Board of Education

RESCHEDULED REGULAR MEETING

Wednesday, November 19, 2025 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm 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/4_KvMZYoix4

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

a) Copy of communication from Civil Service dated September 30, 2025 to Carla Cooper regarding acceptance of offer of employment for the position of Food Service Worker.
b) Copy of communication from Civil Service dated October 1, 2025 to Nila Robinson regarding acceptance of offer of employment for the position of Food Service Worker.
c) Copy of communication from Civil Service dated October 9, 2025 certifying Susan Burgess for the position of Teaching Vice Principal – Wallace Middle School.
d) Copy of communications from Civil Service dated October 6, 2025 certifying Moises Calderon Gonzalez, Kassandra Solla, and S'ri Johnson for the position of Paraprofessional I.
e) Copy of communication from Civil Service dated October 6, 2025 certifying Dandy Etienne for the position of Maintainer I.
f) Copy of communication from Civil Service dated October 6, 2025 to Angelena Nieves regarding acceptance of offer of employment for the position of Food Service Worker.
g) Copy of communication from Civil Service dated October 7, 2025 certifying AbdulKarim Muhammad for the position of Maintainer I.
h) Copy of communication from Civil Service dated October 9, 2025 certifying Lakeisha Massenbur for the position of Paraprofessional I.
i) Copy of communication from Civil Service dated October 10, 2025 certifying Laura Negron Ramos for the position of Paraprofessional I.
j) Copy of communications from Civil Service dated October 20, 2025 certifying Fior Done Tavarez, Litzy Aquino, Shenell Phillips, and Dilenia Rosado Sanchez for the position of Paraprofessional I.
k) Copy of communication from Civil Service dated October 20, 2025 certifying Lori Ann Schepis for the position of Executive Administrative Assistant.
l) Copy of communication from Civil Service dated October 21, 2025 certifying Ramatoulaye Loum for the position of Administrative Associate II.
m) Copy of communication from Civil Service dated October 21, 2025 certifying Anijah Godfrey for the position of Paraprofessional I.
n) Copy of communication from Civil Service dated October 28, 2025 to Shaquazia Clemons regarding acceptance of offer of employment for the position of Office Aide.
o) Copy of communication from Civil Service dated October 28, 2025 certifying Amilcar DaGraca for the position of Maintainer II.
p) Copy of communication from Civil Service dated October 29, 2025 to Rahees Andrade regarding acceptance of offer of employment for the position of Food Service Worker.
q) Copy of communication from Civil Service dated October 31, 2025 certifying Ian Zabbara for the position of Maintainer II.
r) Copy of communication from Civil Service dated November 3, 2025 to Tamara Gill regarding acceptance of offer of employment for the position of Food Service Worker.
s) Copy of communication from Civil Service dated November 3, 2025 certifying Taurean Jackson for the position of Maintainer II.
t) Copy of communication from Civil Service dated November 4, 2025 certifying Dianna Whitlock for the position of Administrative Associate I – Kingsbury.

5. Public Addresses the Board - All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

6. Superintendent's Announcements

7. President's Comments

8. Student Representative Comments

9. Consent Calendar

9.1 *Committee of the Whole:* Request approval of a Project Authorization Letter (PAL) to allow Waterbury Development corporation (WDC) to manage/administer the Wilby High School Football Field Renovations Project.

9.2 *Committee of the Whole:* Request approval to participate in The RePEAT Study: Understanding How Children Learn to Read Yale Child Study Center|Haskins Laboratories|UConn.

9.3 *Committee of the Whole:* Request approval of the revised 2025/2026 School Year Calendar.

9.4 *Committee on Finance:* Request approval to apply for the CT State Department of Education 2025-2026 Carl D. Perkins Grant.

9.5 *Committee on Finance:* Request approval of Amendment One (1) to the Services Agreement with Savvas Learning Company, LLC for English/Language Arts Core Programs.

9.6 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.

10. Items removed from Consent Calendar

11. Committee on Policy & Legislation – Vice President Brown

11.1 Request approval of revised policy #5114 – Discipline/Student Conduct (PA 25-67, 93).

11.2 Request approval of revised policy 5118.2 – Educational Opportunities for Military Children (PA 25-15).

11.3 Request approval of revised policy 5131.911 – Bullying/Cyber Policy & Plan (CGS 10-222hh (b)(6)).

11.4 Request approval of revised policy #5141.25 – Accommodating Students with Food Allergies.

11.5 Request approval of new policy 5142 – School Safety & Security Plan.

11.6 Request approval of revised/replaced policy 6142.101 – Student Nutrition and Physical Activity (School Wellness).

11.7 Request approval of new policy 6161.12 – Library Material Review and Consideration (PA 25-168).

11.8 Request approval of new policy 6161.13 – Library Collection Development and Maintenance (PA 25-168).

11.9 Request approval of new policy 6161.14 – Library Display and Program (PA 25-168).

12. Committee on Building & School Facilities– Commissioner LaToya Ireland

12.1 Use of school facilities by outside organizations and/or waiver requests.

13. Superintendent's Notification to the Board

13.1 Grant funded appointments:

Name	*Position*	*FT/ PT*	*Rate*	*Union*	*Funding*	*Effective*
Boniface, Nnena	Pre-K Classroom Asst. – Washington	FT	$16.35/hr	UPSEU68	Early Start FY 25-26	10/16/25
Borrelli, Christopher	Behavior Counselor-CHS (promotion)	FT	$22.00/hr	UPSEU69	CN Crosby S5 25-26	10/30/25
Damon, Lashinka	Prevention Specialist-NEMS	FT	$21.00/hr	UPSEU69	Title I DW 2	10/16/25
Gambrell Jaidyn	Behavior Counselor-State Street	FT	$23.00/hr	UPSEU69	Priority Schools 25-26	10/23/25
Perez, Yarielis	Pre-K Classroom Asst. - Carrington	FT	$16.35/hr	UPSEU68	SR Priority 24-25	11/06/25
Vargas, Yaixsa	Recruitment and Placement Coord. Early Childhood	FT	$17.58/hr	F/UPSEU 69	Title I OEC 2426	10/16/25
Williams, Dajee	Secretary 3 Liaison to Homeless	FT	$19.39/hr	F/UPSEU 69	Title I 25-27	10/02/25
White, Linda	Tutor-WAMS	PT	$25.00/hr	Non BOE	Title I DW 2	11/06/25

13.2 Miscellaneous appointments:

Name	*Program*
Agli, Katie	Teacher/Kingsbury Title IV /Arts for Learning After School Program
Franklin, Deborah	Teacher/Kingsbury Title IV/Arts for Learning After School Program
Fac, Elizabeth	Substitute Teacher/Walsh Before & After School Program (Priority)
Carlson, Ashley	Teacher/Academic Support Program/CHS
Gonzalez, Ilea	Lead Teacher/Academic Support Program/CHS
Graffam, Korena	Teacher/Academic Support Program/CHS
Jannetty, Julie	Teacher/Academic Support Program/CHS
Krawiec, Evan	Teacher/Academic Support Program/CHS
Muslli, Zamira	Teacher/Academic Support Program/CHS
Bleau, Lisa	After School Mastery Based Panel Administrator/State Street
Lombardo, Kiley	After School Mastery Based Panel Administrator/WAMS
McDonnel, Cassi	After School Mastery Based Panel Administrator/CHS

Pantoni, Dino	After School Mastery Based Panel Administrator/KHS
Sejdares, Benjola	After School Mastery Based Panel Administrator/WCA
Zappone, Evette	After School Mastery Based Panel Administrator/WHS

