name and Title

Name of Firm (if applicable)

Start Date

End Date

Cost

The basic terms of the consulting agreement are: _____

Description of Services Provided: _____

Is the consultant a former State employee or former public official? ☐ YES ☐ NO

If YES: _____

Name of Former State Agency

Termination Date of Employment

27. Entire Agreement:

This written contract shall constitute the entire agreement between the parties and no other terms and conditions in any document, acceptance or acknowledgment shall be effective or binding unless expressly agreed to in writing by CSCU. This contract may not be changed other than by a formal written contract amendment signed by the parties hereto and approved by the Connecticut Attorney General.

ACCEPTANCES AND APPROVALS

By The City of Waterbury Public School District

Signature **Dr. Verna Ruffin, Superintendent Of Schools**

Date

Signature **Neil M. O'Leary, Mayor, City of Waterbury**

Date

By Connecticut State Colleges and Universities

Statutory Authority C.G.S. 4a-52a, 10a-151b

Naugatuck Valley Community College

Contracting Agency Name



9/15/2021

Signature (Authorized Official)

Date

Lisa Dresdner, CEO

(Typed/Printed Name and Title of Authorized Official)



NVCC - GEAR UP

October 7, 2021



Program Overview

Who does GEAR UP provide services to?

- Class of 2025 (Grade 9 students and families)
 - 1664 students
- Will follow this cohort to the end of their first year of college

How are families notified of GEAR UP events?

- Emails, ParentSquare, phone calls, collaborating with school counselors and parent liaisons
- A website is currently being developed

PSAT Boot Camp – September 25, 26 and October 2, 3

- All materials provided by Mastery Prep
- Breakfast and lunch provided

Virtual PSAT Boot Camp – October 11



Program Overview continued.....

GEAR UP supports our students in the following ways:

- Tutoring
- Social Emotional Learning
- Career Exploration
- PSAT Boot Camp and work groups
- Support in the ELA and math classes
- Afterschool programs: homework support
- College field trips or virtual field trips
- Working with Eversource to implement a STEM project for delivery to district students during the first week of November



GEAR UP STAFF

Crosby - site coordinator and 2 part-time staff
Kennedy - site coordinator and 2 part-time staff
Waterbury Arts Magnet School - 1 part-time staff
Waterbury Career Academy - 2 part-time staff
Wilby - site coordinator and 2 part-time staff
Enlightenment and State Street - 1 part-time staff between both schools

Parent and Community Engagement Liaison



What are GEAR UP students saying?

“If I needed to talk, GEAR UP would be there. If I needed help, they would offer. GEAR UP will help me with college and career planning, and financial aid as well. I personally am grateful for GEAR UP because they removed a load of worry for both me and my two mothers.”

“I know that the Gear Up program will help me keep my grades up. I have a lot of goals and I know that I will need higher education to achieve them. Gear Up will help me stay inspired and on the path to success. “

“GEAR UP has helped me be more aware of my grades and stay on track. I know that the Gear Up Program will help with SAT preparation, college and career planning, parent and family related activities, college visits and workshops. Gear Up is great!”





2021 Summer Learning Updates

October 7, 2021

Summer Enrichment

Summer Enrichment Offered

Waterbury Parks and Recreation



- Wilby High School, North End Middle School, Crosby High School and Wallace Middle School: serving grades 1 – 6: **705 Waterbury Students Served**
- West Side Middle School serving grades 7 -8: **71 Waterbury Students Served**
- Learn To Swim Program: **72 Waterbury Students Served**
- Open Swim Outdoor Pools: **7,000 visits to the pool of Waterbury Students**
- Overall staff hired this summer for all Bureau of Recreation programs approximately **100 Waterbury Students hired in working positions.**

Summer Enrichment Offered

Waterbury PAL Program

Total of WPS students who participated in the PAL programs **490**

Summer Basketball League for ages 9-18 = **139 students**

Summer Camp ran with Waterbury Youth Services and Kiwanis for ages 4-14 = **60 students**

Swimming lessons for ages 4-14 = **251 students**

Karate lessons for ages 4-18 = **40 students**



Summer Enrichment Offered

Boys and Girls Club

116 WPS students participated in a range of educational and recreational programs. Some highlights included:

- a weekly trip to the beach
- programs with Waterbury Reads
- programs with Flanders Nature Center
- These programs included arts, including a focus on the use of art as a form of protest; reading and math skills development; and cooking and nutrition.



Summer Enrichment Offered



YMCA

683 Waterbury Public School students
attended Camp Mataucha

814 camp sessions were for WPS students

300 swim lessons for WPS students

Elementary School Summer Learning

Elementary Summer Learning

The goal of the Extended Academic Support 2021 Summer Elementary Program was to Reimagine learning and Reinspire students, through an accelerated approach to learning, by providing & Implementing:

Daily SEL Lessons	STEM	ELA	Math	Enrichment
<p>*NEW: <i>Guidance Counselors hired at each site</i></p> <p><u>SEL Daily Implementation</u></p> <ul style="list-style-type: none"> -Morning Circles -Listening Circles -Peer activities -Vision Boards -Lunch Bunch <p><u>Weekly Focus Topics</u></p> <ul style="list-style-type: none"> -Self Awareness -Social Awareness -Relationship Skills -Decision Making 	<p>*NEW to the Summer Program</p> <p><u>Promoting</u></p> <ul style="list-style-type: none"> -Innovation -Imagination -Exploration -Creation <p><u>STEM Kits</u></p> <ul style="list-style-type: none"> -Bot Anne -OptiBot -Innovation Force <p><u>Focus Topics</u></p> <ul style="list-style-type: none"> -Coding -Robotics -Design 	<p><u>ELA Focused</u> *Supports IRP State Requirements</p> <ul style="list-style-type: none"> -Foundational Skills -Phonics Instruction -Fluency Instruction <p><u>ELA Accelerated</u> *New Implementation</p> <ul style="list-style-type: none"> -Daily Vocabulary Instruction ~Art Integration -Research & Inquiry based lessons ~Building Background utilizing Wonders Unit 1 for the upcoming grade level 	<p><u>Freckles</u> *NEW</p> <ul style="list-style-type: none"> -Inquiry Based Lessons -Interdisciplinary -Real Life Topics <p><u>Topics Included</u></p> <p>Importing & Exporting Sea Turtles Passing Bills into Laws Olympics & More...</p> <p><u>Ready Core</u></p> <ul style="list-style-type: none"> -Enrichment Activities ~Promotes Critical Thinking ~Builds Computational Fluency 	<p><u>Granville Academy:</u> Medical/Healthcare Symposium (Reed)</p> <p><u>Fitness Fury:</u></p> <ul style="list-style-type: none"> -Yoga Series -Zumba -Mindfulness <p><u>Balloon Extravaganza</u></p> <ul style="list-style-type: none"> -Balloon Show <p><u>Spirit Days</u></p> <ul style="list-style-type: none"> -Color Wars -Crazy Hat -Sports Theme -Wacky Socks -Superhero <p><u>Virtual Field Trips</u></p> <ul style="list-style-type: none"> -Aligned & embedded in ELA Accelerated Curriculum

Elementary Summer Learning

- **Attendance: EAS 2021 Weekly Average**
 - *(EAS Weekly Average does not include ESY or Essential Skills)*



Week Ending	July 15th	July 22nd	July 29th	August 5th
Carrington	174/254	188/254	190/254	174/254
Duggan	144/254	225/254	223/254	215/254
Gilmartin	238/343	249/344	242/346	226/346
Reed	278/460	269/466	267/466	245/466
Total Program	874/1311	931/1318	922/1320	860/1320

Elementary Summer Learning

Academic: Pre & Post ELA/Math Data for EAS 2021

- (Data indicates: Total Program % Growth of students from Pre to Post, by grade level, who completed **BOTH** the Pre & Post Assessments)

	ELA % Growth	Math % Growth
Kindergarten	93/167=56%	25/73=34%
Grade 1	74/166=45%	45/85=53%
Grade 2	86/170=51%	46/70=66%
Grade 3	82/163=50%	57/123=46%
Grade 4	27/49=55%	27/36=75%
Grade 5	18/42=53%	11/30=37%

Middle School Summer Learning

Middle School Summer Learning

SEL

This component of EAS was added to help students adjust to the return to in-person learning. Students were provided with a 30 minute lesson to start each day as a way to transition from virtual/hybrid learning to full in-person and as a way to cope with the many difficulties that had to be overcome in the personal lives having dealt with the negative effects of COVID 19.

MATH

The math curriculum was designed in a project-based format. Most math teachers found that the math material chosen was ideal, but the format in which it was presented was too complex for the short 16 day program. Many teachers expressed this concern to their site admins, who agreed and allowed teachers to adjust the project and pre-teaching components as long as they focused on the mathematical concepts.

ELA

The ELA curriculum was designed in a project-based format, as well. Teachers felt that the curriculum was bit too intensive for students in a summer program and that a great deal of prior-knowledge needed to be covered in order for students to understand the material. Most teachers found that with some scaffolding the curriculum could be very effective.

Middle School Summer Learning

Community Connection Project (CCP)

CCP was an innovative addition to summer programming for middle schools. Students analyzed issues within the community (locally or world wide) and focused on finding ways to make positive impacts.

In this picture students created 3D models of the earth and discussed various pollution issues that plague our environment and solutions to combat negative environmental impact.



Middle School Summer Learning

One of the best additions to the program was our SEL Counselor.

SEL counselors were hired to assist with students as many of them were transitioning back to school for the first time in over a year. The following are a few areas in which the SEL counselors had an impact:

- Met with each student at least once on a weekly basis
- Contacted DCF workers and guardians to provide additional support for families in need
- Led small groups with students to support social and emotional development

Middle School Summer Learning By The Numbers (p.1)

Wallace

	Registered	Attended	Student Participation	Completion	Student Completion
Grade 6	16	14	87.5%	14	100%
Grade 7	13	8	61.5%	7	87.5%
Grade 8	19	17	89.5%	14	73.7%
Total	48	39	81.2%	35	89.7%

	Registered	Attended	Student Participation	Completion	Student Completion
Grade 6	77	42	54.5%	30	71.4%
Grade 7	32	27	84%	21	77.7%
Grade 8	38	31	81.5%	25	80.6%
Total	147	100	68%	76	76%

West Side

Middle School Summer Learning By The Numbers (p.2)

North End

	Registered	Attended	Student Participation	Completion	Student Completion
Grade 6	31	20	65%	12	60%
Grade 7	41	39	95%	23	59%
Grade 8	38	33	86.8%	22	66.6%
Total	110	92	83.6%	57	62%

Overall Numbers

76% of students who were registered for the program attended and

73% of those students successfully completed the program

High School Summer Learning

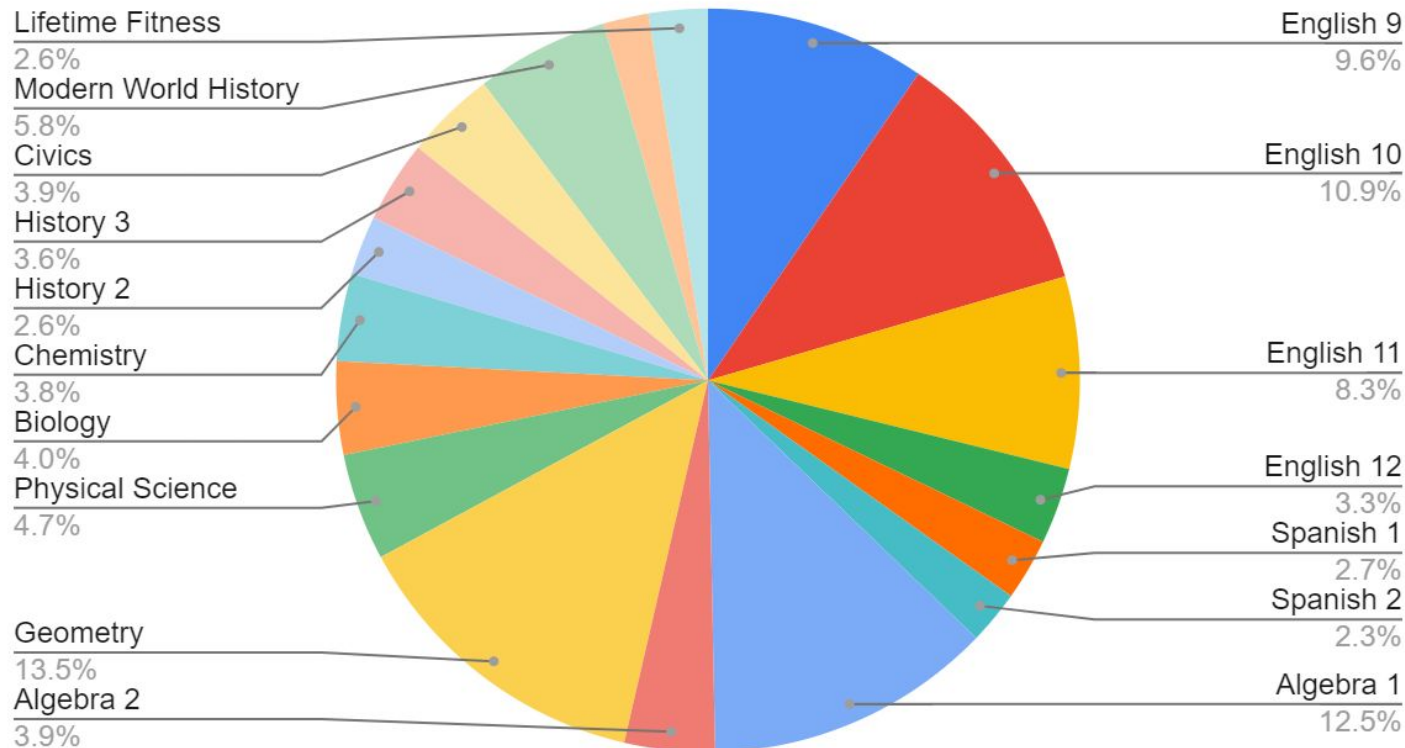
High School Summer Learning

- Total Students: 434
- Total Credit Opportunities: 737
- Overall Passing Rate: 65%
- 192 Credits Earned through Early Completion (Prior to August 6)

- Dates: July 12th - August 6th
- 3 In-Person Sessions:
 - 8-10 / 10:03 - 12:03 / 12:05 - 2:05
- 1 Virtual Session
 - Open to Juniors and Seniors only.
 - Each student had to be enrolled in two in-person classes in order to take a third virtual class

School	Student Count
Crosby	123
Kennedy	243
Wilby*	22
WAMS	7
WCA	23
Enlightenment	13
State Street	1
HCHS	2
*WHS conducted its own credit recovery program	

Credit Opportunities by Subject



Passing Percentage By Subject

Course	Passing Pct	Course	Passing Pct	Course	Passing Pct
English 9	64%	Algebra 1	51%	History 2	95%
English 10	60%	Algebra 2	63%	History 3	66%
English 11	21%	Geometry	57%	Civics	72%
English 12	70%	Physical Science	45%	Modern World History	30%
Spanish 1	91%	Biology	85%	Healthy Living	63%
Spanish 2	84%	Chemistry	77%	Lifetime Fitness	76%

Wilby Data

Wilby Recoperative Summer Academy 2021

Student academic status	Week 1 Count	Week 1 %	Week 2 Count	Week 2 %	Week 3 Count	Week 3 %	Week 4 Count	Week 4 %
started 9th grade in 20-21SY	15/42	35.71%	17/42	40.48%	21/42	50.00%	21/42	50.00%
started 9th grade before 20-21SY	9/58	15.52%	11/58	18.97%	14/58	24.14%	14/58	24.14%
started 10th grade before 20-21 SY	25/49	51.02%	28/49	57.14%	32/49	65.31%	33/49	67.35%
Total	49/149	32.89%	56/149	37.58%	61/149	40.94%	62/149	41.61%

Wilby Recoperative Summer Academy 2021

Student academic status	# of courses passed
started 9th grade in 20-21SY	20
started 9th grade before 20-21SY	12
started 10th grade before 20-21 SY	30
11th grade students 2021 SY	12
12th grade students 2021 SY	5
WHS Total	79
WHS WAMS	22
Total	101

Extended School Year

Extended School Year

- **Total Students Attending:291**
- Dates for Extended School Year for Elementary Magnet Schools:
July 6-July 29
- Dates for all other Extended School Year Programs: July
12-August 6

Extended School Year 4 Day Program Attendance

Week Ending	July 8	July 15	July 22	July 29	August 6
BDLC	N/A	47%	66%	68.75%	62.5%
Inclusion	75%	52.4%	49.2%	47.5%	41.1%
Resource Room	N/A	51%	57%	68%	56%
Essential Skills Elementary, Middle, High School	N/A	53%	78%	77%	71%
CBT	N/A	68%	70%	66%	64%
Pre Kindergarten	N/A	AM 84% PM 82%	AM 81% PM 82%	AM 78% PM 65%	AM 68% PM 66%
SCOPE Elementary and Middle School	N/A	67%	72%	70%	61%

Extended School Year 5 Day Program Attendance

Week Ending	July 15	July 22	July 29	August 6
Generali ABA	68%	74%	71%	60%
Generali CBL	68%	66%	69%	71%
NEMS ABA	85%	72%	78%	76%
Wilby ABA	64%	66%	60%	68%



2020–2021 Smarter Balanced and NGSS Results

October 7, 2021

State of CT

Over the past few months, the Connecticut State Department of Education conducted analyses to explore the comparability between remote and in-person test scores. The analyses thus far reveal the following:

- Of all students tested, approximately 88 percent tested in person, while approximately 12 percent tested remotely.
- Over 90 percent of those who tested remotely also accessed learning using a fully/mostly remote model.



Smarter Balanced Assessments

Smarter Balanced Assessments, Trend Waterbury School District, ELA and Math, All Grades Combined, All Students

Subject	2015-16		2016-17		2017-18		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
ELA	8,394	26.9	8,491	26.1	8,654	26.5	8,507	30.3	7,981	21.8	4,113	19.8	3,868	23.9
Math	8,398	16.0	8,481	17.6	8,631	19.2	8,491	20.2	7,674	11.7	4,025	10.2	3,649	13.3

Smarter Balanced Assessments, Trend

Waterbury School District, ELA and Math, All Students

		2015-16		2016-17		2017-18		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
Grade	Subject	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
3	ELA	1,478	28.9	1,459	26.6	1,520	27.9	1,406	32.4	1,406	15.9	793	15.0	613	17.1
	Math	1,478	28.0	1,457	26.6	1,519	27.1	1,400	29.1	1,396	14.2	795	12.1	601	17.0
4	ELA	1,413	26.9	1,472	28.3	1,455	28.2	1,495	31.2	1,316	19.0	763	19.3	553	18.6
	Math	1,414	20.7	1,470	25.9	1,452	25.6	1,492	27.7	1,295	11.7	725	12.7	570	10.4
5	ELA	1,421	28.8	1,423	28.5	1,498	30.8	1,432	33.9	1,382	24.7	728	23.8	654	25.7
	Math	1,422	12.3	1,421	19.5	1,499	22.4	1,431	21.7	1,365	12.3	734	10.6	631	14.3
6	ELA	1,377	23.7	1,391	23.3	1,395	21.8	1,420	27.6	1,329	21.7	627	19.8	702	23.5
	Math	1,377	11.5	1,392	11.4	1,393	14.4	1,419	15.2	1,279	10.4	620	9.8	659	10.9
7	ELA	1,375	26.6	1,356	24.7	1,401	23.1	1,369	29.1	1,265	23.8	550	19.1	715	24.7
	Math	1,376	12.4	1,352	11.6	1,392	12.1	1,365	15.1	1,189	13.0	533	9.2	656	16.0
8	ELA	1,330	26.1	1,390	24.7	1,385	26.4	1,385	27.6	1,283	26.0	652	22.5	631	29.6
	Math	1,331	9.9	1,389	9.3	1,376	12.4	1,384	11.8	1,150	8.3	618	5.8	532	11.1

Smarter Balanced Assessments, Trend Waterbury School District, ELA and Math, All Grades Combined, All Students

School	Subject	2015-16		2016-17		2017-18		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
		Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
B. W. Tinker School	ELA	303	36.6	311	37.0	298	35.6	281	31.7	243	18.1	127	18.1	116	18.1
	Math	303	31.0	311	28.3	301	29.6	281	24.2	243	12.3	127	11.0	116	13.8
Bucks Hill School	ELA	178	18.5	178	21.9	185	20.0	172	25.0	155	14.8	78	11.5	77	18.2
	Math	178	7.3	178	20.2	185	16.8	172	17.4	152	7.2	77	3.9	75	10.7
Bunker Hill School	ELA	223	26.9	219	22.8	223	26.5	208	28.4	199	15.1	120	13.3	79	17.7
	Math	224	17.0	219	18.3	221	24.4	209	19.6	197	8.6	116	7.8	81	9.9
Carrington School	ELA	328	31.1	312	31.4	317	36.3	324	46.0	300	31.3	165	29.1	135	34.1
	Math	328	24.1	312	29.8	316	31.6	324	33.0	301	20.6	164	18.9	137	22.6
Driggs School	ELA	237	17.7	232	14.7	237	18.1	234	20.9	194	11.3	86	11.6	108	11.1
	Math	237	8.9	233	18.0	236	18.2	229	14.8	185	7.6	84	6.0	101	8.9
Duggan School	ELA	281	32.4	289	33.6	296	35.8	283	42.0	301	20.6	156	17.9	145	23.4
	Math	282	20.2	289	24.2	296	30.1	283	28.6	301	12.3	156	11.5	145	13.1
F. J. Kingsbury School	ELA	261	38.3	255	27.5	268	35.4	253	30.8	227	18.9	122	18.9	105	19.0
	Math	261	30.3	254	26.8	268	29.5	253	28.9	223	12.1	119	10.1	104	14.4
Gilmartin School	ELA	298	26.2	301	22.6	304	22.0	289	20.1	276	13.8	131	11.5	145	15.9
	Math	297	11.4	299	12.4	301	15.6	289	13.8	264	8.0	126	10.3	138	5.8
H. S. Chase School	ELA	361	23.0	368	27.7	344	27.9	357	38.4	324	20.4	189	20.1	135	20.7
	Math	361	19.4	365	27.7	344	26.2	352	37.5	324	14.8	189	11.6	135	19.3
Hopeville School	ELA	168	17.3	160	14.4	159	20.1	148	19.6	140	15.7	83	14.5	57	17.5
	Math	168	12.5	161	14.9	156	16.0	148	13.5	138	11.6	82	8.5	56	16.1
Maloney Interdistrict Magnet School	ELA	253	41.1	246	54.1	254	52.8	257	59.5	246	45.1	187	42.2	59	54.2
	Math	253	30.8	246	44.7	254	42.9	257	50.6	245	25.3	187	22.5	58	34.5
Margaret M. Generali Elementary School	ELA	252	37.3	270	32.2	276	33.3	255	36.5	244	20.9	109	12.8	135	27.4
	Math	252	22.2	269	24.5	277	24.2	255	25.5	244	8.2	109	4.6	135	11.1
Michael F. Wallace Middle School	ELA	1,173	23.9	1,093	22.6	1,051	25.2	1,033	28.8	1,098	27.5	482	23.7	616	30.5
	Math	1,172	11.2	1,091	9.2	1,056	11.4	1,036	12.4	1,011	13.4	454	8.4	557	17.4
North End Middle School	ELA	946	21.0	908	22.9	896	19.4	922	27.3	809	18.5	368	16.6	441	20.2
	Math	946	5.5	908	6.4	888	7.9	919	12.8	751	7.2	352	6.5	399	7.8
Reed School	ELA	253	25.7	278	28.1	293	31.1	304	32.2	251	17.1	76	9.2	175	20.6
	Math	253	16.2	279	19.7	293	23.2	305	24.6	234	7.3	95	2.1	139	10.8
Regan School	ELA	141	39.0	151	33.8	142	26.8	140	37.1	98	39.8	70	42.9	28	32.1
	Math	141	31.9	151	21.9	142	23.9	140	35.0	98	31.6	73	30.1	25	36.0

Smarter Balanced Assessments, Trend Waterbury School District, ELA and Math, All Grades Combined, All Students

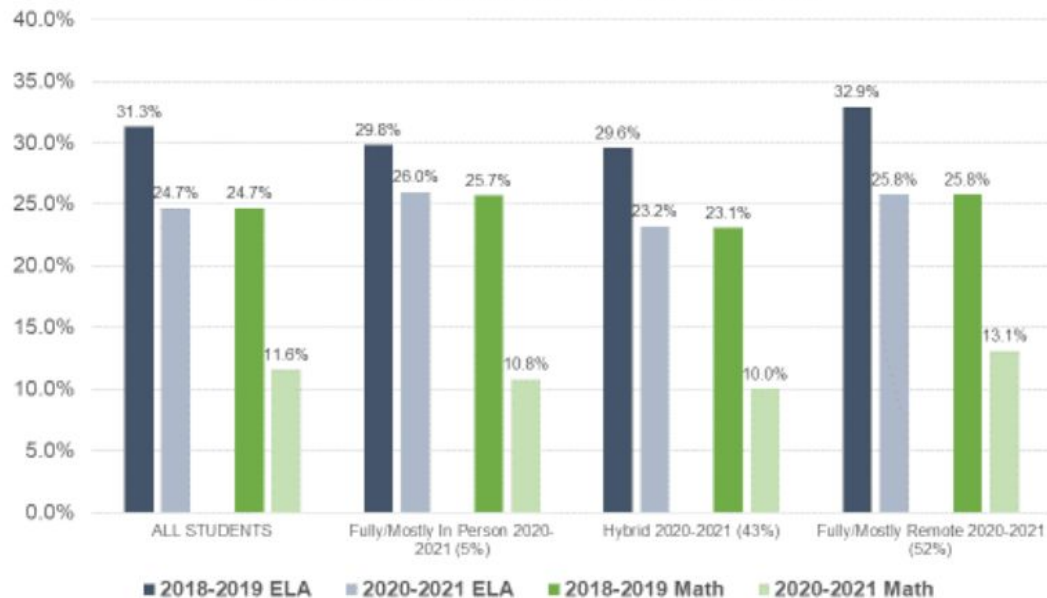
School	Subject	2015-16		2016-17		2017-18		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
		Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
Rotella Interdistrict Magnet School	ELA	279	56.3	279	51.3	277	58.8	278	66.9	276	37.3	166	33.7	110	42.7
	Math	279	44.8	279	45.2	276	50.4	277	54.2	272	27.2	163	23.9	109	32.1
Sprague School	ELA	191	14.7	211	11.4	233	11.2	207	18.8	177	13.0	113	11.5	64	15.6
	Math	191	11.0	212	12.3	233	11.2	207	16.9	167	7.8	109	7.3	58	8.6
Walsh School	ELA	211	16.6	185	14.6	236	14.4	205	17.1	194	12.9	120	13.3	74	12.2
	Math	211	10.9	185	12.4	238	8.4	206	12.6	196	6.6	119	7.6	77	5.2
Washington School	ELA	141	26.2	157	22.3	154	22.1	149	29.5	141	7.8	65	3.1	76	11.8
	Math	141	16.3	157	13.4	154	16.9	149	15.4	141	3.5	64	1.6	77	5.2
Waterbury Arts Magnet School (Middle)	ELA	317	48.9	323	49.5	324	49.4	332	46.7	355	44.5	204	42.2	151	47.7
	Math	317	23.7	323	23.8	324	32.4	332	29.5	354	21.8	205	20.5	149	23.5
Wendell L. Cross School	ELA	147	36.7	155	40.0	158	48.7	143	44.1	150	29.3	109	29.4	41	29.3
	Math	147	22.4	154	36.4	158	48.1	143	39.2	149	19.5	106	20.8	43	16.3
West Side Middle School	ELA	1,000	21.3	963	21.6	973	20.7	988	25.3	838	22.9	363	17.9	475	26.7
	Math	1,001	10.5	965	10.1	968	11.2	982	9.5	761	8.1	364	4.4	397	11.6
Woodrow Wilson School	ELA	147	29.3	160	24.4	159	18.9	156	20.5	174	14.4	72	11.1	102	16.7
	Math	147	15.6	160	21.3	159	21.4	156	19.2	174	5.7	46	4.3	128	6.3

Smarter Balanced Assessments, Trend Waterbury School District, ELA and Math, All Grades Combined, Subgroups

Subject	Subgroup	2015-16		2016-17		2017-18		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
		Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
ELA	Sped	1,533	4.0	1,582	2.7	1,653	3.3	1,620	4.7	1,440	4.6	861	4.1	579	5.4
Math	Sped	1,536	2.5	1,574	2.4	1,645	2.6	1,619	3.3	1,363	2.1	831	1.3	532	3.2
ELA	ELL	1,166	4.6	1,223	4.8	1,278	3.6	1,349	6.1	1,333	3.1	750	2.9	583	3.3
Math	ELL	1,166	3.1	1,222	4.7	1,276	4.0	1,347	6.0	1,300	2.5	734	2.3	566	2.7
ELA	Eco Dis	6,783	23.7	6,898	22.9	7,279	23.2	7,410	27.5	6,800	19.6	3,422	17.5	3,378	21.7
Math	Eco Dis	6,785	13.2	6,887	15.0	7,261	16.7	7,395	18.0	6,522	10.2	3,337	8.6	3,185	11.9
ELA	Asian	136	52.2	140	48.6	138	47.8	124	50.8	108	44.4	47	40.4	61	47.5
	Black or African American	1,926	21.4	1,931	20.7	1,898	23.3	1,852	27.7	1,711	20.0	847	17.0	864	22.9
	Hispanic/Latino of any race	4,450	22.2	4,596	22.5	4,807	22.4	4,838	26.2	4,710	18.2	2,372	16.1	2,338	20.4
	Two or More Races	245	36.3	289	33.6	320	32.2	322	30.1	338	21.3	196	18.9	142	24.6
	White	1,582	42.6	1,479	41.0	1,427	40.9	1,307	47.1	1,063	37.8	634	35.6	429	41.0
Math	Asian	136	39.0	140	40.7	138	44.9	124	46.0	103	32.0	45	28.9	58	34.5
	Black or African American	1,928	10.7	1,929	13.2	1,890	14.2	1,844	15.7	1,643	8.7	829	7.5	814	10.0
	Hispanic/Latino of any race	4,450	12.3	4,591	14.4	4,798	15.5	4,831	17.1	4,510	9.8	2,308	8.4	2,202	11.3
	Two or More Races	245	20.0	289	20.8	319	23.5	323	20.4	325	10.8	196	8.7	129	14.0
	White	1,584	29.9	1,476	30.2	1,422	34.7	1,305	35.1	1,044	22.4	631	19.5	413	26.9
ELA	Female	4,132	30.8	4,161	30.2	4,216	31.5	4,112	35.6	3,909	25.1	1,955	22.9	1,954	27.4
	Male	4,262	23.1	4,330	22.1	4,438	21.6	4,395	25.4	4,072	18.6	2,158	17.0	1,914	20.3
Math	Female	4,130	15.6	4,156	18.2	4,207	19.1	4,108	20.4	3,755	12.0	1,905	10.2	1,850	13.8
	Male	4,268	16.4	4,325	17.0	4,424	19.3	4,383	20.1	3,919	11.4	2,120	10.2	1,799	12.8
ELA	High Needs	7,120	22.9	7,252	22.0	7,535	22.5	7,634	26.9	7,144	19.0	3,660	16.8	3,484	21.2
Math	High Needs	7,123	12.8	7,242	14.4	7,517	16.2	7,619	17.6	6,858	9.8	3,577	8.2	3,281	11.6

Proficiency

Waterbury Public Schools
Overall Proficiency Rates - Smarter Balanced, Grades 3-8 Combined
MATCHED COHORT (2018-2019 and 2020-2021)

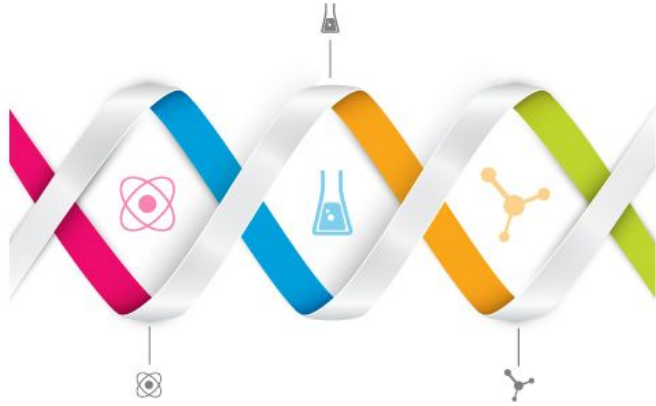


The Testing Environment

- Approximately 48% of students tested remotely
- CSDE excluded remote testers in their summary analyses (12% of state results)
- CSDE did not report state results for all students in total in 2020-2021 (in person and remote learners/testers combined)
- Just over half of Waterbury students learned fully/mostly remotely, while most other students were designated as hybrid and only 5% of students were designated as fully/mostly in person
 - Fully/mostly in person: More than 75% of enrollment was in person
 - Hybrid: Between 25% and 75% of enrollment was in person
 - Fully/mostly remote: Less than 25% of enrollment was in person

Analysis

- Using a matched cohort analysis to 2018-2019, **Fully/mostly remote students** in 2020-2021 were higher achieving in 2018-2019 (opposite of state reported data)
- Declines were observed fairly equally across subjects, learning models, grades, and subgroups
- Middle school results were more resilient than elementary schools
- Wallace improved in math from 2018-2019 for all students combined (percentage at level 3/4)
- Regan improved in ELA from 2018-2019 for all students combined (percentage at level 3/4)



Next Generation Science Standards (NGSS)

NGSS, Trend Waterbury School District, All Grades Combined, All Students

Subject	2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
Science	3,907	25.2	2,991	24.7	1,657	23.4	1,334	26.3

NGSS, Trend

Waterbury School District, All Students

Grade Subject		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
		Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
5	Science	1,430	34.4	1,371	25.2	706	24.8	665	25.7
8	Science	1,389	20.4	1,213	20.5	607	16.8	606	24.3
11	Science	1,088	19.3	407	35.1	344	32.0	63	52.4

