Waterbury Board of Education

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

MEMORANDUM

FROM: Carrie A. Swain, Clerk
Board of Education

DATE: September 30, 2025

TO: Michael J. Dalton, City Clerk

SUBJECT: Notice of Workshop/Committee Meetings, October 2, 2025,
State Street School Cafeteria

The Committees of the Board of Education will meet on Thursday, October 2, 2025, 5:30 p.m., State Street School Cafeteria, 30 Church Street, 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/r4RUX-utyWQ

AGENDA

SILENT PRAYER

PLEDGE ALLEGIANCE TO THE FLAG

PRINCIPAL'S REPORT – Lisa Ariola Simoes

PUBLIC SPEAKING

1. *Committee of the Whole/5 minutes* ~ New School Year Registration & Opening Status – N. Albini, S. Romero.

2. *Committee of the Whole/10 minutes* ~ Human Capital Department & Talent Office Update – C. Carpentieri, G. Thazhampallath, M. Waters.

3. *Committee of the Whole/2 minutes* ~ Request approval of the Board of Education's 2026 Meeting Schedule.

4. *Committee of the Whole/2 minutes* ~ Request approval of a Memorandum of Understanding with Milestone C LLC for a Professional Learning Partnership – M. Merati, J. Frenis.

5. *Committee on Finance/2 minutes* ~ Request approval of a Services Agreement with Vista Higher Learning, LLC for a World Languages Learning Platform – J. Frenis.

6. *Committee on Finance/2 minutes* ~ Request approval of Amendment One (1) to the Professional Services Agreement with Cormier Consulting, LLC for Onsite Tier One Instructional Support – J. Frenis.

6a. *Committee on Finance/2 minutes* ~ Request approval of Amendment One (1) to the Professional Services Agreement with Apex Educational Solutions, LLC, for Board Certified Behavior Analyst Services – W. Johns.

7 *Committee on Building & School Facilities/2 minutes* ~ Request approval to accept the Wendell L. Cross PreK to 8 Grade School Construction Project, 151-295 EARR, as complete – N. Albini.

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

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

10. *Superintendent's Update* ~ Dr. Schwartz.

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

a. Grant funded appointments:

Name	*Position*	*FT/ PT*	*Rate*	*Union*	*Funding*	*Effective*
Ajdini, Fatbardha	School Counselor-Adult Ed	PT	36.00/hr	NONBOE	Ad. Ed. 24-25	09/25/25
Clemon, Michael	Behavior Counselor-State Street School	FT	$23.00/hr	UPSEU69	Priority Schools 25-26	10/2/25
Kelemer, Frumit	Tutor-Yeshiva K'Tana	PT	$25.00/hr	NONBOE	Yeshiva Title I 24-26	09/18/25
Muniz, David	Behavior Counselor/ Wilby (promotional)	FT	$22.50/hr	UPSEU69	Title I DW 2	09/11/25
Weiner, Shoshana	Tutor-Yeshiva K'Tana	PT	$25.00/hr	NONBOE	Yeshiva Title I 24-26 NP	10/09/25
Verdejo, Ryan	Hall Monitor-Kennedy HS	PT	$16.35/hr	NONBOE	Title I DW 2	09/25/25

b. Miscellaneous appointments:

Name	*Position*	*Location*
Capaldo, Christine	Substitute/Before & After Care	MMS
Moutinho, Ashley	Imagine Learning Site Coordinator	KHS
Bilbrough, Allison	Substitute Teacher/Priority Before & After Program	Walsh
Marissa, Jamele	Substitute Teacher/Priority Before & After Program	Walsh
Stoto, Ashley	Substitute Teacher/Priority Before & After Program	Walsh

c. Extended School Hours Program appointments:

School	*Last name*	*First Name*	*Assignment*
Bucks Hill	Alvarado	Stephanie	Teacher
	Jimenez	Maria	Administrator
	Marte	Yaquira	Teacher
	Morales	Dana	Secretary
	Murphy	Amber	Lead Teacher
	Qosja	Bella	Teacher
	Santiago	Koulla	Sub Administrator
	Swain	Erica	Paraprofessional
	Thompson	Melissa	Sub Administrator
Carrington	Basaillion	Bret	Teacher
	Buzzuto	Elisa	Teacher
	Gwiazdoski	Kristen	Administrator
	Lavasseur	Daniel	Teacher
	Mute	Suzanne	Teacher
	Renna	Karen	Administrator
Chase	Arroyo	Yvette	Sub Para
	Belica	Flora	First Grade
	Campagna	Amanda	Sub Teacher
	Commendatore	Joseph	Sub Teacher
	DelMoral	Denise	Para 1st Grade
	DiGiovancarlo	Krista	Secretary
	Eldridge	Lori	Administrator
	Hernandez	Ivan	Sub Administrator
	Lopez	Marlene	Sub Para
	Mancinone	Taylor	Second Grade

	Marchetti	Savannah	Sub Teacher
	Turner	Gina	Para 2nd Grade
Driggs	Abarzua	Lauren	Teacher
	Drewry	Ann	Sub Administrator
	Onur	Senay	Paraprofessional
	Quezada	Paula	Teacher
	Riley	Maryssa	Teacher
	Rosser	Jenifer	Administrator
	Wright	Valerie	Teacher
Duggan	Aidoo	Syreeta	Secretary
	Bell	Michelle	Teacher
	D'Alessio	Jennifer	Sub Administrator
	DeFeo	Dawn	Substitute Teacher
	DiGiovanni	Melissa	Sub Administrator
	Fidanza	Carla	Administrator
	Field	Susan	Teacher
	Gaudiosi	Karen	Teacher
	McCasland	Maureen	Teacher
	Mullen-Gillyard	Vickie	Paraprofessional
	Pelletier	Allison	Substitute Teacher
	Sanzari	Dina	Sub Administrator
	Scirica	Erin	Teacher
	Tzepos	loulia	Substitute Teacher
Generali	Christiano	Mike	Paraprofessional
	Dominguez	Suleymar	Administrator Assist
	Nadolny	Karen	3rd grade Teacher
	Neibel	Amy	4th grade Teacher
	Poulter	Dennis	5th Grade Teacher
	Rhinesmith	Wendy	Substitute Teacher
	Simoes	Odet	Substitute Teacher
	Sodano	Gina	Administrator
	Wolf	Jodi	Substitute Para
Kingsbury	Albanese	Ellen	Teacher
	Groppi	Susan	Sub Administrator
	Guedelha	Norma	Clerical
	Hamel	Claire	Sub-teacher
	McNamara	Morgan	Teacher
	Sam	Hannah	Admin
	Shea	Angela	Sub-Teacher
	Wolff	Nicole	Teacher
Reed	Erik	Brown	Principal
	Jennifer	Olenius	Teacher
	Katherine	Nazario	Teacher
	Latasha	Martinez	long term sub
	Michael	Labagh	Sub Administrator
Regan	Betancourt	Patty	Teacher
	Brown	Timothy	Teacher
	Carasone	Alanna	Teacher
	Davis	Claudia	Sub Administrator
	Demers	Denise	Sub
	Kruijs	Ashley	Teacher
	Razza	Angela	Administrator
	Regan	Morgan	Secretary/Clerical
	Welch	Alexander	Teacher
	Wright	Irina	Paraprofessional
Tinker	Bemer	Maura	Teacher
	Biello	Claudia	Administrator
	Brown	Edie	Teacher
	Defeo	Sharon	Teacher
	Gannon	Danielle	Teacher
	Guerrera	Maria	Teacher

	Teel	Mackenzie	Teacher
	Wehry	Nina	Secretary
Walsh	Jamele	Marissa	Lead Teacher
	Luby	Shannon	Teacher
	Maldonado	Joanne	Teacher
	Pierresaint	Courtney	Vice Principal/Admin.
	Rijos	Alexis	Clerical
	Vasquez	Valerie	Substitute
	Wilson	Maureen	Principal/Admin.
Washington	Albanese	Thomas	Teacher sub
	Benzinger	Nichole	Teacher
	Brown	Tim	Teacher sub
	Corbo	Cherie	Teacher sub
	Dauti	Elvira	Teacher sub
	Dematteis	Jennifer	Teacher sub
	Desiderio	Morgan	Teacher sub
	Fitzgerald	Kris	Secretary
	Gray	Stacy	Teacher
	Jimenez	Maria	Para sub
	Kouakou	Sherene	Teacher sub
	Lanouette	Jay	Teacher sub
	Maloney	Erin	Teacher sub
	Marin	Irma	Teacher sub
	McCombs	Lisa	Para
	Ramirez	Inez	Administrator
	Santos	Melanie	Teacher
	Williams	Athena	Para sub
	Zafar	Ghazala	Para sub
Wendell Cross	Cullen	Donna	Administrator
	Gambardella	Matthew	Music/Rec Teacher
	Gasparri	Michelle	Academic Teacher
	Irizarry	Angelina	STEM/Rec Teacher
	Jusino	Jillian	Teacher(Substitute)
	Marszalek-Baldyga	Julia	Academic Teacher
	Rizzo	Lisa	Lead Teacher
	Rocco	Margaret	Clerical/Admin. Support
Wilson	Katie	Feest	Administrator
	Marianna	Triguiero	Sub
	Persis	Miller	Teacher
	Rayae	Geci	Teacher
	Teresa	Bell	Teacher
R. C. International	Cruz	Maria	Sub
	Delgado	Cristina	Secretary
	Diodonet	Yamilys	Teacher
	Garcia	Emily	Teacher Assistant/Enrich
	Monegro	Jessica	Teacher
	Moscariello	Beth	Para
	Motolina	Dayan	Para
	Rodriguez	Nanichi	Teacher
	Tomasella	Diurca	Administrator
	Torres	Soribel	Teacher

d. Teacher new hires:

Name	*School*	*Position*	*Grade Level*
August, Michael	Crosby	Social Studies	9-12
Cacho-Zuniga, Lurbin	Carrington	Special Ed - Essential Skills	3-5
Elliot, Mia	Districtwide	School Psychologist	6-8
Ferreira, Theresa	Wilby	Special Ed	9-12
Fodulli, Sidorela	Wilby	Social Studies	9-12
Hinds, Coleen	Reed	Special Ed	3-5
Janee Johnson,	Sprague	Elementary Teacher	3

Krzykowski, Deanna	Wallace	Special Ed - Resource	6-8
Malin, Caroline	Walsh	Elementary Teacher	5
McCarthy, Julie	Gilmartin	Computer Education	K-8
Minton, Roy	Crosby	SR JROTC Instructor	9-12

e. Resignations:

Name	*Assignment*	*Effective*
O'Neill, Patrick	WAMS-PE/Health	10/31/25
Williams, Richard	WMS-Math	09/23/25

f. Retirements:

Name	*Assignment*	*Effective*
Cullen, Donna	Principal – W. Cross	06/30/26

ADJOURNMENT

ATTEST: _____

Carrie A. Swain, Clerk
Board of Education

WATERBURY
PUBLIC SCHOOLS

New School Year Registration Opening Status

As of September 30,2025

Board of Education Workshop
October 2, 2025

Welcome Center Overview

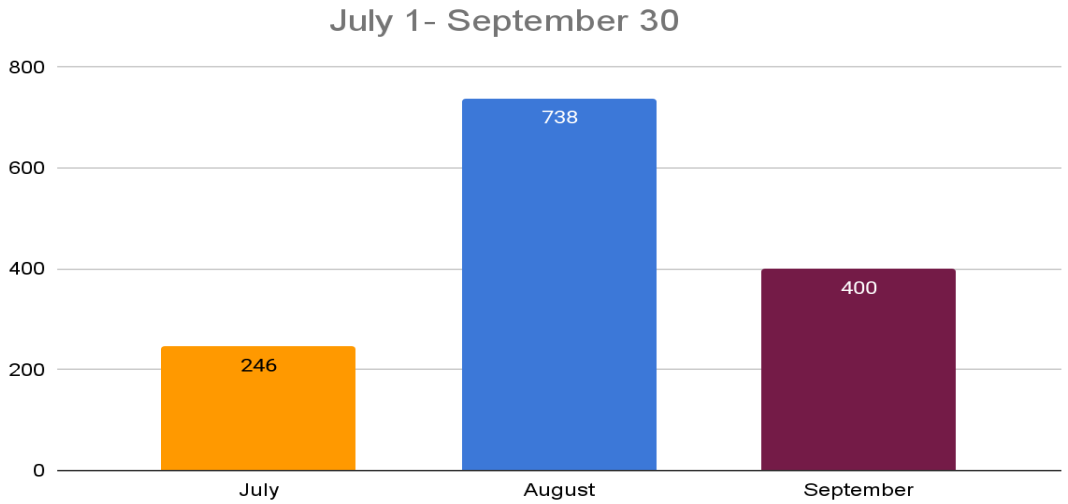
The Welcome Center's mission is to engage families and community members as partners in building a supportive and collaborative environment.

- Bus Transportation
- Registration
- Records
- McKinney Vento
- Attendance Coordinator
- Multilingual Department

1372 In- person visits July 1-September 30

WATERBURY PUBLIC SCHOOLS

Welcome Center Report

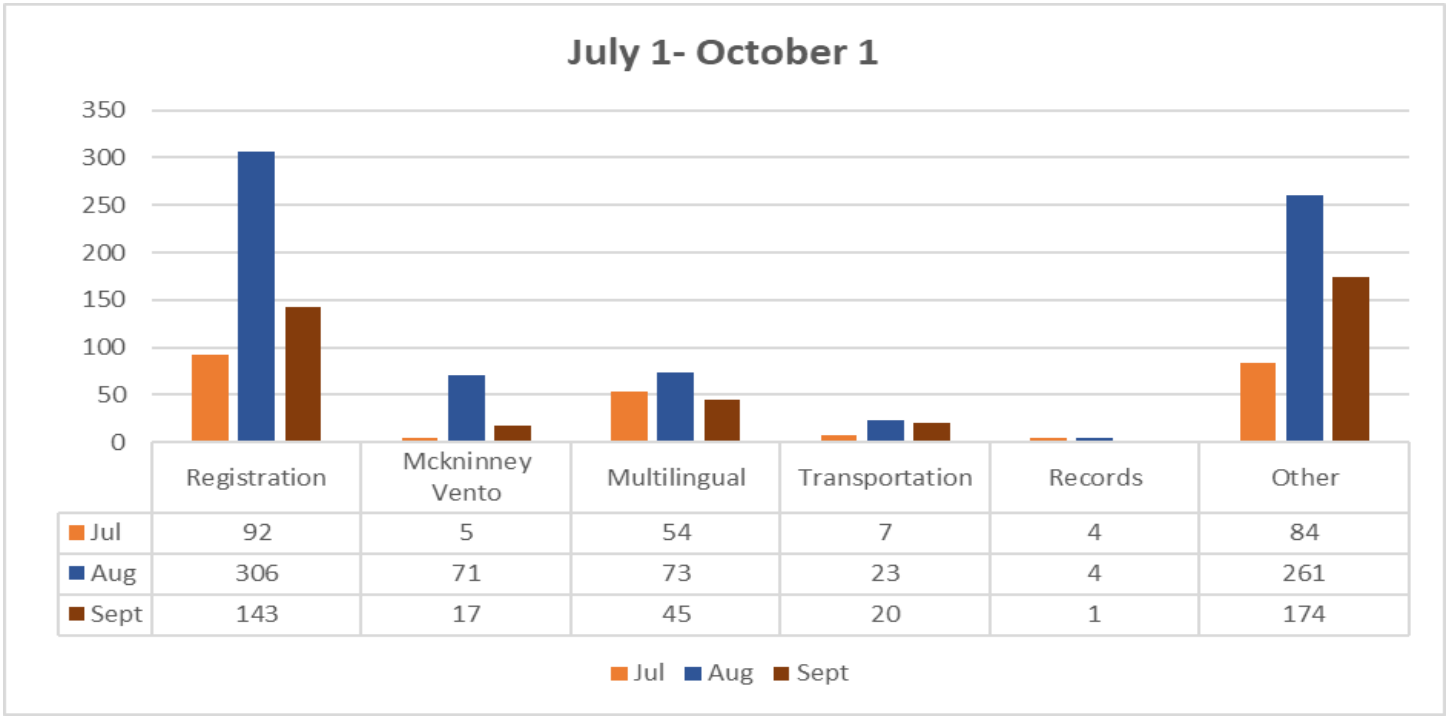


Languages Spoken

- English
- Spanish
- Portuguese

WATERBURY PUBLIC SCHOOLS

Welcome Center Report



	Registration	Mckninney Vento	Multilingual	Transportation	Records	Other
Jul	92	5	54	7	4	84
Aug	306	71	73	23	4	261
Sept	143	17	45	20	1	174

WATERBURY PUBLIC SCHOOLS

Registration – Welcome Center

- Kindergarten to Grade 8 Applications (New and Re-entry Students)
  - **Total Kindergarten to Grade 8 applications processed between July 1, 2025 -October 1 2025 total**

Welcome Center Registrations for July 1- October 1, 2025										
Grade Level	K	1	2	3	4	5	6	7	8	Total
# of Students	237	57	64	89	69	52	67	67	67	762

  - **Applications entered through the Office of Early Childhood (279) and High Schools (226) total 505.**