13.3 Extended School Hours Program appointments:

School	*Last name*	*First Name*	*Assignment*
Kingsbury	Muratori/Agli	Katie	Substitute Teacher
Reed	Beveridge	Gabrielle	Teacher
	Chouinard	Alyssah	Teacher
	Masters	Gail	Teacher
	Turell	Thomas	Teacher
	Whithey	Abigail	Teacher
Regan	Anulewicz	Allison	Teacher
	Sainfleur	Shasalee	Substitute Teacher
Walsh	Stoto	Ashley	Substitute Teacher
Wilson	Nieves	Ines	Secretary

13.4 21st Century After School Program Appointments effective immediately:

School	*Position*	*Last Name*	*First Name*
Academic Academy	Administrator	Burgess	Susan
Academic Academy	Teacher	Bruno	Lenore
Academic Academy	Teacher	Bunko	Katherine
Academic Academy	Teacher	Carter	Sa-Queen
Academic Academy	Teacher	Donahue	Jamie
Academic Academy	Teacher	Empie	Kelly
Academic Academy	Teacher	Geffken	Melissa
Academic Academy	Teacher	Gilday	Michael
Academic Academy	Teacher	Marquez	Chakira
Academic Academy	Teacher	Power	Stephanie
Academic Academy	Teacher	Torres	Andrea
Academic Academy	Teacher	Thayer	Aaron
Academic Academy	Teacher	Zareck	Corrin
Academic Academy	Teacher	Grossman	Melissa
Academic Academy	Teacher	Nightingale	Brooke
Academic Academy	Teacher	Quinlan	Stacey
Academic Academy	Teacher	Nolisa	Ndidi
Bucks Hill	Administrator	Vasiliou-Santiago	Koulla
Bucks Hill	Administrator	Thompson	Melissa
Bucks Hill	Teacher	Cruz	Mayra
Bucks Hill	Teacher	Glowa	Michael
Bucks Hill	Teacher	Jackson	Sarah
Bucks Hill	Teacher	Qosja	Blerina
Bucks Hill	Teacher	Rendon-Moreno	Miguel
Bucks Hill	Teacher	Robalino	Alexandra
Bucks Hill	Teacher	Scanlon	Amy
Bucks Hill	Teacher	Ureta	Isabelle
Bucks Hill	Rec Specialist	Arroyo	Maria
Bunker Hill	Administrator	Fleming	Sonya

Bunker Hill	Administrator	Dunn	Brittany
Bunker Hill	Administrator	Griffin	Emily
Bunker Hill	Teacher	Buinauskas	Marci
Bunker Hill	Teacher	DeSena	Deanna
Bunker Hill	Teacher	Mahan	Eileen
Bunker Hill	Teacher	McCarthy	Monica
Bunker Hill	Teacher	Sergi	Laura
Chase	Administrator	Hernandez	Ivan
Chase	Teacher	Campagna	Amanda
Chase	Teacher	Cianfagna	Traci
Chase	Teacher	Crane	Stephanie
Chase	Teacher	Crane	Evan
Chase	Teacher	Guerrera	Aimee
Chase	Teacher	Marchetti	Savannah
Chase	Teacher	McCue	Erin
Chase	Teacher	McKenna	Eibhilin
Chase	Rec Specialist	Arroyo	Ivet
Chase	Rec Specialist	Santiago	Jennifer
Driggs	Administrator	Rijos	Carmen
Driggs	Administrator	Drewry	Ann
Driggs	Teacher	Abarzua	Lauren
Driggs	Teacher	Edwards	Cara
Driggs	Teacher	Jaeger	Sarah
Driggs	Teacher	Matsuyama	Hailey
Driggs	Teacher	Modeen	Brianne
Driggs	Teacher	Parenteau	Lauren
Driggs	Teacher	Riley	Maryssa
Driggs	Teacher	Rodrigues	Nicole
Driggs	Teacher	Verretta	Williams Iverson
Duggan	Administrator	Sanzari	Dina
Duggan	Administrator	D'Alessio	Jennifer
Duggan	Administrator	DiGiovanni	Melissa
Duggan	Teacher	Brown	Charlene
Duggan	Teacher	Cipriano	Natalie
Duggan	Teacher	D'Alessio	Jennifer
Duggan	Teacher	Sanzari	Dina
Duggan	Teacher	Tzepos	Ioulia
Duggan	Rec Specialist	DeLauri	Courtney
Duggan	Teacher	Pelletier	Allison
Generali	Administrator	Evans-Foster	Shernett
Generali	Administrator	Gaudiosi-Copperthite	Kristen
Generali	Teacher	Feld	Roseann
Generali	Teacher	Ouellette	Katelynn
Generali	Teacher	Rhinesmith	Wendy
Generali	Teacher	Tejada	Felizaida
Generali	Rec Specialist	Jade	Pink
Hopeville	Administrator	Azar billini	Maria Alicia
Hopeville	Administrator	Piccochi-Frank	Christina
Hopeville	Administrator	Smith	Richard
Hopeville	Teacher	Guerrera	Christine

Hopeville	Teacher	Jason	Mastrianni
Hopeville	Teacher	mancini	mark
Hopeville	Teacher	Parisi	Melissa
Hopeville	Teacher	Paternostro	Gina
Hopeville	Teacher	Texidor	Julio
Kingsbury	Administrator	Chavoya	Kerry
Kingsbury	Administrator	Groppi	Susan
Kingsbury	Teacher	Miranda	Stephanie
Kingsbury	Teacher	McNamara	Morgan
Kingsbury	Teacher	Rinaldi	Christine
Kingsbury	Teacher	Zaino	Anthony
Kingsbury	Teacher	Agli (Muratori)	Katie
Kingsbury	Teacher	Zhuta	Arianna
Walsh	Administrator	Acevedo	Paul
Walsh	Administrator	Johnson	Tennyson
Walsh	Teacher	Acevedo	Paul
Walsh	Teacher	Holmes	Erin
Walsh	Teacher	LaChance	Mark
Walsh	Teacher	Johnson	Tennyson
Walsh	Teacher	Maldonado	Joanne
Walsh	Teacher	Power	Stephanie
Walsh	Teacher	Segarra	Israel
WAMS	Administrator	Deeley	Jennifer
WAMS	Administrator	DiTillo	Lori
WAMS	Administrator	Ferreira	Daniel
WAMS	Administrator	Milano	Regina
WAMS	Teacher	Helena	Gwiazdoski
WAMS	Teacher	King	Tracy
WAMS	Teacher	LeBlanc	Danielle
WAMS	Teacher	Machol	Cynthia
WAMS	Teacher	Magnavice	Jennifer
WAMS	Teacher	Mendello	Joseph
WSMS	Administrator	Acevedo	Paul
WSMS	Teacher	Ring	Katherine
WSMS	Administrator	Brenda	Toma
WSMS	Administrator	Ferrucci	Kathleen
WSMS	Administrator	Soares	Elenice
WSMS	Teacher	Acevedo	Paul
WSMS	Teacher	Holmes	Erin
WSMS	Teacher	Howard	Annalee
WSMS	Teacher	Kalach	Kevin
WSMS	Teacher	Linskey	Tara
WSMS	Teacher	Ouellette	Francene
WSMS	Teacher	Scursso	Laurie
WSMS	Teacher	Lachance	Mark
WSMS	Rec Specialist	Torres	China
WSMS	Rec Specialist	Torres	Cameron
Wilson	Administrator	Theriault	Michael
Wilson	Teacher	LaChance	Mark
Wilson	Teacher	Zhuta	Arianna