NGSS, Trend

Waterbury School District, All Grades Combined, All Students

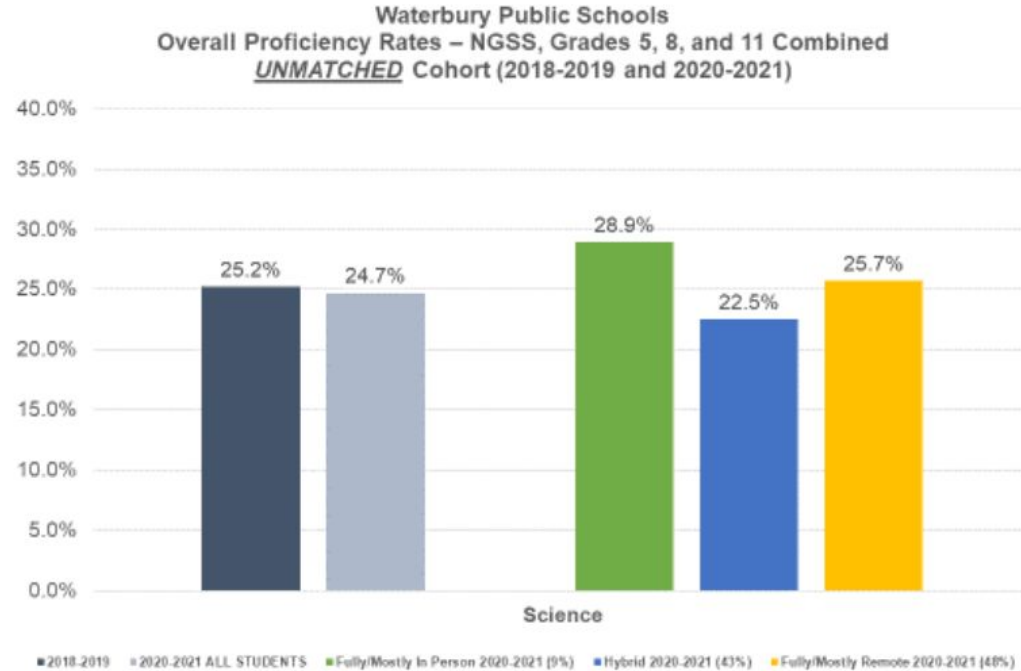
School	2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
B. W. Tinker School	92	30.4	87	19.5	42	14.3	45	24.4
Bucks Hill School	55	43.6	46	19.6	23	13.0	23	26.1
Bunker Hill School	74	31.1	63	22.2	30	23.3	33	21.2
Carrington School	115	39.1	95	32.6	46	23.9	49	40.8
Crosby High School	250	11.6	71	7.0	71	7.0		
Driggs School	72	26.4	66	9.1	35	5.7	31	12.9
Duggan School	91	42.9	99	21.2	51	25.5	48	16.7
F. J. Kingsbury School	80	45.0	75	33.3	40	32.5	35	34.3
Gilmartin School	92	15.2	83	15.7	33	12.1	50	18.0
H. S. Chase School	123	35.0	116	25.0	64	25.0	52	25.0
Hopeville School	42	16.7	36	13.9	23	13.0	13	15.4
John F. Kennedy High School	285	20.4	69	26.1	69	26.1		
Maloney Interdistrict Magnet School	84	47.6	81	51.9	52	51.9	29	51.7
Margaret M. Generali Elementary School	85	34.1	83	18.1	36	8.3	47	25.5
Michael F. Wallace Middle School	341	18.5	347	23.6	153	19.0	194	27.3
North End Middle School	319	19.7	244	18.9	109	15.6	135	21.5
Reed School	96	40.6	83	27.7	30	16.7	53	34.0
Regan School	55	36.4	29	44.8	23	47.8	6	33.3
Rotella Interdistrict Magnet School	96	67.7	95	58.9	47	55.3	48	62.5
Sprague School	72	27.8	50	36.0	38	39.5	12	25.0
Walsh School	62	16.1	76	15.8	39	17.9	37	13.5
Washington School	51	23.5	50	4.0	18	0.0	32	6.3
Waterbury Arts Magnet School (High)	108	35.2	80	45.0	80	45.0		
Waterbury Arts Magnet School (Middle)	110	28.2	119	32.8	79	31.6	40	35.0
Waterbury Career Academy	180	38.9	148	50.0	85	48.2	63	52.4
Wendell L. Cross School	50	36.0	48	25.0	29	27.6	19	21.1
West Side Middle School	327	19.0	267	19.5	127	13.4	140	25.0
Wilby High School	231	6.1	35	28.6	35	28.6		
Woodrow Wilson School	47	29.8	52	9.6	23	8.7	29	10.3

NGSS, Trend

Waterbury School District, All Grades Combined, Subgroups

Subject Subgroup		2018-19		PRELIMINARY 2020-2021 (ALL STUDENTS)		PRELIMINARY 2020-2021 (IN PERSON TESTERS ONLY)		PRELIMINARY 2020-2021 (REMOTE TESTERS ONLY)	
		Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %
Science	Sped	738	4.6	539	4.5	358	4.5	181	4.4
Science	ELL	559	5.9	452	4.2	275	4.7	177	3.4
Science	Eco Dis	3,373	27.5	2,511	22.5	1,343	20.8	1,168	24.6
Science	Asian	73	50.7	43	55.8	23	52.2	20	60.0
	Black or African American	849	18.8	671	19.4	370	16.5	301	22.9
	Hispanic/Latino of any race	2,176	22.0	1,684	21.3	885	19.9	799	22.9
	Two or More Races	119	27.7	119	30.3	79	29.1	40	32.5
	White	662	40.6	451	40.1	289	38.1	162	43.8
Science	Female	1,937	26.8	1,464	26.0	778	24.4	686	27.7
	Male	1,970	23.7	1,527	23.4	879	22.4	648	24.8
Science	High Needs	3,484	22.9	2,644	21.7	1,446	19.8	1,198	24.0

Proficiency



The Testing Environment

- Approximately 45% of students tested remotely
- CSDE excluded remote testers in their summary analyses
- CSDE did not report state results for all students in total in 2020-2021 (in person and remote learners/testers combined)
- Just under half of Waterbury students learned fully/mostly remotely, while most other students were designated as hybrid and only 9% of students were designated as fully/mostly in person
- Very few students took the NGSS in grade 11 compared to prior years; Crosby, Kennedy, Wilby, and WAMS did not have any students take the test remotely

Analysis

- Middle school results were more resilient than elementary schools
- Gilmartin, Maloney, Wallace, and WAMS – MS improved in science (percentage at level 3/4) and all had comparable testing populations to 2018-2019



CT-SAT

CT-SAT, Trend Waterbury School District, All Students

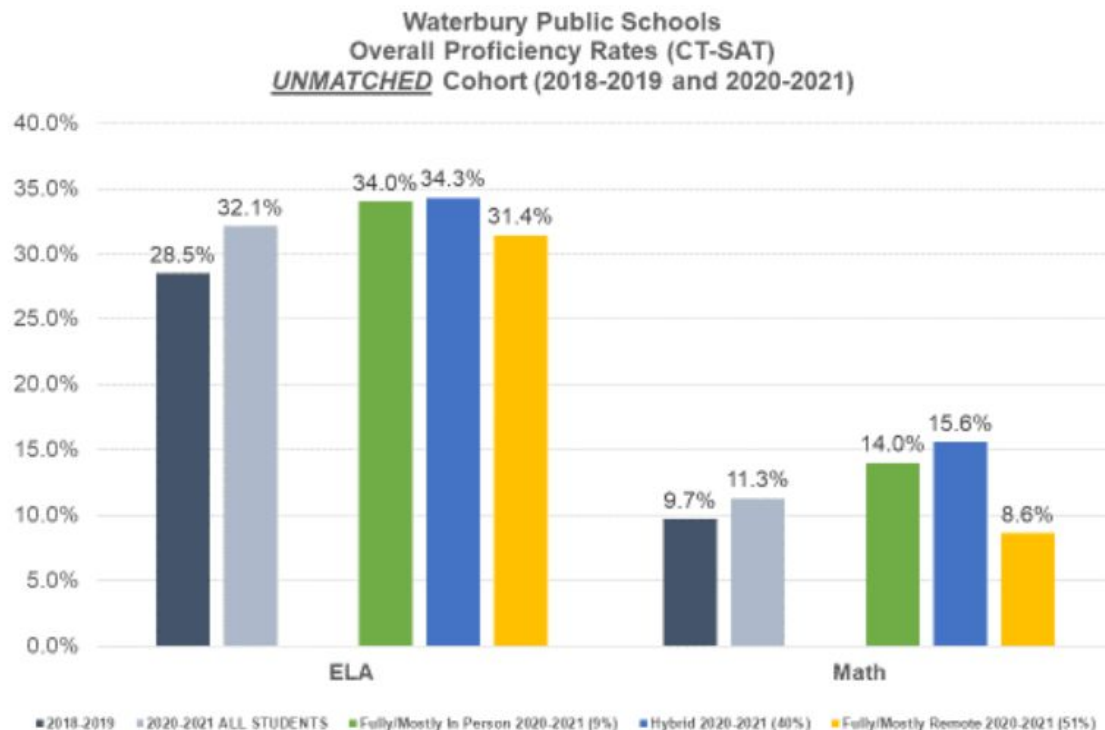
Subject	2015-16			2016-17			2017-18			2018-19			PRELIM 2020-21		
	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score
ELA	1,055	33.6	448	1,127	32.2	445	1,061	27.4	436	1,045	28.5	435	591	32.1	448
Math	1,049	9.3	418	1,118	10.5	421	1,054	9.2	419	1,039	9.7	407	591	11.3	420

CT-SAT, Trend

Waterbury School District, All Students

School	Subject	2015-16			2016-17			2017-18			2018-19			PRELIM 2020-21		
		Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score	Total Number with Scored Tests	Percentage Level 3 or 4 (Met or Exceeded) %	Average Score
Crosby	ELA	238	24.4	431	252	21.8	422	251	13.1	407	240	17.5	412	140	15.0	410
	Math	237	8.9	404	246	3.7	401	250	3.6	394	238	4.2	383	140	1.4	381
Kennedy	ELA	246	31.7	442	276	28.3	434	253	24.9	426	281	24.2	427	117	35.0	458
	Math	244	7.4	413	276	8.0	407	253	5.9	411	278	9.7	401	117	15.4	435
WAMS	ELA	112	57.1	496	112	59.8	499	119	54.6	491	109	45.0	485	93	46.2	478
	Math	112	17.9	461	111	23.4	465	118	19.5	455	109	19.3	443	93	20.4	438
WCA	ELA	204	44.6	473	226	53.5	491	210	47.6	480	180	58.9	491	168	47.6	478
	Math	204	13.7	440	226	21.7	471	210	21.4	462	180	21.7	468	168	16.1	447
Wilby	ELA	234	26.5	433	240	17.1	419	218	13.8	411	221	14.9	404	66	7.6	401
	Math	233	4.7	400	239	4.6	393	215	2.3	396	221	1.8	376	66	1.5	392

Analysis



Analysis

CT-SAT

- No remote testing option was offered, only in person testing was available
- Approximately **50%** of enrolled students took the test
- About half of Waterbury students learned fully/mostly remotely, while most other students were designated as hybrid and only 9% of students were designated as fully/mostly in person
 - Less than 10% of grade 11 CT-SAT testers statewide learned fully/mostly in person, in alignment with the district percentage
- CSDE did not report state results for all students in total in 2020-2021 (in person and remote learners combined)
- Overall CT-SAT results improved nominally in Waterbury in both subjects (due to increases at KHS and WAMS)

Conclusion

- *State data* showed students that learned in-person lost the least ground academically (in-person testers only)
- *Waterbury data* showed that students who attended in-person performed similarly to those who were remote
- Comparisons for the 2020-2021 school year should not be made to other districts due to the wide variation between districts with learning models and testing modes
 - For the same reasons, caution should be used when comparing 2020-2021 data to prior years
- CT Next Generation Accountability results were waived for the 2020-2021 school year, in addition to 2019-2020 when summative testing was canceled



Academic Office Updates Curriculum and Instruction

October 7, 2021

Early Childhood

- Creative Curriculum Cloud and Print Curriculum being implemented district-wide
- Scaffolded teaching strategies for in-person and remote instruction
- Ongoing professional development to analyze and interpret student data for increased student outcomes
- Intentional instruction aligned to Social Emotional Development in young children
- Developmentally Appropriate Practice (DAP) in 9 areas of instruction:
Social-Emotional, Cognitive, Language, Physical, Numeracy, Literacy, Social Studies, Science, and Technology



Elementary Reading & Language Arts

NEW piloted units include the addition of:

- More robust writing instruction (K-5)
- Revised comprehension assessments (K-5)
- New Grammar assessments (K-5)
- Phonemic awareness (K-5)
- Constructed response tied closely to CCSS skill instruction (3-5)
- IAB recommendations tied to units of instruction (3-5)
- Systematic oral reading fluency instruction (3-5)

Elementary Mathematics

- Revised pacing for 2021-2022 to include time for teaching prerequisite skills based on Ready Pre Requisite Skills Report
- Alignment of online and offline resources for teaching and learning
- Individual Student Manipulative Kits to support the core curriculum (K-5)
- Daily Math Fluency Kits and Centers (K-5)
- Differentiated Math Centers (K-5)

K-12 Science: Elementary

- Grades 1-3 will have 2-week science units
 - Maximized instruction time
 - Hands-on activities (in all grades K-5)
- Grades 4-5 Science instruction 3 periods a week.
- Science in all Extended School Hours Programs
- Flander's Nature Center to provide a 1-hour livestream program to all WPS 2nd-grade students
- STARBASE to provide virtual programming to 5th-grade students
- Invention Convention

6-12 Science: Secondary

- Curricular updates in all grades 6-12
- Skill-based formative assessments in grades 6-12 focused on Analyzing and Interpreting Data and Making Evidenced-Based Claims
- HS Collaborative Assessment with Social Studies and English w/SAT Alignment via Performance Matters
- Continued STEM program at WCA for grades 7 & 8
- Instructional focus on vocabulary attainment

Social Studies

- [World History Curriculum Pilot](#)
- [African American/Black & Puerto Rican/Latino Curriculum](#)
 - Turn key lessons for [traditional](#) and [block](#) schedule schools
- Middle School Curriculum Update:
 - [Unit Assessments 6th-8th Grade](#)
- HS Collaborative Assessment with Science and English w/SAT Alignment via Performance Matters
- MS Assessment
 - Benchmarks aligned with SBA via Performance Matters
- Instructional focus on vocabulary attainment

Secondary English/Language Arts

- [Middle & High School Curricula Updated](#)
 - Additional culturally relevant novels in all grades 6-12
 - Added StudySync aligned novel units in middle school Reading
 - Integrated Quill.org into MS Language Arts
- MS Assessments
 - Reading aligned with K-5 & SBA via Performance Matters
 - Language Arts via Quill.org
- HS Collaborative Assessment with Science and Social Studies w/SAT Alignment via Performance Matters
- Instructional focus on vocabulary attainment

Secondary Mathematics

- Pacing Guides and Curriculum being implemented
 - HMH Into Math
 - Springboard Algebra 1, Geometry, Algebra 2, PreCalc, Calc
- Additional Curricular Supports provided for Grade 6 - Algebra 2
 - Rich use of Technology
 - Build fluency/basic skills
 - Enhance active learning opportunities
- HS Mathematics assessments on Performance Matters
- MS Mathematics assessments with HMH

Career & Technical Education

- Launched Drone, Engineering, Software Development, Amazon Future Engineering CS1
- Blended Learning Model Workshop by Catlin Tucker
- Secured funding to bring Wilby greenhouse to being fully operational
- Training programs to secure 047 Technology Education teachers internally
- Opportunities for students to earn industry recognized certifications in all courses
- Work-based learning experiences

Fine Arts – Art

- Curriculum updates for all Fine Arts courses.
 - The Art Of Education Flex Curriculum Art PreK-12
- HS and MS fine arts assessment rubrics in Performance Matters.
- Community engagement with professional development for teachers and students with Mattatuck Museum and and The Wadsworth Atheneum.
- WAMS Spring Art Show by Heather Maxen
 - [Presentation 1](#)
 - [Presentation 2](#)
- [A Face Like Mine Student Reaction Exhibit at The Mattatuck](#)



Fine Arts – Music, Dance, & Theater

- Curriculum updates for all Fine Arts courses.
 - Musicplayonline.com Prek-8
- HS and MS fine arts assessment rubrics in Performance Matters.
- Instrumental Band Courses for MS, HS and K8 schools.
 - Specialty Masks for all secondary instrumental and vocal music programs.
- Community engagement with professional development for teachers and students with Hartford Stage Company, The Waterbury Symphony Orchestra, and Connecticut Dance Alliance.
- Esser funding secured to improve lighting and sound in all comprehensive high school auditoriums.

Health and Physical Education

- Piloting Elementary, Middle and High School Health & Physical Education Curricula (7 total)
- All units/lessons constructed as multi-purposed instructional delivery systems (in-person, synchronous, and/or asynchronous on demand)
- Fully aligned with the 7 Pillars of the WPS Portrait of A Graduate and “student-user/parent-friendly”
- Embedded national and HBLCF* grade level performance standards in all Health and PE instruction PK-12
- Continuous, substantial Title IV upgrades of Physical Education and technology equipment at all Elementary, Middle and High Schools remains a work in progress

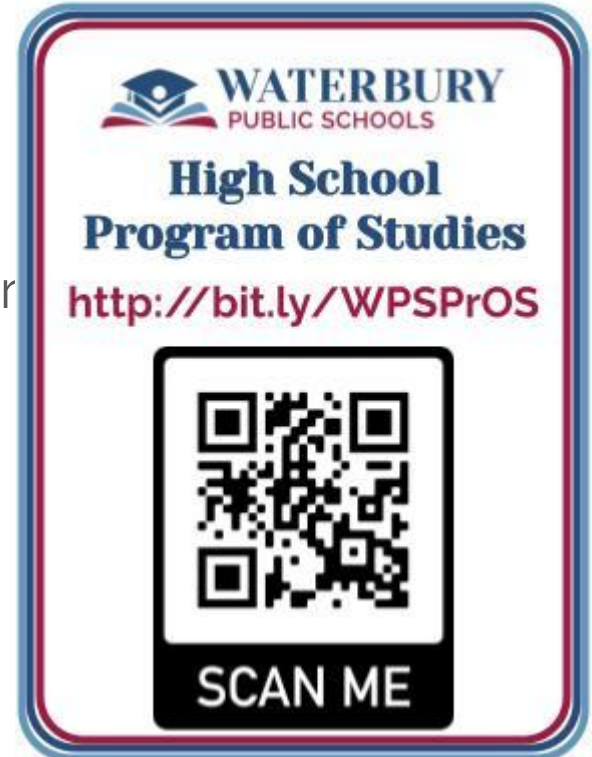
Instructional Technology Integration

Focus Areas for 2021-2022

- Implement and develop staff competency with Performance Matters in Grades 6-12
- Increase number of Google Certified Educators
- Develop Google Certified Training Team in District
- Provide support and scaffolding for staff in Blended Learning models utilizing existing technologies
- Develop district-wide Elementary Digital Citizenship & Computer Technology curriculum in collaboration with CTE supervisor

Program of Studies

- Over 1200 unique viewers since publishing.
- Peak viewers in March during course selection time at the high school.
- Mastery Based Learning Credit Required for current Juniors being added this year.



Power School's Performance Matters

- **Initial Training:** attended by over 600 secondary teachers and admins
- **Training Team:** trainers in every secondary school
- **Implementation:** fully functional on 9/13
- **Implementation Team:** Tara Battistoni, Vitto Caligiuri, Brian Dibella, Michelle Eckler

Math and Science Fellowship Program (MfA)

- Program began on 9/17 with 2-day Summer Institute for all participants
- Monthly Fellowship meetings with UCONN/MfA partner
 - 6 Science Fellows: Focus on the Engineering Design Process
 - 5 Math Fellows: Focus on implementation of Formative Assessment Lessons
- Program will be evaluated through surveys and observations



School Turnaround Update – Commissioner's Network and SIG

October 7, 2021

Turnaround and School Improvement Support Key Designations

Commissioner's Network

Planning Year: Kennedy

Year 1: Wilby

Year 2:

North End

West Side

Wallace

Previous: Crosby and Walsh (2013)

ESSA SIG Cohort 2 - Crosby, Wilby
Kennedy, North End, Wallace, West Side,

ESSA SIG Cohort 1

Driggs

Walsh

Hopeville

Gilmartin

Bucks Hill

North End

Sprague

West Side

Wilson

Wallace

Washington

Funding Allocations

Commissioner's Network: Range from **\$650,000 to \$950,000** depending on size and year, decrease every year.

ESSA SIG Cohort 1: Only rollover funds range from **\$40,000 to \$3,000**

ESSA SIG Cohort 2: Range from **\$180,00 to \$200,000** depending on school., eligible for 4 years, fairly steady.

All these funds must be applied to activities resources outlined in CN plans as well as be research/evidence based initiatives

Strategic Approach to School Turnaround – CN Focus

This work of “turnaround” is very, very difficult

To begin with, there is no empirical support that all failing schools can be turned around. There is no empirical evidence that most failing schools can be turned around. There is no empirical evidence that many failing schools can be turned around (Loveless, 2010; May & Sanders, 2013; Peurach & Neumerski, 2015; Stuit, 2010). **For example, only 26 of the original 2025 low-performing schools in the Stuit (2010) study “made it into the top half of their state’s proficiency ranking within five years”**

The only way it is even possible is through excellent school leadership

“Research confirms that there are no documented instances of failing schools turning around **without powerful leadership.**”

-Wallace Foundation research on school improvement efforts

SCHOOL & DISTRICT MANAGEMENT

Top-Tier Principals Spark Big Gains in Student Learning. A New Study Shows How Much



By [Denisa R. Superville](#) — February 16, 2021 ⌚ 7 min read

“But it’s not an either-or proposition: principals or teachers, Grissom said. That’s because the main ways that principals affect students are through teachers and **by creating school environments that are ripe for learning to take place.**”

Theory of Action

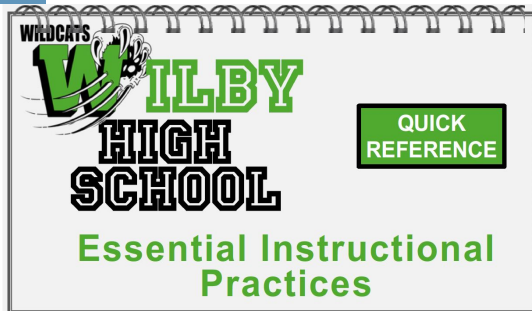
If we build strong transformational leadership *and*

If we support that leadership to focus schools in implementing most effective/high leverage evidence based reform strategies that foster strong climates for exceptional teaching and student experiences

Then we will dramatically improve outcomes for students and change the stories of these schools

3 of our key strategies to support this theory of action and early returns

Strategy 1 – Instructional Practice



CONTINUOUS GROWTH & DEVELOPMENT

Essential Tier 1 Instructional Practices



Presented By:
David R. Cormier, Ph.D.

WILBY H.S.		Classroom Visit Teacher Feedback		CORMIER CONSULTING	
TEACHER		SUBJECT/GRADE			
DATE / TIME		COACHING FOCUS			
CLASS CONFIGURATIONS: (Check all that apply) <ul style="list-style-type: none"> <input type="checkbox"/> Whole Group <input type="checkbox"/> Individual <input type="checkbox"/> Partner Work <input type="checkbox"/> Small Group 		INSTRUCTIONAL MODEL <ul style="list-style-type: none"> <input type="checkbox"/> Gradual Release Model <input type="checkbox"/> Workshop Model <input type="checkbox"/> 5 E Model 		<ul style="list-style-type: none"> <input type="checkbox"/> Inquiry-Based Model <input type="checkbox"/> Flipped/Blended Learning 	
CORE PRACTICE		INDICATORS		COMMENTS	
Learning Target & Success Criteria Posted/Visible: <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 16-19]		The learning target & success criteria: <ul style="list-style-type: none"> <input type="checkbox"/> Are introduced & referenced multiple times <input type="checkbox"/> Are written in student-friendly language <input type="checkbox"/> Communicate the purpose of the lesson <input type="checkbox"/> The success criteria communicate how teachers/students will determine the degree to which the learning target was met <input type="checkbox"/> Students have opportunities to connect with or reflect upon the learning target and success criteria 			
Agenda Posted/Visible: <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 20-21]		The agenda: <ul style="list-style-type: none"> <input type="checkbox"/> Provides a plan of action for the instructional block <input type="checkbox"/> Communicates a logical progression of instructional activities <input type="checkbox"/> Reflects the necessary components of an instructional model 			
Do Now / Warm-Up Students engage in a brief 5-10 minute activity to prime the brain or activate prior knowledge <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 20-21]		The Do Now / Warm-up: <ul style="list-style-type: none"> <input type="checkbox"/> Is designed to support or reinforce a routine or procedure <input type="checkbox"/> Introduces or reviews/reteaches an important concept connected to the learning target <input type="checkbox"/> Deepens students' understanding and/or provide extended learning opportunities <input type="checkbox"/> Provides formative assessment data 			
Challenging Instruction (Depth of Knowledge)		DOK 1 Recall/Reproduction	DOK 2 Skills/Concepts	DOK 3 Strategic Thinking/Reasoning	DOK 4 Extended Thinking
Evidence that lesson target & success criteria Bloom's/DOK level matches instructional activity Bloom's/DOK level. <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 22-35]		<ul style="list-style-type: none"> <input type="checkbox"/> Instructional activities challenge students to think in different ways over time <input type="checkbox"/> Instructional activities & delivery methods allow students to construct meaning <input type="checkbox"/> Students are encouraged to think critically and process information at deeper levels (beyond recall and memorization) <input type="checkbox"/> Instruction is designed with opportunities for students to actively engage in creating, understanding, and connecting to knowledge <input type="checkbox"/> Students have opportunities to explore relevance & meaning related to the instructional activities and their learning 			
Engaging Instruction [Workbook Pages 36-48]		<ul style="list-style-type: none"> <input type="checkbox"/> Students sustain their attention, follow directions, and actively participate in or complete the learning activities and tasks (Behavioral Engagement) <input type="checkbox"/> Students attend and expend cognitive effort (critical thinking, problem-solving, synthesizing, questioning, ...) (Cognitive Engagement) <input type="checkbox"/> Students persevere, show enjoyment and interest, and have a positive attitude about the learning (Emotional Engagement) 			
		Behavioral: 80% or more of students sustaining attention and focus on the task, following directions, and completing instructional activities. Cognitive: 80% or more of students thinking at deeper cognitive levels (e.g., varying depth of thinking, asking questions, problem-solving, discussing, justifying/defending, analyzing, synthesizing, & engaging in critical thinking). Emotional: 80% or more of students persevering, finding meaning/relevance, able to communicate how information is useful (outside of school, to support current learning, or in the future), & showing enjoyment or interest.			
		<input type="checkbox"/> Low Level of Engagement = 1 or no categories were checked <input type="checkbox"/> Moderate Level of Engagement = 2 categories were checked <input type="checkbox"/> High Level of Engagement = All 3 categories were checked			



Classroom Visit Teacher Feedback



TEACHER		SUBJECT/GRADE	
DATE / TIME		COACHING FOCUS	

VIRTUAL LEARNING CHECKLIST <input type="checkbox"/> Teacher greets students (online & in-person) <input type="checkbox"/> Virtual learning plan/outline is posted to Google Classroom <input type="checkbox"/> Links to lesson materials are uploaded in advance <input type="checkbox"/> A variety of strategies or digital tools & technologies are used to engage students <input type="checkbox"/> Class period is divided into segments allowing for a variety of whole group, small group, partner & independent configurations	INSTRUCTIONAL MODEL <input type="checkbox"/> Gradual Release Model <input type="checkbox"/> Workshop Model <input type="checkbox"/> 5 E Model		<input type="checkbox"/> Inquiry-Based Model <input type="checkbox"/> Flipped/Blended Learning
	CORE PRACTICE		
Learning Target & Success Criteria Posted/Visible: <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 16-19]	INDICATORS The learning target (LT) & success criteria (SC): <input type="checkbox"/> LT & SC are introduced & referenced multiple times <input type="checkbox"/> LT & SC are written in student-friendly language <input type="checkbox"/> The LT communicates what students are expected to learn, understand, know or do (skills application) <input type="checkbox"/> The SC represents concrete learning experiences (something students will say, do, make, write, ...) to indicate they are moving toward the LT <input type="checkbox"/> Students have opportunities to connect with or reflect upon the learning target and success criteria	COMMENTS	
Agenda Posted/Visible: <input type="checkbox"/> Yes <input type="checkbox"/> No	The agenda: <input type="checkbox"/> Provides a plan of action for the instructional block <input type="checkbox"/> Communicates a logical progression of instructional activities <input type="checkbox"/> Reflects the necessary components of an instructional model		
Do Now / Warm-Up Do Now Present: <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 20-21]	The Do Now / Warm-up: <input type="checkbox"/> Students engage in a brief 5-10 minute activity to prime the brain or activate prior knowledge <input type="checkbox"/> Introduces/reviews/reteaches an important concept connected to the LT <input type="checkbox"/> Is designed to deepen students' understanding and/or provide extended learning opportunities <input type="checkbox"/> Provides formative assessment data		
Challenging Instruction (Depth of Knowledge) Evidence that lesson target & success criteria Bloom's/DOK level matches instructional activity Bloom's/DOK level. <input type="checkbox"/> Yes <input type="checkbox"/> No [Workbook Pages 22-35]	Approximate DOK Level(s) of Instructional Activities: <input type="checkbox"/> DOK 1 Recall/Reproduction <input type="checkbox"/> DOK 2 Skills/Concepts <input type="checkbox"/> DOK 3 Strategic Thinking/Reasoning <input type="checkbox"/> DOK 4 Extended Thinking <input type="checkbox"/> Instructional activities challenge students to think in different ways over time <input type="checkbox"/> Instructional activities & delivery methods allow students to construct meaning <input type="checkbox"/> Students are encouraged to think critically and process information at deeper levels (beyond recall and memorization) <input type="checkbox"/> Instruction is designed with opportunities for students to actively engage in creating, understanding, and connecting to knowledge		
Engaging Instruction [Workbook Pages 36-46]	<input type="checkbox"/> Students sustain their attention, follow directions, and actively participate in or complete the learning activities and tasks (Behavioral Engagement) <input type="checkbox"/> Students attend and expend cognitive effort (critical thinking, problem-solving, synthesizing, questioning, ...) (Cognitive Engagement) <input type="checkbox"/> Students persevere, show enjoyment and interest, and have a positive attitude about the learning (Emotional Engagement) Behavioral: 80% or more of students sustaining attention and focus on the task, following directions, and completing instructional activities. Cognitive: 80% or more of students thinking at deeper cognitive levels (e.g., varying depth of thinking, asking questions, problem-solving, discussing, justifying/defending, analyzing, synthesizing, & engaging in critical thinking). Emotional: 80% or more of students persevering, finding meaning/relevance, able to communicate how information is useful (outside of school, to support current learning, or in the future), & showing enjoyment or interest.	<input type="checkbox"/> Low Level of Engagement = 1 or no categories were checked <input type="checkbox"/> Moderate Level of Engagement = 2 categories were checked <input type="checkbox"/> High Level of Engagement = All 3 categories were checked	

CSDE Commissioner's Network Walkthrough Tool

Classroom and Grade Level		Classroom 1 Grade: __	Classroom 2 Grade: __	Classroom 3 Grade: __	Classroom 4 Grade: __	Classroom 5 Grade: __
Culture & Climate	Structures (write initials of those that apply): Lesson Part: Opening Routine (OR), Guided Practice (GP), Independent Practice (IP), Mini-lesson (ML), Closing Routine (CR) Format: Whole Group (WG), Small Group (SG), Station Work (SW), Individual Work (IW)					
	Classroom Learning Environment Clean and visually stimulating classroom environment is connected to the <i>current</i> unit or theme; contains either inclusive positive practices or artifacts. Systems and routines promote classroom efficiency and student engagement.					
	Positive Relationships Students engage in positive personal interactions. Consistent teacher response to negative interactions in which adults employ strategies to de-escalate and redirect to promote positive relationships.					
	Instruction Posted lesson objectives are clear in identifying in what students are to learn, demonstrate and produce and are in student accessible language. Teacher displays solid knowledge of the important content in the discipline and connects with students' knowledge and experience. The lesson has a clearly defined structure and allows for reasonable time allocations. Most of the teacher questions are of highly quality and rigorous. Adequate time is provided for multiple students to respond. Teacher creates conditions for student discourse where students are encouraged to talk about each other's thinking.					
	Academics					

Hello

7th grade: Wednesday, April 28, 2021- Day: C

Do Now: Daily Check-In
(on Google Classroom)

*Agenda:

1. Do Now
2. Typing- Lessons
3. Movie Review
4. Missing Assignments
5. Closure/Wrap Up

Reminders

- ★ Mute your mics, Cameras on PLEASE!
- ★ Check Progress on Google Classroom
- ★ ½ Day Wednesday
- ★ Chromebook Return 6/9



Success Criteria



Typing -I can...

1. Type using proper form & posture (what is proper form & posture?)
2. Increase my typing speed & accuracy while using the home row keys.

Movie Review- I can....

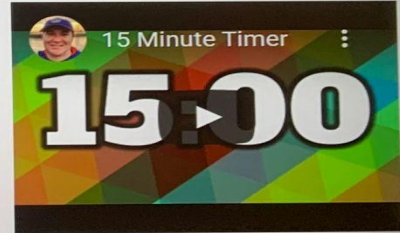
1. Summarize a movie of my choice
2. Research and recall specific information about the movie of my choice (release date, budget, ticket sales, etc.)
3. Rate the movie on a scale of my choice
4. Make recommendations for the reader
5. Format and add images to a google doc.



Learning Targets

Typing-I will learn how to use proper form & posture to increase my typing speed & accuracy.

Movie Review-I will learn to write a movie "critic review."



Strategy 2: PoG and expanding measures of success



WSMS School-Wide Expectations



**WEST
SIDE**

M.S.

School-Wide Expectations

Expectation	Definition	Setting Specific Guidelines				
		Classroom	Hallway	Cafeteria	Bus	Virtual/On-Line
Pride	Gains satisfaction from one's own achievements	<ul style="list-style-type: none"> Have a positive attitude Do your best Be an active participant Be prepared & on-time 	<ul style="list-style-type: none"> Walk with purpose Keep hallways clean and clear 	<ul style="list-style-type: none"> Use good table manners Clean up after yourself Eat nutritious foods 	<ul style="list-style-type: none"> Be where you are supposed to be Keep track of your belongings Wait in an orderly manner 	<ul style="list-style-type: none"> Set goals Create a learning space Be prepared (with a charged device) Stay motivated & engaged
Respect	Values self, others, school, & community	<ul style="list-style-type: none"> Treat others how you want to be treated Following routines & procedures Consider others' opinions 	<ul style="list-style-type: none"> Value school property Respond appropriately Appreciate bulletin boards Walk in designated areas 	<ul style="list-style-type: none"> Be courteous to others Say "please" & "thank you" Use a quiet voice 	<ul style="list-style-type: none"> Listen to the bus driver Greet the bus driver Use polite language Keep yourself & others safe 	<ul style="list-style-type: none"> Mute microphone when not speaking Respond to teacher questions Maintain appropriate surroundings
Integrity	Does the right thing & makes the right choices	<ul style="list-style-type: none"> Do your own work Complete all assignments Stay on task & focus Be a good role model 	<ul style="list-style-type: none"> Stay with your class/group Use appropriate language Keep hands & feet to yourself 	<ul style="list-style-type: none"> Report to class promptly Keep your place in line Attend assigned lunch period 	<ul style="list-style-type: none"> Report bus issues Keep bus neat & clean Keep a 2-foot voice level 	<ul style="list-style-type: none"> Work together Self-manage your behavior Limit your distractions Respect the privacy of your peers
Trust	Displays reliability, confidence, & strength	<ul style="list-style-type: none"> Take ownership Use the internet/technology safely & appropriately Be dependable 	<ul style="list-style-type: none"> Store belongings in lockers Report to the correct location Take most direct route 	<ul style="list-style-type: none"> Obtain food items before sitting down Stay in your seat Report accidents to staff 	<ul style="list-style-type: none"> Report to your bus on time Be honest about where you are supposed to be Be in the appropriate designated area 	<ul style="list-style-type: none"> Follow directions, rules, & expectations Participate appropriately Use device for intended purposes
Honor	Demonstrates honesty & the WSMS core values	<ul style="list-style-type: none"> Follow rules, routines and procedures Advocate for yourself and others Don't give up 	<ul style="list-style-type: none"> Hold doors open for others Report graffiti Maintain personal space 	<ul style="list-style-type: none"> Use proper trash can Pick up trash around you Wait for dismissal 	<ul style="list-style-type: none"> Follow safety rules Help others stay safe Report directly to where you are supposed to be 	<ul style="list-style-type: none"> Be present - avoid multitasking Stay focused Report inappropriate behaviors & online harassment/bullying



Products ▾

Use Cases ▾

Resources ▾

Our District Partners ▾

About Us ▾

Actionable data and insight about the... whole child

Bring together social-emotional learning, multi-tiered system of supports, response to intervention, school climate, and student voice—all in one platform.

