Waterbury Board of Education

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

M E M O R A N D U M

FROM: Carrie A. Swain, Clerk
Board of Education

DATE: May 1, 2024

TO: Michael J. Dalton, City Clerk

SUBJECT: Notice of Workshop/Committee Meetings, May 2, 2024, Wilby High School

The Committees of the Board of Education will meet on Thursday, May 2, 2024, 5:30 p.m., Wilby High School, Media Center, 568 Bucks Hill Road, Waterbury, Connecticut.

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at https://youtu.be/XLkVl1hFVms.

A G E N D A

SILENT PRAYER

PLEDGE ALLEGIANCE TO THE FLAG

PUBLIC SPEAKING

PRINCIPAL'S REPORT ~ Dr. Michelle Baker

1. *Committee on Finance/2 minutes* ~ Request approval to participate in the Healthy Food Certification Program per CGS 10-215f – L. Franzese.

2. *Committee on Finance/2 minutes* ~ Request approval of the food and beverage exemption statement for the Healthy Food Certification relative to CGS 10-221q – L. Franzese.

3. *Committee on Finance/5 minutes* ~ Request approval to apply for the School Readiness and Child Day Care FY 25 Continuation Funding Grant and sub-grantees selection – K. Pisano.

4. *Committee on Finance/5 minutes* ~ Professional Services Agreement with Waterbury Bridge To Success for Before and After School Care – J. Gopie.

5. *Committee on Finance/5 minutes* ~ Request approval of Amendment Five (5) to the Professional Services Agreement with Cormier Consulting, LLC for Teacher and Administrator Professional Development for Commissioner Network Schools – J. Frenis.

6. *Committee on Curriculum/5 minutes* ~ CTE Game Design and Development Curriculum – J. Frenis

7. *Committee on Curriculum/5minutes* ~ Financial Literacy Curriculum – J. Frenis.

8. *Committee on Finance/5 minutes* ~ Request permission to apply for the USDOE Congressionally Funded Community Project Grant – L. Allen Brown, D. Schwartz.

9. *Committee of the Whole/15 minutes* ~ Special Education and Pupil Personnel Report – W. Johns.

10. *Committee of the Whole/10 minutes* ~ Presentation: Strategic Plan Strategy Two – D. Schwartz.

11. *Committee on Finance/10 minutes:*
    a) FYI - ARP/ESSER Update.
    b) FYI - Monthly Expenditure Report for March.
    c) Transfer in the 2023/24 General Fund Budget – N. Albini.
    d) Transfer in the 2023/24 Capital Budget - N. Albini.

12. *Superintendent's Update* ~ Dr. Ruffin.

13. *Committee on Building & School Facilities/2 minutes* ~ Use of school facilities by school organizations and/or City departments – N. Albini.

14. *Committee on Building & School Facilities/2 minutes* ~ Use of school facilities by outside organizations and/or waiver requests – N. Albini.

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

a. Grant funded appointments:

Name	*Position/Location*	*FT/PT*	*Rate*	*Union*	*Funding*	*Effective*
Ariola, Patrick	Tutor Carrington	PT	$34/hr	NONBOE	Title I/A 23-25	03/21/24
Bussey, Elizaberth	Classroom Assistant Maloney	FT	$15.69/hr	UPSEU 68	MMS grant 23-24	04/22/24
Karp, Rochel	Tutor Bais Yaakov	PT	$25/hr	NONBOE	Title I Non-public	04/11/24

b. Miscellaneous After School Program appointments:

Name	*Position/Program*	*Location*
Littlefield, Mishaela	Teacher21st Century	Bucks Hill
Murphy, Amber	Teacher/21st Century	Bucks Hill
Alvardo, Stephany	Rec Specialist/21st Century	Bucks Hill
Osorio, Natalie	Teacher/ESSER	Duggan

c. Miscellaneous Summer School appointments:

Name	*Position/Program*	*Location*
Cruess, Carla	Administrator/RMS EAS	Rotella
Heidgerd, Angela	Sub Administrator/RMS EAS	Rotella
Wallace, Dana	Sub Administrator/RMS EAS	Rotella
Biolo, Dawn	Sub Teacher/RMS EAS	Rotella
Colon, Stephanie	Sub Teacher/RMS EAS	Rotella
Simoes, Odet	Sub Teacher/RMS EAS	Rotella
Stevens, Jeanne	Sub Teacher/RMS EAS	Rotella
Daddona, Stacey	Grade K Classroom Assistant/RMS EAS	Rotella
Salvatore, Melissa	Grade 1 Classroom Assistant/RMS EAS	Rotella
Monteiro, Greta	Grade 2 Classroom Para/RMS EAS	Rotella
James, Rebecca	Grades K, 1, 3, 4 Classroom Para/RMS EAS	Rotella
Rosser, Joseph	Network Specialist/RMS EAS	Rotella
Perugini, Anna	Secretary/Summer School	Maloney
Dunn, Andrew	Teacher/Summer School	Maloney
Zappone, Evette	EAS Site Administrator	North End

d. Extended School Year (ESY) Paraprofessional appointments:

Last Name	*First Name*		*Last Name*	*First Name*
Arline	Zhanise		James	Joelizz
Barragan Bravo	Brenda		James	Rebecca
Beamon	Samone		Janatiss	Sherrie
Biolo	Judy		Johns	Jasmine
Borgos	Danielle		Kasidas	Karrie
Bouley	Alyssa		Lajara	Anairis
Canfield	Kelley		Lamb	Rachel
Cipriano	Lisa		Leblanc	Michele I.
Colangelo	Sharon		Lebron	Leannie
Colon	Lena		Levett	Latanya
Cruz	Yailene		Lopez	Marlene
Curry	Jassee		Lucas	Leteacia

Del Moral	Denise		Maia	Latoya
Dunlap	Laura		Marino	Janice
Evans	Marlene		Melo	Adelyn
Falzarano	Kathleen		Mullen-Ginyard	Vickie
Farina	Cheryl		Nadimi	Candace
Field	Regina		Newman	Jessie
Fields	Jamesina		Nieves	Aubreya
Franks	Kendra		Nowell	Delores
Fuentes	Sonia		Otero	Vanessa
Geary	Julie		Painter	Cynthia
George	Kendra		Passmore	Kim
Gilliams	Brittany		Pino	Holly
Gizzie	Debora		Ramos	Stephanie
Gomez	Bianey		Rinaldi	LoriRae
Grant	Cheryl		Santiago	Jennifer
Guerrera	Marnie		Santiago	Maritza
Hardy	Paula		Torres	Shaileen
Harris	LaTonia		Turner	Gina
Hendrickson	Ronda		Van Stone	Emily
Hicks	Uniquewa		Williams	Monica

e. Resignations:

Name	*Assignment*	*Effective*
Hall, Amari	Grade 7/8 Math/Carrington	05/07/24
O'Brien, Nicholas	HS Math/WAMS	06/30/24

ADJOURNMENT

ATTEST: _____

Carrie A. Swain, Clerk
Board of Education

STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION

#1 & 2

TO: Sponsors of the National School Lunch Program

FROM: John Frassinelli for Shannon Yearwood, Bureau Chief
Bureau of Child Nutrition Programs

DATE: February 27, 2024

SUBJECT: Operational Memorandum No. 07-24
Requirements for Submitting the Healthy Food Certification (HFC) Statement for School Year 2024-25

The Healthy Food Certification (HFC) statute (C.G.S. Section 10-215f) requires that each local board of education or governing authority (BOE) for public schools participating in the National School Lunch Program (NSLP) each year must certify whether all food items sold to students separately from reimbursable meals will or will not meet the Connecticut Nutrition Standards (CNS). The CNS also applies to all foods offered in reimbursable snacks for the Afterschool Snack Program (ASP). **Note:** "Public schools" include all public schools, regional educational service centers, the Connecticut Technical Education and Career System (CTECS), charter schools, interdistrict magnet schools, and endowed academies.

This memo provides the required BOE motion language and instructions for the HFC application process for school year (SY) 2024-25. Please review carefully to ensure accurate and timely submission of the HFC Statement.

HFC Eligibility Requirements for BOEs opting to implement HFC

To be eligible for HFC during SY 2024-25 (July 1, 2024, through June 30, 2025), the BOE must conduct the HFC votes by **July 1, 2024**. All votes must use the **exact motion language** provided in attachment 1.

- All BOEs must vote on whether to participate in the healthy food option of HFC.
- If the BOE votes "yes" to the healthy food option, a vote on whether to allow food exemptions is required. The BOE may also choose to vote on whether to allow beverage exemptions.
- If the BOE votes "no" to the healthy food option, a vote on whether to allow food exemptions is not required. The BOE may choose to vote on whether to allow beverage exemptions.

Note: Beverage exemptions are defined by a separate statute (C.G.S. Section 10-221q) and are not part of the annual HFC Statement. If the BOE does not vote to allow beverage exemptions, noncompliant beverages cannot be sold to students on school premises at any time.

Refer to attachment 1 for the required motion language and a summary chart of the required votes.

HFC Application Process for SY 2024-25

All public school sponsors of the NSLP must complete the steps below to meet the HFC application deadline of **July 1, 2024**, for school year 2024-25**.**

1. Carefully review the requirements in this memorandum and Attachment 1 to ensure accurate and timely submission of the HFC Statement.

2. Schedule the required HFC votes at a BOE meeting **well before** July 1, 2024, to allow sufficient time for the BOE to approve the **draft** minutes before they are submitted to the CSDE. The HFC Statement must include the **final** BOE-approved minutes. If the district chooses to allow beverage exemptions, the CSDE recommends that the BOE conducts the vote on beverage exemptions at the same time as the HFC votes.

3. Conduct the BOE votes and prepare the BOE minutes. The final BOE-approved minutes must: 1) include the required language in attachment 1; and 2) indicate the results of each vote. Do not submit the final BOE-approved minutes until requested by the CSDE (refer to step 4).

4. **May 2024:** Complete the online HFC application module in the CSDE's Connecticut Online Application and Claiming System for Child Nutrition Programs (CNP System). Upload the final BOE-approved minutes indicating the results of the HFC votes. **Note:** The CSDE will notify sponsors when the HFC application module and instructions are available. Do not access the CNP System prior to receiving this notification.

For more information, visit the "Apply" section of the CSDE's HFC webpage. Training on the HFC application process is available in the CSDE's video, *Completing the Application Process for Healthy Food Certification*.

Refer to attachment 2 for a list of HFC compliance resources. Training on the HFC requirements is available in the CSDE's training program, *Complying with Healthy Food Certification*.

For questions or additional information, please contact Susan Fiore at 860-807-2075 or susan.fiore@ct.gov or Teri Dandeneau at 860-807-2079 or teri.dandeneau@ct.gov.

SKY:sff
Attachments: (2)

Important: This is a numbered Connecticut State Department of Education (CSDE) operational memorandum that contains important program information. Please read carefully and retain for future reference. All CSDE operational memoranda are posted on the CSDE's Operational Memoranda for School Nutrition Programs webpage.

Attachment 1

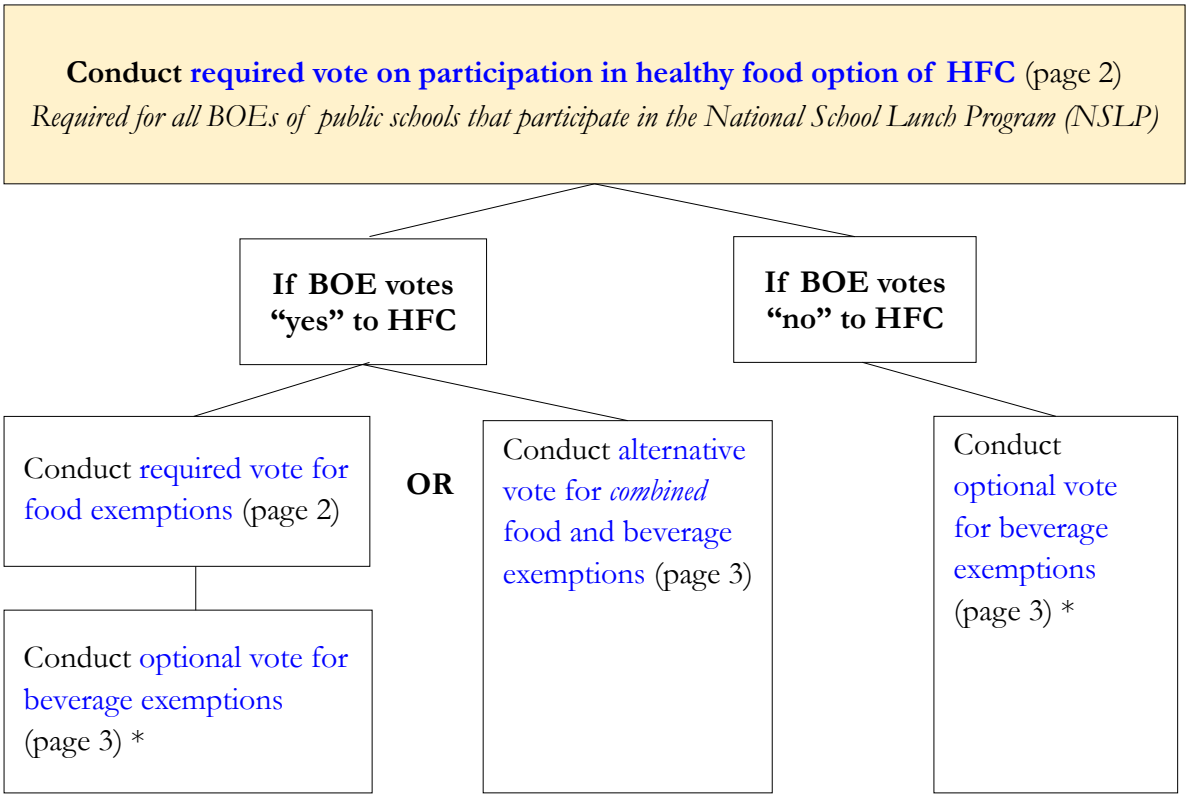
Required Motion Language for the Healthy Food Certification (HFC) Statement

School Year 2024-25

This attachment accompanies the Connecticut State Department of Education's (CSDE) Operational Memorandum No. 07-24: *Requirements for Submitting the Healthy Food Certification (HFC) Statement for School Year 2024-25*. It provides the required motion language for the board of education or governing authority's (BOE) votes and the final BOE-approved minutes that must be submitted to the CSDE with the annual HFC Statement. The HFC Statement and final BOE minutes are due to the CSDE on July 1, 2024.

Use the **exact motion language** on pages 2-3 to conduct the required HFC votes and the optional vote for beverage exemptions (if applicable). Figure 1 summarizes the required BOE votes.

Figure 1. Summary of BOE Votes



* Beverage exemptions are defined by a separate statute (C.G.S. Section 10-221q) and are not part of the annual HFC Statement. BOEs may choose whether to allow beverage exemptions. If the BOE does not vote to allow beverage exemptions, noncompliant beverages cannot be sold to students on school premises at any time.

Attachment 1

Required Motion Language for HFC Statement

Required Language for BOE Votes and Minutes for HFC

Each BOE must complete their HFC votes using the required motion language below.

Vote 1: Required vote for participation in healthy food option of HFC
This vote is required for all BOEs that participate in the NSLP. Each BOE must vote "yes" or "no" to participate in the healthy food option of C.G.S. Section 10-215f and follow the Connecticut Nutrition Standards (CNS). The motion and BOE-approved meeting minutes must include the **exact motion language** below:

> Pursuant to C.G.S. Section 10-215f, the (*insert name of board of education or governing authority*) certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

Vote 2: Required vote for food exemptions for BOEs choosing healthy food option of HFC
This vote is required for all BOEs that vote "yes" to participate in the healthy food option. The motion and BOE-approved meeting minutes must reflect a "yes" or "no" vote to allow food exemptions using the **exact motion language** below**.**

> The (*insert name of board of education or governing authority*) will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food sales.

Note: If the BOE votes "no" to participation in the healthy food option, a vote on whether to allow food exemptions is **not** required.

Attachment 1

Required Motion Language for HFC Statement

Required Language for BOE Votes and Minutes on Beverages

The state beverage requirements (C.G.S. Section 10-221q) apply to all public schools, regardless of whether the district participates in the NSLP or certifies for the healthy food option of HFC. BOEs may choose whether to allow beverage exemptions. Districts without a beverage exemption in place can never sell noncompliant beverages to students on school premises.

Vote 3: Optional vote for beverage exemptions for all BOEs
If the BOE chooses to allow beverage exemptions, the BOE motion must include the **exact motion language** below.

> The (*insert name of board of education or governing authority*) will allow the sale to students of beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the beverages are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. The "school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the beverage sales.

Required Language for Option to Combine Food and Beverage Exemptions

BOEs that vote "yes" to participate in the healthy food option may choose to combine the two separate food and beverage exemptions into one motion, by using the **exact motion language** below. This combined option replaces votes 2 and 3 above.

> **Required motion language for combined food and beverage exemptions:** The (*insert name of board of education or governing authority*) will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales.

Attachment 2

Healthy Food Certification (HFC) Resources

This attachment accompanies the Connecticut State Department of Education's (CSDE) Operational Memorandum No. 07-24: *Requirements for Submitting the Healthy Food Certification (HFC) Statement for School Year 2024-25*. It includes CSDE resources and websites that provide guidance on meeting the federal and state requirements for foods and beverages in HFC public schools. For a comprehensive list of resources, refer to the CSDE's document, *Resources for Meeting the Federal and State Requirements for Competitive Foods in Schools*.

- Allowable Beverages in Connecticut Public Schools
- Beverage Requirements (CSDE webpage)
- Beverage Requirements for Connecticut Public Schools
- Connecticut Nutrition Standards (CSDE webpage)
- CSDE Training Module: Completing the Application Process for Healthy Food Certification
- CSDE Training Program: Complying with Healthy Food Certification
  Recorded modules on meeting the HFC requirements and related state laws
- Ensuring District Compliance with HFC
- Evaluating Foods for Compliance with the Connecticut Nutrition Standards
  ("How To" section of CSDE's Connecticut Nutrition Standards webpage)
- Guidance on Evaluating Recipes for Compliance with the Connecticut Nutrition Standards
- Guide to Competitive Foods in HFC Public Schools
- Healthy Food Certification (CSDE webpage)
- How to Evaluate Foods Made from Scratch for Compliance with the CNS
- How to Evaluate Purchased Foods for Compliance with the CNS
- List of Acceptable Foods and Beverages (CSDE webpage)
- Overview of Connecticut Competitive Foods Regulations
- Questions and Answers on Connecticut Statutes for School Food and Beverages
- Requirements for Competitive Foods in HFC Public Schools
- Requirements for Food and Beverage Fundraisers in HFC Public Schools
- Requirements for Foods and Beverages in Culinary Programs in HFC Public Schools
- Requirements for Foods and Beverages in School Stores in HFC Public Schools
- Requirements for Foods and Beverages in Vending Machines in HFC Public Schools
- Summary Chart: Federal and State Requirements for Competitive Foods in HFC Public Schools
- Summary of Connecticut Nutrition Standards

#3

Waterbury School Readiness

Executive Summary

DATE: March 27, 2024

TO: Honorable Board of Education

Honorable Board of Alderman

From: Krista Pisano, School Readiness Liaison

Subject: Approval of 2024-2025 School Readiness Application to the Office of Early Childhood

On behalf of the School Readiness Council, I am hereby submitting for your approval the FY 25 Waterbury School Readiness Application and selection of sub-grantees for presentation and approval by the Waterbury Board of Education and Board of Alderman. Funding is to be determined by the State of Connecticut. Waterbury has received this grant every year since 1997.

