Waterbury Board of Education

THE CITY OF WATERBURY 236 Grand Street ~ Waterbury, CT 06702 203-574-8009

MEMORANDUM

FROM: Carrie A. Swain, Clerk
Board of Education

DATE: January 30, 2018

TO: Michael J. Dalton, City Clerk

SUBJECT: Notice of Committee Meetings – Thursday, February 1, 2018, 5:30 p.m., Regan School
Notice of Regular Meeting – Thursday, February 15, 2018, 6:30 p.m., Waterbury Arts Magnet School, Atrium

The Committees of the Board of Education will meet on Thursday, February 1, 2018, Regan School, 2780 North Main Street, Waterbury, CT.

AGENDA

SILENT PRAYER

PLEDGE ALLEGIANCE TO THE FLAG

1. *Committee of the Whole/20 minutes* ~ Principal's Report (no backup) – Angela Razza.

PUBLIC SPEAKING

2. *Committee of the Whole/10 minutes* ~ Discussion: SAW Arbitration Award - Attorney Tara Shaw.

3. *Committee of the Whole/10 minutes* ~ Boys Scouts of America/Connecticut Rivers Council (no backup) – Kevin McClelland/Field Director, Marj Dedrick/Director of Development, Manny Martinez/Development Director.

4. *Committee on Finance/5 minutes:* Monthly Expenditure Report for December 2017 – D. Biolo.

5. *Committee of the Whole/10 minutes* ~ Discussion: 2018/2019 and 2019/2020 school year calendars – M. Baker, J. Frenis, W. Zhuta.

6. *Committee of the Whole/5 minutes* ~ Request approval of a Memorandum of Understanding with Fairfield University for teacher participation in the Anne E. Fowler Literacy Fellowship Program – N. Buckley, D. Mortensen.

7. *Committee on Policy/5 minutes:* Request approval of the new Parent and Family Engagement Policy for Title I Students/6172.4 (replacing current District Level/Title I Parent Involvement Policy) – Commissioner Sweeney.

8. *Committee on Policy/5 minutes:* Request approval of the revised Physical Restraint/Seclusion Policy/#5144.1 – Commissioner Sweeney.

9. *Committee on School Facilities & Grounds/2 minutes* ~ Use of school facilities by school organizations and/or City departments.

10. *Committee on School Facilities & Grounds/3 minutes* ~ Use of school facilities by outside organizations and/or waiver requests.

11. *Superintendent's Notification to the Board/5 minutes:*

a. Athletic appointments effective immediately:
Arroyo, Alyssa – JV Softball, WHS, effective 03/17/18.
Polaco, Alexander – Head Boys Swimming Coach, KHS.

b. Appointments:
Shocki, Jeff – Guidance Department Head, KHS, effective 01/09/18.
Toucet, Nyree – Guidance Department Head, WCA, effective 01/09/18.

c. Grant funded appointments effective immediately:
Henebery, Nicholas – Accountant 2, salary and benefits governed by the UPSEU Agreement, funded by IDEA Grant.

d. Waterbury Career Academy Student Selection Committee appointments, salary according to contract:

Bala McGuire, Elona	Diorio, Jill	Ogilvy, Lynn
Rodriguez, Alberto	Wengertsman, Emily	Wilson, Miriam

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

School	*Last name*	*First Name*	*Assignment*
Wilson	Healey	Tara	Teacher Sub
	Garafola	Denise	Teacher Sub

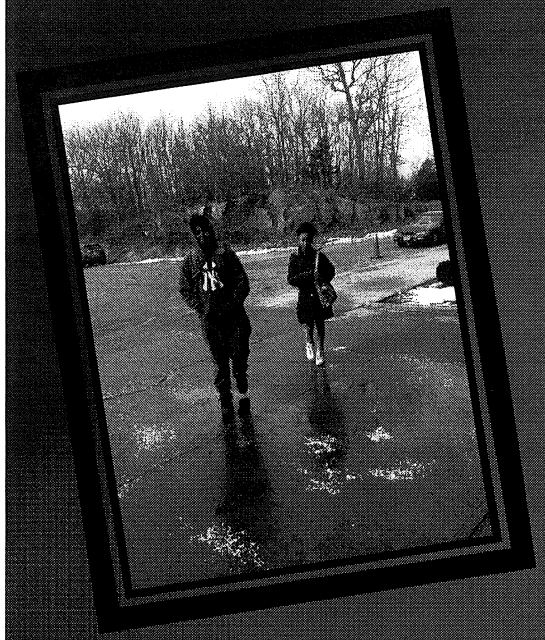
f. Retirements:
Aurio, Sandra – Guidance Counselor, WSMS, effective 06/30/18.
Forcucci, Paul – Music, CHS, effective 06/30/18.
Miller, Maureen – Speech Pathologist, Reed School, effective 06/30/18.
Ouellette, Chris – Music, Chase School, effective 06/30/18.

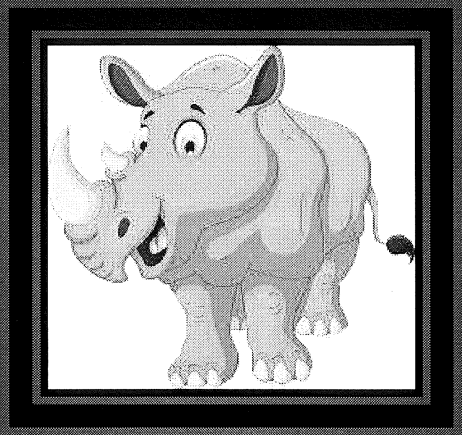
g. Resignations:
Bonaldi, Gary – Physical Education, WCA, effective 12/28/18.
Ciuffo, Anthony – Grade 5, Generali, effective 01/19/18.
Iannicelli, Joyce – Business Teacher, WHS, effective 01/09/18.
Katz, Roger – Kindergarten, Bunker Hill, effective 01/20/18.

EXECUTIVE SESSION

ADJOURNMENT

ATTEST: Carrie A. Swain
Carrie A. Swain, Clerk
Board of Education





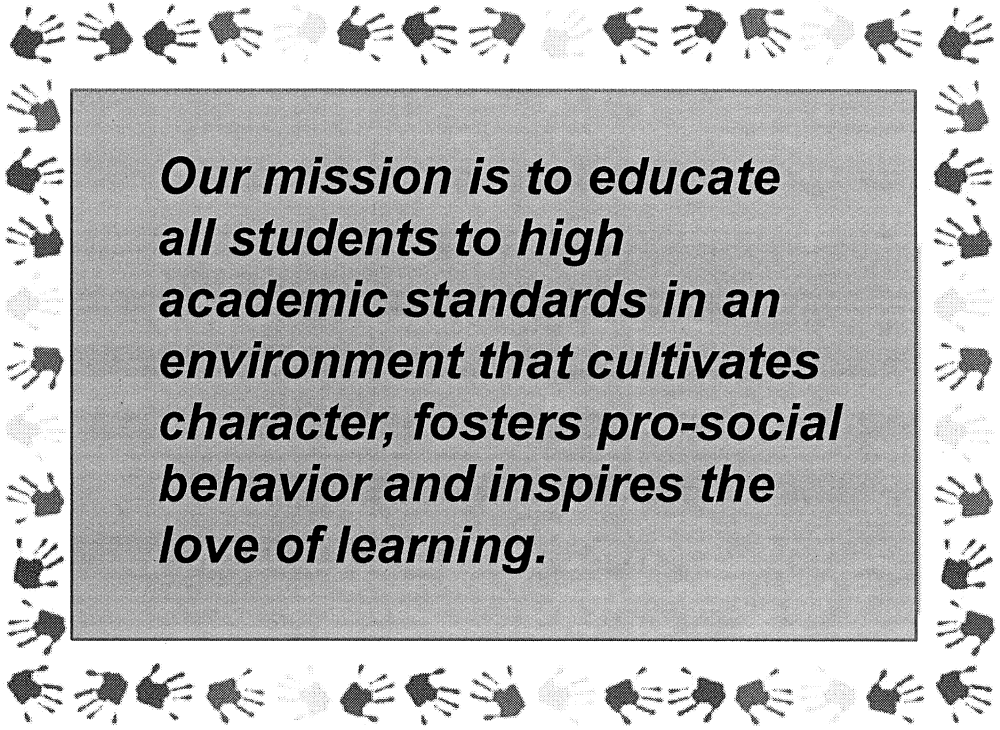


Welcome to F. G. Regan School

MRS. ANGELA RAZZA, PRINCIPAL

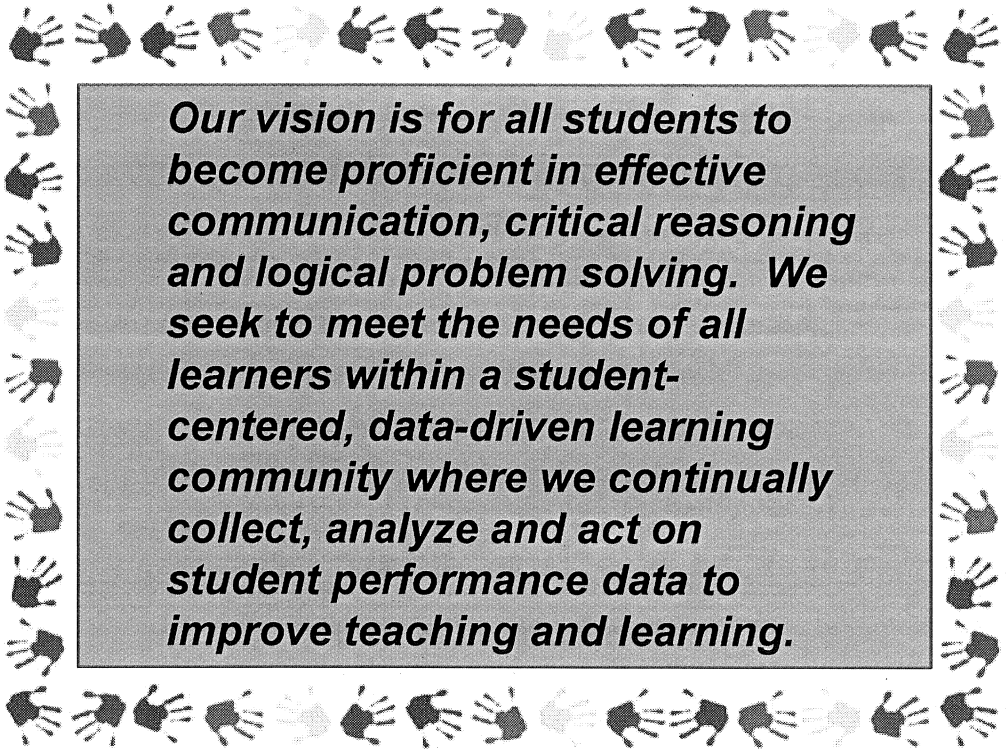
MRS. MARIA MILO, TEACHING VICE PRINCIPAL

F. G Regan School Mission Statement



Our mission is to educate all students to high academic standards in an environment that cultivates character, fosters pro-social behavior and inspires the love of learning.

F. G. Regan School Vision Statement

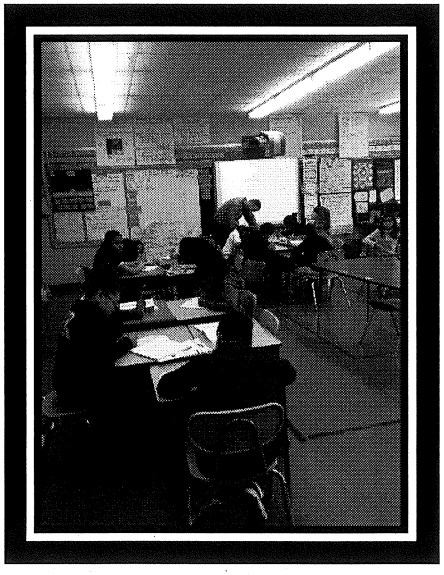


Our vision is for all students to become proficient in effective communication, critical reasoning and logical problem solving. We seek to meet the needs of all learners within a student-centered, data-driven learning community where we continually collect, analyze and act on student performance data to improve teaching and learning.

Tonight's Agenda:

Regan's Commitments

Academic Achievement



PBIS

Respectful

Honest

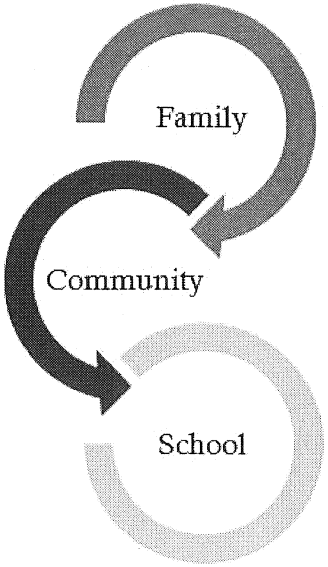
In uniform

Never late

Optimistic about the future

Safe

Family and Community



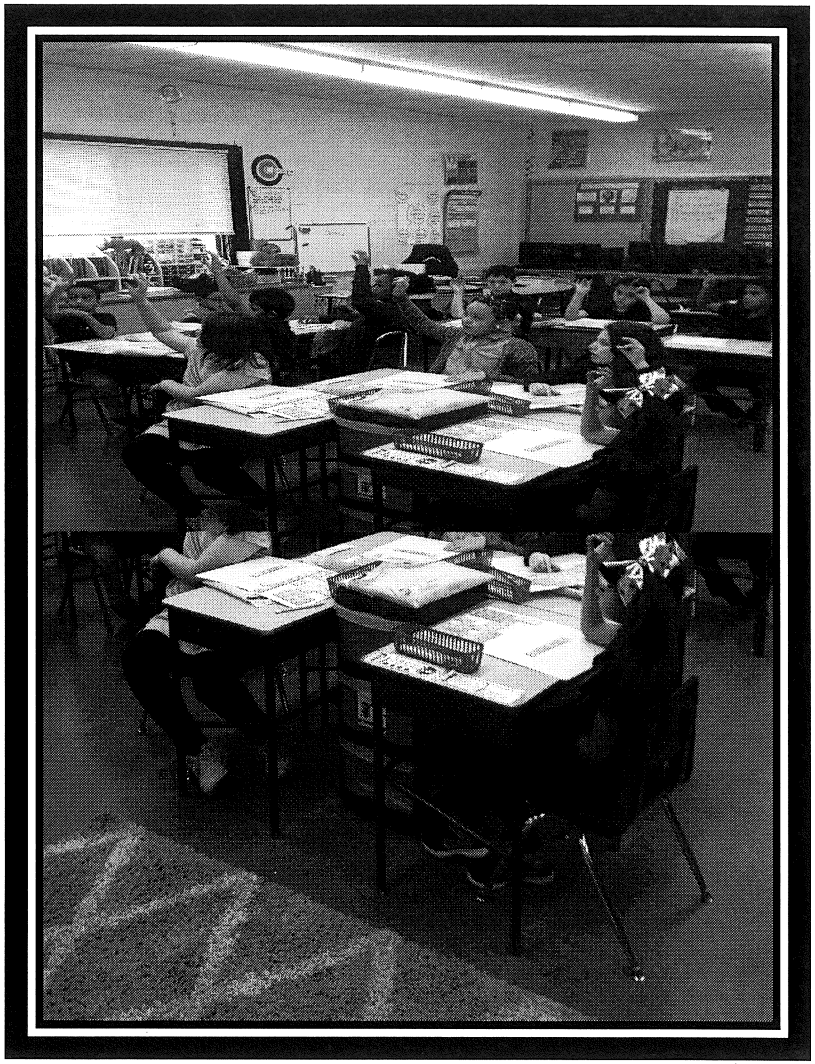
Academic Achievement

Let's take a closer look

Academic Achievement

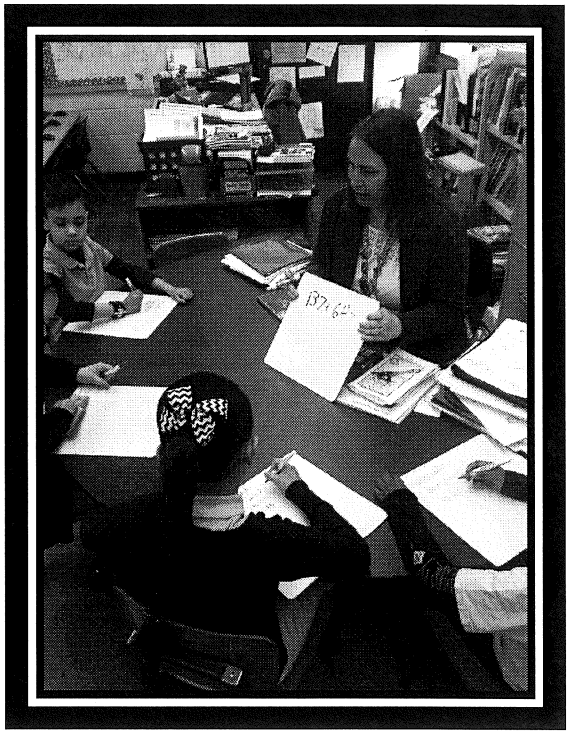
Goal 1: ELA

Students will increase their reading proficiency in the area of phonics , fluency and comprehension.



Academic Achievement

- **Goal 2: Math**
  - **Students in grades K – 5 will increase math proficiency by demonstrating a variety of computational fluency strategies and productive dispositions outlined in the Standards in Mathematical Practices.**

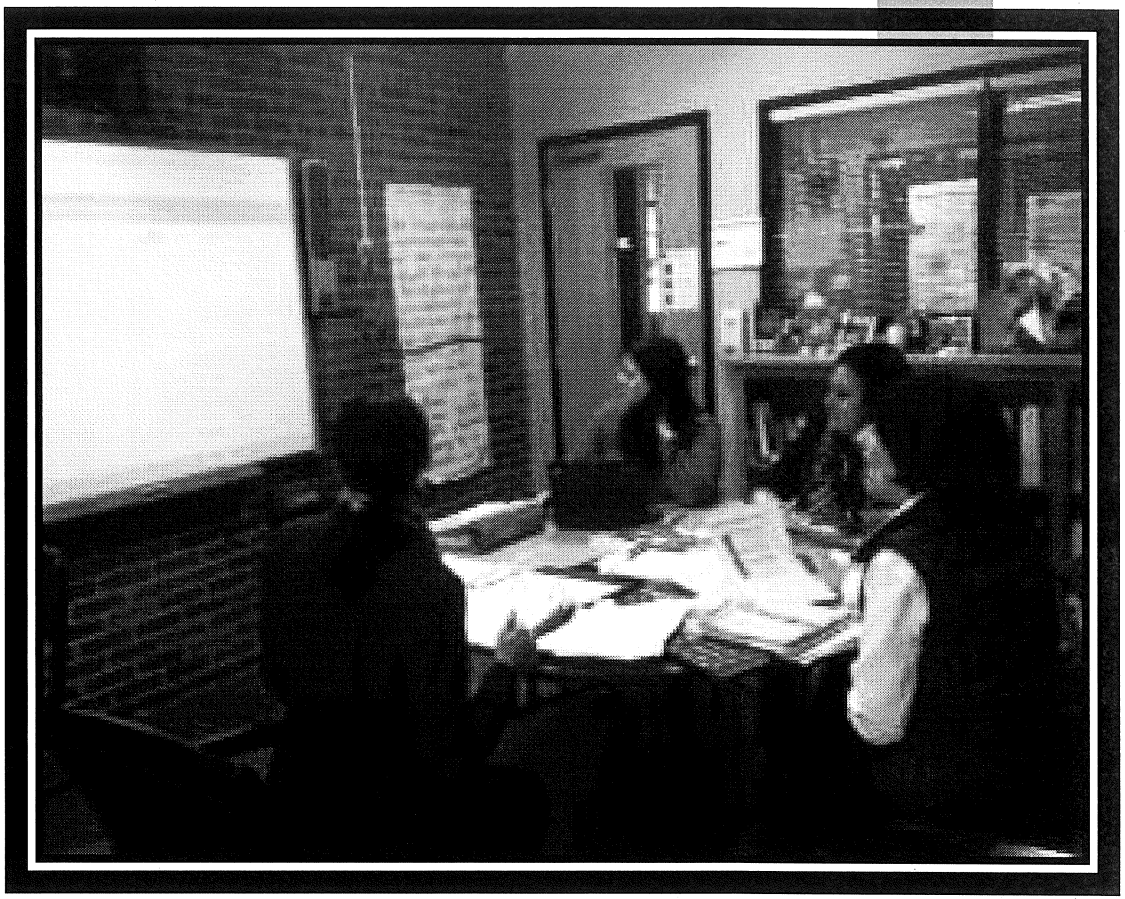


Academic Achievement

Math and ELA Instructional Data Teams meetings for each grade level are held each week on A - Days.

We use this time to discuss:

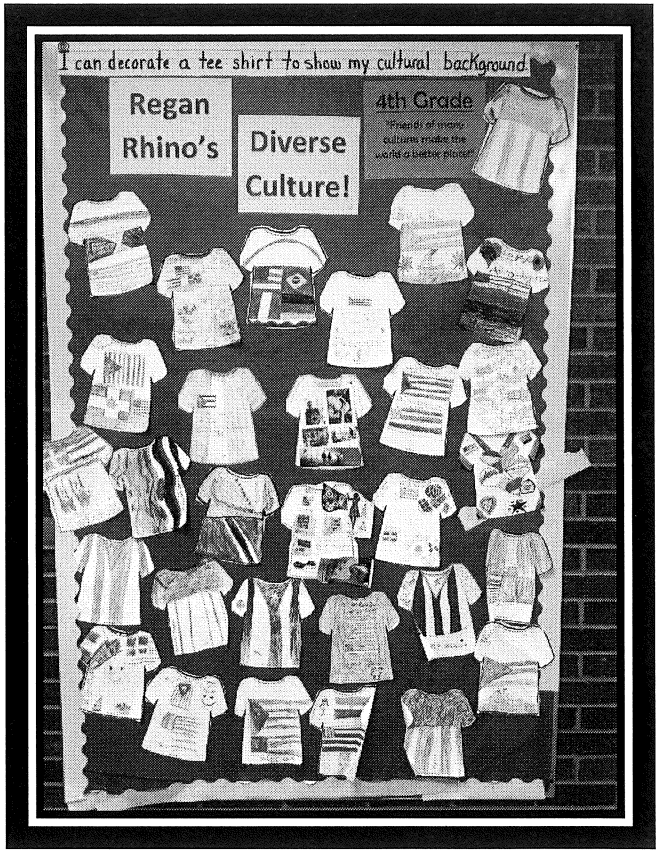
1. Learner Centered Problems
2. Problem of Practice
3. Instructional Plan
4. Monitoring Plan



Academic Achievement

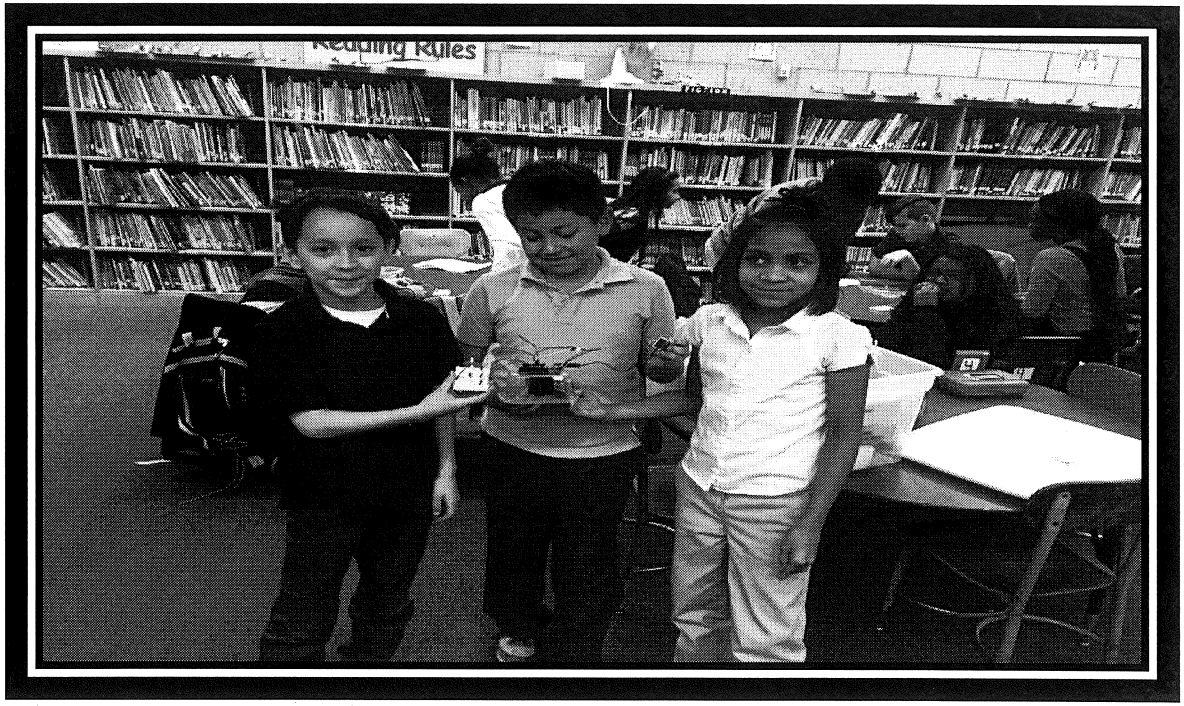
Goal 3: To foster a positive learning environment that supports high-quality teaching and learning and engages families and the community as partners in the educational process.

- All staff teach/model positive behaviors, routines and cues in all school settings
- Staff facilitates daily morning greetings
- Staff supports school-wide initiatives that support parental involvement
- Each class participates in a monthly take home project that displays and celebrates individual differences.
- Professional Development on SEL for staff during the school year



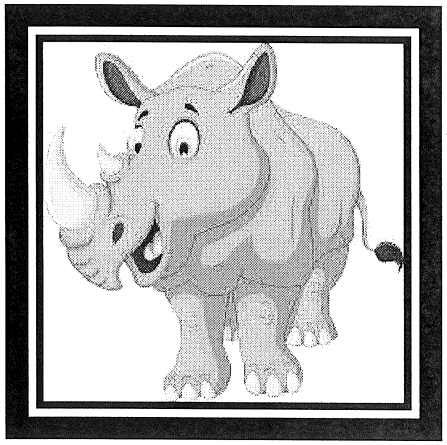
ESH Program

- Math
  - Small groups
  - iReady
  - Centers
- ELA
  - Small groups
  - Lexia
  - Centers
- Science
  - Code.org
  - Mystery Science
  - Arduino Boards
- PE
  - Stretching & Movement
  - Star Wars Yoga



ESH at Regan
Extended School Hours 2017-2018

- Began January 23, 2018 for students in grades 3, 4 and 5
- Tuesday, Wednesday, Thursday; 2 hours a day
- Focus will be on Math, Mystery Science, ELA and PE
- Small group instruction and technology component

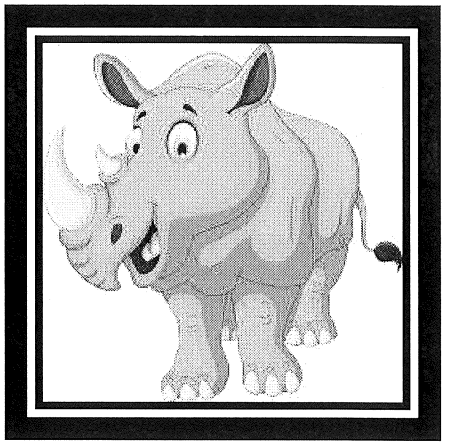


Positive Behavior Intervention Support

Let's take a closer look

PBIS at Regan School
"We are the Regan Rhinos that Rock!"