Wilson	Teacher	Callahan	Tanner
Wilson	Teacher	Perrotti	Lauren
Wilson	Teacher	Terenzi	Timothy
Wilson	Teacher	De Santis	Paula
NEMS	Administrator	Casceillo	Jennifer
NEMS	Administrator	Terenzi	Adriana
NEMS	Administrator	Herbert	Sharell
NEMS	Teacher	D'Amico	Audrey
NEMS	Teacher	Guerrera	Rocco
NEMS	Teacher	Hyland	Melissa
NEMS	Teacher	Katrenya	Wesley
NEMS	Teacher	Lovell	Thomas
NEMS	Teacher	Quinones	Adriana
NEMS	Teacher	Rinaldi	Christine
NEMS	Teacher	Rotella	David
NEMS	Teacher	Signore	Deirdre
NEMS	Teacher	Theriault	Patricia
NEMS	Teacher	Zaino	Anthony

13.5 Resignations/terminations:

Name	*Assignment*	*Effective*
Cavilla, Emilia	Bucks Hill/Bilingual Grade 5	10/20/25
Coles, Amanda	WHS/Special Education (termination)	11/14/25
Dossantos, Shannon	WHS/Special Education	11/21/25
Finateri-Laist, Ann	Kingsbury/Library Media Specialist	11/26/25
Olenius, Jennifer	Reed/Literacy Facilitator	11/07/25
Ostrander, Charles	WAMS/Tech Ed-Information Technology	10/28/25
Rinaldi, Joseph	Walsh/Special Education Grade K	11/19/25
Rodriguez, Beatriz	Hopeville/Bilingual Grade 2	10/21/25
Roth, Ellen	WHS/Special Education	11/21/25
Thorell, Rachel	Tinker/Grade 3	12/05/25
Zamora, Angel	Gilmartin/SLP	10/17/25

13.6 Retirements:

Name	*Assignment*	*Effective*
Bambus, Dolores	Bucks Hill/Bilingual Special Education	06/30/26
Richard, Claudia	CHS/Library Media Specialist	12/23/25

13.7 Athletic appointments:

Name	*Assignment*	*Effective*
Amaya, Darwin	CHS/Assistant Football	09/23/25
Arisian, Michael	CHS/Assistant Swimming Coach	11/14/25
Marquez, Chakira	WMS/Cheerleading Coach	11/17/25

14. Committee Chair Reports

15. Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.1

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve a Project Authorization Letter (PAL) to allow Waterbury Development Corporation (WDC) to manage/administer the Wilby High School Football Field Renovations Project funded by CT Department of Energy and Environmental Protection Project #DEPA0030202712.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.2

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve to participate in The RePEAT Study: Understanding How Children Learn to Read Yale Child Study Center|Haskins Laboratories|UConn.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.3

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve the revised 2025/2026 School Year Calendar.

DRAFT

2025-2026

JULY

Mon	Tue	Wed	Thu	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

WATERBURY PUBLIC SCHOOLS

2025-2026
School Calendar

AUGUST

Mon	Tue	Wed	Thu	Fri
				1
4	5	6	7	8
11	12	**13**	**14**	**15**
18	**19**	**20**	**21**	**22**
25	26	27	28	29

13th - 15th - Administration Professional Learning
18th - 19th - New Teacher Orientation - 7hr.
20th - Professional Development Day - 7hr.
21st - Professional Development Day - 7hr.
22nd - Professional Development Day - 7hr.
25th - First Day of School

5 Days

SEPTEMBER

Mon	Tue	Wed	Thu	Fri
1	2	**3**	4	5
8	9	**10**	11	12
15	16	**17**	18	19
22	23	**24**	25	26
29	30			

1st - Labor Day - No School
3rd - CN Early Dismissal / PD Day
10th - Open House H.S. / Elementary 5-7 pm - Early Dismissal
10th - M.S. Teacher Collaboration / PD - Early Dismissal
17th - Open House M.S. 5-7pm - Early Dismissal
17th - H.S./Elementary Teacher Collab. / PD - Early Dismissal
22nd - Rosh Hashanah - Jewish Holiday
24th - CN Early Dismissal / PD Day

20 Days

OCTOBER

Mon	Tue	Wed	Thu	Fri
		1	2	3
6	7	**8**	9	10
13	14	**15**	16	17
20	21	**22**	23	24
27	28	**29**	30	31

1st - Yom Kippur - Jewish Holiday
1st - CN Early Dismissal / PD Day
8th - Professional Development - 7hr. - No School
13th - Columbus Day/ Indigenous Peoples' Day - No School
15th - CN Early Dismissal / PD Day
22nd - CN Early Dismissal / PD Day
29th - CN Early Dismissal / PD Day
29th - End of the 1st MP: HS/MS/Elementary

21 Days

NOVEMBER

Mon	Tue	Wed	Thu	Fri
3	**4**	**5**	6	**7**
10	**11**	**12**	13	14
17	18	**19**	20	21
24	25	**26**	**27**	**28**

4th - Election Day - No School
5th - CN Early Dismissal / PD Day
7th - HS/MS/Elementary Grade Submission Ends - 9am
11th - Veterans Day - No School
12th - CN Early Dismissal / PD Day
19th - CN Early Dismissal / PD Day
21st - Pre-K & Kindergarten - End of the 1st MP
26th - Thanksgiving Recess -Early Dismissal
27th & 28th - Thanksgiving Recess - No School

16 Days

DECEMBER

Mon	Tue	Wed	Thu	Fri
1	2	**3**	4	5
8	9	**10**	11	12
15	16	**17**	18	19
22	23	**24**	**25**	**26**
29	**30**	**31**		

3rd - Pre-K & Kindergarten - 1st MP Grade Submission Ends - 9am
3rd - Parent Conference Elementary 5-7pm - Early Dismissal
3rd - Parent Conference H.S. 5-7pm - Early Dismissal
3rd - M.S. Teacher Collaboration /PD - Early Dismissal
10th - Pre-K & Kindergarten - Distribute 1st MP Report Cards
10th - Parent Conference M.S. 5-7pm - Early Dismissal
10th - H.S. & Elementary - Teacher Collab/PD - Early Dismissal
17th - CN Early Dismissal / PD Day
24th - 31st - Winter Recess - No School

17 Days

WATERBURY PUBLIC SCHOOLS

JANUARY

Mon	Tue	Wed	Thu	Fri
			1	**2**
5	**6**	**7**	8	9
12	**13**	**14**	**15**	**16**
19	20	**21**	22	23
26	**27**	**28**	29	30

1st- New Year's Day - No School - 2nd - Winter Recess - No School
5th - School Resumes
6th - Three Kings Day - No School
7th - CN Early Dismissal / PD Day
12th -16th - Midterm Exams - Early Dismissal - H.S. Only
16th - End of the 2nd MP: HS/MS/Elementary
19th - Martin Luther King Jr. Day - No School
14th, 21st, 28th - CN Early Dismissal / PD Day
27th - HS/MS/Elementary Grade Submission Ends - 9am

18 Days

FEBRUARY

Mon	Tue	Wed	Thu	Fri
2	**3**	**4**	5	6
9	10	**11**	12	13
16	**17**	**18**	19	20
23	24	**25**	26	27

3rd - Distribute 2nd MP Report Cards - HS/MS/Elementary
4th - Professional Development Day - Early Dismissal
11th - CN Early Dismissal / PD Day
16th - Presidents Day - No School
17th - Lincoln's Day (Observed) - No School
18th, 25th - CN Early Dismissal / PD Day