PUBLIC SCHOOLS

Panorama Survey

- A valid and quantitative way to capture student voice and experience in our schools
- 15 minute survey with questions that measure many of our efforts to support the whole child - growth mindset, grit, sense of belonging and connectedness
- Used nationally with over 5 million students in 400 districts across country

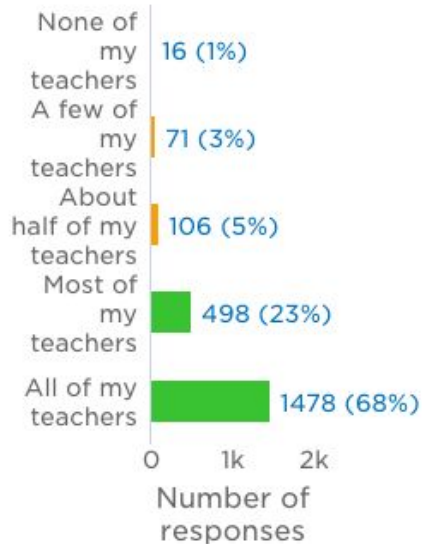
QUESTION

▼ How many of your teachers are respectful towards you?

91%
responded favorably



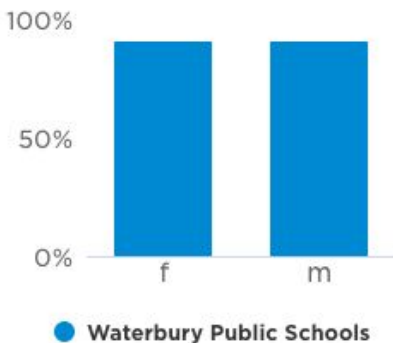
Answer distribution



Breakdown by Student Gender



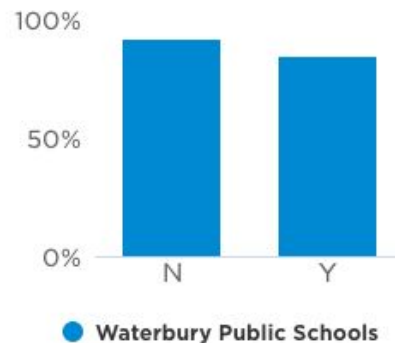
Percentage favorable responses for this question



Breakdown by Student Special Education Status



Percentage favorable responses for this question



Growth Mindset

Based on **2,569** responses

Student perceptions of whether they have the potential to change those factors that are central to their performance in school.

What are the results for this topic?



52 %

responded favorably

How do these results compare to benchmarks? ?



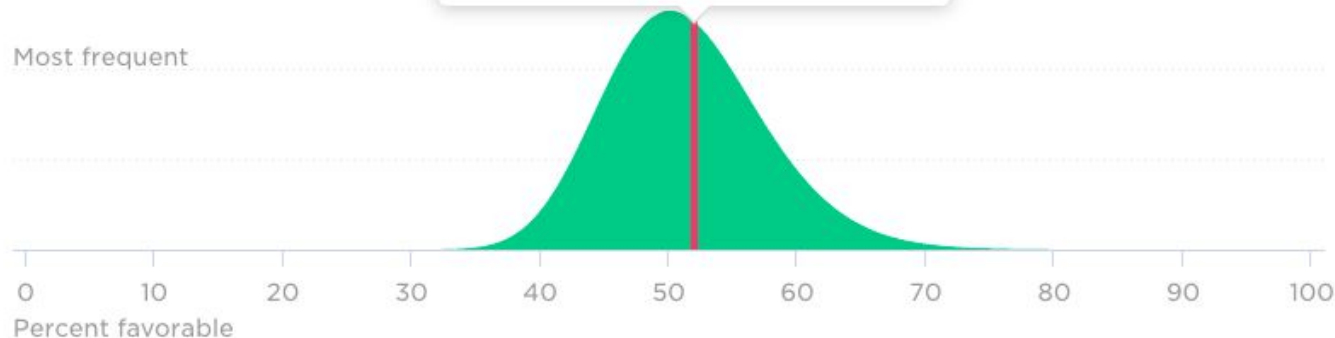
Your result compared to **National**

52%

Your result

Compared to middle schools with a high FRPL % in an urban setting, your score is near the 60th percentile on this topic.

Most frequent



● Your result

● National dataset
Distribution of middle s...
in an urban setting

School Setting

- ☐ All
- ☒ **Urban**
- ☐ Non-Urban

School Level

- ☐ All
- ☐ Elementary Schools
- ☒ **Middle Schools**
- ☐ High Schools

Free and Reduced Lunch (FRPL) %

- ☐ All
- ☐ Low (0-30%)
- ☐ Medium (30-70%)
- ☒ **High (70% or higher)**

Sorted by Survey Order First to last

QUESTION

➤ How well do people at your school understand you as a person?

39 %

responded favorably



QUESTION

➤ How connected do you feel to the adults at your school?

33 %

responded favorably





Questions

ll

For Our Students

**What helps you
feel welcomed?**





**If I get angry or upset
I know I can go to.....**

E	F
What helps you feel welcomed	How do you like to be greeted?
making friends	saying good morning
being welcomed	hi:)
my teacher my friends	it feels really good
a handshake	a Handshake
my heart	saying hi
my friends	nice
everything in this school	MS. NotChick
Everything makes me feel welcomed.	when Hassan says good morning it makes me feel greeted.
Respect from teachers and students.	Warm Welcome
My family members	being nice.
by to see i like the school	like give a tour of the school
nice	welcomed
a nice teacher	hi
drawing	with a " hello there "
when they know your name	with a hello or a welcome
visiting	like hi or welcome

Strategy 3: Align State, District and School level supports to change the story of these schools





WATERBURY

PUBLIC SCHOOLS

MICHAEL F. WALLACE
MIDDLE SCHOOL

Welcome to
Wallace
Home of the Lions

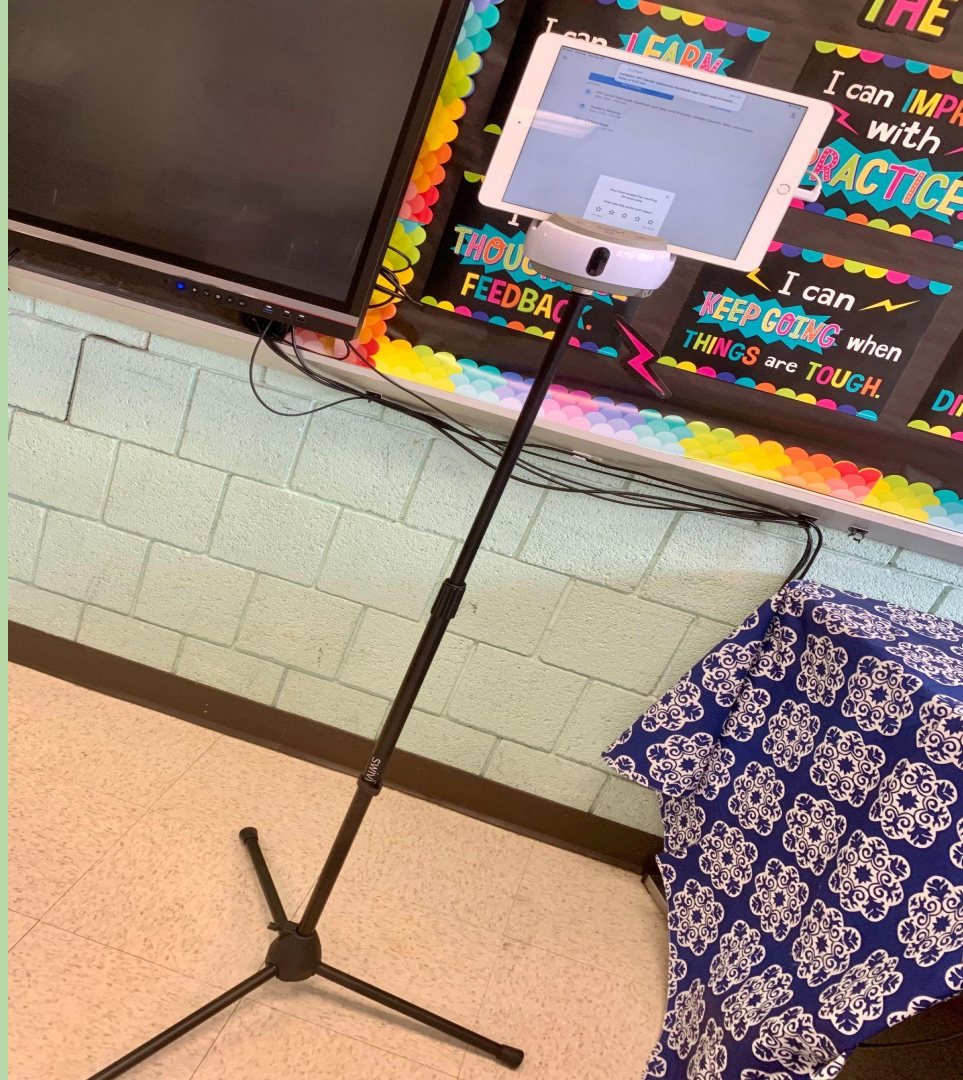
LION



PRIDE

WALLACE WINS 2020-2021





Improvements in state assessment of school quality since audit

- Across the 3 middle schools, seen increase in assessments in areas of:
 - Family and Community Engagement
 - Leadership Effectiveness
 - Academic Rigor
 - School Environment
 - Student Behavior
 - Financial Management
- No school gone down in any score in any domain
- One school, NEMS, asked to host members of Connecticut State Board of Education on an upcoming visit in the fall

What's Right With Schools: Waterbury Public Schools, Granville Academy inspire students to pursue healthcare careers through symposiums



**“I always gain a better vision living in Waterbury,”
Mariah said. “My cousins will be like, “Oh, you live in
Waterbury?” They look at the negatives. This school is
great. I really love Wilby High School.”**

-Republican American September 14, 2021

In sum...

This work is exceptionally challenging but it can and must be done

It centers on the leadership and on providing coherence wherever possible

It is steady, long work, that demands consistent support from a wide range of stakeholders and agents to meet both immediate challenges and long standing obstacles

WE are on the Path!



Miguel A. Pabón
Director of Pupil Services
(203) 346-3505

miguel.pabon@waterbury.k12.ct.us

Oct. 1, 2021

Honorable Commissioners
Waterbury Board of Education
236 Grand St.
Waterbury, CT 06702

Re: Approval of SERC Memorandum of Agreement with Waterbury regarding Alternative Schools Pilot Project

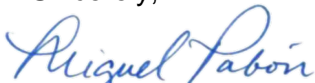
Dear Commissioners:

I request that you approve the attached Memorandum of Agreement between the State Education Resource Center (SERC) and Waterbury relating to a pilot project of alternative education sites with SERC and the State Department of Education. The Memorandum of Agreement sets forth the roles and responsibilities of the City and SERC with regard to data collection from Enlightenment and State Street schools and provides for a stipend to be paid for Waterbury's participation in the pilot project.

The project involves the collection of data, participation in technical assistance visits and data analysis to determine potential programming supports for alternative education sites. The term of the agreement is February 1, 2021 through Oct. 30, 2021 and provides that SERC will issue a stipend in the amount of \$5,000.00 per school upon completion of the data collection process.

In conclusion I request that you approve the Memorandum of Agreement between SERC and Waterbury Public Schools relating to the alternative education sites pilot project.

Sincerely,



Miguel A. Pabon

Enc. SERC Memorandum of Agreement

Memorandum of Agreement
Between the State Education Resource Center
and
Waterbury Public Schools
Regarding Alternative Schools Pilot Project

WHEREAS, The State Education Resource Center ("SERC") has committed to support alternative education sites through a pilot project ("the Project") in partnership with the Connecticut State Department of Education ("CSDE"); and

WHEREAS Waterbury Public Schools has agreed to participate in the Project; and

WHEREAS, SERC has begun the data collection process related to the Project at Waterbury Public Schools; and

WHEREAS, SERC will provide funds in the form of a stipend in recognition of the time and resources required to support the implementation of a pilot; and

WHEREAS, the Project is facilitated by the State Education Resource Center;

NOW, THEREFORE, SERC and Waterbury Public Schools agree to the following stipulations in order to achieve their respective, related outcomes.

- 1) **PARTIES:** The Parties to this Memorandum of Agreement (MOA) are SERC, a quasi-public agency located in Middletown, CT and Waterbury Public Schools, a public school district located in Waterbury, CT.
- 2) **PURPOSE:** This MOA documents the conditions under which funds will be provided to Waterbury Public Schools by SERC expressly for completing, at Enlightenment School and State Street School, the work outlined in Section 3 of this MOA, Responsibilities, and in Schedule A, Data Collection Process, which is attached to this MOA and incorporated by reference.
- 3) **RESPONSIBILITIES:**
SERC will:
 - a. Provide staffing and program support for the Project that is the subject of this MOA in particular with respect to the three phases of data collection.
 - i. Phase 1: Distribute School Survey via Google Form.
 - ii. Phase 2: Virtually facilitate analysis activity via JamBoard or other platform as the school requests.
 - iii. Phase 3: Virtually facilitate analysis of student clusters of need in order to determine programming supports.
 - b. SERC will transfer to Waterbury Public Schools the stipend according to the schedule in Section 4 of this MOA upon completion of the three phases of data collection.

Waterbury Public Schools will:

- a. Ensure participation of Enlightenment School and State Street School in technical assistance visits in sufficient number to complete the three phases of data collection.
 - i. Phase 1: Submission of School Survey distributed via the Google Form.
 - ii. Phase 2: Virtually participate in the analysis activity via JamBoard or other platform as the school requests.
 - iii. Phase 3: Virtually participate in the analysis of student clusters of need in order to determine programming supports.
- b. Transfer stipend funds to Enlightenment School and State Street School without delay.

- 4) FUNDING:** SERC will issue a stipend in the amount of \$5,000 per school or program upon completion of the data collection process.
- a. The Maximum amount of reimbursement made under this MOA shall not exceed Ten Thousand Dollars and No/100 Cents (\$10,000.00).
 - b. SERC staff will confirm documentation of the completion of the data collection process related to this MOA.
 - c. Stipend funds are intended as a recognition of the time and resources required to support the implementation of a pilot.
- 5) TERM OF AGREEMENT:** The term of this agreement shall be February 1, 2021 through October 30, 2021. This agreement takes effect upon signature by the authorized representative of each party.
- 6) CANCELLATION:** This Agreement shall remain in full force and effect for the entire term of the Agreement unless cancelled by either SERC or Waterbury Public Schools with a fifteen (15) calendar day prior written notice.
- 7) LIABILITY:** SERC and the City of Waterbury each agree to be responsible for their respective liabilities resulting from their own actions or the actions of their respective officers, agents, employees, and independent contractors under this MOA, for all losses and liabilities including any resulting expenses and costs, without limitation, under this MOA.
- 8) NOTICES:** Both parties agree that the representatives of the parties listed below will be the first contacts regarding any questions and problems that may arise during implementation or operation of this MOA. Wherever under this MOA one party is required to give notice to the other, such notice shall be deemed delivered when transferred via email with a read receipt requested. Notices from either party to the other party shall be sent to the addressee at canady@ctserc.org for Ingrid M. Canady, SERC Executive Director or to dschwartz@waterbury.k12.ct.us for Darren M. Schwartz, Chief Academic Officer, Waterbury Public Schools. Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided herein. Copies of correspondence related to any modification, amendment, extension, or termination of this MOA, or any other legal matter pertaining hereto, shall be furnished to the aforementioned individuals with additional copies to: Michelle Weaver, SERC General Counsel, weaver@ctserc.org.
- 9) AUTHORIZATION:** By signing below, all parties represent that they are authorized to execute this MOA and are bound to all terms of the MOA, along with all related or affiliated institutions, individuals, employees, or contractors who may have access to data received pursuant to this MOA or who may own, lease, or control equipment or facilities of any kind where the data is stored, maintained, or used in any way. The parties have executed this MOA by their duly authorized representatives. By signing this MOA the parties signify that each understands and will comply with the conditions stated herein. The parties represent that they are free to enter into this MOA and that this engagement does not violate the terms of any agreement between either party and any third party.
- 10) APPLICABLE LAW:** This MOA shall be governed by the laws of the State of Connecticut without regard to principles of conflicts of laws. SERC and Waterbury Public Schools shall at all times comply and observe all federal and state laws, local laws, ordinances, and regulations which are in effect during the period of this MOA and which in any manner affect the work or its conduct.
- 11) MERGER:** This MOA shall not be terminated by the merger or consolidation of SERC or Waterbury Public Schools into or with any other entity.
- 12) ENTIRE UNDERSTANDING:** This MOA constitutes and contains the entire agreement between the parties with respect to the subject matter hereof and supersedes any prior and contemporaneous oral or written agreements between the parties. This document and any exhibit(s) referenced herein and attached constitute the entire understanding and agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect. The

terms of this MOA may be modified only upon a written amendment agreement executed by all parties to this MOA.

- 13) **HEADINGS:** Section headings are parts of this MOA but are not intended to be a full and accurate description of the contents hereof.
- 14) **WAIVER:** The failure of either party to require performance by the other party of any provision of this MOA shall not affect the full right to require such performance at any subsequent time; nor shall the waiver by either party of a breach of any provision of this MOA be taken or held to be a waiver of the provision itself.
- 15) **ASSIGNMENT:** SERC shall not assign any of its rights under this MOA, or delegate the performance of any of its duties hereunder, without the prior written consent of Dr. Verna D. Ruffin, Superintendent, Waterbury Public Schools or designee.
- 16) **SEVERABILITY:** The provisions of this MOA are independent of one another, and the invalidity of any provision or portion thereof shall not affect the validity or enforceability of any other provision hereof.
- 17) **UNENFORCEABILITY OF PROVISIONS:** If any provision of this MOA, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this MOA shall nevertheless remain in full force and effect.
- 18) **SUCCESSORS AND ASSIGNS:** All of the provisions of this MOA shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, successors, and assigns.
- 19) **ARBITRATION:** Any controversy, claim, or counterclaim arising out of the terms of this MOA or its interpretation between SERC and Waterbury Public Schools shall be resolved in Connecticut by binding arbitration under this Arbitration section and the then-current Commercial Rules and supervision of the American Arbitration Association (hereinafter "AAA"). The duty to arbitrate will extend to any employee, officer, agent, or affiliate of either party. The arbitration will be held in SERC's offices in Middletown, CT or in Middlesex County, CT. SERC and Waterbury Public Schools will agree upon and select one (1) arbitrator together. The arbitrator's award will be final and binding and may be entered in any court having jurisdiction. The arbitrator will not have the power to award punitive or exemplary damages, or any damages excluded by, or in excess of, any damage limitations expressed in the MOA.

Each party will bear its own attorney's fees and other costs (e.g., filing fees, internal costs, etc.) associated with the arbitration, except that fees assessed by the AAA for the services of the arbitrator will be divided equally by the parties. If court proceedings to stay litigation or compel arbitration are necessary, the party who unsuccessfully opposes such proceedings will pay all associated costs, expenses, and attorney's fees that are reasonably incurred by the other party. Issues of arbitrability will be determined in accordance and solely with the federal substantive and procedural laws relating to arbitration; in all other respects, the arbitrator will be obligated to apply and follow the substantive law of the state of Connecticut. SERC acknowledges that the City of Waterbury is subject to the Freedom of Information Act ("the Act") with regards to disclosure of records and files. The parties agree that in order to facilitate resolution of controversies or claims, the parties agree to keep negotiations, arbitrations, and settlement terms confidential, subject to the requirements of the Freedom of Information Act ("the Act").

[SIGNATURES ON NEXT PAGE]

IN WITNESS WHEREOF, the undersigned have executed this MOA as of the day and year first written above. The parties hereto agree that electronic signatures shall be as effective as if originals.

Please sign electronically, and return to SERC within seven (7) calendar days of receipt to the attention of Holly King, Contracts Manager, king@ctserc.org. A fully executed electronic copy will be provided to the parties.

Both parties have read, understand, and fully agree with all terms and execute this MOA as set forth below:

This Agreement is signed under penalty of false statement according to Connecticut General Statutes 53a-157b and 1-126.

Waterbury Public Schools

By: Dr. Verna D. Ruffin, Superintendent

Signature: _____

Date _____

City of Waterbury

By: Neil M. O'Leary, Mayor

Signature: _____

Date _____

The State Education Resource Center

By: _____

SERC's Agent

Signature: _____

Date _____

It is the policy of the State Education Resource Center (SERC) that no person shall be discriminated against or excluded from participation in any SERC programs and activities on the basis of race, color, religion, age, marital or civil union status, national origin, ancestry, sex/gender, intellectual disability, physical disability, political beliefs, or sexual orientation.

Appendix A – Data Collection Process

Alternative Schools Pilot Project February 1, 2021-October 30, 2021

In order to collect the necessary data and to build on each experience, the data collection will be conducted in three phases.

Phase 1:

- What data: Initial demographics and entrance criteria Phase 1 Collection submitted by Google Form

Phase 2:

- Phase 2 Data Collection via JamBoard
 - Do the Tier I interventions match the entrance criteria?
 - Do the Advanced Tiers interventions scale up from Tier I?

Phase 3:

- Student Clustering
 - Clusters to inform gaps in services at individual sites
 - Clusters to match student need to intervention
- Cluster Aggregates to inform statewide interventions



BOARD OF EDUCATION

Meeting Schedule ~ 2022



#11

Deadline for submission of Committee Workshop Agenda Items to Superintendent/Supervisor	Committee Workshop (first Thursday of month) 5:30 p.m. (locations subject to change)	Regular Board Meeting* (third Thursday of month) 6:30 p.m. Waterbury Arts Magnet School
December 30, 2021	January 6, 2022	January 20, 2022
January 27	February 3	February 17
February 24	March 3	March 17
March 31	April 7	April 21
April 28	May 5	May 19
May 26	June 2	June 16
June 30	July 7	July 21
July 28	August 4	August 18
August 25	September 1	September 15
September 29	October 6	October 20
October 27	November 3	November 17
November 25	December 1	December 15

*Unless otherwise posted, Board of Education Regular Meetings are held at Waterbury Arts Magnet School, 6:30 p.m., on the **THIRD** Thursday of each month. Location changes or updates are available at the Office of the Board of Education or at its website – www.waterbury.k12.ct.us

Waterbury Board of Education

FY 2020-2021

Final Expenditure Report

ACCOUNT	CLASSIFICATION	FY 21 ORIGINAL BUDGET	FY 21 ADJUSTED BUDGET	FY21 ACTUAL EXPENDITURE	FY21 OPEN ENCUMBRANCE	FINAL BALANCE
Salaries						
511101	Administrators	\$8,551,263	\$8,160,263	\$8,555,238	\$0	(\$394,975)
511102	Teachers	\$60,803,778	\$59,653,778	\$59,725,055	\$0	(\$71,277)
511104	Superintendent	\$415,000	\$282,000	\$290,402	\$0	(\$8,402)
511106	Early Incentive Certified	\$825,115	\$825,115	\$827,576	\$0	(\$2,461)
511107	Certified Coaches	\$770,000	\$620,000	\$611,625	\$0	\$8,375
511108	School Psychologists	\$1,794,756	\$1,314,756	\$1,286,308	\$0	\$28,448
511109	School Social Workers	\$1,939,578	\$1,819,578	\$1,809,363	\$0	\$10,215
511110	Speech Pathologists	\$2,276,093	\$2,016,093	\$2,009,151	\$0	\$6,942
511111	Ass. Superintendent	\$0	\$0	\$69,231	\$0	(\$69,231)
511113	Extra Compensatory Stipend	\$105,000	\$105,000	\$86,250	\$0	\$18,750
511201	Non-Certified Salaries	\$2,571,929	\$2,436,929	\$2,267,452	\$0	\$169,477
511202	Clerical Wages	\$1,099,960	\$1,099,960	\$1,043,914	\$0	\$56,045
511204	Crossing Guards	\$332,740	\$332,740	\$350,809	\$0	(\$18,070)
511206	Educational	\$589,509	\$589,509	\$515,846	\$0	\$73,663
511212	Substitute Teachers	\$2,945,000	\$595,000	\$559,158	\$0	\$35,842
511215	Cafeteria Aides	\$80,000	\$80,000	\$0	\$0	\$80,000
511217	Library Aides	\$172,837	\$172,837	\$116,081	\$0	\$56,757
511219	School Clerical	\$1,891,750	\$1,891,750	\$1,811,690	\$0	\$80,060
511220	Fiscal Administration	\$581,739	\$501,739	\$446,934	\$0	\$54,805
511222	Transportation Coordinator	\$106,919	\$106,919	\$111,865	\$0	(\$4,946)
511223	Office Aides	\$170,000	\$170,000	\$164,724	\$0	\$5,276
511225	School Maintenance Non-Certified	\$2,538,249	\$1,863,249	\$1,829,677	\$0	\$33,572
511226	Custodians Non-Certified	\$5,820,266	\$4,750,266	\$4,734,827	\$0	\$15,439
511227	Overtime - Outside Activities	\$250,000	\$50,000	\$43,986	\$0	\$6,014
511228	Paraprofessionals	\$10,923,377	\$9,433,377	\$9,416,024	\$0	\$17,353
511229	Bus Duty	\$250,000	\$250,000	\$262,025	\$0	(\$12,025)
511232	Attendance Counselors	\$122,051	\$122,051	\$115,184	\$0	\$6,867
511233	ABA Behaviorial Therapist	\$1,748,689	\$1,448,689	\$1,601,575	\$0	(\$152,886)
511234	Interpreters	\$185,653	\$185,653	\$130,840	\$0	\$54,813
511236	Snow Removal	\$0	\$0	\$32,486	\$0	(\$32,486)
511238	SSPP	\$0	\$0	\$10,998	\$0	(\$10,998)
511650	Overtime	\$690,000	\$420,000	\$435,391	\$0	(\$15,391)
511653	Longevity	\$12,410	\$12,410	\$12,170	\$0	\$240
511700	Extra Police Protection	\$539,387	\$539,387	\$349,637	\$0	\$189,750
511800	Vacation and Sick Term Payout	\$230,000	\$230,000	\$302,275	\$0	(\$72,275)
522501	Health Insurance-General	\$6,000,000	\$8,000,000	\$8,000,000	\$0	\$0
529001	Car Allowance	\$75,000	\$75,000	\$63,781	\$0	\$11,219
529003	Meal Allowances	\$19,800	\$19,800	\$18,669	\$0	\$1,131
Subtotal Salaries		\$117,427,847	\$110,173,847	\$110,018,218	\$0	\$155,629

ACCOUNT	CLASSIFICATION	FY 21 ORIGINAL BUDGET	FY 21 ADJUSTED BUDGET	FY21 ACTUAL EXPENDITURE	FY21 OPEN ENCUMBRANCE	FINAL BALANCE
Purchased Services						
533009	Evaluation	\$25,000	\$8,703	\$8,703	\$0	\$0
533020	Consulting Services	\$422,125	\$1,250,125	\$1,232,561	\$0	\$17,564
533100	Auditing	\$52,000	\$52,000	\$51,988	\$0	\$12
539005	Sporting Officials	\$35,000	\$29,593	\$17,081	\$0	\$12,512
539008	Messenger Service	\$24,978	\$25,678	\$25,418	\$0	\$260
543000	General Repairs & Maintenance	\$1,370,700	\$1,354,470	\$1,137,815	\$0	\$216,655
543011	Maintenance - Service Contracts	\$730,000	\$723,500	\$666,642	\$0	\$56,858
544002	Building Rental	\$562,674	\$727,674	\$717,446	\$0	\$10,228
545002	Water	\$270,000	\$205,000	\$178,468	\$0	\$26,532
545006	Electricity	\$3,129,855	\$2,964,855	\$2,757,545	\$0	\$207,310
545013	Security/Safety	\$125,000	\$123,481	\$83,784	\$0	\$39,697
551000	Pupil Transportation	\$16,010,303	\$12,108,551	\$12,050,230	\$0	\$58,321
553001	Postage	\$70,000	\$70,000	\$70,381	\$0	(\$381)
553002	Telephone	\$250,000	\$250,000	\$222,249	\$0	\$27,751
553005	Wide-area Network (SBC)	\$93,600	\$47,269	\$47,269	\$0	\$0
556055	Tuition - Outside	\$9,515,000	\$8,989,308	\$8,905,535	\$0	\$83,773
556056	Purchased Service - Outside	\$3,000,000	\$3,100,000	\$2,866,963	\$0	\$233,037
557000	Tuition Reimbursement	\$6,000	\$6,000	\$3,545	\$0	\$2,455
558000	Travel Expenses	\$20,000	\$5,000	\$0	\$0	\$5,000
559001	Advertising	\$20,000	\$20,000	\$5,571	\$0	\$14,429
559002	Printing & Binding	\$30,000	\$24,000	\$15,971	\$0	\$8,029
559104	Insurance - Athletics	\$23,500	\$24,707	\$24,707	\$0	\$0
Subtotal Purchased Services		\$35,785,735	\$32,109,913	\$31,089,872	\$0	\$1,020,041
Supplies/Materials						
561100	Instructional Supplies	\$1,620,000	\$3,840,282	\$3,786,219	\$0	\$54,063
561200	Office Supplies	\$71,840	\$72,223	\$66,210	\$0	\$6,013
561204	Emergency/Medical Supplies	\$4,000	\$4,000	\$2,472	\$0	\$1,528
561210	Intake Center Supplies	\$3,500	\$3,500	\$3,279	\$0	\$221
561211	Recruitment Supplies	\$50,000	\$50,000	\$43,324	\$0	\$6,676
561212	Medicaid Supplies	\$12,500	\$12,500	\$11,038	\$0	\$1,462
561501	Diesel	\$154,815	\$154,815	\$64,497	\$0	\$90,318
561503	Gasoline	\$35,000	\$50,000	\$43,102	\$0	\$6,898
561505	Natural Gas	\$1,666,000	\$1,666,000	\$1,607,859	\$0	\$58,141
561507	Janitorial Supplies	\$235,000	\$235,000	\$185,620	\$0	\$49,380
561508	Electrical Supplies	\$50,000	\$50,000	\$34,813	\$0	\$15,187
561509	Plumbing Supplies	\$100,000	\$105,000	\$82,552	\$0	\$22,448
561510	Building & Ground Supplies	\$150,000	\$160,000	\$154,969	\$0	\$5,031
561511	Propane	\$301,563	\$213,501	\$169,096	\$0	\$44,404
567000	Clothing Supplies	\$40,000	\$31,519	\$30,124	\$0	\$1,396
567001	Crossing Guard Uniforms	\$2,000	\$2,000	\$1,639	\$0	\$361
569010	Recreational Supplies	\$20,000	\$20,000	\$8,303	\$0	\$11,697
569029	Athletic Supplies	\$130,000	\$130,000	\$126,176	\$0	\$3,824
Subtotal Supplies/Materials		\$4,646,218	\$6,800,340	\$6,421,290	\$0	\$379,050

ACCOUNT	CLASSIFICATION	FY 21 ORIGINAL BUDGET	FY 21 ADJUSTED BUDGET	FY21 ACTUAL EXPENDITURE	FY21 OPEN ENCUMBRANCE	FINAL BALANCE
Property						
575008	Furniture-Misc.	\$50,000	\$15,947	\$15,854	\$0	\$93
575200	Office Equipment	\$160,000	\$1,885,000	\$1,872,724	\$0	\$12,276
575408	Plant Equipment	\$40,000	\$72,000	\$69,235	\$0	\$2,765
Subtotal Property		\$250,000	\$1,972,947	\$1,957,813	\$0	\$15,134
Other/Miscellaneous						
589021	Mattatuck Museum	\$13,000	\$13,000	\$9,873	\$0	\$3,127
589034	Board of Ed Commissioners	\$20,700	\$20,700	\$20,701	\$0	(\$1)
589036	Emergency Fund	\$9,500	\$9,500	\$9,177	\$0	\$324
589201	Mileage	\$20,000	\$20,000	\$2,732	\$0	\$17,268
589205	Coaches Reimbursements	\$7,000	\$7,000	\$987	\$0	\$6,013
589900	Dues & Publications	\$60,000	\$60,000	\$56,637	\$0	\$3,363
591002	Transfer to Sinking Fund	\$0	\$7,052,752	\$7,052,752	\$0	\$0
591004	Athletic Revolving Fund	\$135,000	\$135,000	\$135,000	\$0	\$0
Total Other/Miscellaneous		\$265,200	\$7,317,952	\$7,287,858	\$0	\$30,094
GRAND TOTAL OPERATING BUDGET		\$158,375,000	\$158,375,000	\$156,775,051	\$0	\$1,599,949
Other Additional Funding						
	Alliance Non-Reform/Reform	\$23,442,782	\$23,442,782	\$23,442,782	\$0	\$0
	GF Surplus 15-16	\$1,000,000	\$1,000,000	\$0	\$0	\$1,000,000
	GF Surplus 14-15	\$1,000,000	\$1,000,000	\$0	\$0	\$1,000,000
	GF Surplus 16-17	\$450,000	\$450,000	\$0	\$0	\$450,000
	Contingency Surplus	\$675,000	\$675,000	\$0	\$0	\$675,000
	City Non Lapsing Account	\$500,000	\$500,000	\$0	\$0	\$500,000
Total Additional Funding		\$27,067,782	\$27,067,782	\$23,442,782	\$0	\$3,625,000
GRAND TOTAL ALL FUNDING		\$185,442,782	\$185,442,782	\$180,217,833	\$0	\$5,224,949

Allocations

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Allocations

	(1) Alliance DG	(2) Priority SDG	(3) PSD - ESH	(4) PSD - SS	Total
LEA	\$43,605,615.00	\$1,974,717.00	\$315,194.00	\$373,461.00	\$46,268,987.00
Total	\$43,605,615.00	\$1,974,717.00	\$315,194.00	\$373,461.00	\$46,268,987.00

Contacts

Waterbury School District (151-000) Public School District - FY 2022 - 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>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>

Talent

Waterbury School District (151-000) Public School District - FY 2022 - 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: [Connecticut Report Card data](#)

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- ☒ 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 2020-21 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.