- **R**espectful
- Honest
- In uniform
- Never late
- **Optimistic about the future**
- **S**afe

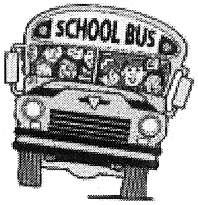


PBIS

- PBIS Team meets each month to review data and put systems in place
- Good behavior recognized with tickets to redeem at school store
- Enthusiastic effort by all staff to improve behavior and building relationships with students and families

REGAN RHINO

Excellent Bus Behavior



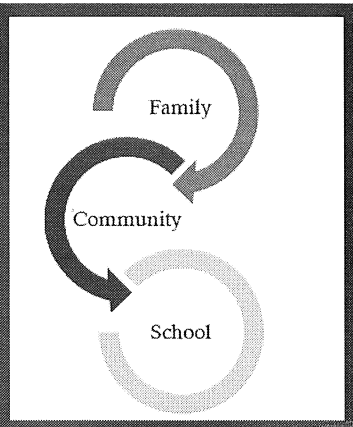
Driver:_____

Student Name:

_____



Family and Community

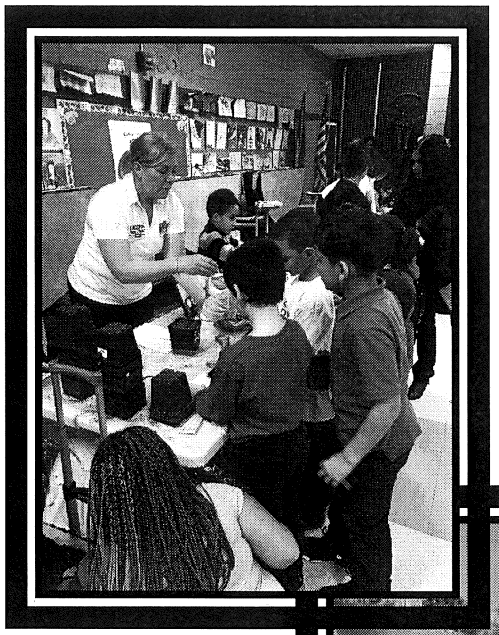


Let's take a closer look

Family and Community

PTO

- Active PTO that meets monthly in the evening and plans events for students and families
- Plan, volunteer and purchase t-shirts for all students for Field Day
- Fundraise to help pay for field trips
- Host different events such as Book Bingo Night, Holiday Shop, Plant Sale
- Received donations from Costco
- Variety of Staff Appreciation events





Family and Community

- School Governance Council
- Currently have 7 parents, 5 teachers and 2 community members meet monthly to discuss and plan how we can work together to increase academic achievement
- Community: Stop & Shop on Chase Avenue and Texas Road House in Waterbury
- Stop and Shop: Fill the Cruiser Back to School Event
- <u>Coming Up:</u>
- Book Swap – Twice a year
- One Book, One Read - March
- Science Expo – late April
- Kindness Rocks - Art and painting to beautify our school garden

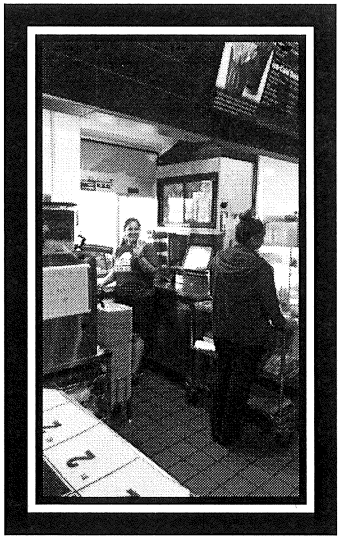


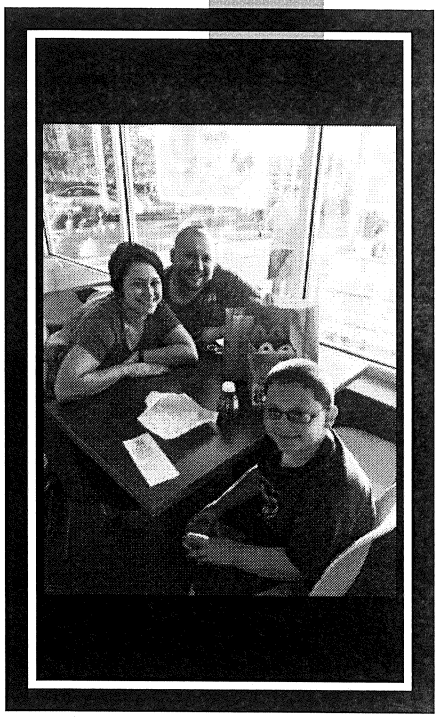
Stop&Shop

TEXAS ROADHOUSE

Family and Community

- Regan School Family Engagement
- Offer Parent Engagement workshops (Literacy, Math, PowerSchool) during the day and evening, multiple times throughout the year
- Take Home Book Bag - Lending Book system for students to promote literacy; parent component with questions
- Mega Education – Student of the Marking Period ceremony (2 students per class each MP)
- Home Depot made donations – picnic table for playground area
- McEducator Night



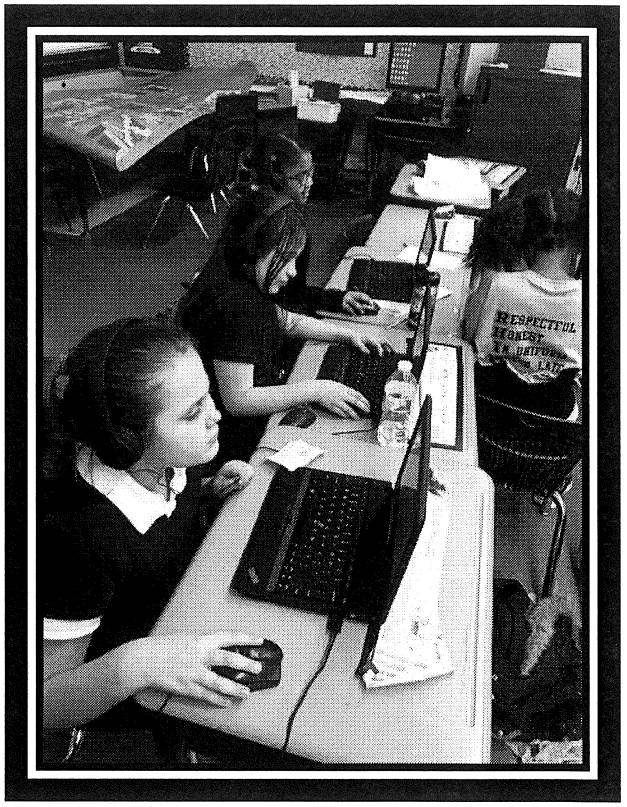




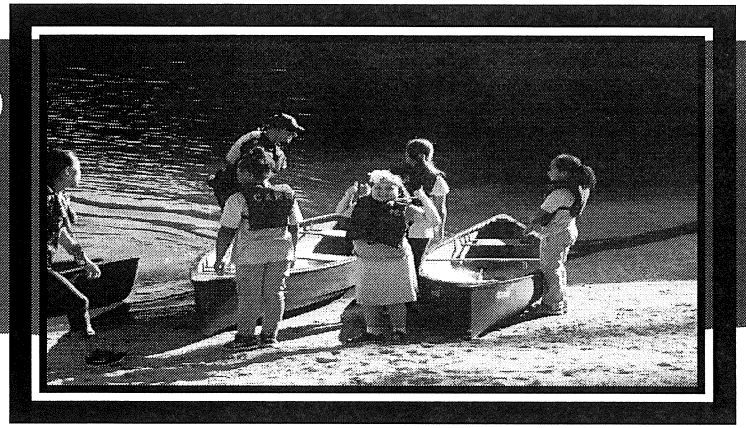
School and Home

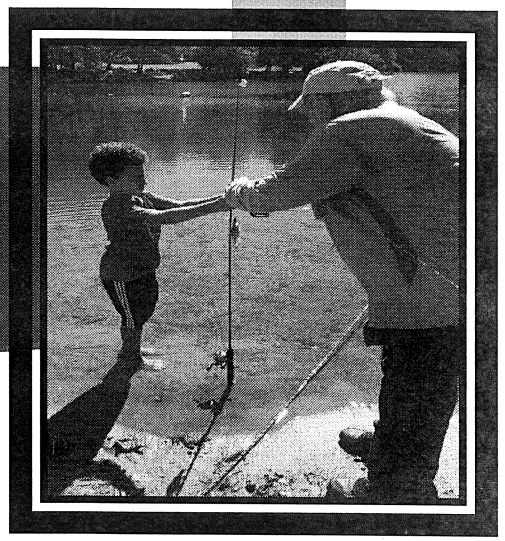
Technology

- Lexia
- Math iReady for grades 2-5
- Moby Max
- Smarter Balanced Practice Tests
- Resource list of free websites
- PowerSchool, Class DoJo, Remind.com
- District Website

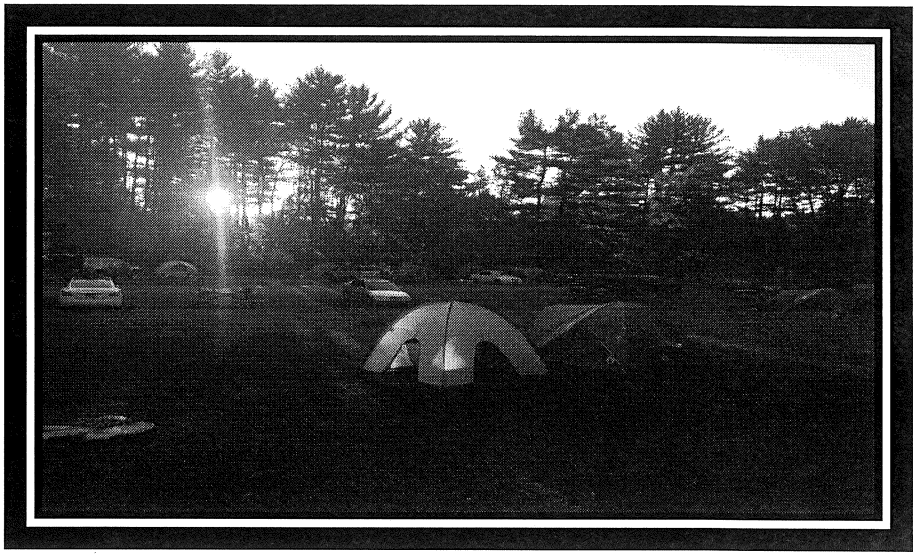


DEEP Partnership





- 4th Grade Fish Stocking
  - Fulton Park
- 4th Grade Family Outdoor Discovery
  - Canoeing
  - Science with NG Author
  - Night Animals Program
- 5th Grade Campout
  - Families Overnight
  - Fishing
  - Search & Rescue Dogs
  - Night Sky Watching



School Garden



- UCONN Grant
  - FANS IM After School
  - Additional Beds
  - Family Nights
- Community Supported Agriculture (CSA)
  - Families share work & produce
- Outdoor Classroom
  - Grade Level Science
- RecycleCT Grant
  - Composting 2018

Regan School thanks you for your support!



#2

TARA L. SHAW
DIRECT (203) 805-6864

SECOR, CASSIDY & MCPARTLAND, P.C.
ATTORNEYS AT LAW
41 Church Street
Waterbury, CT 06723-2818

TSHAW@CTLAWYERS.COM

MEMORANDUM

To: Waterbury Board of Aldermen

Date: January 25, 2018

Re: SAW -and- BOE Arbitration Award issued pursuant to the TNA

Enclosed please find the Arbitration Award issued pursuant to Connecticut General Statutes Section 10-153f (the "TNA") between the School Administrators of Waterbury ("Union") and the Waterbury Board of Education ("BOE"). This memorandum represents a summary of the changes to the parties' collective bargaining agreement ("contract") as a result of the enclosed Arbitration Award. This memorandum does not address issues advanced and disputed by the parties that will not result in changes to the contract, although those issues are included in the Arbitration Award.

Duration: July 1, 2018 – June 30, 2021.

Wages: **Issues 8(a) through 8(i) in the Award**

2018-19 (Year 1): 1% GWI.

- Projected cost of Year 1 = $110,000

2019-20(Year 2): Step Advancement for any administrator not on top step using new salary grid; $1,000 annuity to top step only.

- Year 2 cumulative percentage increase with step advancement 2.7%
- Projected cost of Year 2 = $280,000

2020-21 (Year 3): 1% GWI.

- Projected cost of Year 3 = $115,000

Cumulative % increase of wage award = 4.7%

Salary Buffer for Displaced Administrator: Issue 3 in the Award

- Limits the salary buffer language of a $1,000 reduction in salary to three (3) years instead of the unlimited buffer language that currently exists in the contract. The salary buffer language is triggered when the Board eliminates a position and the affected Administrator ends up in a lower paying administrator position.

Insurance: Issues 7(a) through 7(h) in the Award

- Beginning in Year 3 (2020-21), the City will decrease its percentage funding of the Administrator's HSA from 50% to 45%. **Issue 7(c)**
- In Year 2 (2019-20), the Administrator's percentage of the HDHP premium cost share will increase from 20% to 21%. **Issue 7(f)**
- Beginning in Year 3 (2020-21), the Administrator's percentage of the HDHP premium cost share will increase from 21% to 21.5%. **Issue 7(g)**

Bumping Rights: Issue 2 in the Award

- Language to clarify that contract bumping rights are only intended for the positions listed in subsection 8(e)(5) of the contract.

Additional Language Changes made part of the Award:

- Hours of Work clarifying language regarding the expectation that Central Office Administrators attend meetings of the Administration and the Board held after the conclusion of the student day. **Article V, Section 1(a).**

- Some changes and some clarifying language added to the procedures in place for filling vacant or newly created positions. Changes include the elimination of language that supports internal vacancy posting prior to external posting and, language that provides for greater involvement of the Talent and Professional Development Supervisor in this process. **Article VII, Sections 4 and 5.**

- Language modified to make it mandatory for administrator's advisory council to meet monthly. **Article XVI, Section 1.**

Leslie A. (Lee) Williamson, Jr.
45 Notch Road
Bolton, CT 06043

Mediation--Fact-Finding--Arbitration
Conflict Management Training

(860) 649-9129
lawilliamson@snet.net

January 18, 2018

Elizabeth C. Brown
c/o Robert Henry, Interim Superintendent
Waterbury Board of Education
236 Grand Street
Waterbury, CT 06702

Matthew Calabrese, President
School Administrators of Waterbury
Chase Elementary School
40 Woodtick Road
Waterbury, CT 06705

Michael J. Dalton
City Clerk
City Hall Building
235 Grand Street
Waterbury, CT 06702

Dianna Wentzell, Commissioner
c/o Laura L. Anastasio
State Department of Education
450 Columbus Boulevard
Hartford, CT 06103-1841

Neil M. O'Leary, Mayor
City Hall Building
235 Grand Street
Waterbury, CT 06702

Dear Ms. Brown, Mr. Calabrese, Mr. Dalton, Commissioner Wentzell and Mayor O'Leary:

Pursuant to the provisions of Section 10-153f of the Connecticut General Statutes, enclosed please find the arbitration award *In the Matter of the Waterbury Board of Education-and-School Administrators of Waterbury.*

Sincerely,

Leslie A. Williamson, Jr., Esq.
Arbitrator

cc: Tara L. Shaw, Esq.
Attorney Meaghan Murphy
John M. Romanow, Esq., Arbitrator
James C. Ferguson, Esq., Arbitrator

RECEIVED
JAN 25 2018
CLERK
BOARD OF EDUCATION

STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION

In the Matter of	)	Interest Arbitration Award
	)	Under Section 10-153f
Waterbury Board of Education	)	Connecticut General Statutes
-and-	)	
School Administrators of Waterbury	)	January 18, 2018

ARBITRATION AWARD

Arbitration Panel:

Leslie A. Williamson, Jr., Esq., Chair
Representing the Interests of the Public

John M. Romanow, Esq.,
Representing the Interests of the Waterbury Board of Education

James C. Ferguson, Esq.
Representing the Interests of the School Administrators of Waterbury

Appearances:

For: Waterbury Board of Education
Tara L. Shaw, Esq.
Secor, Cassidy & McPartland, P.C.
41 Church Street
Waterbury, CT 06723

For: School Administrators of Waterbury
Attorney Meaghan Murphy
John M. Gesmonde, Esq.
Gesmonde, Pietrosimone & Sgrignari
3127 Whitney Avenue
Hamden, CT 06518

CONTENTS

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II. Statutory Factors

III. Facts Applicable to All Issues

IV. Disputed Issues, Discussion and Award

V. Agreed Upon Language

VI. Arbitrators' Signatures and Oaths

I. The Proceedings

The Waterbury Board of Education (hereinafter Board) and the School Administrators of Waterbury (hereinafter SAW) are parties to a Collective Bargaining Agreement covering the period July 1, 2015 to June 30, 2018. Pursuant to the applicable provisions of Section 10-153a *et seq.* of the Connecticut General Statutes, as amended, the parties commenced negotiations on a successor agreement. Unable to resolve certain disputed issues in either negotiations or mediation, the parties submitted the matter to arbitration.

In accordance with the timelines of the aforementioned statute and pursuant to Notice sent by the Connecticut Department of Education, the Arbitration Panel commenced the arbitration proceeding on December 4, 2017. This initial session was administrative in nature. Subsequent duly noticed hearings were scheduled for and held on December 27, 2017 and December 28, 2017. In accordance with statutory requirements, all hearings were held in the school district; specifically, at the offices of the Board.

At the hearings, the parties were provided with a full opportunity to introduce evidence, examine and cross-examine witnesses and to make argument. A stenographic record of the proceedings was taken and transcribed.

At the December 28, 2017 hearing the parties completed the introduction of all evidence and submitted their final last best offers on the unresolved issues. The arbitration hearing was declared closed effective December 29, 2017.

Both parties filed timely, well-crafted post-hearing briefs. On January 10, 2018, the Arbitration Panel met in executive session to deliberate the disputed issues. This Award follows the thoughtful deliberation of the Panel after careful study of the record in its entirety, including all evidence, testimony and argument submitted by the parties, whether or not specifically referenced herein.

II. Statutory Factors

Section 10-153(c)(4) of the Connecticut General Statutes sets forth the factors to be considered by the arbitration panel when selecting between the parties' last best offers on each disputed issue. In pertinent part, the Section reads as follows:

> In arriving at a decision, the arbitrators or the single arbitrator shall give priority to the public interest and the financial capability of the town or towns in the school district, including consideration of other demands on the financial capability of the town or towns in the school district. In assessing the financial capability of the town or towns, there shall be an irrebuttable presumption that a budget reserve of five percent or less is not available for payment of the cost of any item subject to arbitration under this chapter. The arbitrators or single arbitrator shall further consider, in light of such financial capability, the following factors: (A) The negotiations between the parties prior to arbitration, including the offers and the range of discussion of the issues; (B) the interests and welfare of the employee group; (C) changes in the cost of living averaged over the preceding three years; (D) the existing conditions of employment of the employee group and those of similar groups; and (E) the salaries, fringe benefits, and other conditions of employment prevailing in the state labor market, including the terms of recent contract settlements or awards in collective bargaining for other municipal employee organizations and developments in private sector wages and benefits.

III. Facts Applicable to All Issues

(A) Public Interest

The statute does not define the term public interest. Rather, it provides the parties and the Arbitration Panel with the flexibility to determine the public interest based upon the uniqueness of each particular town.

The City of Waterbury is located in New Haven County. It has a population of approximately 109,551[1], which is projected to increase by 0.5% by 2020. (SAW Book 1, Financial Capability Tab at 18) It operates a PK-12 school district with approximately 19,001 students. (SAW Book 1, Financial Capability Tab at 18)

As noted in the June 2016 Comprehensive Annual Financial Report:

> The City's public school facilities serving approximately 18,800 students include four high schools, three middle schools, a magnet school for grades 6-12, twenty elementary schools, and two alternative schools.... The City and its school system are strongly committed to Pre-Kindergarten through Twelfth Grade Education. As a major part of that effort, the City and its school system engaged in an aggressive school construction initiative to improve and modernize its school building stock over the past decade. (SAW Book 1, Financial Capability Tab at 184)

It is in the public interest to support a strong educational, operational and fiscally sound school system. Thus, it is in the public interest to attract and retain a cadre of well-qualified administrators. The provisions of a collective bargaining agreement play an important part in the recruitment and retention of highly qualified administrators; delineating salary and benefits as well as conditions of employment. The public-school system in Waterbury employs 94 administrators (SAW Exhibit 5), who provide a variety of educational and managerial services. (See generally: SAW Book 1, Interests and Welfare of the Employee Group Tab, "What is a School Administrator?)

In assessing the public interest, there is a balance that must be struck between the educational and administrative benefits derived from the efficient and effective management of the school system and the financial interests of the City. This is especially true when, as the Board notes, the fiscal interests of the Board and the City "are inextricably connected." (Board Brief at 7)

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[1] Board exhibits indicate that the population in 2016 was 108,272. (Board Book 2, Exhibits 44 and 45) Throughout this Award there may well be slight variations in numbers between Board and SAW exhibits due to varying base years. In our overall assessment of the facts, none of the variations are so significant as to alter our decision on each issue before the Panel.

(B) Financial Capability

Waterbury is not a wealthy community. Both the Board and SAW have provided extensive: (1) documentary evidence (See Generally: Board Book 2, Ability to Pay Tab; SAW Book 1, Financial Capability Tab); (2) testimony (Doreen Biolo, Chief Financial Officer, Board of Education; Sarah Geary, Policy and Budget Management Specialist, City of Waterbury; Michael LeBlanc, Director of Finance, City of Waterbury; Anthony Esposito, consultant and Finance Director, Town of North Branford); and, (3) argument (Board Brief at 3- 10; SAW Brief at 26-31) on Waterbury's financial capability.

We begin our general assessment of its financial capability with an observation offered by the Board.

> Any discussion about Waterbury's current fiscal condition must begin with a historical reference to a City on the brink of bankruptcy approximately fifteen (15) years ago. As a result of an enormous budget deficit and wholly unfunded liabilities, the State Legislature imposed a Financial Oversight Board, which exercised control over Waterbury City management for several years. See S.A. 01-1 (2001).
>
> Over the past decade, since the departure of the Oversight Board, Waterbury has implemented myriad, conservative fiscal measures in an effort to ensure the City's financial stability and long-term viability. (Board Brief at 3)

Waterbury is no longer on the brink of bankruptcy. But, it remains one of the least wealthy municipalities in the state.

The Connecticut Department of Education has categorized public school systems into distinct groupings called District Reference Group or DRG. Towns and cities in the state are grouped into nine separate DRGs based on several data indicators: median family income, parental education, percentage of families living with a single parent, percentage of public school children eligible to receive free or reduced-price meals, percentage of children whose families speak a language other than English at home and the number of students attending schools in the district. Thus, a DRG indicates similar groups of cities/towns based on population and socio-economic indicators such as education, income, occupation and need.

Waterbury is in DRG I, the bottom category of groupings.[2] When evaluating financial capability, traditionally municipalities within the same DRG serve as an appropriate comparison.

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[2] The other towns in DRG I are: Bridgeport, Hartford, New Britain, New Haven, New London and Waterbury. (Board Book 2, Board Exhibit 43)

We begin our comparative evaluation with the AENGLC,[3] which provides an overall understanding of relative fiscal condition. Waterbury's 2017-18 AENGLC is 165 out of 169. (Board Book 2, Exhibit 61) The other cities in DRG I are also at the bottom of the statewide data—New Haven, 161; New London, 164; Bridgeport, 166; New Britain, 167; Windham, 168; and, Hartford, 169. (Board Book 2, Exhibit 61)

While Waterbury did increase its ranking from 166 to 165, an indication of positive change, this factor, alone, certainly does not reflect a substantial increase in wealth.

Its 2015 median household income, of $40,467 ranks it 3rd highest in DRG I. (Board Book 2, Exhibit 47) But, in the Two-Tier Comparison Group,[4] referenced by the Board, it is last, with Cheshire ranking first at a median household income of $106,489. (Board Book 2, Exhibit 46)

Other rankings show a similar pattern. In TANF (Temporary Assistance for Needy Families), Waterbury ranks 3rd in DRG I, with monthly average recipients at 3,095. In the Two-Tier Comparison Group, it ranks 1st, with Middlebury the lowest at 4. (Board Book 2, Exhibits 48 and 49) In unemployment rate, Waterbury ranks 2nd in DRG I at 9.4% and 1st in the Two-Tier Comparison Group. (Board Book 2, Exhibits 54 and 55)

Waterbury's poverty rate is 25.1%, 4th highest in DRG I and highest in the Two-Tier Comparison Group. (Board Book 2, Exhibits 56 and 57)

Waterbury maintains a S&P Global Rating of AA-/Stable Bond rating. (Board Book 2, Exhibit 36) But, as noted in the rating,

> In our view, Waterbury's debt and contingent liability profile is very weak....
>
> In our opinion, a credit weakness is Waterbury's large pension and OPEB obligation.... (Board Book 2, Exhibit 36 at 5)

While the City's bond rating has increased (Board Book 2, Exhibit 36), the "increased bond ratings only affects the ability and cost to borrow money. Bonding is not available to fund day-to-day operations." (Board Brief at 5, referencing the testimony of LeBlanc)

A majority of Waterbury's revenue, 58%, is derived from property taxes. Its mill rate in 2015[5] was 58.22; placing it 2nd highest in DRG I, behind Hartford with a mill rate of

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[3] AENGLC is defined in §10-261(a)(5) of the Connecticut General Statutes as the "equalized net grand list divided by the total population of a town multiplied by the ratio of the per capita income of the town to the per capita income of the town at the one hundredth percentile among all towns in the state ranked from lowest to highest in per capita income."

[4] The Board uses a Two-Tier comparison group of the following municipalities: Beacon Falls, Bristol, Cheshire, Hamden, Litchfield, Meriden, Middlebury, Naugatuck, Oxford, Plymouth, Prospect, Southbury, Southington, Thomaston, Wallingford, Watertown, Wolcott and Woodbury. (Board Book 1, Exhibit 43)

[5] Waterbury's current mill rate is 60.21. (Testimony of Geary, Tr. Vol. 1 at 84, Board Brief at 5)

74.29. (Board Book 2, Exhibit 63) But, in terms of Equalized Mill Rate, it ranks 1st in DRG I at 40.71. (Board Book 2, Exhibit 65) In the Two-Tier Comparison Group, its mill rate is the highest (Board Book 2, Exhibit 62) as is its Equalized Mill Rate. (Board Book 2, Exhibit 65) Testimony indicates that the current City Administration is committed to not increasing the mill rate during FY 19. (Board Brief at 5)

Noteworthy, the State of Connecticut has increased the cap on the motor vehicle mill rate. The Board comments, "The increase in the motor vehicle mill rate cap has a theoretical zero sum impact if strong collection rates are consistently realized, but that...does not change the reality that City taxpayers will be squeezed a little harder starting this year." (Board Brief at 6, emphasis omitted)

Since a recent change in state law regarding motor vehicle tax rates, SAW opines, "...all thing being the same, an increase in the motor vehicle tax rate will result in a decrease in the mill rate on the real estate and personal property aspects of the grand list." (SAW Brief at 31) Perhaps. But, there is no evidence before us to indicate that there will be a corresponding decrease in the property mill rate with an increase in the motor vehicle mill rate.