18 Days

MARCH

Mon	Tue	Wed	Thu	Fri
2	3	**4**	5	**6**
9	10	**11**	**12**	13
16	17	**18**	**19**	**20**
23	24	**25**	**26**	27
30	31			

4th - Professional Development Day - Early Dismissal
4th - Pre-K & Kindergarten - End of the 2nd MP
6th- Professional Development - 7hr. No School
11th, 18th - CN Early Dismissal / PD Day
12th - Pre-K & Kindergarten - Grade Submission Ends - 9AM
19th - Pre-K & Kindergarten - Distribute 2nd MP Report Cards
20th - Eid al-Fitr Muslim Holiday - No School
25th - CN Early Dismissal / PD Day
26th - End of the 3rd MP: HS/MS/Elem

20 Days

2025-2026

APRIL

Mon	Tue	Wed	Thu	Fri
		1	2	**3**
6	**7**	**8**	**9**	**10**
13	14	**15**	16	**17**
20	21	**22**	23	24
27	28	**29**	30	

3rd - Good Friday - No School
6th - 10th Spring Recess - No School
13th - Grade Submission Ends - 9am
15th - Parent Conference HS & Elementary 5-7pm - Early Dismissal
15th - M.S. - Teacher Collab. /PD -Early Dismissal
17th - Distribute 3rd MP Report Cards
22nd - Parent Conference M.S. 5-7pm - Early Dismissal
22nd - H.S. & Elementary - Teacher Collab/PD - Early Dismissal
29th - CN Early Dismissal / PD Day

16 Days

Full Day Professional Development Day- No School
Early Dismissal Professional Development Day
Commissioner's Network (CN) Early Dismissal/PD Day
Crosby, Kennedy, Wilby and West Side

MAY

Mon	Tue	Wed	Thu	Fri
				1
4	5	**6**	7	8
11	12	**13**	14	15
18	19	**20**	21	22
25	26	**27**	28	29

6th - Professional Development Day - Early Dismissal
13th - CN Early Dismissal / PD Day
20th - CN Early Dismissal / PD Day
25th - Memorial Day - No School
27th - CN Early Dismissal / PD Day

20 Days

School Closed
School Day

BOE Approved December 19, 2024;
revised by BOE on November 19, 2025

JUNE

Mon	Tue	Wed	Thu	Fri
1	2	3	4	5
8	9	10	11	**12**
15	16	17	18	19
22	23	24	25	26
29	30			

** Pre-K - 8th - Grades due 5 days before last day
** Pre-K - 8th - Distribute Report Cards on last day
** H.S. Grade submission ends on last day
12th - Last Day of School - Depending on Weather- Early Dismissal

10 Days

Prepared by the Computer Technology Center

181 School Days

NEMS and Wallace have a CN Early Dismissal only on the following days: 10/1, 10/22, 11/5, 11/19. 12/7, 1/14/, 1/28, 2/25, 3/18, 5/20
Crosby, Kennedy HS, Wilby HS, West Side MS- Early Dismissal for All CN days

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.4

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve the CT State Department of Education 2025-2026 Carl D. Perkins Grant application.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.5

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve Amendment One (1) to the Services Agreement with Savvas Learning Company, LLC for English/Language Arts Core Programs to include additional assessments at no cost.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #9.6

November 19, 2025

To the Board of Education
Waterbury, CT

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. Community Relations Ofc. Anthony Batista	Duggan gym: Wednesday, November 5, 3:00pm – 8:00pm Brooklyn Community pop-up event
K. Copperthite	Generali café: Wednesday, November 12, 4:00pm – 5:00pm (PTO meeting)
M. Calabrese	Rotella Comm. Rm.: November 21 and January 16, 9:00am – 12:00pm (Prof. Development – Reading Dept.)
K. Yamashita-Iverson	Maloney café: Saturday, December 13, 8:00am – 12:00pm (PTO to host the Santa comes to Maloney for Maloney family)
V. Demirali	Sprague gym: Friday, November 7, 4:30pm – 6:30p (Family STEM Night)
J. Johnson	Wilby café: Friday, November 14, 5:00pm – 11:00pm (Wilby Homecoming)
H. Sam	Kingsbury gym: Thursday, October 23, 5:00pm – 6:30pm (Fall Festival)
Carli Carpentieri	Kennedy room 109: Wednesdays, 4:30pm – 7:10pm (7 Saturdays for CCSU Paraprofessionals Cohort)
A Simms	Reed café: Wednesday, November 19, 5:30pm – 7:00pm (monthly meeting for in-person activity with parent/child)
N. McCord	Crosby aud.: Saturday & Sunday, November 22 & 23 7:00am – 8:00pm (High School Play)
M. Marshall	West Side gym: Wednesdays, November 5 – May 13, 12:00pm – 3:00pm (after school program)
L. O'Toole	Career Academy gym: Sunday, November 2, 4:30pm – 6:30pm (Volleyball practice)
A Cagliari	WAMS large dance studio: October 24, November 7, 14, and 21 2:00pm – 4:00pm (rehearsal for the winterfest dance concert)
M. Depaiva	WAMS atrium: Friday, November 7, 2:00pm – 9:00pm (set-up 2:00pm for Junior/Senior Homecoming Dance)
V. Balsamo	Wallace café: Wednesday, October 29, 3:30pm – 5:00pm (Hispanic Heritage celebration)

F. Mannikko	Wilby aud.: December 12 & 13, 2:00pm – 7:00pm (Charlie Brown Christmas Show)
Major Ryan Orozco	Wilby café: Monday, November 10, 5:30pm – 9:00pm (MC JROTC, Cadet Ball)
J. Johnson	Wilby café: Friday, December 5, 4:30pm – 9:30pm (Homecoming Dance)
L. Meehan	Rotella lib.: Tuesday, December 2, 4:00pm – 6:00pm (Grant union meeting/ UPSEU)
*A. Razza	Regan café: Thurs., Nov. 13th 5:00-7:00 pm (Family Literacy Night)
*S. Schulte	WAMS apron stage: 1/6/26-3/14/26 Mon-Fri 2-5pm For play rehearsals and 2/28, 3/7 10am-3pm (shows) 3/12, 3/13, 14 4-10pm (shows)
*Blue Collar Union Randall Lewis, Pres.	Kennedy aud.: Sunday, Dec. 7th 9:00am – 1:00pm (union membership meeting)
*E. Devin	NEMS café: Nov. thru June PTO meetings 6:00-8:00pm Every other Monday
*Dr. J. Johnson	West Side aud.: Wed., Nov. 19th 8:00am – 3:00pm (Administrators Professional Learning Sessions)
*N. McCord	Crosby aud.: March 2nd thru March 15th 2pm – 9pm (rehearsals & performances of school play)
*M. Labbe	WAMS atrium: Saturday, Dec. 6th 4:30 – 10:00 pm (Annual Quarter Auction)
*M. Harris	Career Academy parking lot: Sat., Nov. 22nd 12:00-4:00 pm (Football culture event-to be held outside)
*I. Alves	WAMS gym: Monday, Nov. 24th 5:00-7:00 pm (Turkey/gift certificate giveaway)

SCHOOL PERSONNEL USE ONLY

DATE: 10/17/2025

TO: SCHOOL BUSINESS OFFICE

FROM: Waterbury Police Community Relations

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

NAME OF SCHOOL REQUESTED: Duggan School

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 11/05/25

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

FOR THE FOLLOWING PURPOSES:

Brooklyn Community pop up event hosted by Waterbury Police Community Relations Division with additional city & community resources.