The total funding for the grant for FY 25 is: $11,081,316.00. The increase in funding is due to a change in yearly reimbursement rate for full day/full year spaces. This will fund 1311 preschool spaces. Programs recommended to receive funding are listed in the table below. This is an extension year of a grant from the State Office of Early Childhood which did not require a full grant application or RFP. The Waterbury School Readiness Council voted March 26, 2024 to fund the programs below.

Program Name	Slots and Type	Grant Award FY 25
The Ark	79 Full Day/Full Year	$829,500.00
Catholic Charities	40 Full Day/Full Year	$420,000.00
Children's Community School	36 Full Day/Full Year	$378,000.00
Children's Village*	22 Full Day/Full Year	$231,000.00
Easterseals	274 Full Day/Full Year	$2,856.,000.00
Naugatuck Valley CC- CDC*	20 Full Day/Full Year 2 Part Day/Part Year	$219,000.00
Muriel Moore CDC (NOI)	83 Full Day/ Full Year	$871,500.00
TEAM- Slocum School	128 Extended Day	$354,816.00
Greater Waterbury YMCA	291 Full Day/Full Year	$2,929,500.00
Waterbury Public Schoools	278 School Day/School Year 72 Part Day/Part Year	$1,992,000.00
Total Funding for Waterbury		**$11,081,316.00**

The School Readiness grant is intended to provide funds for preschool spaces in center-based programs including for-profit and not-for-profit private preschool programs, public preschool programs, Head Start programs and state-funded child care programs. School Readiness grant funds will be used to reimburse sub-grantees dependent on the type of space the program provides for children enrolled in the following manner:

Space Type	Services	Rate
Full Day	10 hours a day for 52 Weeks	$10,500.00
School Day	6 hours a day- 180 Day minimum	$6,000.00
Part Day	2.5 Hours a day- 180 day minimum	$4500.00
Extended Day (wrap around)	Extends the day	$2772.00

These reimbursement rates were established by legislation and cannot be altered by the municipality. Therefore, decision making on award of funding is not dependent on the lowest bidder but is determined by rating received on application and ability to meet quality education components on the grant.

Included as part of the application is a companion grant of $75,641.00 of Quality Enhancement funds for FY 25. The purpose of this grant is to provide funding for early care and education programs to address quality standards and/or expand comprehensive services for children and families. The School Readiness Council met to set their priorities for this grant for the upcoming fiscal year, and voted to use this year's QE dollar to continue the coaching and support in individual programs in regards to challenging behaviors of children.

In addition, the grant requires a $25,000 match from the city in order to receive $100,000 in funds for the administration of the grant.

Respectfully submitted,

Krista Pisano

Waterbury School Readiness

Survey Completion

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Q1.4

PRIORITY AND COMPETITIVE SCHOOL READINESS
FY 25 CONTINUED FUNDING COMMUNITY APPLICATION
Grant Period: July 1, 2024 through June 30, 2025

Legislative Authority
Connecticut General Statutes
Sections 10-16o through 10-16r and Sections 10-16t through 10-16u

SCHOOL READINESS COUNCIL RECOMMENDATIONS FOR FY24 FUNDING

The intent of this application is for School Readiness Councils to request FY25 continued funding for programs that received School Readiness funding during FY24.

Completion of this application notifies the Office of Early Childhood (OEC) that the Council has ensured each sub-grantee recommended for continued funding has met the OEC requirements for School Readiness. Refer to the OEC State-Funded Program General Policies and OEC State-funded Reporting Requirements and Protocol to review these requirements.

Councils may opt to open the FY25 application process to the public to allow new programs to apply for FY25 School Readiness funding. Councils are not required to open the application process and may opt to fund only programs approved for funding during FY24.

FOR ALL DISTRICTS WITH PROGRAMS REQUESTING CONTINUED FUNDING:

- Sub-grantees approved for FY24 School Readiness funding may request to shift a portion or all of their spaces from a currently funded School Readiness site to another School Readiness funded site operated by the same sub-grantee.
- Sub-grantees approved for FY24 School Readiness funding may request to shift a portion or all of their spaces from a currently funded School Readiness site to a new site location operated by the same sub-grantee for FY25. Evidence of compliance with School Readiness requirements must be demonstrated for the new site prior to approval and implementation of the change.
- Councils may elect to reallocate spaces between currently funded sites to maximize utilization and better meet the needs of families in the community.
- The effective date for all OEC approved space and funding changes included in this application is July 1, 2024.

FOR DISTRICTS OPTING TO INVITE NEW PROGRAMS TO APPLY FOR FY25 SCHOOL READINESS FUNDING:

- Districts opting to open the FY25 application process are required to issue a public notice inviting new programs to apply and to provide those programs with the Local Competitive Application.
- Councils must attest that new programs recommended for funding meet School Readiness Requirements.
- Funding awarded to new programs must be within the District's preliminary allocation based on March 30 space allocations.

OEC final approval of new programs is required.

Please select one choice below to indicate the council's decision:

- ○ The School Readiness Council is electing to add one or more new programs.
- ◉ The School Readiness Council is electing **NOT** to add any new programs.

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Q1.5

SCHOOL READINESS OVERVIEW AND DESCRIPTION

Download and review the SCHOOL READINESS OVERVIEW AND DESCRIPTION document which includes the purpose of the program outlined in the Connecticut General Statutes as well as a description of Space Types and Rates, Monitoring Requirements and Reports, and Eligible Recipients for the program.

- (●) **Affirmation the Liaison and School Readiness Council have reviewed the School Readiness Overview and Description document and have met the requirements outlined therein.**

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SCHOOL READINESS FY25 CONTINUED FUNDING APPLICATION

This grant is supported by the State of Connecticut Office of Early Childhood

GRANT PERIOD

July 1, 2024 to June 30, 2025

Q2.1 **GRANTEE NAME**

Waterbury

Q2.2. **APPLICATION CONTACT PERSON**
(School Readiness Liaison/Grant Application Contact)

Name	Krista Pisano
Title	School Readiness Liaison
Address	308 Church Street
City	Waterbury
Zip Code	06702
Telephone	203-573-6684
E-mail	krista.pisano@waterbury.k12.ct.us

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Q2.3.

ADMINISTRATION, COORDINATION AND EVALUATION OF THE GRANT

Section 10-16p (g) of the C.G.S. requires each School Readiness community to *"designate a person to be responsible for such coordination, program evaluation and administration and to act as a liaison between the town and the Commissioner of the Office of Early Childhood."*

Liaison Name	Krista Pisano
Liaison Phone	2035736684
Alternate Liaison Phone (optional)	8605386388
Liaison Email	krista.pisano@waterbury.k12.ct

Q2.4.

ROLE OF THE LIAISON

Per GP C-01 the liaison is responsible for the coordination, program evaluation and administration of the School Readiness Grant and serves as liaison between the local or regional SRC and the OEC. One of the primary responsibilities is to recruit eligible programs for potential funding.

MONITORING SUB-GRANTEE COMPLIANCE WITH GRANT REQUIRMENTS

The responsibilities of the Liaison also include conducting regular site visits to monitor compliance with all of the School Readiness grant requirements and develop action plans for improvement as appropriate. The areas to be regularly monitored include:

o Fiscal and policy compliance
o Staff qualifications
o Attendance
o Family fees
o Annual State Single Audits required for programs receiving $300,000 or more of state funds
o Curriculum and assessment
o Accreditation and approval timelines
o Licensing
o Professional development activities
o Program adherence to all School Readiness components

◉ **Affirmation monitoring of FY24 School Readiness funded program sites has been conducted and evidence of compliance with these requirements has been observed for each School Readiness funded program site recommended for continued funding.**

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Q2.5. **FISCAL AGENT**

Name of Fiscal Agency	Krista Pisano
Address	236 Grand Street 4th Floor
City	Waterbury
Zip Code	06702
Federal ID #	541794519
Agency Contact Name	Thomas Bell
Agency Contact Email	tbell@waterbury.k12.ct.us
Phone	203-574-8031

Q2.6

ROLE OF THE FISCAL AGENT

Conduct fiscal related activities for all grants awarded to programs through the fiscal agent including but not limited to:

- Submission of budgets, budget revisions, fund requests and project-end Final Expenditure Report in eGMS;
- Distribution of Administrative, Quality Enhancement and funds earned by programs for services provided, complete the project-end Final Expenditure Report.
- Distribution of additional grant funds awarded to School Readiness funded program through eGMS.

◉ **Affirmation the Fiscal Agent is aware of their role and responsibility for completing the fiscal activities required of this grant in a timely manner to ensure the prompt distribution of these funds; and that the fiduciary's governing body does not hold decision-making authority regarding the administration, coordination, or evaluation of the School Readiness Grant, including funding decisions.**

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Q2.7.

SCHOOL READINESS COUNCIL ACCOUNTABILITY AND STRUCTURE

As outlined in the School Readiness Statute under C.G.S. section 10-16r (b), the local SRC shall:
Make recommendations to the chief elected official and the superintendent of schools on issues relating to School Readiness, including any applications for grants pursuant to sections 10-16p, 10-16u, 17b-749a and 17b-749c of the C.G.S.;

- foster partnerships among providers of School Readiness programs;
- cooperate with the Connecticut Office of Early Childhood (OEC) in any program evaluation, use measures developed pursuant to section 10-16s of the C.G.S. for purposes of evaluating the effectiveness of School Readiness programs;
- identify existing and prospective resources and services available to children and families;
- facilitate the coordination of the delivery of services to children and families, including (1) referral procedures, and (2) before-and after-school child care for children attending kindergarten programs;
- exchange information with other SRCs and community organizations serving children and families;
- make recommendations to school officials concerning the transition from School Readiness programs to kindergarten; and
- encourage public participation.

Click this link to download and review additional information:

GP-C01 School Readiness Council Membership, Responsibilities and Role of the Liaison

◉ **Affirmation the Liaison and Council have reviewed GP-C-01 and understand their roles and responsibilities.**

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Survey Completion

0% 100%

Q2.8

SCHOOL READINESS COUNCIL MEMBERSHIP

In order to satisfy the School Readiness Statute under Connecticut General Statutes (C.G.S.) section 10-16r (a), In order to satisfy the School Readiness Statute under Connecticut General Statutes (C.G.S.) section 10-16r (a), the chief elected official of the town or, in the case of a regional school district, the chief elected officials of the towns in the school district: and the superintendent of schools for the school district shall jointly appoint and convene such council. Each school readiness council shall be composed of:

- The chief elected official, or the official's designee;
- The superintendent of schools, or a management level staff person as the superintendent's designee;
- At least twenty-five percent of the membership of the school readiness council shall be parents or guardians of children eligible to attend a school readiness program;
- Representatives from local programs such as Head Start, child care providers receiving state financial assistance pursuant to section 8-210, family resource centers, nonprofit and for-profit child care centers, group child care homes, prekindergarten and nursery schools, and family child care home providers;
- A representative from a health care provider in the community;
- The local homeless education liaison designated by the local or regional board of education for the school district, pursuant to Subtitle B of Title VII of the McKinney-Vento Homeless Assistance Act, Substitute House Bill No. 6559 Public Act No. 21-172 18 of 37 42 USC 11431 et seq., as amended from time to time;
- A representative from a workforce or job training entity in the community;
- A representative from a local business in the community; and [(7)]
- Other representatives from the community who provide services to children.

Refer to GP C-01 for additional information relating to SRC membership, role, and responsibilities.

- (◉) **Affirmation the Liaison and Council Chairs are aware of the School Readiness Council membership requirements and these requirements have been met.**

Q2.9 By checking each of the items below, the Council and Liaison acknowledge their roles and responsibilities relating to the submission of data and information to the OEC including but not limited to:

- [x] **Monthly Reports via ECE Reporter in accordance with submission dates established by the OEC.**
- [x] **Requests relating but not limited to fiscal data, utilization, attendance, staffing, child enrollment and family income**
- [x] **Changes in program site licensing status**
- [x] **Changes in program site contacts and/or contact information.**
- [x] **Changes to the role and/or contact information for the Liaison, Fiscal Contact and Council Chair(s)**
- [x] **Loss of program site accreditation**
- [x] **Changes requiring OEC Program Manger approval prior to the implementation of changes including relocation of a program site, reallocation of spaces between program sites or programs, conversion of space types, addition of program sites.**
- [x] **Grantees are required to participate in all state-level evaluation activities.**

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Q2.10.

STAFF QUALIFICATIONS, PROFESSIONAL DEVELOPMENT AND EARLY CHILDHOOD PROFESSIONAL REGISTRY

Staff Assigned as DQSMs who do not meet QSM requirements

Click on this link to review:

FY 25 SCHOOL READINESS PROGRAM OVERVIEW

Programs should actively support staff to achieve QSM requirements: provide guidance and track progress in individual and program-wide professional development plans [also see NAEYC Program Standards and Accreditation Assessment Items – Standard 6 Topic Area D – Ongoing Professional Development; and OEC licensing regulations – Staffing 19a- 79-4a(g)]. Staff enrolled in degree programs have a **Plan Of Study (POS)** developed and regularly updated with the staffer's college advisor. The POS should be regularly reviewed and referenced during professional development plan check ins. Staff should make measurable progress toward qualifications goals, keeping in mind that the ultimate goal is for 100% DQSM staff to have their ECE bachelor degree by July 1, 2029.

Select one:

- ○ **All DQSMs meet QSM requirements – POS are not applicable**
- ◉ **POS are evident for all DQSMs who currently do not meet QSM requirements**
- ○ **POS are evident for some but not all DQSMs who currently do not meet QSM requirements**
- ○ **No evidence of POS for DQSMs who currently do not meet QSM requirements**

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Survey Completion

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COMMUNITY APPLICATION DOCUMENT UPLOADS

Include the name of community in the title of all documents uploaded.

All program/site names listed in documents MUST **exactly match** the name as it appears on the program license
and in the Early Childhood Professional Registry.

Q5.1

SCHOOL READINESS COMMUNITY CONTACT AND DATA INFORMATION

Provide current contact and data information for program and district grant contacts.

Prior to submission, it is important to confirm all information provided is current and accurate.

COMMUNITY SR CONTACT AND DATA FY25 FINAL.xls

Complete and upload the [COMMUNITY NAME] CONTACT AND DATA FY25 form

Waterbury_SR_CONTACT_AND_DATA_FY25.xls

0.6 MB

application/x-cfb

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Q5.2

COMMUNITY SPACE AND FUNDING REQUEST GRID

List the number of spaces requested for each individual approved school readiness site by space type. Funding amounts will automatically populate.

Total funding for the district may not exceed the preliminary allocation calculation provided by the OEC.

COMMUNITY SR SPACE AND FUNDING GRID FY25 FINAL.xlsx

Complete and upload the [COMMUNITY NAME] SPACE AND FUNDING GRID FY25 form

Waterbury_SR_SPACE_AND_FUNDING_GRID_FY25.xlsx

23.1 KB

application/vnd.openxmlformats-officedocument.spreadsheetml.sheet

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Q5.3.

SCHOOL READINESS GRANT FUNDS REQUESTED

SPACES:
Funding value for the spaces being requested.

11,081,316.00

ADMINISTRATIVE FUNDS:
Funds for the administration, coordination and evaluation of the grant.

100,000.00

TOTAL SCHOOL READINESS FUNDS REQUESTED:

11,181,316.00

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Survey Completion

0% 100%

Q5.4.

SCHOOL READINESS COMMUNITY BUDGET

Applicants must complete the School Readiness Budget Justification Page (tab 1 of the SR Budget Workbook), providing a brief justification for each line item expenditure in the grant budget. The ED114 Budget Page (tab 2 of the SR Budget Workbook) will auto-calculate based on totals from the Budget Justification Page. Budgets will be entered in the Electronic Grant Management System (eGMS) and will require district and OEC approval for funds to become available.

For the purposes of this application, all funds requested for spaces shall be placed on line 500 in column B on the Budget Justification Page and the name and amount of funds allocated for each program shall be listed in the description. Upon receiving OEC Fiscal budget approval in eGMS, Grantees that also operate a School Readiness funded program are required to submit a budget revision in eGMS to spread the portion of the funds allocated for the program operated by the Grantee across all applicable budget lines.

Administrative Funds shall be spread across all applicable budget lines in column A on the Budget Justification Page.

An explanation of budget codes can be found here:

GRANTEE BUDGET CODES.pdf (resource only, do not submit)

[COMMUNITY] SR BUDGET WKBK FY25.xls

Complete and upload the [COMMUNITY NAME] BUDGET WKBK FY25 form

Waterbury_SR_BUDGET_WKBK_FY25.xls

74.8 KB

application/x-cfb

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Q5.5.

COMMUNITY ADMINISTRATIVE FUNDS MATCH

Administrative Costs: Each town shall designate a person to be responsible for the coordination, program evaluation and administration and to act as the Liaison between the Town and the Office of Early Childhood. The town may use up to five percent of the grant but no more than $50,000 of the amount received, or if the town provides $25,000 in local funding for early childhood education coordination, program evaluation and administration, the town may use up to 10 percent but no more than $75,000 for such coordination, program evaluation and administration provided that no funds received by a town shall be used to supplant federal, state or local funding received by the town for early childhood education.

If a community receives more than $75,000 in admin, there may be a local match of up to $25,000. If there is a local match, please upload a letter to the OEC indicating a local match and the amount. *This letter is not required to be signed by the Chief Elected Official. School Readiness Fiscal Agent Contact or Council Chair signature will be accepted.)*

Select one:

- (●) **Community provides a local match of up to $25,000 (upload letter in Q5.6 required)**
- ( ) **Community is not eligible or elects not to provide a local match of up to $25,000**

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Survey Completion

0% 100%

Q5.6.

Upload match letter if applicable

Match letter.pdf

0.1 MB

application/pdf

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SCHOOL READINESS QUALITY ENHANCEMENT GRANT

FY 25 CONTINUED FUNDING APPLICATION

This grant is supported by the Connecticut Office of Early Childhood

GRANT PERIOD

July 1, 2024 to June 30, 2025

Q6.1.

SCHOOL READINESS QUALITY ENHANCEMENT OVERVIEW AND DESCRIPTION

Please click on the link below to download and review the document which includes the purpose of the program outlined in the Connecticut General Statutes as well as priorities for funding and funding amounts.

QUALITY ENHANCEMENT USES AND OVERVIEW

Once you have reviewed this information, please check the box below to affirm you have read the attached document and shared with all relevant stakeholders.

- (●) **Affirmation the Liaison and Council have reviewed the School Readiness Quality Enhancement Grant Program Overview and Description and will follow the requirements outlined therein and have shared it with all relevant stakeholders.**

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0% 100%

Q6.2.

SCHOOL READINESS QUALITY ENHANCEMENT FY 25 PROPOSED EXPENDITURES

○ **Quality Enhancement activities approved through the FY24 Quality Enhancement Grant application will NOT change for FY25 and funds will continue to be expended in accordance with the allowable uses listed in the School Readiness Quality Enhancement Overview and Allowable Uses document.**

◉ **Quality Enhancement activities requested to be funded in FY24 will change for FY25 and funds will continue to be expended in accordance with the allowable uses listed in the School Readiness Quality Enhancement Overview and Allowable Uses document.**

Q6.3. Indicate the amount of Quality Enhancement funding requested for FY25. Total may not exceed OEC approved Quality Enhancement allocation awarded to the district during FY24.

Quality Enhancement Funds Requested 75,641.00

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0% 100%

Q7.1

GRANT SIGNATURES and STATEMENT OF ASSURANCES

If it is not possible to obtain board or similar approval prior to submission of the grant application, the official board approval or similar document should be sent under separate cover, no later than June 1, 2024. Applications will not be considered complete until all required signature documents have been received.