OEC and High School Registration for June 1 - October 1 2025							
Grade Level	**PK3**	**PK4**	**9**	**10**	**11**	**12**	**Total**
# of Students	56	223	99	57	44	26	505

  - **Early Entry Kindergarten Data totals 172.**

Office of Early Childhood Pre Kindergarten Data		
	Students Tested with Birthdates 9/1-12/31	Entering K
Waterbury Public Schools	11	11
Tested by OEC	96	44
Community	98	72
Early Entry Kindergarten	**205**	**127**

WATERBURY PUBLIC SCHOOLS

Registration – Welcome Center

- Kindergarten to Grade 8 Student Enrollment
  - 2024 ED006 October 1, 2024 Count – 12,339

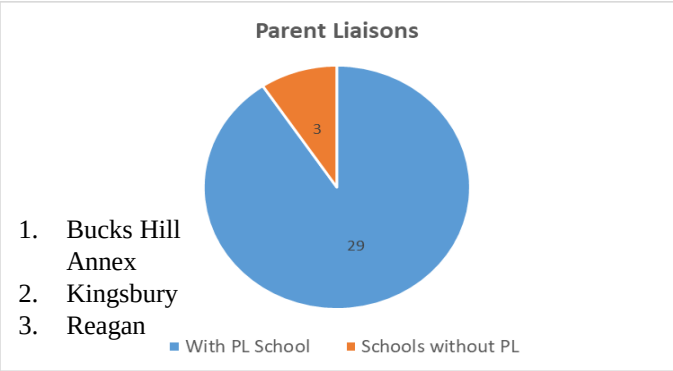
Enrollment Count										
Date	K	1	2	3	4	5	6	7	8	Total
9/3/2022	1,425	1495	1303	1434	1469	1494	1282	1276	1393	12,571
9/3/2023	1434	1496	1502	1347	1442	1498	1467	1310	1263	12,579
9/3/2024	1061	1427	1449	1488	1317	1399	1389	1436	1249	12,215
9/3/2025	1233	1132	1422	1465	1482	1335	1334	1381	1434	12,218

District - Wide Enrollment K-12	
10/1/2022	**17,800**
10/1/2023	**17,930**
10/1/2024	**17,761**
as of 9/30	**17,494***

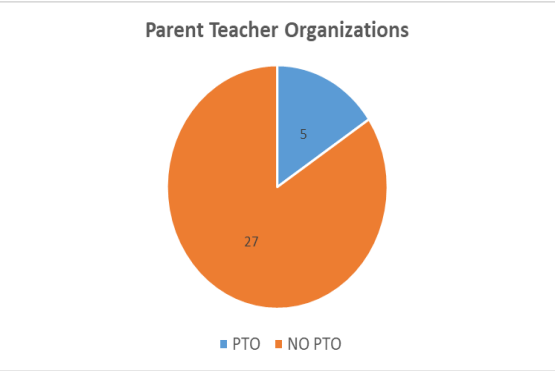
WATERBURY PUBLIC SCHOOLS

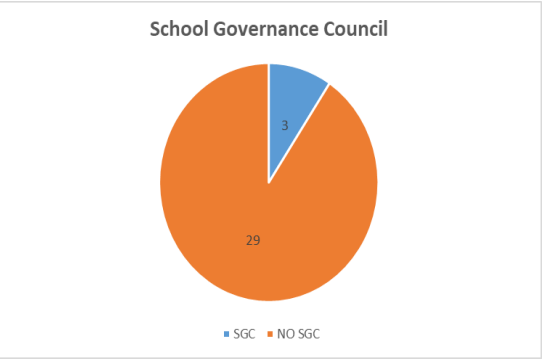
Family Engagement in Schools

Family engagement plays a crucial role in a child's academic success and overall well-being



1. Bucks Hill Annex
2. Kingsbury
3. Reagan





WATERBURY PUBLIC SCHOOLS

Next Steps

Welcome Center

- ★ Promotional Events
- ★ Family Events
- ★ Volunteer opportunities
- ★ Collaborate with community partners that can support families

Family Engagement- Schools

- ★ Parent Liaison and Principal Trainings - PTO & SGC
- ★ Volunteer Opportunities- School
- ★ Make meaningful connections with family once they arrive to our school community.

WATERBURY
PUBLIC SCHOOLS

#2

Human Capital Department & Talent Office Update



October 2, 2025

Geen Thazhampallath
Director of Human Capital

Carli Carpentieri & Marissa Waters
Talent & Professional Development Supervisors

WATERBURY PUBLIC SCHOOLS

Staff Vacancies

Current Classroom Vacancies: 52
- Pre-COVID, our district averaged 90-100 vacancies throughout the year

Total Resignations: 89
- This is a decrease of 62 staff resignations from the previous year 2023-2024.

Total Retirements: 33
- This is a decrease of 3

Deceased: 2

Non-Renewals: 0

Exit Survey Results:
- Personal/Family Obligations
- Salary
- Relocation

Rehires: 12

Vacancy counts WEEK of	9/18/2023	9/16/2024	9/15/2025
Bilingual	5	10	4
Math	19	14	4
Psychologist	4	1	0
Science	15	12	3
SLP	3	3	0
Social Worker	1	1	0
Special Ed	54	37	27
Tech Ed	10	8	0
HARD TO FILL total	111	86	38
Filled by a SUB/Para/LTS	30	22	20
Extra classes being taught by teachers	322	146	14
Vacancies covered by extra classes	65	29	3
Vacancies covered with LTsubs/extra classes	94	51	23
Total ALL Positions (Classroom teachers/non classroom support teachers/SAW positions)	191	125	52
Total classroom teacher vacancies	105	69	15

WATERBURY PUBLIC SCHOOLS

Additional Support For Our Schools

ESS Substitute Service

- Current active sub pool is **320**
- **50/52** building subs assigned
- **200** subs have worked in Augus er to support vacancies, medical leaves, and absences
- ESS has helped us recruit **6 new staff members**, including: **Elementary Teachers, Middle School ELA Teacher, Middle School Math Teacher, and SPED Teacher,** filling some of our hardest-to-fill positions.

WTA MOAs/CBA

Together with our teachers' union, we have continued:

- MOAs for Special Education student overages
- Continued compensation for extra classes per CBA (Collective Bargaining Agreement)

CSDE FLEXIBLE STAFFING

- **10** Enhanced Reciprocity (MA, NH, NY, SC, and VA)
- **15** Long Term Substitute authorization
- **6** Long Term Para SPED authorization
- **28** DSAPS
- **7** Emergency Generalist



March 2025

Emergency Educator Certification Endorsements for the 2025–26 School Year

The Connecticut State Board of Education and the Connecticut Educator Preparation and Certification Board have adopted the following temporary emergency endorsements, effective for the 2025–26 school year. These endorsements may be issued to any educator who currently holds an appropriate Provisional or Professional Educator Certificate, including interim certificates, upon a mutually agreed submission of the request by the LEA/District. This emergency authorization does not apply to special service, occupational/vocational, adult educator, or administrative certificates. It can only be issued to educators who hold a Provisional or Professional certificate in a teaching area, to temporarily authorize them to teach in another area.

1. **Emergency Generalist, PK–8 (#201)**
   The Emergency Generalist, PK–8 (#201) would allow a certified educator who currently holds a Provisional or Professional teaching certificate to teach all content/subject and grade levels within the PK–8 span, exclusive of special education and TESOL/bilingual endorsements, for the 2025–2026 school year at the request of the LEA/District.
   Currently certified elementary #002, #003, #004, #005, #013, #305, #112, #113 educators would be eligible for the Emergency #201. Currently certified PK–12 and middle grades (4–8) educators would be eligible for the #201.
2. **Emergency Generalist, 4–12 (#202)**
   The Emergency Generalist, 4–12 (#202) would allow a certified educator who currently holds a Provisional or Professional teaching certificate to teach all content/subject areas in the 4–12 grade span, exclusive of special education and TESOL/bilingual endorsements, for the 2025–2026 school year at the request of the LEA/District.
   Currently certified educators holding an academic 4–12 endorsement would be eligible for the #202. Currently certified PK–12 and middle grades (4–8) educators would be eligible for the #202.
3. **Emergency Teacher of English Language Learners, PK–12 (#204)**
   The Emergency Teacher of English Language Learners, PK–12 (#204) would authorize a certified world language teacher or a bilingual or TESOL teacher who currently holds a Provisional or Professional teaching certificate to serve either as a TESOL or bilingual education content teacher in grades PK–12 for the 2025–26 school year at the request of the LEA/District.

WATERBURY PUBLIC SCHOOLS

2024-2025 School Year

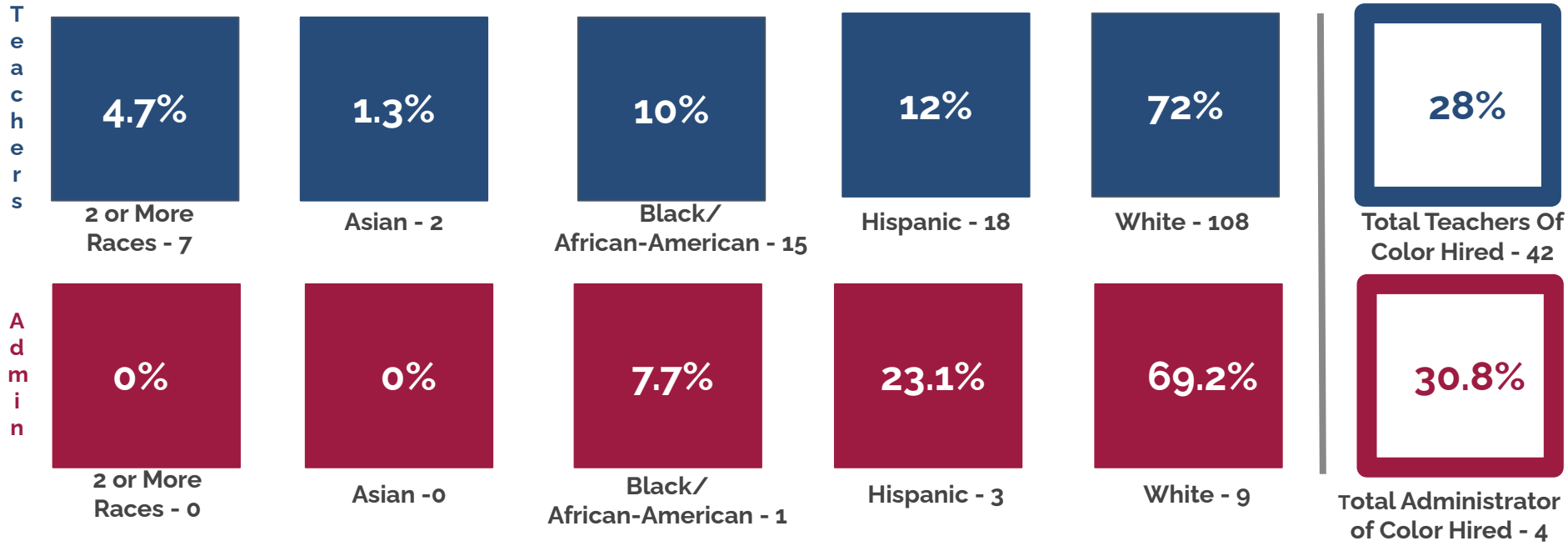
163 TOTAL HIRES

150 Teachers & 13 Administrators

19% of Educators are Multilingual

Certified Educators of Color

12.1%	28.2% (16.1+%)
State Average	WPS Educators-46



WATERBURY PUBLIC SCHOOLS

2025-2026 Year to Date
(July 1st-September 16th)
129 TOTAL HIRES
122 Teachers & 7 Administrators

16% of Educators are Multilingual

Certified Educators of Color

- 12.1% — State Average
- 32.5% — WPS Average-42

Teachers

2 or More Races - 4	American Indian - 1	Asian - 1	Black/African-American - 18	Hispanic - 15	White - 83
3.3%	0.8%	0.8%	14.8%	12.3%	68%

Admin

2 or More Races - 0	American Indian - 0	Asian - 0	Black/African-American - 3	Hispanic -0	White - 4
0%	0%	0%	43%	0%	57%

- 32% — Total Minority Teacher Hires - 39
- 43% — Total Admin of Color Hired - 3

New Teacher Retention

Overall Teacher Retention Rate: **91.3% (137 out of 150 Teachers)
*Retention Rate Among Teachers of Color: **90.6%** (39 out of 43 Teachers)

Key Factors of Retention Success

- Comprehensive New Teacher Orientation
- Ongoing, Relevant Professional Development
- Midyear Check-Ins
- Structured Mentorship
- Mindfulness & Wellness Initiatives **(pictured here)**



Impact Summary

-High retention rates reflect WPS's **strong commitment** to supporting and investing in new teachers.

-**Multifaceted support system** has proven effective for **both overall** and **teacher-of-color retention**.

-These outcomes strengthen long-term **educator stability and student success**.

WATERBURY PUBLIC SCHOOLS

Human Capital Highlights

- **72** shortage area positions filled
  - **33** Special Education Teachers
  - **9** Science Teachers
  - **8** Math Teachers
  - **6** Bilingual/ESL Teachers
  - **6** Technology Education Teachers
  - **4** School Social Workers
  - **3** School Psychologists
  - **3** Speech & Language Pathologists
- **62** fewer resignations from previous year
- **12** rehires
- Our vacancy numbers are below pre-covid #s
  - Average of 100; **currently at 52 vacancies**

fox61.com

Waterbury Public Schools works to fill 56 teaching positions

WATERBURY, Conn. — Waterbury Public Schools is no exception to an ongoing problem of school districts facing hiring shortages.



New Canaan Advertiser

Waterbury schools fill dozens of teaching positions for new year, still seeking to hire 50+ more

The Waterbury Public Schools reduced teacher vacancies from 97 in August to 56 by using a number of strategies, but special education has...



Waterbury Public Schools
Sep 4 ·

👏 Our most recent data is in and accurate! Fewer vacancies means more classrooms led by outstanding educators, and that'... See more



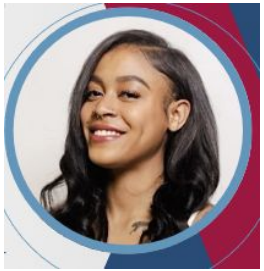
83 9 comments 5 shares

WATERBURY PUBLIC SCHOOLS

Former WPS Students



Imani Booker-Youngs
Kingsbury Elementary School
Special Education Teacher



Treasure Coleman
Wilson Elementary School
Special Education Teacher



LaTonia Harris
Crosby High School
Special Education Teacher



Bart Ianantuoni
Rotella Interdistrict Magnet School
Grade 4 Teacher



Janeé Johnson
Sprague Elementary School
Grade 3 Teacher



Sandra Kostenko
Driggs Elementary School
Special Education Teacher

Total Number of Former WPS Students Hired: 19



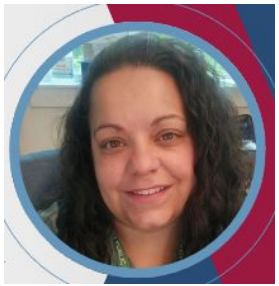
Nicole Lewis
Crosby High School
Special Education Teacher



K'Ehleyr McKeever
Kennedy High School
Social Studies Teacher



Tasaya Northover
Crosby High School
Science Teacher



Sarah Silver
Wendell Cross Elementary School
Special Education Teacher



Jason Sturdivant
Waterbury Career Academy
Special Education Teacher



Jacqueline Thomas
Wendell Cross Elementary School
Elementary Teacher

WATERBURY
PUBLIC SCHOOLS

WPS Partnerships

Through these partnerships we hired 17 new teachers during the 24-25 school year.

19-20: 0 partnerships
20-21: 8 partnerships
24-25: 16 partnerships

- 1-Art, 1-Bilingual, 7-Elementary, 2-Social Studies and 5-Special Education
- We have hired ALL:
  - **4 Teacher Apprentices**
  - **3 CT Teacher Residents**
  - **3 UCONN Residents**
- Additionally, we have hired numerous student teachers from traditional placements at our local universities.



TEACH CONNECTICUT

Recruitment & Retention Strategies







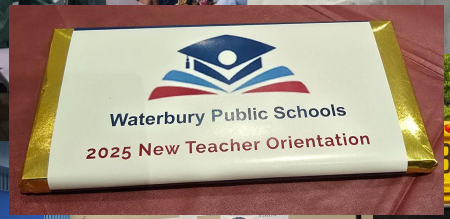


WATERBURY
PUBLIC SCHOOLS















WATERBURY
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2025 WPS New Teacher Orientation

Let's hear from one of our WPS New Teachers to see how it's going!!

Insert Video Here

WATERBURY
PUBLIC SCHOOLS

THANK YOU!!



WATERBURY
PUBLIC SCHOOLS

WATERBURY BOARD OF EDUCATION #3

Meeting Schedule ~ 2026

This is a required annual schedule. All meetings are subject to change. Please refer to the District's website, www.waterbury.k12.ct.us, 24 hours prior to the scheduled meeting for confirmation.