Need 30 Tables & Chairs 90

A. Batista #941
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: 10/27/25

TO: SCHOOL BUSINESS OFFICE

FROM: K. Copperthite (Generali)

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

NAME OF SCHOOL REQUESTED: Generali

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: Nov 12, 2025

FROM: 4 am/pm TO: 5 am/pm

FOR THE FOLLOWING PURPOSES:

PTO Meeting

K. Copperthite
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: 10/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Melissa Calabrese, Supervisor of ELA K-5

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

NAME OF SCHOOL REQUESTED: Rotella Magnet School

Auditorium ☐ Gymnasium ☐ Swimming Pool Café/Rooms

☐ Community Room

DATES REQUESTED: **November 21st and January 16th**

FROM: __9_____ am/pm TO: ___12__am/pm

FOR THE FOLLOWING PURPOSES:

Professional Development Reading Department

Melissa Calabrese ELA Supervisor K-5
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.

FAT 8032 800

SCHOOL PERSONNEL USE ONLY

DATE: 10/23/25

TO: SCHOOL BUSINESS OFFICE

FROM: Kazumi Yamashita-Iverson

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

NAME OF SCHOOL REQUESTED: Maloney

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☑ Café/Rooms cafeteria

DATES REQUESTED: 12/13/25

FROM: 8 (am)/pm TO: 12 am/(pm)

FOR THE FOLLOWING PURPOSES:

Maloney PTO will host the Santa comes to Maloney for Maloney families.

Kazumi Yamashita-Iverson
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: 10/22/2025

TO: SCHOOL BUSINESS OFFICE

FROM: Vjollca Demirali-Parent Liaison

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

NAME OF SCHOOL REQUESTED: Sprague Elementary

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

DATES REQUESTED: 11/7/2025

FROM: 4:30pm TO: 6:30pm

FOR THE FOLLOWING PURPOSES:

Family STEM Night

Vjollca Demirali-Parent Liaison

APPLICANT

Please note the following provisions:

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

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

Family

SCHOOL PERSONNEL USE ONLY

DATE: 10/21/2025

TO: SCHOOL BUSINESS OFFICE

FROM: Joshua Johnson

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

NAME OF SCHOOL REQUESTED: Wilby High School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: 11/14

FROM: 5 am/pm TO: 11 am/pm

FOR THE FOLLOWING PURPOSES:

Homecoming

APPLICANT

Joshua Johnson

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.

Yours

SCHOOL PERSONNEL USE ONLY

DATE: 10/22/25

TO: SCHOOL BUSINESS OFFICE

FROM: Hannah Sam

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

NAME OF SCHOOL REQUESTED: Kingsbury

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 10/23/25

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

FOR THE FOLLOWING PURPOSES:

Fall festival

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: October 21, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Carli Carpentieri & Marissa Waters (Talent & Professional Development Supervisors) Human Capital Department

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

NAME OF SCHOOL REQUESTED: Kennedy High School (Room 109)

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Wednesdays (1/21/26; 2/4/26; 2/18/26; 3/4/26; 4/1/26; 4/29/26; 5/13/26

FROM: 4:30pm **TO**: 7:10 pm

FOR THE FOLLOWING PURPOSES:

CCSU adjunct professors will be delivering instruction to a cohort of WPS Paraprofessionals who are pursuing their Special Education Certification and taking courses through the Central Inspire Teacher Residency Program. We have an agreement that was recently approved by the board of education.

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: October 17, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Amy Simms, BH Preschool on behalf of the districtwide SEPTO (Special Education Parent Teacher Organization)

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

NAME OF SCHOOL REQUESTED: Jonathan Reed

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool

☑ Cafe/Rooms Café only

DATES REQUESTED: Wednesday, November 19th

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

FOR THE FOLLOWING PURPOSES:

Monthly meeting to bring families together for an in-person activity with their children for all parents in special education district-wide.

Amy Simms, Principal

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: __10/20/25_

TO: SCHOOL BUSINESS OFFICE

FROM: Nicholas McCord, ELA

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

NAME OF SCHOOL REQUESTED: Crosby HS

X Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: November 22, 23

FROM: 7 am TO: 8pm

FOR THE FOLLOWING PURPOSES:

High School Play

Nicholas McCord
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: 10/16/25

TO: SCHOOL BUSINESS OFFICE

FROM: MICHAEL MARSHALL / FitMind Journey2, LLC

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

NAME OF SCHOOL REQUESTED: WEST SIDE Middle School

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 11/5/25 - 5/13/26 - Every Wednesday

FROM: 12:00 am/(pm) TO: 3:00 am/(pm)

FOR THE FOLLOWING PURPOSES:

After school Program

M. D. Marshall
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: October 16, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Laura O'Toole, WCA Girls Volleyball Head Coach

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

NAME OF SCHOOL REQUESTED: Waterbury Career Academy

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Sunday, November 2nd, 2025

FROM: 4:30pm am/pm TO: 6:30pm am/pm

FOR THE FOLLOWING PURPOSES:

Volleyball Practice

Laura O'Toole
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: 10/8/25

TO: SCHOOL BUSINESS OFFICE

FROM: Alicia Magliaro

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

NAME OF SCHOOL REQUESTED: WHHS

✓LARGE DANCE
small if unavailable

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 10/24, 11/7, 11/14, 11/21/25

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

FOR THE FOLLOWING PURPOSES:

Rehearsal for the winterfest dance concert.

Alicia Magliaro
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: 10/14/2025

TO: SCHOOL BUSINESS OFFICE

FROM: Molly Depaiva (WAMS)

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

NAME OF SCHOOL REQUESTED: WAMS

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Atrium ~~Café/Rooms~~

DATES REQUESTED: Friday, November 7, 2025

FROM: 6 am/(pm) TO: 9 am/(pm)
set up (2:00pm)

FOR THE FOLLOWING PURPOSES:

Homecoming Dance (Junior/Senior classes)

Molly Depaiva
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: 10/27/25

TO: SCHOOL BUSINESS OFFICE

FROM: Vincent Balsamo

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

NAME OF SCHOOL REQUESTED: Wallace Middle School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☑ Café/Rooms

DATES REQUESTED: 10/29/25

FROM: 3:30 am/pm TO: 5:00 am/pm

FOR THE FOLLOWING PURPOSES:

Hispanic Heritage Celebration

Vincent Balsamo
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: 10/27

TO: SCHOOL BUSINESS OFFICE

FROM: Wilby Highschool

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

NAME OF SCHOOL REQUESTED: Wilby Highschool

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Dec. 12 – Dec. 13 Custodians requested

FROM: 2 am/pm TO: 7 am/pm

FOR THE FOLLOWING PURPOSES:

Charlie Brown Christmas Show

Forest Mangikko
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.

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 Mason Ryan Orozco NAME OF ORGANIZATION Wilby MCJROTC

ADDRESS 568 Buck Hill Rd Waterbury CT 06704 TELEPHONE # 760-529-2035
(street) (city) (state) (zip code)

SCHOOL REQUESTED Wilby DATES 10 Nov 2025 ROOM(S) Cafeteria

OPENING TIME 5:30 pm CLOSING TIME 9 pm PURPOSE MCJROTC Cadet Ball

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 25 CHILDREN 100

SIGNATURE OFAPPLICANT [signature] DATE 9/10/2025

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: Mason Ryan Orozco
568 Buck Hill Rd
760-529-2035 Waterbury CT 06704

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. (B) (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $_____ INSURANCE COVERAGE _____YES _____NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

Book

SCHOOL PERSONNEL USE ONLY

DATE: 10/28

TO: SCHOOL BUSINESS OFFICE

FROM: Joshua Johnson

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

NAME OF SCHOOL REQUESTED: Wilby High School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: 12/5

FROM: 4:30 am/pm TO: 9:30 am/pm

FOR THE FOLLOWING PURPOSES:

Homecoming Dance in the Cafeteria

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.