☒ Recruitment and human capital pipelines

☒ Instructional coaching

☒ Hiring and placement processes

☒ District/school leadership development

☒ Professional learning

☒ Retention of top talent

☐ Evaluation

☐ 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:	Aligned SMART Goals:
<p>Sample: 1.1 <u>Embedded Literacy Coaching</u> - 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 2020.</p> <p><i>Rationale: The addition of embedded coaches in each Turnaround and Focus elementary school in 2018-19 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 2020.</i></p>	<p>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 2020-21.</p>

1.1 Improve Instructional Leadership Effectiveness-The Chief Academic Officer, Chief Turnaround Officer, and Assistant Superintendents will collaborate with colleagues 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. Monthly focus walks with all administrators aligned to district and school priorities. Administrators will also have the opportunity to engage in professional learning in the National Institute for School Leadership. Rationale: The Chief Academic Officer and Assistant Superintendents provide the guidance, support and leadership that will be imperative to successful implementation of district and school improvement goals aligned to core priorities in collaboration with school leaders.

1.1 The District Performance Index (DPI) for ELA will improve from 55.6 in 2019 to 61.7 in 2022. The DPI for Math will improve from 48.6 in 2019 to 57.7 in 2022.

1.2 The District Performance Index (DPI) for ELA will improve from 55.6 in 2019 to 61.7 in 2022. The DPI for Math will improve from 48.6 in 2019 to 57.7 in 2022.

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. 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. Teachers will continue to develop blended learning 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 improved student achievement and accelerate student learning.

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 not only recruits the highest quality staff but also retains staff, is vitally important to sustainable growth.

1.3 The District Performance Index (DPI) for ELA will improve from 55.6 in 2019 to 61.7 in 2022. The DPI for Math will improve from 48.6 in 2019 to 57.7 in 2022.

Academics

Waterbury School District (151-000) Public School District - FY 2022 - 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: [Connecticut Report Card data](#)

* 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 2020-21 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:
<p>Sample: <u>2.1 Pre-K Grade 3 Literacy</u> - 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.</p> <p><i>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.</i></p>	<p>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 2020-21.</p>
<p>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: "<u>2.1 CORE DISTRICT PRIORITY #1</u> (or #2 or #3) - <u>PreK Grade 3 Literacy</u>." ...</p>	

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. The Chief Academic Officer, Early Childhood Education Supervisor, Early Childhood Special Education Supervisors, and School Readiness Council will work in collaboration leveraging Quality Enhancement and Alliance funds to improve the PK curriculum. A focused effort on establishing the dual language school and extend supports 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 the K-12 education and scoring in the lowest performance level. In addition, there were approximately 100 students who earned the seal of biliteracy in 2020-2021 and the district believes they can double that amount based on current data.

2.1 The District Performance Index (DPI) for ELA will improve from 55.6 in 2019 to 61.7 in 2022. The average percentage of Target Achieved in Oral ELP on LAS Links will improve from 44.5% 2019 to 78.9% in 2022. The Average percentage of Target Achieved in Literacy ELP on LAS Links will improve from 50.5% in 2019 to 71.7% in 2022.

2.2 The District Performance Index (DPI) for ELA will improve from 55.6 in 2019 to 61.7 in 2022.

<p>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.</p>	
<p>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-5] - Focused efforts on building conceptual knowledge through the use of student-centered tasks including hands-on activities as well as technology-based simulations while growing procedural fluency in earlier standards. - Utilization of the new 6-12 Assessment system Performance Matters to improve</p>	<p>2.3 The DPI for Math will improve from 48.6 in 2019 to 57.7 in 2022.</p>

Assessment system, performance matters, to improve decision making for students and staff as measured by: 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, which 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.

Climate

Waterbury School District (151-000) Public School District - FY 2022 - 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: [Connecticut Report Card data](#)

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- ☒ 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 climate systems. Place a check beside the district's 2020-21 climate-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Attendance/Chronic absenteeism | <input checked="" type="checkbox"/> Graduation/dropout prevention/on-track for graduation |
| <input checked="" type="checkbox"/> Suspension rate | <input checked="" type="checkbox"/> Family engagement |
| <input checked="" type="checkbox"/> Wraparound services | <input type="checkbox"/> Other |

2. Identify a core set of no more than three strategies to advance the district's climate-related reform priorities (identified in 1). Following the sample below, summarize each district climate strategy using a number (eg. 3.1), 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.

Climate Priorities:	Aligned SMART Goals:

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.

Sample: 3.1 In alignment with ESSA goal targets, decrease the district's Chronic Absenteeism indicator from 14.7 in 2018-19 to 12.0 in 2020-21.

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, 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.

3.1 Reduce Chronic Absenteeism from 15.6% in the 2018-2019 school year to 11.8% in the 2021-2022 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 to reduce 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 15.6% in the 2018-2019 school year to 11.8% in the 2021-2022 school year.

3.3 Increase the four-year graduation rate from 76.7% in 2018-2019 to 82.9% in 2021-2022. Increase the six-year high needs graduation rate from 75.1% in 2018-2019 to 84.9% in 2021-2022.

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.

Operations

Waterbury School District (151-000) Public School District - FY 2022 - 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: [Connecticut Report Card data](#)

* 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 2020-21 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.

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 2020-21.

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 2021-22 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.

4.1 Reduce Chronic Absenteeism from 15.6% in the 2018-2019 school year to 11.8% in the 2021-2022 school year.

4.2 Each school will implement an after-school program focused on math and science and enrichment with highly qualified teachers. In addition, in the Summer of 2022, 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 focusing on core subject areas, but it also allows for enrichment. Both are proven to be beneficial for student achievement.

4.2 The District Performance Index (DPI) for ELA will improve from 55.6 in 2019 to 61.7 in 2022. The DPI for Math will improve from 48.6 in 2019 to 57.7 in 2022. Reduce Chronic Absenteeism from 15.6% in the 2018-2019 school year to 11.8% in the 2021-2022 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 blended learning model being adopted by the district 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, and transcripts, as well as 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 55.6 in 2019 to 61.7 in 2022. The DPI for Math will improve from 48.6 in 2019 to 57.7 in 2022.

Opportunity Districts

Waterbury School District (151-000) Public School District - FY 2022 - 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.

Related Documents

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants

Required Documents

Type	Document Template	Document/Link
ESSA Accountability Key Indicator Dashboard [Upload 1 document(s)]	N/A	 ESSA Milestones

Optional Documents

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

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

USE OF ALLIANCE DISTRICT FUNDS:

Under Connecticut General Statute Section 10-262u(d), the following focus areas for spending are defined for Alliance District funds that may include, but not be limited to the following:

1. A tiered system of interventions.
2. Foundational reading programs (Grades K-3).
3. Additional learning time, either extended day or extended year.
4. A talent strategy designed to "attract, retain, promote and bolster the performance of staff," including allowable \$500 stipends for mentor teachers in the TEAM program.
5. Training for school leaders and staff on new teacher evaluation models.
6. Coordination with early childhood education providers, including funding for Head Start.
7. Coordination with governmental and community programs for student support and Wraparound Services.
8. Implementing and furthering statewide education standards and associated activities and initiatives.
9. Minority teacher/administrator recruiting.
10. Enhancement of bilingual education programs.

Alliance District Grant Budget

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

Object	Total
100 - Personal Services > Salaries	\$37,090,869.52
200 - Personal Services > Employee Benefits	\$2,054,655.48
300 - Purchased Professional and Technical Services	\$815,000.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$1,172,943.00
600 - Supplies	\$872,147.00
700 - Property	\$1,600,000.00
800 - Debt Service and Miscellaneous	\$0.00
Total	\$43,605,615.00
Allocation	\$43,605,615.00
Remaining	\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

100 - Personal Services > Salaries - \$37,090,869.52 ▼

Budget Detail		Narrative Description
Object:	100 - Personal Services > Salaries	Waterbury Career Academy 85 Full time Positions (3 Administrators, 70 Teachers, 3 Clerical, 6 Maintainers, 1 Hall Monitor, 1 Classroom, 1 network Specialist)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$5,790,251.00	
Line Item Total:	\$5,790,251.00	
Object:	100 - Personal Services > Salaries	Bilingual Teachers 56 Full-time Positions(7 Hopeville, 4 Wallace, 8 Bucks Hill, 8 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
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	

Quantity:	1.00	
Cost:	\$3,959,000.00	
Line Item Total:	\$3,959,000.00	
Object:	100 - Personal Services > Salaries	Wallace Teachers 46 Full-time Positions(4-Computer, 12 English, 9 Science, 9 Social Studies, 9 Math, Spanish, Reading, Unique Subject Area
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$3,250,441.00	
Line Item Total:	\$3,250,441.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	North End Middle School Teachers 48 Full-time Positions (3 Computers, 14 English, 11 Science, 9 Social Studies, 9 Math, 1 reading, 1 Spanish,)
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	

Quantity:	1.00	
Cost:	\$3,157,535.00	
Line Item Total:	\$3,157,535.00	
Object:	100 - Personal Services > Salaries	<p>Wilby Teachers 46 Full-time Positions (3 Biology, 9 English, 2 Science, 3 Spanish, 9 Social Studies, 7 Math, 5 Business, 2 Chemistry, 2 FCS, 1 Physics, 1 Italian)</p>
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 (151-000)	
Quantity:	1.00	
Cost:	\$3,102,325.13	
Line Item Total:	\$3,102,325.13	<p>School Counselors 26 Full-time Positions (3 North End, 2 Enlightenment, 6 Wilby, 4 WAMS, 3 West Side, 4 Kennedy, Wallace, Bucks Hill, Split Carrington/ Gilmartin, Split Duggan/Tinker)</p>
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	
Focus		

Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,828,828.00	
Line Item Total:	\$1,828,828.00	
Object:	100 - Personal Services > Salaries	West Side Teachers 25 Full-time Teacher Positions 5 English, 7 Social Studies, 5 General Science, 2 Spanish, 5 Math, 1 Computer,
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,822,271.00	Tech Ed Teachers 24 Full- time Positions (6 Crosby, 6 Kennedy, 4 Wilby, 2 West Side, 2 WAMS, Gilmartin, North End, Wallace, Reed)
Line Item Total:	\$1,822,271.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	
Focus	Academics Goal 2.2	

Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,700,181.00	
Line Item Total:	\$1,700,181.00	
Object:	100 - Personal Services > Salaries	Library Media Specialists 22 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
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,620,804.00	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)
Line Item Total:	\$1,620,804.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	

LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,282,260.00	
Line Item Total:	\$1,282,260.00	
Object:	100 - Personal Services > Salaries	Reading Teachers 14.5 Full-time Positions (6- West Side, 6- Wallace, 2- North End, 1 International School)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,045,483.00	
Line Item Total:	\$1,045,483.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	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)
Focus Area:	Academics Goal 2.2	
	Climate Goal 3.1	
	Climate Goal 3.3	
LEA /	Waterbury School District (151-	

School:	000)	
Quantity:	1.00	
Cost:	\$849,399.00	
Line Item Total:	\$849,399.00	
Object:	100 - Personal Services > Salaries	Art/ Music Teachers 12 Full-time Positions (2 Crosby, 2 Reed, Sprague, Maloney, Carrington, State Street, Enlightenment, Duggan, West Side, North End)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$825,607.39	
Line Item Total:	\$825,607.39	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	Academic Academy Program 12 Full-time Positions (1 Supervisor, 11 Teachers @ Wallace)
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA /	Waterbury School District (151-	

School:	000)	
Quantity:	1.00	
Cost:	\$781,398.00	
Line Item Total:	\$781,398.00	
Object:	100 - Personal Services > Salaries	Literacy Facilitators 10 Full-time Positions (Tinker, Walsh, Gilmartin, Hopeville, Kingsbury, Generali, Reed, Chase, Wilson, Bunker Hill)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$770,135.00	
Line Item Total:	\$770,135.00	
Object:	100 - Personal Services > Salaries	Crosby Teachers 8 Full time Positions(4-Guidance, TAG, Counselor, Librarian, Science)
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 (151-000)	
Quantity:	1.00	
Cost:	\$573,199.00	
Line Item Total:	\$573,199.00	
Object:	100 - Personal Services > Salaries	Supervisor Positions 4 Full-time (Fine Arts, Social Studies, ELA Secondary, Career Technical Education) 12 months (Central Office)
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 (151-000)	
Quantity:	1.00	
Cost:	\$482,893.00	
Line Item Total:	\$482,893.00	
Object:	100 - Personal Services > Salaries	
		Content Supervisors 3.5 full time Positions 12 Months (Central Office)

Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1 Talent - Goal 1.2 Academics Goal 2.1 Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$430,336.00	
Line Item Total:	\$430,336.00	
Object:	100 - Personal Services > Salaries	Walsh Teachers 6 Full-time Positions (4 Elementary, Science, Reading)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$365,535.00	
Line Item Total:	\$365,535.00	

Object:	100 - Personal Services > Salaries	Assistant Superintendents 2 Full-time Positions- 12 months (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	<div>Talent - Goal 1.1</div> <div>Talent - Goal 1.2</div> <div>Talent - Goal 1.3</div>	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$303,734.00	
Line Item Total:	\$303,734.00	
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 (151-000)	
Quantity:	1.00	
Cost:	\$300,000.00	
Line Item Total:	\$300,000.00	
Object:	100 - Personal Services >	

	Salaries	After School Program for Elementary, Pre-K 8 and Middle schools to expand on Extended School Hours. Teachers after school rate is \$33/ hour
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
	Academics Goal 2.2	
	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$230,000.00	Supervisor of Talent & Professional Development 2 Full-time Position- 12 months (Central Office)
Line Item Total:	\$230,000.00	
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 (151-000)	
Quantity:	1.00	
Cost:	\$226,697.00	
Line Item Total:	\$226,697.00	
Object:	100 - Personal Services >	

	Salaries	Teachers Prep Time 11 Subs at \$20,000/ each
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$220,000.00	
Line Item Total:	\$220,000.00	
Object:	100 - Personal Services > Salaries	1 Early Childhood Supervisor (Pre-School) 1 Early Childhood Special Ed Supervisor
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$183,982.00	
Line Item Total:	\$183,982.00	
Object:	100 - Personal Services > Salaries	Math Coach 2.5 Full-time Positions (2 West Side and Wallace, 1 Split 50% Title 1 @ Bunker Hill)
Purpose:	01 - Public School Activities	

Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$170,048.00	
Line Item Total:	\$170,048.00	
Object:	100 - Personal Services > Salaries	Chief Academic Officer 1 Full-time Position-12 months (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$164,000.00	Chief Turnaround Officer 1 Full-time position 12 months (Central Office)
Line Item Total:	\$164,000.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	

Focus Area:	<div>Talent - Goal 1.1</div> <div>Talent - Goal 1.2</div> <div>Talent - Goal 1.3</div>	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$150,000.00	
Line Item Total:	\$150,000.00	
Object:	100 - Personal Services > Salaries	Director of College & Career Readiness 1 Full-time position (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$146,898.00	
Line Item Total:	\$146,898.00	
Object:	100 - Personal Services > Salaries	Supervisor of Technology for Teaching & Learning 1 Full-Time Position 12 months (Central Office)
Purpose:	01 - Public School Activities	
Focus		

Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$130,802.00	
Line Item Total:	\$130,802.00	
Object:	100 - Personal Services > Salaries	Math Supervisor 1 full-time Position- 12 Months (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$124,946.00	Director of Equity and Inclusion 1 Full-time Position 12 months (Central Office)
Line Item Total:	\$124,946.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Climate Goal 3.1	

	Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$120,000.00	
Line Item Total:	\$120,000.00	
Object:	100 - Personal Services > Salaries	Legal Counsel 1 FTE Salary
Purpose:	01 - Public School Activities	To assist with legal contracts, labor negotiations, labor relations & other related processes
Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$120,000.00	
Line Item Total:	\$120,000.00	
Object:	100 - Personal Services > Salaries	Early College High Administrator (Crosby) 1 Full time 12 mos
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA /	Waterbury School District (151-	

School:	000)	
Quantity:	1.00	
Cost:	\$116,418.00	
Line Item Total:	\$116,418.00	
Object:	100 - Personal Services > Salaries	Crosby Administrator 1 full-time Position- 12 months
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$116,418.00	
Line Item Total:	\$116,418.00	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	Coordinator of Security and School Safety 1 Full-time Position- 12 Months
Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	

Cost:	\$107,888.00	
Line Item Total:	\$107,888.00	
Object:	100 - Personal Services > Salaries	Pre-K Certified Teachers 1 Full-time Pre-K Teacher at WCA
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$84,761.00	
Line Item Total:	\$84,761.00	
Object:	100 - Personal Services > Salaries	Behavioral Techs (Counselors) 2 full-time Positions (State Street, Enlightenment)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1 Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	

Cost:	\$82,721.00	
Line Item Total:	\$82,721.00	
Object:	100 - Personal Services > Salaries	Professional Development Stipends for Schools Teaching staff will provide additional academic support to colleagues based on their expertise. 33 schools @ \$2500/per school
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$82,500.00	
Line Item Total:	\$82,500.00	
Object:	100 - Personal Services > Salaries	TEAM Mentor Teacher Stipends: Stipends for Cooperating Teachers; TEAM Mentors; Relay Mentors
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$50,000.00	
Line Item Total:	\$50,000.00	

Object:	100 - Personal Services > Salaries	1 Full-time Office Manager 12 month position (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$41,860.00	
Line Item Total:	\$41,860.00	
Object:	100 - Personal Services > Salaries	WCA Stem Part-time Support Staff After School @ \$33/ Hr for approximately (5) teachers Teachers & \$38/hr for (1) Administrator
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$33,428.00	
Line Item	\$33,428.00	

Total:		
Object:	100 - Personal Services > Salaries	Hall Monitors 2 Part time substitutes \$90 / Day x 182 Days (Wilby, Kennedy)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1 Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$32,760.00	
Line Item Total:	\$32,760.00	
Object:	100 - Personal Services > Salaries	Teaching Assistant Pre-K 1 Part-time Pre-K Assistant Position- 10 Months (WCA)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$31,247.00	
Line Item		

Total:	\$31,247.00	
Object:	100 - Personal Services > Salaries	ELA Coach .5 Full-time Positions (Split 50% Title 1 West Side)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$27,500.00	
Line Item Total:	\$27,500.00	
Object:	100 - Personal Services > Salaries	Online Learning digital Curriculum Part-time Substitutes after School
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$20,000.00	
Line Item Total:	\$20,000.00	
Object:	100 - Personal Services > Salaries	Stipends for Paraprofessionals in completion of the Relay GSE

Purpose:	01 - Public School Activities	Program 3 Paraprofessionals @ \$6,000 each
Focus Area:	Talent - Goal 1.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$18,000.00	
Line Item Total:	\$18,000.00	
Object:	100 - Personal Services > Salaries	In School Suspension Monitor 1 Part-time Monitor \$90/ day x 182 days- Reed
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$16,380.00	
Line Item Total:	\$16,380.00	
Total for 100 - Personal Services > Salaries:		\$37,090,869.52
Total for all other Objects:		\$6,514,745.48
Total for all Objects:		\$43,605,615.00

Allocation:	\$43,605,615.00
Remaining:	\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

200 - Personal Services > Employee Benefits - \$2,054,655.48 ▼

Budget Detail		Narrative Description
Object:	200 - Personal Services > Employee Benefits	Social Workers 13 Full time positions 10 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	<div>Climate Goal 3.1</div> <div>Climate Goal 3.2</div> <div>Climate Goal 3.3</div>	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$390,469.00	
Line Item Total:	\$390,469.00	
Object:	200 - Personal Services > Employee Benefits	Literacy Facilitators 10 Full time positions 10 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	

Quantity:	1.00	
Cost:	\$354,031.00	
Line Item Total:	\$354,031.00	
Object:	200 - Personal Services > Employee Benefits	Art Music Teachers 12 Full time positions 10 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$230,503.00	
Line Item Total:	\$230,503.00	
Object:	200 - Personal Services > Employee Benefits	Assistant Superintendents 2 Full time positions 12 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3	
LEA / School:	Waterbury School District (151-000)	

Quantity:	1.00	
Cost:	\$139,627.00	
Line Item Total:	\$139,627.00	
Object:	200 - Personal Services > Employee Benefits	Supervisor of Talent and Professional Development 2 Full time position 12 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.2 Talent - Goal 1.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$104,212.61	Early Childhood Special Ed Supervisor 2 Full time position (Preschool) @ 45.97%
Line Item Total:	\$104,212.61	
Object:	200 - Personal Services > Employee Benefits	
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	

Cost:	\$84,576.52	
Line Item Total:	\$84,576.52	
Object:	200 - Personal Services > Employee Benefits	Math Coach 2.5 Full time positions 10 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$78,171.00	
Line Item Total:	\$78,171.00	
Object:	200 - Personal Services > Employee Benefits	Chief Academic Officer 1 full time Position 12 Months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:		

	\$75,390.00	
Line Item Total:	\$75,390.00	
Object:	200 - Personal Services > Employee Benefits	Chief Turnaround Officer 1 Full-time Position @ 45.97% (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$68,955.00	
Line Item Total:	\$68,955.00	
Object:	200 - Personal Services > Employee Benefits	Full-time Director of College & Career Readiness @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:		

	\$67,529.00	
Line Item Total:	\$67,529.00	
Object:	200 - Personal Services > Employee Benefits	Full-time Supervisor of Technology for Teaching and Learning @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$60,130.00	
Line Item Total:	\$60,130.00	
Object:	200 - Personal Services > Employee Benefits	Coordinator of Security & School Safety 1 Full time position - 12 months @ 53.62%
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$57,850.00	
Line Item Total:	\$57,850.00	

Object:	200 - Personal Services > Employee Benefits	Math Supervisor 1 Full time position 12 Months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$57,437.00	
Line Item Total:	\$57,437.00	
Object:	200 - Personal Services > Employee Benefits	Director of Equity and Inclusion 1 Full-time Position 12 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Climate Goal 3.1 Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$55,164.00	
Line Item Total:	\$55,164.00	

Object:	200 - Personal Services > Employee Benefits	Legal Counsel Benefits 1 Full-time Position 12 Months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$55,164.00	
Line Item Total:	\$55,164.00	
Object:	200 - Personal Services > Employee Benefits	Early College High Administrator 1 Full-time position 12 months @45.97% (Central Office)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$53,517.35	
Line Item Total:	\$53,517.35	
Object:	200 - Personal Services > Employee Benefits	Behavior Techs (Counselors) 2 Full time positions 10 months @ 53.62%
Purpose:	01 - Public School Activities	

Focus Area:	Climate Goal 3.1 Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$44,355.00	
Line Item Total:	\$44,355.00	
Object:	200 - Personal Services > Employee Benefits	Pre-K Certified Teacher 1 Full time position 10 months @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$38,965.00	
Line Item Total:	\$38,965.00	
Object:	200 - Personal Services > Employee Benefits	Office Manager 1 Full-time Position 12 months @ @ 53.62%
Purpose:	01 - Public School Activities	

Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$22,445.00	
Line Item Total:	\$22,445.00	
Object:	200 - Personal Services > Employee Benefits	ELA Coach 0.5 full time position (Split 50% Title I) @ 45.97%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$12,642.00	Teaching Assistant Pre-K 1 Part time position 10 months @ 11.27%
Line Item Total:	\$12,642.00	
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 (151-000)		
Quantity:	1.00		
Cost:	\$3,522.00		
Line Item Total:	\$3,522.00		
Total for 200 - Personal Services > Employee Benefits:			\$2,054,655.48
Total for all other Objects:			\$41,550,959.52
Total for all Objects:			\$43,605,615.00
Allocation:			\$43,605,615.00
Remaining:			\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

300 - Purchased Professional and Technical Services - \$815,000.00 ▼

Budget Detail		Narrative Description
Object:	300 - Purchased Professional and Technical Services	National Institute for School Leadership (NISL) Professional Development Leadership Training
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$360,000.00	
Line Item Total:	\$360,000.00	
Object:	300 - Purchased Professional and Technical Services	Minority Recruitment and Retention Recruitment materials; recruitment photos/videos; social media ads; promote jobs on recruitment sites; Advertising on billboards
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	

Cost:	\$200,000.00	
Line Item Total:	\$200,000.00	
Object:	300 - Purchased Professional and Technical Services	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.
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1 Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$100,000.00	
Line Item Total:	\$100,000.00	
Object:	300 - Purchased Professional and Technical Services	Naugatuck Valley Community College (NVCC) Partnership NVCC Dual Articulation Courses Waterbury Career Academy School
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$80,000.00	
Line Item		

Total:	\$80,000.00	
Object:	300 - Purchased Professional and Technical Services	Recruitment of Outside service supports to help manage Waterbury Promise Program.
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$75,000.00	
Line Item Total:	\$75,000.00	
Total for 300 - Purchased Professional and Technical Services:		\$815,000.00
Total for all other Objects:		\$42,790,615.00
Total for all Objects:		\$43,605,615.00
Allocation:		\$43,605,615.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

500 - Other Purchased Services - \$1,172,943.00 ▼

Budget Detail		Narrative Description
Object:	500 - Other Purchased Services	Transportation for the Extended Day After School Programs 3 days per week for 6-8 months.
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$500,000.00	
Line Item Total:	\$500,000.00	
Object:	500 - Other Purchased Services	Student Management System Manage student system (Power School) for a more coherent and aligned approach to operations.
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$430,561.00	

Line Item Total:	\$430,561.00	
Object:	500 - Other Purchased Services	M Class 3D Assessment M Class Elementary Reading 3D software, platform and tools for student subscriptions
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$172,382.00	
Line Item Total:	\$172,382.00	
Object:	500 - Other Purchased Services	Online virtual learning Reading, Math, Science and Fine arts
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$70,000.00	
Line Item Total:	\$70,000.00	

Total for 500 - Other Purchased Services:	\$1,172,943.00
Total for all other Objects:	\$42,432,672.00
Total for all Objects:	\$43,605,615.00
Allocation:	\$43,605,615.00
Remaining:	\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

600 - Supplies - \$872,147.00 ▼

Budget Detail		Narrative Description
Object:	600 - Supplies	Instructional and Recreational supplies for the Extended Learning After School Programs for the Elementary, PK8 & Middle Schools.
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$300,000.00	
Line Item Total:	\$300,000.00	
Object:	600 - Supplies	Online Learning/Digital Curriculum - Edgenuity 1 year online system - Online learning (regular and extended school day use)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$153,150.00	

Line Item Total:	\$153,150.00	
Object:	600 - Supplies	Instructional supplies; Textbooks for the Early Collège High Program
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$150,000.00	
Line Item Total:	\$150,000.00	
Object:	600 - Supplies	Instructional supplies from McGraw Hill for Grade K-1 and K2 for the International Dual Language School Mara villas 2017 Grade K-1 Reading Wonders 2017- Grade K-1 Wonders ELD Grade 1 and 2
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$150,000.00	
Line Item Total:	\$150,000.00	

Object:	600 - Supplies	Materials and supplies to enhance professional learning.
Purpose:	01 - Public School Activities	
Focus Area:	Talent - Goal 1.1 Talent - Goal 1.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$62,500.00	
Line Item Total:	\$62,500.00	
Object:	600 - Supplies	College Readiness System Solutions SAT testing materials & scoring
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Academics Goal 2.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$56,497.00	
Line Item Total:	\$56,497.00	
Total for 600 - Supplies:		\$872,147.00
Total for all other Objects:		\$42,733,468.00

Total for all Objects:

\$43,605,615.00

Allocation:

\$43,605,615.00

Remaining:

\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

700 - Property - \$1,600,000.00 ▼

Budget Detail		Narrative Description
Object:	700 - Property	<p>Purchase of education technology to support and enhance the overall teaching and learning capabilities of each classroom.</p> <p>Laptops for Instructional Staff -to support the Hybrid Learning Model and ensure that teachers have the technological tools needed to provide quality education in this new learning environment.</p> <p>Chromebooks - To support a 1:1 device initiative that all students have adequate technology for In-person and distance learning. Approximately 2200 @ \$453 each</p> <p>Chromebook Laptop Carts - Charging stations to support the 1:1 device</p>
Purpose:	01 - Public School Activities	
Focus Area:	<p>Academics Goal 2.1</p> <p>Operations Goal 4.3</p>	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$1,500,000.00	
Line Item Total:	\$1,500,000.00	
Object:	700 - Property	<p>Security & Safety lockdown system controls for (NEMS, Wilby, WSMS, Kennedy, International, Wendell Cross schools)</p>
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$100,000.00	

Line Item		
Total:	\$100,000.00	
Total for 700 - Property:		\$1,600,000.00
Total for all other Objects:		\$42,005,615.00
Total for all Objects:		\$43,605,615.00
Allocation:		\$43,605,615.00
Remaining:		\$0.00

Alliance District Grant Budget Overview

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

Filter by Location: All - \$43,605,615.00 ▼

Purpose	01 - Public School Activities	Total
Object		
100 - Personal Services > Salaries	37,090,869.52	37,090,869.52
200 - Personal Services > Employee Benefits	2,054,655.48	2,054,655.48
300 - Purchased Professional and Technical Services	815,000.00	815,000.00
500 - Other Purchased Services	1,172,943.00	1,172,943.00
600 - Supplies	872,147.00	872,147.00
700 - Property	1,600,000.00	1,600,000.00
Total	43,605,615.00	43,605,615.00
	Allocation	43,605,615.00
	Remaining	0.00

Related Documents

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

Required Documents

This page is currently not accepting Related Documents.

Grant Award Letter

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

A grant award letter has not yet been generated.

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

USE OF PRIORITY SCHOOL DISTRICT FUNDS:

Connecticut General Statute Section 10-266q(b) defines that Priority School District funds shall be used for any of the following:

1. Development or expansion of scientifically-based reading research and instruction.
2. Numeracy instruction.
3. Support to chronically absent students.
4. Programs or activities related to dropout prevention.
5. Alternative and transitional programs.
6. Academic enrichment, tutorial and recreation programs or activities during non-school hours and during the summer.
7. Development or expansion of extended-day kindergarten programs.
8. Enhancement of the use of technology to support instruction or improve parent-teacher communication.
9. Initiatives to strengthen parent and community involvement in school and district programs.
10. Obtaining accreditation for elementary and middle schools from New England Association of Schools and Colleges.

Note that for the Priority School District grant, by statute, at least 20 percent of the grant must be used for early reading intervention programs, and that if such grant is being used for purposes other than those specified above, it is subject to repayment to the state.

Priority School District Grant Budget

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

Object	Total
100 - Personal Services > Salaries	\$1,723,504.74
200 - Personal Services > Employee Benefits	\$158,795.75
300 - Purchased Professional and Technical Services	\$0.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$31,592.87
600 - Supplies	\$58,331.64
700 - Property	\$2,492.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
Total	\$1,974,717.00
Allocation	\$1,974,717.00
Remaining	\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

100 - Personal Services > Salaries - \$1,723,504.74 ▼

Budget Detail		Narrative Description
Object:	100 - Personal Services > Salaries	8 FT Kindergarten Teachers (Washington, Chase, Maloney, Hopeville, Bucks Hill), 4 FT Kindergarten Aides (Chase, Driggs, International)
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$680,808.00	
Line Item Total:	\$680,808.00	
Object:	100 - Personal Services > Salaries	1 Admin @ 50%, 4 Bilingual Reading Teachers @ 100% (Chase, Bucks Hill, Hopeville, International), 2 Literacy Facilitators @ 50% (Chase, W.Cross), 2 Literacy Teachers @ 50% (Washington, Carrington) 1 Literacy Teacher @ 100% (Enlightenment & Excel Program), 2 Reading Teachers @ 50% (Maloney, Rotella).
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	

Cost:	\$663,542.00	
Line Item Total:	\$663,542.00	
Object:	100 - Personal Services > Salaries	Drop Out Prevention - 1 FT Prevention Specialist (Enlightenment & Excel Program, 1 FT Truancy Specialist (Enlightenment & Excel Program), 1 FT Clerical (Central Office), 2 Hall Monitors (Enlightenment & Excel Program, State Street)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$116,676.00	
Line Item Total:	\$116,676.00	
Object:	100 - Personal Services > Salaries	Alternative Programs - 1 FT Alternative Teacher (State Street Transitional Program)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$84,761.00	
Line Item Total:	\$84,761.00	

Object:	100 - Personal Services > Salaries	3 FT Parent Liaison @ 100% to assist with all Parent involvement activities (Enlightenment & Excel Program, State Street, International, Buck's Hill Annex)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$67,214.40	
Line Item Total:	\$67,214.40	
Object:	100 - Personal Services > Salaries	Teachers and Aides - After School employees at the elementary schools assist the students by extending learning in the Before and After School Program.
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$35,000.00	
Line Item Total:	\$35,000.00	
Object:	100 - Personal Services > Salaries	3 Truancy Prevention Specialists @ 25% salary to assist in the support for Chronically Absent students at the comprehensive Middle Schools (Wallace, North End, West Side)

Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.2 Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$22,281.40	
Line Item Total:	\$22,281.40	
Object:	100 - Personal Services > Salaries	3 Prevention Specialists @ 25% salary to assist in Drop Out Prevention with middle school students at the comprehensive Middle Schools (Wallace, North End, West Side)
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1 Climate Goal 3.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$20,356.40	
Line Item Total:	\$20,356.40	1 Part Time Tutor to elementary level to facilitate recovery and address learning loss.
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	

Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$15,000.00	
Line Item Total:	\$15,000.00	
Object:	100 - Personal Services > Salaries	4 FT Network Specialists @ 10%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Operations Goal 4.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$14,865.54	Stipends for tech support for training to families to improve parent-teachers communication and increase knowledge of using digital
Line Item Total:	\$14,865.54	
Object:	100 - Personal Services > Salaries	
Purpose:	01 - Public School Activities	

Focus Area:	Climate Goal 3.3	devices, so families are more prepare to use remote platforms to be effective in supporting student learning and student work at home.
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$3,000.00	
Line Item Total:	\$3,000.00	
Total for 100 - Personal Services > Salaries:		\$1,723,504.74
Total for all other Objects:		\$251,212.26
Total for all Objects:		\$1,974,717.00
Allocation:		\$1,974,717.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

200 - Personal Services > Employee Benefits - \$158,795.75 ▼

Budget Detail		Narrative Description
Object:	200 - Personal Services > Employee Benefits	8 FT Kindergarten Teachers, 4 FT Kindergarten Aides, 1 Admin @ 50%, 4 Bilingual Reading Teachers @ 100%, 2 Literacy Facilitators @ 50%, 1 Literacy Teachers @ 100%, 2 Literacy Teachers @ 50%, 2 Reading Teachers @ 50%, 4 Network Specialists @ 10%
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2 Operations Goal 4.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$158,795.75	
Line Item Total:	\$158,795.75	
Total for 200 - Personal Services > Employee Benefits:		\$158,795.75
Total for all other Objects:		\$1,815,921.25
Total for all Objects:		\$1,974,717.00
Allocation:		\$1,974,717.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

500 - Other Purchased Services - \$31,592.87 ▼

Budget Detail		Narrative Description
Object:	500 - Other Purchased Services	Destiny/Follett Open Source Library System with the addition of International School
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$29,592.87	
Line Item Total:	\$29,592.87	
Object:	500 - Other Purchased Services	Service for the Before and After School Program to have Vendors perform for the students (Virtually)
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$2,000.00	

Line Item		
Total:	\$2,000.00	
Total for 500 - Other Purchased Services:		\$31,592.87
Total for all other Objects:		\$1,943,124.13
Total for all Objects:		\$1,974,717.00
Allocation:		\$1,974,717.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

600 - Supplies - \$58,331.64 ▼

Budget Detail		Narrative Description
Object:	600 - Supplies	Provide additional support for the after school programs such as the 21st Century Schools, ESH programs and additional supplies to support Acceleration Programs for summer school programs in the elementary schools.
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$20,914.16	
Line Item Total:	\$20,914.16	
Object:	600 - Supplies	Materials and supplies for district activities, school activities and community activities to promote and increase family engagement. Support and expand the role of education in the home and support all parent liaisons with materials and supplies for parent activities. The activities will increase school, family and community connections.
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.1	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$16,000.00	

Line Item Total:	\$16,000.00	
Object:	600 - Supplies	K-3 supplemental materials for students identified as needing bilingual support at the International School, the Bilingual Centers and schools with high population of ESL families and students.
Purpose:	01 - Public School Activities	
Focus Area:	Academics Goal 2.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$7,000.00	
Line Item Total:	\$7,000.00	
Object:	600 - Supplies	Provide FAFSA materials to support family engagement for high school activities and events to support college and career readiness and increase opportunities for financial aid through early FAFSA programs.
Purpose:	01 - Public School Activities	
Focus Area:	Climate Goal 3.3	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$6,000.00	
Line Item Total:	\$6,000.00	
Object:	600 - Supplies	Supplies such as rocking chairs for a new robust writing curriculum with Wonders across grades K-5. Having a "Author Chair" engages
Purpose:	01 - Public School Activities	

Focus Area:	Academics Goal 2.2	the students with the most important part of the writing process is the last piece, sharing.
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$4,417.48	
Line Item Total:	\$4,417.48	
Object:	600 - Supplies	Instructional supplies for the Before and After School Programs.
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$4,000.00	
Line Item Total:	\$4,000.00	
Total for 600 - Supplies:		\$58,331.64
Total for all other Objects:		\$1,916,385.36
Total for all Objects:		\$1,974,717.00
Allocation:		\$1,974,717.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

700 - Property - \$2,492.00 ▼

Budget Detail		Narrative Description
Object:	700 - Property	2 Thinkpads X13 Yoga Laptops
Purpose:	01 - Public School Activities	
Focus Area:	Operations Goal 4.2	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$2,492.00	
Line Item Total:	\$2,492.00	
Total for 700 - Property:		\$2,492.00
Total for all other Objects:		\$1,972,225.00
Total for all Objects:		\$1,974,717.00
Allocation:		\$1,974,717.00
Remaining:		\$0.00

Priority School District Grant Budget Overview

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

Filter by Location: All - \$1,974,717.00 ▼

Purpose	01 - Public School Activities	Total
Object		
100 - Personal Services > Salaries	1,723,504.74	1,723,504.74
200 - Personal Services > Employee Benefits	158,795.75	158,795.75
500 - Other Purchased Services	31,592.87	31,592.87
600 - Supplies	58,331.64	58,331.64
700 - Property	2,492.00	2,492.00
Total	1,974,717.00	1,974,717.00
	Allocation	1,974,717.00
	Remaining	0.00

Related Documents

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

Required Documents

This page is currently not accepting Related Documents.