Deadline for submission of Committee Workshop Agenda Items to Superintendent/Supervisor	Committee Workshop (first Thursday of month) 5:30 p.m. (locations subject to change)	Regular Board Meeting (third Thursday of month) 5:30 p.m. Waterbury Arts Magnet School
December 31, 2025	*January 8, 2026 *@ Walsh School*	January 15, 2026
January 29	*February 12 *@ Generali School*	February 19
February 26	March 5 *@ Waterbury Career*	March 19
March 26	April 2 *@ R. C. International School*	April 16
April 30	May 7 *@ Wallace Middle School*	May 21
May 28	June 4 *@ Duggan School*	June 18
July 2	*July 9 *@ Rotella Magnet School*	*July 23 *@ Rotella Magnet School*
July 30	August 6 *@ Rotella Magnet School*	August 20 *@ Rotella Magnet School*
August 28	September 3 *@ Maloney Magnet School*	September 17
September 24	October 1 *@ Kennedy High School*	October 15
October 29	November 5 *@ Washington School*	November 19
November 25	December 3 *@ Hopeville School*	December 17

DRAFT

*schedule deviation

DRAFT

BOE approval on

#4

WATERBURY
PUBLIC SCHOOLS

Michael Merati
Supervisor of Career & Technical Education
(203) 573-5029
mmerati@waterbury.k12.ct.us

To: Board of Education

From: Michael Merati, Supervisor of Career & Technical Education, Academic Office

Date: September 23, 2025

Re: Board of Education Approval Request for MOU CRT25-240 / Milestone C - Professional Learning - Executive Summary

The Academic Office/Education Department respectfully requests your approval for the above-referenced contract CRT25-240 to establish a partnership with Milestone C. This contract was initiated as a sole source after approval. Under this contract/MOU, Waterbury Public Schools staff will be provided with the opportunity to engage in industry externships.

The Contract/MOU is effective on the date signed by the Mayor. There are no costs associated with this contract, and is for the 2025/2026 school year.

Accordingly, attached for your review and consideration are the proposed contract, the successful responders' Disclosure and Certification of Obligations Affidavit Regarding Outstanding Obligations Form, and the Tax Clearance issued by the Office of Tax Collections.

Lastly, please be advised that the Education Department will have a representative present at your upcoming meeting to answer any questions you may have regarding this matter.

Respectfully Submitted,

Michael Merati
Supervisor of Career & Technical Education
236 Grand Street, Room 164
Attachment
Cc: Christian Mines
File: CRT25-240

MEMORANDUM OF UNDERSTANDING
Between
City of Waterbury, Connecticut
and
Milestone C LLC

This Memorandum of Understanding (hereinafter "MOU"), by and between the City of Waterbury, 235 Grant Street, Waterbury, Connecticut 06702 (the "City"), and Milestone C LLC, located at 5 Chestnut Lane, Woodbridge, CT, 06525 ("Milestone C"), a State of Connecticut domestic limited liability company, duly registered to do business in the State of Connecticut (collectively the "Parties").

WHEREAS, Milestone C provides a program designed to expose educators to real-world applications of Science, Technology, Engineering, and Math ("STEM") through immersive, on- site visits to local technology-driven businesses; and

WHEREAS, the City desires to have certain of its educators participate in such program to strengthen STEM education through real-world, industry-informed teacher development; and

WHEREAS, the parties desire to foster long-term relationships between local businesses and K-12 Education by implementing experiential learning strategies in the classroom by introducing students to up-to-date STEM content and career pathways.

NOW, THEREFORE, the Parties enter into this MOU to carry out an innovative professional learning initiative through immersive, on-site visits to local technology-driven businesses for the purpose of implementing experiential learning strategies in Waterbury Public Schools during the 2025–2026 academic year.

1. Purpose

The purpose of this Memorandum of Understanding is to formalize a partnership between Waterbury Public Schools and Milestone C to carry out an innovative professional learning initiative during the 2025–2026 academic year. The program is designed to expose educators to real-world applications of STEM through immersive, on- site visits to local technology-driven businesses.

2. Program Description

Under this partnership:

- Milestone C will coordinate monthly workplace visits for 10–15 educators to STEM- focused businesses within the region.
- Visits will typically occur once per month totaling 3 visits
- Each visit will include:
    - A guided, interactive tour of the business's operations
    - A presentation or demonstration of technologies and processes used on-site
    - A facilitated reflection and discussion session focused on classroom application
- Milestone C will serve as the lead facilitator and liaison between educators and participating businesses.
- Each participant will receive a stipend of $100 per visit ($300 total)

3. Responsibilities of Milestone C LLC

Milestone C agrees to:

- Identify and coordinate with regional STEM industry partners to host visits
- Manage logistics for each site visit (scheduling, visit agendas)
- Facilitate pre- and post-visit reflection sessions to help educators align their experiences with curriculum development
- Provide documentation, feedback forms, and support materials for participants
- Ensure the experience remains free of charge for participating educators and the stipend is provided in a timely manner

4. Responsibilities of Waterbury Public Schools

Waterbury Public Schools agrees to:

- Recruit and select 10–15 STEM-focused educators to participate in the program
- Provide support for transportation and substitute coverage as needed
- Collaborate with Milestone C to collect feedback and assess impact on teaching and curriculum

5. Shared Goals

Both parties agree to work collaboratively to:

- Strengthen STEM education through real-world, industry-informed teacher development
- Foster long-term relationships between local businesses and K-12 Education
- Introduce students to up-to-date STEM content and career pathways through their teachers
- Encourage implementation of experiential learning strategies in the classroom

6. Reporting and Communication

- Milestone C will provide a summary report at the end of the program highlighting key activities, teacher feedback, and suggested next steps for continued collaboration.
- Both parties will designate a liaison to facilitate communication and planning throughout the program duration.

7. **Term and Termination.** The term of this MOU shall commence upon the date of execution by the Mayor and shall terminate on June 30, 2026, unless earlier terminated. However, any Party may terminate this MOU at any time upon a 30-day written notice to the other Party.

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

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

8.1.1 General Liability Insurance:
$1,000,000.00 each Occurrence
$2,000,000.00 General Aggregate
$2,000,000.00 Products / Completed Operations Aggregate

8.1.2. Professional Liability/E&O:
$1,000,000.00 each Wrongful Act
$1,000,000.00 Aggregate

8.2. Certificates of Insurance: Milestone C shall agree to maintain in force at all times during the MOU the following minimum coverages and shall be endorsed to add the City and its Board of Education as an additional insured and provide a waiver of subrogation on all lines of coverage except Workers Compensation. The insurance afforded the additional insured shall be primary and non-contributory insurance and the coverage and limits provided under Milestone C 's policies shall not be reduced or prorated by the existence of any other insurance applicable to any loss the additional insured may have suffered. At the time Milestone C executes this MOU, it shall furnish to the City, subject to City approval, certificate(s) of insurance and Additional Insured Endorsement and Waiver of Subrogation Endorsement verifying the above coverages, including the naming of the City of Waterbury, as follows: "**The City of Waterbury and its Board of Education is listed as an Additional Insured on a primary and non-contributory basis on all policies except Workers Compensation and Professional Liability. All policies shall include a waiver of subrogation except Professional Liability.**" Milestone C must supply replacement / renewal certificates at least thirty (30) calendar days prior to the expiration of the policy(ies). Said certificates shall contain a provision that coverage afforded under the policies shall not be cancelled or reduced for any reasons unless notice of not less than thirty (30) calendar days has been mailed to the Office of Corporation Counsel, 235 Grand Street, Waterbury, CT 06702.

9. **FERPA.** If any Milestone C personnel come into possession of education records of City of Waterbury student, as defined in and governed by Family Educational Rights and Privacy Act ("FERPA", 20 U.S.C. § 1232g) and related regulations (34 C.F.R. § 99), Milestone C personnel shall comply with the requirements of said statute and regulations and agree to use information obtained regarding student education records only for the purposes provided in this MOU. Without the prior written consent of the student, as required by FERPA, Milestone C personnel have no authority to make any other disclosures of any information from the education from education records.

10. **Activities, Work, and Services Performed in Department of Education Facilities, on School Grounds, at Student Sporting Events, and/or where City Students Present.** For all activities in school facilities and/or Department of Education facilities, Milestone C shall first be required to coordinate all on-site visits and activities with the appropriate Department/personnel in Education, or the designated person and shall obtain any necessary clearance, ID badges, etc.

10.1. Criminal Background Check and DCF Registry Check. Milestone C shall ensure, and represents to the City, that any employee who will be on school grounds/Department of Education Property/at Department of Education events and/or where City Students Present, that will or may have direct contact with a Student pursuant to this MOU has stated, in writing, whether such person has ever been convicted of a crime or whether criminal charges were ever pending against such person. Milestone C shall further ensure, and represents to the City that any person who will have direct contact with a Student has submitted to a records check of the Department of Children and Families child abuse and neglect registry established pursuant to Conn. Gen. Stat. §17a-101k, as well as state and national criminal history records checks conducted in accordance with Conn. Gen. Stat. §29-17a, the federal National Child Protection Act of 1993, and the federal Volunteers for Children Act of 1998. Milestone C shall not permit any person with a disqualifying criminal history to have direct contact with a student.

11. City of Waterbury, Ethics Code of Ordinance.

11.1 Interest of City Officials. No member of the governing body of the City, and no other officer, employee, or agent of the City who exercises any functions or responsibilities in connection with the carrying out of this Agreement, shall have any personal interest, direct or indirect, in this Agreement.

11.2 Prohibition against Gratuities and Kickbacks. No person shall offer, give, or agree to any current or former public official, employee or member of a board or commission, or for such current or former public official, employee or member of a board or commission to solicit, demand, accept, or agree to accept from another person, a gratuity or an offer of employment in connection with any of the following pertaining to any program requirement or a contract or purchase order, or to any solicitation.

11.3 No person shall make any payment, gratuity, or offer of employment as an inducement for the award of a subcontract or order, by or on behalf of a subcontractor, the prime contractor or higher tier subcontractor or any person associated therewith, under contract or purchase order to the City.

11.4 The value of anything transferred or received in violation of the provisions of this Chapter or regulations promulgated hereunder by any person subject to this Chapter may be recovered by the City.

11.5 Prohibition against Contingency Fees. Milestone C hereby represents that it has not retained anyone to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage, or contingency fee.

12. Compensation. The Parties agree that there will be no compensation made to Milestone C, or to its personnel, agents, employees or agents for the performance of any of the services set forth herein. Milestone C agrees to compensate up to fifteen (15) City of Waterbury educators One Hundred Dollars and 00/100 ($100.00) per monthly workplace visit, as detailed and described in Section 2 above.

13. Non-Appropriation. If government (city, state or federal) appropriations are necessary for the execution of this MOU, the Parties acknowledge that they are bound by fiscal laws and limitations

and cannot obligate funds without legal authority. Hence, each Party's obligation to execute this MOU or to make payments under this MOU is contingent upon the availability of sufficient government appropriated funds for the purpose of any provision herein during the budget/fiscal years for which this MOU is in effect. If appropriated funds are insufficient for execution, any Party may terminate this MOU upon notice in writing.

14. **Independent Contractor Relationship.** The relationship between the City and Milestone C personnel, agents, and employees, is that of an independent service contractor. No agent, servant, or employee of Milestone C shall be deemed to be an agent, servant, or employee of the City. Milestone C and/or its personnel, agents, and employees shall not be entitled to the usual characteristics of employment, such as income tax withholding, F.I.C.A. deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc. Milestone C shall be solely and entirely responsible for its acts and the acts of its personnel, agents, employees, servants or representatives.

15. **Indemnification**.

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

15.2. In any and all claims against the City or any of its boards, agents, employees or officers by Milestone C or any employee of Milestone C , any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under Paragraph 15.1, above, shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for Milestone C or any subcontractor under Worker's Compensation Acts, disability benefit acts or other employee benefit acts.

15.3. Milestone C understands and agrees that any insurance required by this MOU, or otherwise provided by Milestone C, shall in no way limit the responsibility to indemnify, defend, keep and hold harmless the City as provided in this MOU.

15.4. Milestone C expressly understands and agrees that any performance bond or insurance protection required by this MOU, or otherwise provided by Milestone C , shall in no way limit the responsibility to indemnify, keep and save harmless and defend the City and the City's boards, agents, employees or officers as provided herein.

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

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

16. Force Majeure. Neither party shall be held responsible for delays nor be subject to liquidated damages when such delays are caused by conditions beyond its control, including without limitation:

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

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

IN WITNESS WHEREOF, the Parties hereto execute this MOU on the dates indicated below.

CITY OF WATERBURY

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

Date: _____

MILESTONE C LLC

By: _____

Date: 9/18/2025

WATERBURY
PUBLIC SCHOOLS

#5

Janet Frenis
Chief Academic Officer
(203) 574-8000 Ext. 11260
jfrenis@waterbury.k12.ct.us

To: Honorable Board of Education
Honorable Board of Alderman

From: Janet Frenis

Date: September 16, 2025

Subject: Education Department Contract between the City of Waterbury and Vista Higher Learning, LLC. for an online learning platform

The Education Department respectfully requests approval of an agreement between the City of Waterbury and Vista Higher Learning, LLC. for an online learning platform. In 2022, the City entered into a three-year agreement with Vista Higher Learning Inc. for hard cover Spanish and Italian textbooks for grades six through twelve as well as licenses to the online learning platform. The contract expired in June of 2025. The new contract would provide licenses to the online learning platform for three years at the 2022 price.

The contract was initiated as a sole source procurement per §38.026. The term of the contract will commence upon execution by the Mayor of the City of Waterbury for a term of three years. The total cost of the contract will be funded through the Alliance Grant for a total of $292,094.52 with yearly payments of $97,364.84.

I will be present at your upcoming meeting to answer any questions you may have regarding this matter.

Respectfully submitted,

Janet Frenis

Janet Frenis

SERVICES AGREEMENT
For
World Languages Learning Platform
between
The City of Waterbury, Connecticut
and
Vista Higher Learning, LLC

THIS AGREEMENT, effective on the date signed by the Mayor, is by and between the CITY OF WATERBURY (the "City"), located at City Hall, 235 Grand Street, Waterbury, Connecticut 06702 and VISTA HIGHER LEARNING, LLC ("Contractor"), a Delaware duly registered foreign limited liability company located at 500 Boylston Street, 10th Floor, Boston, Massachusetts 02116 (Jointly referred to as the "Parties" to this Agreement).

WHEREAS, Contractor submitted a proposal to the City for a World Language learning platform; and

WHEREAS, the City selected Contractor to perform services regarding such World Language learning platform; and

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

NOW THEREFORE, THE PARTIES AGREE AND COVENANT AS FOLLOWS:

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

1.1. The Project consists of, and Contractor shall provide, a World Languages Learning Platform designed to support Waterbury Public School students in grades 6-12 and AP levels in Spanish, and Level 1 through 4 in Italian including lessons, resources, and assessments in addition to all required licenses and subscriptions as further detailed and described in **Attachment A** and hereby made material provisions of this Contract. **Attachment A** shall consist of the following, which are attached hereto, are acknowledged by Contractor as having been received, or are otherwise hereby incorporated by reference as noted below, and all are made a part hereof:

1.1.1 Contractor's Cost Proposal, (excluding terms of purchase) dated May 6, 2025, consisting of 3 pages, attached hereto;

1.1.2 Contractor's letter dated June 18, 2025, consisting of 2 pages;
1.1.3 Any and all amendment(s) and Change Orders, issued by the City after execution of Contract, incorporated herein by reference;
1.1.4 Annual Statement of Financial Interests; Disclosure and Affidavit Re: Outstanding Obligations to the City; Debarment Certification; Corporate Resolution, Non-Collusive Affidavit (incorporated by reference);
1.1.5 Certificates of Insurance, incorporated herein by reference;
1.1.6 Licenses; incorporated herein by reference; and
1.1.7 All applicable Federal, State, and local statutes, regulations charter and ordinances, incorporated herein by reference.

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

1.2.1 All applicable Federal, State, and local statutes, regulations charter and ordinances
1.2.2 This Contract
1.2.3 Contractor's Cost Proposal

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

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

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

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

3.1. Use of City Property. To the extent the Contractor is required to be on City property to render its services hereunder, the Contractor shall have access to such areas of City property as the City and the Contractor agree are necessary for the performance of the Contractor's services under this Contract (the "Site" or the "Premises") and at such times as the City and the Contractor may mutually agree. Contractor shall perform all work in full compliance with Local, State and Federal health and safety regulations. All work hereunder shall be performed in a safe manner. Contractor shall immediately correct any dangerous condition caused by or resulting from its work. If it fails to correct, or to act diligently to correct, any condition which City reasonably believes to be a hazard to persons or property, then immediately upon oral or written notice to any supervisory or similar personnel of Contractor, City may, but shall not be required to, correct same at Contractor's expense. City shall confirm in writing any oral notice given within five (5) business days thereafter.

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

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

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

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

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

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

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

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

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

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

changes shall reside with Contractor;

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

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

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

3.8. Reporting Requirement. The Contractor shall deliver periodic, written reports as requested by the City's Using Agency setting forth **(i)** the issue date of the report, **(ii)** the time period covered by the report, **(iii)** a brief description of the work and services completed by the Contractor and/or delivered by the Contractor during the time period covered by the report, **(iv)** expressed as a percentage of the total work and services required under this Contract, the percentage of the total work represented by the work and services described in subsection iii above, **(v)** expressed as a percentage of this Contract's Section 6 total compensation, the percentage of the total compensation represented by the work and services described in subsection iii above, **(vi)** the Contractor's declaration as to whether the entirety of the Contractor's work and services required in this Contract will be, or will not be, completed within the Contract's Section 6 total compensation amount, and **(vii)** any and all additional useful and/or relevant information.