Yes K

SCHOOL PERSONNEL USE ONLY

DATE: Oct 30, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Lisa Meehan

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

NAME OF SCHOOL REQUESTED: Rotella

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

DATES REQUESTED: Dec. 2nd

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

FOR THE FOLLOWING PURPOSES:

Grant union Meeting to discuss various union stuff :)
UPSEU Unit 68

Lisa Meehan
APPLICANT

K-teacher Assistant

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 USE FORM

DATE: 11/3/25

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

FROM: Angela Razza
Regan School - 2780 N. Main Street

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**

DATE(S) REQUESTED:
Thursday, Nov. 13, 2025

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

FOR THE FOLLOWING PURPOSE:
Family Literacy Night - families, students, & staff invited for a literacy 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.

Yes K

SCHOOL PERSONNEL USE ONLY

DATE: 10/28/25

TO: SCHOOL BUSINESS OFFICE

FROM: Scott Schulte
(WAMS Theatre)

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

NAME OF SCHOOL REQUESTED: Waterbury Arts Magnet School

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

DATES REQUESTED: Monday through Fridays 1/6/26 - 3/14/26

Sat 2/28/26 - 10-3pm
Sat 3/7/26 10-3pm

FROM: 2:00 am/pm TO: 5:00 am/pm
(3/12, 3/13, 3/14 - 4:00 - 10:00 PM)

FOR THE FOLLOWING PURPOSES:

- Rehearsals - HS play - meets Monday-Fridays 2-5
Two Saturday ~~Rehearsals~~ Rehearsals 2/28 + 3/7 10-3
Three Performances 3/12 3/13 3/14 4-10 PM
Full Calendar ~~Available~~ Available early December

Scott Schulte
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: 11-7-25

TO: SCHOOL BUSINESS OFFICE

FROM: Blue Collar Union

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

NAME OF SCHOOL REQUESTED: Kennedy

☑ AUDITORIUM ☐ GYMNASIUM ☐ SWIMMING POOL ☐ CAFE/ROOMS

DATES REQUESTED: Sunday - Dec. 7th

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

FOR THE FOLLOWING PURPOSES:

Union Membership Meeting

Randall Lewis/Greg
APPLICANT

Please note the following provisions: Sue

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.

Yook

SCHOOL PERSONNEL USE ONLY

DATE: 11/10/25

TO: SCHOOL BUSINESS OFFICE

FROM: NEMS

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

NAME OF SCHOOL REQUESTED: NEMS

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

M L K

Pres.

every other monday

DATES REQUESTED: 11/24, 12/8, 12/22, 1/5, 1/19, 2/2, 2/16, 3/2, 3/16, 3/30, 4/13, 4/27, 5/11, 5/25, 6/8

Memorial

FROM: 6:00 am/pm TO: 8:00 am/pm

FOR THE FOLLOWING PURPOSES:

Bi-weekly PTO Meetings

APPLICANT

Evelynn Davis

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: 11.10.25

TO: SCHOOL BUSINESS OFFICE

FROM: ASSIST. SUPERINTENDENT OFFICE

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

NAME OF SCHOOL REQUESTED: WESTSIDE

☒ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: NOVEMBER 19, 2025

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

FOR THE FOLLOWING PURPOSES:

ADMINISTRATOR PROFESSIONAL LEARNING SESSION

* NEED
20 Tables
60 Chairs

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.

Booth

SCHOOL PERSONNEL USE ONLY

DATE: 11/13/25

TO: SCHOOL BUSINESS OFFICE

FROM: Nicholas McCord, ELA

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

NAME OF SCHOOL REQUESTED: Crosby HS

X Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: march 2-15

FROM: 7 am TO: 9pm

FOR THE FOLLOWING PURPOSES:

High School Play (Antigone)

Nicholas McCord
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: 11/18/2025

TO: SCHOOL BUSINESS OFFICE

FROM: WAMS PTSO - Melissa Labbe

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

NAME OF SCHOOL REQUESTED: WAMS

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

DATES REQUESTED: Saturday, December 6th, 2025

FROM: 4:30 am/pm TO: 10:00 am/pm

FOR THE FOLLOWING PURPOSES:

PTSO Annual Quarter Auction

Melissa E. Labbe
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.

Goals

SCHOOL PERSONNEL USE ONLY

DATE: 11.14.25

TO: SCHOOL BUSINESS OFFICE

FROM: Michael Harris

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

NAME OF SCHOOL REQUESTED: WCA
outside - parking lot.

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: 11.22.25

FROM: 12:00 am/pm TO: 4:00 am/pm

FOR THE FOLLOWING PURPOSES:

WCA Football Culture Event: Fundraiser - will be held outside in the parking lot - Gymnasium Side

M. Harris
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: 11/14/25

TO: SCHOOL BUSINESS OFFICE

FROM: Isa Alves-Pl

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

NAME OF SCHOOL REQUESTED: WAMS

☐ Auditorium ☑ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: November 24, 2025

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

FOR THE FOLLOWING PURPOSES:

Turkey / Gift Certificate Giveaway

APPLICANT

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

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.1

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve revised policy #5114 – Discipline/Student Conduct (PA 25-67, 93).

Discipline/Student Conduct Policy

STUDENT CONDUCT

It is a privilege to be a part of the Waterbury School System. We expect all students to observe the basic rules for maintaining order and decorum while in the educational environment. The adherence to the rules and expectations will encourage the development of good citizenship skills throughout the lives of our students. The Waterbury School System will provide opportunities for all students to maximize their skills and talents in an atmosphere where teaching and learning flourish under the never-wavering belief that all students can be exemplary. The articles and behavioral expectations are set forth for all members of the Waterbury School System.

These expectations include:

- Norms, values, and expectations that support people feeling socially, emotionally, physically and intellectually safe
- Members of the school community are engaged and respected
- Students, families and educators work together to develop, live and contribute to a shared school vision
- Educators model and nurture attitudes that emphasize the benefits and satisfaction gained from learning
- Each person contributes to the operations of the school and the care of its social, emotional, intellectual and physical environment

National School Climate Standards

The Waterbury Public School System is committed to providing the best possible education in the best possible environment for all of its students in an effort to fulfill this commitment, the Waterbury Public Schools have integrated the Positive Behavioral Interventions and Support (PBIS) program as a framework to further develop positive school climates and positive relationships throughout the district. PBIS reinforces the National School Climate Standards.

The Board of Education supports the utilization of progressive discipline framework embedded in restorative practices.

The development of good discipline practices is the concern of all persons involved in the education of youth. To this end, thoughtful and patient effort is required in order to reach pupils in a way which will help and guide them in achieving self-discipline. Such measures may involve, but are not limited to interventions, restorative measures, removal, suspension, or expulsion. Whatever measure is employed, it must always be fair, dignified, and consistent.