Grant Award Letter

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - Priority School District Grant

A grant award letter has not yet been generated.

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

Connecticut General Statutes (C.G.S.) § 10-266t establishes grants for Extended School Hours (ESH) programs for academic enrichment, support and recreation programs in PSDs. Each PSD shall solicit applications for individual school programs, on a competitive basis, from town and non-profit agencies, prioritize the application, and select applications for funding with the total grant amount allocated to the district.

Districts' decisions to fund individual school programs shall be based on specific criteria including:

- Total hours of operation;
- Number of students served;
- Total student hours of service;
- Total program cost;
- Estimate of volunteer hours, or other sources of support;
- Community involvement, commitment, and support;
- Non-duplication of existing services;
- Needs of student body of the school;
- Unique qualities of the proposal; and
- Responsiveness to the requirements of Section 10-266u.

Each PSD must submit all proposals received as part of its grant application and documentation of the review and ranking process for such proposals. Each district application shall:

- Demonstrate that a district-wide and school building needs assessment was conducted, including an inventory of

existing academic enrichment and support, and recreational opportunities available during non-school hours both within and outside of school buildings;

- Ensure equal program access for all students and necessary accommodations and support for students with disabilities;
- Provide a summer component, unless it is able to document that sufficient summer opportunities already exist;
- Include a schedule and total number of hours determined to be reasonable and sufficient for individual school programs;
- Support no less than 10 percent of the cost of the total district-wide ESH program and provide documentation of local funding or in-kind contributions, or both; and
- Contract for the direct operation of the program, if the district is able to document that no providers are interested or able to provide a cost efficient program.

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

Program Design

Briefly describe the district's proposed approach to extend school hours. Please respond to the prompts below explaining how the district would leverage the ESH grant to advance district goals and student achievement.

1. Description of the type of academic supports and enrichment offered.

Academic support in ELA and Math for students in grades one through five focuses on the mathematical domains and ELA foundational skills. Enrichment activities are virtual and offered with vendors such as Mystery Science field trips, Aquarium field trips, Geographic exploration field trips and virtually engages students in project based learning. Their respective skill and/or craft is integrated into the academics creating an engaging atmosphere for the students, highlighting the creative learning process. The Science enrichment portion of ESH will consist of the online computer coding tutorial Code.org. Students will benefit from extra instruction and SEL activities due to the pandemic and students attending virtually and/or in a hybrid setting. Science will focus on exploration and experimentation as outlines in the Next Generation Standards. The programs provide small group targeted instruction and the opportunity for younger students to engage in enrichment activities that foster effective communication and improve listening and speaking skills.

2. Description of the type of health and recreational activities offered.

The after-school program will begin with virtual vendors with specific skills from organizations such as the White Memorial, Mystic Aquarium, Fitness Fury, Children Museum, Flanders Nature Center, CT Science Museum, Animal Embassy and Little Scientists, Zenobia World Music, Reader's Theatre, and provide educational and environmental programs. Recreational and health activities include physical education

games, exercise programs, a variety of virtual dance lessons. The students participate virtually in weekly blocks of physical education such as Brain Gym and teacher led health initiatives such as Go Noodle, Mindfulness, Wellness and Nutrition to exercise their bodies and minds physical activity and meditation practices. The resources on the CT State Dept.of Ed. website will also be used for virtual health activities. Recreational activities offered will include virtual visits to the portals of community workers, story-telling and virtually learning about Connecticut and its history.

3. Description of the criteria for student participation (e.g., days, hours of operation).

Students from grades 1-5 will be primarily selected based on data from i-Ready® diagnostic assessment for the after-school program. Students scoring more than one grade level below in at least 2 of the 4 mathematical domains will be given first consideration. Students will then take the ELA placement assessment on Lexia/Amplify foundational DORF Fluency and PSF for Kindergarten. Lexia will provide a customized path of blended learning for each child and Mclass progress monitoring review will be at EOY. The program generally operates three days per week and up to two hours after school.

4. Description of how the district will ensure the program supports the regular school curriculum.

In order to ensure that the after-school program supports the regular curriculum, the district will utilize a blended learning program that provides a customized learning path for students in math (using i-Ready®Magic Numbers) and in ELA (using Lexia). Teachers have the ability to control the content so that instruction is aligned with the current district units of instruction and foundational skills program in ELA. Since each program is housed at the school the students attend, the regular school curricula are available and accessible. Waterbury Public Schools seek to add computer coding into our regular STEM curricula for all grades supports the regular school day by providing ongoing instruction to reinforce skills that are presented during whole group instruction (including Literacy and Phonics/Foundations blocks as well as Math. The program will provide more direct instruction and scaffolded learning with instructional groupings. Students receive targeted instruction in specified areas in need of improvement and have additional opportunities to acquire previously missed skills. Students will continue to receive additional technology support (learning to use Kami, Google and other learning platforms associated with virtual teaching and learning. Furthermore, students will receive additional opportunities to engage in shared learning experiences to foster cooperative

learning as well as communication skills through the enrichment activities offered. The program objectives correlate with the State of Connecticut Curriculum, as well as the School Improvement Plan goals; to improve reading, math, and provided discipline and a safe environment and improve parent involvement, develop self-esteem and provide guidance and instruction to support regular classroom teachers. The programs supports cultural activities and promotes an awareness of various diverse cultures. The program to incorporates the state objectives math, language arts, and science instruction components. In Reading, students will have small group instruction and they will predict or change outcomes. They will also discuss characters, setting, plot, events, problems/solution, and character relationships after silent reading, oral reading, and/or storytelling. Amplify is used in our regular school curriculum as this research-based adaptive program provides the phonological awareness, phonics, fluency, and comprehension building blocks to develop and build literacy proficiency. In Language Arts, students will improve their writing skills through writing and editing their own stories. In Math, students will have many activities to stimulate interest in improving their problems solving abilities. Students will also utilize the iReady Math online program. iReady is used in our regular school curriculum as this research-based adaptive technology program provides students with the highest level of quality instructional alignment to National and State Common Core curriculum standards. Curriculum areas covered include: inductive and deductive reasoning, solving problems through story-telling and science demonstrations, symmetry, shapes, congruence, patterns, estimation with proportion, ratio and relative size. Students will have small group instruction reviewing previous concepts already introduced that they may be struggling with. This technology program provides students exposure to near perfect alignment to the language and question structures for the Mathematical SBAC assessment. This research-based technology program provides deep instruction in conceptual understanding of mathematical practices for the foundational knowledge needed to apply higher order thinking and alternate strategies. In Science, students will be able to attend "virtual field trips" this year. In Science, Next Generation Core.org & HMH NGSS curriculum and STEM lab materials have been supplied to all 3rd - 5th grade classes with core instructional time now being allocated 5 days a week to the NGSS core curriculum aligned to national & state standards. This curriculum is planned to be built into regular school curriculum to prepare students for the Next Generation Science Standards 5th grade assessments. For Art and Health and Physical Education, students will do online activities that connect to math, social studies, and science and enhance creativity, wellness and enrichment.

5. Description of how the program provides for community involvement (40 percent of funding must support community

partners).

The community partnerships with the schools provide collaboration with various vendors and community agencies. The district selects vendors to align with the school improvement plans and artists and business owners will provide virtual activities, virtual programs and virtual partnerships. If tools or materials are needed a pickup schedule will be provided prior to the date of the event to ensure full participation with hands on projects in time for the workshop/event. Members of the school community as well as the community at large can share their talents with the students with this partnership.

6. Description of how the program coordinates operations and activities with existing programs and the agencies in the school (if applicable).

Each elementary program will align with mathematics and ELA goals and utilize strategies embedded in the Alliance Grant. Schools with 21st Century Programs will coordinate staffing. Each elementary program will align with mathematics and ELA goals and utilize strategies embedded in the school improvement plans. A principal or teacher may select students for ESH after other school programs in the building have ended.

7. Description of the plan for involving parents in program planning and using parents as advisers and volunteers.

Students will be asked to read often to promote reading fluency. Parents will be encouraged to read to their children, with their children and listen to their children read aloud. In addition, parents would be required to participate in any end of the program celebrations as a culminating event to showcase learning and student skill/talent developed over the course of the time spent in the program. The ESH program will incorporate and foster parents to work with our students on academic based activities with materials to use at home. Through virtual enrichment programs, parents will receive information and activities that can be done at home with their children. Parent will be invited from time to time to attend the ESH program to observe instructional strategies to help their children at home.

8. Description of the plan for the superintendent and school principal to work collaboratively with the community-based organization(s) for access to the school's facilities and equipment.

Since the ESH program is located in individual schools, the facilities, playground, media centers/ libraries, computer labs, smart boards, and gymnasiums are incorporated into each program. The Superintendent has no objection and recommends ESH for approval at the BOE meetings and supports after school programs. Community based organizations are welcomed to access school facilities and equipment as needed when virtually programming for outside vendors return to in person workshops at the individual school sites.

Projected School And Student Participation

Pursuant to C.G.S. Section 10-266u, each district shall prepare an annual report describing program operations , student participation, and other student indicators of success. Please use the following format to report the information about the district's proposed ESH program for 2018-19. Districts are strongly encouraged to consider targeting this work in Category 4 & 5 schools.

Schools Offering Extended School Building Hours Program	Grade Level(s) Offered	Projected Number of Students by Grade Level	Days/Times of Week Offered	Number of Weeks Offered
Chase, W.Cross, Generali, Sprague	3-5	20	Tuesday-Thursday	18
Buck's Hill, Bunker Hill, Carrington, Gilmartin	2-4	20	Tuesday-Thursday	18
Duggan, Regan, Tinker, Walsh	1-3	20	Tuesday-Thursday	18
Driggs, Reed, Wilson	K-5	20	Tuesday-Thursday	18

Program Evaluation

ESH program grant recipients must submit an annual program evaluation and fact sheet. The evaluation will include data that reflects the impact of program initiatives on student achievement. The evaluation may also require other relevant data related to program implementation. Such data may include student enrollment in programs, teacher and personnel hired using grant funds, programs and materials used, and performance benchmarks used for measuring student progress such as interim assessments, attendance, or any other data that demonstrated student progress as a result of the grant.

Indicators of Success:

Describe how student performance (progress) will be assessed as a result of attending the ESH program, including type(s) of measures and timeline for assessments:

Student performance in grades 1-5 will be monitored utilizing i-Ready®Magic Numbers reporting system and Lexia student reports. Progress can be monitored daily, weekly and for the entire length of the program with individual and class reports available to show growth by mathematical domain and standards. Lexia will provide district, class, and student performance predictors to identify students on target, at some risk, or at high risk.

Student attendance, student success plans and school performance are indicators of success. Timeline for assessments will be based on new district timelines within the Alliance District plans and school improvement plans.

Describe how student performance (progress) will be tracked during the next school year, including type(s) of measures and timeline for assessments:

With the installation of data warehouse, student performance will be reviewed by building principals, Supervisors, and support staff.

PSD - Extended School Hours Budget

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

Object	Total
100 - Personal Services > Salaries	\$161,165.03
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	\$136,098.97
600 - Supplies	\$17,930.00
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
Total	\$315,194.00
Allocation	\$315,194.00
Remaining	\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

100 - Personal Services > Salaries - \$161,165.03 ▼

Budget Detail		Narrative Description
Object:	100 - Personal Services > Salaries	8 Administrators (1-Bucks Hill, 2-Carrington, 1-W.Cross, 1-Gilmartin, 1-Reed, 1-Sprague, 1-Wilson,); 81 Certified Teachers (4-Bucks Hill, 9-Bunker Hill, 3-Carrington, 4-Chase, 2-W.Cross, 5-Driggs, 8-Duggan, 7-Generali, 4-Gilmartin, 5-Reed, 2-Regan, 2-Sprague, 6-Tinker, 4-Walsh, 5-Washington, 3-Wilson, 8-Wallace);10-Secretary (Chase, Carrington, Driggs, Duggan, Gilmartin, Tinker, Walsh, Washington, Wilson, Washington); 1-Assitant/Enrichment (Reed); 16 Paraprofessionals (1-Bunker Hill, 5-Chase, 1- Gilmartin, 2-Sprague, 5-Washington, 2-Wilson); 3-Parent Liaison (W.Cross, Duggan, Regan); 1-Social Worker (Buck's Hill)
Purpose:	01 - Public School Activities	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$161,165.03	
Line Item Total:	\$161,165.03	
Total for 100 - Personal Services > Salaries:		\$161,165.03
Total for all other Objects:		\$154,028.97
Total for all Objects:		\$315,194.00
Allocation:		\$315,194.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

500 - Other Purchased Services - \$136,098.97 ▼

Budget Detail		Narrative Description
Object:	500 - Other Purchased Services	<p>Local and regional vendors such as the White Memorial, Mystic Aquarium, Fitness Fury, Children Museum, Flanders Nature Center, CT Science Museum, Animal Embassy and Little Scientists, Zenobia World Music, Reader's Theatre that were used during hybrid learning will provide the community involvement and provide educational and environmental programs. Additional community involvement will include provide a a variety of virtual dance lessons and vendors such as Go Noodle, Mindfulness, Wellness and Nutrition to exercise their bodies and minds. \$70,000</p> <p>Transportation to take the students home will be partially provided with the ESH funds. \$66,098.97</p>
Purpose:	01 - Public School Activities	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$136,098.97	
Line Item Total:	\$136,098.97	
Total for 500 - Other Purchased Services:		\$136,098.97
Total for all other Objects:		\$179,095.03
Total for all Objects:		\$315,194.00
Allocation:		\$315,194.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

600 - Supplies - \$17,930.00 ▼

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 (151-000)	
Quantity:	1.00	
Cost:	\$17,930.00	
Line Item Total:	\$17,930.00	
Total for 600 - Supplies:		\$17,930.00
Total for all other Objects:		\$297,264.00
Total for all Objects:		\$315,194.00
Allocation:		\$315,194.00
Remaining:		\$0.00

PSD - Extended School Hours Budget Overview

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

Filter by Location: All - \$315,194.00 ▼

Purpose	01 - Public School Activities	Total
Object		
100 - Personal Services > Salaries	161,165.03	161,165.03
500 - Other Purchased Services	136,098.97	136,098.97
600 - Supplies	17,930.00	17,930.00
Total	315,194.00	315,194.00
	Allocation	315,194.00
	Remaining	0.00

Related Documents

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

Required Documents

This page is currently not accepting Related Documents.

Grant Award Letter

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

A grant award letter has not yet been generated.

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

Connecticut General Statute § 10-265m establishes grants for summer school programs in PSDs. C.G.S. §§ 10-265g and 10-265l, relating to summer reading programs and student promotion, require PSDs to:

- Offer a summer reading program to children enrolled in kindergarten who are determined by their school to be substantially deficient in reading; evaluate students in Grades 1 through 3 in October, January and May using an approved assessment. For each student who is determined to be substantially deficient in reading on the January or May assessment, the district must notify the student's parent or guardian of the assessment results and the school must develop a personal reading plan for the student;
- Develop personal reading plans that shall include additional instruction, within available appropriations, such as tutoring, an after-school program, school vacation, weekend program or summer program, as described in Section 10-265f of the C.G.S. Personal reading plans must be reviewed and revised as appropriate and shall be monitored by school literacy teams. Each evaluation or statewide examination must be discussed with the provider of additional instruction and given to the student's parent or guardian with recommendations for reading strategies that can be used at home. For the purposes of providing additional instruction, preference must be given first to elementary schools and then to middle schools with the highest number of students who are substantially deficient in reading;
- Promote students with personal reading plans from Grades 1 through 3, based on documented progress in achieving the goals of the personal reading plan or demonstrated reading proficiency. If a decision is made to promote a student who is substantially deficient in reading, the school principal shall provide written justification for such promotion to the superintendent of schools. A personal reading plan, that incorporates competencies required for early reading success and effective reading instruction, must be maintained for a student who is substantially deficient in reading until the student achieves a satisfactory grade level proficiency, as determined by a reading evaluation or statewide examination;
- Require students in Grades 1 through 3 who are determined to be substantially deficient in reading based on the May administration of the approved assessment to attend summer school. The superintendent of schools may exempt an individual student from such requirement, upon the recommendation of the school principal, based on the student's

progress with the personal reading plan. If a student does not receive such an exemption and has been offered the opportunity to attend summer school and fails to attend, the PSD shall not promote the student to the next grade;

- Submit to the CSDE approved assessment data two times per year for all students using an electronic reporting system provided by CSDE to monitor student progress;
- Submit to the CSDE the number of students who are substantially deficient in reading and are promoted from first, second or third grade to the next grade. The CSDE will prepare and publish this report annually;
- Require within available appropriations the development and implementation of personal reading plans for each student who scores below basic level on the Grades 3 through 5 Smarter Balanced, unless the principal determines that such additional instruction is not necessary based on the recommendation of the student's teacher; and
- May require, within available appropriations, students in Grades 4 through 6 who fail to make progress with additional instruction provided in their personal reading plans, to attend summer school. The superintendent of schools may exempt an individual student from such requirement upon the recommendation of the school principal.

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

Program Design

Each applicant must include a project plan outlining the design and implementation of the district's summer school program which shall include, but not be limited to, an explanation of goals, objectives, evaluation strategies, and budget identifying local funding and other resource contributions.

The project plan shall include:

- Criteria for student participation in the program, including provisions for priority for students who are determined to be substantially deficient in reading.
- Criteria for teacher selection that emphasize the skills needed for teaching the summer program and criteria for establishment of the curriculum for the summer program.
- A system for reporting, by school and grade, on the number of students who attend the program and for assessing the performance of such students in the program and for tracking their performance during the school year.

1. Criteria for student participation (including provisions for priority students who are determined to be substantially deficient in reading)

Students are selected for summer school, now called Extended Academic Support (EAS), using their End of Year (EOY) benchmark scores on DIBELS 8 via mCLASS. Students in Kindergarten who are substantially deficient in Phoneme Segmentation Fluency (PSF) and students in Grades 1-5 who are substantially deficient in Oral Reading Fluency (ORF) will be invited to attend. Student selection will include students from low-income families, and students experiencing homelessness in foster care use. Additional students will be invited as space allows. EAS has been re-imagined this year to address the additional needs of the students resulting from the pandemic and interruptions to traditional in-school learning. The summer program will include both intervention based on the students' needs as well as acceleration of grade level content. Highly

qualified teachers will be selected based on grade levels served in their knowledge of subjects taught in the re-imagined cohorts. Teachers with mCLASS, Foundations, CK3LI training, and Wonders experience will be considered. Training will be offered to those teachers not yet trained or familiar with the extended academic support program, but were selected for teaching summer school.

2. Criteria for teacher selection (emphasizing the instructional skills needed for summer school)

Highly qualified teachers will be selected based on grade levels served and their knowledge of three subjects taught in the re-imagined cohorts. Teachers with Mclass, Foundations, CK3LI training will be considered and training will be offered to those teachers not yet trained or familiar with the Extended Academic Support (EAS) program but were selected for teaching summer school.

3. Criteria for establishing the curricula for the summer program

Using Continuum, an online data warehouse and support system, all students are assigned an individual instructional focus area based on their DIBELS 8 data and any necessary diagnostics such as phonics screeners. Based on student data, summer school will include intervention lessons based on the student's instructional focus area. Ten-step lessons that follow the Orton-Gillingham method will be followed for small group intervention. All lessons are available for live instruction as well as virtual for a blended approach. The program will also include accelerated reading instruction that will focus on using prior knowledge to build background for upcoming units and success in the fall with integrated hands-on vocabulary activities for oral language development. Inquiry and research lessons from Wonders will be used to build background of upcoming themes and essential questions through personalized and engaging writing activities. Students will take virtual field trips using Virtual Reality headsets that support the themes being taught in an effort to build knowledge and language. In addition to this, a plan has been created to support reading at home. All students who attend EAS will receive a tent and a carpet square to create an individual and special place for reading at home. Further, each student will receive a backpack filled with fiction and nonfiction books to build their home library. The books will be accompanied by support materials for families and caregivers to help with reading at home.

The math curriculum will include week-long inquiry based, interdisciplinary lessons based on prioritized standards. Classes will follow a station model that will include group problem solving, teacher led skills mini

lessons, an enrichment activity, and online independent practice based on the prioritized standards and the inquiry based problem for the week. The new program, Freckles, will be used to assess the students and put them on an individualized pathway for skills practice. The inquiry based lessons have also been selected from the Freckles program. The selected centers will promote critical thinking, problem solving , and computational fluency. The STEM cohort will align with the NGSS standards and incorporate robotics, coding, writing skills. hands-on activities and will be differentiated across the grade levels.

Program Evaluation

Please provide projections for the coming school year. Districts must serve all students in Grades 1 through 3 who are determined to be substantially deficient on the approved assessment. Districts are strongly encouraged to consider targeting this work in Category 4 & 5 schools.

Schools Offering Summer Program	Grade Level(s) Offered	Days/Times of Week Offered	Number of Weeks Offered
Buck's Hill	K-5	Monday-Friday 8:30 a.m. to 1:00 p.m.	4
Bunker Hill	K-5	Monday-Friday 8:30a.m. to 1:00 p.m.	4
Tinker	K-5	Monday-Friday 8:30 a.m. to 1:00 p.m.	4
Carrington	K-5	Monday-Friday 8:30 a.m. to 1:00 p.m	4
Chase	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Driggs	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4

Duggan	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Kingsbury	K-5	Monday-Friday 8:30 a.m to 1:00p.m.	4
Generali	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Gilmartin	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Hopeville	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Maloney	K-5	Monday-Friday 8:30 a.m to 1:00p.m.	4
Reed	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Rotella	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Sprague	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Walsh	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Washington	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4
Wendell Cross	K-5	Monday-Friday 8:30 a.m to 1:00 p.m.	4

Wilson	K-5	Monday-Friday 8:30 a.m.to 1:00 p.m.	4
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System for Monitoring Results

Describe how student progress will be assessed and tracked during the next school year as a result of attending the summer school program, including type(s) of measures and timeline for assessments.

Students will be progress monitored every week in reading using DIBELS 8 via mCLASS. Data will be compared from the start of the program to the end of the program to measure growth during the program. Student data will also be collected in the Fall to determine if the program helped lessen the effects of the summer slide for those who attended.

The Freckles math based fluency program will assign lessons and the Ready Center stations will monitor specific standards and follow the students with programs for particular skills that are in need of improvement. The on-line components and the enrichment programs are new with the re-imagining of the summer school program and licenses can be used during the school year, the programs can be used in the extended school day programs such as ESH.

PSD - Summer School Budget

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

Object	Total
100 - Personal Services > Salaries	\$212,000.00
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	\$128,000.00
600 - Supplies	\$33,461.00
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
Total	\$373,461.00
Allocation	\$373,461.00
Remaining	\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

100 - Personal Services > Salaries - \$212,000.00 ▼

Budget Detail		Narrative Description
Object:	100 - Personal Services > Salaries	Summer School staff for the Extended Academic Support (EAS) Summer School; 1 Administrator/4 EAS Elementary Coordinator @ \$38 per hour, an estimate 56 teachers @ \$33 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.
Purpose:	01 - Public School Activities	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$212,000.00	
Line Item Total:	\$212,000.00	
Total for 100 - Personal Services > Salaries:		\$212,000.00
Total for all other Objects:		\$161,461.00
Total for all Objects:		\$373,461.00
Allocation:		\$373,461.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

500 - Other Purchased Services - \$128,000.00 ▼

Budget Detail		Narrative Description
Object:	500 - Other Purchased Services	Transportation for the EAS summer school.
Purpose:	01 - Public School Activities	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$128,000.00	
Line Item Total:	\$128,000.00	
Total for 500 - Other Purchased Services:		\$128,000.00
Total for all other Objects:		\$245,461.00
Total for all Objects:		\$373,461.00
Allocation:		\$373,461.00
Remaining:		\$0.00

Budget Detail

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

600 - Supplies - \$33,461.00 ▼

Budget Detail		Narrative Description
Object:	600 - Supplies	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.
Purpose:	01 - Public School Activities	
LEA / School:	Waterbury School District (151-000)	
Quantity:	1.00	
Cost:	\$33,461.00	
Line Item Total:	\$33,461.00	
Total for 600 - Supplies:		\$33,461.00
Total for all other Objects:		\$340,000.00
Total for all Objects:		\$373,461.00
Allocation:		\$373,461.00
Remaining:		\$0.00

PSD - Summer School Budget Overview

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

Filter by Location: All - \$373,461.00 ▼

Purpose	01 - Public School Activities	Total
Object		
100 - Personal Services > Salaries	212,000.00	212,000.00
500 - Other Purchased Services	128,000.00	128,000.00
600 - Supplies	33,461.00	33,461.00
Total	373,461.00	373,461.00
	Allocation	373,461.00
	Remaining	0.00

Related Documents

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

Required Documents

This page is currently not accepting Related Documents.

Grant Award Letter

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

A grant award letter has not yet been generated.

Statement of Assurances

Waterbury School District (151-000) Public School District - FY 2022 - 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) | <p>(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.</p> |
| (c) | <p>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.</p> |

	(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:

10/07/2021








CSDE Application Review Status Checklist

Waterbury School District (151-000) Public School District - FY 2022 - Alliance and Priority School District Grants - Rev 0 - CSDE Application Review Status Checklist

This checklist is a means of communication between the CSDE and LEAs regarding the allowability and allocability of the items submitted in the funding application. Please follow the steps below to ensure that the funding application contains items that are in compliance with program requirements.

- After the LEA submits the application, the CSDE will review the application and mark each section as 'OK' or 'Attention Needed'.
- If the application is marked as 'Attention Needed', it will be returned to the LEA with a status of 'Returned - Revisions Needed' and will require modifications. The LEA will review the checklist for specific written feedback, explanations, and comments that identify areas that need to be addressed in order to move the application to Approved status.
- Once the LEA has made the necessary adjustments, the LEA will resubmit the application for approval. If the CSDE determines that the item has been corrected, 'Attention Needed' will be changed to 'OK' by the CSDE Reviewer. If the items needing attention still have not been corrected, the application will be returned again to the LEA with a status of 'Returned - Revisions Needed'.
- An application will move to Approved status once all comments and concerns in the application have been addressed.

Checklist Description [\(Collapse All\)](#) [Expand All](#)

	1. Focus Areas	OK ▼	Iris White	9/27/2021 7:01:26 AM
	1. 1. All priority areas are acceptable and include a rationale.			
	2. SMART goals are aligned with strategies and include measurable ESSA targets.			
	3. District ESSA Milestones chart has been added to Related Documents			
	2. Alliance District Grant Budget	OK ▼	Iris White	9/28/2021 6:12:25 AM
	1. Budget details are complete and acceptable.			
	3. Priority School District Grant Budget	OK ▼	Iris White	9/28/2021 6:12:25 AM
	1. Budget details are complete and acceptable.			
	4. PSD- Extended School Hours	OK ▼	Shelby Pons	9/30/2021 11:49:34 AM
	1. Questions are complete and acceptable.			
	2. Budget details are complete and acceptable.			
	5. PSD- Summer School	OK ▼	Iris White	9/27/2021 7:01:26 AM
	1. Question responses are complete and acceptable.			
	2. Budget details are complete and acceptable.			



**Special Education Presentation
for
Board of Education Meeting
October 7, 2021**

Miguel Pabón
Director of Pupil Services

Special Thanks to the Crisis Support Team
for supporting our school communities at
Wilby, Sprague, and Carrington.



Special Education Enrollment / Prevalence

	2020-2021	2021-2022	Increase
Total District Enrollment	18,353*	18,567* (unofficial)	+ 214
Total Sped Enrollment PK -12	3763*	3889*	+ 126
District Prevalence Rate	20.5%	21%	½ %

* Comparison as of October 1st

Special Education Department

Focus Areas 2021-2022

- Staffing Updates
- Specialized Programs
- Staff Development

Staffing Updates

- Current Vacancies in Special Education
 - Special Education Teachers = 34
 - Speech Clinicians = 2
 - Social Workers = 2
 - School Psychologists = 1
 - Paraprofessionals = 54

Ongoing Efforts to Address Vacancies

- Utilization of the current CSDE flexible staffing options:
 - Para-Educator Pathways to Temporary Authorization
 - Long Term Substitute Authorization
 - Durational Shortage Area Permit (DSAP)
- Involuntary Temporary Transfer of certified staff
- Contracted Services:
 - Extending current vendor contracts for staffing
 - Exploring new contracts
- Recruitment:
 - Collaboration with Human Capital and Civil Service
 - Interest Survey sent to Internal Certified Staff – with dual certification or eligible for a DSAP in Sped.
 - Email with Job Postings sent to ALL current CT residents with certification in special education shortage areas
 - Email with Paraprofessional Job Posting sent to recent graduates from WCA, who passed the ParaPro Exam

Specialized Program Focus

- Develop Uniform Entry/Exit Criteria & Procedures
 - BDLC - Restructure
- Assess Program Needs / Facilities Study
- Expansion of Programs for 2021 -2022
 - CBL (Content Based Learning – Autism)
 - 2 additional classrooms at Bucks Hill
 - ABA (Applied Behavior Analysis – Autism)
 - 1 additional classroom at Generali
 - Essential Skills (for student with significant development needs)
 - 2 additional classrooms at Wendell Cross
 - 1 additional classroom at Wilby
 - BDLC (for students with significant behavior needs)
 - 1 additional classroom at Wallace Middle School
 - “School to Work” Transition Program (ages 18 -22)
 - 1 additional classroom at Wilby

Staff Development Focus

- **CT-SEDS (Special Education Data System)**
 - NEW electronic IEP system for all of Connecticut
 - Statewide Implementation starting 2022 -2023
 - Waterbury is participating this year in pilot study

- **IEP Quality Training**
 - New IEP is also being developed
 - All staff will be trained; 1st cohort began in September.
 - Training is virtual (synchronous and asynchronous)



Staff Development Focus

- **Digital Assessment Library for Schools – Q-Interactive**
 - Utilizes technology instead of test kits for special education evaluations
 - More accurate evaluations, less errors in scoring, time efficient, greater flexibility/access
 - Different Areas of assessment (i.e., Cognitive Ability, Academic Achievement, Speech and Language, etc.)
 - Roll out began on Oct. 1st
 - iPads were provided to each school site
 - Training was provided on Oct. 1st

THANK YOU!



Business/Non-Instructional Operations**Food Service****School Lunch Service****Professional Standards for Food Service Personnel**

The Board of Education (Board) recognizes that students require adequate, nourishing food and beverages in order to grow, learn and maintain good health. Therefore the Board provides a food service program for ☐ school breakfasts and ☐ school lunches that meet the dietary specifications in accordance with the Healthy Hunger-Free Kids Act of 2010, as periodically amended, and applicable state laws and regulations.

This service shall be under the supervision of the Food Services Director who shall be responsible to the ☐ Superintendent and/or their designee ☐ Business Manager/Director of Finance ☐ Assistant Superintendent. The Food Services Director shall be hired under specific job specifications and approved by the Board from Civil Service.

The Board shall comply with the minimum professional standards for school nutrition personnel who manage and operate the National School Lunch and School Breakfast Programs which are contained in the regulations to the Healthy, Hunger-Free Kids Act of 2010 (HHFKA), Public Law 111-296. These regulations, effective July 1, 2015, as amended, effective April 30, 2019, establish hiring standards for the selection of State and local school nutrition program directors, and requires all personnel in the school nutrition programs to complete annual continuing education/training.

The Board believes that the fulfillment of these professional standards for food service personnel will result in consistent, national professional standards that strengthen the ability of school nutrition professionals and staff to perform their duties effectively and efficiently. Requiring proper qualifications to serve in the District's Child Nutrition Programs is expected to improve the quality of school meals, reduce errors, and enhance Program integrity.

Flexibility for districts with 2,499 students or less, subject to the prior approval of the Connecticut State Department of Education (CSDE), allows such districts to accept food service experience as a substitute for school nutrition experience when hiring new school nutrition program directors. This shall include volunteer or unpaid work as relevant food service experience.

The Superintendent is directed to develop administrative regulations which detail the required hiring standards and continuing education training for all District food service personnel.

- (cf. [3542.31](#) - Participation in the Nutritional School Lunch Program)
- (cf. [3542.33](#) - Food Sales Other Than National School Lunch Program)
- (cf. [3542.34](#) - Nutrition Program)
- (cf. [3542.43](#) - Charging Policy)
- (cf. [6142.101](#) - Student Nutrition and Physical Wellness, School Wellness)

Legal Reference: Connecticut General Statutes

[10-215](#) Lunches, breakfasts and other feeding programs for public school children and employees.

[10-215a](#) Nonpublic school and nonprofit agency participation in feeding programs.

[10-215b](#) Duties of State Board of Education re feeding programs.