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

3.9. Student Data Privacy. All student records, student information, and student-generated content (collectively, "Student Data") provided or accessed pursuant to this Agreement are not the property of, or under the control of, the Contractor.

3.9.1 The City's Board of Education ("Board") shall have access to and the ability to delete Student Data in the possession of the Contractor except in instances where such data is (A) otherwise prohibited from deletion or required to be retained under state or federal law, or (B) stored as a copy as part of a disaster recovery storage system and that is (i) inaccessible to the public, and (ii) unable to be used in the normal course of business by the Contractor. The Board may request the deletion of any such student information, student records or student generated content if such copy has been used by the operator to repopulate accessible data following a disaster recovery. The Board may request the deletion of Student Data by the Contractor within two (2) business days of receiving such a request and provide to the Board confirmation via electronic mail that the Student Data has been deleted

in accordance with the request, the date of its deletion, and the manner in which it has been deleted. The confirmation shall contain a written assurance from the Contractor that proper disposal of the data has occurred in order to prevent the unauthorized access or use of Student Data and that deletion has occurred in accordance with industry standards/practices/protocols.

3.9.2 The Contractor shall not use Student Data for any purposes other than those authorized pursuant to this Agreement.

3.9.3 A student, parent or legal guardian of a student may review personally identifiable information contained in Student Data and correct any erroneous information, if any, in such Student Data. If the Contractor receives a request to review Student Data in the Contractor's possession directly from a student, parent, or guardian, the Contractor agrees to refer that individual to the Board and to notify the Board within two (2) business days of receiving such a request. The Contractor agrees to work cooperatively with the Board to permit a student, parent, or guardian to review personally identifiable information in Student Data that has been shared with the Contractor, and correct any erroneous information therein.

3.9.4 The Contractor shall take actions designed to ensure the security and confidentiality of student data.

3.9.5 The Contractor will notify the Board, in accordance with Conn. Gen. Stat. § 10-234dd, when there has been an unauthorized release, disclosure or acquisition of Student Data. Such notification will include the following steps: Upon discovery by the Contractor of a breach of Student Data, the Contractor shall conduct an investigation and restore the integrity of its data systems and, without unreasonable delay, but not more than thirty (30) days after such discovery, shall provide the Board with a more detailed notice of the breach, including but not limited to the date and time of the breach; name(s) of the student(s) whose student data was released, disclosed or acquired; nature of and extent of the breach; and measures taken to ensure that such a breach does not occur in the future.

3.9.6 Student Data shall not be retained or available to the Contractor upon expiration of the Agreement between the Contractor and City, except a student, parent or legal guardian of a student may choose independently to establish or maintain an electronic account with the Contractor after the expiration of such Agreement for the purpose of storing student- generated content.

3.9.7 The Contractor and Board shall each ensure their own compliance with the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g, as amended from time to time.

3.9.8 The Contractor acknowledges and agrees to comply with the above and all other applicable aspects of Connecticut's Student Data Privacy law according to Connecticut General Statutes §§ 10-234aa through 10-234dd.

3.9.9 The Parties agree that this Agreement controls over any inconsistent terms or conditions contained within any other Agreement entered into by the Parties concerning Student Data.

3.10. Confidentiality/FERPA. Contractor shall strictly adhere to all State and Federal Statutes, rules, policy, regulations, codes of participant protection and confidentiality, administrative directives of the State of Connecticut Board of Education, Connecticut Department of Education and the Waterbury Board of Education regarding confidentiality of student records, files, PPTs, IEPs, etc. Contractor shall further ensure that its employees, agents, or anyone performing work on their behalf under the terms of this Agreement shall strictly adhere to all State and Federal Statutes, rules, policy, regulations, codes of participant protection and confidentiality, administrative directives of the State of Connecticut Board of Education and those of the Waterbury Board of Education regarding confidentiality of student records, files, PPTs, IEPs, etc.

3.10.1 Any and all materials contained in City of Waterbury student files that are entrusted to Contractor or gathered by the Contractor in the course of its services shall remain in the strictest confidence to prevent disclosure of the same. All information furnished by the City or gathered by Contractor shall be used solely for the purposes of providing services under this Agreement.

3.10.2 Contractor acknowledges that in the course of providing services under this Agreement, it may come into the possession of education records of City Waterbury students as defined in and governed by Family Educational Rights and Privacy Act ("FERPA", 20 U.S.C. § 1232g) and related regulations (34 C.F.R. § 99) Contractor and City shall comply with the requirements of said statute and regulations, as amended from time to time and Contractor agrees to use information obtained from the City or student education records only for the purposes provided in this Agreement. Without the prior written consent of the student's parent or guardian, as required by FERPA, Contractor has no authority to make disclosures of any information from education records. Contractor shall instruct its employees of their obligations to comply with FERPA.

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

5. Contract Time. The term of this Contract shall be for a period of three (3) years commencing upon execution of this Agreement by the Mayor and terminating three years after said execution, ("Initial Term") unless sooner terminated as provided by this Agreement.

5.1. Time is and shall be of the essence for all Project milestones and completion dates

for the Project, including but not limited to implementation. The Contractor further agrees that the Work shall be prosecuted regularly, diligently and uninterruptedly and at such rate of progress as will insure full completion thereof within the Contract Time stated above. It is expressly understood and agreed, by and between the Contractor and City, that the Contract Time is reasonable for the completion of the Work. The Contractor shall be subject to City imposed fines and/or penalties in the event the Contractor breaches the foregoing dates.

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

6.1. Fee Schedule. The fee payable to Contractor shall not exceed **TWO HUNDRED NINETY TWO THOUSAND NINETY FOUR DOLLARS and 52/100 CENTS ($292,094.52)** for the entire three (3) year term of this Agreement and shall be in accordance with Contractor's Cost Proposal attached hereto in **Attachment A.**

6.1.1. Payment for Year 1
Ninety Seven Thousand Three Hundred
Sixty Four Dollars and 84/100 Cents $97,364.84

6.1.2. Payment for Year 2
Ninety Seven Thousand Three Hundred
Sixty Four Dollars and 84/100 Cents $97,364.84

6.1.3. Payment for Year 3
Ninety Seven Thousand Three Hundred
Sixty Four Dollars and 84/100 Cents $97,364.84

6.1.4. Total Compensation
In an amount not to exceed
Two Hundred Ninety Two Thousand
Ninety Four Dollars And 52/100 Cents $292,094.52

6.2. Limitation of Payment. Compensation payable to Contractor is limited to those fees set forth in this Section 6. Such compensation shall be paid by the City upon review and approval of Contractor's invoices for payment and review of the work, services, deliverables, etc. required in this Contract and review as may be further required by the Charter and Ordinances of the City. Contractor's invoices shall describe the work, services, reports, plans, specifications, deliverables, etc. rendered and the compensation sought therefore in a form and with detail and clarity acceptable to the City.

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

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

6.4. Proposal Costs. All costs of Contractor in preparing its proposal for the City shall be solely borne by Contractor and are not included in the compensation to be paid by the City to Contractor under this Contract or any other Contract.

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

6.6. Liens. Neither the final payment nor any part of the retained percentage, if any, shall become due until Contractor shall deliver to the City a complete release of all liens arising out of this Contract, or receipts in full in lieu thereof, and in either case, an affidavit that so far as Contractor has knowledge or information, the releases and receipts include all the labor and material for which a lien could be filed; but Contractor may, if any subcontractor refuses to furnish a release or receipt in full, furnish a bond satisfactory to the City, to indemnify it against any lien. If any lien remains unsatisfied after all payments are made, Contractor shall refund to the City all moneys that the City may be compelled to pay in discharging such a lien, including all costs and a reasonable attorney's fee.

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

8. Indemnification.

8.1. Contractor shall indemnify, defend, and hold harmless the City, City's Boards,

and Board of Education, commissions, agents, officials and employees from and against all claims, suits, damages, losses, judgments, costs and expenses including attorney's fees arising out of or resulting from the delivery of the labor, services, equipment, materials, reports, plans, specifications, design, drawings, deliverables, incidentals, etc. provided that any such claims, suits, damages, losses, judgments, costs or expenses **(i)** are attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property, including the loss of use resulting there from, **(ii)** are alleged to be caused in whole or in part by any willful, intentional, negligent, or reckless act or omission of Contractor, its employees, any subcontractor or Contractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified hereunder; **(iii)** enforcement action or any claim for breach of Contractor duties hereunder or **(iv)** claim for intangible loss(es) including but not limited to business losses, lost profits or revenue, regardless of whether or not it is caused in part by a party indemnified hereunder. Notwithstanding anything to the contrary in this Agreement, in no event will either party be liable for indirect, special, punitive, exemplary or consequential loss or damages, or for an amount in excess of 2 times the amount paid by City under this Contract; provided that such liability limitation shall not apply with respect to indemnification under clauses (i) or (ii) of this Section.

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

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

8.4. Contractor expressly understands and agrees that any performance bond or insurance protection required by this Contract, or otherwise provided by Contractor, shall in no way limit the responsibility to indemnify, keep and save harmless and defend the City and the City's boards, agents, employees or officers as provided herein.

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

8.6. Intellectual Property. The Contractor represents that it holds legal title to any Licensed Content, Marks, Software, related Documentation, Software Maintenance,

Professional Services, Deliverable, or any U.S. patent, copyright, trade secret, trademark, or other intellectual property or service made available to City under this Agreement ("IP"). Contractor agrees to provide a defense acceptable to the City, at Contractor's own expense, for any claim, action, demand, lawsuit, or proceeding made or brought against the City alleging that any portion or aspect of any IP made available to City under this Agreement infringes any patent, copyright, trademark, or other intellectual property right of a third party, and shall be responsible for any and all attorney's fees and legal expenses incurred by the City.

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

9. Contractor's Insurance.

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

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

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

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

9.4.1 General Liability Insurance:
$1,000,000 each Occurrence

$2,000,000 General Aggregate
$2,000,000 Products / Completed Operations Aggregate

9.4.2 Professional Liability/E&O:
$1,000,000 each Wrongful Act
$1,000,000 Aggregate

9.4.3 Excess/Umbrella Liability:
$1,000,000 each Occurrence
$1,000,000 Aggregate

9.4.4 Cyber/Privacy/Network:
$1,000,000 per Loss
$1,000,000 Aggregate

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

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

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

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

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

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

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

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

10.3.1 Contractor is aware of the provisions of Title 31, §53 of the Connecticut General Statutes, latest revision (the "Act"), concerning the payment of minimum wages and other payments or contributions established by the State of Connecticut Labor Commissioner for work on public facilities. The provisions of the Act are incorporated by reference and made a part of this Contract. The Act provides that the Connecticut prevailing wage law applies to certain remodeling, refurbishing, alteration, repair and new construction. The wages paid on an hourly basis to any person performing the work of any mechanic, laborer or worker on the work herein contracted to be done and the amount of payment or contribution paid or payable on behalf of each such person to any employee welfare fund, as defined in Conn. Gen. Stat. 31-53(i), shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation

in the town in which such public works project is being constructed. Any contractor who is not obligated by agreement to make payment or contribution on behalf of such persons to any such employee welfare fund shall pay to each mechanic, laborer or worker as part of such person's wages the amount of payment or contribution for such person's classification on each pay day.

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

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

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

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

12. Intentionally Omitted.

13. Termination.

13.1. Termination of Contract for Cause. If, through any cause, in part or in full, the fault of Contractor, Contractor shall fail to fulfill in a timely and proper manner its obligations under this Contract, or if Contractor shall violate any of the covenants, agreements, or stipulations of this Contract, the City shall thereupon have the right to terminate this Contract by giving written notice to Contractor of such termination and specifying the effective date thereof, at least ten (10) days before the effective date of such termination, provided that Contractor shall have the right to cure such breach (if curable) within such 10 day period.

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

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

13.2. Termination for Convenience of the City. The City may terminate this Contract at any time for the convenience of the City, by a notice in writing from the City to the Contractor. If this Contract is terminated by the City as provided herein, the Contractor will be paid an amount which bears the same ratio to the total compensation as the services actually performed bear to the total services of the Contractor covered by this Contract, less payments of compensation previously made; provided that no advance payments shall be refunded upon such termination.

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

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

13.3.2 Effects of Reduced Levels of Funding. If funding is reduced by law, or funds to pay Contractor for the agreed to level of the products, services and

functions to be provided by Contractor under this Contract are not appropriated, authorized or otherwise made available by law, the City may, upon seven (7) calendar days written notice to Contractor, reduce the level of the products, services or functions in such manner and for such periods of time as the City may elect. The charges payable under this Contract shall be equitably adjusted to reflect such reduced level of products, services or functions and the parties shall be afforded the rights set forth in this Contract; provided that no advance payments shall be refunded upon such termination, except to the extent that the amount paid in advance relates to future fiscal years of the City for which the amount paid was subject to future appropriation.

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

13.4. Rights Upon Cancellation or Termination.

13.4.1 Termination for Cause. In the event the City terminates this Contract for cause, Contractor shall be liable for costs incurred by the City, including but not limited to reasonable attorney fees and all court awarded fees and costs incurred in terminating this agreement in whole or in part.

13.4.2 Termination for Lack of Funding or Convenience. In the event of termination of this Contract by the City for lack of funding or convenience, the Licenses shall terminate. City shall pay Contractor for all documents, data, studies, reports, specifications, deliverables, etc. (including any holdbacks), installed and delivered to the City as of the Termination Date and Contractor shall relinquish to the City any applicable interest, title and ownership including, but not limited to perpetual use of any proprietary rights in and to said documents, data, studies, reports, specifications, deliverables, etc. in possession of and paid for by the City (except to the extent any invoiced amount is disputed). Contractor shall be required to exercise commercially reasonable efforts to mitigate damages.

13.4.3 Termination by Contractor. Contractor may, by written notice to the City, terminate this Contract if the City materially breaches, provided that Contractor shall give the City thirty (30) calendar days prior written notice and an opportunity to cure by the end of said thirty (30) day period. In the event of such termination, Contractor will be compensated by the City for work performed prior to such termination date (without any obligation to provide refunds of advance payments)and Contractor shall be entitled to seek damages as provided in law or equity.

13.4.4 Assumption of Subcontracts. In the event of termination of this Contract, the City shall have the right to pursue completion of the work under this Contract by replacement contract or otherwise as the City may in its sole judgment deem expedient.

13.4.5 Delivery of Documents. In the event of termination of this Contract, **(i)** Contractor shall promptly deliver to the City, upon request, all data provided by

the City to Contractor, and **(ii)** the City shall pay Contractor for all services performed and deliverables completed and accepted (pro-rated for deliverables partially completed) prior to the effective date of the termination (except to the extent any invoice amount is disputed).

14. Ownership of Instruments of Professional Services. The City acknowledges the Contractor IP shall remain the sole property of Contractor, and that no documents, data, studies, reports, specifications, deliverables, etc. are created and to be created pursuant to this Contract Notwithstanding anything to the contrary contained herein, Contractor is and shall remain the sole and exclusive owner of all trademarks, trade secrets, trade names, service marks. copyrights or other intellectual property rights related to the services rendered pursuant to this Agreement ("Contractor IP"). Under no circumstances shall the City acquire any ownership interests whatsoever in any Contractor IP. The City acknowledges that the Contractor IP is proprietary material and information of Contractor

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

15.1. Acts of God, such as severe acts of nature or weather events including floods, fires, earthquakes, hurricanes, cyclones, or explosions;

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

Upon cessation of work for reason of force majeure delays, the Party(ies) whose obligations are affected shall use their best efforts to meet their obligations under this Agreement and their schedule as set forth in Section 5 of this Contract.

16. Subcontracting. Contractor shall not, without the prior written approval of the City, subcontract, in whole or in part, any of Contractor's services,, provided that for purposes of this Section, the terms "subcontract" and "subcontractor" refers only to service providers engaged by Contractor specifically to provide services under this Agreement and not generally engaged by Contractor to provide services to all customers of Contractor. For example, the City acknowledges that service providers such as Amazon Web Services, Inc. (AWS), which provides infrastructure-as-a-service to host digital components provided under this Contract, and Altavista Solutions and ONELINK S.A.S NIT, each of which provides outsourced help desk agents in support of Contractor's 24x7 customer support services for digital components, are not deemed to be subcontractors for purposes of this Agreement. Any subcontractor so approved shall be required to secure and maintain insurance coverage equal to or better than that required of Contractor and shall name the City as an additional insured party and said subcontractors shall deliver to the City a certificate of insurance evidencing such coverages. All subcontractors shall comply with all Federal, State and Local, laws, regulations and ordinances but such requirement shall not relieve Contractor from its requirement that all work and services provided or required hereunder shall comply with all Federal, State and Local, laws, regulations and ordinances.

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

17. Assignability. Contractor shall not assign any interest in this Contract, and shall not transfer any interest in the same (whether by assignment or novation) without the prior written approval of the City; provided, however, that (i) either party may assign this Contract without consent to an affiliate or to any successor-in-interest in connection with the merger or the sale of all or substantially all of its capital stock or assets to which this Agreement relates and (ii) Contractor claims for money due or that become due from the City under this Contract may be assigned to a bank, trust, company, or other financial institution, or to a Trustee in Bankruptcy, without such approval. Notice of any such assignment or transfer shall be furnished promptly to the City.