Inquiries and complaints concerning the applicability of the aforementioned laws and regulations may be referred to:

U.S. Department of Education
Office for Civil Rights (OCR)
Lyndon Baines Johnson Department of Education Bldg.
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 877-521-2172
Email: OCR@ed.gov

Discipline/Student Conduct Policy, continued

ARTICLE 1
EXCLUSION FROM SCHOOL FOR DISCIPLINARY PURPOSES

SECTION 1

1. ***Definitions***

a. **"Exclusion"** shall be defined as any denial of public school privileges to a student for disciplinary purposes.

b. **"Removal"** shall be defined as an exclusion from a classroom for all or a part of single class period, provided such exclusion shall not extend beyond ninety (90) minutes.

c. **"In-School Suspension"** means an exclusion from regular classroom activity for no more than five consecutive days, but not exclusion from school, provided such exclusion shall not extend beyond the end of the school year in which such in-school suspension was imposed. Such suspensions shall be served in any school building under the jurisdiction of the Board of Education.

d. **" Suspension"** means an exclusion from school privileges or from transportation services, provided such exclusion shall not extend beyond the end of the school year in which suspension was imposed. An out-of-school suspension for students in grades 3-12 shall not exceed ten days. An out-of-school suspension imposed for children in preschool to second grade shall not exceed five days.

All suspensions shall be in-school unless the administration determines for any student in grades three through twelve that (1) the student being suspended poses such a danger to persons or property or such a disruption of the educational process that the student (grades three to twelve) shall be excluded from school during the period of the suspension, or (2) that an out-of-school suspension is appropriate based on evidence of previous disciplinary issues that have led to suspensions or expulsion of the student and efforts by the administration to address such disciplinary issues through means other than out-of-school suspension or expulsion, including positive support strategies.

A student in grades preschool to two, inclusive, may be given an out-of-school suspension if it is determined by the administration that such suspension is appropriate based on evidence that the student's conduct on school grounds is of a violent or sexual nature that endangers persons. In addition, a person's duty as a mandated reporter to report suspected child abuse or neglect is not limited by this provision.

e. **Expulsion"** shall be defined as an exclusion from school privileges for any student in grades three to twelve, inclusive, for more than ten (10) consecutive school days and shall be deemed to include but not be limited to, exclusion from the school to which such student was assigned at the time such disciplinary action was taken, provided that assignment to a regular classroom program in a different school in the district shall not constitute a suspension or an expulsion. Such period of exclusion may extend to the school year following the school year in which the exclusion was imposed, up to one calendar year. To be expelled, the student's conduct must be found to be both violative of a Board policy and either seriously disruptive of the educational process or endangering persons or property.

Discipline/Student Conduct Policy, continued

Unless an emergency exists, no student shall be expelled without a formal hearing provided whenever such student is a minor, the notice shall also be given to the parents or guardians of the student at least five business days before such hearing, not including the day of such hearing. If an emergency exists, such hearing shall be held as soon after the expulsion as possible. The notice shall include information concerning the parent's or guardian's and the student's legal rights and concerning legal services provided free of charge or at a reduced rate that are available locally and how to access such services. An attorney or other advocate may represent any student subject to expulsion proceedings. The parent or guardian of the student shall have the right to have the expulsion hearing postponed for up to one week to allow time to obtain representation, except that if an emergency exists, such hearing shall be held as soon after the expulsion as possible.

f. **"Emergency"** shall be defined as a situation under which the continued presence of the student in the school imposes such a danger to persons or property or such a disruption of the educational process that a hearing may be delayed until a time as soon after the exclusion of such student as possible.

g. **"Days"** is defined as days when school is in session.

h. **"School-sponsored activity"** is defined as any activity sponsored, recognized or authorized by the Board of Education and includes activities conducted on or off school property.

i. **"Possess"** means to have physical possession or otherwise to exercise dominion or control over tangible property.

j. **"Deadly weapon"** means any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon, or metal knuckles. A weapon such as a pellet gun and/or airsoft pistol may constitute a deadly weapon if such weapon is designed for violence and is capable of inflicting death or serious bodily harm.

k. **"Firearm"** as defined in 18 U.S.C.§921, means 1) any weapon (including a starter gun) which will or is designed to or readily be converted to expel a projectile by the action of an explosive; 2) the frame or receiver of any such weapon; 3) any firearm muffler or firearm silencer; or 4) any destructive device. Firearm does not include any antique firearm. For purposes of this definition "destructive device" means any explosive, incendiary, or poison gas, bomb, grenade, rocket having a propellant charge of more than 4 ounces, missile having an explosive or incendiary charge of more than ¼ ounce, mine, or device similar to any of the weapons described herein. A "destructive device" does not include an antique firearm; a rifle intended to be used by the owner solely for sporting, recreational, or cultural purposes; or any device which is neither designed nor redesigned for use as a weapon.

l. **"Vehicle"** means a **"motor vehicle"** as defined in Section 14-1 of the Connecticut General Statutes, snow mobile, any aircraft, or any vessel equipped for propulsion by mechanical means or sail.

m. **"Martial arts weapon"** means a nunchakum kama, kasari-fundo, octagon sai, tonfa or chinese star.

n. **"Dangerous Drugs and Narcotics"** is defined as any controlled drug in accordance with Connecticut General Statutes §219-240.

Discipline/Student Conduct Policy, continued

o. **"Alternate education"** means a school or program maintained and operated by the Board of Education that is offered to students in a nontraditional setting and addresses their social, emotional, behavioral and academic needs. Such program must conform to SBE guidelines and conform to C.G.S. 10-15 and 16 (180 days/900 hours).

p. **"Dangerous Instrument"** means any instrument, article, or substance which, under the circumstances in which it is used or attempted or threatened to be used, is capable of causing death or serious physical injury, and includes a "vehicle" or a dog that has been commanded to attack.

q. **"Seriously disruptive of the educational process"** means, as applied to off-campus conduct, any conduct that markedly interrupts or severely impedes the day-to-day operation of a school.

r. **Policy Guidelines:**

1. **Clear Expectations and Communication**:
    - Establish and communicate clear behavioral expectations and the consequences of violating them.
    - Ensure that all students, staff, and parents/guardians are aware of the discipline policy and procedures.
2. **Progressive Discipline Framework**:
    - Utilize a tiered approach to discipline that escalates in response to the severity and frequency of the behavior.
    - Implement early intervention strategies such as counseling, mentoring, and behavior modification plans to address minor infractions.
3. **Restorative Practices**:
    - Employ restorative practices such as mediation, peer counseling, and restorative circles to address conflicts and repair harm.
    - Encourage students to take responsibility for their actions and to actively participate in the resolution process.
4. **Consistent and Fair Application**:
    - Ensure that disciplinary measures are applied consistently and fairly across all student populations.
    - Monitor and address any disparities in the application of disciplinary actions to prevent discrimination or bias.
5. **Supportive Interventions**:
    - Provide support services such as counseling, social work, and mental health resources to help students address underlying issues contributing to behavioral problems.
    - Develop individualized behavior plans for students with recurring or severe behavioral issues.
6. **Engagement and Collaboration**:
    - Engage families in the disciplinary process through regular communication and involvement in restorative practices.
    - Collaborate with community organizations and resources to support students and families in addressing behavioral and social-emotional needs.
7. **Training and Professional Development**:

- Provide ongoing training for staff on progressive discipline, restorative practices, and culturally responsive approaches to student behavior.
- Encourage staff to develop skills in conflict resolution, de-escalation techniques, and positive behavior support.

SECTION 2

1. *Removal*

a. The Board of Education authorizes teachers, with the approval of the building principal, or his/her designee, to remove a pupil, except those students covered under Article 6 below, from class when such pupil deliberately causes a serious disruption of the educational process within the classroom, provided no pupil shall be removed from class more than six times in any year nor more than twice in one week unless such pupil is granted an informal hearing by the building principal or his/her designee in accordance with the provisions below.

b. Whenever any teacher removes a pupil from the classroom, such teacher shall send him/her to an area designated by the building principal with a designated staff member to supervise, and send the name of the pupil against whom such disciplinary action was taken and the reason therefore to the principal.

c. Each teacher shall maintain an individual pupil log of interventions in accordance with the designated form. The teacher shall provide the original copy of such log to the building principal when referring a pupil for disciplinary action. This log will be provided for disciplinary action in accordance with the designated form. If removal from a classroom does not result in disposition of the disciplinary case within ninety minutes, the building principal must consider the case a suspension and follow procedures in Section 4 following. (Maintenance of logs is required by the Office of Civil Rights.)