[10-216](#) Payment of expenses.

[10-217](#) State Board of Education Regulations.

[10-215b-1](#) School lunch and nutrition programs.

[10-215b-11](#) Requirement for meals.

[10-215b-12](#) Reimbursement payments. (including free and reduced price meals)

Child Nutrition and WIC Reauthorization Act of 2004, 42 U.S.C. Section 1751.

School Lunch and Breakfast Programs 42 U.S.C. Section 1751 et seq.

National Food Service Programs, Title 7 Code of Federal Regulations, 7 CFR Part 210, Part 220, Part 215, Part 245.

42 U.S.C. Sec. 1758(h)/7 CFR Sect 210.13, 220.7 (School Food Safety Inspections).

Federal Register (74 Fed. Reg. 66213) amending federal regulations (7CFR Part 210 and 220).

Federal Register (80 Fed No 40) Professional Standards for State and Local Nutrition Programs Personnel as Required by the Healthy, Hunger-Free Kids Act of 2010, as amended effective 4/30/19.

P.L. 111-296 Healthy, Hunger-Free Kids Act of 2010 (HHFKA), 42 U.S.C. 1751.

7 CFR Parts 210 & 220 - Nutrition Standards in the National School Lunch & School Breakfast Programs.

Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Assistance, 7 C.F.R. Part 15b (2001).

U.S. Department of Agriculture (USDA) Final Rule 84 FR6953

Policy adopted:

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: Thursday, October 7, 2021
BOARD MEETING: Thursday, October 21, 2021

TO THE BOARD OF EDUCATION
 WATERBURY, CONNECTICUT

LADIES AND GENTLEMEN:

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

GROUP	FACILITIES AND DATES/TIMES
N. Toucet	Rotella aud.: Fri., Oct. 1 st . 12:00 – 3:00 pm (Elem. Sch. Counselor Professional Learning)
W.C.E.A.	Rotella café & lobby: Wed., Oct. 27 th 5:30 – 8:00 pm
S. McCasland	(annual white collar union membership meeting)
Human Resources	Wilby aud. & classrooms: Sat., October 30 th 7am – 2pm
C. Lamb	(Police Detective exam)
S. Walsh	Wilby gym: Fri., Oct. 1 st 9am to 3pm (Wtby. Public Schools First Aid and CPR Training)
S. Moriarty	Rotella gym: Wednesdays 10/6 – 11/3 5:00-7:00 pm (Crosby volleyball practice)
	Chase gym: Mon. – Thurs. 9/29 – 11/3 5:30-7:30 pm (Wallace M/S volleyball practice)

Approved

 Ann Sweeney

 Dr. Verna D. Ruffin
 Superintendent of Schools

hook

SCHOOL PERSONNEL USE ONLY

DATE: 9/17/2021

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: Rotella

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: October 1, 2021

FROM: 12:00 am/pm TO: 3:00 am/pm

FOR THE FOLLOWING PURPOSES:

Elementary School Counselor Professional Learning

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.

SCHOOL PERSONNEL USE ONLY

Hook

DATE: 9-15-21

TO: SCHOOL BUSINESS OFFICE

FROM: W.C.E.A

THE UNDERSIGNED HEREBY MAKES APPLICATION FOR USE OF SCHOOL FACILITIES (AFTER REGULAR SCHOOL HOURS) AS FOLLOWS:

NAME OF SCHOOL REQUESTED: Rotella

☐ AUDITORIUM ☐ GYMNASIUM ☐ SWIMMING POOL ☒ CAFE/ROOMS

DATES REQUESTED: Wed. Oct. 27th 2021 + Lobby

FROM 5:30 am/pm TO 8:00 am/pm

FOR THE FOLLOWING PURPOSES:

Annual Union Membership Mtg.

APPLICANT /Gm.

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 police and fire headquarters.

7/20/21

SCHOOL PERSONNEL USE ONLY

DATE: September 20, 2021

TO: SCHOOL BUSINESS OFFICE

FROM: Cherrie Lamb, Human Resources

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

NAME OF SCHOOL REQUESTED: WILBY SCHOOL - CLASSROOMS/AUDITORIUM



Auditorium/Theater Arts



Library



Swimming Pool



Classrooms

DATES REQUESTED: Saturday, October 30, 2021

FROM: 7:00 am TO: 2:00 pm

FOR THE FOLLOWING PURPOSES:

- Police Detective Oral Assessment Examination
- Expecting approximately 50 Candidates
- Sign-in Begins at 7:45am
- 6 foot sign in table in main entrance
- Clear all Teacher's desk on Main Floor and Science Wing

Email to School Principal 9/7/2021

[Signature]
APPLICANT *9/20/2021*

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.

Back

Business Office

SCHOOL PERSONNEL USE ONLY

DATE: 9-27-21

TO: SCHOOL BUSINESS OFFICE

FROM:

Sharon Walsh
Supervisor of Special Education

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

NAME OF SCHOOL REQUESTED: Wilby Gymnasium

☐ Auditorium

☒ Gymnasium

☐ Swimming Pool

☐ Café/Rooms

DATES REQUESTED: October 1, 2021

FROM: 9 am/pm TO: 3 am/pm

FOR THE FOLLOWING PURPOSES:

WPS Prof. Development: First Aid
and CPR Training

Sharon M. Walsh
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.

Rock

SCHOOL PERSONNEL USE ONLY

DATE: 9-29-21

TO: SCHOOL BUSINESS OFFICE

FROM: Dave Teronimo

THE UNDERSIGNED HEREBY MAKES APPLICATION FOR USE OF SCHOOL FACILITIES (AFTER REGULAR SCHOOL HOURS) AS FOLLOWS:

NAME OF SCHOOL REQUESTED: Rotella

☐ AUDITORIUM ☒ GYMNASIUM ☐ SWIMMING POOL ☐ CAFE/ROOMS

DATES REQUESTED: Wednesdays 10/6 - 11/3/21

FROM 5:00 am/pm TO 7:00 am/pm

FOR THE FOLLOWING PURPOSES:

Crossy Volleyball practice at
Rotella

DT
APPLICANT /Em

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 police and fire headquarters.

Book

SCHOOL PERSONNEL USE ONLY

DATE: 9-29-21

TO: SCHOOL BUSINESS OFFICE

FROM: Shea Moriarty

THE UNDERSIGNED HEREBY MAKES APPLICATION FOR USE OF SCHOOL FACILITIES (AFTER REGULAR SCHOOL HOURS) AS FOLLOWS:

NAME OF SCHOOL REQUESTED: Chase

☐ AUDITORIUM ☒ GYMNASIUM ☐ SWIMMING POOL ☐ CAFE/ROOMS

DATES REQUESTED: Mon Thru Thurs 9/29 - 11/3/21

FROM 5:30 am/pm TO 7:30 am/pm

FOR THE FOLLOWING PURPOSES:

Wallace Volleyball practice

* No use of Gym on 11/2 (Election Day)

SM
APPLICANT

[Signature]

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 police and fire headquarters.

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: Thursday, October 7, 2021
BOARD MEETING: Thursday, October 21, 2021

**TO THE BOARD OF EDUCATION
 WATERBURY, CONNECTICUT**

LADIES AND GENTLEMEN:

With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by groups and organizations, subject to fees and insurance as required.

<u>GROUP</u>	<u>FACILITIES AND DATES/TIMES</u>
USA Wildcats C. Thomes	Crosby gym: Sunday Nov. 14 th 9:00am – 3:00pm (cheerleading showcase)

REQUESTING WAIVERS:

Wtby. Knights Cheerleaders C. Jones	Crosby gym,aud,café,lobby: Sat., Oct. 23 rd . 9am to 9pm (cheerleading competition)	(\$ 1,638.)
East Mt. Sports R. Godsil	W.Cross gym: 11/6/21 – 3/26/22 Sat. & Sun. 9am – 6pm Gilmartin gym: 11/6/21-3/26/22 Sat. & Sun. 9am – 6pm Rotella gym: 11/6/21 -3/26/22 Sat. 6pm – 9pm Rotella gym: 11/7/21 – 3/26/22 Sun. 9am – 6pm Generali gym: 11/6/21 – 3/26/22 Sat. 3pm – 6pm Generali gym: 11/7/21 – 3/26/22 Sun. 1pm – 6pm	(\$15,120.) (\$15,120.) (\$ 3,024.) (\$ 7,560.) (\$ 3,024.) (\$ 4,536.)
Bunker Hill Sports N. Meglio	Bunker Hill gym: 11/13-3/26 Sat. 9am – 1pm Carrington gym: 11/13-3/26 Sat. 9am – 3pm West Side gym 11/20-3/26 Sat. 9am – 1pm	(\$ 3,780.) (\$ 5,292.) (\$ 3,780.)
Hoops for Life D. Fryer	West Side gym: 10/9 – 11/13 Sat. 10am – 2pm Reed gym 10/9 – 11/13 Sat. 10am – 2pm	(\$1,050.) (\$1,050.)
Neighborhood Housing Services of Wtby. K. Taylor	Reed café: Saturdays 11/13/21 & 5/14/22 12:00-3:00 pm (neighborhood safety training)	(\$336.)
Knights of Lithuania M. Warren	St. Joe's gym: Sunday, Oct. 17 th 10:00-11:30 am (meeting)	(\$105.)

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

East Mt. Sports R. Godsil	Rotella lobby: Oct. 14, 21, 28 5:00 to 7:00 pm (basketball sign ups)
East Mt. Sports R. Godsil	W.Cross gym: 11/8/21 – 3/26/22 Mon. thru Fri. 6pm – 9pm Rotella gym: 11/8/21 – 3/26/22 Mon. thru Fri. 6pm – 9pm
Bunker Hill Sports N. Meglio	Bunker Hill gym: 11/8/21-3/25/22 Mon. thru Fri. 5pm - 8:30pm Carrington gym: 11/8/21-3/25/22 Mon. thru Fri. 5pm – 9pm West Side gym: 11/15/21-3/21/22 Mondays 5pm – 9pm
Hoops for Life D. Fryer	West Side gym: 10/8/21-12/17/21 Tues, Thurs, Fri. 5:30-9:00pm Reed gym: 10/8/21-10/29/21 Mon. thru Fri. 5:30-9:00pm Reed gym: 11/1/21-12/15/21 Mon. thru Fri. 5:30-9:00pm
Wtby. Ballers T. Lott	Sprague gym: 10/21/21 - 5/1/21 Mon. thru Fri. 5:30-9:00pm
Lithuanian Sports Club A Gelazauskas	Gilmartin gym: 10/27/21-5/25/22 Wednesdays 7:00-9:00 pm (basketball practice/exercise)

MONIES COLLECTED TO DATE:

\$ 49,632.00

Approved:

Ann Sweeney

Dr. Verna D. Ruffin
Superintendent of Schools

These activities are completed and have been billed:

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 Cheryl Thomas NAME OF ORGANIZATION USA Wildcats
ADDRESS 8 Lindsay St Waterbury CT 06708 TELEPHONE # 203-592-0454
(street) (city) (state) (zip code)

SCHOOL REQUESTED Crusby DATES 11-14-21 ROOM(S) gymnasium

* OPENING TIME 9:00 CLOSING TIME 11:00 12:30 PURPOSE Showcase

ADMISSION (if any) \$10 admission CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 500 CHILDREN 200

SIGNATURE OF APPLICANT Cheryl Thomas DATE 9/7/21

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

Cheryl Thomas - 203-592-0454

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. CS (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR plus 1 HR service per cust

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ 500.- 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

* 9:00 AM
SET-UP
11:00 AM
SPECTATORS
ARRIVE
12:00 PM
EVENT
STARTS
End by
3:00 PM

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

CONTRACT#

APPLICANT Courtney Jones NAME OF ORGANIZATION Waterbury Knights
ADDRESS 101 Rumford St Waterbury CT 06704 TELEPHONE # 203-982-1842
(street) (city) (state) (zip code)
SCHOOL REQUESTED Crosby DATES 10-23-21 ROOM(S) Gym, auditorium, cafe, lobby
OPENING TIME 9 AM CLOSING TIME 9 PM PURPOSE Cheer competition
ADMISSION (if any) \$10 CHARGE TO BE DEVOTED TO Waterbury Knights & CTYFC
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 100 CHILDREN 100
SIGNATURE OF APPLICANT Courtney Jones DATE 9/16/2021

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

Courtney Jones (same info as above)

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. (W) (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

\$42/HR. plus 1 HR SERVICE PER CUST. (3) (\$1,638)

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with use of Building Permit)



APPLICANT/ORGANIZATION: Waterbury Knights Youth Football and Cheer

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Crosby/ Gym, lobby, auditorium

DATE(S): 10/23/21

TIMES: 9 AM - 9 PM

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

9/24/2021

Date

Courtney Jones
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$ 1,638.

Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST: _____

Clerk, Board of Education

Book

Saturday - Sunday

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 Rich Gadsil NAME OF ORGANIZATION EMAA
ADDRESS 107 Newfield Ave Apt 37 Wtby CT TELEPHONE # 203-754-5320
(street) (city) (state) (zip code)
SCHOOL REQUESTED Wedall Cross DATES 11/6/21 - 3/26/22 ROOM(S) Gym
OPENING TIME 9:00 am CLOSING TIME 6:00 pm PURPOSE Basketball
ADMISSION (if any) No CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 10
SIGNATURE OF APPLICANT Rich Gadsil DATE 9/12/21

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

Rich Gadsil 107 Newfield Ave Apt 37 Wtby CT 203-754-5320

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. BG (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR plus 1 HR service per cust. (1) (\$15,120.)

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

SAT & SUN
9AM -
6PM

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Building Permit)

APPLICANT/ORGANIZATION: EMAA

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Wendahl Cross/ Gym

DATE(S): 11-6-2021

TIMES: _____

DATE(S): 3-26-2022

TIMES: 9:00^{am} - 6:00^{pm}

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

9/12/2021
Date

[Signature]
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$15,120.
Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST _____

Clerk, Board of Education

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 Rich Gadsil NAME OF ORGANIZATION EMAA

ADDRESS 107 Newfield Ave Apt 37 Wthb, CT TELEPHONE # 203-754-5320
(street) (city) (state) (zip code)

SCHOOL REQUESTED Gilmartin DATES 11/6/21 - 3/26/22 ROOM(S) Gym

OPENING TIME 9:00 AM CLOSING TIME 6:00 PM PURPOSE Basketball

ADMISSION (if any) No CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 10

SIGNATURE OF APPLICANT Rich Gadsil DATE 9/12/21

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

Rich Gadsil 107 Newfield Ave Apt 37 Wthb, CT 06708 203-754-5320

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. RG (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR plus 1 HR. SERVICE per cust. 15,120

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with a Building Permit)

APPLICANT/ORGANIZATION

EMAA

Please check below specific item(s)

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED:

Gilmartin / Gym

DATE(S): 11-6-2021

TIMES: 9:00 AM - 6:00 PM

DATE(S): 3-26-2022

TIMES:

DATE(S):

TIMES:

DATE(S):

TIMES:

DATE(S):

TIMES:

DATE(S):

TIMES:

9/12/2021
Date

Rand Mead
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived

\$

Building Usage Fees

\$

15,120.⁰⁰
Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST

Clerk Board of Education

Book
Saturday, Sunday

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 Richard Godsil NAME OF ORGANIZATION EMAA

ADDRESS 107 Newfield Ave Apt 37 Waterbury, CT TELEPHONE # 203-754-5320
(street) (city) (state) (zip code)

SCHOOL REQUESTED Bate Hall DATES 11/12/21 - 3/26/22 ROOM(S) Gym

OPENING TIME 9:00 AM CLOSING TIME 6:00 PM PURPOSE Basketball

ADMISSION (if any) No CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 10

SIGNATURE OF APPLICANT Richard Godsil DATE 9/12/21

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

Rich Godsil 107 Newfield Ave Apt 37 Waterbury, CT 06705 203-754-5320

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. RG (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: #42/HR plus 1 HR service per cust (12) @ \$10,584

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with a Building Permit)

APPLICANT/ORGANIZATION

EMAA

Please check below specific item(s)

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED:

Rotella / Gym

DATE(S): 11-6-2021

TIMES: 6:00 - 9:00 PM

DATE(S): 3-26-2022

TIMES: 9:00 AM - 6:00 PM

DATE(S):

TIMES:

DATE(S):

TIMES:

DATE(S):

TIMES:

DATE(S):

TIMES:

9/12/2021
Date

Amel Saleh
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived

\$
Building Usage Fees

\$ 10,584.⁻
Custodial Fees

\$
Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST
Clerk, Board of Education

Book

Saturday, Sunday

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 Richard Gadsil NAME OF ORGANIZATION EMAA

ADDRESS 107 Newfield Ave Apt 37 Wthby, CT TELEPHONE # 203-754-5320
(street) (city) (state) (zip code)

SCHOOL REQUESTED General DATES 11/16/21-3/26/22 ROOM(S) Gym

OPENING TIME See below CLOSING TIME _____ PURPOSE Basketball

ADMISSION (if any) NO CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 10

SIGNATURE OF APPLICANT Amel Madal DATE 9/12/21

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
L.H. Gadsil 107 Newfield Ave Apt 37 Wthby, CT 203-754-5320

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. RG (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR. plus 1 HR SERVICE PER CUST. @ (\$7,560.)

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ ✓ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

Saturday
3-6 pm
Sunday
1-6 pm

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.

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Building Permit)

APPLICANT/ORGANIZATION: EMAA

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: General / Gym

DATE(S): 11-6-2021

TIMES: Saturday

DATE(S): 3-26-2022

TIMES: 3:00 - 6:00 pm

DATE(S): _____

TIMES: Sunday

DATE(S): _____

TIMES: 1:00 - 6:00 pm

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

9/12/2021
Date

[Signature]
Signature

3024

4536

OFFICE USE ONLY

List total cost of fees being requested to be waived

\$ _____
Building Usage Fees

\$ 7,560.00
Custodial Fees

\$ _____
Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST _____
Clerk, Board of Education

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 Nicholas Meglio NAME OF ORGANIZATION Bunker Hill Sports Assoc
ADDRESS 145 Devonwood Drive, Waterbury, CT TELEPHONE # 203-206-7152
(street) (city) (state) (zip code)
SCHOOL REQUESTED Bunker Hill DATES Nov 13-Mar 26 Sat ROOM(S) Gym
OPENING TIME 9:30am CLOSING TIME 1pm PURPOSE Basketball
ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 3 CHILDREN 25
SIGNATURE OF APPLICANT [Signature] DATE 9-13-2021

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

Nick Meglio / 145 Devonwood Drive / 203-206-7152 BHSA COACHES

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. m (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

\$42/HR. plus 1 HR. SERVICE (\$3,780.)

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).

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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

Saturday
9 AM - 1 PM

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with State Building Permit)



APPLICANT/ORGANIZATION: Bunker Hill Sports Assoc

Please check below specific item(s):

Building Usage Fees ☒

Custodial Fees ☒

SCHOOL/ROOMS REQUESTED: Bunker Hill / Gymnasium

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): Sat

TIMES: 9am - 1pm

9-13-2021

Date

Archie M. [Signature]
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$

3,780.

Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST: _____

Clerk, Board of Education

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

CONTRACT#

APPLICANT Nicholas Meglio NAME OF ORGANIZATION Bunker Hill Sports Assoc.
ADDRESS 145 Devonwood Drive, Waterbury CT 06708 TELEPHONE # 203-206-7152
(street) (city) (state) (zip code)
SCHOOL REQUESTED Carrington DATES Nov 13th - March 26th SAT ROOM(S) GYM
OPENING TIME 9am CLOSING TIME 3:00pm PURPOSE Basketball
ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 10 CHILDREN 40-50
SIGNATURE OF APPLICANT Nick Meglio DATE 9-13-21
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Nick Meglio / 145 Devonwood Drive / 203-206-7152 BHSA Coaches

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. N (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

\$42/HR. plus 1 HR. SERVICE (\$5.292.)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT \$ 1 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

Saturday
9am - 3pm

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with City of Building Permit)

APPLICANT/ORGANIZATION: Bunker Hill Sports Association

Please check below specific item(s):

Building Usage Fees ☒

Custodial Fees ☒

SCHOOL/ROOMS REQUESTED: Carrington / Gymnasium

DATE(S): 9-13-21

TIMES: 9am - 3pm

DATE(S): 9-13-21

TIMES: 9am - 3pm

DATE(S): 9-13-21

TIMES: 9am - 3pm

DATE(S): 9-13-21

TIMES: 9am - 3pm

DATE(S): 9-13-21

TIMES: 9am - 3pm

DATE(S): 9-13-21

TIMES: 9am - 3pm

9-13-21

Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$

Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST: _____

Clerk, Board of Education

DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT

SCHOOL BUSINESS OFFICE
238 GRAND ST., WATERBURY, CT 06702

CONTRACT#

USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

APPLICANT Nicholas Meglio NAME OF ORGANIZATION Bunker Hill Sports Assoc

ADDRESS 145 Devonwood Drive, Waterbury, CT TELEPHONE # 203-206-7152
(street) (city) (state) (zip code)

SCHOOL REQUESTED WSMS DATES Nov20 - Mar 26 Sat ROOM(S) Gym

OPENING TIME 9am CLOSING TIME 1pm PURPOSE Basketball

ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4-5 pr hr CHILDREN 20-25 pr hr

SIGNATURE OF APPLICANT [Signature] DATE 9-13-21

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

Nick Meglio / 145 Devonwood Dr, Waterbury / 203-206-7152 BHSA COACHES

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. m (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

\$42/HR. plus 1 HR service (\$3,780)

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.

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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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with City of Building Permit)



APPLICANT/ORGANIZATION: Bunker Hill Sports Assoc

Please check below specific item(s):

Building Usage Fees ☒

Custodial Fees ☒

SCHOOL/ROOMS REQUESTED: WSMS

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): Sat

TIMES: 9am - 1pm

9-13-21

Date

Phil Nigro
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$ 3,780.5

Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST: _____

Clerk, Board of Education

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

CONTRACT#

Book
APPLICANT DENEEN FRYER NAME OF ORGANIZATION HOPKINSVILLE, INC
ADDRESS 232 N. Elm St Wlby Ct 067 TELEPHONE # (203) 232-4578
(street) (city) (state) (zip code)
SCHOOL REQUESTED WSMS DATES 10/9 - 11/13 ROOM(S) Gym
OPENING TIME 10AM CLOSING TIME 2pm PURPOSE basketball games
ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN 20
SIGNATURE OF APPLICANT [Signature] DATE 9/13/21

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

Randy Brooks 437-2209

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. DF (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR. plus 1 HR. service (\$1,050.)

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

Saturdays
10 - 2pm

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with use of Building Permit)

APPLICANT/ORGANIZATION: Hoops4Life, Inc

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: West Side
Tobacco Road (6ym)

DATE(S): 9/25 9/26

TIMES: 10am - 2pm

DATE(S): 10/9 10/16 10/23

TIMES: 10am 2pm

DATE(S): 11/6 11/13

TIMES: 11 51

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

9/13/21
Date

[Signature]
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$ _____
Building Usage Fees

\$ 1,050.15
Custodial Fees

\$ _____
Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST _____
Clerk Board of Education

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

CONTRACT#

APPLICANT DENEEN FRYER NAME OF ORGANIZATION HOWPSULITE, Inc
ADDRESS 232 N. Elm St Wbry Ct 067 TELEPHONE # (203) 232-4578
(street) (city) (state) (zip code)
SCHOOL REQUESTED Reed DATES 10/9 - 11/13 ROOM(S) Gym
OPENING TIME 10am CLOSING TIME 2:00 pm PURPOSE basketball games
ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN 20
SIGNATURE OF APPLICANT Deneen Fryer DATE 9/13/21

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

Randy Brooks 437-2209

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. (DF) (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR. plus 1 HR service (\$1,050.)

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with a Building Permit)

APPLICANT/ORGANIZATION: Hoops4Life, Inc

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Johnston Reed (Gym)

DATE(S): ~~9/25~~ 9/26

TIMES: 10 am - 2 pm

DATE(S): 10/9 10/16 10/23

TIMES: 10 am - 2 pm

DATE(S): 11/6 11/13

TIMES: 10 am - 2 pm

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

9/13/21

Date

[Signature]

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$ _____
Building Usage Fees

\$ 1,050.
Custodial Fees

\$ _____
Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST _____
Clerk, Board of Education

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 Kevin Taylor NAME OF ORGANIZATION Neighborhood Housing Services of Waterbury
ADDRESS 193 Grand St. 3rd floor Waterbury, CT 06702 TELEPHONE # 203.753.1896
(street) (city) (state) (zip code)
SCHOOL REQUESTED J. Reed School DATES 11/13/21 & 05/14/22 ROOM(S) Cafe
OPENING TIME 12:00pm CLOSING TIME 3:00pm PURPOSE Neighborhood Safety Training
ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO N/A
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN _____
SIGNATURE OF APPLICANT [Signature] DATE 09.30.21
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *
Ian Blake, 193 Grand st., 3rd floor, Waterbury, CT 06702 203.753.1896

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. KT (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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Use of Building Permit)



APPLICANT/ORGANIZATION: Neighborhood Housing Services of Waterbury

Please check below specific item(s):

Building Usage Fees ☒

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Cafe

DATE(S): November 13, 2021

TIMES: 12:00pm - 3:00pm

168

DATE(S): May 14, 2022

TIMES: 12:00pm - 3:00pm

168

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

09.30.21

Date

[Signature]
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$ 126.00

Building Usage Fees

\$ 336

Custodial Fees

\$ _____

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST _____

Clerk, Board of Education

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 Marlene Warren NAME OF ORGANIZATION Knights of Lithuania Council 17
ADDRESS 85 Green St Waterbury CT 06706 TELEPHONE # 860.620.4173
(street) (city) (state) (zip code)
SCHOOL REQUESTED Wendell Cross / Joseph DATES 10/17/2021 ROOM(S) Gym
OPENING TIME 10:00am CLOSING TIME 11:30am PURPOSE Monthly Meeting
ADMISSION (if any) 0 CHARGE TO BE DEVOTED TO 0
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 25 CHILDREN _____
SIGNATURE OF APPLICANT Marlene B Warren DATE 10/3/2021

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

Linas Balsys President Knights of Lithuania
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. MBW (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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Board Building Permit)

APPLICANT/ORGANIZATION: Knights of Lithuania C-7

Please check below specific item(s):

Building Usage Fees ☒

Custodial Fees ☒

SCHOOL/ROOMS REQUESTED: Wyndell Cross / St. Joseph's Gym

DATE(S): 10/17/2021

TIMES: 10:00 am to 11:30 am

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

10/31/2021

Date

Melvin B. W.

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$

105.00

Custodial Fees

\$

Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST

Clerk, Board of Education

APPLICANT

Book
RICHARD GODSIL

NAME OF ORGANIZATION

E.M.A.A

ADDRESS

107 NEWFIELD AVE APT. 37

TELEPHONE #

754.5320

(street)

(city)

(state)

(zip code)

SCHOOL REQUESTED

Rotella

DATES

Oct. 14, 21, 28

ROOM(S)

Lobby only

OPENING TIME

5:00pm

CLOSING TIME

7:00pm

PURPOSE

BASKETBALL Sign-ups

ADMISSION (if any)

NO

CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS

CHILDREN

SIGNATURE OF APPLICANT

Richard Godsil

DATE

9-13-21

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

RICH GODSIL 107 NEWFIELD AVE APT 37

754.5320

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. RG (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.

Thursdays
10/14
10/21
10/28

Book
Monday - Friday

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 Rich Godsil NAME OF ORGANIZATION EMAA
ADDRESS 107 Newfield Ave Apt 37 Wthby, CT TELEPHONE # 203-754-5320
(street) (city) (state) (zip code)
SCHOOL REQUESTED Wendell Cross DATES 11/8/21 - 3/26/22 ROOM(S) Gym
OPENING TIME 6:00 PM CLOSING TIME 9:00 PM PURPOSE Basketball
ADMISSION (if any) No CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 10
SIGNATURE OF APPLICANT Rich Godsil DATE 9/12/2021
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Rich Godsil 107 Newfield Ave Apt 37 Wthby, CT 203-754-5320
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. _____ (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

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

PLEASE READ THE FOLLOWING CAREFULLY

11/8 - 3/24

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

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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).

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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

Book
Monday - Friday

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 Rich Godsil NAME OF ORGANIZATION EMAA
ADDRESS 107 Newfield Ave Apt 37 TELEPHONE # 203-754-5320
(street) (city) (state) (zip code)
SCHOOL REQUESTED Botella DATES 11-8-2021 - 3/26/22 ROOM(S) Gym
OPENING TIME 6:00 PM CLOSING TIME 9:00 PM PURPOSE Basketball
ADMISSION (if any) No CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 10
SIGNATURE OF APPLICANT Rich Godsil DATE 9/12/2021

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

Rich Godsil 107 Newfield Ave Apt 37 Wtby, CT 06708 203-754-5320

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. RG (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

DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT

SCHOOL BUSINESS OFFICE
238 GRAND ST., WATERBURY, CT 06702

CONTRACT#

USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

APPLICANT Nicholas Meglio NAME OF ORGANIZATION Bunker Hill Sports Assoc
ADDRESS 145 Devonwood Drive, Waterbury, CT TELEPHONE # 203-206-7152
(street) (city) (state) (zip code)
SCHOOL REQUESTED Bunker Hill DATES Nov8 - Mar25 Mon-Fri ROOM(S) Gym
OPENING TIME 5pm CLOSING TIME 8:30pm PURPOSE Basketball
ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2-3 per hr CHILDREN 15-20 per hour

SIGNATURE OF APPLICANT Nicholas Meglio DATE 9-13-2021

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

Nick Meglio / 145 Devonwood Drive / 203-206-7152 BHSA COACHES

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. me (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).

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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

*Monday
Thurs
Friday*

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 Nicholas Meglio NAME OF ORGANIZATION Bunker Hill Sports Assoc.

ADDRESS 145 Devonwood Drive, Waterbury CT 06708 TELEPHONE # 203-206-7152
(street) (city) (state) (zip code)

SCHOOL REQUESTED Carrington DATES Nov 8 - March 25 Mon-Fri ROOM(S) GYM

OPENING TIME 5:00pm CLOSING TIME 9:00pm PURPOSE Basketball

ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2-5 per hr CHILDREN 20-25 per hr

SIGNATURE OF APPLICANT Nicholas Meglio DATE 9-13-21

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

Nick Meglio 145 Devonwood Drive 203-206-7152

BHSA Coaches

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. N (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)

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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 574-3210 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

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

CONTRACT#

APPLICANT Nicholas Meglio NAME OF ORGANIZATION Bunker Hill Sports Assoc
ADDRESS 145 Devonwood Drive, Waterbury, CT TELEPHONE # 203-206-7152
(street) (city) (state) (zip code)
SCHOOL REQUESTED WSMS DATES MON Nov 15-Mar 20 ROOM(S) Gym
OPENING TIME 5pm CLOSING TIME 9pm PURPOSE Basketball
ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 3-4 pr hr CHILDREN 20-25 pr hr
SIGNATURE OF APPLICANT Nicholas Meglio DATE 9-13-21
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:

Nick Meglio / 145 Devonwood Dr / 203-206-7152 BHSA COACHES

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.

White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian

Mon days

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#

1200R
APPLICANT DENEEN FRYER NAME OF ORGANIZATION HOPS 4 U, Inc
ADDRESS 232 N. Elm St Wbry Ct 067 TELEPHONE # (203) 232-4578
(street) (city) (state) (zip code)
SCHOOL REQUESTED WSMS DATES 10/8 - 12/17 ROOM(S) Gym
OPENING TIME 5:30p CLOSING TIME 9:00pm PURPOSE basketball games
ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN 20
SIGNATURE OF APPLICANT Deneen Fryer DATE 9/13/21

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

Randy Brooks 437-2209

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. (DP) (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.

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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

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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

Tues
Thurs
Fri

HOOPS FOR LIFE

WEST SIDE MIDDLE SCHOOL

DATES OF USE: 5:30 TO 9:00 P.M.

OCTOBER:

8, 12, 14, 15, 18, 19, 21, 22, 25, 26, 28, 29

NOVEMBER:

4, 5, 9, 12, 15, 18

DECEMBER:

2, 3, 7, 9, 10, 14, 16, 17

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#



Book

APPLICANT DENEEN FRYER NAME OF ORGANIZATION HOPKINSVILLE, INC
ADDRESS 232 N. Elm St Wbry Ct 067 TELEPHONE # (203) 232-4578
(street) (city) (state) (zip code)

SCHOOL REQUESTED Reed DATES 10/8 - 10/29 ROOM(S) Gym

OPENING TIME 5:30p CLOSING TIME 9:00pm PURPOSE basketball games

ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN 20

SIGNATURE OF APPLICANT Deneen Fryer DATE 9/13/21

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

Randy Brooks 437-2209

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. DP (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

Weekdays

SCHOOL/ROOMS REQUESTED: Jonathan Reed (Gym)

DATE(S):	<u>9/20 9/21 9/22 9/23</u>	TIMES:	<u>5:30 P - 9 P</u>
DATE(S):	<u>9/24 9/27 9/28 9/29 9/30</u>	TIMES:	<u>5:30 P - 9 P</u>
DATE(S):	<u>10/1 10/4 10/5 10/6 10/7</u>	TIMES:	<u>5:30 P - 9 P</u>
DATE(S):	<u>10/8 10/12 10/13 10/14 10/15</u>	TIMES:	<u>5:30 P - 9 P</u>
DATE(S):	<u>10/16 10/17 10/20 10/21 10/22</u>	TIMES:	<u>5:30 P - 9 P</u>
DATE(S):	<u>10/25 10/26 10/27 10/28 10/29</u>	TIMES:	<u>5:30 P 8 P</u>

9/13/24

Jonathan Reed
Signature

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#

3 Book
APPLICANT DENEEN FRYER NAME OF ORGANIZATION HOWPSYLORE, Inc
ADDRESS 232 N. Elm St Wbry Ct 067 TELEPHONE # (203) 232-41578
(street) (city) (state) (zip code)
SCHOOL REQUESTED Reed DATES 11/1-12/15 ROOM(S) Gym
OPENING TIME 5:30p CLOSING TIME 9:00pm PURPOSE basketball games
ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN 20
SIGNATURE OF APPLICANT Deneen Fryer DATE 9/13/21

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

RANDY BROOKS 437-2209

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. (DP) (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.

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APPROVAL DATE _____

SCHOOL BUSINESS OFFICE

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White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian

Week days

HOOPS FOR LIFE **REED SCHOOL**

DATES OF USE: **5:30 TO 9:00 P.M.**

NOVEMBER:

1, 3, 4, 5, 8, 9, 10, 12, 15, 16, 17, 18, 19, 29, 30

DECEMBER:

1, 2, 3, 6, 7, 8, 9, 10, 13, 14, 15

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

CONTRACT# JUN 21 2021

APPLICANT Terence Lott Jr NAME OF ORGANIZATION Waterbury Ballers
ADDRESS 25 Grand Ave Waterbury CT 06704 TELEPHONE # 203-509-4757
(street) (city) (state) (zip code) 203-805-1884
SCHOOL REQUESTED Sprague DATES 10/21-11/1/21 ROOM(S) Gym
OPENING TIME 5:00p CLOSING TIME 9:00p PURPOSE Basketball Program
ADMISSION (if any) _____ CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 6 CHILDREN 70
SIGNATURE OF APPLICANT [Signature] DATE 6/21/21

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

Terence Lott Sr (203-509-4757), Terence Lott Jr (203-805-1884)
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. TLB (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ _____ INSURANCE COVERAGE ☒ YES ☐ NO

PLEASE READ THE FOLLOWING CAREFULLY *OK*

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.