Click next to the title of the documents that have **NOT** been uploaded into this application. Documents that are not submitted in this application must be submitted **to schoolreadiness@ct.gov no later than June 1, 2024.**

- [x] **School Readiness and Quality Enhancement Grant Signature Page**
- [x] **Grantee Statement of Assurances Signature Page**

Q7.2

CONNECTICUT OFFICE OF EARLY CHILDHOOD FY25 STANDARD STATEMENT OF ASSURANCES GRANT PROGRAMS

Click on the link below to download and review the Grant Statement of Assurances

GRANTEE SR STATEMENT OF ASSURANCES DOCUMENT

Q7.3

COMMUNITY FY25 GRANTEE SOA SIGNATURE PAGE

Complete and upload [COMMUNITY NAME] SCHOOL READINESS GRANTEE STATEMENT OF ASSURANCES SIGNATURE PAGE FY25

Drop files or click here to upload

Q7.4

SCHOOL READINESS AND QUALITY ENHANCEMENT GRANT APPLICATION SIGNATURE PAGE

COMMUNITY FY 25 SR QE GRANT SIGNATURE PAGE

Complete and upload the [COMMUNITY NAME] SCHOOL READINESS AND QUALITY ENHANCEMENT GRANT SIGNATURE PAGE FY25

Drop files or click here to upload

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Survey Completion

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CERTIFICATION PAGE

Do not go past this page
unless you intend to submit your application at this time.

Once submitted, you will no longer have access to this application.

There are no further questions in this application.
Please be sure to go back and check that all questions have been answered.

After you certify below that all questions have been answered and you are sure you want to submit this application and click the "Next" button, your application will have been submitted.

The next page that appears after submission will be a summary response.

Click on the PDF icon at the top of the next page

to download & print your completed application.

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SCHOOL READINESS AND QUALITY ENHANCEMENT GRANTS

FY 25 CONTINUED FUNDING GRANT SIGNATURE PAGE

July 1, 2024 to June 30, 2025

(Please provide electronic signature or print to sign)

DISTRICT NAME: Waterbury

APPLICATION CONTACT PERSON NAME: Krista Pisano

CONTACT PHONE: 203-573-6684

CONTACT EMAIL: krista.pisano@waterbury.k12.ct.us

ESTIMATED FUNDING REQUESTED

SCHOOL READINESS: 11,081,316.00

ADMINISTRATIVE FUNDS: 100,000.00

TOTAL: 11,181,316.00

QUALITY ENHANCEMENT FUNDING REQUESTED: 75,641.00

We, the undersigned authorized chief administrative officials submit this proposal on behalf of the applicant agency, attest to the appropriateness and accuracy of the information contained therein, and certify that this proposal, if funded, will comply with all relevant requirements of the state and federal laws and regulations.

In addition, funds obtained through this source will be used solely to support the purpose, goals and objectives as stated herein.

Chief Elected Official Signature:

Printed Name:

Agency: **Date:**

Superintendent Signature: Verna D. Ruffin

Printed Name: Verna D. Ruffin

Agency: Waterbury Public Schools **Date:** April 10, 2024

Last date for submission to schoolreadiness@ct.gov is June 1, 2024.
This signed document is required for final grant approval.

FY 25 SCHOOL READINESS and QUALITY ENHANCEMENT GRANTS

July 1, 2024 to June 30, 2025

GRANTEE STATEMENT OF ASSURANCES SIGNATURE PAGE

This signed document is required for final grant approval.

Grantee: District: Waterbury

We, the undersigned authorized officials, do hereby certify that these assurances shall be fully implemented for all grants issued by the Office of Early Childhood through the School Readiness Program.

(Please provide electronic signature or print to sign)

Chief Elected Official Signature:

Printed Name: Mayor Paul K. Pernerewski, Jr.

Title: Mayor

Date:

Superintendent Signature: Verna D. Ruffin

Printed Name: Dr. Verna Ruffin

Title: Superintendent

Date: 4/4/2024

Complete this section if the Fiscal Agent is other than the Municipality or the School District:

Fiscal Agent Signature:

Printed Name:

Title:

Date:

WATERBURY
PUBLIC SCHOOLS

#4

Jade L. Gopie
Assistant Superintendent
(203) 574-8023
jgopie@waterbury.k12.ct.us

Date: April 24, 2024

To: Waterbury Board of Education

From: Jade L. Gopie, Assistant Superintendent

Subject: Revised Funding Sources with Bridge to Success for Community School Site Coordinators

The purpose of the request is to adjust the funding sources of the contract with Bridge to Success for the five (5) Community School Site Coordinators. The request is a result of the timeline under which ESSER Funding must be encumbered.

The request is to revise the contract to reflect the funding source for services from August 1, 2023, to August 1, 2024, as ESSER. The funding sources for services from August 2, 2024 - August 1, 2026, are Title I, Title IIA, and Title IV grant funding.

The services provided include:

- Five (5) Boost Community School Site Coordinators will serve as point contact for service recipients, program participants, guardians, and community members in need of information regarding specific programming, services, and/or the Community Schools Initiative.
- On-going coordination with School-Based Parent Liaisons to discuss strategy and support mutual efforts, maintain regular communication with the school administration, teachers, and other school staff to provide ongoing support and exchange of program/service information.
- On-going coordination of wrap-around services and resources for students, parents/caregivers, educators, and their communities.

Respectfully,

Jade L. Gopie
Jade L. Gopie
Assistant Superintendent

AMENDMENT #2

to

PROFESSIONAL SERVICES AGREEMENT
For

Before and After School Care

between
The City of Waterbury, Connecticut
and

Waterbury Bridge to Success

THIS AMENDMENT #2 ("Amendment 2"), effective on the date signed by the Mayor, is by and between the CITY OF WATERBURY (hereinafter the "City"), City Hall, 235 Grand Street, Waterbury, Connecticut and WATERBURY BRIDGE TO SUCCESS (hereinafter "Contractor"), an organization located at 100 North Elm Street, 2nd Floor, Waterbury, Connecticut (jointly referred to as the "Parties" to this Amendment 2).

WHEREAS, the City entered into an Agreement with Contractor effective on June 1, 2023 to provide five (5) Boost Community School Site Coordinators at Carrington, Duggan, Gilmartin, Reed, and Wendell Cross schools (the "Agreement"); and

WHEREAS, the Parties executed the First Amendment (Amendment #1) to the Agreement effective on October 18, 2023, in order to extend the term of the Agreement, on the same terms and conditions as the Agreement; and

WHEREAS, in accordance with Section 21 of the Agreement, the Parties hereby wish to amend the Agreement for a second time in order to change the funding source for the term of the Agreement during the time period August 1, 2024 to August 1, 2026; and

NOW THEREFORE, THE PARTIES AGREE TO AMEND SAID AGREEMENT AS FOLLOWS:

1. **Paragraph 2 of the Agreement shall be amended as follows:**

WHEREAS, for the time period August 1, 2023 through July 31, 2024, the City's purchases under the Agreement will be funded by monies received by the City pursuant to the funding provisions of the Elementary and Secondary School Emergency Relief Fund funded under the Federal Coronavirus Response and Relief Supplemental Appropriations Act 2021, signed into law December 27, 2020 (ESSER II Fund) or pursuant to the American Rescue Plan Act Elementary and Secondary School Emergency Relief Fund (ARP ESSER or ESSER III) signed into law March 11, 2021; and for the time period August 1, 2024 through August 1, 2026, the City's purchases under the Agreement will be funded by monies received by the City pursuant to the funding provisions of Title I.

2. Other than as set forth herein, all other terms, conditions and provisions of the Agreement effective June 1, 2023, as amended in Amendment 1 effective October 18, 2023, shall remain in full force and effect and binding upon the Parties.

[Signature Page Follows]

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

WITNESSES: **CITY OF WATERBURY**

Sign:_____ By:_____

Print name: Paul K. Pernerewski, Jr., Mayor

Sign:_____ Date:_____

Print name:

WITNESSES: **WATERBURY BRIDGE TO SUCCESS**

Sign:_____ By:_____

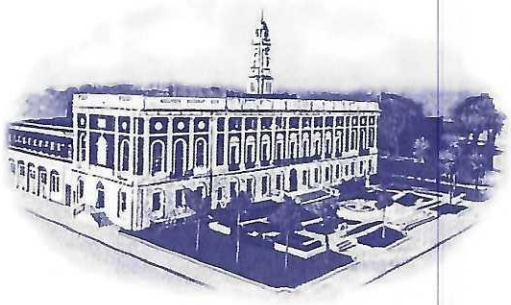
Print name:

Its:_____

Sign:_____ Date:_____

Print name:

KEVIN McCAFFERY
DIRECTOR OF PURCHASING



OFFICE OF THE DIRECTOR OF PURCHASING

THE CITY OF WATERBURY

CONNECTICUT

To: Jade L. Gopie, Assistant Superintendent

From: Kevin McCaffery, Director of Purchasing

Subject: Waiver Request – Amendment to Contract for five Boost Initiative with Bridge to Success

Date: February 5, 2024

I have reviewed the attached memo provided by Jade Gopie, Assistant Superintendent, concerning the above amendment due to funding sources.

The following does apply per § 38.073 **AMENDMENTS TO CONTRACTS**

(B) (1) The amendment is consistent with the scope of the original procurement.
(2) Soliciting qualifications, proposals or competitive bids for purchase would:
(a) Cause a hardship for the City of Waterbury

Therefore, it is my opinion to proceed with the amendment with the above-mentioned vendor.

WATERBURY
PUBLIC SCHOOLS

Jade L. Gopie
Assistant Superintendent
(203) 574-8023
jgopie@waterbury.k12.ct.us

Date: February 2, 2024
To: Kevin McCaffrey
From: Jade L. Gopie, Assistant Superintendent
Subject: Amendment Request: Funding Sources for Contract with Bridge to Success for five Boost Initiative, Community School Site Coordinators

Mr. McCaffrey,

I am respectfully requesting an amendment to the funding sources for the contract with Bridge to Success for five Boost Initiative, Community School Coordinators. The request is a result of the timeline under which ESSER Funding must be encumbered..

We would like to revise contract to reflect the funding source for services from August 1, 2023 to August 1, 2024 as ESSER. The funding sources from August 2, 2024 - August 1, 2026 are Title I, Title IIA and Title IV grant funding.

Sincerely,

Jade L. Gopie
Jade L. Gopie
Assistant Superintendent

RQ+Nbr+0250026+from+Cochran+Candee

Drill Around - No Comments Exist

Requisition	0250026	**Requester**	BG044G	
Requested Delivery Date		**Requesting Location**	29551 - Title I Part A 23-25	
Buyer	KM	**Vendor**	United Way of Greatr Waterbury	**Bid, Contract or ITB Number**

Item	Description	Acct Unit	Account	Activity	Acct Cat	Quantity	UOM	Unit Cost	Extended Cost	Item Type
BOOST COORDINATORS	BTS K-8 Schools	20220-2325	559008	20220232517102	500	185250.0000	EA	$1.00000	$185250.00	S

Lines	1
Inventory Total	$0.00
Non Stock Total	$0.00
Special and Services Total	$185250.00
Requisition Total	$185250.00

funds certified. Requisition approved. SRG 3.0.24

WATERBURY
PUBLIC SCHOOLS

Janet Frenis
Chief Academic Officer
203 574 8341
jfrenis@waterbury.k12.ct.us

#5

To: Honorable Board of Alderman
Honorable Board of Education

From: Janet Frenis, Chief Academic Officer

Date: April 23, 2024

Subject: Amendment # 5 between the City of Waterbury and Cormier Consulting, LLC (CRT-20-289) for services provided to Commissioner's Network Schools

The Education Department seeks to amend the agreement between Waterbury Public Schools and Cormier Consulting, LLC to extend the length of the agreement through the 2024-2025 school-year. The Commissioner's Network schools applied for and were granted an additional year of funding in the Network. The amendment is consistent with the scope of services of the original procurement and will continue to focus on capacity building and sustainability.

The parties entered into an Agreement to provide teacher and administrator professional development services to Commissioner's Network schools (Wallace Middle School, North End Middle School, and West Side Middle School) effective November 10, 2020. The Agreement was amended to include Wilby High School upon acceptance into the Commissioner's Network.

This Amendment will provide Commissioner's Network schools with an additional year of support with a focus on capacity building and sustainability. The total cost of the extension is $169,000 with each school paying for the number of coaching days requested from Commissioner Network funds. N.E.M.S, W.M.S, and W.S.M.S. have each requested 12 days, and W.H.S. has requested 38 days. Service include executive leadership team support, instructional data team training and support, instructional coach training and calibration, small group teacher training, full staff professional learning, and co-planning sessions.

AMENDMENT 5
to
PROFESSIONAL SERVICES AGREEMENT
for
TEACHER & ADMINSITRATOR PROFESSIONAL DEVELOPMENT
between
The City of Waterbury, Connecticut
Board of Education, Education Department
and
Cormier Consulting, LLC

THIS AMENDMENT 5 ("Amendment 5"), effective on the date signed by the Mayor, is by and between the CITY OF WATERBURY (hereinafter the "City"), City Hall, 235 Grand Street, Waterbury, Connecticut and Cormier Consulting, LLC, (hereinafter "Cormier Consulting" or "Consultant"), with its principal place of business located at 589 East Street, Middletown, Connecticut 06457, a State of Connecticut duly registered limited liability company (jointly referred to as the "Parties").

WHEREAS, the Parties entered into an Agreement to provide teacher and administrator professional development services, effective on November 10, 2020 (the "Agreement" or "Contract"); and

WHEREAS, the Parties executed Amendment 1 to the Agreement on February 24, 2021, to provide for additional services and compensation for West Side Middle School; and

WHEREAS, the Parties executed Amendment 2 to the Agreement on June 26, 2021, to extend to term of the Agreement to provide for additional professional development services and additional compensation; and

WHEREAS, the Parties executed Amendment 3 to the Agreement on February 3, 2022, to provide for additional services and compensation; and

WHEREAS, the City exercised its Option 1 to extend the Agreement through June 30, 2023, effective June 20, 2022 at a cost of $200,250.00; and

WHEREAS, the Parties executed Amendment 4 to the Agreement on June 30, 2023, to exercise the City's Option 2 to extend the Agreement through June 30, 2024 and provide corresponding compensation; and

WHEREAS, in accordance with Section 21 of the Agreement, the Parties hereby wish to amend the Agreement to extend the Agreement to provide for additional services and compensation for an additional year through June 30, 2025 by way of a third option.

NOW THEREFORE, all provisions herein are hereby incorporated into this Amendment #5 and it is mutually agreed to amend the Agreement as follows:

1. Section 5. ("Contract Time") of the above referenced Agreement, as amended, shall be further amended to modify the term of the Agreement. Therefore, Section 5. shall be deleted in its entirety and replaced with the following:

5. Contract Time. Cormier Consulting shall commence all work and services required under this Contract upon execution of this Contract by the Mayor and shall complete all work and services required under this Contract by June 30, 2022. ("Contract Time").

5.1. Option Periods. The Parties shall have the option to extend this Contract for up to three (3) additional one (1) year terms, conditioned upon continued receipt of funding. Said options shall be exercised by mutual written consent of the Parties and executed prior to the expiration of the preceding term. The Parties will assess and negotiate the compensation and scope of services for each additional option period year.

5.1.1. Option Period 1: July 1, 2022 – June 30, 2023
5.1.2. Option Period 2: July 1, 2023 – June 30, 2024
5.1.3. Option Period 3: July 1, 2024 – June 30, 2025

5.2. Time is and shall be of the essence for all Project milestones, completion date for the Project. The Consultant further agrees that the Work shall be prosecuted regularly, diligently and uninterruptedly and at such rate of progress as will insure full completion thereof within the Contract time stated above. It is expressly understood and agreed, by and between the Consultant and City, that the Contract Time is reasonable for the completion of the Work. The Consultant shall be subject to City imposed fines and/or penalties in the event the Consultant breaches the foregoing dates. The Consultant shall provide a schedule of the work to be performed for each school as part of the proposals to be submitted as stated herein as well as fees for each school in accordance with the fee schedule in Section 6.1 of this Agreement

2. The fees payable to the Consultant shall not exceed ONE HUNDRED SIXTY-NINE THOUSAND DOLLARS ($169,000.00) for Option Period 3 (July 1, 2024 through June 30, 202) ("Third Option Compensation"), and shall be in accordance with Cormier Consulting's "Waterbury Commissioner Network School Support 2024-2025 Proposal," attached hereto and incorporated herein in Attachment A.

3. **Pursuant to Sections 5.1. and 5.1.3 of the November 10, 2020 Agreement, as amended by Amendment #2, dated June 26, 2021, and as further amended herein by this Amendment 5, the City hereby exercises its Option 3 ("Third Option") to extend the Agreement, as amended, for the term of July 1, 2024 through June 30, 2025 in an amount not to exceed the Third Option Compensation in Section 2 of this Amendment #5. The Parties hereby acknowledge that this Amendment #5 constitutes written notice of the City's election to exercise said Third Option, is unconditionally acceptable to the Consultant, fully satisfies all conditions, and is reasonable notice required for the valid exercise of said Third Option. The Parties further agree that the exercise of said Third Option hereby binds both Parties to the extension of the term, and all other provisions of said Agreement, as amended and shall have full force and effect through June 30, 2025.**

4. **Attachment A to this Amendment shall be fully incorporated herein and made part of this Amendment #5 and includes the following:**

    1. Waterbury Commissioner Network School Support 2024-2025 Proposal, consisting of 4 pages, attached hereto.

5. All other terms, conditions, and provisions of the November 10, 2020 Agreement, as amended, shall remain in full force and effect and binding on the Parties hereto.

[Signature Page Follows]

IN WITNESS WHEREOF, the Parties hereto execute this Amendment 5 on the dates signed below.

WITNESSES:

_____
Sign & Print name

_____
Sign & Print name

CITY OF WATERBURY

By: _____
Paul K. Pernerewski, Jr.
Mayor, City of Waterbury

Date: _____

WITNESSES:

David Mazdziak
Sign & Print name

Patricia Hills
Sign & Print name

CORMIER CONSULTING, LLC

By: _____
David R. Cormier, Ph.D.
Executive Director, Cormier Consulting, LLC

Date: 4-18-24

ATTACHMENT A to Amendment #5

1. Waterbury Commissioner Network School Support 2024-2025 Proposal, consisting of 4 pages, attached hereto.

CORMIER CONSULTING

David R. Cormier, Ph.D.
Education Consultant

"Be the change you wish to see in the world." Gandhi

Waterbury Commissioner Network School Support
(North End Middle, Wallace Middle, West Side Middle and Wilby High School)
2024-2025 Proposal

NOTE: This is NOT a contract. This document is intended to describe service options and approximate pricing for materials and services. Service descriptions and pricing should be used to inform contract agreements between Cormier Consulting, LLC and Waterbury Public Schools.

The services and materials described below are designed to support the improvement of *Talent*, *Academics*, *Culture* & *Climate*, and *Operations* as outlined in the turnaround plans for each of the Waterbury Commissioner Network Schools.

A focus for year 4-5 will be on structures for continuous capacity building and sustainability.

SERVICE DELIVERY OPTIONS & DESCRIPTIONS
The following service descriptions can be combined in any way to comprise a single day of service.

Service/ Deliverable	Description of Services and Deliverable	Delivery Structure Options
1. Executive Leadership Team Support / Critical Friend	Research suggests that over 70% of large scale reform efforts fail (Kotter, 2012 – Forbes Magazine; McKinsey & Company, 2009). Initiative/reform failure has been linked to initiative fatigue, low efficacy levels, lack of traction, and lack of coherence. The purpose for executive leadership team support is to provide technical assistance and guidance to address implementation, progress monitoring, and strategy development. Support may include planning, critical friend assistance, and/or the development of materials to aid executive leadership execution of the network plan.	Hourly meetings (as needed) with building administrators.
2. Schoolwide Leadership Team (SWLT) / Content Coordinator Support	To provide ongoing training, facilitation, and or technical assistance to further the professional learning of content coordinators. Topics may include, but are not limited to the following: ▮ Leadership theory & leadership practices ▮ Organizational growth & development ▮ Leading transformational change ▮ Growth-oriented feedback practices	Hourly meetings with content coordinators; Co-facilitate department IDTs; Learning walk calibrations during Content Coordinator planning periods.