Significantly, Waterbury's tax collection rate is in excess of 98%; although it prudently budgets for a lesser amount. In fact, Waterbury "ended FY 17 with a surplus of $6.4 Million Dollars, which amounts to 1.5% of the City's operating budget.... The City budgets for a surplus because it [is] critical to ... maintaining the financial stability of the City." (Board Brief)

The Board asserts,

> While Waterbury has made modest growth in the grand list as a result of focused development and re-development efforts of the current administration, Waterbury and its taxpayers continue to pay for the sins of the past. The City continues to carry substantial, unfunded liabilities with respect to its pension and other post-employment benefits (OPEB) due retirees...." (Board Brief at 4)

The second major revenue source for Waterbury is state aid, which "accounts for 36% of total City revenue." (Board Brief at 6) The state's current fiscal situation, due in a large measure to decades of unfunded pension and retiree health benefits (See Board Book 2, Exhibit 88), has impacted all Connecticut municipalities. The Board fairly summarizes the impact on Waterbury:

> ... State aid was cut four (4) months into the current fiscal year as a result of the long-awaited adoption of the State's Biennial Budget.... Specifically, State aid to Waterbury was slashed by $5.6 Million Dollars this fiscal year.... Then, only a few days after adoption of the State Biennial Budget, the State announced additional "holdbacks." .... State aid to Waterbury will decrease even further in FY 19.... Future state aid beyond FY 19 remains unpredictable .... (Board Brief at 6)

The referenced "holdback" was $300,000 for 2017-18, "equaling .2%" of Waterbury's state aid. (SAW Brief at 31)

Within the fluctuating and uncertainty surrounding state aid, Waterbury will still see "a $2.5 Million Dollar increase in the City's annual contribution to its pension fund... [and a] likely...increase of around $3.5-$4.5 Million in the City's Health Fund in FY19." (Board Brief at 6)

The Board continues,

> In the current fiscal year, the Board had to close a budget shortfall of $6.4 Million Dollars in its operation budget.... It did so by, in some instances, reducing extra class stipends by combining low enrollment classes in high schools. This allowed the Board to capture savings that it does not anticipate being able to look to in FY19 for additional savings." (Board Brief at 7)

Additionally, the teachers will receive a contractually negotiated Step Advancement for 2018-2019, which is anticipated to cost approximately $4 million dollars. (Board Brief at 7)

SAW observes,

> Over the past several years, Waterbury has a consistent trend of positive operations resulting from strong financial management policies and procedures, including a Cost Containment and Oversight Committee (CCOC) that reviews all hiring and purchasing activities weekly and has been instrumental in achieving consistently strong operating results. General Fund reserves have been consistently maintained at the City's fund balance policy of 5% working capital.... (SAW Brief at 27)

The Panel is mindful that Section 10-153(c)(4) of the General Statutes states, "there shall be an irrebuttable presumption that a budget reserve of five percent or less is not available for payment of the cost of any item subject to arbitration." (See: Section II) Thusly, the 5% fund balance was not a factor in the Panel's consideration.

Waterbury maintains its fiscal health by prudent financial management. We review the last best offers of the parties acknowledging this factor together with the overall financial capability of Waterbury.

(C) The negotiations between the parties prior to arbitration, including the offers and the range of discussion of the issues

The parties engaged in good faith negotiations and mediation prior to arbitration. During the course of the negotiations they exchanged a number of proposals: resolving some and bringing some to arbitration. (See generally: Board Book 1, History of Negotiations,

Exhibits 1-21 and SAW Book 1, History of Negotiations). This factor will be addressed, as appropriate, under each specific issue.

(D) Interest and Welfare of the Employee Group

There are 94 members of the administrators bargaining unit. (Board Book 1, Exhibit 5) There is a six-step salary schedule. Of the 94 administrators, 26 are on Step 2, 18 on Step 3, 10 on Step 4, 18 on Step 5 and 22 on Step 6. The interests and welfare of the group will be addressed, as appropriate, under each specific issue.

(E) Cost of living

Section 10-153f(c)(4)(C) of the Connecticut General Statutes commands the arbitration panel to consider the "changes in the cost of living averaged over the preceding three years."

The national CPI-U for the past 36 months (December 2014 to December 2017) is 3.6 percent and for the past three (3) calendar years is 3.0 percent." (SAW Book 1, Tab Changes in the Cost of Living, at 1, with supportive data at 2-46)

(F) The existing conditions of employment of the employee group and those of similar groups

The specifics of this factor will be addressed, as appropriate, under each of the issues.

(G) The salaries, fringe benefits, and other conditions of employment prevailing in the state labor market, including the terms of recent contract settlements or awards in collective bargaining for other municipal employee organizations and developments in private sector wages and benefits

The specifics of this factor will be addressed, as appropriate, under each of the issues.

IV. Disputed Issues, Discussion and Award

This Section sets forth the last best offer of each party on each issue in dispute. The Arbitration Panel is mandated by statute to select either the Board's last best offer or SAW's last best offer on each such issue. In making its award, the Arbitration Panel based its decision on our analysis and discussion of the statutory factors, in light of all documentary and testimonial evidence presented and arguments made by the parties at the hearing and in their post hearing briefs. Any dissent is also based on an assessment of the same evidence in light of the same statutory factors.

The parties submitted agreed upon language, which is incorporated in this award as a separate section. The agreed upon language document also contains a listing of where each of the issues is located and where each of the last best offers is to be inserted. Therefore, the current contract language will not always be contained in our discussion of the issues.

Issues 4 and 5 were withdrawn by the Board on December 28, 2017. Therefore, Issue 6 will follow Issue 3 in the Award. Additionally, Issue 7(d) was withdrawn. Therefore, Issue 7(c) is followed by Issue 7(e).

Issue # 1 – Article V, Section 4, ¶ 71A (Telecommuting on increment weather days)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 1

No such language

LAST BEST OFFER OF SAW ON ISSUE 1

On days on which schools are closed due to inclement weather, it is expected that administrators report to work unless, in their own good judgment, they find that, due to weather conditions, it would be infeasible or unreasonable for them to do so. Administrators may work from home on such days, which will constitute work days, provided that administrators give notice to their immediate supervisor and the Superintendent as soon as practicable. Nothing herein shall preclude the Superintendent from requiring an administrator to verify the amount and kind of work performed.

Discussion:

SAW's last best offer seeks to add new language to the Agreement permitting, when schools are closed due to inclement weather, administrators to work from home if, in their good judgment, weather conditions would make it infeasible or unreasonable to work at school.

According to unrebutted testimony (Tr. Vol. 2 at 207), when schools are closed due to inclement weather, administrators must either be at the school or take a vacation day. "Occasionally," Mr. Johnson testified, he would arrive at school but, with the bigger storms, be unable to get into the parking lot because it had not yet been cleared. (Tr. Vol. 2 at 208)

Thus, according to SAW's last best offer, administrators should exercise their own good judgment as to whether to go to work or work at home rather than using a vacation day. SAW agues, "If administrators do not exercise good judgment in determining that the weather conditions have made it unsafe to the extent that it would be infeasible or unreasonable to ask them to travel to work, then the Board would have the authority to discipline them." (SAW Brief at 6)

SAW's position is tenuous. Disciplining an administrator for unreasonable decision making centered around weather conditions would certainly not be easy. It would be made more complicated if, indeed, the administrator worked from home.

The Board asserts, "The language proposed by the Union makes the choice to telecommute on a given day completely discretionary on the part of the administrator. Complete discretion in that regard is problematic for the Board." (Board Brief at 12) The Board's argument is understandable. In fact, a review of the contracts offered by SAW seems, on balance, to support the Board's position.

SAW noted, "Inclement weather/work from home provisions similar to the one proposed by SAW exist in many school administrator contracts in the State." (SAW Brief at 6) Eighteen "representative examples" were provided. (See: CD SAW Exhibits, Inclement Weather folder) A closer review suggests only three contain language similar to that proposed by SAW, i.e., Fairfield, Hebron and Plainville. The remaining fifteen certainly address inclement weather but many require the approval of the superintendent (e.g., Cromwell, East Hampton, Region 5, Region 13, Region 16 and Torrington) or limit the number of days an administrator can work from home (e.g., Waterford, Watertown and Weston). Neither of these two conditions appear in SAW's last best offer.

It is not in the public interest, a primary factor, for the Panel to award SAW's last best offer. The "occasional" occurrence when an administrator might not be able to enter his or her school because a parking lot was not plowed, combined with the unlimited times that an administrator's discretionary judgment could be exercised does not support the last best offer of SAW. The subordinate factor of the interest and welfare of the employee group supports SAW's last best offer. However, neither the existing conditions of employment of the employee group and those of similar groups nor the salaries, fringe benefits and other conditions of employment in the state labor market support SAW's last best offer.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #1.** Mr. Ferguson dissents.

Issue #2 - Article VI, Section 8(e)(5), ¶ 115A (Directors Excluded from Bumping Rights)[6]

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 2

> The rights afforded under sections 8(e)2 and 8(e)4 of this Article shall apply only to the bargaining unit classifications set forth in Section 8(e)5 above and shall not apply to the Director classification or any position equivalent to Director assigned to that classification for purposes of the salary schedule.

LAST BEST OFFER OF SAW ON ISSUE 2

> Such new language shall not be introduced into the contract.

Discussion:

In arbitration, it is axiomatic that a party seeking to add new language to the collective bargaining agreement carries with it the burden of proof and persuasion. Here, the Board is not seeking to add new language, as SAW suggests. Rather, it is seeking to clarify existing language.

The current contract reads:

> For purposes of this Article [Assignments and Transfers], administrative classifications shall be ranked as follows:
>
> (i) High School Principal
> (ii) Middle School Principal
> (iii) High School Vice-Principal
> (iv) Middle School House Principal
> (v) Prek-8 Principal
> (vi) K-5 Principal
> (vii) Supervisor (12 Mo.)
> (viii) Supervisor (10 Mo.)
> (ix) Supervising Vice-Principle (Board Book 1, Current Contract Tab)

The evidence indicates that the Director positions were established over the past five or six years. Clearly, the existing agreement contains the Directors positions. (See: Board

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[6] In their listing of the Issues in Dispute (Board Brief at 2-3 and SAW Brief at 3-4) both the Board and SAW reference ¶115A, Article VI, §8(e)(4), Assignment and Transfers as the contract location for the provision. Undoubtedly, the reference to Article VI, §8(e)(4) is a clerical error. Paragraph 115A is located in Article VII, §8(e)(5) as indicated in the Agreed Upon language document submitted to the Panel and contained in Section V of this Award.

Book 1, Current Contract Tab, Appendix A) This agreement negotiated in the 2014-2015 school year.

As the Board notes,

> In fact, a comparison of the 2012-2015 collective bargaining agreement and the 2015-2018 collective bargaining agreement (the current agreement), demonstrates that while the Director classification was added to the current contract,[7] it was not included in the Article VII bumping language.... (Board Brief at 15)

SAW argues, "The Board's LBO seeks to eliminate bumping rights for Directors." (SAW Brief at 7) But, the Board cannot eliminate what the parties apparently did not intend to establish.

Admittedly, it is unusual for a portion of the unit to not have traditional bumping rights. However, absent evidence as to why they were excluded in the current contract, the persuasive evidence does not support changing the existing agreement. The public interest is best served by adhering to the long established arbitral tradition.

The Board also notes that clarification is necessary if it "is forced to make difficult personnel decisions in the future." (Board Brief at 15) From both a management perspective and from an employee perspective, the clarification is appropriate and meaningful. It is also in the public interest. The negotiations between the parties prior to arbitration, in the form of the current contract, also supports the position of the Board.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #2.** Mr. Ferguson dissents.

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[7] See Salary Schedule in Board Book 1, Exhibit 3 at 43.

Issue #3-Article VI, Section 8(e)(7) ¶117 (Salary Buffer Language for Displaced Administrators)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 3

> In the event an administrator is displaced to an administrator classification with a salary schedule lower than that which the displaced administrator would have enjoyed, such administrator's rate of pay shall be reduced by five thousand ($5,000.00) dollars during the school year in which the administrator becomes displaced. Such displaced administrator's rate of pay shall be reduced an additional ten thousand ($10,000.00) dollars during the following school year. Thereafter, the displaced administrator will be paid the appropriate rate of pay for the position they actually hold at that time.

LAST BEST OFFER OF SAW ON ISSUE 3

In the event an administrator is displaced to an administrative classification with a salary schedule lower than that which the displaced administrator would have enjoyed, such administrator's salary shall not be reduced more than one thousand ($1,000.00) dollars per year until the appropriate level on such salary schedule for the new position is reached, or for three (3) years, whichever first shall occur.

Discussion:

The current contract language reads:

> In the event an administrator is displaced to an administrative classification with a salary schedule lower than that which the displaced administrator would have enjoyed, such administrator's salary shall not be reduced more than one thousand ($1,000.00) dollars per year until the appropriate level on such salary schedule for the new position is reached. (Board Book 1, Current Contract Tab at 17)

The Board asserts that it is seeking "to phase out the salary buffer language in the contract for an administrator placed or bumped into a lower classification as a result of a reduction in force." (Board Brief at 16-17) While that might be the Board's ultimate goal, its last best offer seeks only to reduce the "salary protection" of an administrator by $5,000 in the first year and $10,000 in the second year of displacement. Thereinafter, the administrator would be compensated at the "appropriate rate of pay for the position."

With the use of the word "shall," the Board's last best offer, read literally, would mandate a $5,000 and $10,000 reduction, which could result in the administrator being paid a rate below the appropriate rate for the position. It would only be in the third year that the appropriate rate of pay would be achieved.

With the use of the word "shall," the Board's last best offer, read literally, would mandate a $5,000 and $10,000 reduction, which could result in the administrator being paid a rate below the appropriate rate for the position. It would only be in the third year that the appropriate rate of pay would be achieved.
SAW seeks to keep the current contract language[8] but adds a maximum time period of three years under which the administrator would see reductions. "Pursuant to SAW's LBO, the annual reduction of $1,000 is capped at three (3) years, after which the administrator shall make the salary of the new position." (SAW Brief at 10) This three-year limitation addresses the concern raised by the Board when it advanced "... the possibility that it could take 30 years to step down a salary...." (Board Brief at 17)

The public interest, the interests and welfare of the employee group and the existing conditions support SAW's last best offer. Limiting the reduction to three years certainly addresses a financial concern of the Board. Thus, the financial capability favors neither of the two-last best offers.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #3.** Mr. Romanow dissents.

[8] The Board correctly notes that SAW captioned the introduction to its last best offer with the wording: "Maintain current language." (Board Brief at 17) However, the last best offer itself and the arguments advanced by SAW clearly indicate that the introductory caption was a clerical error, which has no bearing on SAW's last best offer.

Issue #6-Article IX, Section 9, ¶184A (Internal Complaint Procedure)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 6

No Such Language

LAST BEST OFFER OF SAW ON ISSUE 6

(a) Administrators should not be reprimanded by the superintendent, Human Resources Director, COO, CAO or other administrators, except in a private setting. Administrators subjected to public reprimand as described herein shall, prior to filing a grievance, file a complaint in writing with the superintendent or his/her designee and allow the superintendent or his/her designee an opportunity to investigate and address the complaint. The superintendent or his/her designee shall communicate with SAW regarding how the complaint was addressed. If the administrator's written complaint is not adequately addressed by the superintendent or his/her designee within seven (7) school days, the administrator may file a grievance.

(b) Administrators should not be subjected to any interaction with the superintendent or other Central Office administrators which results in humiliation or intimidation of administrators. Administrators subjected to any interaction, which results in humiliation or intimidation of the administrator, shall, prior to filing a grievance, file a complaint in writing with the superintendent or his/her designee and allow the superintendent or his/her designee an opportunity to investigate and address the complaint. The superintendent or his/her designee shall communicate with SAW regarding how the complaint was addressed. If an administrator's written complaint is not adequately addressed by the superintendent or his/her designee within seven (7) school days, the administrator may file a grievance.

Discussion:

SAW seeks to add new language to the contract establishing an internal complaint procedure, which it describes as "virtually identical to the internal complaint procedure that the Board agreed to include in the teachers' collective bargaining agreement." (SAW Brief at 12)

The Board opposes the inclusion of the language, in part, because the Director of Personnel testified that the language "is problematic and ineffective because it is both subjective and nebulous." (Board Brief at 18)

The record does not include evidence as to why it was necessary to have an internal complaint procedure in the teacher's contract. Further, SAW only provided one example of an instance where the language might have applied; i.e., when a Principal was directed, behind closed doors, to remove a T-shirt, which the superintendent did not consider appropriate. The T-shirt was worn on a "Fun Friday T-shirt day." The superintendent apparently took umbrage at the slogan contained on the shirt.

SAW asserts that its proposal "is not intended to allow…members to file frivolous harassment complaints against Central Office employees." It continues, "… it is intended to address real workplace issues, to help foster a professional, respectful working relationship between the administration and SAW members, and to reduce grievances." (SAW Brief at 14) While it may be intended to address "real workplace issues," only one, seemingly minor, incident was noted. While it may be intended to "help foster a professional, respectful" working environment, there is no evidence that such an environment does not currently exist. And, while it may be intended to "reduce grievances," there was no showing of any grievances being filed.

Further, while SAW claims, as noted above, that its proposal is "virtually identical" to the language contained in the teachers' contract, a comparison of the two indicates significant differences. First, the teachers' contract uses the descriptor "frequent interaction" while SAW uses "any interaction." Second, the teachers' contract contains a limiting provision, which reads:

> For purposes of this section, claims of isolated, infrequent instances of hostile conduct, claims based on stray remarks, claims alleging unannounced classroom walkthroughs and/or classroom observations and/or, claims based on directives made during an emergency, shall be insufficient to initiate a grievance under this section. The WTA agrees to file and/or pursue no more than ten (10) grievances per school year alleging violation of this section. (Board Book 2, Exhibit 109)

Such limiting language is not contained in SAW's last best offer.

No employee should be subject to humiliation or intimidation. But there is no persuasive evidence that such conduct is happening to administrators. And, if there is, there is no persuasive evidence to indicate existing procedures do not adequately address the issue. The public interest in supporting a strong educational and operation school system supports the Board's last best offer. Neither the interests and welfare of the employee group nor the existing conditions of employment of the employee group and those of similar groups can support SAW's last best offer.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #6.** Mr. Ferguson dissents.

Issue #7(a) – Article XV, Section 1, ¶240 (Out-of-Network/Out-of-Pocket Max)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(a)

> Notwithstanding anything in this Agreement to the contrary, Effective September 1, 2019, for out-of-network services, there shall be an annual deductible of $500/1,000/1,500 for individual, two person, and family coverage with subsequent coinsurance of 30% on out-of-network expenses and services of up to a out-of-network out-of-pocket maximum of $5,000/7,500/10,000 respectively for individual, two person, and family coverage. If a non-network provider is used, the employee or dependent may be subject to balance billing above and beyond the allowable maximums. There is an unlimited lifetime maximum benefit for in-network providers.

LAST BEST OFFER OF SAW ON ISSUE 7(a)

The maximum "out-of-pocket" expense associated with the out-of-network cost share is $1,600/$3,200/$4,800 for individual, two person, and family coverage respectively.

Discussion:

As an introduction to the issues addressing health insurance the Board notes,

> The City of Waterbury maintains comprehensive health benefits that are managed by third-party administrators (TPAs) for the medical, pharmacy and dental coverage administration.... The City's plans are self-insured and cover all Board of Education employees, including any school administrators, who elect coverage...." (Board Brief at 20)

It continues,

> the... cost of providing employee and retiree health benefits has significantly increased over the past ten (10) years.... In FY08, the annual plan cost around $60 Million, but by FY16, the annual plan cost had climbed to almost $107 Million.... That amounts to a 78% increase in plan costs in less than ten (10) years, which represents, under any characterization, rapid and unsustainable growth...." (Board Brief at 21)

The City has made efforts to contain the increasing health care costs by initiating a mandatory Medicare enrollment for retirees and, through the collective bargaining process, transitioning almost all City Unions to a High-Deductible Health Plan.

Sixty-seven SAW members out of ninety-four, a little over 70%, elected coverage under the HDHP/HSA. (Board Brief at 22) As the Board notes, SAW is a "relatively small unit compared to other City and Board unions." (Board Brief at 22)

The current contract language reads: "The maximum "out-of-pocket" expense associated with the out-of-network cost share is $1,600/$3,200/$4,800 for individual, two person, and family coverage respectively." SAW's last best offer is to retain the current language.

Commencing in September 2019, the Board is seeking to increase the maximum out-of-pocket expense maximum to $5,000 for an individual, $7,500 for two-person and $10,000 for family coverage. Additionally, the Board is seeking to increase the annual deductible by 25%, from its current $400/$800/$1,200 (individual, two-person, family) to $500, $1,000/$1500 (individual, two-person, family).

The Board acknowledges that "the utilization of out-of-network services and/or facilities for this unit is not significant." (Board Brief at 24) Nonetheless, it supports its last best offer by asserting:

> Despite the limited usage by the Union here [SAW], the Board presented evidence of significant out-of-network claims … by employees outside of this Union, with some claims in the neighborhood of $25,000 - $50,000 out-of-network claims…. (Board Brief at 24)

Thus, opines the Board, while the "increase in the out-of-network out-of-pocket maximum does not adversely impact the interests and welfare of the Union, it could help drive costs down by helping the City capture savings in larger City and Board Unions and, it is in line with the coverage terms for school administrators in similar districts." (Board Brief at 25)

Citing to Board Book 2, Exhibit 112, SAW notes, "members incurred less than $12,000 of out-of-network costs between 10/15 and 9/17." (SAW Brief at 19) Since the cost within SAW is low, the impact of the Board's last best offer may not significantly impact SAW members but it is a stretch to argue that it "does not adversely impact" their interests and welfare.

The seemingly large out-of-network use by members of other bargaining units may be of concern to the City but an arbitration panel should not use that rationale to make its award. In this instance, the tail should not wag the dog. Such a change, if necessary, should come through negotiations or mediation.

Finally, the Board asserts that its last best offer is "in line with the coverage terms for school administrators in similar districts. It references administrator DRG I contracts in Bridgeport and New Haven where the out-of-network out-of-pocket maximums are $4,000/$8,000 and $6,000/12,000 respectively. (Board Brief at 24-25) However, if comparisons are to be made they should be made, if possible, with all the other DRG I districts. In Windham, there is a $1,000/$2000/$3,000 maximum; in New Britain a $2,500/$5,000/$5,000 maximum; in Hartford a $4,000 family plan maximum; and in New London, which is under the State Partnership 2.0 Plan, we take arbitral notice of a $2,300/$4,900 maximum. (See: Board Exhibit 9)

The public interest, financial capability, interests and welfare of the employee group and the existing conditions of employment of the employee group and other similar groups supports the last best offer of SAW.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #7(a).** Mr. Romanow dissents.

Issue #7(b) – Article XV, Section 2(c) ¶242 (HSA City Contribution 2019-2020)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(b)

Health Saving Account Funding: The employer shall fund the employee's HSA in the following amounts:

b. Effective the plan year beginning on September 1, 2019, the Board will fund forty-five percent (45%) of the deductible into the HSA. Said funding shall be paid quarterly. The timing of the quarterly payment will vary based on the effective date of the plan year and, shall occur on the first regularly scheduled payroll after each respective quarter begins.

LAST BEST OFFER OF SAW ON ISSUE 7(b)

The City will fund the deductible into the HSA for the 2019-2020 school year at the same percentage as it did in the 2018-2019 school year.

Discussion:

The current contract language reads, in pertinent part, "…the City will fund fifty percent (50%) of the deductible into the HSA. Said funding shall be paid quarterly." (Board Book 1, Exhibit 3) Notably, this was a reduction from the first year of the current contract when the City paid 60%.

The parties have agreed to retain the 50% amount during the first year of the new contract. For the second year, the Board is seeking a 5% reduction in its HSA contribution for the 67 administrators in the plan. The funding has a yearly cost of $119,000. A 5% reduction would save the City approximately $12,000. (Board Book 1, Exhibit 113) Conversely, the cost of the deductible would increase by $100 for 15 administrators and $200 for 52 administrators. (Based on the figures in Board Book 1, Exhibit 113)

SAW's last best offer is to retain the 50% contribution level. Using 2017-18 summary data, SAW argues, "In 2017-2018, 85 out of 118 school districts are contributing 50%, and 22 of the 33 remaining districts contribute more than 50%." (SAW Brief at 18, emphasis omitted)

While the statistics are informative, a better comparative year would be 2018-2019, where, of the reported 67 districts, 51 contribute 50% or more. Said another way, 16 of the 67 districts, or 25%, contribute less than 50%. (SAW Book 1, Salaries, Fringe Benefits & Other Conditions of Employment Tab, Section HSA-HDHP Deductible Contributions at 46-53)

However, an even better comparison rests with the DRG I districts. For 2018-2019, the school board's contribution in Hartford, New Britain and Windham is 50% (Board Exhibit 9) as is New Haven[8]. (SAW Book 1, Salaries, Fringe Benefits & Other Conditions of Employment Tab, Section HSA-HDHP Deductible Contributions at 49) Hartford is clearly an exception with a 25% school board contribution. (Board Exhibit 9)

The Board asserts, "While the impact savings may seem minor, moving the dial even a little could have significant cumulative impact across all city employees." (Board Brief at 26) Perhaps, but there is no persuasive evidence that the second year of the contract is the year to move the dial, especially with the statewide and DRG I comparisons.

The public interest, financial capability, interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups supports the last best offer of SAW.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury School Administrators on Issue #7(b).** Mr. Romanow dissents.

[8] The New Haven contract contained in Board Exhibit 9 only includes the 2014-17 contract. Thus, SAW's summary data is used.

Issue #7(c) – Article XV, Section 2(c) ¶242 (HSA City Contribution 2020-2021)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(c)

Health Saving Account Funding: The employer shall fund the employee's HSA in the following amounts:

c. Effective the plan year beginning on September 1, 2020, the Board will fund five percent (5%) less of the deductible into the HSA than was funded in the previous plan year. Said funding shall be paid quarterly. The timing of the quarterly payment will vary based on the effective date of the plan year and, shall occur on the first regularly scheduled payroll after each respective quarter begins.

LAST BEST OFFER OF SAW ON ISSUE 7(c)

The City will fund the deductible into the HSA for the 2020-2021 school year at the same percentage as it did in the 2019-2020 school year.

Discussion:

The parties continue the same arguments posited for Issue 7(b). (Board Brief at 26-27, SAW Brief at 18) The Panel incorporates by reference the discussion on Issue 7(b).

A 5% reduction in the third year of the contract would decrease the Board's contribution by approximately $12,000. It is in this third year that the reduction appears most reasonable, especially when considering awards on other issues before us.

The primary statutory factors of public interest and financial capability supports the last best offer of the Board. The subordinate factors of the interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups support the last best offer of SAW.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #7(c)**. Mr. Ferguson dissents.

Issue #7(e) – Article XV, ¶243B (Inclusion of State Health Insurance Mandates)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(e)

No such Language

LAST BEST OFFER OF SAW ON ISSUE 7(e)

All minimum state mandates in effect on July 1, 2017 shall be maintained by the Waterbury Board of Education.

Discussion:

SAW is seeking to insert new language into the contract with a provision requiring the Board to provide all minimum state health insurance mandates in effect as of July 1, 2017. These mandates are extensive and generally do not apply to self-funded health plans. (See SAW Book 1, Salaries, Benefits & Other Conditions of Employment Tab, Health Insurance Mandates Section, located after page 53)

The difficulty with SAW's offer is multifold. First, as a self-insured plan, there is no statutory requirement that the minimum state mandates be offered. Second, the Board represented that "all major cost mandates are included [in the City's plan]." (Tr. Vol. 2 at 103)

In summarizing its last best offer, SAW argues, "...all state mandates offered by the Board as of July 1, 2017 shall be maintained by the Board moving forward." But its argument does not comport with its last best offer. The last best offer includes all state mandates not just those offered by the Board as of July 1, 2017.