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APPROVAL DATE _____

SCHOOL BUSINESS OFFICE

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DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT

SCHOOL BUSINESS OFFICE
236 GRAND ST., WATERBURY, CT 06702

CONTRACT#

USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

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 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 / Expenses

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

SIGNATURE OF APPLICANT Algirdas Gelazauskas DATE 9-27-21

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

Pres. Vaiva Baltonis, 59 Glendale 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

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APPROVAL DATE _____

SCHOOL BUSINESS OFFICE

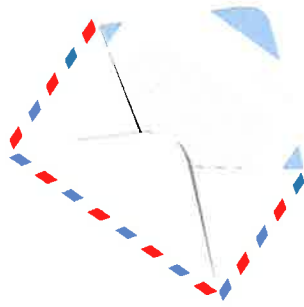
CHECKS OR MONEY ORDERS FOR FEES SHOULD BE MADE OUT TO THE BOARD OF EDUCATION AND MAILED TO THE SCHOOL BUSINESS OFFICE. NO CASH WILL BE ACCEPTED.

White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian



COMMUNICATIONS



For the period of
September 15, 2021 through October 5, 2021



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury
Connecticut

Department of Human Resources
Office of the Civil Service Commission

September 1, 2021

Josh Stollings
284 Corbin Ave.
New Britain, CT 06052

Dear Mr. Stollings:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Washington Elementary School (Req. #2021647) at \$15.54 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 2, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 2, 2021.

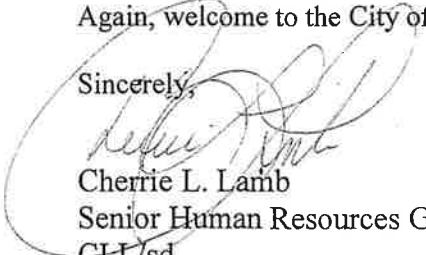
At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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

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

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist
CLL/sd

cc Board of Education
Dr. Ruffin, Supt. of Schools
Chris Harmon, School Inspector
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 8, 2021

Terra Saunders
36 Albert
Waterbury, CT 06702

Dear Ms. Saunders:

We are pleased to receive your acceptance of our offer of employment for the position of Food Service Worker for the Department of Education – Food Service (Requisition #2021514A) at \$14.80 per hour.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

Your official start date is September 9, 2021.


This position does not provide health insurance benefits. Please refer to the CSEA – LOCAL 2001 contract for other available fringe benefits by visiting our website at www.waterburyct.org.

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

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist

CLL/sd

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Linda Franzese, Food Serv Director
File



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 8, 2021

Mamie Parker
138 Hillcrest Ave.
Waterbury, CT 06705

Dear Ms. Parker:

We are pleased to receive your acceptance of our offer of employment for the position of Food Service Worker for the Department of Education – Food Service (Requisition #2021739M) at \$14.80 per hour.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

Your official start date is September 9, 2021.

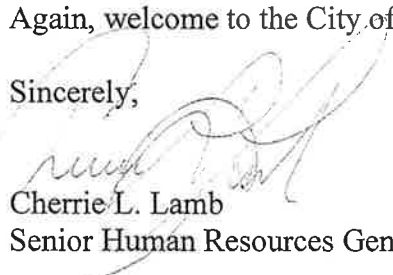
This position does not provide health insurance benefits. Please refer to the CSEA – LOCAL 2001 contract for other available fringe benefits by visiting our website at www.waterburyct.org.

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

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist

CLL/sd

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Linda Franzese, Food Serv Director
File



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury
Connecticut

Department of Human Resources
Office of the Civil Service Commission

September 8, 2021

Douglas Pelletier
50 Freedom Rd.
Middlebury, CT 06762

Dear Mr. Pelletier:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Wendell Cross Elementary School (Req. #2021535) at \$15.54 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 16, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 16, 2021.

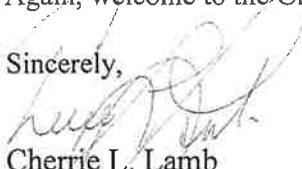
At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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

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

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist
CLL/sd

cc Board of Education
Dr. Ruffin, Supt. of Schools
Chris Harmon, School Inspector
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 9, 2021

Toni Piccochi
376 Congress Ave.
Waterbury, CT 06708

Dear Ms. Piccochi:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional (Req. #2020686) at \$17.02 per hour. Please contact Miguel Pabon, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 16, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City.

Your first day reporting to Washington Elementary School will be September 9, 2021 at your regular scheduled time.

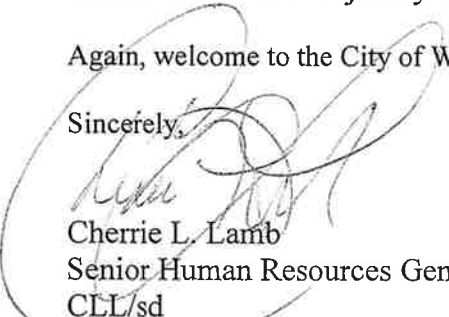
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Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist
CLL/sd

cc Board of Education
Dr. Ruffin, Supt. of Schools
Miguel Pabon, Director of Pupil Serv.
File

Carrie Swain

From: ANN SWEENEY
Sent: Tuesday, September 14, 2021 6:31 PM
To: 1 Board of Ed
Subject: Fwd: Letter on Behalf of the State Board of Education

Categories: Red Category

FYI below.
Ann

Sent from my iPhone

Begin forwarded message:

From: noreply@cabe.myenotice.com
Date: September 14, 2021 at 3:41:35 PM EDT
To: ANN SWEENEY <asweeney@waterbury.k12.ct.us>
Subject: Letter on Behalf of the State Board of Education
Reply-To: npropfe@cabe.org

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Good afternoon, Board Members ???
Please see below a letter from members of the CT State Board of Education.

If you have any questions, please let me know.

Lisa Steimer
Sr. Staff Associate for Professional Development and Communications
CABE



**STATE OF CONNECTICUT
STATE BOARD OF EDUCATION**



September 2021

Dear Board of Education Members and Superintendents:

As members of the Connecticut State Board of Education, we recognize the significant challenges currently facing our schools and school leaders. As such, we want to take this opportunity to acknowledge the critical work that you continue to do in support of our schools, faculty, families and students. Especially during the COVID-19 pandemic, we applaud you for all of your efforts to keep our schools open and safe, and our students learning.

What we have learned during the past school year, and what is supported by recent assessment data, is that students learn best in-person with their educators and friends, and in-person instruction is only made possible through the consistent employment of a series of mitigation efforts and protocols to support safe and healthy school environments. We understand how stressful these situations can be, in the face of opposition, and truly appreciate your courage and commitment to supporting your schools, staff, families and students.

The only way we can get through this pandemic is to work together in support of our communities. We always invite everyone to the table to provide input and collaborate, and we encourage you to continue this practice wherever possible. For the sake of our children and their continued success in learning, we join you in placing them at the center of all our discourse and our efforts.

In Support,

The Members of the State Board of Education



Connecticut Association of Boards of Education

81 Wolcott Hill Road
Wethersfield, CT 06109
Phone: 860-571-7446 - Toll Free: 800-317-0033
Fax: 860-571-7452
www.cabe.org

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Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Wednesday, September 15, 2021 3:41 PM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: A HUGE victory in Guilford CT 09/14/2021: Defeat of CRT at the Pools

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Here is hope, and in Connecticut no less, where concerned citizens in Guilford demonstrated sufficient passion concerning the education of their children and the disastrous consequences upon impressionable minds of racist indoctrination that they organized effectively to fight back.

In Guilford the proponents of the insidious ideology of CRT were audacious and in plain view presenting Systemic Racism as a fact rather than a hotly contested and unsupportable theory. Kendi's book, ordered by the Superintendent to be mandatory reading in Guilford classrooms, evidenced an appalling intrusion from "on high" into the educative process.

It's goal can only be construed as foundational for forming a cohort of Guilford Youth groomed to accept the siren song of victimhood and white supremacy. CRT is dehumanizing political indoctrination. It's real vice is that it teaches people to commit constitutional violations. It promotes widespread discrimination against people of white or Asian ancestry. Ibram X. Kendi puts it explicitly, "the only remedy to racist discrimination is antiracist discrimination."

Apparently, the Superintendent's usurpation of authority and unilateral assumption of dictatorial power was the "straw that broke the camels back." I applaud those concerned parents who recognized the intrusion, fought back and succeeded. It is an important victory but it is preliminary to a long struggle that must be waged for the hearts and minds of Americans of all ages, genders and hues. There is no better place to engage in the inevitable elemental conflict than at the frontier where educational institutions are involved with instructing receptive and impressionable minds, not on how to think but what. Therefore, it is imperative to inquire what sources of information are being relied upon as authoritative, what competing views are considered, what assumptions are made, what debates are encouraged and so forth. Teaching and learning are contact sports not for mere spectators. To assign Kendi as required reading without including that of Christopher Rufo and other intellectual adversaries is tantamount to fascist propaganda. It's the equivalent of submitting Mein Kampf as received wisdom to be hailed with a salute after being consumed without contradiction.

But, in Guilford the transgressions were easier matters to fight because they were presented boldly and undisguised. My deepest concern is about the State mandated Pilot Programs in Waterbury to teach Black and Latino History which is neither transparent, nor has it been scrutinized by the members of our Board of Education or any city leaders, or teachers, or parents. It is being accepted at face value. Yet, even a cursory examination of the curriculum, its assumptions, the relevant authorities not consulted or included in the course material, and those that were and what is included in code language reveals the cleverly manipulated soft sell of an agenda consistent with the Guilford travesty. The gates of our fortress have not been assailed but Educators Bearing Gifts have gained access to our children in their sanctuaries by stealth and artifice.

Most respectfully, I request that we follow the salutary example of the courageous parents and residents of Guilford to awaken to the danger within our walls and become part of the solution. Thank you for your attention and consideration. See the email from a friend attached below which evinces the exemplary concern I endorse.

Tim,

The five anti-CRT candidates for Board of Education seats in Guilford CT, east of New Haven, wiped out the five pro-CRT candidates in the GOP primary today by a margin of over 3-1: each of the former received 6,000+ votes; the losers only circa 2,000.

Having spoken to supporters at a zoom meeting this past June, I was invited to what turned out to be a victory celebration at a VFW hall.

Many there said they knew of Dems and independents who registered GOP for a day just to vote to stop the racial indoctrination of students in Guilford as young as kindergarten age.

Turnout far exceeded that in previous primaries.

The election was a referendum on "systemic racism," "white privilege," and all the other vicious nonsense Ibram Kendi and others have spewed. The campaign literature shows this conclusively. (The pro-CRT candidates called themselves in their campaign literature "Good Republicans," which probably alienated undecideds.)

The superintendent in Guilford this summer charged the town for hundreds of copies of Kendi's book, which he sent to all teachers with instructions to teach its racist garbage to their students.

There are 13 seats on the BOE. Members serve staggered four-year terms. The candidates today competed for nominations for the four seats reserved for the GOP; the Dems are also allotted four seats. (The allocation of seats is very baroque, at least to me, and I still don't fully understand it.). It's possible that after the November elections there will be an anti-CRT majority, or something close to it, because the members not up for re-election this fall may recognize which way the political winds are blowing and throw out the superintendent, who in light of tonight's returns, should be well advised to polish his resume.

The Hartford Courant, which in a recent editorial called the anti-CRT forces and their supporters akin to Klansman, should be eating crow. I'm interested in how they cover this.

To me this is a small, but not insignificant victory in the campaign to take back America from the elites that hate it, and who consider MLK's iconic call for character taking precedence over skin color proof that MLK, like Larry Elder, was little more than a black frontman for "white privilege."

Jay Bergman
Professor of History
Central Connecticut State University
New Britain CT 06050

Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Thursday, September 16, 2021 4:50 PM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: FW: My concern is authentic, my fear is genuine, my questions are simple, my demand is persistent

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Dear Friends and Fellow Americans,

It is my distinct pleasure to introduce John McWhorter an American linguist and associate professor of English and comparative literature at Columbia university. He is the author of a number of books on language and on race relations. His brief but poignant interview is attached below.

I recommend the interview to each of you because he expresses, authoritatively, the beliefs which I hold dear. I want the reasons why I am unalterably opposed to CRT to be unambiguous and to explain the offense I take, passionately and strenuously, to this cardinal transgression against our common human nature. It's insidious goal is to segregates us into the opposing camps of oppressors and the oppressed. I take that noxious doctrine as a personal affront and grossly insulting and I am intent on persuading you that you should be likewise offended. I am addressing, Blacks , Latinos, Whites, Asians and all human beings, including and especially, those that have been indoctrinated into believing that our society is systemically racist, comprised of victims and others that are supremely privileged. My first witness is John McWhorter...kindly, attend to the evidence.

Why is CRT not challenged in institutions of higher education? Or at educational institutions at any level? How is it that as transparently racist and divisive it, nevertheless, gains traction to wheedle itself into respectability? Intimidation is a large part of it, accompanied by the corporate media's lionization of its principle proponents based on a superficial analysis of their theories, then insistently lending credence to the illusion of insightful perspectives and the massive proliferation of unsubstantiated preordained conclusions. CRT is a con-job, a racket, no more substantial and equally as faddish, though infinitely more dangerous, as the 1975 pet rock craze .

Why is it that, when its proponents and enablers recognize how offensive and unpalatable the Theory is when presented as unmitigated truth, rather than a hotly debated ideology, and when they observe that it is opposed, dissected and rejected by scholars, do they fumble with euphemisms and other tactics of verbal diversion to mitigate controversy and continue under the guise of an objective academic pursuit.

As a proud graduate of Providence College I have posed these questions to my alma mater, particularly as they pertain to its Department of Institutional Diversity, Equity and Inclusion. The questions I have already posed and my abundant criticisms concerning the resources relied upon for the formation of this Department, with its associated curriculum, revolve about the narrow field of consultants accessed. It is the tendentiousness of critical race theorists toward viable alternatives and valid contentions that have yielded unacceptable outcomes that require rectification.

In my beloved hometown of Waterbury, Connecticut, I have raised the same and additional concerns about a Governor directed Pilot Program for Black and Latino Studies which has been devised on an exclusionary basis. Robert Woodson's 1776 Unites has not been included in the curriculum, nor were he and other respected and relevant experts consulted, those diametrically opposed to the assumptions relied upon for this course, much less have their opinions and the alternatives they advocate seen the light of day. I have brought these facts to the attention of the members of our Board of Education and to the appointed and elected leaders of our community and asked that they scrutinize the details being taught to our impressionable youth and to do so both privately and in public forums. And, without further delay.

Now, I invite them and you to watch the attached video. Ask yourselves who John McWhorter V is. Ask why, he was not consulted previously, by the leadership at Providence College, or by those who are responsible for the Pilot Program in effect in our Waterbury School system laboratory. (is it a Wuhan like breeding site or is it an edifying experience for an accurate accounting of American History. All we know is that it is out of sight? Or, perhaps, hiding in plain sight?)

Let's consent to make it visible without further delay. Other than McWhorter, an inexplicably omitted contributor to the content of the American history course being taught, experimentally, in our local schools, which others of his prestige and expertise were excluded, and why?

I put the same question to the decision makers at Providence College and make the same plea. It is not too late to expand upon the base of trusted resources, to confer with them and give their writings the full attention deserved. Include them in the assigned reading. Only then, can the finished product of the educational enterprises mentioned and all others, inspire the confidence that truth, (veritas) inclusion, diversity and equality is being preserved and advanced.

<https://youtu.be/uFc9p6Gi2qY>

Timothy C. Moynahan, Esq.

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Carrie Swain

From: noreply@cabe.myenotice.com on behalf of CABA Policy Highlights
<noreply@cabe.myenotice.com>
Sent: Friday, September 17, 2021 7:01 AM
To: Carrie Swain
Subject: CABA Policy Highlights 9-17-2021

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CABA Policy Highlights

Vincent A. Mustaro, Senior Staff Associate for Policy Service

September 17, 2021

Volume 21 Issue 6

For a PDF version of this Policy Highlights, [Click Here](#)

Required District Notifications: State and federal law and/or regulations require school districts to provide parents/guardians and community members with various notifications. These notifications provide summaries of district obligation's, pertinent information and individuals to contact if there is an issue. The July 9, 2021 issue of *Policy Highlights* provided a listing of the required notifications with references to corresponding policies. The topic of required notifications is hereby presented again as a reminder for districts to fulfill this obligation. It is recognized that keeping up with the notification requirements is a significant task for the district administration; made more difficult, but timely, during this pandemic period.

There are numerous ways for districts to fulfill the notification obligations. Some of the obligations can be fulfilled by posting information on the district's website. Some can be mailed home, included in information packets, school calendars,

parent and student handbooks or otherwise provided in writing. More than one means of providing the information is recommended to ensure that it is received in a timely fashion.

Longtime required notices include those pertaining to attendance, asbestos, student privacy and records and homeless students. Districts receiving Title I funds also need to provide notifications pertaining to student achievement and growth on state tests, parent and family engagement, requests pertaining to teacher qualifications, and student participation in mandated assessments.

There are also notifications that need to be sent to parents/guardians of students participating in the district's special education program, meal program as part of the National School Lunch Program, meal charging, and participation in the program for English Language Learners.

Please refer to the previously mentioned issue of *Policy Highlights* for a complete listing of required notifications.

Need to Mitigate the Impact of Smartphones and Social Media on Adolescents: In a recent article appearing in *The New York Times* social psychologist Jonathan Haidt (NYU's Stern School) and psychologist Jean Twenge (San Diego State University) say that in 2012, the incidence of teenage loneliness, depression, self-harm, and suicide began to rise sharply. "By 2019," they say, "just before the pandemic, rates of depression among adolescents had nearly doubled."

In a time of relative prosperity, what could explain these troubling statistics? Smartphones and social media, say Haidt and Twenge; 2012 was the first year that most Americans owned a smartphone, and by 2015, two-thirds of teenagers had one, and most were hooked on social media. Facebook had added a *Like* button, Twitter a retweet button, and algorithms were jiggered to amplify content that triggered emotions, creating what the authors call "an outrage machine that made life online far uglier, faster, more polarized, and more likely to incite performative shaming." Instagram had an especially strong impact on girls and

young women, "inviting them to 'compare and despair' as they scrolled through posts from friends and strangers showing face, bodies, and lives that had been edited and re-edited until many were closer to perfection than to reality."

These effects are echoed around the world, operating at the individual and group level. "The smartphone brought about a planetary rewiring of human interactions," say Haidt and Twenge. "As smartphones became common, they transformed peer relationships, family relationships, and the texture of daily life for everyone ??? even those who don't own a phone or don't have an Instagram account. It's harder to strike up a casual conversation in the cafeteria or after class when everyone is staring down at their phones. It's harder to have a deep conversation when each party is interrupted randomly by buzzing, vibrating 'notifications'."

The result is "an incredibly isolated group of people," said a Canadian college student a year before the pandemic. "We have shallow friendships and superfluous romantic relationships that are mediated and governed to a large degree by social media." He described walking into a lecture hall before class and seeing everyone silently on their devices, a manifestation of isolation and weakened self-identity and confidence.

Can't phones and social media be used to connect people and foster meaningful and playful communication? They can, but for many teens, it hasn't worked out that way, say Haidt and Twenge: "It now appears that electronically mediated social interactions are like empty calories."

What is to be done? Clearly we can't put the genie back in the bottle, but the authors suggest two "reasonable steps to help teens get more of what they need:"

During the school day, lock phones up "so students can practice the lost art of paying full attention to the people around them ??? including their teachers."

Kids shouldn't be allowed to use social media before high school. Since there's tremendous peer pressure for elementary- and middle-school students to get a

phone, enforcement would need to come by requiring social media companies to implement third-party identity verification for all new accounts, preventing younger children from joining.

As students emerge from the pandemic, during which they became even more reliant on digital communication, Haidt and Twenge believe this is the ideal time to implement these policies, helping young people wean themselves from an unhealthy dependency and enjoy better relationships ??? and mental health.

Source: "The Smartphone Trap," by Jonathan Haidt and Jean Twenge in *The New York Times*, August 1, 2021, as summarized in *Marshall Memo 900*, August 30, 2021.

Policy Implications: A number of policies pertain to this topic. They include the following:

#5131.81 ??? Use of Electronic Devices

#5131.913 ??? Cyberbullying

#6141.321 ??? Acceptable Use of the Internet

#6141.326 ??? Online Social Networking

#6141.327 ??? Electronic Resources

Samples are available upon request from the CABA Policy Department

Tutoring Viewed as Key to Recover Learning Loss: As educators consider strategies to help students recover learning lost during the pandemic, research points to intensive daily tutoring as one of the most effective ways. Researchers found little benefit to after-school programs, and remedial courses historically have been ineffective.

Jill Barshay, in *The Hechinger Report*, reports on the means being used by school districts to assist the tens of millions of students who may now be months or, in some cases, even a full year behind because they couldn't attend school in person during the pandemic. She states, "Significant setbacks are especially likely for the most vulnerable students ??? kids with disabilities and those living in poverty,

who didn't have a computer, a reliable internet connection or a workspace to learn at home. Educators will have to do something different for the 2021-22 school year to make up for those losses."

Districts are using federal pandemic relief money on a range of strategies to help students. She reports, "But research shows that many of these ideas have had a spotty track record in the past and that schools will have to pay close attention to what's worked???and what hasn't???to maximize their odds for success with just about any strategy. There's no silver bullet. And the pandemic's fits and starts in instruction are unprecedented in the history of American public education and have affected students unevenly."

She looks at the research at the common strategies being considered and used to judge their effectiveness. Studies indicate which strategies are most effective and how they can best be implemented. She summarizes the most relevant research in her article.

Tutoring: Research points to intensive daily tutoring as one of the most effective ways to help academically struggling children catch up. A 2016 study sorted through almost 200 well-designed experiments on improving education, from expanding preschool to reducing class size, and found that frequent one-to-one tutoring was especially effective in increasing learning rates for low-performing students. Not all tutoring programs have been successful but, across hundreds of research studies, daily tutoring rises to the top as one of the most effective interventions in helping struggling students.

Studies about "High-dosage" tutoring show it has produced big achievement gains for students when the tutoring occurs every day or almost every day. Less frequent tutoring, by contrast, was not as helpful as many other types of educational interventions. In the research literature, the tutors are specially trained and coached and adhere to a detailed curriculum with clear steps on how to work with one or two students at a time. The best results occur when tutoring takes place at school during the regular day.

Afterschool: After-school programs might seem like a good idea because they give teachers extra time to cover material that students missed last year. However, getting students to attend faithfully is a chronic problem. For students who attend regularly, high quality after-school programs sometimes produce reading or math gains, but many programs operate with poorly trained teachers and lessons that are disconnected from what students are learning in class. When researchers look across studies, they usually don't see meaningful gains in reading or math achievement.

After-school programs appear to be better at improving students' social wellbeing. A meta-analysis of 68 studies of after-school programs by the Collaborative for Academic, Social and Emotional Learning found that students participating in an after-school program improved their school-day attendance and were less likely to engage in drug use or problem behavior.

Retention: Repeating a grade might make intuitive sense, especially for students who missed most of the past year at school and weren't able to engage with online instruction. Before the pandemic, research outcomes for retention were generally miserable.

It's not clear if the retention research is presently a good guide. We don't really know how students will fare if they repeat a year in-person that they effectively missed because they were learning remotely. However, educators point out that being held back is demoralizing and many students lose their enthusiasm for school. A discouraged child isn't going to be open to learning.

Remedial Classes: Such classes have not been effective. In practice, students often don't progress in remedial classes. Online credit recovery classes, which allow students to retake classes that they have failed, have been popular in recent years. Studies show that students are more likely to pass a course when they can click their way through it, and such classes are helping more students graduate from high school, but students do not seem to improve their academic skills as much as they would in face-to-face classes.

Acceleration: Teachers know that students in remedial classes get discouraged and lose their motivation to learn. This year, an anti-remediation sentiment has spread quickly among educators, who've adopted a mantra: "Accelerate, don't remediate." This approach interweaves review material with grade-level content. More research is cited as needed.

Looking Forward: Author Barshay notes that educators have a lot of work ahead of them. Students will need frequent assessments to determine learning gaps. Sufficient planning time for teachers is crucial. Moreover, schools need strategies to help students move past the trauma of the past two years. Federal pandemic money is enticing school systems to spend it on things that they wanted to do long before the pandemic and call it a pandemic response. She concludes, "Our education system has never been good at helping students who are behind catch up. If schools instead embrace the research ??? adding tutoring for the students who are most behind and testing promising ideas for others ??? adversity and crisis could lead to lasting, progressive change."

The full story can be accessed at: [**The Hechinger Report \(8/25\)**](#)

Source: "The Science of Catching Up," by Jill Barshay, in *The Hechinger Report*, August 25, 2021.

Policy Implications: Three policies address some of these issues. They are #5123, "Retention/Promotion/Acceleration," #6172.2, "Remedial Instruction," and #4134, "Tutoring." However, please keep in mind that the current samples of these policies were developed prior to the current pandemic emergency health emergency.

Food for Thought:

"There is nobody more dangerous than one who has been humiliated, even when you humiliate them rightly." Nelson Mandela

Connecticut Association of Boards of Education
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800-317-0033 or 860-571-7446
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Carrie Swain

From: ANN SWEENEY
Sent: Sunday, September 19, 2021 3:04 PM
To: Carrie Swain
Subject: Fwd: Some info for you

Carrie, for the record.
Ann

Sent from my iPhone

Begin forwarded message:

From: Drew S <drewects@gmail.com>
Date: September 19, 2021 at 12:31:50 PM EDT
To: KAREN HARVEY <kharvey@waterbury.k12.ct.us>, "CHARLES L. STANGO" <clstango@waterbury.k12.ct.us>, "THOMAS VAN STONE SR." <tvanstone@waterbury.k12.ct.us>, ELIZABETH BROWN <ebrown@waterbury.k12.ct.us>, JUANITA HERNANDEZ <jhernandez@waterbury.k12.ct.us>, CHARLES PAGANO <cpagano@waterbury.k12.ct.us>, MELISSA SERRANO ADORNO <mserranoadorno@waterbury.k12.ct.us>, ANN SWEENEY <asweeney@waterbury.k12.ct.us>
Subject: Some info for you

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The FDA did not recommend boosters. When they approved the Pfizer vax last month they did not have an open hearing. They did for the boosters though, and many doctors called in talking about the studies related to the adverse effects. The open hearing starts around 4 hrs 3 minutes. This link starts at the 4 hr 20 min mark.

<https://youtube.com/watch?t=15684&v=WFph7-6t34M>

The interview below talks about the dangers of some of the protocols that have been being used in hospitals. It also gives some good resources God forbid you fall ill.

<https://rumble.com/vmp4pz-what-is-more-dangerous-covid-19-or-the-covid-19-hospital-protocols.html>

Have a great day,

Drew Serrano

On Sun, Aug 22, 2021, 9:33 AM Drew S <drewects@gmail.com> wrote:

Just wanted to pass this along. Not sure how involved you are with the overall picture of the vaccination campaign. Especially when it comes to children. You can choose to ignore it, but as individuals involved in the lives of many children I would think you want to be as informed as possible.

Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Monday, September 20, 2021 9:20 AM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: We must confront this destructive ideology

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

I am contributing today and I'm forwarding this message of hope, Faith and charity to those I know who care most deeply about our young from K through life, to parents, of course, because education about true America history begins in the home. It instructs our children that America began with the Declaration of Independence in 1776 "we hold these truths as self evident" and informs us all that we are one people under our God, not divided into the divisive racist categories of oppressed and oppressors. That is the big lie, not that racism does not exist, but that it is neither pervasive or systemic. I will proudly hang my Betsy Ross flag in my office for all to see and to encourage all my clients to pledge allegiance with me to our flag and the freedom loving country for which it stands. I implore you to do the same and to teach your children to repeat after you..."I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, ONE nation. Under God, with liberty and justice for ALL.

Pass it on!

Tim Moynahan

From: American Freedom Report <editor@alerts.americanfreedomreport.com>



Dear Friend of Liberty,

As a fellow patriot, I'd like to send you a Betsy Ross flag.



The design of this flag, with its 13 stripes and circle of 13 stars—representing America's original 13 colonies—is a powerful symbol

of the American Revolution and of the principles on which the Revolution was fought.

In the words of the Declaration of Independence, "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the pursuit of Happiness."

Throughout most of our nation's history, Americans learned about and revered these ideas.

Sadly, because of the Left's hijacking of history education in so many of our schools, this is no longer true.

Consider the 2019 controversy surrounding the Betsy Ross flag I mentioned above.

When, shortly before Independence Day, Nike announced its plans to release an athletic shoe featuring the Betsy Ross flag.

Nike spokesman Colin Kaepernick objected, condemning the flag as a symbol of **racism** and **slavery**. A social media storm followed.

Consequently, Nike announced that it was halting production of the shoe.

This controversy was trivial. But the episode points to something else...

What is NOT trivial is the attempt to spread anti-American ideology into every area of American life...

....and the fact that too many in positions of authority immediately retreat when confronted by political correctness and anti-Americanism.

The Kaepernick episode illustrates the problem of progressive education, which seeks to rewrite our nation's history and undermine the kind of informed patriotism that is essential to preserving liberty.

Instead of learning to love America, many students today learn to hate it.

The Nike shoe controversy, like the frenzy for tearing down statues that we witnessed in so many of America's cities last summer, is the bitter fruit of this progressive educational agenda.

We must confront this destructive ideology with the truth about American history.

And we must nurture an informed patriotism among the young if our liberty is to be preserved. **As always, liberty's only sure defense is an educated citizenry prepared to defend it.**

This is why your support of Hillsdale College is so important.

Hillsdale's educational outreach efforts **reach** and **teach** millions of Americans of all ages—including many young people—and equip them with the knowledge they need to understand and defend our great American heritage of liberty.

Your generous support today will...

- **Expand** the circulation of *Imprimis*, Hillsdale's digest of liberty, to reach millions of Americans (you can also receive a free subscription to *Imprimis*...for life).
- **Send** millions of pocket-size copies of America's founding documents to schools and individuals.
- **Increase** the number of citizens (especially younger Americans) enrolling in Hillsdale's free online courses such as "Constitution 101" and "The Great American Story: A Land of Hope."
- **Launch** Hillsdale-affiliated classical K-12 charter schools that teach thousands of students nationwide.

You should be aware that...

To maintain its independence, Hillsdale College undertakes its work while refusing EVERY PENNY of government funding—even indirectly in the form of federal or state student grants or loans. NOT. ONE. PENNY.

Your support is crucial to ensuring that future generations of Americans will learn about and be prepared to defend freedom.

With a gift of \$76 or more today to support educational outreach efforts that reach and teach millions, Hillsdale will send you a 3' x 5' Betsy Ross Flag to thank you for your support. Supplies are limited, so please make your best tax-deductible gift right away.

You can give your best tax-deductible gift of \$25, \$76, \$100, or even \$250 or more by following the secure link below:

<https://secured.hillsdale.edu/hillsdale/betsy-ross-flag>

I hope you will display your Betsy Ross flag at your home or office. It reminds us of the debt we owe America's Founders and of our obligation to preserve liberty for future generations.

In that spirit, I hope you will stand with us as we continue to provide the kind of education that has made possible our great American heritage of liberty.

Warm regards,

Larry P. Arnn
President, Hillsdale College
Pursuing Truth and Defending Liberty Since 1844

Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Tuesday, September 21, 2021 2:53 PM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: 1776 United is the Paragigm

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Dear All,

I'm thrilled to be part of the Class of 2022 and provided with the opportunity of being edified by brilliant instructors. It is a privilege to participate in this rare educational experience with others similarly motivated.. The level of scholarship evinced and the collegiality demonstrated among faculty and students has already surpassed my highest expectations. I think what I have attached will be of interest for those who are not already aware of the facts contained. It demonstrates the extent to which we must maintain our vigilance and how, by exercising our abilities as informed and patriotic citizens, we can influence events and determine outcomes. After all is said and done it is why we have come together under the auspices of the Charter Oak Leadership Program.

Preface: On July,16,2021, U.S. Secretary of Education Miguel Cardona quietly blogged that the U.S. Department of education has apparently rescinded its "Proposed Priorities—American History and Civics", which was published for public comment in the Federal Register in April. The Secretary got caught with his hand in the cookie jar.
Tim

https://nclalegal.org/wp-content/uploads/2021/05/5.19.21-NCLA-Comment-Ed-Proposed-Priorities-Docket-ID-ED-2021-OESE-0033_As-Filed.pdf

Timothy C. Moynahan, Esq.

The Moynahan Law Firm, LLC

255 Bank St., Suite 2-A

P.O. Box 2242

Waterbury, CT 06722

Phone: (203) 597-6364

Fax: (203) 597-6365

Email: tconstant@moynahanlawfirm.com

Website: www.moynahanlaw.com

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Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Tuesday, September 21, 2021 3:55 PM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: Don't defund the police. Obviously.

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if you are not on high alert concerning the politicization of American classrooms, if you have not consulted the curriculum of 1776 Unites and who the scholars and contributors are who developed it, the professors who teach the courses and to whom you have access, if you have not read the histories of DR. Tom Krannawitter and his exposition of the Declaration of Independence as the greatest anti-slavery document in world history, if you think that American society is comprised of two sectors, namely, the oppressed and the oppressed, if you don't see that CRT and its ill-disguised iterations, is a new racism and if you are not deadest against it and the harm it is doing to the children for whom you (we) re responsible you are poorly informed and ill advised. You are not performing the duties which are your mandate.. Yours is not just any old job but a calling. "lead, join, or get out of the way."



WOODSONCENTER

1776  UNITES

WEEKLY UPDATE

SEPTEMBER 21, 2021

Bob Woodson and Ian Rowe: *Critical Race Theory*

Distracts from Widespread Academic Underachievement



Bob Woodson and *1776* Unites scholar **Ian Rowe** tackle the [realities of academic achievement](#) – and the rich history of Black American excellence – that fashionable ideas about systemic racism can't address:

"[E]fforts by politicians to push critical race theory distracts from a real analysis of educational achievement in their states and cities. The real issue in American education is a failure to enable the majority of students—regardless of race—to achieve academic excellence or even, in many cases, basic skills.

We have a national crisis of education that most Americans aren't paying attention to. Our school systems produce a small group of high-achieving students at the top and a massive group of low-achieving students at the bottom.

[A]bout 650,000 American students, despite spending thousands of hours in school, were not prepared for college-level work in a single subject. And that number does not include the millions of students who did not take the ACT. Even worse, 19 percent of American high school graduates are functionally illiterate, unable to read well enough to manage daily tasks.

Framing American educational failure in terms of critical race theory or systemic racism alone ignores the long history of Black American educational excellence."

Read the full essay in Newsweek!