3. Instructional Data Team (IDT) Training & Support	To support & strengthen content/grade-level instructional data team functioning. To provide ongoing training, facilitation, and or technical assistance. Topics may include, but are not limited to the following: • Professional Learning Community (PLC) philosophy & vision • Data Team (DT) Process Steps • Common Formative Assessment (CFA) development & scoring • Standards in Practice Rubrics/Protocols • Looking at Student Work Protocols • Lesson Analysis Protocols (focus on rigor & grade-level assignments) • Lesson Design Protocols • Lesson Study (using Swivl)	Grade-level/department planning times & Full staff faculty meeting/1/2 day professional learning time
4. Instructional Coach Training & Calibration	To provide instructional coaching training and support to NEMS numeracy instructional coach. Topics to include: ▪ Instructional coaching philosophies and practices ▪ Instructional coaching cycles and goal setting ▪ Supporting systems change ▪ Forms and documentation ▪ Communication transparency ▪ Debriefing/feedback practices	Half or full-day training
	Provide instructional coaching calibration opportunities for numeracy coaches and literacy facilitators that may include, but not limited to: ▪ co-observation of a series of lessons with an external facilitator; ▪ engagement in professional dialogue about instructional strengths and areas for growth (connecting to the *CCT);* ▪ exploration of in-class support and teacher feedback options; and ▪ collaboratively deconstructing classroom coaching and feedback sessions with the facilitator and coach each observing and taking the lead for debriefing lessons with teachers.	Half or full-day calibration conversations and classroom visits
5. Small Group Teacher Training	Teachers rotate in small groups (10-15 teachers based on common needs identified by self-assessment, instructional coaching data, and/or TEVAL data) through 45-90 minute targeted sessions (see topics below) Up to three or four, 1-2-hour training sessions per day. Training topics may include, but are not limited to the following: ▪ Intentional & Targeted Planning ▪ Learning Targets & Success Criteria ▪ Do Nows/Warm-Ups/Schema Activators ▪ Takeaways/Closure ▪ Academic Rigor, Depth of Knowledge, Cognitive Demand ▪ Critical Thinking ▪ Inquiry & Questioning Techniques ▪ Productive Classroom Discourse ▪ Student Engagement / Student-Centered Learning ▪ Formative Assessment Practices ▪ Differentiation & Flexible Grouping ▪ Executive Function, Learning Dispositions & Habits of Mind	

6. Full Staff PD	To provide full staff professional learning experiences connected to the instructional framework and SIP.	Afternoon Faculty Meeting Professional Learning Sessions
7. Certified Staff Instructional Coaching	To provide 1:1 instructional coaching to 70 teachers. Teachers submit a draft lesson plan for an upcoming lesson. Instructional coach visits and observes instruction for 30-45 minutes and engages teacher in a 15 minute debrief session.	12 Full Days per Round 25 minute classroom visit followed by 15 minute coaching conversation
8. Co-Planning Sessions	Teachers rotate in small groups through 40 minute co-planning sessions. Teachers would bring draft lessons and work with the facilitator and their colleagues to strengthen lessons by adding or adapting elements and strategies of the instructional model.	Afternoon department block for 40 minute co-planning sessions
9. Lesson Audits	Research on classroom instruction based on The Opportunity Myth has indicated a need to audit lesson plans for instructional rigor and on-grade-level assignments. Using an adapted protocol from the TNTP project, participants will review lesson plans and explore trends in lesson plan development. Trends will be analyzed and used to determine teacher support and professional learning opportunities. TNTP. (2018). *The opportunity myth: What students can show us about how school is letting them down—and how to fix it.* Retrieved from https://tntp.org/publications/view/student-experiences/the-opportunity-myth.	**TBD**
10. Learning Walk Facilitation	To facilitate learning walks aligned to the *CN Intentional Planning Guide* in an effort to calibrate administrators, instructional coaches, and content coordinators to the essential tier 1 instructional practices of the CN Intentional Planning Guide.	
11. Staff Self-Assessment	To design and administer a customized teacher self-assessment based on the *CN School Intentional Planning Guide*. [Teacher self-assessments will be anonymous, however, information pertaining to grade level and subject area will be collected.] To analyze self-perception data for trends and triangulate with walkthrough, TEVAL and instructional coaching data.	
12. School Climate / PBIS / Restorative Practice Initiative Support	An increasing number of schools have explored implementing Restorative Practices to address the social, emotional and behavioral needs of students. For many, this has meant struggling with what to do with existing Positive Behavioral Intervention & Support policies, structures and practices. Far too often we are accused of throwing away reforms and initiatives in favor of the latest and greatest. Support will focus on customizing a framework that supports both PBIS AND Restorative Practices and will address the following outcomes: ▪ To actualize a framework that incorporates the critical elements of PBIS & Restorative Practices; ▪ To identify the fidelity indicators that would determine the degree to which the initiatives are being implemented with a high level of consistency, quality, accuracy & integrity; and ▪ To determine actionable steps for prioritizing and implementing a framework that includes timelines, marketing/communication messaging, training outlines, tools & resources.	Afternoon PBIS Committee Meetings

FEE STRUCTURE

North End Middle School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
Onsite Training, Coaching and Technical Assistance	To provide direct-service to North End Middle School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 5 will be on structures for continuous capacity building and sustainability.***	12 days = $27,000.00
		TOTAL $27,000.00

Wallace Middle School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
Onsite Training, Coaching and Technical Assistance	To provide direct-service to Wallace Middle School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 5 will be on structures for continuous capacity building and sustainability.***	12 days = $27,000.00
		TOTAL $27,000.00

West Side Middle School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
Onsite Training, Coaching and Technical Assistance	To provide direct-service to West Side Middle School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 5 will be on structures for continuous capacity building and sustainability.***	12 days = $27,000.00
		TOTAL $27,000.00

Wilby High School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
25 Days of Service	To provide direct-service to Wilby High School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 4 will be on structures for continuous capacity building and sustainability.***	38 Days = $85,500.00
Materials	Materials and Resources aligned to the service delivery options outlined above.	$2,500.00
		TOTAL $88,000.00

TOTAL CN AMOUNT	**$169,000.00**

LIMITED LIABILTY COMPANY RESOLUTION

I, David R. Cormier, hereby certify that I am the duly authorized and acting Manager of Cormier Consulting, a limited liability company organized and existing under the laws of the State of Connecticut, do hereby certify that the following facts are true and were taken from the records of said LLC.

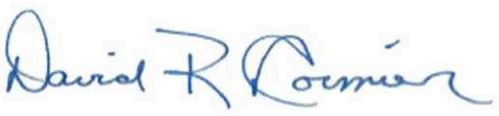
The following resolution was adopted at a meeting of the LLC duly held on the 18th day of April, 2024.

"It is hereby resolved that David Cormier is authorized to make, execute and approve, on behalf of this LLC, any and all contracts or amendments thereof".

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

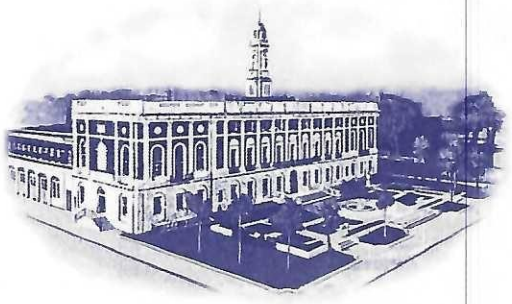
IN WITNESS WHEREOF, I hereunto set my hand and affix the company seal of said Cormier Consulting, LLC this 18th day of April, 2024.

David R. Cormier, Executive Director



Manager

KEVIN McCAFFERY
DIRECTOR OF PURCHASING



OFFICE OF THE DIRECTOR OF PURCHASING

THE CITY OF WATERBURY

CONNECTICUT

To: Janet Frenis – Chief Academic Officer

From: Kevin McCaffery - Director of Purchasing KM

Subject: Contract Amendment #5– Cormier Consulting, LLC

Date: March 21, 2024

I have reviewed the information provided in the attached memo dated March 8, 2024 from Janet Frenis, Chief Academic Officer, regarding the contract between the City of Waterbury, Education Department, and Cormier Consulting, LLC.

The following does apply per § 38.073 **AMENDMENTS TO CONTRACTS**

(B) (1) The amendment is consistent with the scope of the original procurement.
(B) (2) (a) Soliciting qualifications, proposals or competitive bids for the purchase would cause a hardship for the city.

Therefore, it is my opinion to proceed with the amendment with Cormier Consulting, LLC.

WATERBURY
PUBLIC SCHOOLS

Janet Frenis
Chief Academic Officer
203 574 8341
jfrenis@waterbury.k12.ct.us

To: Kevin McCaffery, Director of Purchasing

From: Janet Frenis, Chief Academic Officer

Date: March 8, 2024

Subject: Permission to Amend (#5) Agreement with Cormier Consulting, LLC for services provided to Commissioner's Network Schools

Dear Mr. McCaffery,

The Education Department seeks to amend the agreement between Waterbury Public Schools and Cormier Consulting, LLC (CRT-20-289) to extend the length of the agreement through the 2024-2025 school-year. The Commissioner's Network schools applied for and were granted an additional year of funding in the Network. The amendment is consistent with the scope of services of the original procurement and will continue to focus on capacity building and sustainability.

The parties entered into an Agreement to provide teacher and administrator professional development services to Commissioner's Network schools (Wallace Middle School, North End Middle School, and West Side Middle School) effective November 10, 2020.

The Agreement has been amended as follows:

- Amendment 1 – to provide for additional services and compensation for West Side Middle School
- Amendment 2 – To provide for additional services and compensation for Wilby High School upon acceptance into the Commissioner's Network
- Amendment 3 – To provide for additional services and compensation for Kennedy High School
- Amendment 4 – To extend services for an additional school-year

The services are consistent with the scope of the previously signed agreement (CRT-20-289) between the City of Waterbury and Cormier Consulting, LLC. The total amount of the extension is $151, 000 with each school paying their share from School Turnaround Funds. The Education Department respectfully requests written permission under section 38.073 of the Waterbury Procurement Ordinance, to amend the agreement between the City of Waterbury and Cormier Consulting, LLC to include an additional year of services for the Commissioner's Network schools. Please feel free to contact me for additional information regarding this request.

CORMIER CONSULTING

David R. Cormier, Ph.D.
Education Consultant

"Be the change you wish to see in the world." Gandhi

Waterbury Commissioner Network School Support
(North End Middle, Wallace Middle, West Side Middle and Wilby High School)
2024-2025 Proposal

NOTE: This is NOT a contract. This document is intended to describe service options and approximate pricing for materials and services. Service descriptions and pricing should be used to inform contract agreements between Cormier Consulting, LLC and Waterbury Public Schools.

The services and materials described below are designed to support the improvement of *Talent*, *Academics*, *Culture* & *Climate*, and *Operations* as outlined in the turnaround plans for each of the Waterbury Commissioner Network Schools.

A focus for year 4-5 will be on structures for continuous capacity building and sustainability.

SERVICE DELIVERY OPTIONS & DESCRIPTIONS

The following service descriptions can be combined in any way to comprise a single day of service.

Service/ Deliverable	Description of Services and Deliverable	Delivery Structure Options
1. Executive Leadership Team Support / Critical Friend	Research suggests that over 70% of large scale reform efforts fail (Kotter, 2012 – Forbes Magazine; McKinsey & Company, 2009). Initiative/reform failure has been linked to initiative fatigue, low efficacy levels, lack of traction, and lack of coherence. The purpose for executive leadership team support is to provide technical assistance and guidance to address implementation, progress monitoring, and strategy development. Support may include planning, critical friend assistance, and/or the development of materials to aid executive leadership execution of the network plan.	Hourly meetings (as needed) with building administrators.
2. Schoolwide Leadership Team (SWLT) / Content Coordinator Support	To provide ongoing training, facilitation, and or technical assistance to further the professional learning of content coordinators. Topics may include, but are not limited to the following: ▪ Leadership theory & leadership practices ▪ Organizational growth & development ▪ Leading transformational change ▪ Growth-oriented feedback practices	Hourly meetings with content coordinators; Co-facilitate department IDTs; Learning walk calibrations during Content Coordinator planning periods.

3. Instructional Data Team (IDT) Training & Support	To support & strengthen content/grade-level instructional data team functioning. To provide ongoing training, facilitation, and or technical assistance. Topics may include, but are not limited to the following: • Professional Learning Community (PLC) philosophy & vision • Data Team (DT) Process Steps • Common Formative Assessment (CFA) development & scoring • Standards in Practice Rubrics/Protocols • Looking at Student Work Protocols • Lesson Analysis Protocols (focus on rigor & grade-level assignments) • Lesson Design Protocols • Lesson Study (using Swivl)	Grade-level/department planning times & Full staff faculty meeting/1/2 day professional learning time
4. Instructional Coach Training & Calibration	To provide instructional coaching training and support to NEMS numeracy instructional coach. Topics to include: ▪ Instructional coaching philosophies and practices ▪ Instructional coaching cycles and goal setting ▪ Supporting systems change ▪ Forms and documentation ▪ Communication transparency ▪ Debriefing/feedback practices	Half or full-day training
	Provide instructional coaching calibration opportunities for numeracy coaches and literacy facilitators that may include, but not limited to: ▪ co-observation of a series of lessons with an external facilitator; ▪ engagement in professional dialogue about instructional strengths and areas for growth (connecting to the *CCT);* ▪ exploration of in-class support and teacher feedback options; and ▪ collaboratively deconstructing classroom coaching and feedback sessions with the facilitator and coach each observing and taking the lead for debriefing lessons with teachers.	Half or full-day calibration conversations and classroom visits
5. Small Group Teacher Training	Teachers rotate in small groups (10-15 teachers based on common needs identified by self-assessment, instructional coaching data, and/or TEVAL data) through 45-90 minute targeted sessions (see topics below) Up to three or four, 1-2-hour training sessions per day. Training topics may include, but are not limited to the following: ▪ Intentional & Targeted Planning ▪ Learning Targets & Success Criteria ▪ Do Nows/Warm-Ups/Schema Activators ▪ Takeaways/Closure ▪ Academic Rigor, Depth of Knowledge, Cognitive Demand ▪ Critical Thinking ▪ Inquiry & Questioning Techniques ▪ Productive Classroom Discourse ▪ Student Engagement / Student-Centered Learning ▪ Formative Assessment Practices ▪ Differentiation & Flexible Grouping ▪ Executive Function, Learning Dispositions & Habits of Mind	

6. Full Staff PD	To provide full staff professional learning experiences connected to the instructional framework and SIP.	Afternoon Faculty Meeting Professional Learning Sessions
7. Certified Staff Instructional Coaching	To provide 1:1 instructional coaching to 70 teachers. Teachers submit a draft lesson plan for an upcoming lesson. Instructional coach visits and observes instruction for 30-45 minutes and engages teacher in a 15 minute debrief session.	12 Full Days per Round 25 minute classroom visit followed by 15 minute coaching conversation
8. Co-Planning Sessions	Teachers rotate in small groups through 40 minute co-planning sessions. Teachers would bring draft lessons and work with the facilitator and their colleagues to strengthen lessons by adding or adapting elements and strategies of the instructional model.	Afternoon department block for 40 minute co-planning sessions
9. Lesson Audits	Research on classroom instruction based on The Opportunity Myth has indicated a need to audit lesson plans for instructional rigor and on-grade-level assignments. Using an adapted protocol from the TNTP project, participants will review lesson plans and explore trends in lesson plan development. Trends will be analyzed and used to determine teacher support and professional learning opportunities. TNTP. (2018). *The opportunity myth: What students can show us about how school is letting them down—and how to fix it.* Retrieved from https://tntp.org/publications/view/student-experiences/the-opportunity-myth.	**TBD**
10. Learning Walk Facilitation	To facilitate learning walks aligned to the *CN Intentional Planning Guide* in an effort to calibrate administrators, instructional coaches, and content coordinators to the essential tier 1 instructional practices of the CN Intentional Planning Guide.	
11. Staff Self-Assessment	To design and administer a customized teacher self-assessment based on the *CN School Intentional Planning Guide*. [Teacher self-assessments will be anonymous, however, information pertaining to grade level and subject area will be collected.] To analyze self-perception data for trends and triangulate with walkthrough, TEVAL and instructional coaching data.	
12. School Climate / PBIS / Restorative Practice Initiative Support	An increasing number of schools have explored implementing Restorative Practices to address the social, emotional and behavioral needs of students. For many, this has meant struggling with what to do with existing Positive Behavioral Intervention & Support policies, structures and practices. Far too often we are accused of throwing away reforms and initiatives in favor of the latest and greatest. Support will focus on customizing a framework that supports both PBIS AND Restorative Practices and will address the following outcomes: ▪ To actualize a framework that incorporates the critical elements of PBIS & Restorative Practices; ▪ To identify the fidelity indicators that would determine the degree to which the initiatives are being implemented with a high level of consistency, quality, accuracy & integrity; and ▪ To determine actionable steps for prioritizing and implementing a framework that includes timelines, marketing/communication messaging, training outlines, tools & resources.	Afternoon PBIS Committee Meetings

FEE STRUCTURE

North End Middle School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
Onsite Training, Coaching and Technical Assistance	To provide direct-service to North End Middle School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 5 will be on structures for continuous capacity building and sustainability.***	12 days = $27,000.00
		TOTAL $27,000.00

Wallace Middle School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
Onsite Training, Coaching and Technical Assistance	To provide direct-service to Wallace Middle School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 5 will be on structures for continuous capacity building and sustainability.***	12 days = $27,000.00
		TOTAL $27,000.00

West Side Middle School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
Onsite Training, Coaching and Technical Assistance	To provide direct-service to West Side Middle School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 5 will be on structures for continuous capacity building and sustainability.***	12 days = $27,000.00
		TOTAL $27,000.00

Wilby High School

SERVICE	TARGET OUTCOME / DELIVERABLE	COSTS
25 Days of Service	To provide direct-service to Wilby High School staff (services outlined under Service Delivery Options & Descriptions above). ***A focus for year 4 will be on structures for continuous capacity building and sustainability.***	30 Days = $67,500.00
Materials	Materials and Resources aligned to the service delivery options outlined above.	$2,500.00
		TOTAL $70,000.00

TOTAL CN AMOUNT	**$151,000.00**

CITY OF WATERBURY
ANNUAL STATEMENT OF FINANCIAL INTERESTS (Calendar Year 2024)
Persons or Entities Conducting Business with the City

I. Outstanding Purchase Orders of Contracts with the City

A. Contracts

No Contracts with the City ☐

Consulting Services (Teacher/Administrator Professional Learning & Technical Assistance)

(Service or Commodity Covered by Contract)

Work to be completed by June 14, 2024

(Term of Contract)

(Service or Commodity Covered by Contract)

(Term of Contract)

(Service or Commodity Covered by Contract)

(Term of Contract)

CITY OF WATERBURY
ANNUAL STATEMENT OF FINANCIAL INTERESTS (Calendar Year 2024)
Persons or Entities Conducting Business with the City

B. Purchase Order(s).

No Purchase Order(s) with the City [X]

(Service or Commodity Covered by Purchase Order)

(Date of Purchase Order)

(Service or Commodity Covered by Purchase Order)

(Date of Purchase Order)

(Service or Commodity Covered by Purchase Order)

(Date of Purchase Order)

CITY OF WATERBURY
ANNUAL STATEMENT OF FINANCIAL INTERESTS (Calendar Year 2024)
Persons or Entities Conducting Business with the City

II. Financial Interest Disclosure

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

No Officials, Employees or Board and Commission Members with Financial Interest [X]

(Name of Official)

(Position with City)

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

Interest Held By:
Self [ ] Spouse [ ] Joint [ ] Child [ ]

(Name of Official)

(Position with City)

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

Interest Held By:
Self [ ] Spouse [ ] Joint [ ] Child [ ]

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

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

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

I have read and agree to the above certification.