The Board opposes inclusion of the State mandates, in part, because those mandates are not static. (Board Brief at 28) However, SAW addressed the Board's global concern in its last best offer with the July 1, 2017 date. Thus, after July 1, 2017, new mandates would not be imposed on the Board.

Nonetheless, several important questions remain unanswered. First, which State mandates will need to be added? Based on the evidence before us, this question is unanswered. Second, what is the financial impact of adding the mandates—to the Board and to the SAW members? This question is unanswered.

SAW asserts that its last best offer "will not cost the Board any more money." (SAW Brief at 21) Perhaps. But, with no fiscal analysis, it would be imprudent for the Panel to award a last best offer that adds any unknown mandate at an unknown cost.

The public interest and financial capability supports the last best offer of the Board. Even though the SAW proposed the change, without a financial costing, the evidence does not establish that it is in the interests and welfare of the employee group.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #7(e).** Mr. Ferguson dissents.

Issue #7(f) – Article XV, ¶252 (Employee Premium Cost Share 2019-2020)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(f)

b. HDHP: Effective September 1, 2019, 21% of the premium equivalent.

LAST BEST OFFER OF SAW ON ISSUE 7(f)

a. The employee's premium contribution shall be increased over the previous year's employee's premium contribution by .5%.

Discussion:

We begin our discussion by noting that the last best offers of each party begins in the second year of the contract. There is no change in the 20% employee contribution for the first year, which means the Board continues to pay 80%.

In the second year of the contract, the Board seeks to increase the employee contribution to 21%, correspondingly decreasing its contribution to 79%. Doing so would result in a savings to the Board of approximately $14,000; with 67 SAW members electing coverage under the HDHP. (Board Brief at 29) Correspondingly, the minimal savings would result in a minimal actual cost increase for SAW members. Using simple math, and assuming all things are equal, the cost increase would be approximately $209, i.e., $14,000 divided by 67.

SAW acknowledges that an increase is appropriate but to a lesser amount, by half. Its last best offer is an increase in the administrators' premium contribution by .5%.

The Board argues that Bridgeport administrators are paying 25% of the High Deductible plan premium in 2016. (Board Brief at 29) A closer look at the Bridgeport contract indicates for 2018-19, the administrators are contributing either 26% or 28% depending on hiring date. Other examples show that for 2018-19, Hartford administrators are contributing 19%; as are New Britain administrators at 19%. (See: Board Exhibit 9. These percentages correspond to those found in SAW Book 1, Salaries, Fringe Benefits & Other Conditions of Employment Tab, pages 32-40)

Statewide, according to SAW, the 2018-19 average is 18%, which includes the above percentages. (SAW Book 1, Salaries, Fringe Benefits & Other Conditions of Employment Tab, pages 32-40) A review of the exhibits indicates that of 71 towns and cities listed for 2018-2019, 15, or approximately 21%, had a contribution rate similar to that proposed by the Board.

In light of the increasing health care costs, together with other issues in this arbitration, it is reasonable to increase the premium contribution by a full percent in year two of the contract. The public interest and financial capability support the Board's last best offer as does, to some extent, the existing conditions of employment

of the employee group and those of similar groups. The interests and welfare of the employee group supports SAW's last best offer.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #7(f).** Mr. Ferguson dissents.

Issue #7(g) – Article XV, ¶252 (Premium Cost Share 2020-2021)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(g)

c. HDHP: Effective September 1, 2020, 1 percent (1%) more of the premium equivalent than it funded in the previous plan year.

LAST BEST OFFER OF SAW ON ISSUE 7(g)

b. The employee's premium contribution shall be increased over the previous year's employee's premium contribution by .5%.

Discussion:

As applicable, the general discussion contained in Issue #7(f) is incorporated by reference. The parties' positions are carried over to the third and final year of the contract. The Board is seeking an additional 1% increase in the employee contribution while SAW, acknowledging again that an increase is appropriate, seeks a .5% increase. Thus, based on the award on the prior issue, the Board would pay either 78%, with the Board's last best offer, or 78.5%, with SAW's last best offer.

Using SAW's figures (SAW Book 1, Salaries, Fringe Benefits & Other Conditions of Employment Tab, pages 32-40), of the 49 districts reporting for 2019-2020, 16 or approximately 33% have employer contributions below 80%. Of those, 10 of the 16 have employer contributions below 79%. There appears to be a trend toward increasing employee premium contribution but not a groundswell.

The Board anticipates, using current year rates, a savings of approximately $14,000 with its last best offer. The corollary is an approximate savings of $7,000 with SAW's last best offer. In either case, the savings is relatively minimal to the Board and the cost relatively minimal to SAW members.

In this instance, the Panel Majority finds the last best offer of SAW is supported by the evidence, especially following the full percent increase in the prior year. The public interest, financial capability, interest and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups supports the award.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #7(g).** Mr. Romanow dissents.

Issue #7(h) – Article XV, ¶252 (Premium Cost Share Based on Allocation Rate)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 7(h)

No such Language

LAST BEST OFFER OF SAW ON ISSUE 7(h)

So long as the Board self-insures, the employee's premium contribution shall be based on the allocation rate, which shall be defined to include incurred claims with a reasonable trend rate, reasonable expenses, and per unit stop-loss as billed. Allocation rate shall not include taxes, claim fluctuation reserve, and profit.

Discussion:

SAW is seeking to add new language to the contract basing employee contribution on the allocation rate rather than what it deems to be an unclear term - "premium equivalent." (See generally: SAW Brief at 21-23) It argues that "premium equivalent" is not a term of art. Nevertheless, the parties have used the term in their current agreement without evidence of problems. Further, the term "premium equivalent is used in multiple places in Article XV.

SAW provides a definition of allocation rate. But, as the Board notes, the term "claim fluctuation reserve," is excluded from the allocation rate definition. (Board Brief at 31-31) Thusly, "...the Board submits that the Union evidence falls short, as it failed to precisely define which specific components are included and excluded in an allocation rate calculation...." (Board Brief at 31)

Ambiguity, if there is any, cannot be cured with ambiguity. SAW claims that the Board, either through its witness or its representative, could not say with certainty which rate is being used—the "fully-insured equivalent rate" or the "allocation rate." (SAW Brief at 21) The Panel Majority's reading of the record reaches a different conclusion.

The City Finance Director testified, with certainty, "We do not use a fully-insured premium equivalent rate.... at the end of the day for our purposes, the allocation rate and premium equivalent rate are one in the same." (Tr. Vol. 2 at 129) The clarity SAW is seeking is already there through application and practice.

The public interest supports the last best offer of the Board. We find that none of the other statutory factors support SAW's last best offer.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #7(h)**. Mr. Ferguson dissents.

ISSUE #8(a) – Appendix A-1, ¶301 (GWI 2018-2019)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(a)

For the 2018-2019 school year, there shall be no general wage increase over the Revised salary schedule for the 2017-18 school year.

LAST BEST OFFER OF SAW ON ISSUE 8(a)

To establish the salary schedule for the 2018-2019 school year, increase each step for each grade (position) of the 2017-2018 Revised Salary Schedule by 1.00%.

Discussion:

Issues 8(a) through 8(i), inclusive, address general wage increases (GWI), steps and an annuity at the top step. The Board, at the hearing (Tr. Vol. 1 at 4-10) and in its Brief (Board Brief at 32-34), takes exception to the Panel Majority's ruling[9] to have nine separate wage issues rather than the three proposed by the Board, i.e., combining GWI, steps and annuity together for each year of the three-year contract.

The Board argues, "In essence, the Panel's ruling created a prisoner's dilemma, forcing the Board to position itself with no wage offers out of concern that the outcome could be well beyond what the Board intended, could have accurately projected and most important, beyond what the Board would have the ability to pay." (Board Brief at 33, emphasis omitted) Thus, the Board's last best offers on Issues 8(a) through 8(i) are a "hard zero," i.e., a zero percent increase in GWI, no step movement and no annuity at the top step for each of the three years.

Simply put, the Board overstates. As with any arbitration panel, we must make our determinations after assessing and analyzing the evidence and arguments put before us. And, while we make awards on individual issues in dispute, we look at the interrelation of all issues. The Board's concerns may have been theoretically possible but, on a practical basis, were unwarranted.

While not within our jurisdictional authority to determine, we note that SAW claimed, "... the Board engaged in bad faith bargaining when it revised its initial last best offer in the middle of the hearing to zero in all three (3) years." (SAW Brief at 33) Under the circumstances, we believe that SAW is incorrect in its assertion. Thus, we find no prejudice or procedural defect in the Board's last best offers.

There are 94 administrators employed by the Board. Their total combined pay rate is $11,036,671, which means 1% equates to $110,367 of the gross salary account. (Board Book 1, Exhibit 5) Of the 94, there are: no administrators on Step 1; 26 on Step 2; 18 on Step 3; 10 on Step 4; 18 on Step 5; and, 22 on Step 6. (Board Book 1,

[9] Mr. Romanow dissented. (Tr. Vol. 1 at 10)

Exhibit 6 and SAW Exhibit 6)[11] According to the Board, if a Step increase is awarded for 2018-2019, it would cost $280,709; a 2.5% increase. If another Step is awarded for 2019-2020, it would cost $292,038; a 2.6% increase. And, finally if another Step is awarded for 2020-2021 it would cost $227,087; a 1.9% increase. (Board Brief at 37 referencing Board Book 1, Exhibit 19) SAW has slightly different percentages based on when the snapshot was taken, i.e., 2.51% for 2018-2019; 2.34% for 2019-2020; and, 1.82% for 2020-2021. (SAW Brief at 36) The total difference is slightly more than 1/3rd of a percent. We deem this an insignificant difference.

In order to put a context to the wage issues, we look at one subordinate issue first—the salaries of other DRG I districts. For illustrative purposes, we use the salary range of the High School Principal as a comparative base. Waterbury does not have lanes based on degree held. Some districts in DRG I do. Most Waterbury administrators have a 6th year. Thus, for comparative purposes, we use the 6th year lane if such is contained in the other DRG I contracts.

For entry level High School Principal, Waterbury ranks last of the seven districts in DRG I. Using 2017-2018 salary schedules, the disparity is striking at the entry level--$32,079 less than New Britain; $30,621 less than New London; $26,793 less than Bridgeport; $23,899 less than New Haven (comparing the 2016-2017 salary schedule in New Haven to the 2017-2018 schedule in Waterbury); $16,423 less than Windham and $12,762 less than Hartford (comparing the 2015-2016 salary schedule in Hartford to the 2017-2018 schedule in Waterbury). (Board Exhibit 9)[12]

At the maximum, there is a closing of the gap. Again, using 2017-2018 salary schedules--$9,944 less than New Britain; $10,562 less than New London; $12,425 less than Bridgeport; $12,731 less than New Haven (using the salary data found in SAW Book 1, Salaries, Fringe Benefits and Other Conditions of Employment Tab at 14); $2,958 less than Windham; and, $15,725 less than Hartford (using the salary data found in SAW Book 1, Salaries, Fringe Benefits and Other Conditions of Employment Tab at 14). (Board Exhibit 9)[13]

Using the maximum salaries column only, for Elementary School Principal, Waterbury paid the lowest at $125,385 compared to New Haven, which had the highest at $143,867; for Assistant High School Principals, Waterbury was next to the bottom at $129,943 when compared to Bridgeport, which had the highest at

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[11] In the Agreed Upon Language document, provided by the Board and SAW, there is a Revised Salary Schedule, which was established for the sole purpose of calculating salary schedule for 2018-2019. In essence, the parties eliminated Step 1, added a Step 7, moving those on Step 6 to Step 7, which did not result in a wage increase, and created a "new" Step 6. In so doing, the parties reduced the "bubble" between old Step 5 and old Step 6. Thus, our reading of the Revised Salary Schedule would indicate that those on the old Step 6 would be placed on the new Step 7, with no one on the new Step 6.

[12] Board Exhibit 10 contained comparisons but the summary chart did not always compare compatible years.

[13] Board Exhibit 11 contained comparisons but the summary chart did not always compare compatible years.

$141,366; for Assistant Middle School Principal, Waterbury was in the middle at $129,943 with Bridgeport at the highest at $141,366 and Windham the lowest at $119,373; for the Assistant Elementary School Principal, Waterbury paid the second lowest at $114,738, with Hartford paying the highest at $126,955. (SAW Book 1, Salaries, Fringe Benefits and Other Conditions of Employment Tab at 14)

The comparisons demonstrate that even with a 1% increase, which is SAW's last best offer, Waterbury administrators would still be compensated considerably less than their counterparts in other DRG I districts.

It is in the public interest to keep and retain well qualified, dedicated administrators. There is nothing in the record to indicate that administrators are leaving Waterbury. But, it is not in the public interest to get to the point, apparently reached by the police department, where lack of a recruitment pool was due to salary. This circumstance necessitated increases in all five years of a recently arbitrated contract. As the award stated, "The City acknowledges that Waterbury Police Officers are paid significantly less than their counterparts in other municipalities." (SAW Book 2, Police Arbitration Award) The Board did not acknowledge that fact in this arbitration but the evidence certainly points in that direction.

The Board opines that SAW's statewide settlement data lacks content. (Board Brief at 34 referencing SAW Book 1, Salaries, Fringe Benefits and Other Conditions of Employment Tab at 1-4) As such, the Board contends, "A GWI has a different impact depending on starting salary and, what may appear to be a significant increase in terms the percentage, may still leave administrators in the unions reported earning less than what administrators in Waterbury earn." (Board Brief at 34)

The Board is correct, contextual factors are important in assessing settlements, which is why the analysis of DRG I, above, was done. However, for a generalized overview of settlements during the 2017-2018 "season" the data is informative. We take notice that for the limited number of negotiated and mediated settlements, the 2018-2019 average, without increment, was 2.03%; the 2019-2020 average, without increment was 2.13% and the 2020-2021 average, without increment, was 2.16%. (SAW Book 1, Salaries, Fringe Benefits and Other Conditions of Employment Tab at 3-4) Thus, reviewing the three-year average settlement data, it appears Waterbury will have one of the lowest, if not the lowest, percentage increase with SAW's last best offer.

As to the statutory factors, the primary factor of the public interest leans toward a 1% GWI. Additionally, the subordinate factors of the interests and welfare of the employee group, changes in the cost of living averaged over the preceding three years and the existing conditions of employment of the employee group and those of similar groups all support SAW's last best offer.

However, we must evaluate the other primary factor--financial capability, which has been described in Section III (B) of this award. The Board summarizes its conclusion as follows,

> Overall, the Board sits in the midst of a precarious financial predicament.
>
> In the current year (FY18), the Board balanced its budget by exhausting its surplus contingencies accrued over the past fiscal year.... The Board had a $6.8 Million Dollar Budget gap that it had to make adjustments for in FY18.... The Teachers will receive a step advancement in FY19, which will cost almost $4 Million Dollars....
>
> State aid has already been cut to both the Board and the City for FY18... The outlook in terms of state aid is volatile....
>
> The City will not be increasing its General fund allocation to the Board for FY 19 either.... It would be financially irresponsible for the Board to add any significant salary to its already distressed budget. (Board Brief at 37-38)

From a different perspective, SAW notes that a financial analysis of the City, including, among other areas, its diverse tax base, tax collection rate of 98%, bond rating and economic growth indicates "its ability to pay can no longer seriously be questioned." (Board Brief at 31) SAW overstates. The ability to pay, i.e., the financial capability, must always be seriously questioned. The statute commands us to do so.

We return to a conclusion of the Board, "It would be financially irresponsible for the Board to add any significant salary to its already distressed budget." The Board is correct. However, juxtaposed to the reduction in state aid, OPEB liabilities and tax rates is modest growth to the grand list; budgeted and actualized surpluses; an increased bond rating; and, continuing fiscal controls.

On balance, the financial capability of Waterbury, even with the uncertainty of the current situation, permits a small salary increase; one that is not significant but still meaningful. As we review all nine wage issues in the context of a three-year contract, the evidence supports SAW's last best offer of 1% as both reasonable and affordable.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #8(a).** Mr. Romanow dissents.

ISSUE #8(b) – Appendix A-1, ¶302 (Step Movement 2018-2019)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(b)

No Administrators shall advance a step from the Revised salary schedule for the 2017-18 school year.

LAST BEST OFFER OF SAW ON ISSUE 8(b)

Members of the administrators' unit not on maximum step in 2017-2018 school year's Revised Salary Schedule shall advance one step.

Discussion:

The discussion in Issue 8(a) is incorporated, as applicable.

A salary grid with steps is a method to incrementally increase salary to the position rate. In essence, the maximum step on the salary grid is the compensation for the position. However, some districts, like Waterbury, back down from the maximum position rate in order to factor in years of experience. How quickly an employee reaches position rate, i.e., maximum, depends, in a large measure, on the number of steps in the salary schedule.

Waterbury has a six-step salary grid. (See Section V, Agreed Upon Language) Reviewing the other districts in DRG I: Windham has a six-step grid; New Britain and Bridgeport each have a five-step grid; New Haven has a four-step grid; New London has no grid but compensates at a position rate; and Hartford has a salary range, without designated steps. (Board Exhibit 9) Thus, assuming step movement in each year of employment until max is reached, it takes longer in Waterbury to reach maximum than in other districts in DRG I. Moreover, because step movement has not occurred each year in Waterbury, administrators have not moved along the grid. (See Union 5 and 6)

The Board is seeking no step movement in the first year of the contract. It states that the cost of one step, with the 2017-2018 salary schedule as a base, is $280,709 or 2.5%. (Board Brief at 37) We note that the relatively high step cost[14] is undoubtedly due to the range of minimum and maximum compensation. For instance, using the existing 2017-2018 salary schedule and the high school principal position, the difference between the entry salary of $111,946 and the maximum salary of $137,005 is $25,059. (Board Book 1, Exhibit 3) Whereas, in Bridgeport, for example, the difference is $10,646. (Board Exhibit 9)

SAW's last best offer is for step movement, which would have the financial impact stated above.

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[14] See: SAW Book 1, Salaries, Fringe Benefits & Other Conditions of Employment Tab at 3-4.

Based on the public interest and the financial capability, the evidence does not support step movement in year one of the contract. The subordinate factors of the interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups would support SAW's last best offer. However, the statute commands that the primary factors control over subordinate factors.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #8(b)**. Mr. Ferguson dissents.

ISSUE #8(c) – Appendix A-1, ¶302A (Annuity at Max 2018-2019)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(c)

No such language.

LAST BEST OFFER OF SAW ON ISSUE 8(c)

Each member of the administrators' unit on maximum step in the 2017-2018 school year's Revised Salary Schedule shall have his/her base salary increased by $1,000.00 for the 2018-2019 contract year from which total base salary for the 2018-2019 contract year each such administrator shall pay, through a reduction in his/her total base salary (elective deferral), an amount equal to $1,000.00 of his/her 2018-2019 total base salary to an annuity.

Discussion:

The discussion in Issues 8(a) and 8(b) are incorporated here, as applicable.

The compensation of $1,000 is a recognition that when there is step movement those at the maximum will not see a corresponding increase. The parties recognize this factor. They have structured the $1,000 payment so it would not be part of the salary scale. Therefore, any monies paid would not increase the base compensation at maximum. Since there are 22 administrators at maximum, the cost for the annuity would be $22,000.

However, since there is no step movement in the first year of the contract, the evidence does not support the awarding of the $1,000. The same statutory factors applicable in Issue 8(b) are applicable here.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #8(c).** Mr. Ferguson dissents.

ISSUE #8(d) – Appendix A-2, ¶303 (GWI 2019-2020)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(d)

For the 2019-2020 school year, there shall be no general wage increase over the Revised salary schedule for the 2018-19 school year.

LAST BEST OFFER OF THE ADMINISTRATORS ON ISSUE 8(d)

To establish the salary schedule for the 2019-2020 school year, increase each step for each grade (position) of the previous school year's salary schedule by 1.00%.

Discussion:

The discussion in Issue 8(a) is incorporated here, as appropriate. While a GWI was awarded in the first year, the two primary factors of financial capability and public interest do not support the award of a GWI in the second year, 2019-2020. The subordinate factors of the interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups would support a GWI.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #8(d).** Mr. Ferguson dissents.

ISSUE #8(e) – Appendix A-2, ¶303A (Step Movement 2019-2020)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(e)

No Administrators shall advance a step from the previous school year.

LAST BEST OFFER OF THE ADMINISTRATORS ON ISSUE 8(e)

Members of the administrators' unit not on maximum step in the previous school year's salary schedule shall advance one step.

Discussion:

The discussion in Issues 8(a) and 8(b) are incorporated here, as appropriate. Since no GWI was awarded in year two and no step in year one, the evidence supports step advancement in year two. The cost will be slightly higher than the $280,709 because of the GWI increase in year one.

The two primary factors of financial capability and public interest support and the subordinate factors of the welfare and interest of the employee group support SAW's last best offer for Step movement in year two of the contract.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #8(e).** Mr. Romanow dissents.

ISSUE #8(f) – Appendix A-2, ¶303B (Annuity at Max 2019-2020)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(f)

No such language.

LAST BEST OFFER OF SAW ON ISSUE 8(f)

Each member of the administrators' unit on maximum step in the previous school year's salary schedule shall have his/her base salary increased by $1,000.00 for the 2019-2020 contract year from which total base salary for the 2019-2020 contract year each such administrator shall pay, through a reduction in his/her total base salary (elective deferral), an amount equal to $1,000.00 of his/her 2019-2020 total base salary to an annuity.

Discussion:

As we noted in our discussion of Issue 8(c), when there is step advancement, those on maximum do not receive any increase. And, since there is step movement in year two, Issue 8(e), it is appropriate to award SAW's last best offer on Issue 8(f). Noteworthy, the manner in which the parties have structured the $1,000 payment in the past, which SAW carries forward with its last best offer, does not increase the maximum compensation pay rate. The total cost of the payment will be $22,000.

The two primary factors of financial capability and public interest support and the subordinate factor of the welfare and interest of the employee group support SAW's last best offer for the $1,000 compensation in year two of the contract.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #8(f).** Mr. Romanow dissents.

ISSUE #8(g) – Appendix A-3, ¶304 (GWI 2020-2021)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(g)

For the 2020-2021 school year, there shall be no general wage increase over the salary schedule for the 2019-20 school year.

LAST BEST OFFER OF SAW ON ISSUE 8(g)

To establish the salary schedule for the 2020-2021 school year, increase each step for each grade (position) of the previous years' salary schedule by 1.00%.

Discussion:

The discussion in Issue 8(a) is incorporated here.

The two primary factors of financial capability and public interest support a 1% GWI in 2020-2021 as do the subordinate factors of interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the School Administrators of Waterbury on Issue #8(g).** Mr. Romanow dissents.

ISSUE #8(h) – Appendix A-3, ¶304A (Step Movement 2020-2021)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(h)

No Administrators shall advance a step from the previous school year.

LAST BEST OFFER OF SAW ON ISSUE 8(h)

Members of the administrators' unit not on maximum step in the previous school year's salary schedule shall advance one step.

Discussion:

The discussion in Issue 8(b) is incorporated here.

The two primary factors of financial capability and public interest do not support step movement in year three of the contract. The subordinate factors of the interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups do support step movement in year three of the contract.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Board of Education on Issue #8(h).** Mr. Ferguson dissents.

ISSUE #8(i) – Appendix A-3, ¶305 (Annuity at Max- 2020-2021)

LAST BEST OFFER OF THE BOARD OF EDUCATION ON ISSUE 8(i)

No such language.

LAST BEST OFFER OF THE ASSOCIATION ON ISSUE 8(i)

Each member of the administrators' unit on maximum step in the previous school year's salary schedule shall have his/her base salary increased by $1,000.00 for the 2020-2021 contract year from which total base salary for the 2020-2021 contract year each such administrator shall pay, through a reduction in his/her total base salary (elective deferral), an amount equal to $1,000.00 of his/her 2020-2021 total base salary to an annuity.

Discussion:

The discussion in Issue 8(c) is incorporated here.

Since there is no award of step movement in year three of the agreement, we award the Board's last best offer on Issue 8(i). The two primary factors of financial capability and public interest do not support the $1,000 payment in 2020-2021. The subordinate factors of the interests and welfare of the employee group and the existing conditions of employment of the employee group and those of similar groups would support such a payment.

Award:

Based on a review of all the evidence in light of the statutory criteria, the Panel Majority awards the **Last Best Offer of the Waterbury Board of Education on Issue #8(i).** Mr. Ferguson dissents.

V. Agreed Upon Language

Section 10-153f(c)(4) of the Connecticut General Statutes states, in pertinent part, "At any time prior to the issuance of a decision by the arbitrators or the single arbitrator, the parties may jointly file with the arbitrators or single arbitrator, any stipulations setting forth contract provisions which both parties agree to accept."

Based upon this statutory directive, the Arbitration Panel accepts the parties jointly filed Agreed Upon Language[13] and incorporates such into its Award.

[13] The Agreed Upon Language is paginated separately from the pagination of the Award. It commences with a cover page and ends with page 45.