Wilfred Reilly: Defunding the police is "asinine and counterproductive"



1776 Unites scholar and Kentucky State University professor **Wilfred Reilly** debates Vassar College professor **Geo Maher** on the movement to defund the police. Watch or listen to the entire discussion [here](#). Reilly argues:

"[D]efunding the police in any real sense of that term is one of the worst ideas

in the discourse right now. This is not a new idea. We saw this attempted during the 1960s and we saw the Ferguson-effect police pullback in 2014/2015. In practice, crime has surged literally every time it has been tried in the past, and this is why 80 percent to 90 percent of black people oppose police defunding."



Bonnie Kerrigan Snyder on Free Speech, **Critical Race Theory**, and "Giving the Devil His Due"



Check out [this interview with Bonnie Kerrigan Snyder](#), a fellow at the Foundation for Individual Rights in Education (FIRE), on her new book, the politicization of American classrooms, and her work with *1776 Unites*: "If you tell somebody they can't study something, the natural instinct of a young person would be to defy that, so it's important to be careful not to overstate the dangers

of it. The theory at FIRE is that more speech, not enforced silence, is the best way to deal with what might be deemed bad speech ...

I've actually worked with *1776 Unites* [an educational project launched by the nonprofit Woodson Center in 2020], which includes a lot of African American scholars, as they develop lesson plans around these topics. And I discovered in that process many gaps and deficiencies in my own education on topics such as these. I learned about the [Rosenwald Schools](#), which were some of the schools that *Brown vs. Board of Education* eventually decided were separate and inherently unequal. I've lived in South Carolina, and this was in plain sight, but it was just invisible to me because I grew up in a different part of the country and didn't know anything about it." Read the full interview [here](#).

NEW LESSON: Principled and provocative, Walter E. Williams helped America understand liberty and the genius of the American founding for 40 years



Walter Williams (1936-2020) was well-known to libertarians and conservatives. But as an economist, his vision of freedom and limited

government went far beyond partisan talking-points, tackling some of America's most difficult – and persistent – problems around race, inequality, and the disastrous consequences of seemingly well-intended social policies.

But how did he arrive at these principles? This lesson tells the story behind Williams's ideas, from his early days as a blue-collar kid in the North Philadelphia projects, through his rebellious years as a draftee in the U.S. Army, to his discovery at UCLA of his vocation as an economist. For forty years, his regular op-ed column exposed countless Americans to free-market ideas that cut against the usual platitudes. Don't miss this – and our other free lessons!

Download the 1776 Unites Curriculum

Help spread our message! Know somebody who will find our work useful and inspirational? *Forward* them this e-mail and encourage them to [subscribe](#)!



Support the 1776 Unites movement!

1776 Unites is a project of the Woodson Center, a 501(c)(3) non-profit.

Forwarded this message and like what you see? [Subscribe](#).

Want to learn more *real* Black American history? [Check out our curriculum.](#)
Interested in our other initiatives? Check out [Voices of Black Mothers United.](#)

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Our mailing address is:

1625 K Street, NW, Suite 410

Washington, DC 20006

No longer wish to receive these emails?

You can [unsubscribe from our list.](#)

Carrie Swain

From: KAREN HARVEY
Sent: Wednesday, September 22, 2021 12:16 PM
To: Carrie Swain
Subject: Fwd: Budding issues

Hi Carrie,

Please file as "Correspondence." Thanks!

Karen

Sent from my iPad

Begin forwarded message:

From: Brenda Marrero <brenda199516@gmail.com>
Date: September 21, 2021 at 10:20:37 PM EDT
To: kh Harvey@waterbury.k12.ct.us
Subject: Budding issues

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Good evening ,

I am emailing in regards to this whole bussing situation for the city of waterbury. I am not sure how far this email will reach but I hope it will reach concerns for people like you as well as your team. I have reached out to the bus company as well along with my son's school CHASE ELEMENTARY.

My name is Brenda I am a concerned parent as my child is taking a school bus being at the age of 5 every day from school and not being brought home in a timely manner. My son got to me at after 5p.m after the school claimed that all buses departed by 3:20 pm when that was not the case. The principal claimed at buses left at that time but that is not what the driver told me. This is unacceptable and the board of ed needs to be aware of this as well. How can us parents be ok with sending their child to school and getting no notification of the whereabouts of anything being ran late so us parents can know what to expect. I had to get the police involve thinking my son was missing and so many other consequences followed this situation. Something needs to be done. I would love to speak to someone from this office , superintendent of the school someone and would appreciate if this can be forward around to whom ever to get my voice heard as a concerned parent. What I went through today I wish on no one parent and if you can not help please direct me to someone who can.

Thank you



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 14, 2021

Sean Azeez
17 Oakleaf Dr.
Waterbury, CT 06708

Dear Mr. Azeez:

We are pleased to receive your acceptance of our offer of temporary and at will employment for the position of Temporary Maintainer I - FEMA (Req #2022208) for the Department of Education – Maloney Magnet School.

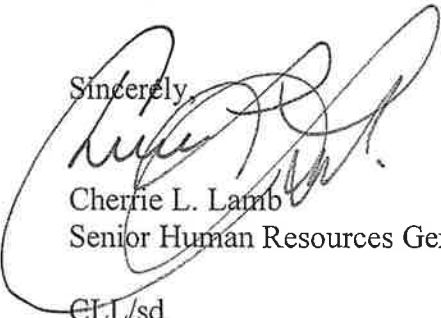
In this position your starting compensation will be \$15.54 per hour for a total of 40 hours per week. Please be advised that this offer is for a period of time not to exceed twelve (12) months in duration.

Your first day reporting to the Department of Education – Maloney Magnet School was September 13, 2021.

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist

CLL/sd

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Chris Harmon, School Inspector
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 16, 2021

Juan Crespo, Jr.
P.O. Box 4821
Waterbury, CT 06704

Dear Mr. Crespo, Jr.:

This is inform you that are being transferred from the Police Department – Blight to the Department of Education – Food Service/School Inspector's Office in the same classification.

Your rate of pay as a Maintainer I (REQ #2021713) will remain the same. Your official start date in this position was August 23, 2021.

I hope that you are happy in your new assignment.

Sincerely,



Cherrie L. Lamb
Senior Human Resources Generalist

CLL/sd

cc: Board of Education
Linda Franzese, Director of Food Serv.
Dr. Ruffin, Supt. of Schools
Chris Harmon, School Inspector
Fred Spagnolo, Chief of Police
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 21, 2021

Che Sampson
100 Fulkerson Dr., Apt. 67
Waterbury, CT 06708

SUBJECT: Transfer Notice

Dear Ms. Sampson:

This letter to inform you that you are being transferred to the position of Maintainer I (Req. #2022051) with the Department of Education – Wilby High School. Your starting salary in this position will be \$17.48 per hour.

In this new assignment you will be reporting to Michelle Baker, Principal.

You are required to report for work as follows:

Effective Date: Thursday, September 23, 2021
Work Hours: 3:00 pm to 11:00 pm
Location: Wilby High School
568 Bucks Hill Rd.
Waterbury CT 06704

Please feel free to contact me directly if you have any questions pertaining to this letter or contact Principal Michelle Baker (203) 574-8100 if you have any questions pertaining to your new assignment.

Sincerely,

Scott P. Morgan
Director of Human Resources
SM/sd

cc: Board of Education
Dr. Ruffin, Superintendent of Schools
Chris Harmon, School Inspector
Michelle Baker, Principal @ Wilby HS
Fred Spagnolo, Chief of Police
Eddie Cabrera Blue Collar Union President
File



Connecticut Association of Boards of Education

81 Wolcott Hill Road, Wethersfield, CT 06109-1242 • (860) 571-7446 • Fax (860) 571-7452 • www.cabe.org

Donald Harris
President
Bloomfield

September 22, 2021

Elizabeth Brown
First Vice President
Waterbury

Leonard Lockhart
Vice President
for Government Relations
Windsor

Mr. Charles Pagano
Waterbury Public Schools
236 Grand Street
Waterbury, CT 06702

Bryan Hall
Vice President
for Professional Development
East Hartford

Dear Mr. Pagano:

John Prins
Secretary/Treasurer
Branford

Thank you for the resolution proposal that your board submitted to the CABE Resolutions Committee. Your proposal will go to the Delegate Assembly for action by the membership. The resolution will be accompanied by a Government Relations Committee recommendation to the membership. The recommendation for the resolution is listed below:

Robert Mitchell
Immediate Past President
Montville

Flexibility to Employ Individuals in Career and Trade Fields as Instructors:

The Government Relations Committee recommends adoption.

Christopher Wilson
Executive Committee
Member at Large
Bristol

We hope you will be able to attend the Delegate Assembly.

Lydia Tedone
NSBA Director
Simsbury

Sincerely,

Robert Rader
Executive Director

Patrice A. McCarthy
Deputy Director
and General Counsel

Leonard Lockhart
Vice President for Government Relations

Nicholas D. Caruso, Jr.
Senior Staff Associate
for Field Services

pc: Verna Ruffin, Superintendent
Meg Scata, CABE Resolutions Chairman
Elizabeth Brown, CABE First Vice President

Sheila McKay
Senior Staff Associate
for Government Relations

Vincent A. Mustaro
Senior Staff Associate
for Policy Service

Lisa M. Steimer
Senior Staff Associate
for Professional Development
and Communications

Teresa Costa
Coordinator of Finance
and Administration



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury
Connecticut

Department of Human Resources
Office of the Civil Service Commission

September 24, 2021

Michael Konopka
21 Silver Spring Rd.
Ridgefield, CT 06877

Dear Mr. Konopka:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of School Inspector/School Maintenance Supervisor (Req. # 2021799) at \$145,000.00 per year. Please contact Dr. Verna Ruffin, Superintendent of Schools at (203) 574-8000 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 30, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 27, 2021 at your regular scheduled time.

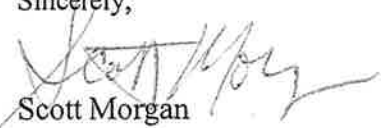
At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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

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

Again, welcome to the City of Waterbury.

Sincerely,


Scott Morgan
Director of Human Resources

SM/sd

cc Board of Education
Dr. Ruffin, Supt. of Schools
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 24, 2021

Ines Nieves
250 Robin Lane, #B
Cheshire, CT 06410

Dear Ms. Nieves:

We are pleased to receive your acceptance of our offer of employment for the position of Office Aide for the Education Department – Woodrow Wilson Elementary School (Requisition #2022118) at \$13.00 per hour.

We have scheduled your orientation for Thursday, September 30, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor was September 23, 2021 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.


This position does not provide health insurance benefits. Please refer to the SEIU contract for other available fringe benefits by visiting our website at www.waterburyct.org.

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

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Scott Morgan
Director of Human Resources

CSF/mab

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Jennifer Rosser, Princ @ W. Wilson

Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Monday, September 27, 2021 11:49 AM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: The Carol Swain Story

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I understand that persistent emails on one subject (even one as monumental as the education of our youth) can become an irritant to the point of causing the recipient to resent the intrusion, and delete without reading, or, to dig in and burrow more deeply into sincerely held convictions that are being questioned and challenged. Therefore, rather than speaking directly to you I am taking the liberty of introducing you to Carol Swain in her own words. For those of you who know the details of her remarkable life and are familiar with her acclaimed books she will need no introduction.

Dr. Swain is one of 12 children raised in a shack in rural Virginia whose mother was frequently beaten by her step-father, even to the point of being chased by him wielding an axe and threatening to kill her. From those desperate conditions she has become one of the most distinctive and provocative African-American voices in America. She is the Founder of the Veritas Institute which teaches that the way to success is by hard work and civilized relations results from public and mutually responsible public discourse. Her resume includes professorships at Princeton and Vanderbilt Universities.

I trust that those of you still reading will want to know whether our K-12 students have been or will be introduced to Dr. Swain, to her writings and to her life story. If not, I assume you will consider it a grievous omission by those who developed the curriculum focused on teaching Black and Latino History. Her ideas, like those of Bob Woodson, Thomas Sowell, John McWhorter, Shelby Steele, Jason Riley, Greg Loury and a host of others, are indispensable in teaching history, not merely as a ledger of successes and failures, bemoaning ignominious episodes and celebrating occasions of triumph, but how the tapestry is stitched together to accurately recount American history.

Carol Swain's voice and presence must be at the table when the tale is told.....and the others mentioned.....the discussion cannot be had in any meaningful way without them and I am concerned that they have deliberately not been

History gets much more interesting when we move from a simple compilation of facts to an explanation of those facts. Historians interrogate the evidence of the past in order to understand it and explain it as best s/he can. The student's role is not to regurgitate the "right answer" or parrot back what is printed in the curriculum. It's the process, the attempt at grappling with the evidence that counts. Carol Swain is one who has grappled with evidence from her past, and that of America, and has cast it into a logical, convincing interpretation. She has not abandoned intellectual rigor or devalued accuracy. She teaches us the austere lesson: not to generalize from false premises based on inadequate evidence. She does not believe that America is a systemic racist country. She has described Critical Race Theory as a form of "abuse" to young students and that it creates a "hostile learning environment." She anguished that, "when messages are sent about White privilege and minorities being victims and racism being permanent that's something very damaging. She said, "It's not good for America. We need to keep pushing back."

So, I ask you, was Carol Swain consulted when this curriculum was formulated, is she mentioned during the course, are any of her prize winning books assigned as required reading? It is your duty to supervise not merely who was consulted, what assumptions were made, and what has been included, but also, who and what has not been. Then you can answer

the question of whether our students are being taught or indoctrinated. Then you will have embraced your duty and performed it proudly.

<https://www.youtube.com/watch?v=OUI3ibKO38k>

Tim

Timothy C. Moynahan, Esq.

The Moynahan Law Firm, LLC

255 Bank St., Suite 2-A

P.O. Box 2242

Waterbury, CT 06722

Phone: (203) 597-6364

Fax: (203) 597-6365

Email: tconstant@moynahanlawfirm.com

Website: www.moynahanlaw.com

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Carrie Swain

From: ANN SWEENEY
Sent: Tuesday, September 28, 2021 12:34 PM
To: Dr. Verna D. Ruffin; Carrie Swain
Subject: Fwd:

Dr. See below. Carrie, for the record.
Ann

Sent from my iPhone

Begin forwarded message:

From: Jaylee Feliciano <jf100749@student.waterbury.k12.ct.us>
Date: September 28, 2021 at 12:07:13 PM EDT
To: AMANDA NARDOZZI <amanda.nardozzi@waterbury.k12.ct.us>, ANN SWEENEY <asweeney@waterbury.k12.ct.us>, CHARLES PAGANO <cpagano@waterbury.k12.ct.us>, "CHARLES L. STANGO" <clstango@waterbury.k12.ct.us>, ELIZABETH BROWN <ebrown@waterbury.k12.ct.us>, JUANITA HERNANDEZ <jhernandez@waterbury.k12.ct.us>, KAREN HARVEY <kh Harvey@waterbury.k12.ct.us>, MELISSA SERRANO ADORNO <mserranoadorno@waterbury.k12.ct.us>, Rocco Orso <rorso@waterbury.k12.ct.us>, "THOMAS VAN STONE SR." <tvanstone@waterbury.k12.ct.us>

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Hi I am emailing all members of the board regarding a bathroom situation in Kennedy high school. We are told there is only one available bathroom which is the one by the cafeteria. I feel that the bathroom is filthy, when you walk in there's paper towels or dirt on the floor and since there is only one bathroom there are too many girls in the room. It's always crowded and there are lines leading outside the bathroom. And we also aren't allowed to close the outside door so it feels very uneasy to know people can hear you from outside of the bathroom

Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Wednesday, September 29, 2021 5:03 PM
To: Tim Moynahan
Subject: Walter Williams: Black Education Decline | CNSNews

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

In today's email I am relying on the words and wisdom of Walter Williams, the renowned American economist, commentator and academic. In an earlier email I called Carol Swain as my first expert witness. I have heard from many of you who have been thrilled by her life story and persuaded by her testimony. So, the impeccably credentialed Dr. Williams, who passed away on December 1, 2020, is expert witness number two. In the article attached he opines on the question of the education of our youth. If we are going to reach a consensus as to how to improve the education received by our youngsters from grades K-12 we must ask the right question.

Waterbury and other cities around the State are implementing courses of study which are teaching Black and Latino history, many, if not all of which, have assumed that systemic racism is an established fact rather than a legitimate subject for scholarly debate. Asking the wrong the question has led us all down a rabbit hole scurrying with high anxiety and causing a prioritization of actions predicated upon false assumptions.

No one with modicum of common sense denies that racism exists and that we are all obliged to fight it tooth and nail and to root it out like the noxious weed that it is. Walter Williams never obscured it's reality and I'm with Walter Williams. After all he is my expert witness. So, I'll relent a bit and agree it is not that the wrong question that was asked, "how to better teach American history" but that it was asked out of turn, thereby, providing the wrong answer, in an act of overcompensation, at the wrong time, in an unsuitable way and based on the worst conjectures.

According to the esteemed Williams, the most important question for black parents: what has been allowed to happen to cripple black academic action. Hint: its not because of slavery or because black children are "victims" of an oppressor class. Williams would be among the first to distinguish excuses from reasons and to denounce whomever does a "bait and switch" between the two. I will be the second and tell you that is what is being done to our youth. And it is not just the most important question for black parents ,but for us all, because as Americans , we stand united or we fall separately.

Williams reacted adversely to what he perceived as inappropriate racial sensitivity that he saw harming blacks in higher education. He railed against the crippling aspects of the welfare state and the disintegration of the black family. He believed that racism and the legacy of slavery are over emphasized in the black community today. But, enough from me on Walter Williams.

If this is your first brush with his writing and thinking you are in for a rare treat. I'm pleased to be the one to introduce to you this black man of learning and virtue who is an integral part of the most recent chapter of American history. Are our children learning about him, in Waterbury, and throughout the state, his sterling climb to prominence, and what he wrote? It will be worth noting for the current education of students that Walter Williams was not possible in 1865 America. In America in 2021 Walter Williams is not only possible but inevitable, and , he is not unique.....there are thousands upon thousands of Walter Williams, nay, millions, who have and are enjoying the blessings of liberty in this, our hallowed land of the free and equal. (Distinguish form the sophistry of equity)

Teach that truth as the story of America, that is the history our children deserve to know.....while you're at it get rid of "trigger words" and "safe spaces" fight like hell and make up,we are all in this together, let's start acting like it. Now join me in welcoming the distinguished Dr. Williams, put your hands together....

The wisdom and wonder of the prescient Walter Williams:

The welfare state has done to black Americans what slavery could not do, and that is to destroy the black family.

And Robert Woodson, "The most lethal thing you can do is give someone an excuse for their failure."

Calling for black excellence is a sign of respect. Get government out of the way and freedom reigns.

The bizarre irrationality which insists that the ticket to power for black people is to express their powerlessness. Incentivizing black victimhood is corrosive to character.

www.cnsnews.com/commentary/walter-e-williams/walter-williams-black-education-decline

Timothy C. Moynahan, Esq.
The Moynahan Law Firm, LLC
255 Bank St., Suite 2-A
P.O. Box 2242
Waterbury, CT 06722
Phone: (203) 597-6364
Fax: (203) 597-6365
Email: tconstant@moynahanlawfirm.com
Website: www.moynahanlaw.com

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Carrie Swain

From: Elizabeth Brown <brown7489@att.net>
Sent: Thursday, September 30, 2021 11:32 AM
To: Carrie Swain
Subject: FW: Election of CABE Officers

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For communications

Sent from [Mail](#) for Windows

From: [Gail Heath](#)
Sent: Thursday, September 30, 2021 8:48 AM
To: [brown7489@att.net](#)
Subject: Election of CABE Officers



Date: September 30, 2021

To: CABE Board of Directors
CABE Member Board of Education Chairpersons
CABE Member Board of Education Liaisons
CABE Member Superintendents

From: Patrice McCarthy, Deputy Director and General Counsel

RE: **Election of CABE Officers**

The Nominating Committee, chaired by Bob Mitchell, has recommended the following officers for 2022.

President	Elizabeth Brown, Waterbury
First Vice President	Leonard Lockhart, Windsor
Vice President for Government Relations	Meg Scata, Portland
Vice President for Professional Development	John Prins, Branford
Secretary/Treasurer	Lon Seidman, Essex

Please [click here](#) for a copy of the **Slate of the Nominating Committee** containing biographical information.

The election of officers will take place on Friday, **November 12th** at the Mystic Marriott Hotel. **Further details will follow.**

The following list indicates the number of votes to which each board of education is entitled.

Districts entitled to **3 votes** are:

Bridgeport
Hartford
New Haven
Stamford
Waterbury

Districts entitled to **2 votes** are:

Bristol	Manchester
Danbury	Meriden
East Hartford	New Britain
Fairfield	Norwalk
Greenwich	Stratford

All other districts are entitled to **1 vote**.

Please register a member or members of your board of education to participate in the election of CABA's Leadership and adoption of resolutions for 2022. You must provide us with the name of your delegate(s) prior to the Delegate Assembly.

Thank you for your participation in this important Association activity. Please [click here](#) to print out registration form and fax to 860 571-7452, attention Gail Heath or mail to:

**Connecticut Association of Boards of Education
Attention: Gail Heath, Admin. Assoc. for Government Relations
81 Wolcott Hill Road
Wethersfield, CT 06109**



Connecticut Association of Boards of Education
81 Wolcott Hill Road
Wethersfield, CT 06109
Phone: 860-571-7446 - Toll Free: 800-317-0033
Fax: 860-571-7452
www.cabe.org

Carrie Swain

From: noreply@cabe.myenotice.com on behalf of tdemars@cabe.org
<noreply@cabe.myenotice.com>
Sent: Friday, October 1, 2021 7:01 AM
To: Carrie Swain
Subject: CABE Policy Highlights 10-1-2021

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CABE Policy Highlights

Vincent A. Mustaro, Senior Staff Associate for Policy Service

October 1, 2021

Volume 21 Issue 7

For a PDF version of this Policy Highlights, [Click Here](#)

U.S. Education Department Issues IDEA Guidance for New School Year:

Schools are still required to uphold the requirements of the Individuals with Disabilities Education Act (IDEA) amid the ongoing pandemic, the U.S. Education Department said in a recently released guidance. Additional Q&A guidance documents from the Department regarding the law and students with disabilities are forthcoming, said Katherine Neas, Acting Assistant Secretary of the Office of Special Education and Rehabilitative Services, and David Cantrell, Acting Director of the Office of Special Education Programs.

"Regardless of the COVID-19 pandemic, or the mode of instruction," children with disabilities are entitled to a free and appropriate public education, the U.S. Department of Education's Office of Special Education and Rehabilitative Services wrote in a letter to state and local educational administrators.

The new guidance document focused on Child Find, a portion of the federal Individuals with Disabilities Education Act that outlines states' obligations to identify, locate and evaluate all children with disabilities, even those younger than school age and those who do not attend public schools.

The guidance notes that schools may use federal COVID-19 relief funding provided through the American Rescue Plan to help address a backlog of evaluations. And schools may need to make extra efforts to locate and identify children who didn't enroll in the 2020-21 school year to ensure their needs are addressed.

In addition, children with "long COVID" or prolonged post-COVID side effects "such as fatigue, mood changes, or difficulty concentrating" may qualify for special education services if those conditions adversely affect their ability to participate and learn, the guidance says.

The guidance document is the first in a series of Q&A documents the Education Department plans to release on special education. Other documents will cover topics like evaluation, reevaluation, meeting timelines, and providing services.

Advocates say the pandemic has been particularly challenging for students with disabilities as schools strained to provide appropriate services and accommodations during remote learning. They've also cautioned that interruptions to in-person learning have given educators fewer opportunities to recognize potential learning disabilities and have led to a backlog in special education evaluations in some districts.

The Education Department's guidance acknowledges these challenges, and prods schools to act.

"Generally, children who attend virtual schools or, as experienced during the pandemic, receive instruction virtually, do not have the same degree of face-to-face interactions and in-person contacts with a teacher or other school staff as children who attend brick-and-mortar schools on a full-time basis," the document

says. "As such, teachers of these students have limited opportunity for casual observation of a child's learning abilities and early recognition of issues that may impact their learning." In that case, schools should ensure they are relying on more than teacher observations to identify students who may need services, indicated the guidance.

"Serving all children and students with disabilities in our public schools isn't just written into law – it's a moral obligation and strong equitable practice," said Secretary of Education Miguel Cardona. "When we recognize and celebrate these differences as strengths, and when we help all children make progress toward challenging educational goals, everyone benefits."

Source: "Feds Urge Schools to Identify Students with Disabilities Despite Pandemic," by Evie Blad, *Education Week*, September 1, 2021.

Policy Implications: A number of policies pertaining to special education pertain to this topic. They include, but are not limited to, the following:

#6159 – Individualized Education (Special Education)

#6171 – Special Education Program

#6171.1 – Inclusion

#6171.2 – Pre-School Special Education

#3231 – Special Education Students; Medical Reimbursement

CDC Study Provides Evidence on Mask Mandates in Schools: School mask mandates have generated controversy in many parts of the country, including in Connecticut. Now, two studies, published on Friday, September 24 by the Centers for Disease Control and Prevention (CDC), provide additional evidence that masks protect children from the coronavirus, even when community rates are high and the contagious Delta variant is circulating. One study, conducted in Arizona, where children returned to school in July, found that schools that did not require staff and students to wear masks were 3.5 times as likely to have a virus outbreak as schools that required universal masking.

In the first month of school alone, more than 1,800 schools nationwide have been forced to close or move to virtual learning because of pandemic outbreaks, indicated recent new federal data. However, schools that required universal masking were much less likely to see widespread infection.

Researchers in two studies analyzed overall child coronavirus infections in 520 counties with different school masking policies, as well as specific outbreaks in schools in Arizona's two largest school districts.

Nearly 250 districts nationwide, as well as 384 additional individual schools, have had to close at least one day because of outbreaks since the 2021-22 school year began in August, found one of the studies. Those closures reduced in-person learning time for more than 933,000 K-12 students. Georgia, Kentucky, Tennessee, and Texas each had more than 250 schools closed due to outbreaks in August, with the closures in Tennessee topping 400. Tennessee and Texas prohibit school districts from requiring face masks, while Georgia and Kentucky allow school districts to decide mask mandates.

In Arizona's Pima and Maricopa counties, researchers compared outbreaks in schools that required universal masking indoors from the first day of school to those in schools that implemented mask requirements later or not at all. Of about 1,000 schools in the districts, about 48 percent never required masks; 21 percent required masks from day one; and 31 percent required masks after a few weeks.

The study found schools that required all students and staff on campus to wear face masks – regardless of whether or not they were vaccinated – were 3.5 times less likely to have a coronavirus outbreak by mid-September than schools that didn't implement masking, after controlling for other factors in the schools.

A separate study also found that nationwide, counties where schools did not require face masks had larger increases in the rates of children younger than 18 contracting COVID-19 once school started. Researchers compared child infection rates in July, before school started, to those through Sept. 4. About two weeks after the start of school, the normal range for new COVID-19 infections to

show symptoms, the daily pediatric case rates jumped by about 16 per 100,000 for children in counties with school masking, compared to nearly 35 per 100,000 for children in counties without school masking.

The study covered all pediatric COVID-19 cases, not just those among school-age children, and it did not control for the levels of teacher or student vaccination in each school, but researchers pledged a follow-up study to look at these factors.

Though prior studies have also suggested masking, vaccination, and regular COVID-19 testing can reduce the spread of COVID-19 in schools, many states and districts have been mired in legal battles for months over whether and when to require teachers and students to wear face masks.

Source: CDC: "COVID Outbreaks Far Higher at Schools Without Mask Mandates," by Susan D. Sparks, *Education Week*, September 24, 2021.

Policy Implications: The Connecticut State Department of Education (CSDE), in consultation with the Connecticut Department of Public Health (DPH), issued binding guidance, **Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together** (AAA document) requiring all students and staff to wear a face mask when inside a school building and when riding school transportation vehicles, with limited exceptions.

Moreover, the CDC recommends schools continue to use the current COVID-19 prevention strategies for the 2020-2021 school year. Connecticut's protocols have been updated as well, via Governor Lamont's executive orders, which confirm that the binding guidance issued by the CSDE in the AAA Document is mandatory.

Specific to outdoor settings, masks are not required, but CSDE recommends continuing mask wearing for students and staff in situations where students and/or staff are outdoors and in close contact while stationary (e.g., sitting/standing together in a group). Where students are actively moving around during recess or physical education activities, masks can be removed. Masks

should also be on when going out of the building to recess and back into the building afterward. Good hand hygiene should be emphasized before and after outdoor activities.

Policy #4118.23/4218.237/5141.8, "Face Masks," pertains to this issue. This is a required policy.

Research Corrects Misconceptions About Suspensions: In an article in *Education Week*, Sarah Sparks reviews recent studies of exclusionary discipline by the American Institutes of Research (AIR), the Civil Rights Project, and others to push back on four common myths:

Myth #1: Suspensions improve student behavior. The AIR researchers found that students who were given out-of-school suspensions behaved more poorly afterwards than students who got in-school suspensions. Further, the longer suspensions lasted, the worse students' behavior was going forward. Why? "In out-of-school suspension," says David Osher of AIR, "you are removing kids from the socialization of the school and... you're placing them potentially in a different environment at home alone or even out on the street with their friends."

Myth #2: Suspensions help get at-risk students back on track. Like other absences from class, disciplinary exclusion sets students back academically. This is most pronounced with out-of-school and longer suspensions.

Myth #3: Excluding a troublemaker improves learning for the rest of the class. Researchers found there was no benefit for classmates when the "bad apples" weren't there. And exclusion may backfire if peers see it as unjust. "When students feel that discipline is inconsistent or unfair," says Christina LiCalsi of AIR, "it gives them a negative view of the schooling environment... It's having a negative effect on their feelings of connection and belonging, fairness and justice within their school, that might be having some negative impacts on their behavior."

Myth #4: The severity of a student's behavior drives suspensions. "Suspensions continue to disproportionately affect students of color and those with disabilities or trauma," reports Sparks, "even when they engage in the same misbehaviors as their peers." Students with multiple adverse experiences outside school – neglect and abuse, a parent's death, incarceration, mental illness, or substance abuse – have four times the likelihood of being suspended compared to a student without a history of trauma.

Sparks stated, Administrators going into the third year of the pandemic may face significantly more behavior problems related to children coping with trauma, but exclusionary discipline may also create different legal and academic issues.

Source: "4 Myths About Suspensions That Could Hurt Student in the Long Term," by Sarah Sparks *Education Week*, September 8, 2021.

Policy Implications: Suspensions and expulsions are primarily listed in one of the following three policies:

#5114 – Suspensions/Expulsions/ Due Process

#5131 – Conduct

#5144 – Discipline

Districts are required to adopt a policy pertaining to discipline. Anyone of the above fulfills that requirement.

Connecticut Association of Boards of Education

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Carrie Swain

From: Tim Moynahan <tconstant@moynahanlawfirm.com>
Sent: Monday, October 4, 2021 12:29 PM
To: Tim Moynahan
Cc: Amy Guandalini
Subject: Why We Fight

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

On January 18 of this year, The 1776 Commission issued the 1776 Report. The report calls for a return to the unifying principles of the Declaration of Independence. It also calls for a civics education that fosters a reverence for these principles, beginning with an accurate and honest teaching of American history.

Since I am a resident of Connecticut I urge every member of every Board of Education within our state to be aware of "this curriculum which has been curated by actual educators to foster knowledge and virtue in students." It is not the contents of the curriculum in minute detail that I'm urging upon you. Experts can disagree upon interpretations of facts and intentions. The insistence on the validity of one over the other can, for my purposes, only lead to acrimonious debate. This classroom is the place for honest intellectual exchanges and the free flow of ideas, not indoctrination. Patriotism itself is not a command from authority, to be followed blindly, but a persuasion of hearts and minds which is consummated in a loyalty fully informed.

Rather, my concern is not merely that 1776 Unites is omitted from our precincts of education but that the principles it enunciates, as set forth above, have not been part of the conversation. It is my belief that they should dominate any discussion relevant to the implementation of a curriculum that accurately recounts our inspired and inspiring origin narrative.

Your oath to educate our children should expressly include your unwavering fealty to a return to the unifying principles of the Declaration of Independence. From what I have been able to discern from discussions with others well informed, reading newspaper accounts, the content of the Governors Pilot Program in Waterbury for a course in Black and Latino history, and the recent Board of Education election in Guilford I'm convinced that ideal has not been a priority for too many of you. It's time to be transparent, to stand and be counted.

It is your duty not only to be aware of the work of the 1776 Commission but to enter into a partnership which is critical to promoting a civic education necessary to preserve the principles of liberty. These principles, which have defined America since its founding are under constant attack today—making your support indispensable. "The controversies about history can only be resolved by the facts. To help the young know this history is the work of the Commission, and

Its importance has not diminished during your tenure. It is not merely unacceptable to deny our students access and instruction which is readily available but constitutes a gross dereliction of duty and a violation of your oath of accountability.

You'll be pleased to learn that the work of 1776 Commission has not ended. The 1776 Report is available for free to the public with your help. In May 2021 the 1776 Commission met at Hillsdale College's Washington, D.C. campus to discuss civic education reform efforts, pending federal legislation and executive actions, and future activity of the Commission.

We do not have a moment to lose. Hurry to advocate or get up to speed.....the students we save will be our own. And in the words of Victor David Hansen, a member of the 18 person Commission, "any fair critic can see that the Report's unifying message is that we are a people blessed with a singular government and history, that self critique and moral

improvement are innate to the American founding spirit, and that America never had to be perfect to be both good and far better than the alternatives."

Timothy C. Moynahan, Esq.

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Carrie Swain

From: ANN SWEENEY
Sent: Tuesday, October 5, 2021 6:25 AM
To: Carrie Swain
Subject: Fwd: Undercover Pfizer video

Carrie, for the record.
Ann

Sent from my iPhone

Begin forwarded message:

From: Drew S <drewects@gmail.com>
Date: October 4, 2021 at 10:42:43 PM EDT
To: KAREN HARVEY <kharvey@waterbury.k12.ct.us>, "CHARLES L. STANGO" <clstango@waterbury.k12.ct.us>, "THOMAS VAN STONE SR." <tvanstone@waterbury.k12.ct.us>, ELIZABETH BROWN <ebrown@waterbury.k12.ct.us>, JUANITA HERNANDEZ <jhernandez@waterbury.k12.ct.us>, CHARLES PAGANO <cpagano@waterbury.k12.ct.us>, MELISSA SERRANO ADORNO <mserranoadorno@waterbury.k12.ct.us>, ANN SWEENEY <asweeney@waterbury.k12.ct.us>
Subject: Undercover Pfizer video

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You may want to watch this video and the other videos Project Veritas has recently put out.

<https://rumble.com/vnbqlp-pfizer-scientists-your-covid-antibodies-are-better-than-the-pfizer-vaccinat.html>

Drew Serrano

On Sun, Sep 19, 2021, 12:31 PM Drew S <drewects@gmail.com> wrote:

The FDA did not recommend boosters. When they approved the Pfizer vax last month they did not have an open hearing. They did for the boosters though, and many doctors called in talking about the studies related to the adverse effects. The open hearing starts around 4 hrs 3 minutes. This link starts at the 4 hr 20 min mark.

<https://youtube.com/watch?t=15684&v=WFph7-6t34M>

The interview below talks about the dangers of some of the protocols that have been being used in hospitals. It also gives some good resources God forbid you fall ill.

<https://rumble.com/vmp4pz-what-is-more-dangerous-covid-19-or-the-covid-19-hospital-protocols.html>

Have a great day,