Cormier Consulting, LLC
(Name of Company, if applicable)

David R Cormier

Signature of Individual (or Authorized Signatory)

4-18-24
Date

David R. Cormier, Executive Director
Print or Type Name and Title (if applicable)

DELIVERED | By Mail ☐ Hand-Delivered ☐

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

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

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

Certification

(1) The prospective recipient of monies hereby certifies, by submission of its attached proposal and/or by execution of this document, that neither it nor its principles are presently debarred, suspended, proposed for debarment, declared ineligible, disqualified, or voluntarily excluded from bidding or participation in the proposed transaction by any Federal, State, or Municipal department or agency or by the statutes, regulations or ordinances of the foregoing departments and agencies.

(2) Where the prospective recipient of monies is unable to certify to any of the statements in this certification, such prospective participant shall attach a written explanation hereto.

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

Cormier Consulting, LLC.
598 East Street
Middletown, CT 06457

Print Name and Title of Authorized Representative:

David R. Cormier, Executive Director

Signature of Authorized Representative:



Date: 4-18-23

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

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

(a) "Contract" means any Public Contract as defined below.

(b) "Person" means one (1) or more individuals, partnerships, corporations, associations, or joint ventures.

(c) "Public Contract" means any agreement or formal commitment entered into by the city to expend funds in return for work, labor, services, supplies, equipment, materials or any combination of the foregoing, or any lease, lease by way of concession, concession agreement, permit, or per agreement whereby the city leases, grants or demises property belonging to the city, or otherwise grants a right of privilege to occupy or to use said property of the city.

(d) "City" means any official agency, board, authority, department office, or other subdivision of the City of Waterbury.

State of Connecticut

SS.: Cromwell

County of Middlesex

David R. Cormier, being first duly sworn, deposes and says that:

1. I am the ***owner, partner, officer, representative, agent or Executive Director*** of Cormier Consulting, LLC (Contractor's Name), the Contractor that has submitted the attached agreement.

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

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

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

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

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

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

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

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

Name	Title	Affiliated Company (if none state NONE)	Service or Material	DOB
1 David R. Cormier	Executive Director	Cormier Consulting	Consulting	
2				
3				
4				

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

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

Name	Title	Affiliated Company (if none state NONE)	Service or Material	DOB
1 David R. Cormier	Executive Director	Cormier Consulting	Consulting	
2				
3				
4				

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

Organization Name	Address	Type of Ownership
1 NONE		
2		
3		
4		

(c) The following persons possess an ownership interest in the Contractor. If the Contractor is a corporation, list all of the officers of the corporation and the names of each stockholder whose shares exceed twenty-five (25) percent of the outstanding stock, if none, state none. Use additional sheet if necessary (Must be on company letterhead and notarized):

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

Name	Title	DOB	Stock %
1 NONE			
2			
3			
4			

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

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

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

TRADE NAME	PLACE OF INCORPORATION/REGISTRY	PRINCIPAL PLACE OF BUSINESS
1 Cormier Consulting	Connecticut	Middletown, CT
2		
3		
4		

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

For Partnership/Sole Proprietor

In presence of:

Witness

Cormier Consulting, LLC
Name of Partnership/Business

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

By: David R. Cormier
Name of General Partner/ Sole Proprietor

598 East Street, Middletown, CT 06457
Address of Business

State of Connecticut

) SS Cromwell

County of Middlesex)

David R. Cormier being duly sworn,

Deposes and says that he is Executive Director of Cormier Consulting, LLC and that he answers to the foregoing questions and all statements therein are true and correct.

Subscribed and sworn to before me this 18th day of April 2024.

Patricia Hills
(Notary Public)

My Commission Expires: April 30, 2028

For Corporation

Patricia Hills
Witness

David R. Cormier
Name of Corporate Signatory

598 East Street, Middletown, CT
Address of Business

Affix
Corporate
Seal

By: David R. Cormier
Name of Authorized Corporate Officer

Its: Executive Director
Title

PATRICIA HILLS
NOTARY PUBLIC
My Commission Expires Apr. 30, 2028

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

State of Connecticut

) SS Cromwell

County of Middlesex)

David R. Cormier, being duly sworn,

deposes and says that he is Executive Director of Cormier Consulting and that he answers to the foregoing questions and all statements therein are true and correct.

Subscribed and sworn to before me this 18th day of April, 2024.

Patricia Hills
(Notary Public)

My Commission Expires: April 30, 2028

PATRICIA HILLS
NOTARY PUBLIC
My Commission Expires Apr. 30, 2028

THE CITY OF WATERBURY
MEMORANDUM

From: Delinquent Tax Office **Date 4/24//2024**

To: **Jerry Gay- Contract Manager**
Department of Education

Subject: Tax Clearance

As of this date, the records in the Tax Collector's Office indicate that the following ***are not delinquent***.

Cormier Consulting, LLC
David Cormier
598 East Street
Middletown, CT 06457

If you have any questions regarding this issue, do not hesitate to call our office at (203) 574-6815.

Very truly yours,

Nancy J. Olson

NJO/wmf

Nancy J. Olson, CCMC
Deputy Revenue Collections Manager
City of Waterbury

CTE – Game Design & Development

#6

- eDynamic Learning Curricula - Units at a Glance
  - Foundations of Game Design 1a Introduction
  - Foundations of Game Design 2a Storytelling, Mechanics, Production
  - Game Design 2a Build a World
  - Game Design 2b Launch a Game



Title	Course Code	Credits (if Applicable)	Grade/s
Game Design and Development 1	8007	0.5	All

Recommended completion of Software Development 2
Does your love of video games motivate you to pursue a career in this field? Pursue your passion by learning about the principles of game design through the stages of development, iterative processes, critiques, and game development tools. Put these new skills to work by designing your own game in Unity.

Title	Course Code	Credits (if Applicable)	Grade/s
Game Design and Development 2	8008	0.5	All

Prerequisite: Game Design and Development 1
Now that you have the basics of game design down, let's use your creativity to develop a game from start to finish in Unity! Develop your game creation skills and practice with the tools professionals use to launch your career options in the field of game design. The content of this course focuses on storytelling, game mechanics, and production.

Title	Course Code	Credits (if Applicable)	Grade/s
Game Design and Development 3	8010	1.0	10-12

Prerequisite: Game Design and Development 2
Are you ready to enter this multi-billion-dollar industry and start applying your technical skills into a compelling package that will catch the eye of an employer? Beginning with conceptualization and the design process, you'll develop your game's story elements, narrative, plot, characters, and assets. Using game design software, you'll bring your game to life by applying lighting, audio, visual effects, player choice options, AI, and consider the type of controls to use for your game. Build an immersive world using the cool tools that Unity has to offer. Get ready to build atmospheric landscapes, mountain runs, stair builds, and implement obstacles. All of the moving parts of the game development process come together so you can unleash your game into the world!

WATERBURY PUBLIC SCHOOLS

#7

Financial Literacy

- CT State Department of Education announced the Next Generation Personal Finance (NGPF) semester course as it's model curriculum.
- Units on: Behavioral Economics, Banking, Investing, Types of Credit, Managing Credit, Paying for College, Career, Insurance, Taxes, Budgeting, and Consumer Skills
- Graduating class of 2027

https://www.ngpf.org/curriculum/

WATERBURY PUBLIC SCHOOLS

ngpf NEXT GEN PERSONAL FINANCE

#8

Waterbury Public Schools

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

April 29, 2024

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

Re: 2024 Congressionally Directed Spending Requests

Dear President Hernandez and Board of Education Commissioners:

Last Spring, on behalf of the district, I submitted three Congressionally Directed Spending Requests to Senators Murphy and Blumenthal for their consideration. Ultimately, funding for one of the Waterbury Public Schools (WPS) projects was included in the federal budget approved by Congress in March, 2024. Now, to obtain the funds included in the budget for WPS, it is necessary to submit formal application documents through grants.gov. I am working on preparing those documents to submit them through grants.gov online by the June 7, 2024 deadline.

The proposal advanced by Senators Murphy and Blumenthal for our school district which was selected to be funded, was funding for the hire of a district level Attendance Coordinator. The amount included in the federal budget for this project is $85,000. I will consult with district leaders about what portion of that amount will be used for salary, and what portion if any, for benefits. This is a one year grant only.

Please don't hesitate to let me know if you have any questions. I respectfully request your permission to apply for this federal grant. Thank you.

Very truly yours,

Louise Allen Brown
Louise Allen Brown, Grant Writer

cc: Dr. Verna D. Ruffin
Darren Schwartz
Doreen Biolo

Congressionally Funded Community Projects – (FY 2024)
United States Department of Education
Louise Allen Brown, WPS Grant Writer
April 29, 2024

Grant Highlights

Name of Grant: Congressionally Funded Community Projects FY24

Purpose of Grant:
The purpose of this grant is to provide funding for Congressional constituents whose applications to federal Senators and Representatives for funding to support a community project have been selected by Congress for inclusion in the federal budget appropriations for FY24. Congress approved the FY24 budget for the U.S. Department of Education, in March, 2024.

Grant Deadline: June 7, 2024

Grant Period: FY24

Award amount: $85,000. [specific to WPS]

Cost Sharing or Matching: none required

Waterbury Proposal:

WPS proposes a project designed to improve student attendance and reduce chronic student absenteeism. Funds awarded will be used to hire a District Level Attendance Coordinator for Waterbury Public Schools. Coordination of attendance initiatives across the district by the Attendance Coordinator is expected to facilitate continued reduction in the number and percentage of students who are chronically absent from school, now that we are substantially post pandemic.

Waterbury Budget:

The grant funds of $85,000. will support the hire and one-year compensation for a District Level Attendance Coordinator for Waterbury Public Schools. District staff will determine the salary, and whether or not some of the funds will be utilized for fringe benefits. The Attendance Coordinator will oversee attendance initiatives throughout the district with a goal of improving student attendance. No matching funds are required. The $85,000. is a one-time grant.

#9

WATERBURY
PUBLIC SCHOOLS

Special Education & Pupil Services Updates

Wendy Johns
Director of Pupil Services

Board of Education Presentation
Thursday, May 2, 2024

Special Education Update

WATERBURY
PUBLIC SCHOOLS

Special Education Enrollment /Prevalence

	2022-2023	2023-2024	Increase
Total District Enrollment	18595	18827	232
Total Sped Enrollment PK-12	3850	3991	141
District Prevalence Rate	20.7%	21.2%	.02 %

* SE data as of April 28, 2024

WATERBURY PUBLIC SCHOOLS

WATERBURY PUBLIC SCHOOLS

SPECIAL EDUCATION DEPARTMENT 2023 - 2024

Wendy Johns- Director of Pupil Services		Sharon Walsh- Assistant Director (Int.)		Tracy-Ann Menzies- Assistant Director	
Nancy Hill	**Alison Finley**	**Patricia Ferrare**	**Robert Delaney**	**Wendy Santarsiero**	**Donajean Belcher**
Kingsbury Sprague Chase Regan Reed (PK-8)	Driggs Hopeville Tinker Washington Gilmartin (PK-8)	Maloney Rotella International Wendell Cross (PK-8) WAMS (6-12)	Carrington (PK-8) West Side M.S. Kennedy H.S.	Wallace M.S. Crosby H.S. W. Career Academy	North End M.S. Wilby H.S.
Social Workers FBA/BIP Crisis Team	ESY (Co) CAELP	Homebound PD Planning	*(BCBA consultation requests)* Restraint and Seclusion & SUPPORT Training	Paraprofessionals	SLP/OT/PT Teachers of VI & HI Sign Language Interpreters Asst. Tech.
Jamie Miller	**Alice Heintz**	**Michelle Bibeau**	**Chayna Nath**	**Tracy Menzies**	**Kimberly DiVergilio**
Districtwide Early Childhood -Sped OEC - SPED Co-Taught PK & K PK Program @BH Annex	Districtwide ESC, SCOPE, Transition & Step2NVCC School to Work Academy Walsh School	Districtwide Autism K-12 Generali Bucks Hill	Duggan (PK-8) Districtwide BDLC - K-12 Bunker Hill Wilson	Outplacements OOD – Sped & Foster Non-Public Schools BCCS State Street Enlightenment	Districtwide Pupil Services & Programs (MTSS, SEL, PBIS, Project AWARE, DESSA, Handbook, Partnerships Liaison)
IEP Quality Trainer ESY (Co) Pre-K Non-Cert. Staff Large City Forum Birth to 3 Referrals School Readiness Council Bi-Lingual Evals	Program Specific Manuals Supervisor Transition Coordinator TeachTown	Program Specific Manual BCBA's/RBT's/ ABA Therapists ADOS Team Assistive Tech.	Program Manual Max Scholar Literacy/Reading PD Planning Districtwide BCBA (*FBA/BIP*)		SchPsych QGlobal/DALS+ 45-day Timeline

WATERBURY PUBLIC SCHOOLS

Special Education Department Updates:

- Continuum of Services - Programs for Specialized Populations:

- District-wide Supervisor Support:
  - Autism- revamp programmatic support *(changes in 24-25 SY)*
  - BDLC
  - Essential Skills/SCOPE/CBT/Transition
  - Early Childhood
  - Alternative Programs/Placements

- Outcomes:
  - Review/revise program specific manuals with clear entry/exit criteria
  - Provide program specific guidance and build staff capacity
  - Alignment of resources K-12
  - Collaborate to create a common referral packet and review process for consideration into each program
  - Review enrollment data and provide feedback regarding need for expansion of programs

Staffing Updates

	New Hires (July 1, 2023 to present)	**Vacancies** (as of April 30, 2024)
Special Education Teachers	23	52
Speech Clinicians	1	4
Social Workers	4	0
School Psychologists	1	4
Paraprofessionals	32	31

WATERBURY PUBLIC SCHOOLS

Ongoing Efforts to Address Vacancies

- **Utilization of CSDE flexible staffing options:**
  - Para-Educator Pathways to Temporary Authorization in Special Education
    - 21 - Long Term Para Sped Authorizations utilized

- **Expansion of Contracted Services:**
  - Extended current vendor contracts for staffing
    - i.e., RBTs, Speech, Psychological Assessments, etc.

- **Residency for current staff to complete their student teaching in Waterbury Schools**

WATERBURY
PUBLIC SCHOOLS

Ongoing Efforts to Address Vacancies

- **Collaboration with our Human Capital Department on Recruitment and Retention Initiatives:**
  - Utilize Flexible Staffing (DSAP, Sub Pending Cert., Emergency Endorsements, Reciprocity)
  - Work closely with WTA teachers Union on MOAs with students at the center
  - Collaborating with our substitute teacher service provider ESS to support schools
  - Advertise and Maintain Active Social Media Presence (CT-REAP and CT Websites etc)
  - Recruitment Emails-All CT Certified SPED Teachers multiple times
  - Cultivate New Partnerships with Universities for student teaching and job postings
  - Human Capital Talent Supervisors Attend Career Fairs (Virtual & In-Person, in-state and out-of-state)
  - Share positings with community and professional organizations
  - Waterbury U-Micro-Credential Program

- **Collaboration with Civil Service Department in Recruitment of Paraprofessionals**
  - Utilize multiple social media platforms to advertise, including ParentSquare
  - Civil Service Office administers the ParaPro Exam, which has positively impacted hiring staff

Special Education Department Updates:

- 2023-2024 : Major Focus Areas
  - Professional Development
    - ADOS training
    - SUPPORT (De-escalation)
    - Prevent - Teach - Reinforce
    - Transition
    - Child Find
    - Manifestation and Behavior
    - Indicator 4



WATERBURY
PUBLIC SCHOOLS

Special Education/ Students by Race/ Ethnicity

Indicator 4

Changes to Sanctioning Recap



Instruction

Students must be told how they will access their instruction and document this information.

ISS

ISS with services can be documented in a binder with IEP at a glance.

Progressive Discipline

Communicate often; change IEPs; refer for mental health; meet as a team; review discipline data frequently

Offer safeguards

10 Days OSS is a change of placement- a procedural safeguards booklet must be provided

WATERBURY
PUBLIC SCHOOLS

Special Education Department: Fiscal Responsibility



- Outplacements
- SE Transportation
- Recruitment and retention of staff
- No cost contracts

WATERBURY
PUBLIC SCHOOLS

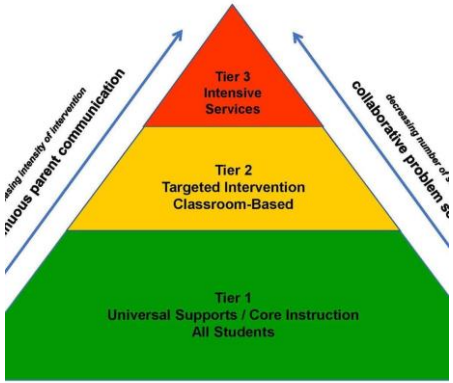
Pupil Services Update

WATERBURY
PUBLIC SCHOOLS

Second Step® + Aperture Education DESSA

Integrating Assessments and Curriculum to Build Social-Emotional Skills



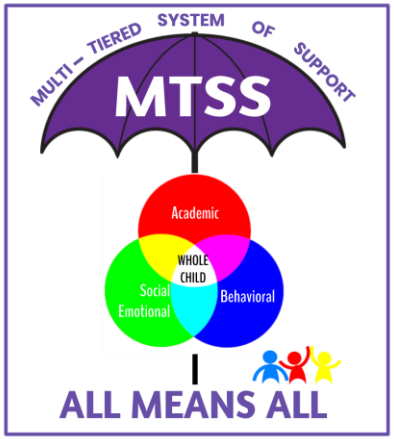


WATERBURY PUBLIC SCHOOLS

2023-24 Pupil Services:

- MTSS
- Bullying
- CIT-Y
- CMHA
- DESSA
- CJR
- District Crisis Team

Why MTSS?



- Research supports full implementation:
  - academic growth
  - school climate turnaround
  - improved outcomes for all sub-groups of students
  - increased equitable and fair practices
- When we intervene early, we are meeting the needs of students prior to an emergency arising. We also promote safe, positive, and learning-conducive environments in every classroom.

WATERBURY PUBLIC SCHOOLS

Waterbury Public Schools Commitment to Safe, Positive, Learning-Conducive Schools

- A positive school climate involves all stakeholders. There is one goal- improve student outcomes (academic, behavioral, and social-emotional)!
- Our data supports the need for rapid and systematic change.
- Everyone must be committed to doing what's best for students and the community.
- *Our past is in the past*…it's time to focus on the future and putting systems in place to support the entire district.