#4

Board of Education

Monthly Expenditure Report

December 2017

ACCOUNT	CLASSIFICATION	FY 18 ORIGINAL BUDGET	FY 18 ADJUSTED BUDGET	DECEMBER EXPENDITURE	DECEMBER ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Salaries								
511101	Administrators	$8,068,814	$8,068,814	$4,004,311	$0	$4,064,503	$8,068,814	$0
511102	Teachers	$73,999,242	$73,999,242	$30,898,119	$14,138	$43,086,985	$74,531,236	($531,994)
511104	Superintendent	$228,220	$228,220	$148,410	$0	$79,810	$268,220	($40,000)
511106	Early Incentive Certifiied	$1,323,649	$1,323,649	$1,051,003	$0	$272,646	$1,295,649	$28,000
511107	Certified Coaches	$685,000	$685,000	$229,947	$0	$455,053	$685,000	$0
511108	School Psychologists	$1,782,033	$1,782,033	$646,649	$0	$1,135,384	$1,687,033	$95,000
511109	School Social Workers	$1,932,753	$1,932,753	$763,308	$0	$1,169,445	$1,932,753	$0
511110	Speech Pathologists	$2,269,315	$2,269,315	$891,743	$0	$1,377,572	$2,269,315	$0
511113	Extra Compensatory Stipend	$85,000	$85,000	$0	$0	$85,000	$85,000	$0
511201	Non-Certified Salaries	$2,136,138	$2,136,138	$1,054,018	$0	$1,082,120	$2,136,138	$0
511202	Clerical Wages	$795,692	$795,692	$453,328	$0	$342,364	$795,692	$0
511204	Crossing Guards	$386,099	$386,099	$170,065	$0	$216,034	$386,099	$0
511206	Educational	$260,000	$260,000	$120,203	$0	$139,797	$260,000	$0
511212	Substitute Teachers	$2,945,000	$2,945,000	$1,197,831	$22,386	$1,724,783	$2,990,000	($45,000)
511215	Cafeteria Aides	$80,000	$80,000	$17,173	$0	$62,827	$80,000	$0
511216	Library Pages	$144,404	$144,404	$49,665	$0	$94,739	$144,404	$0
511217	Library Aides	$169,950	$169,950	$64,113	$0	$105,837	$169,950	$0
511219	School Clerical	$1,877,086	$1,877,086	$702,696	$0	$1,174,390	$1,877,086	$0
511220	Fiscal Administration	$526,765	$526,765	$182,632	$0	$344,133	$461,765	$65,000
511222	Transportation Coordinator	$99,058	$99,058	$44,957	$0	$54,101	$99,058	$0
511223	Office Aides	$140,000	$140,000	$67,417	$0	$72,583	$140,000	$0
511225	School Maintenance Non-Certified	$2,224,269	$2,224,269	$989,958	$0	$1,234,311	$2,174,269	$50,000
511226	Custodians Non-Certified	$5,396,229	$5,396,229	$2,368,595	$0	$3,027,634	$5,296,229	$100,000
511227	Overtime - Outside Activities	$200,000	$200,000	$88,559	$0	$111,441	$200,000	$0
511228	Paraprofessionals	$10,252,396	$10,252,396	$3,702,891	$0	$6,549,505	$10,177,396	$75,000
511229	Bus Duty	$250,000	$250,000	$806	$0	$249,194	$250,000	$0
511232	Attendance Counselors	$328,928	$328,928	$112,920	$0	$216,008	$328,928	$0
511233	ABA Behaviorial Therapist	$1,628,349	$1,628,349	$657,994	$0	$970,355	$1,628,349	$0
511234	Interpreters	$138,511	$138,511	$49,200	$0	$89,311	$138,511	$0
511236	Snow Removal	$0	$0	$10,953	$0	($10,953)	$15,000	($15,000)
511650	Overtime	$740,000	$740,000	$390,827	$0	$349,173	$740,000	$0
511653	Longevity	$25,200	$25,200	$23,040	$0	$2,160	$23,040	$2,160
511700	Extra Police Protection	$500,516	$500,516	$0	$0	$500,516	$500,516	$0
529001	Car Allowance	$81,000	$81,000	$31,620	$0	$49,380	$81,000	$0
529003	Meal Allowances	$9,000	$9,000	$4,187	$0	$4,813	$9,000	$0
Subtotal Salaries		**$121,708,616**	**$121,708,616**	**$51,189,138**	**$36,524**	**$70,482,954**	**$121,925,450**	**($216,834)**

ACCOUNT	CLASSIFICATION	FY 18 ORIGINAL BUDGET	FY 18 ADJUSTED BUDGET	DECEMBER EXPENDITURE	DECEMBER ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Purchased Services								
533009	Evaluation	$55,000	$55,000	$12,489	$14,846	$27,665	$55,000	$0
533020	Consulting Services	$371,935	$371,935	$156,846	$172,763	$42,326	$371,935	$0
533100	Auditing	$54,000	$54,000	$49,088	$0	$4,912	$54,000	$0
539005	Sporting Officials	$35,000	$35,000	$4,529	$62	$30,409	$35,000	$0
539007	Report Cards	$18,000	$18,000	$0	$1,607	$16,393	$18,000	$0
539008	Messenger Service	$27,280	$27,280	$12,092	$15,128	$60	$27,280	$0
543000	General Repairs & Maintenance	$1,515,000	$1,515,000	$598,559	$360,603	$555,838	$1,515,000	$0
543011	Maintenance - Service Contracts	$522,844	$522,844	$149,462	$164,680	$208,702	$502,844	$20,000
544002	Building Rental	$557,278	$557,278	$374,892	$101,717	$80,670	$557,278	$0
545002	Water	$240,000	$240,000	$40,952	$0	$199,048	$240,000	$0
545006	Electricity	$3,309,855	$3,309,855	$1,223,557	$0	$2,086,298	$3,259,855	$50,000
545012	Inspections - Lead/Asbestos	$10,000	$10,000	$1,435	$6,631	$1,935	$10,000	$0
545013	Security/Safety	$102,500	$102,500	$23,581	$34,520	$44,399	$102,500	$0
551000	Pupil Transportation	$13,930,521	$13,930,521	$5,626,775	$8,151,620	$152,126	$14,025,521	($95,000)
553001	Postage	$70,000	$70,000	$26,825	$0	$43,175	$70,000	$0
553002	Telephone	$150,000	$150,000	$24,777	$2,166	$123,057	$150,000	$0
553005	Wide-area Network (SBC)	$87,600	$87,600	$11,638	$62,255	$13,708	$87,600	$0
556055	Tuition - Outside	$7,451,277	$7,451,277	$2,397,199	$4,228,470	$825,608	$7,486,277	($35,000)
556056	Purchased Service - Outside	$2,501,537	$2,501,537	$725,580	$1,801,682	($25,725)	$2,531,537	($30,000)
557000	Tuition Reimbursement	$6,000	$6,000	$0	$0	$6,000	$6,000	$0
558000	Travel Expenses	$18,000	$18,000	($378)	$4,511	$13,867	$18,000	$0
559001	Advertising	$30,000	$30,000	($190)	$675	$29,515	$30,000	$0
559002	Printing & Binding	$70,000	$70,000	$2,078	$2,078	$65,844	$70,000	$0
559104	Insurance - Athletics	$19,000	$19,000	$18,906	$0	$94	$19,000	$0
Subtotal Purchased Services		**$31,152,627**	**$31,152,627**	**$11,480,691**	**$15,126,013**	**$4,545,924**	**$31,242,627**	**($90,000)**
Supplies/Materials								
561100	Instructional Supplies	$1,860,000	$1,860,000	$795,147	$514,193	$550,660	$1,860,000	$0
561200	Office Supplies	$71,840	$71,840	$25,345	$19,221	$27,274	$61,840	$10,000
561204	Emergency/Medical Supplies	$8,000	$8,000	$0	$3,940	$4,060	$8,000	$0
561210	Intake Center Supplies	$1,000	$1,000	$990	$0	$10	$1,000	$0
561211	Recruitment Supplies	$65,000	$65,000	$20,872	$12,791	$31,337	$65,000	$0
561212	Medicaid Supplies	$17,000	$17,000	$3,059	$5,359	$8,582	$17,000	$0
561501	Diesel	$148,395	$148,395	$54,514	$87,623	$6,257	$148,395	$0
561503	Gasoline	$64,920	$64,920	$15,949	$6,030	$42,942	$64,920	$0
561505	Natural Gas	$1,716,000	$1,716,000	$356,592	$0	$1,359,408	$1,671,000	$45,000
561507	Janitorial Supplies	$235,000	$235,000	$88,266	$105,504	$41,230	$235,000	$0
561508	Electrical Supplies	$190,000	$55,000	$18,319	$5,064	$31,617	$55,000	$0
561509	Plumbing Supplies	$100,000	$100,000	$25,031	$12,647	$62,322	$100,000	$0
561510	Building & Ground Supplies	$55,000	$190,000	$85,987	$31,075	$72,938	$190,000	$0
561511	Propane	$309,652	$309,652	$213,175	$91,919	$4,558	$309,652	$0

ACCOUNT	CLASSIFICATION	FY 18 ORIGINAL BUDGET	FY 18 ADJUSTED BUDGET	DECEMBER EXPENDITURE	DECEMBER ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
567000	Clothing Supplies	$40,000	$40,000	$0	$36,045	$3,956	$36,045	$3,955
567001	Crossing Guard Uniforms	$2,500	$2,500	$1,315	$0	$1,185	$2,500	$0
569010	Recreational Supplies	$20,000	$20,000	$4,295	$5,669	$10,037	$20,000	$0
569029	Athletic Supplies	$130,000	$130,000	$70,933	$46,538	$12,529	$130,000	$0
Subtotal Supplies/Materials		**$5,034,307**	**$5,034,307**	**$1,779,788**	**$983,616**	**$2,270,903**	**$4,975,352**	**$58,955**
Property								
575008	Furniture-Misc.	$50,000	$50,000	$7,403	$23,780	$18,818	$50,000	$0
575200	Office Equipment	$165,000	$165,000	$54,868	$1,360	$108,772	$165,000	$0
575408	Plant Equipment	$30,000	$30,000	$5,286	$2,756	$21,958	$23,000	$7,000
Subtotal Property		**$245,000**	**$245,000**	**$67,556**	**$27,897**	**$149,547**	**$238,000**	**$7,000**
Other/Miscellaneous								
589021	Mattatuck Museum	$13,750	$13,750	$0	$12,891	$859	$12,891	$859
589034	Board of Ed Commissioners	$20,700	$20,700	$10,350	$0	$10,350	$20,700	$0
589036	Emergency Fund	$9,500	$9,500	$9,480	$0	$21	$9,480	$20
589201	Mileage	$33,500	$33,500	$894	$121	$32,484	$33,500	$0
589205	Coaches Reimbursements	$7,000	$7,000	$810	$0	$6,190	$7,000	$0
589900	Dues & Publications	$60,000	$60,000	$39,675	$310	$20,015	$60,000	$0
591004	Athletic Revolving Fund	$90,000	$90,000	$70,125	$15,000	$4,875	$90,000	$0
Total Other/Miscellaneous		**$234,450**	**$234,450**	**$131,334**	**$28,322**	**$74,793**	**$233,571**	**$879**
GRAND TOTAL OPERATING BUDGET		**$158,375,000**	**$158,375,000**	**$64,648,507**	**$16,202,372**	**$77,524,122**	**$158,615,000**	**($240,000)**
Other Additional Funding								
	Alliance Non-Reform/Reform	$11,859,472	$11,859,472	$4,582,895	$7,276,577	$0	**$11,859,472**	$0
	GF Surplus 15-16	$1,000,000	$1,000,000	$0	$0	$1,000,000	$1,000,000	$0
	GF Surplus 14-15	$1,000,000	$1,000,000	$0	$0	$1,000,000	$1,000,000	$0
	GF Surplus 16-17	$450,000	$450,000	$0	$0	$450,000	$450,000	$0
	Contingency Surplus	$500,000	$500,000	$0	$0	$500,000	$500,000	$0
	City Non Lapsing Account	$675,000	$675,000	$0	$0	$675,000	$435,000	$240,000
Total Additional Funding		**$15,484,472**	**$15,484,472**	**$4,582,895**	**$7,276,577**	**$3,625,000**	**$15,244,472**	**$240,000**
GRAND TOTAL ALL FUNDING		**$173,859,472**	**$173,859,472**	**$69,231,402**	**$23,478,949**	**$81,149,122**	**$173,859,472**	**$0**

Waterbury Public Schools
2018 ~ 2019 School Year Calendar
~ DRAFT ~

#5

July

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	**20**	**21**	**22**	**23**	**24**	25
26	27	28	29	30	31	

20th - New Teacher Orientation - 7hr.
21st - New Teacher Orientation - 7hr.
22nd - Professional Development Day - 7hr.
23rd - Professional Development Day - 7hr.
24th - Professional Development Day - 7hr.
27th - First Day of School

5 Days

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	**3**	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	**19**	20	21	22
23	24	25	**26**	27	28	29
30						

3rd - Labor Day - No School
10th -Rosh Hashanah- Jewish Holiday
19th -Yom Kippur - Jewish Holiday
19th - Open House Elem. 5-7pm - Early Dismissal
19th - Open House H.S. 7-9pm - Early Dismissal
19th - Early Dismissal - M.S. - Teacher Collab./PD
26th - Early Dism. - H.S. & Elem-Teacher Collab/PD

19 Days

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	**5**	6
7	**8**	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	**31**			

5th - Professional Development - 7hr. - No School
8th - Columbus Day - No School
31st - End of the 1st MP: HS/MS/Elem

21 Days

November

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	**6**	7	8	**9**	10
11	**12**	13	14	15	16	17
18	**19**	20	**21**	**22**	**23**	24
25	26	27	**28**	29	30	

6th - Election Day/PD 7 hrs - No School
9th - Grade Submission Ends - 9AM
12th - Veteran's Day - No School
19th - Distribute 1st MP Report Cards
21st - Early Dismissal - Thanksgiving Recess
22nd & 23rd - Thanksgiving Recess - No School
28th - Pre-K & Kindergarten - End of 1st MP

18 Days

December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	**5**	**6**	7	8
9	10	**11**	**12**	13	14	15
16	17	18	19	20	21	22
23	**24**	**25**	**26**	**27**	**28**	29
30	**31**					

5th - Parent Conference Elem. 5-7pm - Early Dismissal
5th - Parent Conference H.S. 7-9pm - Early Dismissal
5th - Early Dismissal - M.S. - Teacher Collab. /PD
6th - Pre-K & Kindergarten - Grade Submission Ends - 9AM
11th - Pre-K & Kindergarten-Distribute 1st MP Report Cards
12th - Parent Conference M.S. 5-7pm - Early Dismissal
12th - Early Dism. - H.S. & Elem-Teacher Collab/PD
24th-31st - Winter Recess - No School

15 Days

January

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	**14**	15	16	17	18	19
20	21	22	23	**24**	25	26
27	28	29	30	31		

1st - New Year's Day - No School
6th - Three King's Day
11th - 17th - Mid Term Exams - Early Dism. HS Only
14th - Martin Luther King Jr.'s Day - No School
16th - End of the 2nd MP: HS/MS/Elem
24th - Grade Submission Ends - 9AM

21 Days

February

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	**15**	16
17	**18**	19	20	21	22	23
24	25	26	27	28		

1st - Distribute 2nd MP Report Cards
15th - Lincoln's Day (Observed) - No School
18th - President's Day - No School

18 Days

March

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	**4**	5	6	7	**8**	9
10	11	**12**	13	14	15	16
17	18	**19**	20	21	**22**	23
24	25	26	27	28	29	30
31						

8th - Professional Development - 7hr. - No School
4th - Pre K & Kindergarten - End of the 2nd MP
12th - Pre-K & Kindergarten - Grade Submission Ends - 9AM
19th - Pre-K & Kindergarten-Distribute 1st MP Report Cards
22nd - End of the 3rd MP: HS/MS/Elem

20 Days

April

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	**2**	3	4	5	6
7	8	**9**	**10**	11	12	13
14	**15**	**16**	**17**	**18**	**19**	20
21	22	23	**24**	25	26	27
28	29	30				

2nd - Grade Submission Ends - 9AM
9th - Distribute 3rd MP Report Cards
10th - Parent Conference Elem. 5-7pm - Early Dismissal
10th - Parent Conference H.S. 7-9pm - Early Dismissal
10th - Early Dismissal - M.S. - Teacher Collab. /PD
15th-19th - Spring Recess - No School
19th - Good Friday
24th - Parent Conference M.S. 5-7pm - Early Dismissal
24th - Early Dism. - H.S. & Elem-Teacher Collab/PD

17 Days

May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	**27**	28	29	30	31	

1st - 14th - AP Exams
27th - Memorial Day - No School

22 Days

June

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	**10**	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

4th - Eid al-Fitr Muslim Holiday
** Pre-K - 8th-Grades due 5 days before last day
** Pre-K - 8th-Distribute Report Cards on last day
** H.S. Grade submission ends on last day
Last Day of School shall be an Early Dismissal
10th - Last Day of School - Depending on Weather

6 Days

Full Day Professional Development Day

Prepared by the Computer Technology Center

School Closed

School Day

Early Dismissal Professional Development Day

BOE Approved ??????

Modified 1/302018

Waterbury Public Schools
2019 ~ 2020 School Year Calendar
~ DRAFT ~

July

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	**19**	**20**	**21**	**22**	**23**	24
25	**26**	27	28	29	30	31

19th - New Teacher Orientation - 7hr.
20th - New Teacher Orientation - 7hr.
21st - Professional Development Day - 7hr.
22nd - Professional Development Day - 7hr.
23rd - Professional Development Day - 7hr.
26th - First Day of School

5 Days

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	**2**	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	**18**	19	20	21
22	23	24	**25**	26	27	28
29	30					

2rd - Labor Day - No School
18th - Open House Elem. 5-7pm - Early Dismissal
18th - Open House H.S. 7-9pm - Early Dismissal
18th - Early Dismissal - M.S. - Teacher Collab./PD
25th - Open House M.S. 5-7pm - Early Dismissal
25th - Early Dism. - H.S. & Elem-Teacher Collab/PD
29th -Rosh Hashanah- Jewish Holiday

20 Days

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	**4**	5
6	7	8	9	10	11	12
13	**14**	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	**31**		

4th - Professional Development Day - 7hr. No School
8th -Yom Kippur - Jewish Holiday
14th - Columbus Day - No School
31st - End of the 1st MP: HS/MS/Elem

21 Days

November

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	**5**	6	7	8	9
10	**11**	**12**	13	14	15	16
17	18	19	**20**	**21**	**22**	23
24	25	26	27	**28**	29	30

5th - Election Day/PD 7 hrs - No School
11th - Veteran's Day - No School
12th - Grade Submission Ends - 9AM
20th - Distribute 1st MP Report Cards
20th - Early Dismissal - Thanksgiving Recess
21st & 22nd - Thanksgiving Recess - No School
28th - Pre-K & Kindergarten - End of 1st MP

17 Days

December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	**6**	7
8	9	10	**11**	12	13	14
15	16	17	**18**	19	20	21
22	**23**	**24**	**25**	**26**	**27**	28
29	**30**	**31**				

6th - Pre-K & Kindergarten - Grade Submission Ends - 9AM
11th - Parent Conference Elem. 5-7pm - Early Dismissal
11th - Parent Conference H.S. 7-9pm - Early Dismissal
11th - Early Dismissal - M.S. - Teacher Collab. /PD
18th - Pre-K & Kindergarten-Distribute 1st MP Report Cards
18th - Parent Conference M.S. 5-7pm - Early Dismissal
18th - Early Dism. - H.S. & Elem-Teacher Collab/PD
23rd-31st - Winter Recess - No School

15 Days

January

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	**6**	7	8	9	10	11
12	13	14	15	**16**	17	18
19	**20**	21	22	**23**	24	25
26	27	28	29	30	31	

1st - New Year's Day - No School
2nd - School Resumes
6th - Three Kings Day - No School
13th - 17th - Mid Term Exams - Early Dism. HS Only
16th - End of the 2nd MP: HS/MS/Elem
17th- Professional Development Day - 7hr. No School
20th - Martin Luther King Jr.'s Day - No School
23rd - Grade Submission Ends - 9AM

19 Days

February

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	**3**	4	5	6	7	8
9	10	11	12	13	**14**	15
16	**17**	18	19	20	21	22
23	24	25	26	27	28	29

3rd - Distribute 2nd MP Report Cards
14th - Lincoln's Day (Observed) - No School
17th - President's Day - No School

18 Days

March

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	**9**	10	11	**12**	**13**	14
15	16	17	18	**19**	20	21
22	23	**24**	25	26	26	28
29	30	31				

9th - Pre K & Kindergarten - End of the 2nd MP
12th - Pre-K & Kindergarten - Grade Submission Ends - 9AM
13th - Professional Development - 7hr. - No School
19th - Pre-K & Kindergarten-Distribute 2nd MP Report Cards
24th - End of the 3rd MP: HS/MS/Elem

21 Days

April

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	**2**	3	4
5	**6**	**7**	**8**	**9**	**10**	11
12	**13**	14	15	16	17	18
19	20	21	**22**	23	24	25
26	27	28	29	30		

1st - Parent Conference Elem. 5-7pm - Early Dismissal
1st - Parent Conference H.S. 7-9pm - Early Dismissal
1st - Early Dismissal - M.S. - Teacher Collab. /PD
2nd - Grade Submission Ends - 9AM
6th-10th - Spring Recess - No School
10th - Good Friday
13th - Distribute 3rd MP Report Cards
22nd - Parent Conference M.S. 5-7pm - Early Dismissal
22nd - Early Dism. - H.S. & Elem-Teacher Collab/PD

17 Days

May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	**25**	26	27	28	29	30

1st - 14th - AP Exams
20th - Eid al-Fitr Muslim Holiday
25th - Memorial Day - No School

20 Days

June

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	**11**	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

** Pre-K - 8th-Grades due 5 days before last day
** Pre-K - 8th-Distribute Report Cards on last day
** H.S. Grade submission ends on last day
Last Day of School shall be an Early Dismissal
11th - Last Day of School - Depending on Weather

9 Days

Full Day Professional Development Day

Prepared by the Computer Technology Center

School Closed

School Day

Early Dismissal Professional Development Day

BOE Approved ??????

Modified 1/30/2018

#6

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) acknowledges a partnership between Fairfield University, through its Anne E. Fowler Literacy Fellowship (AFLF) Program, Literacy How, Inc., and City of Waterbury, Waterbury Public Schools (Partner District), to engage the shared objective of raising reading literacy rates of at-risk K-3 students from Waterbury, Connecticut.

Whereas, Fairfield University, through its Anne E. Fowler Literacy Fellowship (AFLF), has established a reduced cost advanced degree program for teachers to better prepare class room teachers to become masters teachers and reading experts (Fellowship); and

Whereas, Literacy How, Inc. supports the education of said class room teacher, from urban and priority partner districts, by providing funding, mentors and classroom support: and

Whereas, the City of Waterbury is desirous of providing its class room teachers with the opportunity to participate in said Fellowship program.

Therefore the parties agree that this MOU outlines the role of each partner in supporting the proposed Fellowship.

I. the Fellowship- the Fellowship emphasizes candidate preparation in scientific research-based reading assessment, instruction, and intervention practices and provides candidates with extensive supervised practicum experiences, including experiences in screening, identifying, and serving the needs of students with Dyslexia.

A. The Fellowship applies only to select certified K-6 classroom educators and literacy teachers with a minimum of two years teaching experience.

B. Each year, the Fellowship will support up to fifteen Fellows from urban and priority partner districts in the pursuit of one of the following degrees:

1. 36-credit 6th Year in Remedial Reading and Remedial Language Arts with 102 Cross Endorsement
2. 30-credit MA in Remedial Reading and Remedial Language Arts with 102 Cross Endorsement

II. The success of this MOU's primary objective is evaluated through an external process that includes the monitoring of students' benchmark reading indicators for a period of three years following the Fellows' return to district. Partner District agrees to provide Fairfield University with access to three years of coded databases containing the Fellows' pupil classroom reading data and data for a matched comparison classroom. In turn, Fairfield University agrees to provide Partner District with aggregated outcome evaluation data for the purpose of supporting program evaluation conversations.

III. The parties recognize the importance of leveraging each partner's resources to meet our shared objective and, in order to fulfill this objective, we agree to the responsibilities listed below.

A. Fairfield University agrees to the following:

1. Provide Partner District with program literature to support recruitment;
2. Conduct information sessions with Literacy How at Fairfield University and Partner District schools, when and where possible, to describe the program and answer questions;
3. Publicize AFLF on Fairfield University website including Frequently Asked Questions;

4. Provide Fellows with advising and mentoring supports;
5. Engage in ongoing program evaluation and revision in partnership with Partner District, Literacy How, and Fellows;
6. Collaborate with Literacy How and Partner District to secure funding opportunities for Fellows;

    a) Interview and select Fellowship candidates with Literacy How; and
    b) Act as fiscal agent for program activities involving Fellows, Master Teachers, and Literacy How.

B. Literacy How, Inc. agrees to the following:

1. Conduct information sessions with Fairfield University to describe the program and answer questions at Fairfield University and at Partner District schools when and where possible;
2. Interview and select fellowship candidates with Fairfield University;
3. Develop the external evaluation research agenda and supervise the data collection and analysis components of the evaluation;
4. Assist with recruiting and supervising K-3 grade Master Teachers for the Fall and Spring practica (no K placements for Spring); and
5. Provide Fellows with a Designated Literacy How Mentor for the Fall and Spring practica.

C. Partner District agrees to the following:

1. Identify a district liaison to work with Fairfield University and Literacy How to communicate with interested teachers and applicants;
2. Advertise the Fellowship through district postings and direct mailings to teachers throughout the district, including when and where information sessions will be held;
3. Provide a link to the Fellowship on their district website;
4. Participate in discussions with faculty and administrators at Fairfield University and Literacy How for continuous program improvement;
5. Provide Fairfield University with access to three years of coded databases documents containing the Fellows' classroom reading data and data for a matched comparison classroom, which does not contain identifiable student information; and
6. Assist with recruiting Mentor K-3 teachers for the Fall and Spring practica (Spring practica may not include K).

D. The parties agree to adhere to all Federal, State and Local applicable laws relative to the agreement.

IV. Confidentiality/FERPA. – The Parties agree to adhere to all Federal, State and local confidentiality laws.

VII Option to Extend, Termination and Amendment

A. Duration. The term of this MOU shall be for two years commencing on the date of the last signature.

B. Either party may terminate this MOU by providing 60 days advance written notice to the other party.

C. Option to Extend. The parties may extend this agreement for two additional two year terms upon the written agreement of all parties.

D. Amendment. No amendment of the terms of this MOU will be effective unless made in writing and signed by each party's authorized signatory.

Fairfield University,

_____

Name: Dr. Robert Hannafin
Title: Dean, Graduate School of Education
and Allied Professions, Fairfield University

Dated: _____

Literacy How, Inc.

_____

Name: Dr. Margie B. Gillis
Title: President, Literacy How, Inc.

Dated: _____

Waterbury Public Schools,

_____

Name: Neil M. O'Leary
Title: Mayor, City of Waterbury

Dated: _____

Current #7

District Level/Title I Parent Involvement Policy

It is the policy of the Waterbury Public School District to promote maximum parent involvement in its schools. The Waterbury Public School District recognizes the important role parents play in their children's education and realizes that school success increases as parents become more involved in the daily education of their children. It is the intention of the Waterbury Public School District to involve parents in all aspects of their children's education. In addition to this School District Level Parent Involvement Policy which details School District level responsibilities, each School within the District is required to develop and adhere to a School Level Parent Involvement Policy following the adoption of this District Level Parent Involvement Policy.

1. The District, through its schools, will make available information on
   - curriculum
   - local and state standards
   - state and local academic assessment tools
   - the requirements of No Child Left Behind
   - ways to monitor a child's progress
   - how to work with educators to improve the achievement of their children
   - school activities to improve student academic achievement and school performance

   Schools will provide assistance to parents in understanding this information.

2. Community leaders and volunteer groups will be provided information they can use to rally their members in efforts to help children and schools.

3. The Waterbury Public School District recognizes that parents have the responsibility to:
   - actively communicate with school staff
   - be aware of rules and regulations of the school
   - take an active role in the child's education by reinforcing at home the skills and knowledge the student has learned at school
   - utilize opportunities for participation in school activities

4. In addition, all schools will encourage staff to:
   - have regular two-way meaningful communication with parents through parent teacher conferences, progress reports, telephone calls and postings on the school web site
   - inform parents of school activities through newsletters, web sites, e-mail, and other media, including use of the educational access channel
   - welcome parents/guardians in a friendly manner

The following section is in compliance with the legal requirements of the No Child Left Behind Act of 2001 and represents joint development with parents, administrative staff, the Waterbury Board of Education, and the Title I District Parent Advisory Council.

District Level/Title I Parent Involvement Policy, continued

All Title I schools shall engage in the following activities to promote maximum parental involvement:

1. District School Officials will notify – in writing – all parents of children eligible for Title I services at the beginning of the school year the nature of the Title I programs available and their rights to be involved and consulted regarding the planning, development and operation of such programs, as well as a copy of this parent involvement policy.

2. An initial meeting will be held at the beginning of the school year for parents of children involved in Title I activities. At this meeting, District School Officials will explain the nature of Title I programs, parents' rights and the obligations of school officials as set forth by Title I. School officials will also explain Title I regulations and/or any applicable state or local laws or regulations.

3. Identified Title I parents will have the opportunity to decide what mechanism they wish to use for implementing parent involvement. Parents shall be free to organize themselves in a manner of their own choosing.

4. District School Officials will support parents' efforts through training of parents and by providing support and resources as needed for effectiveness such as (but not limited to):

    a. adequate access to meeting space, materials, communication, facilities, clerical and other support staff
    b. budget for full implementation of parent activities
    c. ongoing training program for parent development in consultation with parents in such areas as federal, state and local legal requirements for the program, how the program operates, the rights and responsibilities of parents, and how parents can work effectively with each other and the school district in developing and providing parent consultation and involvement.

5. Parents and District School Officials will jointly agree on methods for District School Officials to work with identified Title I parents in all aspects of Title I planning, design, needs assessment, determination of program components, goals and objectives and development of program application and evaluation.

6. The Waterbury Public School District will provide to parents on the District Parent Advisory Committee in a timely manner proposals and final project application, needs assessment document, project plan, budget information needed for full and effective parent involvement.