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

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

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

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

22. Independent Contractor Relationship. The relationship between the City and Contractor is that of client and independent contractor. No agent, employee, or servant of Contractor shall be deemed to be an employee, agent or servant of the City. Contractor shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants

and subcontractors during the performance of this Contract. It is the express intention of the parties hereto, and Contractor hereby agrees and covenants, that it and any and all third party(ies) and subcontractor(s) retained by Contractor hereunder is/are not and shall not be deemed an employee of the City of Waterbury, but is/are and shall remain an independent contractor relative to the City and that nothing herein shall be interpreted or construed as creating or establishing the relationship of employer-employee between the City of Waterbury and Contractor or between the City of Waterbury and any third party(ies) or subcontractor(s). Thus, Contractor hereby covenants that it, its subcontractor(s) and third party(ies) shall not be entitled to the usual characteristics of employment, such as income tax withholding, F.I.C.A. deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc. and that Contractor shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants, representatives, subcontractors and third party(ies).

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

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

25. Contract Change Orders.

25.1. At the sole discretion of the City, a Change Order may be issued solely by the City to modify an existing party obligation set forth in this Contract where the scope of the Change Order is:

25.1.1 within the scope of the original Contract OR is made pursuant to a provision in the original Contract, AND

25.1.2 the Change Order monetary cost is charged solely against those funds encumbered for and at the time the Contract was originally executed by the City, that is those funds set forth in the original Contract as a not to exceed payment amount OR within the original Contract's contingency / allowance / reserve amount (if any is stated therein), AND

25.1.3 the Final Completion Date has not been changed.

25.2. Notwithstanding the foregoing subsection, a Change Order shall not include:

25.2.1 an upward adjustment to Contractor's payment claim, or

25.2.2 a payment increase under any escalation clause set forth in the original contract, or any Change Order, or any amendment.

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

26. Conflicts or Disputes. This Contract represents the full and complete concurrence between the City and Contractor and governs all disputes between them. In the instance of a conflict or dispute over issues not specifically referenced within the Contract, the following documents shall be used as historical documents. Without regard to the order of precedence, to resolve such conflicts or disputes, the historical documents are the Contractor's proposal.

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

26.2. Presumption. This Contract or any section thereof shall not be construed against any party due to the fact that the Contract or any section thereof was drafted by such party.

27. Disputes; Legal Proceedings; Waiver of Trial by Jury and Continued Performance. Contractor agrees that its waives a trial by jury as to any and all claims, causes of action or disputes arising out of this Contract or services to be provided pursuant to this Contract. Notwithstanding any such claim, dispute or legal action, Contractor shall continue to perform services under this Contract in a timely manner, unless otherwise directed by the City.

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

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

30. Governing Law and Choice of Forum. This Contract shall be construed in accordance with the terms and conditions set forth in this Agreement and the law of the State of Connecticut without regard to choice or conflict of laws principals that would cause the application of any other laws. Any dispute or controversy arising out of or relating to this Contract or otherwise shall be determined by a court of competent jurisdiction in Waterbury, Connecticut (or the Federal Court otherwise having territorial jurisdiction over such City and subject matter

jurisdiction over the dispute), and not elsewhere.

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

Contractor: Vista Higher Learning, LLC
500 Boylston Street, 10th Floor
Boston, MA 02116

City: The City of Waterbury
Department of Education
236 Grand Street, 1st Floor
Waterbury, CT 06702

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

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

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

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

ruling, determination, claim or controversy, or other particular matter, pertaining to any program requirement or a Contract or Purchase Order, or to any solicitation or proposal therefore.

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

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

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

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

32.7. The Person hereby expressly represents that he/she/it has complied with those sections of the City's Code of Ordinances requiring that said Person has **(i)** delivered to the City an affidavit, on a City authored form, stating that the Person and its affiliates have no delinquent taxes or other financial obligations owned to the City; **(ii)** filed the City authored financial disclosure statement form as set forth in the City's Code of Ordinances regarding disclosure of financial interests; **(iii)** delivered to the City a written acknowledgement, on a City authored form, evidencing receipt of a copy of the "Ethics and Conflict of Interest" ordinance for the City of Waterbury and hereby expressly represents that said Person is in full compliance with the entirety of said Code of Ordinances; and **(iv)** filed a current list of all taxable personal and real property as required by the State of Connecticut General Statutes. Any violation of this subsection 32.7 shall be deemed a material breach of this Contract and shall be a violation of the City's Code of Ordinances.

32.8. The definitions set forth in the City's Code of Ordinances shall be the primary

source for interpretation of the forgoing subsections 32.1-32.7.

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

32.10. Contractor hereby acknowledges receipt of a copy of the Chapters 38 and 39 of City's Ordinance regarding Procurement, Ethics, and Conflicts of Interest and has familiarized itself with said Code and hereby agrees to adhere to said Code. The text of Chapters 38 and 39 of said Code may be obtained from the Office of the City Clerk of the City and on the internet at the City Clerk's web site: https://www.waterburyct.org/services/city-clerk/code-of-ordinances [click link titled "Code of Ordinances *(Rev. 12/31/19).*" For Chapter 38, click on "Title III: Administration," then click on "Chapter 38: Centralized Procurement System." For Chapter 39, click on "Title III: Administration," then click on "Chapter 39: Ethics And Conflicts of Interest"]

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

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

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

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

32.15. FREEDOM OF INFORMATION ACT NOTICE. Pursuant to State statute, in the event the total compensation payable to Contractor set forth in Section 6 herein is greater than $2,500,000.00, the City is entitled to receive a copy of any and all Contractor

records and files related to the performance of this Contract and those records and files are subject to the Freedom of Information Act ("the Act") and may be disclosed by the City pursuant to the Act.

[signature page follows]

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

WITNESSES:

Sign:_____
Print name: ,

Sign:_____
Print name:

CITY OF WATERBURY

By:_____
Paul Pernerewski, Jr., Mayor

Date: _____

WITNESSES:

Sign: _____
Print name: Sarah Giangrande

Sign: _____
Print name: Robert Hackley

VISTA HIGHER LEARNING, LLC

By: _____ CEO
Jon Aram, President and CEO

Date: 9/24/25

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ATTACHMENT A

1.1.1 Contractor's Cost Proposal, (excluding terms of purchase) dated May 6, 2025, consisting of 3 pages, attached hereto;

1.1.2 Contractor's letter dated June 18, 2025, consisting of 2 pages;

1.1.3 Any and all amendment(s) and Change Orders, issued by the City after execution of Contract, incorporated herein by reference;

1.1.4 Annual Statement of Financial Interests; Disclosure and Affidavit Re: Outstanding Obligations to the City; Debarment Certification; Corporate Resolution, Non-Collusive Affidavit (incorporated by reference);

1.1.5 Certificates of Insurance, incorporated herein by reference;

1.1.6 Licenses; incorporated herein by reference; and

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

COST PROPOSAL

Quote Prepared On May 6, 2025
Quote Valid Through October 15, 2025
Quote No. 2505189405
Version No. 1

Prepared For	Prepared By
Waterbury Public School District 236 Grand Street Waterbury, CT 06702	Myles Stavis mstavis@vistahigherlearning.com Vista Higher Learning 500 Boylston St, 10th Floor Boston, MA 02116-3736

Senderos 2023

Qty	Item Number	Description	Unit Price	Total Value	Total Cost
115	978-1-54337-841-2	Senderos 2023 Supersite Plus(v) + WebSAM(3 year license)	$109.95	$12,644.25	$0.00
2,185	978-1-54337-841-2	Senderos 2023 Supersite Plus(v) + WebSAM(3 year license)	$109.95	$240,240.75	$240,240.75

Sentieri 4e

Qty	Item Number	Description	Unit Price	Total Value	Total Cost
16	978-1-54338-964-7	Sentieri 4e Supersite Plus(v) + WebSAM(3 year license)	$136.95	$2,191.20	$0.00
304	978-1-54338-964-7	Sentieri 4e Supersite Plus(v) + WebSAM(3 year license)	$136.95	$41,632.80	$41,632.80
4	978-1-54339-659-1	Sentieri 4e TRB	$598.00	$2,392.00	$0.00

Services WL

Qty	Item Number	Description	Unit Price	Total Value	Total Cost
2	TRNG049	WL PL Implementation - Getting Started Workshop - Virtual Session	$1,000.00	$2,000.00	$0.00
3	TRNG066	WL PL Implementation - Office Hour - Virtual Session	$400.00	$1,200.00	$0.00
2	TRNG055	WL PL Implementation - Refresher Workshop - Virtual Session	$1,000.00	$2,000.00	$0.00

Temas 3e

Qty	Item Number	Description	Unit Price	Total Value	Total Cost
3	978-1-54339-658-4	Temas 3e TRB	$95.95	$287.85	$0.00

Temas 3e & AP Spanish 3e

Qty	Item Number	Description	Unit Price	Total Value	Total Cost
3	978-1-54339-098-8	Temas 3e Supersite Plus + AP Spanish 3e Supersite Plus (3 year license)	$150.95	$452.85	$0.00
67	978-1-54339-098-8	Temas 3e Supersite Plus + AP Spanish 3e Supersite Plus (3 year license)	$150.95	$10,113.65	$10,113.65

COST PROPOSAL

Quote Prepared On May 6, 2025
Quote Valid Through October 15, 2025
Quote No. 2505189405
Version No. 1

Total Value	$315,155.35
Total Gratis	$23,168.15
Total Cost	$291,987.20
Est. Shipping	$106.80
Est. Grand Total Cost	**$292,094.00**

Ordering Instructions

- Purchase Orders will be processed upon receipt and will be invoiced for the full "Total Cost" amount as shown above as well as the actual final Shipping charges required for your shipment, where applicable. Please note that the "Est. Shipping" amount shown above is an estimate only and may be different than the final charges applied.
- When submitting your Purchase Order, please be sure to attach:
  - A copy of this Quote
  - If applicable, a copy of your signed and dated tax exemption certificate
- To place your order, please contact Customer Support:

Vista Higher Learning
500 Boylston Street, 10th Floor
Boston, MA 02116-3736
Email: orders@vistahigherlearning.com
Phone: (800) 269-6311, option 3
Fax: (617) 426-5215

Terms of Purchase

VISTA

COST PROPOSAL

Quote Prepared On May 6, 2025
Quote Valid Through October 15, 2025
Quote No. 2505189405
Version No. 1

By accepting a Quote, initiating a Purchase Order to us, entering into a separate agreement with us, and/or ordering online content, you are agreeing to these Terms of Purchase. The Vista Higher Learning Terms of Purchase shall govern all sales of materials and online content and shall supersede any and all terms and conditions attached to your Purchase Orders and/or any other document that you present to Vista Higher Learning, which shall be considered as a confirmation only and the terms and conditions shall in no way amend, prevail over, supplement or supersede any term or condition hereof.

- **Terms of Use:** All sales of Vista Higher Learning materials and online content are expressly made subject to the Vista Higher Learning Terms of Use: https://www.vhlcentral.com/terms_of_use.
- **Return Policy:** Returns of Vista Higher Learning materials and online content are subject to the Vista Higher Learning Return Policy: https://vistahigherlearning.com/return-policy.
- **Tax:** Prices included within this Quote are exclusive of all applicable taxes, which are the responsibility of the Customer. Customer must provide documentation of tax-exempt status, if applicable.
- **Subscription Term:** For digital product license purchases, the duration of access being purchased based on the product license selection outlined in the Quote above will be considered the Subscription Term.
- **Term Dates:** Subscription Terms are aligned to an academic year calendar and will start as of the next upcoming academic year following the receipt of a Purchase Order, unless otherwise requested by Customer. All product licenses will have the same start and end dates aligned with the Subscription Term.
- **Unused Licenses:** All product licenses must be used within the purchased Subscription Term. Unused licenses during the purchased Subscription Term are not refundable or eligible for credit.
- **Licensing Add-ons:** If purchasing additional license quantities and/or licensing level upgrades to be added onto an existing base of product licenses, the additional quantities and/or upgrades will be applied beginning with the currently active Subscription Term, unless otherwise requested by Customer. All product licenses must maintain the same start and end dates aligned with the Subscription Term, with any additional quantities and/or upgrades matching the current expiration date of the existing Subscription Term in place.

Thank you for your business!

VISTA

June 18, 2025

Janet Frenis

Waterbury Public School District

236 Grand Street

Waterbury, CT 06702

Dear Ms. Frenis,

This letter is in response to your request for a Sole Source letter from Vista Higher Learning, Incorporated. This letter attests and affirms that Vista Higher Learning, Inc. is the sole publisher and holder of all copyrights to the publications listed below. In addition to the items below, Vista Higher Learning, Inc. holds all copyrights, or rights assigned via licensing agreements. They extend to all ancillary materials related to the items listed below. Additionally, Vista Higher Learning, Inc. is the exclusive provider of VHL-specific Professional Learning for the publications listed below and maintains a current list of employees and facilitators who are authorized to deliver Professional Learning services associated with our publications.

Senderos 2023 Supersite Plus(v) + WebSAM (3 year license)	**978-1-54337-841-2**
Sentieri 4e Supersite Plus(v) + WebSAM (3 year license)	**978-1-54338-964-7**
Sentieri 4e TRB	**978-1-54339-659-1**
Temas 3e Supersite Plus + AP Spanish 3e Supersite Plus (3 year license)	**978-1-54339-098-8**
Temas 3e TRB	**978-1-54339-658-4**
WL PL Implementation - Getting Started Workshop - Virtual Session	**TRNG049**
WL PL Implementation - Office Hour - Virtual Session	**TRNG066**
WL PL Implementation - Refresher Workshop - Virtual Session	**TRNG055**

VISTA

Vista Higher Learning, Inc. also verifies that the listed wholesale price provided to Waterbury Public School District is no different than the pricing offered to all schools and school districts in the state of Connecticut. Prices are not more than the lowest list wholesale price available to schools and school districts in any other state.

Sincerely,

Hector Morales
Vice President of Sales and Marketing K-12

WATERBURY
PUBLIC SCHOOLS

#6

Janet Frenis
Chief Academic Officer
(203) 574-8000 Ext. 11260
jfrenis@waterbury.k12.ct.us

To: Honorable Board of Education
Honorable Board of Alderman

From: Janet Frenis, Chief Academic Officer

Date: September 23, 2025

Subject: Amendment One to the Professional Services Agreement Between the City of Waterbury Cormier Consulting, LLC

The Education Department respectfully requests approval of amendment one to the professional services agreement between the City of Waterbury and Cormier Consulting, LLC. Waterbury Public Schools entered into a three -year contract with Cormier Consulting, LLC under RFP 8118 to provide teacher and administrator professional learning to all Waterbury schools terminating June 30, 2027.

The purpose of the amendment is to increase the contracted number of coaching days for Wilby High School due to the fact that they were approved to receive Commissioner Network funds for a final year. Additionally, Crosby and Kennedy High Schools were accepted into the Commissioner's Network last spring and will receive Commissioner Network funding for three years terminating at the end of the 2027-2028 school year. The Education Department also requests to add coaching days for Crosby and Kennedy for the remainder of the contract and to extend the contract until June 2028 only for Crosby and Kennedy. The additional days are as follows:

2025-2026			2026-2027			2027-2028		
Kennedy	40 days materials	$90,000 $20,000	Kennedy	40 days materials	$90,000 $10,000	Kennedy	25 days materials	$56,250 $10,000
Crosby	40 days materials	$90,000 $10,000	Crosby	30 days materials	$67,500 $10,000	Crosby	25 days materials	$56,250 $10,000
Wilby	40 days materials	$90,000 $10,000						
Total		$310,000	Total		$177.500	Total		$132,500

The total cost of the amendment is $620,000. The aforementioned services are consistent with the scope of the previously signed procurement agreement between the City of Waterbury and Cormier Consulting, LLC. The cost per day and materials will be at the same rates as in the original contract.

I will be present at your upcoming meeting to answer any questions you may have regarding this matter.

Respectfully submitted,

Janet Frenis

Janet Frenis

Amendment 1
to
PROFESSIONAL SERVICES AGREEMENT
RFP No. 8118
For
Onsite Tier I Instructional Support
between
The City of Waterbury, Connecticut
and
Cormier Consulting, LLC

THIS AMENDMENT 1, effective on the date signed by the Mayor, is by and between CITY OF WATERBURY, City Hall, 235 Grand Street, Waterbury, Connecticut (the "City") and CORMIER CONSULTING, LLC, a Connecticut limited liability company located at 598 East Street, Middletown, Connecticut ("Cormier" or the "Contractor").

WHEREAS, the parties hereto entered into a Professional Services Agreement for Onsite Tier I Instructional Support, including coaching support and professional learning for 24 Non-Commissioner Network Funded Schools and Central Office staff, executed by the Mayor of the City of Waterbury on October 8, 2024 ("Agreement"); and

WHEREAS, in accordance with Section 21 of the Agreement, the Parties hereby wish to amend the Agreement in order to expand the scope of services provided ("Additional Services"), and to lengthen the term of the Agreement pursuant to the Consultant's 2025 Contract Amendment Proposal, consisting of 7 pages and attached to this Amendment 1, providing additional compensation consistent therewith, on the same terms and conditions as the Agreement; and

NOW THEREFORE, the parties hereby agree and covenant to amend the Agreement as follows:

1. Paragraph 1 of the Agreement "Scope of Services" shall be amended to include those Additional Services as set forth in Consultant's 2025 Contract Amendment Proposal, consisting of 7 pages and attached to this Amendment 1.