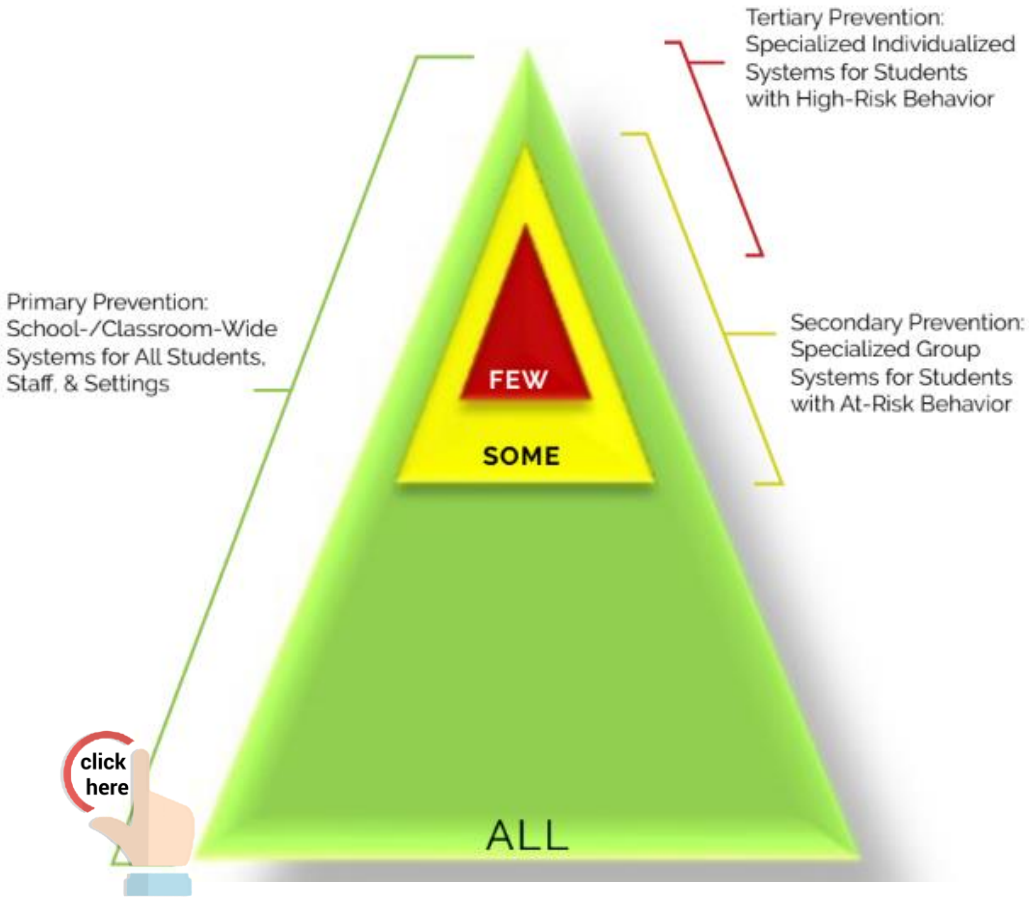




WATERBURY
PUBLIC SCHOOLS

MTSS- Tier 1, 2, &3

Goal 1: The Waterbury Public Schools will implement Multi-Tiered Systems of Support (MTSS) with fidelity through enhancing the overall school climate and development of positive behavior support best practices, thus improving student outcomes.



WATERBURY
PUBLIC SCHOOLS

School-based team implementation

Goal 2: Waterbury Public Schools will implement a School-Based Team Approach in every building to ensure our learning environment is safe, equitable, reinforces positive behavior, and is conducive to learning.



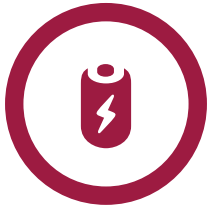
Tier 1

School-wide
Behavioral matrix
Explicitly taught behavior
Teacher Language
Data-based decision making
All students benefit.



Tier 2

Small group interventions
Less than 10% of students included
Monitoring Fidelity
Goal is to return to Tier 1



Tier 3

Less than 5% of students
Not just SE students
Highly structured plans during intervention
Goal is to provide significant resources than slowly fade support

WATERBURY PUBLIC SCHOOLS

Mental Health Partnerships

PROGRAM	DESCRIPTION	SCHOOL	BENEFIT
Connecticut Junior Republic (CJR)	**Success Always Follows Education (SAFE) program** - ● Support teens to focus on the ability to make good decisions about identified life options. ● Promote positive growth & development of youth. ● Academic Tutoring ● Employment and scholarship opportunities **Behavioral Health Clinicians** ● Caseload 20-25 students ● Improve student attendance ● Add layer of support to teachers & support staff ○ PPTs, facilitate groups, case management & outreach, crisis intervention ○ Professional learning for staff (mental health related topics) ● Remove barriers to services ○ Individual, group & family counseling ○ Wellness Center Access (w/parental consent) ■ Psychiatric services ■ Summer/vacation support	● All schools with grades 6-12. ● Kennedy ● Crosby ● Wilby ● West Side ● North End ● Wallace	SAFE Program: ● Improved attendance ● Noticeable academic progress ● Academic tutoring ● Exposure to new areas of interest, skill, or sport ● Scholarships Behavioral Health Clinicians: ● Remove barriers to services, increase school attendance and add additional layer of support to the school.

WATERBURY PUBLIC SCHOOLS

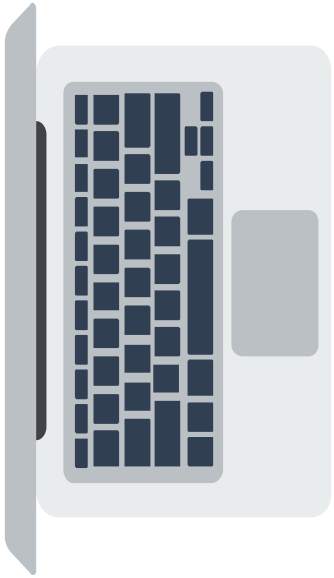
SAFE Program ~ Updates

PROGRAM DESCRIPTION	SPRING	CURRENT ENROLLMENT
Success Always Follows Education (SAFE) program - • Support teens to focus on the ability to make good decisions about identified life options. • Promote positive growth & development of youth. • Academic Tutoring • Employment and scholarship opportunities	27 students across schools (grades 6-12) Many additional students accessed the summer programming and were considered for admittance to the program moving into this school year.	• 6 students were accepted and opted out. • 21 students returned from last year • 7 students accepted via summer access • 0 students are currently waitlisted WSMS: 11 students Crosby: 7 students Wallace: 7 students Wilby: 5 students WAMS: 2 students Kennedy: 4 students NEMS: 4 students Gilmartin: 3 students Career: 3 students Wendell: 2 students Duggan: 1 student Enlighten: 1 student **Total Students Served: 50 (nearly doubled)**

Behavioral Health Clinicians ~ Updates

	PROGRAM DESCRIPTION	SCHOOLS	CURRENT CASELOADS
	Behavioral Health Clinicians • Caseload 20-25 students • Improve student attendance • Add layer of support to teachers & support staff ○ PPTs, facilitate groups, case management & outreach, crisis intervention ○ Professional learning for staff (mental health related topics) • Remove barriers to services ○ Individual, group & family counseling ○ Wellness Center Access (w/parental consent) ■ Psychiatric services ■ Summer/vacation support	• Kennedy • Crosby • Wilby • West Side • North End • Wallace	Current Caseloads: • *Kennedy:* 19 Active; 10 Pending **29 participants** • *Crosby:* 14 Active; 8 Pending **22 participants** • *Wilby:* 10 Active (Low numbers-CJR held meet to review referral process) **10 participants** • *West Side MS:* 12 Active; 8 Pending **20 participants** • *North End MS:* 8 Active; 11 Pending **19 participants** • *Wallace:* 16 Active; 7 Pending **23 participants** **Total Caseload Students Served: 123**

CMHA- WPS Partnership



1. School-based EDT Program
2. Bounce Back (K-5) / CBITs (6-12)
3. Smart Recovery

WATERBURY PUBLIC SCHOOLS

CMHA: Extended Day Treatment (EDT)

- ***Piloting a school based EDT program***
  - One school- 2024-25 SY (Bunker Hill ES)
    - Help reduce access and transportation barriers in schools.
    - Ultimate vision is to move community EDT into the schools entirely. Can be some cost savings for all with this model but would take great planning
  - We will be data heavy to help support the needs
- LOOKS LIKE:
  - Pilot-younger population (perhaps in one building..access from other schools)
  - **1 clinician full time (40 hrs per week)**
    - *Can do work during the day for bounceback/cbits*
    - DCF ratios 8:1 clinician
      - Groups should be no greater than 8 students
        - All year round (some breaks)
        - Afterschool (needs to remain open…3 hrs of programming)

WATERBURY PUBLIC SCHOOLS

What is CBITS and Bounce Back?

The Cognitive Behavioral Intervention for Trauma in Schools (CBITS) program is a school-based, group and individual intervention designed to reduce symptoms of post-traumatic stress disorder (PTSD), depression, and behavioral problems among students in grades six to twelve (ages 10 to 17) exposed to traumatic life events.

CBITS uses cognitive-behavioral techniques (e.g., psychoeducation, relaxation, social problem solving, cognitive restructuring, and exposure). The goals of the intervention are to reduce symptoms and behavior problems and improve functioning, peer and parent support, and coping skills.

Bounce Back is a cognitive-behavioral, skills-based, group intervention aimed at relieving symptoms of child traumatic stress, anxiety, depression, and functional impairment among elementary school children ages 5-11. The training for Bounce Back mirrors Cognitive Behavior Interventions for Trauma in Schools (CBITs) with some minor content differences.

WATERBURY
PUBLIC SCHOOLS

Mental Health (Community Partnerships)

Crisis Intervention Team for Youth (CIT-Y)

Data 2023-2024 SY*	
Connecting to care	398
Bridging home and school	83
Reducing arrests after hours/# of student arrests in need of mental health services	0

* Data above is from July 1, 2023 through April 26, 2024.

WATERBURY PUBLIC SCHOOLS

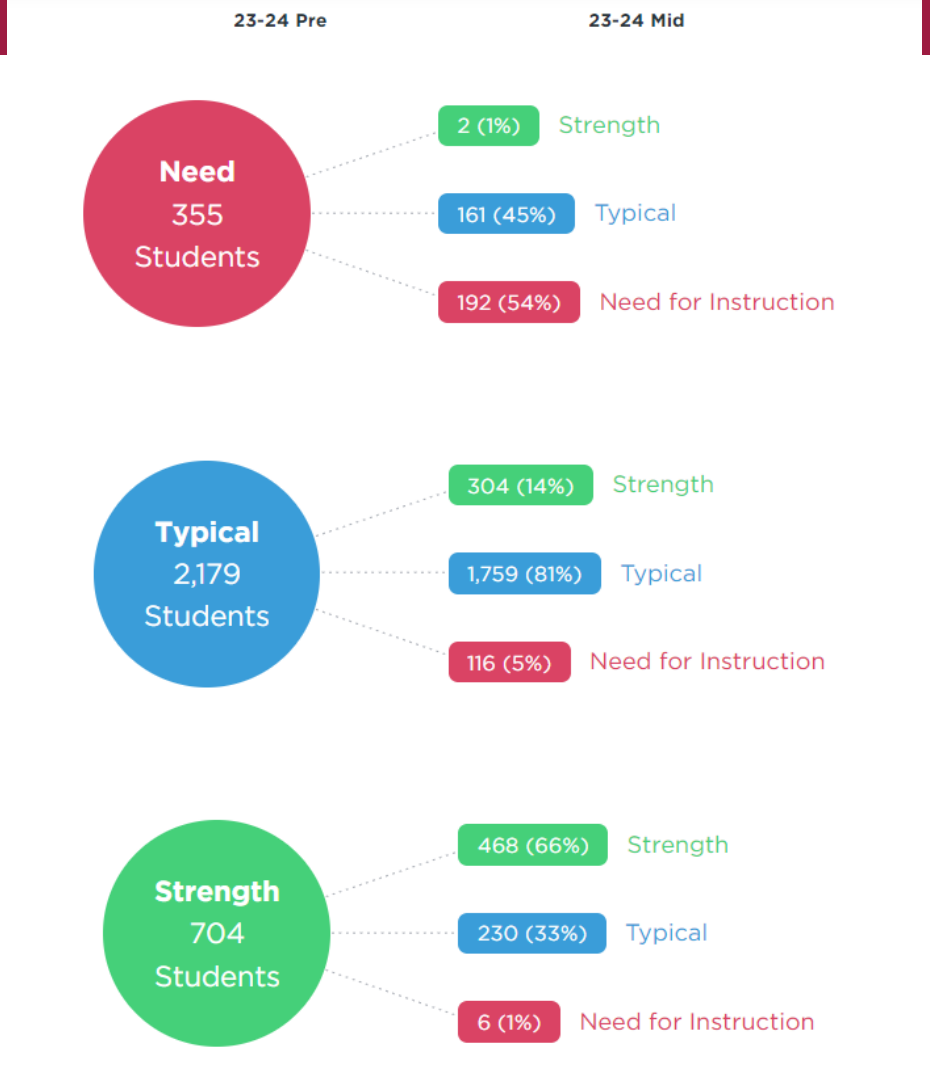
Mental Health Partnerships

PROGRAM	DESCRIPTION	SCHOOL	BENEFIT
Sandy Hook Promise - *Say Something* Anonymous Reporting System (SS-ARS)	A program that teaches students how to recognize for warning signs, signals, and threats from individuals who may want to hurt themselves or others and to *Say Something* to a trusted adult, OR use the Anonymous Reporting System (App, Website or 24.7 Crisis Telephone Line) to get them help.	All schools with grades 6-12: ● Comprehensive Middle Schools ● Comprehensive High Schools ● Magnet MS/HS ● Grades 6-8 ONLY of PreK-8 Schools ● Enlightenment School ● MS/HS of State Street School	Provides a system and process for addressing school threats. ● In collaboration with trained school staff and the Waterbury Police Department ● Managed by trained experts through the Sandy Hook Foundation

WATERBURY PUBLIC SCHOOLS

DESSA

Impact on providing Tier 2 groups for students with social and emotional needs



WATERBURY
PUBLIC SCHOOLS

District Crisis Response Team

PURPOSE: To assist staff, building administrators, students, and their families with crisis support at the school in response to a tragedy regarding students and staff.

MEMBERS: This team consists of volunteer School Social Workers and School Psychologists.

CASES 2023-2024 SY: 6

WATERBURY
PUBLIC SCHOOLS

Upcoming Climate Reform for WPS

Public Act 23-167 Educational Reform

- Develop an improvement plan district-wide
- Tiered system of interventions for schools
- (page 59) Section 47: (New) School climate (SEL); Emotional intelligence; bullying; school environment; cyberbullying; teen dating and violence; electronic communication; school climate improvement plan; Restorative Practices: a) high quality, constructive relationships among the school community; b) holding each student accountable for any challenging behavior c) ensuring each student has a role in repairing relationships and reintegrating into the school community
- School districts must complete a school climate survey to develop school-based goals and include in their school improvement plans during 2024-25 SY
- By July 1, 2025, all principals must be trained in Restorative Practices.
- A school climate coordinator must be hired to ensure that each school is in compliance with their school improvement plan/ school climate goals.

WATERBURY
PUBLIC SCHOOLS

Questions/Comments

Thank You!

WATERBURY
PUBLIC SCHOOLS

#11a

WATERBURY PUBLIC SCHOOLS

ESSER/ARP Monthly Expenditure Report
Board of Education Workshop
May 2, 2024

ESSER I

Beginning Date March 2020
Ending Date September 2022

Total Grant : $9,394,519

Public Portion - $8,462,310
$8,462,310 YTD Exp/Enc
$ 0 YTD Balance

Non-Public Portion: $932,209
$932,209 YTD Exp/Enc
$ 0 YTD Balance

ESSER II

Beginning Date December 2020
Ending Date September 2023

Total Grant : $41,651,124

$41,651,124 YTD Exp/Enc
$ 0 YTD Balance

ARP ESSER III

Beginning Date May 2021
Ending Date September 2024

Total Grant : $89,691,176

$79,852,467 YTD Exp/Enc
$9,838,709 YTD Balance

Detail of Encumbrance/Expenditures

ESSER I

- Temporary Maintainers; Health Dept & Fire Dept Overtime for COVID Testing
- Chromebook Management Services; Licenses; Teachers Laptops; Students Chromebooks; Chromebook Charging Carts; Data Switches & Wireless Headphones
- HVAC & Ventilation Projects- Regan Boilers Replacement, & heating pumps, Carrington BMS Upgrades, HVAC Repairs at Reed, Maloney, Rotella, Gilmartin, Duggan, WAMS, Career, and West Side.
- Covid staff testing fees;
- Fire safety equipment
- Bilingual materials
- PPE/Health & Safety Supplies; Handwashing Stations

ESSER II

- GF Staff Retainage- Maintainers Staff, IT Staff and School Counselors.
- Summer School Programs; Summer Camps – YMCA, Boys & Girls & PAL
- Transportation for Summer School; Summer school program supplies
- Recruitment - UCONN Resident & Nex-Gen programs; College partnerships for recruitment
- Translation Services
- SEL Curriculum
- Technology Professional Development Training
- Portrait of Graduate Development and Assessment
- CTE Supplies and Wilby Greenhouse Renovation
- Food Service Deficit;
- Facility Study
- Administrative Costs - Contracted Project Manager Services; Contracted Legal Services
- Design Services – Auditorium Upgrades; Air Handler Units; Mechnical Upgrades & Rotella Boiler
- Summer school field trips
- Boiler replacement /Tinker school and Kingsbury
- School counselor Summer program
- New Mentors Summer training
- Design services –HVAC for Wilby, NEMS,WSMS,Crosby, Wallace, State St, Wilson
- Design services- Boiler replacement for Driggs, Maloney, Washington, Generali)
- Boiler replacement –Rotella
- SEL Curriculum
- Naviance
- Duct & Vent Cleaning (Carrington, Duggan,Gilmartin, Reed)
- Reboot pilot program
- Crosby Bypass piping
- Auditorium Upgrades (WAMS, WSMS, Rotella, Kennedy, Laurel Hill Complex & Bergin Complex)
- HVAC upgrades (Duggan, Gilmartin)
- Boiler replacement (Rotella)
- Summer program STEM kits
- Boilers replacement (Driggs, Generali, Maloney and Washington)
- Removal and replacement of 3 playscapes (Chase, Regan, Rotella)
- Summer day Camp (Waterbury Youth Service)
- Commissioning Services (Noresco)
- Summer Camp field trip
- Duct & Vent Cleaning (WAMS, Maloney, Rotella)
- Furniture (Moved from Esser III to II)
- ESS (substitutes)
- Moved HVAC expenses from ARP Esser III to Esser II

WATERBURY PUBLIC SCHOOLS

ARP ESSER III

- (2) PT Crisis Youth Intervention Clinicians;
- Accountant III
- Facility Operation Manager
- Extra Class Stipends for Teachers covering shortage areas (High Schools);
- Partners in Education (CT Center for School Change);
- Outside Counsel Legal Fees for ARP ESSER Contracts;
- Curriculum Update- Pear Deck & Legends of Learning;
- Instructional Supplies & Equipment (School Principals Needs)
- Resources to Support Curriculum(Home Learning);
- Equity Training Services
- State Street Playground Equipment
- HVAC Projects/Repairs- Maloney Chiller Replacement, Wilby AC, Crosby Cooling Tower, Wams, Kennedy Fan Replacement.
- Upgrade furniture, fixtures and equipment based on school needs.
- Digital platform to connect students with mentors.
- Amplify reading student license, mCLASS DIBELS
- Mechanical Upgrades at three schools (Crosby,Kennedy, Wilby)
- SAFE after school program/behavioral clinicals
- Nearpod, Kami, Rubicon subscription
- Summer programs-Boys & Girls club
- Workshop Athletic program
- Biliteracy Training program
- Enrichment programs in the Community (Palace Theater, Shakesperian, Mattatuck museum, Boys and Girls, YMCA)
- Design services for HVAC (Sprague, Regan, Tinker, Washington, Bucks Hill, Chase , International, Generali)
- Harvard Graduate school- training school turnaround leaders
- Linguistica International –translation services
- Cormier Consulting
- Varsity Tutors
- Removal and replacement of 6 playscapes (Bunker Hill, Driggs ,Sprague, Hopeville, Tinker, Washington)
- Radiator Covers
- Multi-tired system of supports for behavior (Branching Minds).
- Water cooled chiller for Wilby
- Design fees for VRF/DOA for 6 elementary schools
- Summer programs (PAL, YMCA,Seven Angels)
- Imagine learning (licenses for online learning)
- Furniture (Moved from Esser III to II)
- Quill (Middle & high school licenses)
- Moved HVAC expenses from ARP Esser III to Esser II
- Google workspace for Education
- Students Chromebooks