District Level/Title I Parent Involvement Policy, continued

7. Schools will, to the extent practicable, ensure that information related to school and parent programs, meetings and other activities is sent to parents in a format and language the parents can understand and that coordination and integration of parent involvement programs and activities takes place to the extent that is feasible and appropriate. District School Officials will be prepared to provide identified Title I parents with opportunities to coordinate with their programs in operation and to have learning activities for their children and other support activities.

8. The Waterbury Public School District will provide a process through which identified Title I parents may voice concerns or complaints to proper school officials (local, state) about any dissatisfaction with the operation of Title I programs or activities.

9. Identified Title I Parents and District School Officials will annually conduct a thorough review of the effectiveness of parent involvement. This information will be used to review and revise the local methods and policies regarding parent involvement in order to increase the effectiveness of parent participation in the operation of Title I programs.

10. In accordance with the provisions of the No Child Left Behind, Title I schools will make available the qualifications of teachers and paraprofessionals in their schools.

The District will strive to educate all staff on the importance, value and utility of parental involvement the contribution of parents, and how to reach out to, communicate with, and work with parents as partners to improve student performance.

The Waterbury Public Schools acknowledges that parents make a crucial contribution to their children's achievement by providing an appropriate area at home for doing homework. They should also encourage their children to do their best in school and in life. Parents are also encouraged to take advantage of opportunities offered in their child's school and become actively involved in their children's education.

Legal Reference: Connecticut General Statutes
10-221(f) Boards of Education to prescribe rule(s), policies and procedures (as amended by PA 97-290)
PA 10-111 An Act Concerning Education Reform in Connecticut
PL 107-110, "No Child Left Behind Act of 2001," Title I – Improving the Academic Achievement of the Disadvantaged, Sec. 1118
20 U.S.C. 6316 e, et. seq.

Adopted by the Waterbury Board of Education on March 7, 2013

Parent and Family Engagement Policy for Title I Students

The Board of Education (Board) endorses the parent involvement goals of Title I and encourages the regular participation by parents and family members of Title I eligible children in all aspects of the program. The education of children is viewed as a cooperative effort among the parents, school and community. In this policy, the word "parent" also includes guardians and other family members involved in supervising the child's schooling. Therefore, complying with Section 1010 of The Every Student Succeeds Act, P.L. 114-95, the Board will provide parents and family members of students participating in District Title I programs meaningful opportunities to participate in the education of their children within these programs.

Pursuant to federal law, the District will develop jointly with, agree on with and distribute to parents and family members of children participating in the Title I program a written parent and family engagement policy. This policy shall be distributed in an understandable and uniform format and, to the extent practicable, in a language the parents can understand. In addition, this policy shall be made available to the public and updated periodically, as necessary to fulfill the requirements of the parent and family engagement portion of ESSA (Section 1010).

At the required annual meeting of Title I parents, parents will have opportunities to participate in the design, development, operation and evaluation of the program for the next school year. Proposed activities shall be presented to fulfill the requirements necessary to address the requirements of parental and family engagement.

In addition to the required annual meeting, at least three additional meetings shall be held, at various times of the day and/or evenings, for parents of children participating in the Title I program. These meetings shall be used to provide parents with:

1. The ability to be involved in an organized, ongoing, and timely way in the planning, review and improvement of Title I programs;
2. The opportunity to be involved in an annual evaluation of the content and effectiveness of this policy in improving in those schools receiving Title I funds the academic quality; (Evidence-based strategies shall be used by the Board, based on this evaluation, by design more effective parental involvement)
3. Information about programs provided under Title I;
4. A description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress, and the proficiency levels students are expected to meet;
5. Opportunities to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children; and
6. The opportunity to bring parent comments, if they are dissatisfied with the school's Title I program, to the district level.

Title I funding, if sufficient, may be used to facilitate parent attendance at meetings through payment of transportation and childcare costs.

The parents of children identified to participate in Title I programs shall receive from the school Principal and Title I staff an explanation of the reasons supporting each child's selection for the program, a set of objectives to be addressed, and a description of the services to be provided.

Parent and Family Engagement Policy for Title I Students, cont.

Opportunities will be provided for the parents to meet with the classroom and Title I teachers to discuss their child's progress. Parents will also receive guidance as to how they can assist in the education of their children at home.

The required annual evaluation of the District's Title I program shall include identifying:

1. Barriers to greater participation by parents in program activities, with particular attention given to parents who are economically disadvantaged, disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background;
2. The needs of parent and family members to assist with the learning of their children, including engaging with school personnel and teachers; and
3. Strategies which can support successful school and family interaction.

Each school in the District receiving Title I funds and involved in Title I programs shall jointly develop with parents of children served in the program a "School-Parent Compact" outlining the manner in which parents, school staff and students share the responsibility for improved student academic achievement in meeting State standards.

The "School-Parent Compact" shall:

1. Describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment enabling children in the Title I program to meet the State's challenging academic achievement standards;
2. Indicate the ways in which each parent will be responsible for supporting their children's learning, such as monitoring attendance, homework completion, monitoring television watching, volunteering in the classroom, and participating, as appropriate, in decisions related to their child's education and positive use of extra-curricular time; and
3. Address the importance of parent-teacher communication on an on-going basis, with at a minimum, parent-teacher conferences, frequent reports to parents, and reasonable access to staff.
4. Ensure regular, two-way, meaningful communication between family members and school staff, and to the extent practicable, in a language understandable to family members.

Information about parental involvement and actions taken to improve parental involvement shall be included, as required, in the strategic school profile submitted annually by the Superintendent to the Board of Education and the Commissioner of Education. Such actions to improve parental involvement may include methods used to engage parents in the planning and improvement of school programs and to increase support to parent's efforts at home to assist their children on learning activities.

This policy has been developed jointly with, and agreed upon by, parents and family members of children participating in District Title I programs.

Parent and Family Engagement Policy for Title I Students, cont.

Legal Reference: Connecticut General Statutes

10-220(c) Duties of boards of education

Improving America's Schools Act, P.L. No. 103-382, Sec. 1112 Local Education Agency Plans.

20 U.S.C. §6318, as amended by Every Student Succeeds Act, P.L. 14-95 §1010 (2015)

20 U.S.C. §7801 - Definitions

Current #8

Physical Restraint/Seclusion

Restraint and Seclusion Laws in Connecticut

The following sets forth Connecticut law related to the physical **restraint and seclusion** of persons at risk, which can be found in the Public Act 07-157, amending CT. General Statutes Sections 46a-153, 10-76b, and 10-76d. The Waterbury Board of Education (BOE) mandates compliance with these laws at all times:

SECTION 1 - Statement of Purpose

1.1 It is the policy of the Waterbury School District that students with disabilities not be subjected to the unreasonable use of restrictive behavioral interventions, and that there be a common understanding within the District of appropriate interventions by District staff. The BOE recognizes that there are times to use reasonable restraint and seclusion to provide a safe environment for students.

1.2 Restraint and Seclusion procedures set forth do not apply to regular education students, it only apples to special education students or a student that is being evaluated for eligibility.

SECTION 2 - Definitions

2.1 Person at Risk. *Person at Risk means a child who meets eligibility criteria for special education under IDEA and who is receiving special education by the Board of Education, or a child being evaluated for eligibility for special education and awaiting a determination. Physical restraint may be used on a person at risk only as an emergency intervention to prevent immediate or imminent injury to the person, property, or others. It may not be used as a behavior modification strategy in the IEP of a student.*

A. Physical Restraint. Physical restraint means any mechanical or personal restriction that immobilizes or reduces the free movement of a person's arms, legs or head. The term does not include: (A) Briefly holding a person in order to calm or comfort the person; (B) restraint involving the minimum contact necessary to safely escort a person from one area to another; (C) medical devices, including, but not limited to, supports prescribed by a health care provider to achieve proper body position or balance; (D) helmets or other protective gear used to protect a person from injuries due to a fall; or (E) helmets, mitts and similar devices used to prevent self-injury when the device is part of a documented treatment plan or individualized education program pursuant to section 10-76d and is the least restrictive means available to prevent such self-injury.

B. *Life Threatening Physical Restraint. Any physical restraint or hold of a person that restricts the flow of air into a person's lungs, whether by chest compression or any other means.*

C. Seclusion. Seclusion means the confinement of a person in a room, whether alone or with supervision in a manner that prevents the person from leaving; provided such does not include any confinement of a person at risk, in which the person is physically able to leave the area of confinement, including but not limited to, in school suspension and time-out. Time out is not considered seclusion. Involuntary seclusion is permitted in accordance with the student's IEP or in injury to the person or others, as long as it is the least restrictive environment.

D. Seclusion room. A seclusion room is a designated room apart from a student's assigned class or activity. It is used to separate a student from others for the purpose of eliminating or at least reducing, the occurrence and/or intensity of harmful behavior self or others.

2.2 Positive Behavioral Intervention. A positive behavior intervention is an approach to a student's behavior designed to teach and support socially appropriate conduct and to supplant socially inappropriate conduct. This should begin at the classroom level.

2.3 Functional Behavioral Assessment. A functional behavioral assessment is an analysis of a student's behavior patterns before, during, and after rule-breaking or other incident of inappropriate behavior for the purpose of guiding the development of a behavioral intervention plan.

2.4 Behavioral Intervention Plan. A behavioral intervention plan prescribes strategies for dealing with a student before, during, and after rule-breaking or other inappropriate behavior.

2.5 Alternative Learning Area. An Alternative Learning Area/Opportunity Area is a place in which to meet with a student to discuss his or her behavior and give the opportunity to deescalate and complete an academic activity prior to returning to the classroom.

2.6 Business Day. Monday through Friday, except for federal and state legal holidays, unless holidays are specifically included in the designation of business days.

SECTION 3 – Procedures for Physical Restraint of Persons at Risk

3.1 Purpose. The purpose of physical restraint is to reduce or eliminate imminent risk of harm to self or others. Physical restraint may not be used for staff convenience or student punishment.

3.2 Use. Physical restraint may be used with a student only when there is imminent risk of harm to the student or others. Additionally, reasonable and necessary force may be used to quell a disturbance, obtain possession of weapons or other dangerous objects upon the person of or within the control of the student, for the purpose of self-defense, or for the protection of persons or property.

3.3 By trained staff. The Board shall provide physical management training for those employees who engage in the physical restraint and seclusion of persons at risk pursuant to this policy. The Board provides training to an appropriate number of staff members in each school that includes instruction in; a continuum of prevention techniques; a continuum of verbal defusing and de-escalation techniques; environmental management; physical management and restraint; and appropriate documentation and notification procedures.

3.4 Duration. Physical restraint may be used only as long as is necessary to insure the students safety and that of others, and then for as long as for the control of the situation. If continued use of physical restraint is ineffective, the principal or his or her designee shall contact the student's parent(s) for assistance, or seek assistance from law enforcement or other emergency service personnel.

3.5 Limitations. No physical restraint may be administered in such a way that the student is prevented from breathing or communicating, or that restrict the flow of air into a person's lungs, whether by chest compression or any other means. Life-threatening physical restraints are prohibited.

3.6 Monitoring. To the extent practicable, physical restraint may not be used by any staff member except in the presence of another staff member. The staff member must regularly evaluate the person being restrained for signs of physical distress by direct observation. The staff member must record each evaluation in the educational record of the person being restrained.

SECTION 4 - **Procedures for Seclusion**

The confinement of a person in a room, whether it be alone or with supervision, in a manner that prevents the person from leaving the room. In a public school, seclusion does not mean any confinement of a child where the child is physically able to leave the area of confinement including, but not limited to, in-school suspension and time-out. Time-out is not considered seclusion.

4.1 Purpose. Seclusion may be used to prevent an emergency. It shall not be used for staff convenience or student punishment. A student is placed in seclusion as an emergency intervention to prevent immediate or imminent injury to the person or to others, provided the seclusion is not used for discipline or convenience and is not used as a substitute for a less restrictive alternative, or in a non-emergency situation if it is specified in an individualized education program (IEP) developed pursuant to section 10-76d.

4.2 Duration. Seclusion may be used only so long as is necessary for the student to compose him or herself and return to the educational environment. If the student's behavior remains dangerous after 15 minutes, it is recommended that continued use be monitored by the principal or his or her designee; in no event shall seclusion be used for more than one (1) hour unless extended through the written authorization of the building principal or designee in order to prevent immediate injury to the person at risk.

4.3 Monitoring. A student in seclusion shall be appropriately monitored. If the circumstances suggest that a student poses a risk of harm to him or herself or others, he or she must be kept under the direct observation of a staff member. The staff member must record each evaluation in the educational record of the person who is in seclusion.

4.4 **Procedure for Seclusion of Persons at Risk**

4.4.1 No provider or assistant shall use involuntary **seclusion** on a person at risk EXCEPT as follows:

a. As an emergency intervention to prevent immediate or imminent injury to the person at risk or to others; OR
b. As specifically provided for in the IEP of the person at risk.

4.4.2 **Seclusion** of a person at risk shall never be used as a disciplinary measure or as a convenience; providers and assistants must explore all less restrictive alternatives prior to using **seclusion** for a person at risk. If an Individual Education Program Team ("IEP Team") incorporates the use of seclusion into a child's IEP Team shall consider the use of less restrictive alternatives to determine whether seclusion is a necessary part of the child's IEP.

4.4.3 **Documentation and Communication:** A provider must notify the parent or guardian of a person at risk of each incident that the person at risk is placed in seclusion. (refer to Section 6 of policy)

SECTION 5 - **Responsibilities of the Director of Special Education**

5.1 The Director of Special Education, or his or her designee, must compile annually the instances of physical **restraint** and **seclusion** within the District and the nature of each instance of physical **restraint** and **seclusion.**

5.2 The Director of Special Education, or his or her designee, shall report to the Superintendent of Schools, or his or her designee, shall report to the Connecticut State Department of Education any instance of physical **restraint** or **seclusion** that resulted in physical injury to the person at risk.

5.3 The Director of Special Education, or his or her designee, must, at each initial IEP Team meeting for a child, inform the child's parent, guardian, or surrogate parent, or the student if such student is an emancipated minor or eighteen years of age or older, of the laws relating to physical restraint and seclusion as expressed through this regulation, and of the laws and regulations adopted by the Connecticut State Board of Education relating to physical **restraint** and **seclusion**.

SECTION 6 – **Documentation and Notification**

6.1 Documentation. The principal or his or her designee shall prepare a report of each use of seclusion or physical restraint (Appendix 9-A and 9-B) as soon as practicable, but in no event later than two school days after its use. The report shall be used to maintain data on the frequency and use of restrictive behavioral interventions.

6.2 Notification by School:

6.2.1 To all parents. At each initial planning and placement team meeting for a child following the student's referral to special education, the District shall inform the parent, guardian, surrogate parent or pupil of the laws relating to physical restraint and seclusion and their rights under such laws and regulations adopted by the State Department of Education. The notice shall also be provided to a child's parent at the first PPT meeting at which the use of seclusion or restraint as a behavior intervention is included in the student's IEP.

6.2.2 To student's parents. Unless otherwise requested in writing by a student's parent(s) or guardian(s), the school must notify them that the student has been subjected to use of seclusion or physical restraint, ideally on the same day but in no event later than 24 hours after; physical restraint or seclusion is used Such notification shall be made by phone, email or other method which may include, but is not limited to, sending a note home with the student. The parent of the student shall be sent a copy of the incident report (appendix 9A/9B) no later than two business days after the physical restraint or seclusion.

6.2.3 To Principal. The report of each use of seclusion or physical restraint shall be submitted upon its preparation to the principal or designee prior to the end of the school day in which the seclusion or physical restraint was applied.

6.2.4 To Superintendent. The annual compilation of the reports of each use of a seclusion room or physical restraint shall be submitted to the superintendent or designee. The superintendent shall notify the Connecticut State Department of Education of any instance of physical restraint or seclusion that resulted in physical injury to a student.

6.2.5 To Director of Special Education or designee:

a. Each use of physical **restraint** on a person at risk and/or each incident of **seclusion** on a person at risk shall be reported using appendix 9-A and/or 9-B.
b. After a physical **restraint** occurs, the following information must be documented in the educational file of the person at risk who was physically restrained.

Physical Restraint/Seclusion, continued

c. In the case of an emergency use, the nature of the emergency and what other steps, including attempts at verbal de-escalation, were taken to prevent the emergency from arising if there were indication that such an emergency was likely to arise.
d. The effect of the **restraint** on the person's established behavioral support or educational plan.

NEW #8

Physical Restraint/Seclusion

The Waterbury Board of Education believes that maintaining an orderly, safe environment is conducive to learning and is an appropriate expectation of all staff members within the district. To the extent that staff actions comply with all applicable statutes and Board policy governing the use of physical force, including physical restraint of students and seclusion of students, staff members will have the full support of the Board of Education in their efforts to maintain a safe environment.

The Board recognizes that there are times when it becomes necessary for staff to use reasonable restraint or place a student in seclusion as an emergency intervention to protect a student from harming himself/herself or to protect others from harm.

Definitions

Life-threatening physical restraint: any physical restraint or hold of a person that restricts the flow of air into a person's lungs, whether by chest compression or any other means, or immobilizes or reduces the free movement of a person's arms, legs or head while the person is in the prone position.

Psychopharmacologic agent: any medication that affects the central nervous system, influencing thinking, emotion or behavior.

Physical restraint: any mechanical or personal restriction that immobilizes or reduces the free movement of a person's arms, legs or head. Excluded from this definition is briefly holding a person in order to calm or comfort the person; restraint involving the minimum contact necessary to safely escort a person from one area to another; medical devices including but not limited to, supports prescribed by a health care provider to achieve proper body position or balance; helmets or other protective gear used to protect a person from injuries due to a fall; or helmets, mitts and similar devices used to prevent self-injury when the device is part of a documented treatment plan.

School employee: a teacher, substitute teacher, school administrator, Superintendent, guidance counselor, psychologist, social worker, nurse, physician, school paraprofessional, or coach employed by the Board of Education or working in a public elementary, middle or high school; or any other individual who, in the performance of his/her duties has regular contact with students and who provides services to or on behalf of students enrolled in the district's schools, pursuant to a contract with the board of education.

Seclusion: the involuntary confinement of a student in a room, with or without staff supervision, in a manner that prevents the student from leaving. Seclusion does not include any confinement of a student in which the person is physically able to leave the area of confinement including, but not limited to, in-school suspension and time-out.

Seclusion room: designated room apart form a student's assigned class or activity. It is used to separate a student from others for the purpose of eliminating or at least reducing the occurrence and/or intensity of harmful behavior to self or others.

Physical Restraint/Seclusion, continued

Student: child (A) enrolled in grades kindergarten to twelve, inclusive, in a public school under the jurisdiction of a local or regional Board of Education, (B) receiving special education and related services in an institution or facility operating under contract with a local or regional Board of Education, (C) enrolled in a program or school administered by a regional education service center, or (D) receiving special education and related services from an approved private special education program.

Behavioral Intervention Plan: A behavioral intervention plan prescribes strategies for dealing with a student before, during, and after rule-breaking or other inappropriate behavior.

Crisis Intervention Team: defined as any teacher, administrator, school psychologist, and social worker, who (1) has direct contact with students and (2) the principal designates to receive training, regarding physical restraint and seclusion of students. Identified members or the crisis intervention team must be trained in the use of physical restraint and seclusion.

Business Day: Monday through Friday, except for federal and state legal holidays, unless holidays are specifically included in the designation of business days.

Conditions Pertaining to the Use of Physical Restraint and/or Seclusion

A. School employees shall not use a life-threatening physical restraint on a student under any circumstance.
B. If any instance of physical restraint or seclusion of a student exceeds fifteen minutes an administrator or his/her designee, or a school health or mental health personnel, or a board certified behavioral analyst, who has received training in the use of physical restraint and seclusion shall determine whether continued physical restraint or seclusion is necessary to prevent immediate or imminent injury to the student or to others. Upon a determination that such continued physical restraint or seclusion is necessary, such individual shall make a new determination every thirty minutes thereafter regarding whether such physical restraint or seclusion is necessary to prevent immediate or imminent injury to the student or to others.
C. No student shall be placed in seclusion unless:
    a. The use of seclusion is as an emergency intervention to prevent immediate or imminent injury to the student or to others, provided the seclusion is not used for discipline or convenience and is not used as a substitute for a less restrictive alternative.
    b. Such student is continually monitored by a school employee during the period of such student's seclusion. Any student voluntarily or involuntarily placed in seclusion or restrained shall be regularly evaluated by a school employee for indications of physical distress. The school employee conducting the evaluation shall enter each evaluation in the student's educational record. Monitor shall mean by direct observation or by observation using video monitoring within physical proximity sufficient to provide aid as may be required.
    c. The area in which such student is secluded is equipped with a window or other fixture allowing the student a clear line of sight beyond the area of seclusion.
D. School employees may not use a psychopharmacologic agent on a student without that student's consent.

Physical Restraint/Seclusion, continued

E. In the event that physical restraint or seclusion is used on a student four or more times within twenty school days:
   a. An administrator, one or more of such student's teachers, the parent/guardian of such student and, if any, a mental health professional shall convene for the purpose of:
      i. Conducting or revising a behavioral assessment of the student;
      ii. Creating or revising any applicable behavioral intervention plan; and
      iii. Determining whether such student may require special education.
   b. If such student is a child requiring special education or is a child being evaluated for eligibility for special education and awaiting a determination, such student's planning and placement team shall convene for the purpose of (1) conducting or revising a behavioral assessment of the student, and (2) creating or revising any applicable behavioral intervention plan, including, but not limited to, such student's individualized education plan.

F. The parent/guardian of a student who is placed in physical restraint or seclusion shall be notified not later than twenty-four hours after the student is placed in physical restraint or seclusion. A reasonable effort shall be made to provide such notification immediately after such physical restraint or seclusion is initiated.

G. School employees shall not use a physical restraint on a student or place a student in seclusion unless he/she has received training on the proper means for performing such physical restraint or seclusion.

H. Any use of physical restraint or seclusion on a student shall be documented in the student's educational record. The documentation shall include:
   a. The nature of the emergency and what other steps, including attempts at verbal de-escalation, were taken to prevent the emergency from arising if there were indications that such an emergency was likely to arise; and
   b. A detailed description of the nature of the restraint or seclusion, the duration of such restraint or seclusion and the effect of such restraint or seclusion on the student's established educational plan.

I. Any incident of the use of restraint or seclusion that results in physical injury to a student shall be reported to the State Board of Education.

Required Training and Prevention Training Plan

Training shall be provided by the Board to the members of the crisis intervention team for each school in the district. The Board may provide such training to any teacher, administrator, school professional or other school employee, designated by the school principal and who has direct contact with students regarding physical restraint and seclusion of students. Such training shall be provided during the school year and shall include, but not be limited to:

1. An overview of the relevant laws and regulations regarding the use of physical restraint and seclusion on students and the proper uses of physical restraint and seclusion.
2. The Board will provide training regarding the prevention of incidents requiring physical restraint or seclusion of students.
3. Training regarding the proper means of physical restraint or seclusion of a student, including, but not limited to:
   a. Verbal defusing and de-escalation;
   b. Prevention strategies;
   c. Various types of physical restraint and seclusion;

Physical Restraint/Seclusion, continued

d. The differences between life-threatening physical restraint and other varying levels of physical restraint;
e. The differences in the types of restraints; and
f. Monitoring methods to prevent harm to a student who is physically restrained or in seclusion, including training in the proper means of physically restraining or secluding a student.
g. Recording and reporting procedures on the use of physical restraint and seclusion.

Crisis Intervention Teams
The Crisis Intervention Team shall consist of any teacher, administrator, school professional or other school employee designated by the school principal and who has direct contact with student and trained in the use of physical restraint and seclusion.

A member of the team shall respond to any incident in which the use of physical restraint or seclusion may be necessary as an emergency intervention to prevent immediate or imminent injury to a student or to others.

Each member of the crisis intervention team shall be recertified in the use of physical restraint and seclusion on an annual basis. The Special Education and Pupil Personnel Department shall maintain a list of the members of the crisis intervention team for each student.

Legal Reference: Connecticut General Statutes
10-76b State supervision of special education programs and services.
10-76d Duties and powers of boards of education to provide special education programs and services.
10-236b Physical restraint and seclusion of students by school employees. (as amended by PA 17-220)
46a-150 Definitions. (as amended by PA 07-147 and PA 15-141)
46a-152 Physical restraint, seclusion and use of psychopharmacologic agents restricted. Monitoring and documentation required.
46a-153 Recording of use of restraint and seclusion required. Review of records by state agencies. Reviewing state agency to report serious injury or death to Office of Protection and Advocacy for Persons with Disabilities and to Office of Child Advocate. (as amended by PA 12-88)
53a-18 Use of reasonable physical force or deadly physical force generally.
53a-19 Use of physical force in defense of person.
53a-20 Use of physical force in defense of premises.
53a-21 Use of physical force in defense of property.

#9

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

WORKSHOP: Thursday, February 1, 2018 (Regan)
BOARD MEETING: Thursday, February 15, 2018

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
P. Poulter	Regan all purpose rm.: Thurs., Feb. 15th 5:00-7:30pm (snow date: 2/16) (PTO family movie night)
D. Melendez	Chase gym: Wed., Feb. 7th 5:30-7::30pm (Family Night)
M. A. Petrillo	Bunker Hill gym: Wed., Feb. 7th 6:00-7:00 pm (Black History event)
J. Reed	Rotella community rm.: Feb. 8, 9, 15 7:30am to 3:00pm (training sessions)
Y.Demirali	Sprague gym: Tues., Jan. 30th 4:00-7:00 pm (Family Math Night) Sprague gym: Thurs., Feb. 8th 5:00-7:00 pm (Family Science Night)
G. Wright	Reed gym & café: Wed., Feb. 21st 5:00-7:00 pm (Title I Meeting) (snow date: Wed., Feb. 28th)
L. Lombardi	Rotella aud.,gym, café: Tues.,Apr. 24th 6:00-7:00 pm (Family Fitness Night) Rotella aud.,gym, café: Wed.,Mar. 28th 5:30-7:00 pm (Arts Night) Rotella café: Wed., Mar. 14th 5:30-7:30 pm (Author visit) Rotella aud. & café: Thurs., Feb. 15th 6:00-7:00 pm (Family Math Night)
Susan Smyth	Crosby aud.: Fri., Feb. 2nd 6:00-9:00 pm & Sat., Feb. 3rd 5 :00-8:00 pm (performances of Aladdin) (snow dates: 2/9 & 2/10)
S. Schulte	WAMS apron stage: Feb., Mar., Apr. 2:15-5:00pm (rehearsals) May 17th & 18th (performances of middle school play)
M. Vagnini	WAMS atrium: Wed., Mar. 7th 6:00-9:00 pm (students dinner show) (snow date: 3/13) WAMS recital hall: Thurs., Feb. 15th 2:00-8:00 pm (Concert) (snow date: 2/16)
Sch. Business Office	Wilby aud.,gym,café: Fri.Mar..9th 8-10pm (set-up) Sat.,Mar.10th 7am-10pm and Sun.,Mar. 11th 8am-6pm (Annual Robotics Event)
M. Rocco	W.Cross gym: Fri.,Feb.23rd 5:30-8:30pm (Family Paint Night) (snow date: 3/2/18)
M. Hulse	Kingsbury gym: Wed.,Mar. 28th 5:00-7:00pm (Health Fair)

L. Franks	Wilby gym: Wed., March 14th 6:45-1:00pm (Blood Drive)
T. King	WAMS atrium: Thurs.,Mar. 29th 3:00-7:00pm (school fundraiser)
S. Schulte	WAMS media ctr.: Tues.,Jan. 30th 2:00-4:00pm (sch. presentation)
K. Silva	Maloney café: Thurs.,Feb. 22nd 5:15-8:00pm (Black History Night)
M. Hulse	Kingsbury gym: Feb.7th and Feb 21st 5-8pm (Literacy program)
V. Balsamo	Crosby café: Feb. to June Thurs. 2:00-3:30pm (Fiesta Fitness Class)
	Crosby aud. Thurs. May 17th & May 24th 5:00-9:00pm (concerts)
	Crosby café: Mondays Feb. to June 2:00-3:15pm (Staff Zumba class)
C. Swain	WAMS Media Ctr.: Mon.,Feb. 5th 5:00-8:00pm (Special Meeting)

Approved:

John Theriault

Robert Henry
Deputy Superintendent of Schools

SCHOOL USE FORM

JAN 12 2018

DATE: 1/12/18

TO: SCHOOL BUSINESS OFFICE
(ATTN: SANDY MCCASLAND)
FX #: 574-8032 PHONE #: 574-8034

FROM: Regan School PTO

THE UNDERSIGNED HEREBY MAKES APPLICATION FOR USE OF SCHOOL FACILITIES (AFTER REGULAR SCHOOL HOURS) AS FOLLOWS:

NAME OF SCHOOL REQUESTED: Regan School

AUDITORIUM (GYMNASIUM) SWIMMING POOL (CAFETERIA/CLASSROOMS)

DATE(S) REQUESTED: Thursday Feb 15, 2018 snow date Friday Feb 16

FROM 5:00 am/pm TO 7:30 am/pm

FOR THE FOLLOWING PURPOSE: PTO Family Movie Night - sponsored by PTO

Patty Poutler Parent Liaison
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 police and fire headquarters.