2. Paragraph 5 of the Agreement "Contract Time" shall be amended as follows:

5. Contract Time. The term of this Contract shall be for a period of four (4) years commencing upon execution of this Agreement by the Mayor of the City of Waterbury, pending all necessary approvals and terminating June 30, 2028, upon completion of the contracted services and work, unless sooner terminated as provided by this agreement or upon agreement of the Parties, in writing, that all services required under the Contract

have been fully and completely provided. The City shall have the right to extend the term of this contract for three separate 1-year periods, on the same terms and conditions as this contract, by giving written notice of its election to exercise each extension at least 30 days prior to the expiration of the base term of the contract. ("Contract Time").

5.1. Time is and shall be of the essence for all Project milestones, completion date for the Project. The Contractor further agrees that the Work shall be prosecuted regularly, diligently and uninterruptedly and at such rate of progress as will insure full completion thereof within the Contract time stated above. It is expressly understood and agreed, by and between the Contractor and City, that the Contract Time is reasonable for the completion of the Work. The Contractor shall be subject to City imposed fines and/or penalties in the event the Contractor breaches the foregoing dates.

3. Paragraph 6.1 of the Agreement "Fee Schedule" shall be amended as follows:

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

6.1 Fee Schedule. The fee payable to Contractor shall not exceed **TWO MILLION FOUR HUNDRED NINETY-NINE THOUSAND SEVEN HUNDRED AND FIFTY DOLLARS ($2,499,750.00)** for the entire four-year term of this Agreement in accordance with Cormier's Revised Cost Proposal dated July 31, 2024 and Cormier's 2025 Contract Amendment Proposal set forth in **Attachment A** and as follows;

6.1.1 2024-2025 .....$898,250.00

6.1.2 025-2026 .....$1,009,750.00

6.1.3 2026-2027 .....$459,250.00

6.1.3 2026-2027 .....$132,500.00

Total compensation not to exceed.....$2,499,750.00

The compensation shall be paid in conformity with Cormier's Revised Cost Proposal dated July 31, 2024 and Cormier's 2025 Contract Amendment Proposal, which are set forth in Attachment A of this Contract. Said Revised Cost Proposal and Amendment Proposal are hereby made part of Section 6 of this Agreement as if fully set forth herein.

4. All other terms, conditions and provisions of the Agreement remain in full force and effect and binding upon the parties.

(The next page is the signature page)

IN WITNESS WHEREOF, the parties hereto executed this Amendment Number 1 on the dates indicated below.

WITNESSES:

Gloria Possidento
Gloria Possidento

CITY OF WATERBURY

By:_____
Paul K. Pernerewski Jr., Mayor

Date: _____

WITNESSES:

David Mozdziak

CORMIER CONSULTING, LLC

By: _____

Its Executive Director

Date: 9-26-25

#6a

Wendy Johns
Director of Pupil Services
(203) 346-3505
wendy.johns@waterbury.k12.ct.us

EXECUTIVE SUMMARY

DATE: September 25, 2025

To: Board of Education
Board of Aldermen

FROM: Wendy Johns, Director of Pupil Services

RE: Approval of Amendment No. 1 to Agreement between the **City of Waterbury** and **Apex Educational Services, LLC (RFP 7610)**

The Special Education Department requests the approval of Amendment No. 1 to the Agreement between the City of Waterbury Public Schools (WPS) and **Apex Educational Services, LLC (RFP 7610)**. The purpose of the amendment is to provide Board Certified Behavior Analysts (BCBAs) certified in Restraint and Seclusion techniques to support Waterbury Public School District staff with Physical and Psychological Management Training ("PMT") and to provide District-wide BCBA support to meet the District's restraint training requirements and BCBA support needs for up to 1,073 hours per contract year.

The original three-year Agreement was executed on June 29, 2023 for an amount not to exceed $498,216.50. Amendment No. 1 to the agreement shall add compensation in the amount of **$125,000.00** for the remainder of the three-year option period concluding on June 30, 2026, for a total contract value of $623,216.50. The Amendment No. 1, in the amount of $125,000, will be paid through General Funds.

Amendment Number 1
to
Professional Services Agreement
RFP No. 7610
for
Board Certified Behavior Analyst Services
between
The City of Waterbury, Connecticut
and
Apex Educational Solutions, LLC

THIS AMENDMENT NUMBER 1, effective on the date signed by the Mayor, is by and between the CITY OF WATERBURY (the "City"), City Hall, 235 Grand Street, Waterbury, Connecticut 06702 and APEX EDUCATIONAL SOLUTIONS, LLC (the "Consultant"), with a mailing address at 95 Main Street, Suite 2, East Hampton, Connecticut 06424, and a business location at 98 S Turnpike Road, Wallingford, Connecticut 06492, a State of Connecticut duly registered domestic limited liability company (jointly referred to as the "Parties").

WHEREAS, the City entered into a three (3)-year Agreement with Consultant effective June 29, 2023 and terminating on June 30, 2026 for Board Certified Behavior Analyst Services not to exceed the amount of $498,216.50 (the "Agreement" or "Contract"); and

WHEREAS, in accordance with Section 21 of the Agreement, the Parties hereby wish to amend Subsection 1.1 of the Agreement to support district trainers providing Physical and Psychological Management Training and district-wide Board Certified Behavior Analyst support for Waterbury Public Schools to the Scope of Services, and to amend Section 6 to add compensation for said additional services not to exceed $125,000, for a total compensation amount not to exceed $623,216.50 over the term of the Agreement;

NOW THEREFORE, THE PARTIES HEREBY AGREE AND COVENANT TO AMEND THE AGREEMENTAS FOLLOWS:

1. **Subsection 1.1** of **Section 1 ("Scope of Services")** shall be deleted and replaced with the following language:

   1.1. The Project consists of, and Consultant shall provide, Board Certified Behavior Analysts (BCBAs) for the Waterbury Public School District and students with disabilities ages 3-22 with behavior needs and other related services under the direction of School District personnel for up to 1467.5 hours per contract year, as directed by the students' Individual Education Plans (IEPs). In addition to these services, Consultant shall support district trainers with BCBAs certified in Restraint and Seclusion techniques to train Waterbury Public School District staff on Physical and Psychological Management Training ("PMT") and shall provide District-wide BCBA support to meet the District's restraint training requirements and

BCBA support needs for up to 1,073 hours per contract year, as detailed and described in **Attachment A** and are hereby made material provisions of this Contract. **Attachment A** shall consist of the following, which are attached hereto, are acknowledged by the Consultant as having been received, or are otherwise hereby incorporated by reference as noted below, and all are made a part hereof:

2. **Subsection 6.1.3.** of **Section 6 ("Compensation")** shall be deleted and replaced with the following language:

6.1.3. July 1, 2025 – June 30, 2026

a. *BCBA Services (Autism Program) – 1,467.5 Hours*

An amount not to exceed……...…….. $170,964.00
Based on the hourly rate of……..……...……. $116.50 per hour

b. *PMT and District-Wide BCBA Services – 1,073 Hours*

An amount not to exceed……...……...$125,000.00
Based on the hourly rate of……..……...……. $116.50 per hour

Total Amount Not to Exceed……..…….. $623,216.50

3. All other terms, conditions, and provisions of the Agreement, including subsections of Sections 1 and 6, remain in full force and effect and binding upon the parties hereto.

(Signatures next page)

IN WITNESS WHEREOF, the parties hereto executed this Amendment Number 1 on the dates indicated below.

WITNESSES:

_____

_____

CITY OF WATERBURY

By:_____
Paul K. Pernerewski, Jr., Mayor

Date: _____

WITNESSES:

_____

_____

APEX EDUCATIONAL SOLUTIONS, LLC

By:_____

Its _____

Date: _____

#8

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: **Thursday, October 2, 2025**
BOARD MEETING: **Thursday, October 16, 2025**

TO THE BOARD OF EDUCATION
WATERBURY, CONNECTICUT

LADIES AND GENTLEMEN:

I move that the Waterbury Board of Education approve the use of school facilities, at no charge, by the following school organizations and/or City departments.

GROUP	FACILITIES AND DATES/TIMES
N. Hill	Reed café: Wed., Oct. 8th 8am-3pm (Prof. Dev. For School Social Workers)
A Razza	Regan café: Tues., Oct. 14th 5:00-6:30 pm (Multi Cultural Night for families & students) Regan café: Tues., Oct. 7th 3:15 – 4:45 pm (PTO meeting, SGC meeting, SELT meeting)
M. Rocco	W. Cross café: Thursday, Sept. 25th 6:00 – 8:00pm (8th Grade Committee meeting) W. Cross café & parking lot: Friday, October 24th 3:15 – 8:30 pm (PTO annual Trunk or Treat) W, Cross gym & café: Fri., Dec. 5th 5 – 7pm (set-up) and Sat., Dec. 6th 7:30am-5:00pm (PTO cookies with Santa & vendor fair) W. Cross gym & café: Thursday, Feb. 26th 3:15pm – 8:00pm (Black History Month event) W. Cross café: Friday, March 13th 4:00 – 8:00pm (School Dance)
V. Munoz	Crosby aud.: Dec. 9th – Dec. 11th 7:30am – 3:00pm (Winter Concert) Crosby aud.: April 28th – April 30th 7:30am – 3:00pm (Spring Concert)
S. Griffin	Crosby aud. Monday, Dec. 22n 10am-2pm (CHS Music Talent Show) Crosby aud. Frudatm May 8th 10am-2pm (CHS Spring Talent Show)
M. Theriault	Wilson gym: Wednesday, Oct. 15th 3:30pm-9:00pm (school wide multi-cultural night for Wilson families)
M. Bergin	Reed café: Wed., Oct. 15th (Preschool family night / (Apples and Cider) Reed café: Wed., Nov. 12th 5:30pm-7:00pm (Preschool family night / (Turkey Time)

Registrar of Voters T. Begnal/A. Desjardins	Tuesday, November 4th 5:00AM – 9:00PM (voting at 14 city school sites)
J. Mulhern	Tinker café & gym: Tuesday, Oct. 14th 5:30-7:30 pm (PTO Meeting) Tinker café & gym: Friday, Nov. 7th 5:00 – 9:99 pm (PTO sponsored Family Bingo Night)
City Plan R. Nerdey	North End café: Monday, Nov. 17th 6:00pm-9:00pm (neighborhood meeting re: conservation & development)

Food K

SCHOOL PERSONNEL USE ONLY

DATE: 9/24/25

TO: SCHOOL BUSINESS OFFICE

FROM: Nancy Hill

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

NAME OF SCHOOL REQUESTED: Reed Elementary

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

DATES REQUESTED: 10/8/25

FROM: 8 (am)/pm TO: 3 am/(pm)

FOR THE FOLLOWING PURPOSES:

Professional Development for School Social Workers

Nancy Hill
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: 9/24/25

TO: SCHOOL BUSINESS OFFICE

FROM: Angela Razza – Regan School Principal

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

NAME OF SCHOOL REQUESTED: Regan School

☐ AUDITORIUM ☐ GYMNASIUM ☐ SWIMMING POOL ☑ CAFE/ROOMS

DATES REQUESTED: Tuesday, 10/14/25

FROM 5:00 am/(pm) TO 6:30 am/(pm)

FOR THE FOLLOWING PURPOSES:

Multi-Cultural Night - Families + students will be invited for this family event.

Angela Razza
APPLICANT

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

Regan

SCHOOL PERSONNEL USE ONLY

DATE: 9/24/25

TO: SCHOOL BUSINESS OFFICE

FROM: Angela Razza, Principal, Regan School

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

NAME OF SCHOOL REQUESTED: Regan School

☐ **AUDITORIUM** ☐ **GYMNASIUM** ☐ **SWIMMING POOL** ☑ **CAFE/ROOMS**

DATES REQUESTED: Tuesday, October 7, 2025

FROM 3:15 am/pm **TO** 4:45 am/pm

FOR THE FOLLOWING PURPOSES:

PTO mtg, SGC mtg, SELT mtg

Angela Razza
APPLICANT

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

SCHOOL PERSONNEL USE ONLY

DATE: 9/17/25

TO: SCHOOL BUSINESS OFFICE

FROM: Margaret Rocco

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

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool

☒ Café/Rooms/Library

DATES REQUESTED: September 25, 2025 at 6:00 PM

FOR THE FOLLOWING PURPOSES:

8th Grade Committee meeting

Margaret Rocco

APPLICANT

Please note the following provisions:

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

Kook

SCHOOL PERSONNEL USE ONLY

DATE: 9/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Margaret Rocco

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

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool

☐ Café/Rooms/Library ☐ Outside Parking areas

DATES REQUESTED: October 24, 2025

FOR THE FOLLOWING PURPOSES:

PTO Annual Trunk or Treat - 3:15 Set up and Decorate 5:30 - 8:30 Event and break down

Margaret Rocco

APPLICANT

Please note the following provisions:

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

Yook

SCHOOL PERSONNEL USE ONLY

DATE: 9/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Margaret Rocco

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

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ■ Gymnasium ☐ Swimming Pool

■ Café/Rooms/Library ☐ Outside Parking areas

DATES REQUESTED: December 5, 2025 set up December 6, 2025

FOR THE FOLLOWING PURPOSES:

PTO Annual Cookies with Santa & Vendor Fair/ set up on Friday from 5:00 - 7:00PM
Saturday Event 7:30 AM - 5:00 PM.

Margaret Rocco

APPLICANT

Please note the following provisions:

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

Took

SCHOOL PERSONNEL USE ONLY

DATE: 9/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Margaret Rocco

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

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ■ Gymnasium ☐ Swimming Pool

■ Café/Rooms/Library ☐ Outside Parking areas

DATES REQUESTED: February 26, 2026 Black History Month activity

FOR THE FOLLOWING PURPOSES:

Black History Month Event, set up 3:15 until start of event at 5-7PM and clean up 7-8PM

Margaret Rocco

APPLICANT

Please note the following provisions:

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

SCHOOL PERSONNEL USE ONLY

DATE: 9/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Margaret Rocco

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

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool

☐ Café/Rooms/Library ☐ Outside Parking areas

DATES REQUESTED: March 13, 2026 School Dance for our 3rd, 4th and 5th graders

FOR THE FOLLOWING PURPOSES:

School Dance from 4:00 Set Up, activity from 6:00 - 7:30, Clean up from 7:30 -8:00PM

Margaret Rocco

APPLICANT

Please note the following provisions:

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

Book

SCHOOL PERSONNEL USE ONLY.

DATE: 9/2/25

TO: SCHOOL BUSINESS OFFICE

FROM: Victoria Munoz

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

NAME OF SCHOOL REQUESTED: Crosby High School

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 12/09/2025-12/11/25 7:30am-3:00pm each day

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

FOR THE FOLLOWING PURPOSES:

For **Set-up and Winter Concert** This **concert** will be held during 4rth period during the school day, Thursday, 12/11/25 12:23pm-2:30pm

With so many transportation issues among our students, it seems to work better for them to have a concert during the day.

V.Munoz

APPLICANT

SCHOOL PERSONNEL USE ONLY

DATE:
___2/9/2026_____

TO: SCHOOL BUSINESS OFFICE

FROM: _____Victoria Munoz_____

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

NAME OF SCHOOL REQUESTED: _____Crosby High School_____

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

DATES REQUESTED: ____4/28/2026- 4/30/2026_____7:30am-3:00pm ea. day_____

FROM: ___7:30_____ am TO: ___3:00pm_____pm

FOR THE FOLLOWING PURPOSES:

__For **Set-up and Spring Concert on April 30th**, during 4rth Period,12:23-1: 30pm__

__With the many transportation issues, having the concert during the day seems to have worked better._____

_____

__V.Munoz_____

_____

APPLICANT

Please note the following provisions:

SCHOOL PERSONNEL USE ONLY

DATE: ____9/12/24_____

TO: SCHOOL BUSINESS OFFICE

FROM: _____Sean Griffin

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

NAME OF SCHOOL REQUESTED: _____Crosby High School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: _____12/22/25_____

FROM: _____10:00__ am/pm TO: _____2:00___ am/pm

FOR THE FOLLOWING PURPOSES:

Crosby Winter Music Talent Show_____

_____

_____

_Sean Griffin_____
APPLICANT

9/18

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: 9/12/25

TO: SCHOOL BUSINESS OFFICE

FROM: Sean Griffin

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

NAME OF SCHOOL REQUESTED: Crosby High School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 5/8/25

FROM: 10:00 am/pm TO: 2:00am/pm

FOR THE FOLLOWING PURPOSES:

Crosby Spring Talent Show

Sean Griffin
APPLICANT

9/18

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: 9/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Michael Theriault

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

NAME OF SCHOOL REQUESTED: Wilson

☐ Auditorium ☑ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 10/15/25

FROM: 3:30 am/pm TO: 9pm am/pm

FOR THE FOLLOWING PURPOSES:

School wide event Multi-Cultural Night. Open only to Wilson Families

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 Andrew

Yes

SCHOOL PERSONNEL USE ONLY

DATE: 9/15/2025

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: ____Reed School_

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms ☒ Cafeteria

DATES REQUESTED: __October 15, 2025,

FROM: _5:30_ am/pm TO: __7:00__ am/pm

FOR THE FOLLOWING PURPOSES:

Preschool Family Night at Reeds School: Apples and Cider

_____ 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: 9/15/2025

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: ___Reed School_

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms ☒ Cafeteria

DATES REQUESTED: __November 12, 2025,

FROM: _5:30_ am/pm TO: __7:00__ am/pm

FOR THE FOLLOWING PURPOSES:

Preschool Family Night at Reeds School: Turkey Time

_____ 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.

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

Hook

SCHOOL PERSONNEL USE ONLY

DATE: 9-23-25

TO: SCHOOL BUSINESS OFFICE

FROM: Registrar of Voters

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

NAME OF SCHOOL REQUESTED: see Attached

☐ AUDITORIUM ☑ GYMNASIUM ☐ SWIMMING POOL ☐ CAFE/ROOMS

DATES REQUESTED: Tues, Nov. 4, 2025

FROM 5:00 am/pm TO 9:00 am/pm

FOR THE FOLLOWING PURPOSES:

General Election

APPLICANT

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



OFFICE OF THE REGISTRARS OF VOTERS

THE CITY OF WATERBURY

CONNECTICUT

September 15, 2025

Board of Education Members
236 Grand Street
Waterbury, CT 06702

Dear Board of Education Members:

I am writing to request the use of the following schools for the upcoming General Election which will take place on November 4th, 2025. We will need to be in the facilities starting at 5:00am on the day of the election. Please bring any concerns to my attention as soon as possible so they may be addressed in adequate time.