- Removal and replacement of playscape at Carrington
- Rubrik update
- Waterbury Bridge to Success
- HVAC construction fees at Wilby and NEMS
- Kitchen construction fees at Crosby and Wilby
- Lightspeed Audio solution
- HVAC Replacement at Crosby/Wallace
- Construction for conversion of Crosby weight room into PE
- HVAC replacement at Kennedy
- HVAC at 13 elementary schools (Bucks Hill,Chase, Driggs, Generali, Hopeville, Tinker, Bunker Hill, International, Kingsbury, Regan, Sprague, Washington, Wilson)
- HVAC construction fees at WAMS
- Carrington Learning Park security cameras

MONTHLY EXPENDITURE REPORT - MARCH

#11b

ACCOUNT	CLASSIFICATION	FY 24 ORIGINAL BUDGET	FY 24 ADJUSTED BUDGET	MARCH EXPENDITURE	MARCH ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Salaries								
511101	Administrators	$9,717,780	$9,717,780	$6,975,986	$0	$2,741,794	$9,538,785	$178,995
511102	Teachers	$51,253,563	$47,245,345	$28,753,101	$0	$18,492,244	$44,674,664	$2,570,682
511104	Superintendent	$444,926	$444,926	$332,080	$0	$112,846	$454,426	($9,500)
511106	Early Incentive Certifiied	$912,614	$912,614	$991,676	$0	($79,062)	$991,676	($79,062)
511107	Certified Coaches	$770,000	$770,000	$493,478	$0	$276,522	$770,000	$0
511108	School Psychologists	$1,244,266	$644,266	$338,783	$0	$305,483	$570,622	$73,644
511109	School Social Workers	$2,188,529	$2,188,529	$1,237,061	$0	$951,468	$2,039,219	$149,310
511110	Speech Pathologists	$2,375,493	$2,375,493	$1,772,578	$0	$602,915	$2,687,000	($311,507)
511111	Assistant Superintendent	$165,000	$165,000	$126,606	$0	$38,394	$173,250	($8,250)
511113	Extra Compensatory Stipend	$105,000	$105,000	$0	$0	$105,000	$105,000	$0
511201	Non-Certified Salaries	$2,704,766	$2,704,766	$2,199,629	$0	$505,137	$2,606,125	$98,641
511202	Clerical Wages	$1,205,011	$1,205,011	$745,776	$0	$459,235	$1,041,782	$163,229
511204	Crossing Guards	$361,867	$361,867	$287,431	$0	$74,436	$361,867	$0
511206	Educational	$450,000	$450,000	$191,354	$0	$258,646	$286,992	$163,008
511212	Substitute Teachers	$150,000	$150,000	$420,438	$48,837	($319,276)	$450,000	($300,000)
511215	Cafeteria Aides	$80,000	$80,000	($5,562)	$0	$85,562	($5,562)	$85,562
511217	Library Aides	$191,191	$191,191	$96,168	$0	$95,023	$137,797	$53,394
511219	School Clerical	$2,311,182	$2,311,182	$1,397,112	$0	$914,070	$2,014,600	$296,582
511220	Fiscal Administration	$693,869	$693,869	$367,044	$0	$326,825	$512,416	$181,453
511222	Transportation Coordinator	$204,822	$204,822	$144,163	$0	$60,659	$203,562	$1,260
511223	Office Aides	$180,000	$180,000	$119,763	$0	$60,237	$176,466	$3,534
511225	School Maintenance Non-Certified	$2,821,584	$2,821,584	$1,652,722	$0	$1,168,862	$2,328,752	$492,832
511226	Custodians Non-Certified	$5,858,425	$5,758,425	$3,592,325	$0	$2,166,100	$5,077,618	$680,807
511227	Overtime - Outside Activities	$200,000	$200,000	$238,195	$0	($38,195)	$250,000	($50,000)
511228	Paraprofessionals	$10,633,662	$10,358,662	$6,924,437	$0	$3,434,225	$10,246,168	$112,494
511229	Bus Duty	$265,000	$265,000	$1,250	$0	$263,750	$265,000	$0
511232	Attendance Counselors	$127,965	$127,965	$84,887	$0	$43,078	$129,017	($1,052)
511233	ABA Behaviorial Therapist	$1,755,992	$1,005,992	$698,445	$0	$307,547	$1,002,312	$3,680
511234	Interpreters	$199,353	$199,353	$100,188	$0	$99,165	$152,819	$46,534
511238	Swing Space	$0	$0	$1,602	$0	($1,602)	$1,602	($1,602)
511236	Snow Removal	$0	$0	$46,188	$0	($46,188)	$46,188	($46,188)
511237	Swing Space	$0	$0	$0	$0	$0	$0	$0
511650	Overtime	$640,000	$640,000	$929,579	$0	($289,579)	$1,207,916	($567,916)
511653	Longevity	$7,990	$7,990	$7,135	$0	$855	$7,135	$855
511700	Extra Police Protection	$686,607	$686,607	$232,395	$0	$454,212	$686,607	$0
511800	Vacation and Sick Term Payout	$120,055	$120,055	$67,360	$0	$52,695	$85,000	$35,055
522501	Health Insurance-General	$9,000,000	$9,000,000	$0	$0	$9,000,000	$9,000,000	$0
529001	Car Allowance	$70,000	$70,000	$77,730	$0	($7,730)	$100,000	($30,000)
529003	Meal Allowances	$24,800	$25,040	$24,797	$400	($157)	$24,800	$240
Subtotal Salaries		**$110,121,312**	**$104,388,334**	**$61,663,900**	**$49,237**	**$42,675,196**	**$100,401,620**	**$3,986,714**

MONTHLY EXPENDITURE REPORT - MARCH

ACCOUNT	CLASSIFICATION	FY 24 ORIGINAL BUDGET	FY 24 ADJUSTED BUDGET	MARCH EXPENDITURE	MARCH ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Purchased Services								
533000	Professional Services	$2,000,000	$4,000,000	$2,734,099	$1,004,250	$261,651	$4,290,000	($290,000)
533009	Evaluation	$5,000	$2,000	$0	$0	$2,000	$0	$2,000
533020	Consulting Services	$325,000	$437,248	$330,610	$47,753	$58,885	$475,000	($37,752)
533100	Auditing	$59,500	$59,500	$58,000	$1,500	$0	$59,500	$0
539005	Sporting Officials	$25,000	$25,000	$8,887	$0	$16,113	$18,000	$7,000
539008	Messenger Service	$30,000	$30,000	$11,644	$0	$18,356	$30,000	$0
543000	General Repairs & Maintenance	$1,388,000	$1,388,000	$947,253	$361,712	$79,035	$1,388,000	$0
543011	Maintenance - Service Contracts	$800,000	$800,000	$531,593	$228,863	$39,545	$800,000	$0
544002	Building Rental	$568,956	$568,956	$395,592	$111,364	$62,000	$568,956	$0
545002	Water	$250,000	$250,000	$153,981	$0	$96,019	$250,000	$0
545006	Electricity	$3,129,855	$3,129,855	$2,103,998	$0	$1,025,857	$3,188,616	($58,761)
545013	Security/Safety	$125,000	$125,000	$111,073	$7,728	$6,199	$125,000	$0
551000	Pupil Transportation	$17,993,591	$18,943,591	$12,810,190	$5,638,675	$494,726	$19,925,000	($981,409)
553001	Postage	$45,000	$45,000	$30,958	$0	$14,042	$45,000	$0
553002	Telephone	$175,000	$175,000	$156,703	$7,256	$11,040	$175,000	$0
553005	Wide-area Network (SBC)	$93,600	$93,600	$56,296	$23,798	$13,506	$93,600	$0
556055	Tuition - Outside	$12,100,000	$14,443,218	$11,081,381	$3,327,750	$34,088	$17,063,385	($2,620,167)
556056	Purchased Service - Outside	$3,000,000	$3,250,000	$2,126,097	$924,374	$199,529	$3,809,500	($559,500)
557000	Tuition Reimbursement	$6,000	$6,000	$30,261	$0	($24,261)	$30,000	($24,000)
558000	Travel Expenses	$5,000	$6,153	$4,600	$0	$1,553	$6,153	$0
559001	Advertising	$32,500	$32,500	$13,206	$4,902	$14,392	$32,500	$0
559002	Printing & Binding	$15,000	$15,425	$2,203	$13,221	$1	$15,425	$0
559104	Insurance - Athletics	$26,000	$26,000	$19,851	$0	$6,149	$26,000	$0
Subtotal Purchased Services		**$42,198,002**	**$47,852,046**	**$33,718,477**	**$11,703,147**	**$2,430,422**	**$52,414,635**	**($4,562,589)**
Supplies/Materials								
561100	Instructional Supplies	$1,620,000	$1,616,869	$1,153,605	$143,131	$320,132	$1,389,313	$227,556
561200	Office Supplies	$75,590	$70,673	$56,861	$6,237	$7,576	$63,098	$7,575
561204	Emergency/Medical Supplies	$2,000	$2,000	$0	$0	$2,000	$0	$2,000
561210	Intake Center Supplies	$3,500	$3,500	$3,352	$0	$148	$3,352	$148
561211	Recruitment Supplies	$50,000	$50,000	$36,126	$3,088	$10,786	$50,000	$0
561212	Medicaid Supplies	$8,000	$8,000	$4,403	$741	$2,856	$5,144	$2,856
561501	Diesel	$185,092	$166,674	$104,512	$62,162	($1)	$166,675	($1)
561503	Gasoline	$249,360	$249,360	$158,061	$28,872	$62,427	$235,000	$14,360
561504	Heating Oil	$0	$0	$0	$0	$0	$0	$0
561505	Natural Gas	$1,666,000	$1,666,000	$1,036,002	$0	$629,998	$1,549,243	$116,757
561507	Janitorial Supplies	$275,000	$375,000	$270,839	$64,696	$39,465	$375,000	$0
561508	Electrical Supplies	$50,000	$50,000	$39,099	$10,205	$696	$50,000	$0
561509	Plumbing Supplies	$100,000	$100,000	$75,044	$23,319	$1,637	$100,000	$0
561510	Building & Ground Supplies	$220,000	$220,000	$173,955	$42,716	$3,329	$220,000	$0
561511	Propane	$406,094	$406,094	$281,144	$0	$124,950	$281,144	$124,950
567000	Clothing Supplies	$40,000	$40,000	$33,538	$85	$6,377	$40,000	$0
567001	Crossing Guard Uniforms	$2,000	$2,000	$1,990	$0	$10	$1,990	$10
569010	Recreational Supplies	$15,000	$15,000	$10,929	$0	$4,071	$10,929	$4,071
569029	Athletic Supplies	$130,000	$137,296	$98,726	$36,945	$1,626	$135,671	$1,625
Subtotal Supplies/Materials		**$5,097,636**	**$5,178,466**	**$3,538,186**	**$422,197**	**$1,218,083**	**$4,676,559**	**$501,907**

MONTHLY EXPENDITURE REPORT - MARCH

ACCOUNT	CLASSIFICATION	FY 24 ORIGINAL BUDGET	FY 24 ADJUSTED BUDGET	MARCH EXPENDITURE	MARCH ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Property								
575008	Furniture-Misc.	$15,000	$15,000	$11,709	$0	$3,291	$11,709	$3,291
575200	Office Equipment	$150,000	$150,000	$25,822	$29,309	$94,870	$80,000	$70,000
575408	Plant Equipment	$40,000	$40,000	$34,871	$4,502	$626	$39,374	$626
Subtotal Property		**$205,000**	**$205,000**	**$72,402**	**$33,811**	**$98,787**	**$131,083**	**$73,917**
Other/Miscellaneous								
589021	Mattatuck Museum	$13,000	$13,000	$9,140	$3,860	$0	$13,000	$0
589034	Board of Ed Commissioners	$20,700	$20,700	$15,626	$0	$5,074	$20,700	$0
589036	Emergency Fund	$9,350	$9,350	$9,299	$0	$52	$9,299	$51
589056	Waterbury Promise	$500,000	$500,000	$500,000	$0	$0	$500,000	$0
589201	Mileage	$10,000	$10,000	$5,186	$0	$4,814	$10,000	$0
589205	Coaches Reimbursements	$5,000	$5,000	$1,715	$0	$3,285	$5,000	$0
589900	Dues & Publications	$60,000	$66,000	$64,081	$235	$1,684	$66,000	$0
591002	Transfer to Sinking Fund	$0	$0	$0	$0	$0	$0	$0
591004	Athletic Revolving Fund	$135,000	$127,104	$72,999	$11,986	$42,119	$127,104	$0
Total Other/Miscellaneous		**$753,050**	**$751,154**	**$678,046**	**$16,081**	**$57,027**	**$751,103**	**$51**
GRAND TOTAL OPERATING BUDGET		**$158,375,000**	**$158,375,000**	**$99,671,011**	**$12,224,473**	**$46,479,516**	**$158,375,000**	**$0**
Other Additional Funding								
	Alliance Non-Reform/Reform	**$41,216,739**	**$41,216,739**	**$24,039,864**	**$0**	**$17,176,875**	**$41,216,739**	**$0**
	GF Surplus 15-16	$1,000,000	$1,000,000	$0	$0	$1,000,000	$0	$1,000,000
	GF Surplus 14-15	$1,000,000	$1,000,000	$0	$0	$1,000,000	$0	$1,000,000
	GF Surplus 16-17	$450,000	$450,000	$0	$0	$450,000	$0	$450,000
	Contingency Surplus	$675,000	$675,000	$0	$0	$675,000	$0	$675,000
	City Non Lapsing Account	$500,000	$500,000	$0	$0	$500,000	$0	$500,000
Total Additional Funding		**$44,841,739**	**$44,841,739**	**$24,039,864**	**$0**	**$20,801,875**	$0	**$3,625,000**
GRAND TOTAL ALL FUNDING		**$203,216,739**	**$203,216,739**	**$123,710,875**	**$12,224,473**	**$67,281,391**	**$158,375,000**	**$3,625,000**

#11c

CITY OF WATERBURY
DEPARTMENT OF EDUCATION

5/2/2024

Board of Education
Board of Education Commissioners:

With the approval of the Committee on Finance, the Superintendent of Schools recommends the following transfer for fiscal year 2023/2024 from General Fund Operating Budget:

FROM:

Accounting Unit	Account	Activity	Description	Amount
87516001	511102		Life Management - Teachers	($50,000)

TO:

87510302	533000		Curriculum Instruction - Professional Services	$50,000

Transfer is needed to cover cost of substitute teacher placements from our outside vendor ESS.

FROM:

Accounting Unit	Account	Activity	Description	Amount
81710005	511101		Reed - Administrators	($110,000)
82210005	511101		Walsh - Administrators	($75,000)
81410001	511102		Kingsbury - Teachers	($15,000)
83410001	511102		WAMS - Teachers	($700,000)
88510001	511102		Special Education - Teachers	($550,000)
88510002	511109		Special Ed - Social Workers	($140,000)

TO:

88510001	556055		Special Education - Tuition Outside	$590,000
88510001	556056		Special Education - Purchased Services	$200,000
89510007	551000		Transportation - Pupil Services (Special Ed & Reg Ed)	$800,000

Transfer is needed to cover cost of Regular Ed transportation. Also to cover Special Ed costs for Out of District tuition, purchased services and transportation.

TOTAL **$1,640,000** **($1,640,000)**

Respectfully Submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

#11d

CITY OF WATERBURY
DEPARTMENT OF EDUCATION

5/2/2024

Board of Education

Board of Education Commissioners:

With the approval of the Committee on Finance, the Superintendent of Schools recommends the following transfer for fiscal year 2023/2024 from Capital Improvement Budget:

FROM:

Accounting Unit	Account	Activity	Description	Amo
60180	575008	6018080027625	Capital Improvement - Classroom/School Furniture Replacement	

TO:

60180	575501	6018080027635	Capital Improvement - Education Building & Equip. Improvements	$890,788.82

TOTAL **$890,788.82**

Transfer to Reallocate Capital funds from the Classroom/School Furniture account to the Education Building & Equipment Improvement account for various predetermined projects

Respectfully Submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

ɹunt
($890,788.82)

($890,788.82)

#13

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: **Thursday, May 2, 2024**
BOARD MEETING: **Thursday, May 16, 2024**

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, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
M. Bergin	Rotella community rm. & aud.: Thurs., Aug. 22nd 8am – 3pm (Pre School Prof. Development) Rotella community rm. & aud.: Wed., October 2nd 8am – 3pm (Pre School Prof. Development) Rotella community rm. & aud.: Wed., Dec. 4th 8 am – 3pm
Human Resources J. Chabot/C. Lamb	W. Cross café & 26 rms.: Friday, June 21st 8am – 2pm (Promotional Fire Lieutenant Exam)
D. Mortensen	Rotella community rm.: Tuesday, Aug. 20th 9am – 1pm (Reading Program facilitators workshop)
P. Lawlor	WAMS apron stage: Wed., June 5th 6pm – 9pm (WAMOS 2024)
K. Gaution	Generali gym: Tuesday, April 30th 4:00 pm – 6:00 pm (Community Fair)
L. Martin	Rotella aud.: Thursday, May 16th 5:00 pm – 8pm (Family Engagement Night)
Bureau of Recreation J. McColl	Wilby aud.: Thursday, June 27th 8am – 1pm (Summer Camp Orientation) Wilby aud., gym, pool, café: July 1st to Aug. 3rd Mon. thru Fri. 7am – 4pm (Summer Camp) West Side aud.,gym, pool, café: July 1st to Aug.3rd. Mon. thru Fri. 7am – 4pm (Summer Camp)

Book

SCHOOL PERSONNEL USE ONLY

DATE: 4/16/24

TO: SCHOOL BUSINESS OFFICE

FROM: Maureen Bergin

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

NAME OF SCHOOL REQUESTED: Rotella School Community Room and

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: August 22, 2024

FROM: 8:00 am/pm TO: 3:00 am/pm

FOR THE FOLLOWING PURPOSES:

Preschool Professional Development; audio required, microphone and screen

Maureen Bergin
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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SCHOOL PERSONNEL USE ONLY

DATE: 4/16/24

TO: SCHOOL BUSINESS OFFICE

FROM: Maureen Bergin

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

NAME OF SCHOOL REQUESTED: Rotella School Community Room and

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: October 2, 2024

FROM: 8:00 am/pm TO: 3:00 am/pm

FOR THE FOLLOWING PURPOSES:

Preschool Professional Development; audio required, microphone and screen

Maureen Bergin
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

DATE: 4/16/24

TO: SCHOOL BUSINESS OFFICE

FROM: Maureen Bergin

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

NAME OF SCHOOL REQUESTED: Rotella School Community Room and

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: December 4, 2024

FROM: 8:00 am/pm TO: 3:00 am/pm

FOR THE FOLLOWING PURPOSES:

Preschool Professional Development; audio required, microphone and screen

Maureen Bergin
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

DATE: April 16, 2024

TO: SCHOOL BUSINESS OFFICE

FROM: Joan Chabot / Cherrie Lamb

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 X ☐ Café/Rooms

DATES REQUESTED: Friday, June 21, 2024

FROM: 8:00 am TO: 2:00 pm

FOR THE FOLLOWING PURPOSES:

- Promotional Fire Lieutenant Oral Exam
- Expecting Approximately 26 Candidates – Need 26 Classrooms
- Sign-in begins at 8:00 am
- Table and two chairs at entrance to building for sign-in
- Clear 26 Teachers' Desks
- Exam Set-Up on Thursday, June 20, 2024 after 2:00 PM

Joan Chabot/Cherrie Lamb
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.

Yeah

SCHOOL PERSONNEL USE ONLY

DATE: 4/22/24

TO: SCHOOL BUSINESS OFFICE

FROM: Dena Mortensen

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

NAME OF SCHOOL REQUESTED: Rotella School Community Room

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: August 20, 2024

FROM: 9:00 AM am/pm TO: 1:00 PM am/pm

FOR THE FOLLOWING PURPOSES:

This is a workshop for facilitators to prepare them to train the teachers on the new reading program.