SCHOOL PERSONNEL USE ONLY

JAN 22 2018

DATE: 1-22-18

TO: SCHOOL BUSINESS OFFICE

FROM: Doreen Melendez

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: February 7, 2018

FROM: 530 am/pm TO: 7:30 am/pm

FOR THE FOLLOWING PURPOSES:

Chase Family Night

Doreen Melendez
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.

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TOTAL P.01

Cancel Ballcap

JAN 22 2018

SCHOOL PERSONNEL USE ONLY

TO: SCHOOL BUSINESS OFFICE

FROM: Mary Ann Petrillo, Parent Liaison

THE UNDERSIGNED HEREBY MAKES APPLICATION FOR USE OF SCHOOL FACILITIES (AFTER REGULAR SCHOOL HOURS) AS FOLLOWS:

NAME OF SCHOOL REQUESTED: Bunker Hill

☐ AUDITORIUM ☑ GYMNASIUM ☐ SWIMMING POOL ☐ CAFE/ROOMS

DATES REQUESTED: February 7, 2018

FROM 6 AM/PM TO 7 AM/PM

FOR THE FOLLOWING PURPOSES:

"Prismatic Magic" laser tribute to Black History. will be visiting Bunker Hill.

Mary Ann Petrillo
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 police and fire headquarters.

Cancel Bunker Hill Sports

SCHOOL PERSONNEL USE ONLY

JAN 22 2018

DATE: 1/22/18

TO: SCHOOL BUSINESS OFFICE

FROM: John Reed

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

NAME OF SCHOOL REQUESTED: Rotella Magnet School
Community Room

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 2/8, 2/9, 2/15/18

FROM: 7:30 am/pm TO: 3:00 am/pm

FOR THE FOLLOWING PURPOSES:

Training session on NGSS
science

John Reed
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.

JAN 19 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/19/18.

TO: SCHOOL BUSINESS OFFICE

FROM: Vjollca Demiraki
parent liaison

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

NAME OF SCHOOL REQUESTED: Sprague Elementary

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Tuesday 1/30/2018

FROM: 4:00 am/pm TO: 7:00 am/pm

FOR THE FOLLOWING PURPOSES:

Family math night.

Vjollca Demiraki
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.

Cancel PAL

JAN 19 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/19/18

TO: SCHOOL BUSINESS OFFICE

FROM: Vjollca Demiraliu
parent liaison

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

NAME OF SCHOOL REQUESTED: Sprague Elementary

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Thursday 2/8/2018

FROM: 5:00 am/pm TO: 7:00 am/pm

FOR THE FOLLOWING PURPOSES:

Family Science Night.

Vjollca Demiraliu
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.

Cancel Pfl

Book

SCHOOL PERSONNEL USE ONLY

JAN - 9 2018

DATE: January, 9 2018 _____

TO: SCHOOL BUSINESS OFFICE

FROM: ____Gladys Wright_____

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

NAME OF SCHOOL REQUESTED: __Reed School_____

☐ Auditorium x☐ Gymnasium ☐ Swimming Pool x☐ Café/Rooms

DATES REQUESTED:
Wednesday, February 21, 2018
Snow Date:
Wednesday, February, 28 2018_____

FROM: _5 pm_____ am/pm TO: __7 pm_____ am/pm

FOR THE FOLLOWING PURPOSES:

Title I District Parent Advisory Council (DPAC) Meeting: Required ____Invite parents, staff and community stakeholders to the DPAC Meeting to participate and be informed about DPAC and its function. Title I programs for students and parent & family engagement._____

_Gladys Wright
Community Liaison

_____
APPLICANT

Please note the following provisions:

Cancel PAL

Yes

SCHOOL PERSONNEL USE ONLY

DATE: 1·22·2018

TO: SCHOOL BUSINESS OFFICE

FROM: Lauren Lombardi

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: April 24, 2018

FROM: 6 am/pm TO: 7 am/pm

FOR THE FOLLOWING PURPOSES:

Family Fitness Night (replacing the original date of January 17th because it was a snow day)

Lauren
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.

JAN 23 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1-22-2018

TO: SCHOOL BUSINESS OFFICE

FROM: Lauren Lombardi

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: March 28, 2018

FROM: 5:30 am/pm TO: 7:00 am/pm

FOR THE FOLLOWING PURPOSES:

Arts Night

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.

Cancel EMAA

JAN 23 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1-22-2018

TO: SCHOOL BUSINESS OFFICE

FROM: Lauren Lombardi

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: March 14, 2018

FROM: 5:30 am/pm TO: 7:30 am/pm

FOR THE FOLLOWING PURPOSES:

Author visit

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.

JAN 23 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1-22-2018

TO: SCHOOL BUSINESS OFFICE

FROM: Lauren Lombardi

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: February 15, 2018

FROM: 6:00 am/(pm) TO: 7:00 am/(pm)

FOR THE FOLLOWING PURPOSES:

Family math night & School-Family-Community Team meeting (replacing the original date of February 8, 2018)

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.

JAN 23 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/22/18

TO: SCHOOL BUSINESS OFFICE

FROM: ~~Susan Smyth~~ - Crosby/Wallace play director

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

NAME OF SCHOOL REQUESTED: Crosby

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

Note - change of date

DATES REQUESTED: 2/2 6PM to 9PM 2/3 5PM to 8pm

FROM: _____ am/pm TO: _____ am/pm

FOR THE FOLLOWING PURPOSES:

Aladdin JR performances

Snow date 2/9 6PM to 9PM

2/10 5PM to 8PM

Susan B. Smyth
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.

Please give form to Nicole Steck

JAN. 10 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/10/18

TO: SCHOOL BUSINESS OFFICE

FROM: Scott Schulte (LWAMS)

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

NAME OF SCHOOL REQUESTED: Waterbury Arts Magnet School

☒ Auditorium (Apron Stage) ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Feb 2, Feb 19-22; Feb 26-Mar 1; Mar 5-Mar 8; Mar 12-15; Mar 19-22 Mar 26-29; Apr 2-Apr 5; Apr 9-12; Apr 23-26; Apr 30-May 3 May 7-May 10 Feb 1-May 18 (2:15-5:00) May 17+18 (5:00-9:00) May 14-18

FROM: _____ am/pm TO: _____ am/pm

FOR THE FOLLOWING PURPOSES:

Middle School Play (Rehearsal + Production)

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.

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Please give form to Nicole Steck

JAN 12 2018

SCHOOL PERSONNEL USE ONLY

DATE: Jan 11 2018

TO: SCHOOL BUSINESS OFFICE

FROM: WAMS

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

NAME OF SCHOOL REQUESTED: WAMS Atrium

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Cafe/Rooms * Atrium

DATES REQUESTED: Wed March 7 2018

FROM: 6 ~~AM~~ PM TO: 9 ~~AM~~ PM

FOR THE FOLLOWING PURPOSES:

Music In Our Schools Month
Dinner Show
Snow Date - March 13 2018

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.

C:\Documents and Settings\wmccall\Desktop\Documents\SCHOOL reservation form.doc

JAN 10 2018

Please give form to Nicole Steck

Emailed Sandy M. 1-10-18

SCHOOL PERSONNEL USE ONLY

DATE: 1/10/18

TO: SCHOOL BUSINESS OFFICE

FROM: Wilson

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

NAME OF SCHOOL REQUESTED: Wilson Rexford Hall

☑ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Cafe/Rooms

DATES REQUESTED: Thursday Feb 15th

FROM: 7 am/pm TO: 8 am/pm

FOR THE FOLLOWING PURPOSES:

MHS Select Concert & Jazz Choirs

Lecture Hour with Select & Jazz (5th Sonya Fee Hoth

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

JAN 26 2018

DATE: 1-26-17

TO: SCHOOL BUSINESS OFFICE

FROM: Sch. Business Office

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

NAME OF SCHOOL REQUESTED: Wilby H.S.

☑ Auditorium ☑ Gymnasium ☐ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: March 9, 10, 11, 2018

FROM: _____ am/pm TO: _____ am/pm

FOR THE FOLLOWING PURPOSES: Fri. Mar. 9th 8-10pm setup
Sat. Mar. 10th 9AM-10pm
Sun. Mar 11th 8AM-6pm

Annual Robotics Event

_____
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.

JAN 24 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/24/18

TO: SCHOOL BUSINESS OFFICE

FROM: Margaret Rocco

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

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool

☐ Café/Rooms/Library

DATES REQUESTED: February 23, 2018 (** Snow date 3/2/18) 5:30 – 8:30PM

FOR THE FOLLOWING PURPOSES:

The 5th Grade Committee will be hosting a paint night for the families

Margaret Rocco
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.

Cancel Email

JAN 24 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/24/18

TO: SCHOOL BUSINESS OFFICE

FROM: Maria Hulse

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

NAME OF SCHOOL REQUESTED: Kingsbury School

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: March 28, 2018

FROM: 5:00 am/pm TO: 7:00 am/pm

FOR THE FOLLOWING PURPOSES:

Kingsbury Health "Fair"

Maria Hulse
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.

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P.1/1

JAN 24 2018

SCHOOL PERSONNEL USE ONLY

DATE- Jan. 24, 2018

TO: SCHOOL BUSINESS OFFICE

FROM: Lauren Franks

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

NAME OF SCHOOL REQUESTED: Wilby H.S

☐ Auditorium ☑ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: March 14, 2018

FROM: 6:45 (am)/pm TO: 1:00 am/(pm)

FOR THE FOLLOWING PURPOSES:

Blood Drive

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.

Please give form to Nicole Steck

JAN 25 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/23/19

TO: SCHOOL BUSINESS OFFICE

FROM: Tracy Kinsf

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

NAME OF SCHOOL REQUESTED: WAMS

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms ✓ Atrium

DATES REQUESTED: March 29, 2018

FROM: 3 pm am/pm TO: 7 pm am/pm

FOR THE FOLLOWING PURPOSES:

5th Fund Raiser

Tracy Kinsf

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.

JAN 25 2018

Please give form to Nicole Steck

SCHOOL PERSONNEL USE ONLY

DATE: 1/24/18

TO: SCHOOL BUSINESS OFFICE

FROM: Scott Schulte

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

NAME OF SCHOOL REQUESTED: Waterbury Arts Magnet

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms Media Center

DATES REQUESTED: 1/30/18

FROM: 2:00 am/pm TO: 4:00 am/pm

FOR THE FOLLOWING PURPOSES:

Presentation

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

JAN 26 2018

DATE: 1/26/18

TO: SCHOOL BUSINESS OFFICE

FROM: Mrs Silva Karen Silva

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

NAME OF SCHOOL REQUESTED: Maloney Magnet

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: 2/22/18

FROM: 5:15 am/pm TO: 8:00 am/pm

FOR THE FOLLOWING PURPOSES:

Black History Month Night

Mrs Silva
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.

JAN 31 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/30/18

TO: SCHOOL BUSINESS OFFICE

FROM: Maria Hulse

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

NAME OF SCHOOL REQUESTED: Kingsbury

☐ Auditorium ☑ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Feb 7, 2018 Feb 21, 2018

FROM: 5 am/pm TO: 8 am/pm

FOR THE FOLLOWING PURPOSES:

Literacy - How

M. Hulse
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.

C:\Users\bfoley\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\15871K53\SCHOOL reservation form.doc

JAN 31 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/30/18

TO: SCHOOL BUSINESS OFFICE

FROM: Vincent J. Balsamo

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

NAME OF SCHOOL REQUESTED: Crosby High School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: Thursdays, now until June 12, 2018, 2-3:30 pm

FROM: 2:00 am (pm) TO: 3:30 am (pm)

FOR THE FOLLOWING PURPOSES:

Fiesta Fitness Class

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.

JAN 31 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/29/18

TO: SCHOOL BUSINESS OFFICE

FROM: Vincent J. Balsamo

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

NAME OF SCHOOL REQUESTED: Crosby High School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: Mondays, Now - June 18, 2018, 2-3:15pm

FROM: 2:00 am (pm) TO: 3:15 am (pm)

FOR THE FOLLOWING PURPOSES:

Staff Zumba

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.

JAN 31 2018

SCHOOL PERSONNEL USE ONLY

DATE: 1/30/18

TO: SCHOOL BUSINESS OFFICE

FROM: Vincent J. Balsamo

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

NAME OF SCHOOL REQUESTED: Crosby High School

[X] Auditorium [ ] Gymnasium [ ] Swimming Pool [ ] Café/Rooms

DATES REQUESTED: May 17, 2018; May 24, 2018

FROM: 5:00 am (pm) TO: 9:00 am (pm)

FOR THE FOLLOWING PURPOSES:

May 17: Vocal Slam

May 24: Spring Concert

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.

REQUEST FOR USE OF SCHOOL FACILITIES

School/City Personnel Use only

JAN 31 2018

TO: S. McCasland, School Business Office

FROM: Carrie Swain, Clerk (name/title) Board of Education (school/department)

DATE: January 29, 2018

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

NAME OF SCHOOL REQUESTED: **Waterbury Arts Magnet**

Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café ☐

Rooms ☑ **Media Center**

Horseshoe setup with projector, laptop, and screen setup.

DATES REQUESTED:

Monday, February 5, 2018 From: 5:00 p.m. To: 8:00 p.m.

For the following purpose: **Special BOE Workshop AND Finance Committee Meeting.**

January 29, 2018
Date

Carrie A. Swain
Applicant's Signature

PLEASE NOTE THE FOLLOWING PROVISION: When the public is invited to an activity, police and firemen are required. These arrangements must be made in person at police and/or fire headquarters.

#10

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

WORKSHOP: Thursday, February 1, 2018 (Regan)
BOARD MEETING: Thursday, February 15, 2018

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.

GROUP	FACILITIES AND DATES/TIMES
Porter & Chester L. Caouette	Kennedy aud.: Thurs., Feb. 1st 3:00-7:00 pm (graduation ceremony)

REQUESTING WAIVERS:

Distinguished Women of CT. Laura Thomas	Crosby aud. & 2 rms.: Sat. & Sun., Mar. 3rd & 4th 10:00am-6:00pm (program & awards)	($1,512.)
Hoops 4 Life D. Fryer	Crosby gym: Apr. 28th & 29th 7:30am-10:00pm Crosby gym: May 5th & 6th 7:30am-10:00pm (basketball league games)	($1,302.) ($1,302.)
P.A.L. Ofc. C. Amatruda	WSMS gym: Sat.,Feb. 24th 8:30am-5:00pm (basketball games)	($798.)
Womens Choice Assoc. Ashanti Rivera	Walsh gym: Sat.,April 14th noon – 2:00pm (diaper collection for diaper pantry)	($126.)

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

Hoops 4 Life D. Fryer	WSMS gym: Weeknights 4/2/18-6/12/18 4:30-9:00pm Reed gym: Weeknights 4/2/18-6/12/18 4:30-9:00pm (basketball program)
CT. Rebound D. Parker	Wilby gym: 3/5/18-6/28/18 Mon.,Tues, Fri. 5:30-8:30pm (basketball practices) (gym use only when gym available per A.D.)
P. Lott	Wilby gym: Mon. thru Fri. 2/26/18-6/29/18 5:00-8:15pm Wilby gym: Mon. thru Fri. 7/5/18-8/20/18 5:00-8:30pm (basketball practices) (gym use only when gym available per sch. staff)

MONIES COLLECTED TO DATE: $ 31,904.75

Approved:

John Theriault

Robert Henry
Deputy Superintendent of Schools

These activities are completed and have been billed:

Spirit of Dance
Dance Expressions

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

JAN 23 2018

CONTRACT#

APPLICANT Lindy Couette NAME OF ORGANIZATION Porter-Chester

ADDRESS 881 Wolcott St (street) Wby (city) CT (state) (zip code) TELEPHONE # 475-685-3500

SCHOOL REQUESTED Kennedy DATES 2/1/2018 ROOM(S) Auditorium

OPENING TIME 3pm CLOSING TIME 7pm PURPOSE Graduation

ADMISSION (if any) none CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 200 CHILDREN 50

SIGNATURE OFAPPLICANT Lindy Cou DATE 1/22/18

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

Same

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. LC (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service per cust.

RENTAL FEES: $1,000/4 hrs + $200 EA. ADD HR.

MISCELLANEOUS FEES: (Tech) $55/HR.

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

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

JAN 16 2018

CONTRACT#

APPLICANT Laura Thomas NAME OF ORGANIZATION Distinguished Young Women of Connecticut

ADDRESS 40 Manning Street Medford MA 02155 TELEPHONE # (860)992-5159
(street) (city) (state) (zip code)

SCHOOL REQUESTED Crosby DATES Sat 3/3 & Sun 3/4 ROOM(S) Saturday: Theater Sunday: Theater & 2 Classrooms

OPENING TIME 10:00AM CLOSING TIME 6:00PM PURPOSE Distinguished Young Women of CT Program & Award Presentation

ADMISSION (if any) $10 adult $5 kids CHARGE TO BE DEVOTED TO Distinguished Young Women of CT Scholarship Fund

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS approx. 50 100 CHILDREN

SIGNATURE OFAPPLICANT Laura Y. Thomas DATE 1/13/2018

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

Mia Nardini, 40 Manning Street Medford MA 02155, (860)992-5159

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. MN (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service per cust. (2) $1,512.

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 574-6210 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: Distinguished Young Women of Connecticut

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Saturday: Auditorium Sunday: Auditorium & 2 Classrooms

DATE(S): Sat. 3/3 & Sun. 3/4 TIMES: 10:00AM - 6:00PM

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

1/13/2018
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 1,512. 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

Distinguished Women of GA.

Internal Revenue Service

Department of the Treasury

District
Director

P.O. Box 1055
Atlanta, GA 30370

The America's Junior Miss Scholarship
Foundation
P. O. Box 2786
Mobile, Al. 36652

Person to Contact: R. F. Van Meter
Telephone Number:
(404) 221-4516
Refer Reply to:
EO:7201:
Date: October 18, 1984

Employer Identification Number: 23-7438720
File Folder Number: 530019998

Dear Sir or Madam:

This is in response to your request for confirmation of your exemption from Federal income tax.

You were recognized as an organization exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code by our letter dated Sept. 25, 1959. You were further determined not to be a private foundation within the meaning of section 509(a) of the Code because you are an organization described in section 509(a)(3).

Contributions to you are deductible as provided in section 170 of the Code.

The tax exempt status recognized by our letter referred to above is currently in effect and will remain in effect until terminated, modified or revoked by the Internal Revenue Service. Any change in your purposes, character, or method of operation must be reported to us so we may consider the effect of the change on your exempt status. You must also report any change in your name and address.

Thank you for your cooperation.

Sincerely yours,

R. F. Van Meter

R. F. Van Meter

Exempt Organizations Specialist

cc: Harriet Cook

WHAT IS DISTINGUISHED YOUNG WOMEN?

HTTP://DISTINGUISHEDYW.ORG/

OUR MISSION

Distinguished Young Women is a national scholarship program that inspires high school girls to develop their full, individual potential through a fun, transformative experience that culminates in a celebratory showcase of their accomplishments. Distinguished Young Women strives to give every young woman the opportunity to further her education and prepare for a successful future.

What is Distinguished Young Women?

Distinguished Young Women is a unique program that combines the chance to win college scholarships with a program that offers Life Skills training to prepare young women for the world after high school. Each year we make over **$1.5 billion dollars in scholarships** available and it **costs nothing** to enter!

The program takes place in all 50 states and Washington DC with some states having local programs as well. Young women participate in their senior year of high school.

Each Distinguished Young Women program evaluates participants in the following categories: Scholastics (25%), Interview (25%), Talent (20%), Fitness (15%), and Self-Expression (15%).All state winners participate in the National Finals which is held in Mobile, Alabama the June after you graduate from high school.

It is important to note that this is NOT a beauty pageant- contestants are not evaluated on appearance, of any kind, at any time. The scholastics competition is based on academic transcripts. The interview competition focuses on questions pertinent to issues young women of today face at the local or national level, along with questions in civics, history, and current events. The talent competition includes a 2 minute selection for any performace talent including, but not limited to, dance, music, or monologue. Contestants are evaluated on the basis of ability and stage presence. The fitness competition is routine based and focuses moves that emphasize major areas of fitness, include arm strength, abdominal strength, flexibility and coordination. This section of the competition is completed in fitness wear- yoga pants and T-shirts. Finally, in self-expression, contestants are evaluated in public speaking skills.

In addition, through our **Life Skills program**, which includes workshops and online resources, participants can learn skills like interviewing, public speaking, self-confidence building and much more. These skills not only prepare everyone for our program but also for the world after high school and college.

It is always free to enter!

Scholarships

Distinguished Young Women is the oldest and largest scholarship program for high school girls. Last year, we made more than $1.5 billion in cash tuition and college-granted scholarships available nationally.

Scholarships are available in two ways: **cash tuition scholarships** (which can be used at any accredited institution of higher learning) and **college-granted scholarships** (over 100 colleges and universities offer scholarships to program participants – several scholarships are available just for taking part in a local or state program!)

Cash Scholarships

Last year, participants received more than $2.2 million in cash scholarships through our programs across the nation. This money can be used for tuition, room and board, books, or other educational expenses (like lab fees or a computer).

College-Granted Scholarships

Distinguished Young Women also works with over 100 colleges and universities across the country to provide opportunities for our participants to further their education. Some scholarships are available to any participant that takes part in a local or state program.

History

Distinguished Young Women, formerly America's Junior Miss, was founded in 1958 as a way to reward the accomplishments of high school senior girls seeking to pursue higher education.

Prior to its organization, the Jaycees held an annual event, Azalearama, to promote Mobile, Alabama and the beautiful azaleas which can be found all along the Gulf Coast. Each spring, Azalea Trail Maids were selected from high school senior girls in the area to represent the annual event and they would receive scholarships for college. With few scholarship opportunities available to girls in the 1950s, the Jaycees soon found themselves deluged with applications from Alabama, Florida, and Mississippi. Visionaries quickly saw the need to recognize outstanding young women from all across the country and what we now know as Distinguished Young Women was born.

While modest in its beginnings, Distinguished Young Women grew and remains today the largest and oldest scholarship program of its kind for high school girls. With scholarship, leadership and talent as its overarching theme, Distinguished Young Women has drawn over 765,000 young women to compete in the program at the local, state and national level and $106 million in cash scholarships has been awarded to deserving young women. On her way to being named the Distinguished Young Woman of America for 2017, Skye Bork, earned over $38,000 through her participation in the state and national programs.

Notable alumnae of the organization include Diane Sawyer (AJM 1963), the late Mary Fran (AJM 1961), Deborah Norville (GA JuniorMiss 1978), Debra Messing (RI Junior Miss 1986) and violinist and YouTube sensation Lindsey Stirling (AZ 2005). We are equally proud of the many other young women who have accomplished their goals through less visible public careers. Linda Rutledge Delbridge (AJM 1973), global

sales executive for IBM and Dr. Andrea Plummer Guardenier (AJM 1996), Chief of Pediatrics at Nellis Air force Base, are among the many success stories of Distinguished Young Women.

For the Class of 2017, over 100 colleges and universities have made available over $1.5 billion dollars in college-granted scholarships to over 3,000 participants in more than 400 local, state and national programs. With the completion of the 60th National Finals, over $2.2 million in cash scholarships will have been earned by those young women. Thanks to the dedicated perserverance of thousands of volunteers across the country who devote countless hours and resources to ensure the success of this program, these young women have all been afforded the opportunity to achieve!

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# JAN 19 2018

APPLICANT Delleen Fryer NAME OF ORGANIZATION Hoopsyclife, Inc

ADDRESS 232 N. Elm Street (street) Wtby (city) Ct (state) 06702 (zip code) TELEPHONE #(203) 525-4340 232-4574

SCHOOL REQUESTED Crosby High School DATES April 28, 29 ROOM(S) Gym

OPENING TIME 7:30 pm CLOSING TIME 10:00pm PURPOSE basketball games

ADMISSION (if any)_____ CHARGE TO BE DEVOTED TO_____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 30 CHILDREN 45

SIGNATURE OFAPPLICANT Delleen Fryer DATE 1/19/18

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Darryl Parker 64 Rideway Rd / 203 525-6073

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 per cust. (1 @ 1302.)

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 Application for Building Permit)

APPLICANT/ORGANIZATION: Hoops4Life, Inc.

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Crosby High Gym

DATE(S): April 28, 29 TIMES: 7:30 - 10:00pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

Jan 19, 2017
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 1302. 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# JAN 19 2018

Book

APPLICANT Colleen Fryer NAME OF ORGANIZATION Hoopsville, Inc

ADDRESS 232 N. Elm Street (street) Wtby (city) Ct (state) 06702 (zip code) TELEPHONE # (203) 525-4340 232-4578

SCHOOL REQUESTED Crosby High DATES May 5, 6, ROOM(S) Gym

OPENING TIME 2:45pm CLOSING TIME 10:00pm PURPOSE basketball games

ADMISSION (if any) N CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 40 CHILDREN 48

SIGNATURE OF APPLICANT Colleen Fryer DATE 1/19/18

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Darrell Parker 64 Eideway Rd / 203 525-6073

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. CF (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service per asst. 1) @ $1302

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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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 Application for Building Permit)

APPLICANT/ORGANIZATION: Hoops 4 Life, Inc

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Crosby High School Gym

DATE(S): May 5, 6, TIMES: 7:30am - 10:45pm

DATE(S): TIMES:

DATE(S): TIMES:

DATE(S): TIMES:

DATE(S): TIMES:

DATE(S): TIMES:

11/19/18
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$	$ 1,302.00	$
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
236 GRAND ST., WATERBURY, CT 06702
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

CONTRACT# JAN 19 2018

APPLICANT Deneen Fryer NAME OF ORGANIZATION Hoopsylife, Inc

ADDRESS 232 N Elm Street Wtby CT 06702 TELEPHONE # (203) 575-4346 232-4578
(street) (city) (state) (zip code)

SCHOOL REQUESTED Westside M.S school DATES Please see Attachment ROOM(S) Gym

OPENING TIME 4:30pm CLOSING TIME 9:00pm PURPOSE Basketball League

ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO N/A

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 40 CHILDREN 30

SIGNATURE OFAPPLICANT Deneen Fryer DATE 1/19/17

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

Darryl Parker 64 Ridge Rd / 203 525-6023

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: _____

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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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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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: Hoops4Life, Inc

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: West Middle School GYM

DATE(S): ~~3/28~~ ~~3/29~~ 4/2 4/3 4/4 4/5	TIMES: 4:30 pm - 9: pm
DATE(S): 4/9 4/10 ~~4/11~~ 4/12 4/23 4/24 4/25	TIMES: 4:30 pm - 9. pm
DATE(S): 4/26 4/30 5/1 5/2 5/3	TIMES: 4:30 pm - 9 pm
DATE(S): 5/7 5/8 5/9 5/10 5/11 5/14	TIMES: 4:30 pm - 9 pm
DATE(S): ~~5/15~~ ~~5/16~~ 5/17 5/18 5/21 5/22	TIMES: 4:30 pm - 9 pm
DATE(S): 5/23 5/24 5/29 5/30 5/31 6/4 6/5 6/6 6/7 6/11 6/12	TIMES: 4:30 pm - 9 pm

Jan 19 2018
Date

Renee Jay
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
236 GRAND ST., WATERBURY, CT 06702
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

CONTRACT# JAN 19 2018

Book

APPLICANT Nemeen Fryer NAME OF ORGANIZATION Hoopsuite, Inc

ADDRESS 232 N. Elm Street (street) Wby (city) Ct (state) 06702 (zip code) TELEPHONE # (203) 525-4340 232-4574

SCHOOL REQUESTED Reed School DATES See attachment ROOM(S) Gym

OPENING TIME 4:30pm CLOSING TIME 9:00 pm PURPOSE basketball games

ADMISSION (if any) N/A CHARGE TO BE DEVOTED TO n/a

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 30 CHILDREN 30

SIGNATURE OF APPLICANT Nemeen Fryer DATE 1/19/18

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Darcy Parker 64 Rideaway Rd / 203 525-6073

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:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE / YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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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 or Building Permit)

APPLICANT/ORGANIZATION: Hoops 4 Life, Inc.