Kennedy High School	Regan Elementary	Crosby High School
Gilmartin Elementary	Carrington School	Tinker Elementary
Kingsbury Elementary	Maloney School	Reed School
Sprague Elementary	Waterbury Career Academy	Chase Elementary
Wendell Cross Elementary	International Dual Language School	

Our office would also kindly ask that the name and cell phone number of the Maintainer who is responsible for opening the buildings of each school be given to our office prior to the election.

Feel free to reach out with any concerns.

Teresa Begnal
Registrar of Voters

Alexandra Desjardins
Registrar of Voters

R 2025

Book

SCHOOL PERSONNEL USE ONLY

DATE: Sept. 29th

TO: SCHOOL BUSINESS OFFICE

FROM: Tinker Elementary
Jacqueline Mulhern

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

NAME OF SCHOOL REQUESTED: Tinker

☐ Auditorium ☑ Gymnasium ☐ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: October 14th

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

FOR THE FOLLOWING PURPOSES:

PTO meeting

Jacqueline Mulhern
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.

R 2025

Got

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4

11

SCHOOL PERSONNEL USE ONLY

DATE: Sept. 29th

TO: SCHOOL BUSINESS OFFICE

FROM: Jacqueline Mulhern

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

NAME OF SCHOOL REQUESTED: Tinker

☐ Auditorium ☑ Gymnasium ☐ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: November 7th

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

FOR THE FOLLOWING PURPOSES:

PTO Sponsered Family Bingo Night

Jacqueline Mulhern
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: 9/30/2025

TO: SCHOOL BUSINESS OFFICE

FROM: BOB NERNEY, CITY PLANNER

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

NAME OF SCHOOL REQUESTED: NORTH END MIDDLE SCHOOL

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: 11/17/2025

FROM: 6:00 am/(pm) TO: 9:00 am/(pm)

FOR THE FOLLOWING PURPOSES:

Neighborhood Meeting to discuss update of the City's Plan of Conservation & Development. Chairs for up to 60 people, 3 tables, microphone & projection screen requested

RN
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.

#9

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: **Thursday, October 2, 2025**
BOARD MEETING: **Thursday, October 16, 2025**

TO THE BOARD OF EDUCATION
WATERBURY, CONNECTICUT

LADIES AND GENTLEMEN:

I move that the Waterbury Board of Education approve the use of school facilities and/or waiver requests by the following groups and organizations subject to fees and insurance as required.

GROUP	FACILITIES AND DATES/TIMES
REQUESTING WAIVERS:	
City Youth Theater	Crosby aud.: Sunday, Sept. 28th 10am-5pm ($336.)
S. Davis	Crosby aud. Mon.-Thurs. Sept 29th – Oct. 2nd 6pm-10pm
Wtby. Knights Cheerleaders	Career Academy gym: Sundays 10/5/25 – 11/16/25
C. Jones	11:30am – 4:00pm (cheerleading practice) ($1,386.)
Wtby. Ballers	Generali gym: Saturdays Dec., 2025-Feb., 2026
T. Lott	11:00am-5:00pm (basketball games) ($1,764.)
AAMC Albanian Group	Maloney gym & 5 rms.: Sundays 10/19/25 – 5/31/26
E. Himaj	9:00am-1:00pm (teach Albanian Culture/Language) ($9,840.)
Special Olympics	Career Academy, KennedyH.S., West Side M/S, Duggan & Reed
D. Ford	Saturday, March 28, 2026 Gym & Café ($4,410.)
GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:	
Ct. Royalty	Bucks Hill gym: Thursdays 9/25, 10/2, 10/9. 10/23, 11/6 5pm-9pm
T. Inabinett	(basketball program)
Ct. Lithuanian Club	Gilmartin gym: Wednesdays Oct. 1st thru May 6th 7pm – 9pm
A Gelazauskas	(basketball practice)
N. Jones	Kingsbury café: 4th Tuesday each month Sept. thru June
Historic Overlook Neighborhood	6:15 – 8:15 pm (monthly group meetings)

Bridge To Success V. Rios	W. Cross café: Thursdays (W. Cross parents book club)	10/2/25– 11/13/25	5:00-7:00pm

MONEY COLLECTED TO DATE: **$ 14,461.50**

Mook

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 Shelby Davis NAME OF ORGANIZATION City Youth Theater

ADDRESS 42 Mapleland Waterbury CT 06704 TELEPHONE # 203 437 0325
(street) (city) (state) (zip code)

SCHOOL REQUESTED Crosby DATES Attached ROOM(S) Auditorium

OPENING TIME ____ CLOSING TIME attached PURPOSE theater program

ADMISSION (if any) $ CHARGE TO BE DEVOTED TO Fundraising

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

SIGNATURE OFAPPLICANT [signature] DATE 9/23/25

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

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 ($336.)

RENTAL FEES: ____

MISCELLANEOUS FEES: ____

SECURITY DEPOSIT $ ____ INSURANCE COVERAGE ____ YES ____ NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE ____ ____
SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST

(to be submitted with Use of Building Permit)

APPLICANT/ORGANIZATION: City Youth Theatre

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Auditorium

DATE(S): 9/28/25	TIMES: 10A - 5p
DATE(S): 9/29/25	TIMES: 6 - 10:00p
DATE(S): 9/30/25	TIMES: 6 - 10:00p
DATE(S): Oct 1	TIMES: 6-10:00p
DATE(S): Oct 2	TIMES: 6-10:00p
DATE(S):	TIMES:

10pm

9/24/25
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$	$ 336.00	$
Building Usage Fees	Custodial Fees	Security Deposit

BOARD USE ONLY

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

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 Courtney Jones NAME OF ORGANIZATION Waterbury Knights

ADDRESS 101 Rumford St Wtby CT 06704 TELEPHONE # 203-982-1842
(street) (city) (state) (zip code)

SCHOOL REQUESTED WCA DATES 10/5, ~~11~~ 11/16 ROOM(S) Gym/Cafe

OPENING TIME 11:30a CLOSING TIME 4:00p PURPOSE Cheer Practice

ADMISSION (if any) CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 8 CHILDREN 28

SIGNATURE OFAPPLICANT DATE 09/23/2025

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Courtney Jones 101 Rumford St Wtby 203-982-1842

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 per cust. (1) ($1,386.)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE ✓ YES NO

PLEASE READ THE FOLLOWING CAREFULLY

6 Sundays

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

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

APPLICANT/ORGANIZATION: Waterbury Knights

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

Gym & Cafe

SCHOOL/ROOMS REQUESTED: WCA

DATE(S): 10/5/25 ~~11/30/25~~ Sundays	TIMES: 11:30a-4:00p
DATE(S): 10/12	TIMES:
DATE(S): 10/19	TIMES:
DATE(S): 10/26	TIMES:
DATE(S): 11/9	TIMES:
DATE(S): 11/16	TIMES:

9/23/25
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$	$ 1,386.-	$
Building Usage Fees	Custodial Fees	Security Deposit

BOARD USE ONLY

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

ATTEST: _____
Clerk, Board of Education

Book

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

CONTRACT#

APPLICANT Terence Lott Jr NAME OF ORGANIZATION Waterbury Ballers

ADDRESS 25 Grand Ave (street) Waterbury (city) CT (state) 06704 (zip code) TELEPHONE # 203-509-4757 203-805-1884

SCHOOL REQUESTED Generali DATES Dec - Feb ROOM(S) Gym

OPENING TIME 11 AM CLOSING TIME 5 pm PURPOSE Basketball Program

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

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

SIGNATURE OF APPLICANT _____ DATE 9-29-25

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

Terence Lott Sr (203-509-4757), Terence Lott Jr (203-805-1884)

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

(1) ($1,764.)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR. SERVICE PER CUST.

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $ _____ INSURANCE COVERAGE ✓ YES _____ NO

PLEASE READ THE FOLLOWING CAREFULLY

OK Saturdays

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

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

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

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Application for Building Permit)

APPLICANT/ORGANIZATION: Wiley Ballers

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: General Gym

DATE(S): Dec 6	TIMES: 11 Am - 5 pm
DATE(S): Dec 20	TIMES:
DATE(S): Jan 10	TIMES:
DATE(S): Jan 24	TIMES:
DATE(S): Feb 14	TIMES:
DATE(S): Feb 28	TIMES:

9-29-25
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

Building Usage Fees	Custodial Fees	Security Deposit
$	$ 1,764.	$

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 Endrit Himaj NAME OF ORGANIZATION AAMC Albanian Language School

ADDRESS 38 Raymond St (street) Waterbury (city) CT (state) 06706 (zip code) TELEPHONE # 203-518-2076

SCHOOL REQUESTED Maloney DATES Please see attached list ROOM(S) 5 classroom, gym

OPENING TIME 9:00 AM CLOSING TIME 1:00 PM PURPOSE Teaching Albanian language and culture

ADMISSION (if any) none CHARGE TO BE DEVOTED TO N/A

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 8 CHILDREN 70-75

SIGNATURE OFAPPLICANT EHimaj DATE 8/21/2025

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: Endrit Himaj
38 Raymond St Waterbury CT 06706

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. E.H. (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR SERVICE PER CUST. ($540.)

RENTAL FEES: RMS. $10./HR PER ROOM ($4800.)

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE ✓ YES NO OR

PLEASE READ THE FOLLOWING CAREFULLY

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

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THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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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

[redacted]

School schedule for
2025/2026

- [redacted]
- [redacted]
- [redacted]
- 10.19.2025
- 10.26.2025
- 11.02.2025
- 11.09.2025
- 11.16.2025
- 11.23.2025
- 12.07.2025
- 12.14.2025
- 12.21.2025
- 01.04.2026
- 01.11.2026
- 01.25.2026
- 02.01.2026
- 02.08.2026
- 02.22.2026
- 03.01.2026
- 03.08.2026
- 03.15.2026
- 03.29.2026
- 04.19.2026
- 04.26.2026
- 05.03.2026
- 05.17.2026
- 05.31.2026

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Application for Building Permit)

APPLICANT/ORGANIZATION: AAMC Albanian Language School

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: ~~5 classrooms~~ 1 gym, ~~and teacher's rooms~~ 5 ROOMS

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

Please see the list of dates submitted with the application

8/21/2025
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 9,840.- 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

Took

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 Derrick Ford NAME OF ORGANIZATION Special Olympics

ADDRESS 2666 State ST Humden CT 06517 TELEPHONE # 203-230-1201 X 272
(street) (city) (state) (zip code)

SCHOOL REQUESTED Career Academy DATES 3-28-2026 ROOM(S) Gym, Cafe

OPENING TIME 7:30am CLOSING TIME 5pm PURPOSE Basketball Tournament

ADMISSION (if any) None CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 150 CHILDREN

SIGNATURE OFAPPLICANT Derrick Ford DATE 9-23-25

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

Same as above

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

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service per cust. (2) ($84)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST

(to be submitted with Use of Building Permit)

APPLICANT/ORGANIZATION: Special Olympics

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Career Academy High School

DATE(S): 3-28-2026 TIMES: 7:30am - 5pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

9/23/2025
Date

Derrick for
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 882.00 Custodial Fees

$ _____ Security Deposit

BOARD USE ONLY

The Board of Education approved/denied the above referenced waiver request(s) at their regular meeting of 9

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 Derrick Ford NAME OF ORGANIZATION Special Olympics

ADDRESS 2666 State ST Humden CT 06517 TELEPHONE # 203-230-1201 X 272
(street) (city) (state) (zip code)

SCHOOL REQUESTED Kennedy DATES 3-28-2026 ROOM(S) Gym, Cafe

OPENING TIME 7:30am CLOSING TIME 5pm PURPOSE Basketball Tournament

ADMISSION (if any) None CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 150 CHILDREN

SIGNATURE OFAPPLICANT Derrick Ford DATE 9-23-25

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

Same as above

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

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR SERVICE pe CUST (2) ($84)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

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

APPLICANT/ORGANIZATION: Special Olympics

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Kennedy High School

DATE(S): 3-28-2026 TIMES: 7:30am - 5pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

9/23/2025
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$	$ 882.00	$
Building Usage Fees	Custodial Fees	Security Deposit

BOARD USE ONLY

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

ATTEST _____
Clerk, Board of Education

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 Derrick Ford NAME OF ORGANIZATION Special Olympics

ADDRESS 2666 State ST Hamden CT 06517 TELEPHONE # 203-230-1201 X 272
(street) (city) (state) (zip code)

SCHOOL REQUESTED West Side DATES 3-28-2026 ROOM(S) Gym, Cafe

OPENING TIME 7:30am CLOSING TIME 5pm PURPOSE Basketball Tournament

ADMISSION (if any) None CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 150 CHILDREN

SIGNATURE OFAPPLICANT Derrick Ford DATE 9-23-25

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

Same as above

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

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR SERVICE PERCUST. (2) ($84.)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

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POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST
(to be submitted with Application for Building Permit)

APPLICANT/ORGANIZATION: Special Olympics

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: West Side Middle School

DATE(S): 3-28-2026 TIMES: 7:30am - 5pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

9/23/2025
Date

Dunick for
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 892.00 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 Derrick Ford NAME OF ORGANIZATION Special Olympics

ADDRESS 2666 State ST Hamden CT 06517 TELEPHONE # 203-230-1201 X 272
(street) (city) (state) (zip code)

SCHOOL REQUESTED Duggan DATES 3-28-2026 ROOM(S) Gym, Cafe

OPENING TIME 7:30am CLOSING TIME 5pm PURPOSE Basketball Tournament

ADMISSION (if any) None CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 150 CHILDREN

SIGNATURE OFAPPLICANT Derrick Ford DATE 9-23-25

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

Same as above

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

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service per cust. (2 x $84)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST

(to be submitted with Application for Building Permit)

APPLICANT/ORGANIZATION: Special Olympics

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Duggan Prek-8 school

DATE(S): 3-28-2026 TIMES: 7:30am - 5pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

9/23/2025
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____	$ 882.00	$ _____
Building Usage Fees	Custodial Fees	Security Deposit

BOARD USE ONLY

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

ATTEST _____
Clerk, Board of Education

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 Derrick Ford NAME OF ORGANIZATION Special Olympics

ADDRESS 2666 State ST Hamden CT 06517 TELEPHONE # 203-230-1201 X 272
(street) (city) (state) (zip code)

SCHOOL REQUESTED Reed Middle DATES 3-28-2026 ROOM(S) Gym, Cafe

OPENING TIME 7:30am CLOSING TIME 5pm PURPOSE Basketball Tournament

ADMISSION (if any) none CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 150 CHILDREN

SIGNATURE OFAPPLICANT Derrick Ford DATE 9-23-2025

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

Same as above

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

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR. SERVICE PER CUST. (2) ($84.)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST

(to be submitted with Use of Building Permit)

APPLICANT/ORGANIZATION: Special Olympics

Please check below specific item(s):

Building Usage Fees ☑ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Reed Middle School

DATE(S): 3-28-2026	TIMES: 7:30am - 5pm
DATE(S):	TIMES:
DATE(S):	TIMES:
DATE(S):	TIMES:
DATE(S):	TIMES:
DATE(S):	TIMES:

9/23/2025
Date

Derrick Lee
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____	$ _____	$ _____
Building Usage Fees	Custodial Fees	Security Deposit

BOARD USE ONLY

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

ATTEST: _____
Clerk, Board of Education

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 Wolcott CT TELEPHONE # 203982-6442
(street) (city) (state) (zip code)