Dena Mortensen

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.

Gym 8/12

SCHOOL PERSONNEL USE ONLY

DATE: 4/23/24

TO: SCHOOL BUSINESS OFFICE

FROM: Peter Lawlor, Megan Pelletier, Justin Amenta

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 ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

Apron Stage

DATES REQUESTED: 6/5/2024

FROM: 6 am/pm TO: 9 am/pm

FOR THE FOLLOWING PURPOSES:

WAMOS 2024

Peter A. Lawlor IV

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.

Good

SCHOOL PERSONNEL USE ONLY

DATE: 4/24/24

TO: SCHOOL BUSINESS OFFICE

FROM: Kristen Gaudioso

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

NAME OF SCHOOL REQUESTED: Generali

☒ Auditorium ☑ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: 4/30/24

FROM: 4 am/pm TO: 6 am/pm

FOR THE FOLLOWING PURPOSES:

Generali Community Fair

K Gaudioso

APPLICANT

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

Book

SCHOOL PERSONNEL USE ONLY

DATE: 4/25/2024

TO: SCHOOL BUSINESS OFFICE

FROM: Lauren Martin

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: May 16, 2024

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

FOR THE FOLLOWING PURPOSES:

Author visit family engagement night

Lauren Martin
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 Tuesday

SCHOOL PERSONNEL USE ONLY

DATE: 3/26/2024

TO: SCHOOL BUSINESS OFFICE

FROM: Bureau of Recreation

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

NAME OF SCHOOL REQUESTED: Wilby High School

☑ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 6/27/2024

FROM: 8:00 (am)/pm TO: 1:00 am/(pm)

FOR THE FOLLOWING PURPOSES:

City of Waterbury Bureau of Recreation Summer Camp Orientation

APPLICANT

John McColl

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

Book

SCHOOL PERSONNEL USE ONLY

DATE: 3/26/2024

TO: SCHOOL BUSINESS OFFICE

FROM: Bureau of Recreation

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

NAME OF SCHOOL REQUESTED: Wilby High School

☑ Auditorium ☑ Gymnasium ☑ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: 7/1/2024 - 8/9/2024

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

FOR THE FOLLOWING PURPOSES:

City of Waterbury Bureau of Recreation summer camp

APPLICANT

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

Board

SCHOOL PERSONNEL USE ONLY

DATE: 3/26/2024

TO: SCHOOL BUSINESS OFFICE

FROM: Bureau of Recreation

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

NAME OF SCHOOL REQUESTED: West Side Middle School

☑ Auditorium ☑ Gymnasium ☑ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: 7/1/2024 - 8/9/2024

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

FOR THE FOLLOWING PURPOSES:

City of Waterbury Bureau of Recreation Summer camp

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.

#14

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: **Thursday, May 2, 2024**
BOARD MEETING: **Thursday, May 16 , 2024**

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
Friends of Jahana Hayes C. Thompson	Crosby gym: Tuesday, May 13th 3:30pm to 9:00pm (set-up and convention)

REQUESTING WAIVERS:

Wtby. Patriots Cheeerleaders M. Ricci	Wilby gym, café, aud.: Friday, Oct. 25th 7-9 pm (set-up) and Sat., Oct. 26th 7 am – 9:30 pm (Tri-Central Cheerleading Competition) ($3,381.)
Wtby. Islamic Cultural Center F. Syed	Crosby field or gym: Sat., June 15th 9-10pm set-up and Sunday, Juen 16th 6am – 12pm for prayer service (only need gym if raining on Sunday morning) ($1,260.)

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

Helping Hands in the Community M. Jones Davis	Driggs gym: Wednesdays June 5th – August 7th, 2024 5:30 – 8:00 pm (Women's Fitness Group)
CT. Royalty T. Inabinett	Maloney gym: Wednesdays 4/29 – 5/31 6 – 9 pm (basketball program)
Waterbury PAL C. Amatruda	Wilby pool : 7/1/24 – 8/9/24 Monday thru Friday 2pm – 8pm (Learn to Swim Program)

Book

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

APPLICANT Chanita Thompson NAME OF ORGANIZATION FRIENDS OF JAHANA HAYE

ADDRESS PO BOX 1487 WATERBURY CT 06721 TELEPHONE #
(street) (city) (state) (zip code)

SCHOOL REQUESTED CROSBY HS DATES MAY 13, 2024 ROOM(S) GYMNASIUM

OPENING TIME 3:30 PM CLOSING TIME 9:00 PM PURPOSE CONVENTION

ADMISSION (if any) NONE CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 500 CHILDREN

SIGNATURE OF APPLICANT Chanita Thomps DATE 3/15/24

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

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 1HR SERVICE PER CUST.

RENTAL FEES: FT $55/HR

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ 250.- INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

OK

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

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

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

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 CONTRACT#
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

APPLICANT Meagan Ricci League Rep. NAME OF ORGANIZATION Waterbury "Patriots" Youth Cheerleading & Football
ADDRESS 29 Arch Street (street) Waterbury (city) CT (state) 06710 (zip code) TELEPHONE # 203-802-5612
SCHOOL REQUESTED Wilby High DATES 10-26-2024 ROOM(S) Cafeteria Bathrooms & front & Back Parking. Gymnasium, Auditorium, Hallways,
OPENING TIME 7:00Am CLOSING TIME 9:30pm PURPOSE Tri-State Non-profit Pop Warner Local Competition.
ADMISSION (if any) $25/Adult CHARGE TO BE DEVOTED TO Regional Fee's, Organizational & competition dues $expenses & E trophies
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 700 CHILDREN 300
SIGNATURE OF APPLICANT Meagan Ricci DATE March 26.2024
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: * Event is held in 2 Sessions.
Yolanda - 203-745-6406 / Marlese 203-707-6530 ** Access 7pm-9pm, 10.25.24 if possible to Set Gymnasium up

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. MLR (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1HR service per cust. (5) ($3,381.)
RENTAL FEES:
MISCELLANEOUS FEES:

SECURITY DEPOSIT $ 250.- 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.

FRI, OCT 25th setup 7-9pm
SAT. OCT. 26th 7AM-9:30pm

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Use of Building Permit)

APPLICANT/ORGANIZATION: Waterbury "Patriots" Youth Football & Cheerleading

Please check below specific item(s)

Building Usage Fees [X] Custodial Fees [X]

SCHOOL/ROOMS REQUESTED: Gymnasium, Cafeteria, and Auditorium (with use of hallways & Bathrooms)

DATE(S): October 26. 2024 TIMES: 7Am to 9:30pm

* DATE(S): October 25. 2024 TIMES: 7pm - 9pm (pre-set up if possible)

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

March 26. 2024
Date

[signature]
Signature

*10.25.26 if possible to set Gymnasium.

OFFICE USE ONLY

List total cost of fees being requested to be waived

$ _____ Building Usage Fees

$ 3,381.00 Custodial Fees

$ _____ Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____

ATTEST _____
Clerk, Board of Education

Book

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

APPLICANT Fahd Syed NAME OF ORGANIZATION WICC

ADDRESS 130 Scott Rd Waterbury Ct 06705 TELEPHONE # 203-509-9007
(street) (city) (state) (zip code)

SCHOOL REQUESTED Crosby / Wallace DATES 6.15.24 / 6.16.24 ROOM(S) Football field (rain in gym)
6.15.24 - 8pm to 10:00pm

OPENING TIME 6:00AM CLOSING TIME 12:00pm - 6.16.24 PURPOSE (Setup - 6.15.24 / Prayer - 6.16.24)

ADMISSION (if any) None CHARGE TO BE DEVOTED TO WICC / Fahd Syed

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 500 CHILDREN 300

SIGNATURE OFAPPLICANT [signature] DATE 4116124

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Fahd Syed 41 Woodglen Dr. Waterbury Ct 06705 203-509-9007

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 (3) ($126.00)

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $_____ INSURANCE COVERAGE N/A 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 case of Building Permit)

APPLICANT/ORGANIZATION: Fahd Syed - WJCC

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Football Field / Gym Rain Day

DATE(S): 6.15.24 TIMES: 8pm (Setup) to 10:00PM

DATE(S): 6.16.24 TIMES: 6:00AM (Prayers) to 12:00PM

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

4-16-24
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 1,260 Custodial Fees

$ _____ Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of _____.

ATTEST: _____
Clerk, Board of Education

Book

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

APPLICANT Melody Jones Davis NAME OF ORGANIZATION Helping Hands in the Community, Inc Powering Your Body!

ADDRESS 435 Guernseytown Wtwn CT 06795 TELEPHONE # ↳ 203-598-4196 (cell)
(street) (city) (state) (zip code)

2ND Choice:
SCHOOL REQUESTED Driggs School DATES June 5, 2024 - June 4, 2025 (Wed Pm) 6/4/24 6/29/24 ROOM(S) Gymnasium

OPENING TIME 5:30 - Set up CLOSING TIME 8:00 / Wed Pm PURPOSE Womens Fitness Group - Jump Rope, Hula Hoop, etc

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20-25 CHILDREN Ø

SIGNATURE OFAPPLICANT Melody J. Davis DATE 4/7/24

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

1.) Melody J. Davis 203-598-4196 2.) Arlanda Brantley 203-296-0451

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. MJD. (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ 250.00 INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

Wednesdays
June 5th
To
Aug. 7th

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

Book

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

APPLICANT Terry Inabinett NAME OF ORGANIZATION CT Royalty

ADDRESS 9 Alcott Rd. (street) Wolcott (city) CT (state) 06716 (zip code) TELEPHONE # 2039826442

SCHOOL REQUESTED Maloney DATES 4/29 - 5/31 ROOM(S) Gym

OPENING TIME 6 pm CLOSING TIME 9 pm PURPOSE Youth basketball

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 4 CHILDREN 25

SIGNATURE OF APPLICANT [signature] DATE 4-26-24

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

Terry Inabinett 2039826442

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. TI (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE ✓ YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

Monday
Wednesday
Friday

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

Book

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

Other Chris Andrews

APPLICANT Waterbury PAL NAME OF ORGANIZATION Waterbury PAL

ADDRESS 64 Division St. Waterbury, CT 06704 TELEPHONE # 203-288-7761
(street) (city) (state) (zip code)

SCHOOL REQUESTED Wilby DATES 7/1 - 8/9/24 ROOM(S) Pool

OPENING TIME 2pm CLOSING TIME 8pm PURPOSE Learn To Swim Program

ADMISSION (if any) — CHARGE TO BE DEVOTED TO —

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS — CHILDREN Total Est 450

SIGNATURE OFAPPLICANT [signature] DATE 4-29-24

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

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

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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.

Monday thru Friday 2pm - 8pm

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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



COMMUNICATIONS



April 24, 2024 through
April 30, 2024

Connecticut Association *of* Boards of Education

Jody I Goeler, Senior Staff Associate for Policy Service

PRESENTS
POLICY HIGHLIGHTS

April 26, 2024

Important Updates to Title IX Regulations

After breaking through a year's worth of self-imposed deadlines and extending opportunities for public comment, the U.S. Department of Education issued the 2024 Title IX Final Rule on sex-based harassment and discrimination. Districts will be required to implement the Final Rule's regulations on August 1, 2024, leaving public schools and other covered entities just over 100 days to comply with these new changes.

Among other significant changes, new opportunities for discretion and flexibility, and added definitions, the Final Rule redefines sex-based harassment and broadens the scope of sex discrimination to include sex stereotyping, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity

According to Sonja H. Trainor, Managing Director for Legal Advocacy at the National School Boards Association (NSBA), key provisions of the new regulations include the following shifts from the 2020 Final Rule. (For the purposes of this review, "District" is used interchangeably with "Recipient," as "recipient" refers to districts receiving federal funding):

- The regulations broaden the definition of discrimination based on sex to include not only discrimination based on sex stereotypes, sex characteristics, and pregnancy or related conditions but also *sexual orientation and gender identity*;
- The term "sex-based harassment" also has been defined more broadly to include harassment based on sexual orientation and gender identity. Sex-based harassment creates a "hostile environment" in more situations, as well. A hostile environment exists when "unwelcome sex-based conduct is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the District's educational program or activity."
- Although more conduct may constitute sex-based discrimination or harassment, the Final Rule permits *more flexibility* and *informality* in the procedures schools must use to address it "to account for *variations in school size*, *student populations*, and *administrative structures*." (Note: NSBA's public comments had asked the Department to provide some flexibility for school districts, including allowing an *informal resolution process option* for some Title IX complaints, so that building personnel could address harassment situations consistent with the *age of the student and the nature of the allegation*.)

- Under the new rules:
    - The State Department of Education (The Department) dramatically simplified the components of the grievance process to address complaints of sex discrimination;
    - Schools may use a *single-investigator model*, and schools may choose to use this model in some, but not all, cases as long as it is clear in the *district's grievance procedures when it will use this mode*l, and
    - Schools may offer an informal resolution process for sex discrimination complaints unless the complaint includes allegations that an employee engaged in sex-based harassment of a student, or unless such a process would conflict with Federal, State, or local law.
- The Department did not specifically address the use of restrooms and locker rooms but did create a "de minimis" (lacking significance or importance: so minor as to be disregarded) standard for sex separation that is allowed by existing regulations.
- Current regulations allow Districts to provide separate toilet, locker room, and shower facilities on the basis of sex, so long as the facilities are comparable. The new regulations clarify that such "otherwise permissible sex separation is consistent with Title IX as long as it is carried out in a manner that does not impose more than de minimis harm on affected students." The new regulations clarify that preventing someone from participating in school (including in sex-separate activities) consistent with their gender identity causes that person more than de minimis harm.
- The Department explicitly notes that it does not adopt the Federal Court of Appeals for the Eleventh Circuit's reasoning when it determined that the statutory provision allowing schools to designate same-sex living facilities applied to bathrooms and locker rooms. The Department, instead, sided with other courts, finding that the provision addresses only living facilities and that the statute's general anti-discrimination requirements apply to bathrooms and locker rooms.
- The new regulations do not address the eligibility criteria for athletic teams. It appears that the athletic eligibility criteria would be coming later.
- The new regulations *expand privacy protections* for students and others involved in sex discrimination claims and investigations.
    - Districts may not disclose *personally identifiable information* obtained in the course of complying with Title IX, with limited exceptions, such as when the recipient has prior written consent or when the information is disclosed to the parent of a minor. (The 2020 amendments included a narrower provision that prohibited a recipient from disclosing only the identity of certain individuals participating in a Title IX grievance procedure, with limited exceptions.)
    - A District's grievance procedures must require reasonable steps to protect the privacy of the parties and witnesses while the grievance procedures are implemented, provided that the steps do not restrict the ability of the parties to obtain evidence and participate in the grievance procedures.
- The new regulations provide more explicit and broader requirements for Districts to support students and employees based on pregnancy or related conditions.
    - Districts must provide reasonable modifications for students based on pregnancy or related conditions, allow for reasonable break time for lactation for employees, and access to a clean, private lactation space for students and employees.

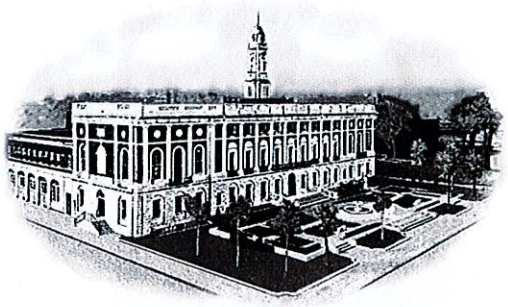
    - When a student (or parents of a minor student) informs a staff member of a student's pregnancy or related condition, the district employee must provide the individual with information about the school's obligations to prevent discrimination.
    - Schools cannot disclose personally identifiable information about reasonable modifications for pregnancy or related conditions, with limited exceptions.

- Districts must consult with one or more members of a student's IEP or Section 504 team when a student with a disability is a complainant or respondent.
    - If the complainant or respondent is a student with a disability, the recipient must require the Title IX Coordinator to consult with one or more members of the student's IEP or Section 504 team to determine how to comply with the requirements of the IDEA (Individual with Disabilities Act) and Section 504 throughout the grievance procedures.
- The Department has expanded the duties of the Title IX Coordinator and others responsible for implementing the District's grievance procedure. They must receive training related to their responsibilities promptly upon hiring or change of position and annually thereafter.
    - Districts must maintain for *seven years* each notification received by the Title IX Coordinator of conduct that reasonably may constitute sex discrimination under Title IX or the regulations, as well as documentation of the actions the District took to meet its obligations to respond promptly and effectively to complaints.
    - The Title IX Coordinator may also be the decision maker (under the single-investigator model).
    - Non-confidential employees are required to notify the Title IX Coordinator of conduct that might constitute sex discrimination under Title IX.
    - When the complainant or respondent is a student with a disability, the district must require the Title IX Coordinator to consult with a member of the student's IEP team.
- The final regulations allow districts to use a lower "preponderance of evidence" standard of proof to determine whether sex discrimination occurred unless the district uses "clear and convincing" in other comparable proceedings.
- The scope of covered conduct may extend beyond a school's borders.
    - Conduct that may constitute sex discrimination is covered if it occurs under a district's education program or activity in the U.S., including conduct that is subject to the district's disciplinary authority.
    - The District has an obligation to address a sex-based hostile environment under its educational program or activity, even when some conduct alleged to be contributing to the hostile environment occurred outside the education program or activity or outside the U.S.
- For the first time, a resource, including language schools, can be used for policies, notices, and grievance procedures to assist with compliance before the new school year begins: Resources for Drafting Nondiscrimination Policies, Notices of Nondiscrimination, and Grievance Procedures under 2024 Amendments to the U.S. Department of Education's Title IX Regulations.

- While the Final Rule's official publication in the Federal Register is forthcoming, an unofficial publication has been released and is included below, together with additional resources outlining key changes:
- Unofficial Version of the Department's 2024 Title IX Final Rule
- Fact Sheet: U.S. Department of Education's 2024 Title IX Final Rule Overview
- Summary of Major Provisions of the Department's 2024 Title IX Final Rule

CABE's Policy Department will develop a new Title IX model policy and grievance procedures prior to the August 1, 2024 implementation date. For member districts subscribing to the Quarterly Policy Updates, please look for the new model policy in July's edition, which will also include policy-related updates from the 2024 legislative session.

PAUL K. PERNEREWSKI, JR.
MAYOR



OFFICE OF THE MAYOR

THE CITY OF WATERBURY

CONNECTICUT

April 29, 2024

Carrie A. Swain
Clerk
Board of Education
City of Waterbury

RE: Vote of the Board of Education, Dated March 21, 2024, regarding the new position of Director of Multilingual Education – Item #13.3 – Committee of the Whole

Vote of the Board of Education, Dated March 21, 2024, regarding the Superintendent of Schools Employment Contract - Item #13.5 – Committee of the Whole

Dear Clerk Swain:

As you know, on March 28, 2024, I disapproved the above captioned votes of the Board of Education (the "Board") dated March 21, 2024. At a meeting of the Board on Thursday, April 25, 2024, the Board took votes with respect to those vetoes.

After a review of the Board's actions regarding those vetoes, and upon consultation with the Office of the Corporation Counsel, I wish to advise the Board that, in accordance with § 8B-1(c) of the Charter of the City of Waterbury, the Board was required to act on the vetoes, if it were to act on them at all, at the next meeting of the Board following receipt of the vetoes, which would have been the meeting held on April 4, 2024. Although the vetoes did appear on the agenda for the meeting of April 4, 2024, no action was taken on them by the Board at that meeting.

Accordingly, the Board having failed to override the vetoes of the above captioned votes at the meeting of April 4, 2024, the votes taken on April 25, 2024 purporting to override the vetoes are not operative, and the vetoes stand.

Sincerely,

Paul K. Pernerewski, Jr.
Mayor