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Johnathon REED SCHOOL (Gym)

DATE(S): ~~3/28~~ ~~3/29~~ 4/2 4/3 4/4 4/5 — TIMES: 4:30 pm - 9: pm

DATE(S) 4/9 4/10 ~~4/11~~ 4/12 4/23 4/24 4/25 — TIMES: 4:30 pm - 9: pm

DATE(S): 4/26 4/30 5/1 5/2 5/3 — TIMES: 4:30 pm - 9: pm

DATE(S): 5/7 5/8 5/9 5/10 5/11 5/14 — TIMES: 4:30 pm - 9: pm

DATE(S): 5/15 ~~5/16~~ 5/17 5/18 5/21 5/22 — TIMES: 4:30 pm - 9: pm

DATE(S): 5/23 5/24 5/29 5/30 5/31 — TIMES: 4:30 pm - 9: pm
6/4 6/5 6/6 6/7 6/11 6/12

11/9/18
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

Goal

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

JAN 25 2018

CONTRACT#

APPLICANT Chris Amatruda NAME OF ORGANIZATION PAL

ADDRESS 64 Division St Waterbury CT 06704 TELEPHONE # 203-346-3921
(street) (city) (state) (zip code)

SCHOOL REQUESTED Wilson DATES 4 Feb. 24th ROOM(S) Gym

OPENING TIME 8:30 am CLOSING TIME 5:00 pm PURPOSE Basketball

ADMISSION (if any) CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 50 CHILDREN 50

SIGNATURE OF APPLICANT [signature] DATE 1-25-18

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

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. CA (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service per oust. (2) ($798.)

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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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)

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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

USE OF SCHOOL FACILITIES
WAIVER REQUEST

(to be submitted with Building Permit)

APPLICANT/ORGANIZATION: P.A.L

Please check below/specific item(s):

Building Usage Fees ☐ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: WSMS

DATE(S): Sat Feb 24 TIMES: 8:30 AM - 5:00 pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

1-25-17
Date

X _____
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 798.- 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

Book

CONTRACT# JAN 29 2018

APPLICANT Ashanti Rivera NAME OF ORGANIZATION woman's choice charitable association

ADDRESS 262 Walnut St #6 wtby ct 06704 TELEPHONE # 2035192618
(street) (city) (state) (zip code)

SCHOOL REQUESTED Walsh DATES 4/14/18 ROOM(S) Gym/cafeteria

OPENING TIME 12pm CLOSING TIME 2pm PURPOSE Diaper Drive

ADMISSION (if any) Pack of diapers CHARGE TO BE DEVOTED TO Diaper pantry

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 100 CHILDREN 50

SIGNATURE OFAPPLICANT A Rivera DATE 1 29 18

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
same 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. _____(PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service ($126.)

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

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: Woman's Choice Charitable Association

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: gym/cafeteria

DATE(S): 4/14/18 TIMES: 12pm - 2pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

1/29/18
Date

A. Rivera
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 126.- 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

JAN 12 2018

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# 4 Mondays 4 Tuesdays 4 Fridays

APPLICANT DeVonne Parker NAME OF ORGANIZATION CT Rebound

ADDRESS 146 Mid wood Ave (street) (city) (state) (zip code) TELEPHONE # (203)228-3144

SCHOOL REQUESTED Wilby/Wils DATES ~~MON~~/TUES/FRIDAY ROOM(S) Gym

OPENING TIME 5:30 PM CLOSING TIME 8:30 PM PURPOSE Basketball practices/games

ADMISSION (if any) Five of them CHARGE TO BE DEVOTED TO no chg

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 20 kids

SIGNATURE OF APPLICANT [signature] DATE 1/9/18

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
DeVonne Parker 146 Midwood Ave (203) 228-3144

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: When gym Available/per A.D.

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ _____ INSURANCE COVERAGE ✓ YES _____ NO

PLEASE READ THE FOLLOWING CAREFULLY

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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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3/5/18
$0
1/28/18

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

DEC 27 2017

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 Phil Lott NAME OF ORGANIZATION Waterbury Ballers

ADDRESS 89 Morton rd (street) wtby (city) CT (state) 06705 (zip code) TELEPHONE # 203 510 4239

SCHOOL REQUESTED Crosby DATES 2/26/18 - 6/30/18 ROOM(S) Gymnasium Mon-Fri

OPENING TIME 5:00 CLOSING TIME 8:15 PURPOSE Basketball Practice

ADMISSION (if any) none CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 24

SIGNATURE OF APPLICANT PL 27 DATE 12/21/17

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

Phil Lott 89 Morton rd wtby CT 06705

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. P.L. (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE Y YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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.

Mon - Fri, When gym available per A.D. 2/26/18 TO 6/29/18

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.

X Not Available 4/11

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

DEC 27 2017

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 Phil Lott NAME OF ORGANIZATION Waterbury Ballers

ADDRESS 89 Morton rd Wtby CT 06705 TELEPHONE# 203 510 4239
(street) (city) (state) (zip code)

SCHOOL REQUESTED CROSBY 7/8/18 DATES 8/20/18 ROOM(S) Gymnasium Mon - Fri

OPENING TIME 5:00 CLOSING TIME 8:30 PURPOSE Youth Basketball league

ADMISSION (if any) none CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 40

SIGNATURE OFAPPLICANT PL DATE 12/21/17

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Phil Lott 89 Morton rd Wtby CT 06705

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. PL (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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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.

7-5-18 TO 8-20-18

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

Communications



Packet week ending: 1/30/18

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

January 16, 2018

Maria Jimenez
88 Coachlight Circle
Prospect, CT 06712

Dear Ms. Jimenez:

Your name is being certified to the Education Department for the position of Elementary School Supervising Vice-Principal – Tinker Elementary School (Req. #2018355) per SAW contract.

Please call Robert Brenker, Director of Personnel - Education to discuss the details of the position. The telephone number is (203) 574-8019.

Failure to call the above named individual by January 23, 2018 will result in your name being removed from the eligibility list.

Under the Civil Service Rules, your name will be removed from the eligibility list if you refuse this offer of appointment unless, within seven days from today, you furnish satisfactory evidence acceptable to me justifying such refusal. Please call the Civil Service Office at (203) 574-6761 if you are not interested in the position so that another candidate can be certified. If you have any questions, please do not hesitate to contact us.

Sincerely,

Scott Morgan
Director of Human Resources

SM/sd

cc: Board of Education
Robert Henry, Dept. Supt. of Schools
Darlene Lerz, Principal @ Tinker Elementary School
Robert Brenker, Director of Personnel- Educ
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

January 16, 2018

Laura Curley-Colon
80 Melrose Ave.
Waterbury, CT 06705

Dear Ms. Curley-Colon:

Your name is being certified to the Education Department for the position of Elementary School Supervising Vice-Principal – Gilmartin Elementary School (Req. #2018136) per SAW contract.

Please call Robert Brenker, Director of Personnel - Education to discuss the details of the position. The telephone number is (203) 574-8019.

Failure to call the above named individual by January 23, 2018 will result in your name being removed from the eligibility list.

Under the Civil Service Rules, your name will be removed from the eligibility list if you refuse this offer of appointment unless, within seven days from today, you furnish satisfactory evidence acceptable to me justifying such refusal. Please call the Civil Service Office at (203) 574-6761 if you are not interested in the position so that another candidate can be certified. If you have any questions, please do not hesitate to contact us.

Sincerely,

Scott Morgan
Director of Human Resources

SM/sd

cc: Board of Education
Robert Henry, Dept. Supt. of Schools
Jennifer Dwyer, Principal @ Gilmartin Elementary School
Robert Brenker, Director of Personnel- Educ
file

Carrie Swain

From: Theresa DeMars <CABE@embrams-mail.com>
Sent: Thursday, January 18, 2018 11:21 AM
To: Carrie Swain
Subject: CABE Policy Highlights 1-19-2018
Attachments: January 19 2018.pdf

Hello,

Attached you will find *CABE's Policy Highlights Publication* for **January 19, 2018**. Policy Highlights are designed to contain informative topics of interest for your district.

Please feel free to contact the Policy Department at 860-571-7446 with any questions or concerns.

The publication is attached as a PDF file. You will need Adobe Acrobat Reader which is available by clicking here.

To unsubscribe to this publication, please email Terry DeMars at tdemars@cabe.org and state that you would like to unsubscribe from Policy Highlights.

Connecticut Association of Boards of Education
81 Wolcott Hill Road
Wethersfield, CT 06109
Phone 860-571-7446 ~ Fax 860-571-7452

CONNECTICUT ASSOCIATION OF BOARDS OF EDUCATION
CABE POLICY SERVICES

Connecticut Association *of* Boards of Education

Vincent A. Mustaro, Senior Staff Associate for Policy Services

PRESENTS

POLICY HIGHLIGHTS

January 19, 2018 Volume 17 – Issue #15

Alternative Education Standards for Expelled Students Adopted by SBOE: At its meeting held on January 3, 2018, the Connecticut State Board of Education adopted "Standards for Alternative Educational Opportunities."

Background: C.G.S. 10-233d requires boards of education (boards) to offer an alternative educational opportunity to (a) any student under 16 years old who has been expelled; and (b) any student between 16 and 18 years old who has been expelled for the first time, wishes to continue with his/her education and complies with conditions set by the board. Pursuant to Public Act 17-220, *An Act Concerning Education Mandate Relief,* the State Board of Education was required to adopt standards for the provision of an adequate alternative educational opportunity.

In 2016, the Connecticut State Department of Education (CSDE) issued its *Guidelines for Alternative Education Settings*, as required by a 2015 law requiring the Connecticut State Board of Education to establish guidelines concerning alternative education programs in general. During the 2016 legislative session, the General Assembly passed a law expanding and more clearly defining the obligation of local education agencies (LEAs) to provide alternative educational opportunities for students who have been expelled. In articulating this obligation, the General Assembly relied on the definition of "alternative education" from the more general alternative education law passed in 2015.

In 2017 the General Assembly further refined the law governing educational opportunities for students who have been expelled – including directing the CSBE to adopt standards for the provision of such alternative educational opportunities.

Districts may provide for an alternative educational opportunity for expelled students eligible for an alternative educational opportunity by either:

1. Enrolling the student in an alternative education program which is compliant with requirements for such programs, including the length of school year and number of hours, with an individualized learning plan IF the district provides such alternative education, (Use of this option requires the alternative education program to comply with C.G.S. 10-74j which requires adherence to C.G.S. 10-15 and 10-6 requiring a minimum of 180 days and 900 hours of actual school work per year) and the program is appropriate for the student. **OR**

2. Provide the student with an alternative educational opportunity in accordance with the SBOE newly adopted "Standards for Alternative Educational Opportunities," including through an alternative education program offered by another school district or operator. (A standard program for its alternative educational opportunity providing such program meets the other requirements of the Standards, including an individualized learning plan.)

   Regardless of which option the district implements it must comply with the SBOE adopted "Standards." The CSDE's position is that "in most cases, school districts will determine that enrollment in an alternative education program…is the appropriate alternative educational opportunity" for an expelled student, whether operated by the district or another provider. The CSDE's position is that the alternative educational opportunity must be "full-time" and "comprehensive" and such opportunity for learning is comparable to a regular school setting. Therefore, the CSDE believes that assignment to homebound instruction will not satisfy the "Guiding Principles" of the new "Standards."

Requirements of Standards for Alternative Educational Opportunities for Eligible Expelled Students: The SBOE adopted "Standards for Alternative Educational Opportunities" require:

1. A full time, comprehensive alternative educational opportunity, with a focus on an opportunity for learning that is comparable to those in a regular school setting.

2. Notifying parents/students at the time of expulsion of the right to apply for early readmission, which can be granted at the discretion of the Board of Education or the Superintendent, if the Board delegates this authority to the Superintendent.

3. Consultation with relevant school personnel knowledgeable about the student's academic, social and behavioral history to help in the determination of an appropriate alternative educational opportunity.

4. A meeting or meetings with parents/guardians prior to placement to provide information about potential alternative educational opportunities and a placement meeting to finalize such placement.

5. Expelled special education students are to have the educational programming and placement during the period of expulsion determined by the student's PPT in accordance with the Individuals with Disabilities Act (IDEA).

6. An Individualized Learning Plan (ILP) to address:

   - Information pertaining to the student's academic and behavioral needs and appropriate academic and behavioral goals and interventions including the core classes and current placement or progress in the curriculum of those classes at the time of expulsion.
   - Benchmarks to measure progress towards the goals and progress towards graduation.
   - Reviewing the student's progress and communicating that progress to parent/guardian or student.

- Transfer of records to/from the alternative educational provider and the school from which the student was expelled.
- Language pertaining to the possibility of early readmission to the school from which the student was expelled.

7. Progress monitoring of student performance and placement. *(This must be done and documented at least once per marking period, review of the student's ILP and make any needed adjustments.)*

8. Adoption of procedures to address a student's transition from an alternate educational opportunity to the student's regular school.

Policy Implications: The new "Standards" pertaining to the providing of an alternative educational opportunity for expelled students mark significant changes from that which was previously considered the norm.

Now, school districts, utilizing one of two options, must provide an alternative educational opportunity that complies with the required 900 hours/180 days of instruction that applies to alternative education programs per C.G.S. 10-74j or, under the newly adopted "Standards," the alternative education experience opportunity must be a "full time, comprehensive experience, where the learning is comparable to what the student would experience in a regular school environment." The traditional ten hours of tutoring per week for an expelled student will no longer be considered sufficient.

The determination of the appropriate alternative educational opportunity is not the responsibility of the board of education. The "Standard" requires the school staff to meet with parents/guardians of the expelled student after an expulsion to review the alternative education opportunity options and to establish the student's alternative educational opportunity in compliance with the amended statute and the "Standards."

The topic of expulsions, depending on the district, is covered in one or more of three policies. These include #5114, "Suspension/Expulsion; Student Due Process," #5131, "Conduct," or #5144, "Discipline/Punishment."

CABE's sample policies of the above currently include language pertaining to the requirement of providing eligible students with an alternative educational opportunity in accordance with statute and standards adopted by the State Board of Education.

The newly adopted "Standards" by the State Board of Education contain detailed language which enumerate the requirements to be fulfilled by local school districts when meeting the obligation to provide an alternative educational opportunity for an expelled student. It is believed that such content does not need to be a made of the board's policy pertaining to expulsion. The language listed above is believed sufficient.

The CABE Policy Department believes that the "Standard's" requirements can be enumerated in an appendix to the district's existing policy. Such a new appendix pertaining to the actions required on this issue is currently being developed.

In addition, this topic will be covered in detail in the April issue of the ***Policy Update Service*** quarterly publication. The new appendix, in addition to a full review of this issue, including a copy of the adopted "Standards" will be included in the publication.

In addition, the group that developed the guidelines continues to work on formulating a list of best practices and establishing timelines for implementation. The SDE intends to send notices to school districts. Commissioner Wentzell has indicated that there is some flexibility, given that each students expelled may have unique needs. She also indicated that there are 80 alternative education providers in the state that districts can look to.

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

January 23, 2018

Anne Phelan
236 Alexander Ave.
Waterbury, CT 06705

Dear Ms. Phelan:

Your name is being certified to the Education Department for the position of Human Resources Generalist (Req. #2018210) at $60,000.00 per year.

Your official start date in this position was November 16, 2017.

Under the Civil Service Rules, your name will be removed from the eligibility list if you refuse this offer of appointment unless, within seven days from today, you furnish satisfactory evidence acceptable to me justifying such refusal. Please call the Civil Service Office at (203) 574-6761 if you are not interested in the position so that another candidate can be certified. If you have any questions, please do not hesitate to contact us.

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

Sincerely,

Scott Morgan
Director of Human Resources

SM/sd

cc: Board of Education
Robert Henry, Dept. Supt. of Schools
Robert Brenker, Dir of Pers – Educ.
file

Carrie Swain

From: Robert Goodrich <rgoodrich@racce.net>
Sent: Wednesday, January 24, 2018 9:17 PM
To: ANN SWEENEY; Carrie Swain; CHARLES L. STANGO; ELIZABETH BROWN; JUANITA HERNANDEZ; JOHN THERIAULT; JASON VAN STONE; KAREN HARVEY; THOMAS VAN STONE SR.; MELISSA SERRANO ADORNO
Subject: RACCE Statement on Superintendent Search Process: Community Forum
Attachments: AYOUNGLETTER.pdf

EXTERNAL MAIL
Waterbury Board of Education Commissioners

Please read attached. We request that Dr. Young's statement be considered to create the "job analysis [that] will be used to develop a leadership competence profile and create an updated job description" as it is noted in the agreement with Ray and Associates Section 1, subsection 1.1, i.

Your response is greatly appreciated.

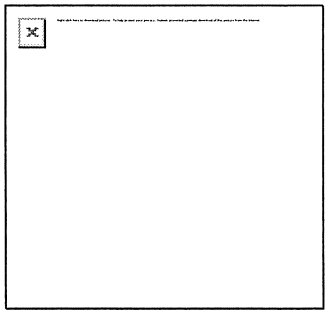
Regards,

Robert M. Goodrich
Co-Founder
R.A.C.C.E.
Radical Advocates for Cross-Cultural Education
(203) 597-7456
rgoodrich@racce.net
Like us on Facebook: www.facebook.com/RACCEWtby
Twitter: @raccewtby
Website: racce.net

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

~James Baldwin~

Check out the Wrap-up of #BCREC2017



R.A.C.C.E.

Challenging systems of oppression by advocating for culturally competent educational practices.

RADICAL ADVOCATES FOR CROSS-CULTURAL EDUCATION

Ryan Ray
President
Ray and Associates, Inc.
4403 1st Ave SE, Suite 407
Cedar Rapids, IA 52402-3221

January 24, 2018

Re: Waterbury Public Schools

Mr. Ray

My name is Dr. Arlene Young. I am a Waterbury resident, therapist, business owner, and mother of two children who were educated in the Waterbury Public School system. I too was educated in this system and feel strongly about decisions that have negative consequences (immediate and long-term) for our black and brown children. Through an advocacy group founded by myself and two other colleagues, we challenge systems of oppression and advocate for culturally competent educational practices. This includes taking a critical look at who is considered for leadership positions in this district.

The next superintendent will have significant power and authority. This includes executing decisions that will impact the life trajectory of minority students. As I hope your firm knows, the black and brown students in this city experience disproportionate levels of disciplinary sanctions, have significantly lower graduation rates, and lower referral rates to gifted programs. Students of color also experience lower levels of performance on standardized tests, intra-district assessments and are more likely to be placed in alternative settings isolated from their peers. These disparate outcomes affect students throughout adulthood and have become generational dilemmas.

It is my charge and that of RACCE to critically analyze the proposed candidates for this position. It is not our job, we don't receive payment for drawing attention to this matter, nor do we look for praise or accolades. We simply see the elephant in the room when it comes to the systemic oppression of our black and brown children. We cannot stand by and watch someone hired as the next superintendent without asking the following questions:

- Will candidates be evaluated in ways to judge their understanding of Critical Race Theory and their ability to use CRT to develop cultural competency training for all school-based staff?
- Will the candidates speak out publicly against policies, procedures, and programming that are known to harm and at times traumatize black and brown students?
- Are the candidates familiar with the school-to-prison pipeline and willing to stop feeding its healthy systemic appetite with our black and brown students?
- Will the candidates be made aware of the disproportionately low numbers of black and brown students in talented and gifted (TAG) programming (whites were more than 2 times more likely to be enrolled in TAG programs in this district)? Therefore will candidates be evaluated on their track record of creating more access to TAG programming for black and brown students?
- Will candidates be judged on whether they can deploy Asset Based strategies and jettison Deficit Based Models of instruction and co-create services as well as programming with our community so that our students and families will have more and better opportunities to combat generational poverty, achievement gaps, and mass incarceration?

Beyond these questions and areas of concern, RACCE has generated a list of qualities and a base-line of credentials that our next superintendent must have in order to be successful at creating an equitable educational experience for our most underserved and under-protected students.

- Since "97 percent of superintendents whose districts enroll between 5,000 and 25,000 students" had earned a Ph.D. or an Ed.D. our next superintendent of schools should have earned at least one or the other (AASA, 2006).
- According to Great Schools, the leading national nonprofit empowering parents, a successful candidate will have to be "an instructional leader," and must not be "afraid to take risks or make a commitment[s]."
- Finally, it is RACCE's recommendation that a successful candidate must have experience using data to uncover and strategically address race-based disparities in student outcomes, student discipline, and student placement in SPED, ELL, and TAG programming.

These questions; concerns and recommendations will not come from any other organization, other than RACCE. We don't have an agenda; we just want equity and social justice for our black and brown students.

Respectfully,

Arlene Young, LCSW, Ed.D
Co-Founder
RACCE
1/24/2018

Carrie Swain

From: ELIZABETH BROWN
Sent: Thursday, January 25, 2018 11:20 AM
To: Carrie Swain
Subject: RE: RACCE Statement on Superintendent Search Process: Community Forum

forward to Scott Morgan, but I guess we need to acknowledge receipt! March 1st workshop please put Dept. of Health and Joe Gorman on the agenda for a Wellness Committee update. tks liz

President Waterbury BOE
Elizabeth C. Brown
Cell 203 560-7028

From: Carrie Swain
Sent: Thursday, January 25, 2018 9:54 AM
To: ELIZABETH BROWN
Subject: RE: RACCE Statement on Superintendent Search Process: Community Forum

Since it was sent directly to me I think it has to be????

From: ELIZABETH BROWN
Sent: Thursday, January 25, 2018 9:21 AM
To: Carrie Swain
Subject: Fwd: RACCE Statement on Superintendent Search Process: Community Forum

Carrie, since civil service is handling the super search, don't include this in communication . Tks

Sent from my iPhone

Begin forwarded message:

> **From:** Robert Goodrich <rgoodrich@racce.net>
> **Date:** January 24, 2018 at 9:16:40 PM EST
> **To:** ANN SWEENEY <asweeney@waterbury.k12.ct.us>, Carrie Swain <cswain@waterbury.k12.ct.us>, "clstango@waterbury.k12.ct.us" <clstango@waterbury.k12.ct.us>, ELIZABETH BROWN <ebrown@waterbury.k12.ct.us>, "jhernandez@waterbury.k12.ct.us" <jhernandez@waterbury.k12.ct.us>, "JOHN THERIAULT" <jtheriault@waterbury.k12.ct.us>, "jvanstone@waterbury.k12.ct.us" <jvanstone@waterbury.k12.ct.us>, KAREN HARVEY <kharvey@waterbury.k12.ct.us>, THOMAS VAN STONE SR. <tvanstone@waterbury.k12.ct.us>, <mserranoadorno@waterbury.k12.ct.us>
> **Subject: RACCE Statement on Superintendent Search Process: Community Forum**
>
> EXTERNAL MAIL
> Waterbury Board of Education Commissioners
>
> Please read attached. We request that Dr. Young's statement be considered to create the "job analysis [that] will be used to develop a leadership competence profile and create an updated job description" as it is noted in the agreement with Ray and Associates Section 1, subsection 1.1, i.

Carrie Swain

From: Danielle Albert <dnalbert1128@gmail.com>
Sent: Saturday, January 27, 2018 1:40 PM
To: Carrie Swain
Cc: ROBIN HENRY; ELIZABETH BROWN; ANN SWEENEY; THOMAS VAN STONE SR.; JASON VAN STONE; JOHN THERIAULT; CHARLES L. STANGO; JUANITA HERNANDEZ; KAREN HARVEY; CATHY AWWAD; MELISSA SERRANO ADORNO; Darren Schwartz; STEVEN STRAND; MELISSA BALDWIN
Subject: Follow up TAG Letter
Attachments: TAG LETTER.docx

EXTERNAL MAIL
Hello Carrie
I would like this letter added to the communication portion of back-up agenda for the next BOE mtg.
Thank you
Danielle

Danielle N. Albert
93 Kelsey St.
Waterbury CT 06706
203-597-9182

January 27, 2017

Greetings!

Deputy Superintendent Henry and Members of the Waterbury Board of Education,

I am writing to follow up on the status of the Talented and Gifted Programming (TAG). This is a subject that I have a personal investment and connection with because of my own 10 year-old daughter Abigayle, a student at Gilmartin School.

As many of you know, I began advocating for TAG programming here in the District almost 3 years ago. I saw the untapped talent in my own daughter and had several conversations with other parents regarding their own children. Conversations about what was missing in this District for our exceptional learners. What was being done for our children who needed more? It was not until Mrs. Michelle Baker began to reconstruct and manage the program; while coordinating the efforts of everyone involved, that things began to change.

The criteria for identifying children were set. Discussion and plans were implemented as far as how to move this program forward. With the guidance of Dr. Nancy Eastlake progress was made and the UCONN Rezulli Model began to take off in the District. Dr. Eastlake's time, knowledge and resources have been an intricate part of making this successful.

At the end of last year a group PPT was held for incoming 5th grade parents, that was my daughter Abigayle's group. And most recently there was a second group PPT held at Gilmartin School for 4th grade student parents. Mrs. Baker personally contacted every parent. As a parent, personal contact makes every difference when putting something like this together. It showed in the results.

I heard via several contacts that the PPT at was amazing. The Cafeteria was filled with engaged families. They were thrilled to know that their children are now being recognized and their talent will be supported and reinforced.

I want to ensure that Michelle Baker is recognized for all her hard work with bringing this program together. This has been a long, at times arduous process. There is still so much work to be done moving forward. It is my hope and expectation as a parent with a TAG child that the district will support this program in every way possible, with every resource possible.

On a personal level, I am extremely grateful to be included in the TAG Committee to offer my input as a parent. My Abby was so happy to finally begin her project on animals; she "wants to go to a shelter" and create a project that will somehow "raise and give money to shelters to help the animals"- she said.

I hope it is as gratifying to all of you as it is to me to be a part of building confidence in our students and dreams for their future successes. Thank you for your attention. I look forward to more good news and follow up as the components of our TAG program unfold.

Kindest Regards,

Danielle Albert