SCHOOL REQUESTED Bucks Hill DATES 9/25 10/2 10/9 ROOM(S) Gym

OPENING TIME 5pm CLOSING TIME 9pm PURPOSE Basketball

ADMISSION (if any) CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 3 CHILDREN 20

SIGNATURE OF APPLICANT DATE 9/16/25

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

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

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

Thursdays
9/25
10/2
10/9
10/23
11/6

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 Algirdas Gelazauskas NAME OF ORGANIZATION Conn. Lith. Sports Club

ADDRESS 63 Yale Ave, Apt. 4, Meriden, CT 06450 TELEPHONE # 203-809-3736
(street) (city) (state) (zip code)

SCHOOL REQUESTED Gilmartin Elem. school DATES Wednesdays ROOM(S) Gymnasium

OPENING TIME 7:00 PM CLOSING TIME 9:00 PM PURPOSE Basketball practices / Sports

ADMISSION (if any) Club membership CHARGE TO BE DEVOTED TO Club insurance / Expences

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 15 Max CHILDREN 6÷8 Approx

SIGNATURE OF APPLICANT Algirdas Gelazauskas DATE 09/21/2025

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *ph.# 203-671-6641
Pres. Vaiva Baltonis, 59 Glendale Ave, Middletown, CT 06457

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

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $ _____ INSURANCE COVERAGE _____ YES _____ NO

PLEASE READ THE FOLLOWING CAREFULLY

OCT 1 5th — May 6th

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

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 Norma Jones NAME OF ORGANIZATION Historic Overlook Community Club

ADDRESS 509 Willow St, Wtby, CT 06710 TELEPHONE # (917) 385-2684
(street) (city) (state) (zip code)

SCHOOL REQUESTED Kingsbury DATES 4th Tue of month ROOM(S) Cafeteria

OPENING TIME 6:15p CLOSING TIME 8:15p PURPOSE Club meeting (HOCC) Sept - April

ADMISSION (if any) NA CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 12-24 CHILDREN 0-3

SIGNATURE OFAPPLICANT Norma Jones DATE September 15, 2025

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.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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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

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

2025 - 2026

HISTORIC OVERLOOK COMMUNITY CLUB

6:15 PM - 8:15 PM MONTHLY MEETINGS

SEPTEMBER 23RD

OCTOBER 28TH

NOVEMBER 25TH

DECEMBER 23RD

JANUARY 27TH

FEBRUARY 24TH

MARCH 24TH

APRIL 28TH

MAY 26TH

JUNE 23RD

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 Victor Rios NAME OF ORGANIZATION Waterbury Bilingual Success

ADDRESS 83 Prospect St. Waterbury CT 06702 TELEPHONE # 203-393-8551
(street) (city) (state) (zip code)

SCHOOL REQUESTED Wendell Cross DATES 10/2, 10/9, 10/16, 10/23, 10/30, 11/6, 11/13 ROOM(S) Cafeteria

OPENING TIME 5:00pm CLOSING TIME 7:00pm PURPOSE WC Parents Book Club

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20 CHILDREN 10

SIGNATURE OFAPPLICANT Victor Rios DATE 9/19/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Victor Rios 83 Prospect Street Waterbury CT 06702 - 203-393-8551

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. VR (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

Thursdays

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.

10/2 - 11/13

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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



COMMUNICATIONS



September 17, 2025 through
September 30, 2025

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Precious Efobi
25 Joycroft Rd.
Waterbury, CT 06708

Dear Ms. Efobi:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20260077) at $20.76 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

Your first day reporting to your new department/supervisor will be September 4, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Rebecca James
2 Longview Lane
Wolcott, CT 06716

Dear Ms. James:

Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20260049) at $20.76 per hour.

Your official start date in this position will be September 11, 2025.

Please contact Wendy Johns, Director of Pupil Services at (203) 574-8000 ext 11181 with any questions you may have in regards to this position.

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

Your new probationary period in accordance with your applicable contract will be 3 months in duration. The department head will be responsible for executing your probationary evaluation no later than 3 months from your first day in your new position.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc: Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv
File

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Kristina Kociszewski
39B Sky Hollow Court
Oakville, CT 06779

Dear Ms. Kociszewski:

Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20250718) at $20.76 per hour.

Your official start date in this position will be September 11, 2025.

Please contact Wendy Johns, Director of Pupil Services at (203) 574-8000 ext 11181 with any questions you may have in regards to this position.

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

Your new probationary period in accordance with your applicable contract will be 3 months in duration. The department head will be responsible for executing your probationary evaluation no later than 3 months from your first day in your new position.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc: Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv
File

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Dallas Swain
63 Mapleridge Dr.
Waterbury, CT 06705

Dear Mr. Swain:

Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20250708) at $20.76 per hour.

Your official start date in this position will be September 11, 2025.

Please contact Wendy Johns, Director of Pupil Services at (203) 574-8000 ext 11181 with any questions you may have in regards to this position.

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

Your new probationary period in accordance with your applicable contract will be 3 months in duration. The department head will be responsible for executing your probationary evaluation no later than 3 months from your first day in your new position.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc: Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv
File

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Eileen Brown
89 Elmwood Ave.
Waterbury, CT 06710

Dear Ms. Brown:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250291) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 12, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Michel Gonzalez
36 Laval St.
Waterbury, CT 06706

Dear Ms. Gonzalez:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250315) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 12, 2025 at your regular scheduled time.

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Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 4, 2025

Maria Gonzalez
102 Downes St., Apt. 7A
Waterbury, CT 06704

Dear Ms. Gonzalez:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250386) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 12, 2025 at your regular scheduled time.

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Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 5, 2025

Sharen Mercado
22 Stonybrook Rd.
Waterbury, CT 06705

Dear Ms. Mercado:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250515) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

Your first day reporting to your new department/supervisor will be September 18, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 5, 2025

Elvira Lopez
428 Woodtick Rd., Apt. 1R
Waterbury, CT 06705

Dear Ms. Lopez:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250363) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 26, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 5, 2025

Miguel Cortes Cruz
50 Northridge Dr., Apt. 5
Waterbury, CT 06708

Dear Mr. Cortes Cruz:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #20260100) at $18.58 per hour. Please contact Mike Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room, located in the Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 12, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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Your new probationary period in accordance with your applicable contract will be 9 months in duration. The department head will be responsible for executing your probationary evaluation no later than 9 months from your first day in your new position.

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Mike Konopka, School Inspector
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 5, 2025

Suhjail Rosado
51-6 Stonefield Dr.
Waterbury, CT 06705

Dear Ms. Rosado:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250516) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

Your first day reporting to your new department/supervisor will be September 18, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 9, 2025

Alexia Bip
83 Deer Park Rd.
Bristol, CT 06010

Dear Ms. Bip:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250552) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 12, 2025 at your regular scheduled time.

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Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 11, 2025

Brenda Toma
199 Three Mile Hill Rd.
Middlebury, CT 06762

Dear Ms. Toma:

Your name is being certified to the Department of Education for the position of Teaching Vice-Principal @ West Side Middle School (Req.#20240212) (salary in accordance with the WTA contract).

Your official start date in this position is September 18, 2025.

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

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Educaton
Dr. Schwartz, Supt of Schools
Peter McCasland, Principal @ WSMS
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 9, 2025

Ruysduel Dorcelus
58 Royal Oak Dr., Apt. 60A
Waterbury, CT 06708

Dear Ms. Dorcelus:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250573) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 11, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 12, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 10, 2025

Ariel Molina, Jr.
299 Dorchester Ave.
Waterbury, CT 06704

Dear Mr. Molina, Jr.:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #20260092) at $18.58 per hour. Please contact Mike Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room, located in the Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 26, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

Your new probationary period in accordance with your applicable contract will be 9 months in duration. The department head will be responsible for executing your probationary evaluation no later than 9 months from your first day in your new position.

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Mike Konopka, School Inspector
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 10, 2025

Charmaine Rivera
150 Manhan St., Apt. 7-5
Waterbury, CT 06710

Dear Ms. Rivera:

This is to inform you that your request for a voluntary demotion to the position of Food Service Worker (Req. #20250714) in the Department of Education – Food Service has been approved. Your rate of pay in this new assignment will be $18.18 per hour.

Your official start date in this position will be September 18, 2025.

I hope that you are happy in your new assignment.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Education
Dr. Schwartz, Supt. of Schools
Adam Shaban, Food Serv Director
File

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 15, 2025

Ji-Neal Olliviere
103 Southwind Rd.
Waterbury, CT 06708

Dear Ms. Olliviere:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250191) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 26, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 15, 2025

Kelly Markiewicz
109 Midland Rd.
Waterbury, CT 06705

Dear Ms. Markiewicz:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional I (Req. #20250578) at $18.87 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be September 26, 2025 at your regular scheduled time.

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Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 17, 2025

Mariah Johnson
53 Stonefield Dr., #2
Waterbury, CT 06705

Dear Ms. Johnson:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20260105) at $20.76 per hour. Please contact Wendy Johns, Director of Pupil Services at (203) 574-8019 with any questions you may have in regards to this position.

Your first day reporting to your new department/supervisor will be September 18, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, September 25, 2025 at 9:00 a.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 17, 2025

Kliti Alickolli
27 Pinecrest Dr.
Waterbury, CT 06708

Dear Mr. Kliti:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #20250789) at $18.58 per hour. Please contact Mike Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

Your first day reporting to your new department/supervisor will be October 2, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, October 9, 2025 at 9:00 a.m. at the Department of Education Training Room, located in the Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc Board of Education
Dr. Schwartz, Supt. of Schools
Mike Konopka, School Inspector
file

CABE Connecticut Association of Boards of Education

PRESENTS

POLICY HIGHLIGHTS

September 22, 2025

The Mahmoud Policy Conundrum

Mahmoud v. Taylor

Background

In a legal analysis provided by Pilar Sokol, Director of Legal Services for the New York State Board of Education, she offers insights into "what this case is and is not about."

Just before the end of this year's session, a majority of the U.S. Supreme Court issued a decision in Mahmoud v. Taylor that many legal analysts consider consequential for public education, by issuing a preliminary injunction in favor of parents in Montgomery County, Maryland, who are in the process of challenging their school district's refusal to excuse their children from classroom instruction that involves certain books in grades K-5. Some of the books tell stories about same sex relationships, including same sex marriages, and some involve the topic of gender identity.

The injunction requires the school board to adopt a prior policy that provides parents with advance notice of when the books will be used in the classroom. Importantly, it would also allow parents to excuse their children from that instruction. In noting the court sent the case to a lower court for further proceedings consistent with the high court's majority opinion, she emphasizes, "Still, the opinion foreshadows the Mahmoud majority disposition regarding resolution of the merits of the case." Thus, it is essential to understand why the high court's majority determined a preliminary injunction was warranted in this case.

The Details of the Case

- The district began incorporating the LGBTQ+ texts into the language arts curriculum after determining the current books were not representative of many in their school community, as they did not include LGBTQ+ characters.
- While there were books added across all grade levels, the Mahmoud decision only involves those assigned in grades K-5.
- The board's expectation was to have teachers include these storybooks in their classroom instruction, consistent with the way the other books are taught.
- The district issued guidance giving teachers suggested responses to potential questions from students and parents.

- In response to initial parent pushback regarding the introduction of the books, the district agreed to give parents **advanced notice** when any of the books in question would be used and allow **opt-out** arrangements.
- Due to the high number of opt-out requests, the district **discontinued both the advanced notice and opt-out requests**, citing **management issues** in processing the requests.

Summary of Majority Decision

- School districts "cannot escape free exercise of religion obligations by crafting a curriculum so cumbersome that a substantial number of parents elect to opt out.
- The Supreme Court majority agreed that the district violated the parents' right to the free exercise of their religion based on the combination of the introduction of the books and the discontinuance of the notice and opt-out option.
- The Court majority found that the storybooks presented "certain values and beliefs as things to be celebrated and certain contrary ones as things to be rejected," noting that teachers were encouraged to adopt those specific views. Furthermore, the majority asserted that the district's actions posed an "objective danger" of undermining the parents' teachings, given their children's **susceptibility to the influence of their teachers**.

Legal and Policy Implications

As it currently stands with the Mahmoud v Taylor decision, the specific circumstances of the case matter. Attorney Sokol advises, "At a starting point, school officials should examine whether their current policies or practices resemble any of the circumstances in Montgomery County." She adds, for example, "While creating an automatic, universal opt-out policy as an option, be sure to discuss practical implications with district administrators and the concept of 'sincere religious belief' with your board attorney."

It's always important to note that your policies should be well-suited to local needs and realities. Based upon the majority decision, other factors for consideration may include the age of the students and other issues that may impact student judgment and susceptibility.

As the title of this piece suggests, from a CABE policy perspective, I wrestled with changing our current model opt-out policy, entitled Exemption from Instruction (6144.1), or adding greater specificity related to this specific decision. In that spirit, I considered adding the following:

While the Supreme Court decision in Mahmoud v. Taylor didn't provide clear guidelines or tests to help districts determine clear boundaries for decision-making, the following paragraph is designed to assist boards in including policy language that suggests denying opt-outs when instruction interferes with a student's religious upbringing, imposes a constitutional burden, and triggers strict scrutiny.

In accordance with the U.S. Supreme Court's decision in Mahmoud v. Taylor (June 27, 2025), the Board recognizes that the denial of parental opt-out rights for instructional content, particularly when such content may substantially interfere with a family's sincerely held religious beliefs, imposes a burden on the free exercise of religion under the First Amendment. As a result, the district shall provide parents or guardians with timely and clear advance notice prior to presenting curricular materials or lessons that may conflict with their religious values. It shall allow students to be excused, without penalty or academic consequence, from participation in such instruction.

The district will provide an alternate educational activity of comparable educational value during the opt-out period.

Additional Rationale for Policy Language in Response to Mahmoud

1. *The ruling mandates that schools provide notice and allow opt-outs when instructional materials "pose a very real threat of undermining the religious beliefs and practices that the parents wish to instill."*

2. *The language strikes a balance between religious accommodation and maintaining educational integrity, ensuring that opt-outs are "without penalty or academic consequence" and accompanied by alternative instruction of similar educational value.*

3. *Schools in the Mahmoud case initially provided opt-outs. Still, they later withdrew them due to administrative concerns—concerns that the Court found insufficient, especially given that opt-outs had been granted in other contexts.*

4. *Clarity & Specificity: It explicitly ties the policy to a Supreme Court precedent and states actionable requirements: notice, no penalty, and alternative instruction.*

5. *Constitutional Compliance: It aligns with the Court's interpretation of the Free Exercise Clause and mirrors successful policy models.*

6. *Practicality: It anticipates implementation logistics by specifying "comparable educational value," helping ensure continuity in students' learning while honoring religious objections.*

Upon further reflection, however, I am currently inclined to refrain from adding this additional language or making any updates to our current optional model policy. For now, the Mahmoud v. Taylor decision warrants conversations with your board attorney to ensure you are best positioned to defend your practice in our post-Mahmoud world. CABE's model policy acknowledges that opt-outs are a reasonable practice when conflicts arise between religious practices and curricular requirements. However, where do we draw that line? Storybooks? Scientific Theories? Sincere Beliefs? For now, these will likely be legal judgments and determined by further challenges and judicial decisions.

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 24, 2025

Howard Gordon
12 Badger Rd.
Wolcott, CT 06716

Dear Mr. Gordon:

This is to inform you that your request for a voluntary demotion to a Maintainer I (Req. #20260127) in the Department of Education has been approved. Your rate of pay in this new assignment will be $21.66 per hour.

Please contact Michal Konopka, School Inspector at 203-574-8000 ext. 11221 regarding any questions.

Your official start date in this position is September 25, 2025.

I hope that you are happy in your new assignment.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Education
Dr. Schwartz, Supt. of Schools
Mike Konopka, School Inspector
File

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 29, 2025

Pasquale Cristillo
17 Crystal Brook Rd.
Wolcott, CT 06716

Dear Mr. Cristillo:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Electrician Foreman (Req. #20250720) at $31.93 per hour. Please contact Michal Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, October 9, 2025 at 9:00 a.m. at the Department of Education Training Room located in the Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be October 10, 2025 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

Your new probationary period in accordance with your applicable contract will be 9 months in duration. The department head will be responsible for executing your probationary evaluation no later than 9 months from your first day in your new position.

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd

cc Board of Education
Dr. Schwartz, Supt. of Schools
Mike Konopka, School Inspector
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

September 29, 2025

Za'Nye Griffin
370 Colonial Ave., Apt. 7D
Waterbury, CT 06704

Dear Ms. Griffin:

We are pleased to receive your acceptance of our offer of employment for the position of Food Service Worker for the Department of Education – Food Service (Requisition #20260003) at $17.48 per hour.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

This position does not provide health insurance benefits. Please refer to the CSEA – LOCAL 2001 contract for other available fringe benefits by visiting our website at www.waterburyct.org.

Your first day reporting to your new department/supervisor will be October 2, 2205 at your regular scheduled time.

We have scheduled your orientation for Thursday, October 9, 2025 at 9:15 a.m. at the Department of Education Training Room located in the Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

Please call Donna Ignacio at 203-574-8195 with any questions you may have in regards to this position.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork.

Please call us prior to the orientation session if you should have any questions regarding the process.

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resource Generalist
NW/sd

cc: Board of Education
Darren Schwartz, Supt. of Schools
Adam Shaban, Food Serv. Director
file