2. *Notification* – Parents shall be notified in order to solicit their cooperation in an effort to alter the student's behavioral pattern before more serious problems develop which will require disciplinary action at the suspension level.

a. By telephone, the principal or designee may make attempts to immediately notify the parent or guardian of the student about the removal and state the cause(s) which led to the removal.

b. Whether or not telephone contact is made with the parent or guardian, the principal or designee shall forward a letter to such parent or guardian to the most current address within one school day of the removal action and offer the parent or guardian an opportunity for a conference to discuss same. All notices, written and/or oral, required by this policy shall be in English or in the primary language of the home if fluency in English is limited.

c. If a student is eighteen years of age or older, any notice required by this policy shall also be given to the student.

d. The principal or designee shall maintain a file of removal reports and copies shall be sent to the school counselor and one will be placed in the student's permanent record file.

3. *Chronic Behavior Problems*

Referral to Planning and Placement Team

Each board of education shall accept and process referrals from appropriate school personnel, as well as from a child's parents; or from a physician, clinic or social worker, provided the parent so permits, in order to determine a child's eligibility for special education and related services. A board of education shall make available a standard referral form which shall be used in all referrals. Before a child is referred to a planning and placement team, alternative procedures and programs in regular education shall be explored and, where appropriate, implemented. Provision shall be made for the prompt referral to a planning and placement team of all children who have been suspended repeatedly or whose behavior, attendance or progress in school is considered unsatisfactory or at a marginal level of acceptance. (Effective September 1, 1980) See Conn State Reg.10-76d 7.

A process shall be developed by the building principal or Building Intervention Team, to systematically review all discipline and suspension records on a quarterly basis and begin the referral process (i.e., for any student whose behavior problems could be described as chronic or excessive).

SECTION 3
IN-SCHOOL SUSPENSION ROOM PROCEDURES

1. A student must report on time after homeroom with all assignments, or an additional day of In-school suspension may be assigned.
2. A student is required to follow all rules for In-school suspension and stay on task at all times. The In-school suspension room instructor will review the In-school suspension rules and the In-school suspension rubric and score sheet with the student at the commencement of the first day of In-school suspension.
3. A student must complete the character education assignment given them by the In-school teacher in the first period and all other assigned work must be completed satisfactorily.
4. A student who fails to follow In-school suspension rules and procedures may result in additional time in the In-school room or other consequence.
5. The in-school suspension room instructor shall follow the district wide model for In-school suspensions and may assign additional classroom work to the student when appropriate.
6. In-School suspension cannot be assigned for more than ten (10) consecutive days or more than fifteen (15) times or a total of fifty (50) days in one school year.
7. In-school suspension shall be held in a classroom in each school which room shall be kept closed, separated from the rest of the school and the room shall be quiet and orderly at all times.

8. If in-school suspension is completed successfully, the student will receive full credit for the school work completed therein and will be allowed to participate in after school activities.
9. The in-school suspension instructor shall follow school policy for the proper operation of the In-school suspension classroom and shall at all times implement the grading rubric designed for the City's in-school suspension classrooms and all other rules associated with it to insure that all in-school suspension classrooms and instructors are operated consistently and uniformly in the District.
10. For special education and Section 504 students, a copy of their IEP or Section 504 plan should

be submitted to the In-school suspension instructor on or before the student's In- school suspension.

SECTION 4
SUSPENSION

1. *Procedures Governing Suspension*

Unless an emergency situation requiring the student's immediate exclusion exists, the principal shall observe the following procedures in all actions which may lead to suspension except for those students covered under Article 6 below. In the event of an emergency, the procedure must be initiated as soon after the cessation of the emergency as possible, but no later than 72 hours after the exclusion.

All suspensions shall be in-school suspensions, except the Board of Education may authorize the administration of schools under its direction to impose an out-of-school suspension on any student in **(as modified in Public Act 24-45, Sections 13 and 14)**:

a. Grades three to twelve, inclusive, if, resulting from a due process hearing:

i. The administration determines that the student being suspended poses such a danger to persons or property or such a disruption of the educational process that the student shall be excluded from school during the period of suspension;

ii. The administration determines that an out-of-school suspension is appropriate for such student based on evidence of:

a. Previous disciplinary problems that have led to suspensions or expulsion of such student, and

b. Efforts by the administration to address such disciplinary problems through means other than out-of-school suspension or expulsion, including positive behavioral support strategies; **or for grades preschool to two if during the due process hearing:**

c. The administration determines that an out-of-school suspension is appropriate for such student based on evidence that such student's conduct on school grounds is behavior that causes physical harm;

d. Requires that such student receives services that are trauma-informed and developmentally appropriate and align with any behavioral intervention plan, individualized education program, or plan pursuant to Section 504 of the Rehabilitation Act of 1973, as amended from time to time, for such student upon such student's return to school immediately following the out-of-school suspension; and

e. Considers whether to convene a planning and placement team meeting for the purposes of conducting an evaluation to determine whether such student may require special education or related services.

An out-of-school suspension shall not exceed ten school days for students in grades 3-12.

An out-of-school suspension shall not exceed five school days for children in preschool through 2 grade.

An in-school suspension may be served in the student's school or any school building under the jurisdiction of the local or regional board of education, as determined by such board.

The administration shall also have the authority to suspend a student from transportation services whose conduct while awaiting or receiving transportation violates the standards set forth in paragraph D, above. The administration shall have the authority to immediately suspend from school any student when an emergency exists as that term is defined in Section One/Paragraph "1a" above.

If an emergency situation exists, the hearing as outlined in Section Four/Paragraph 1a above, shall be held as soon as possible after the exclusion of the student.

f. In the case of suspension, the administration shall notify the student's parents and the Superintendent of Schools not later than twenty-four (24) hours of the suspension as to the name of the student who has been suspended and the reason therefore. Any student who is suspended shall be given an opportunity to complete any class work including, but not limited to, examinations which such student missed during the period of his/her suspension.

g. Except in the case of an emergency, as defined in paragraph "1.a" above, a student shall be afforded the opportunity to meet with the administration and to respond to the stated charges prior to the effectuation of any period of suspension or in-school suspension. If, at such a meeting the student denies the stated charges, he/she may at that time present his/her version of the incident(s) upon which the proposed suspension is based. The administration shall then determine whether or not suspension or in-school suspension is warranted. In determining the length of a suspension period, the administration may receive and consider evidence of past disciplinary problems which have led to removal from a classroom, in-school suspension, or expulsion.

h. For any student who is suspended for the first time and who has never been expelled, the school administration may shorten the length of or waive the suspension period if the student successfully completes an administration-specified program and meets any other administration-required conditions. Such program shall be at no expense to the student or his/her parents/guardians.

i. No student shall be suspended more than ten times or a total of fifty (50) days in one school year, whichever results in fewer days of exclusion, unless a hearing as provided in Section Five/Section 3

j. No student shall be placed on in-school suspension more than fifteen times or a total of fifty (50) days in one school year, whichever results in fewer days of exclusion, unless a hearing as provided in Article Six is first granted.

k. Informal Hearings:

i. No student shall be suspended prior to having an informal hearing before the principal or his/her designee. The student will be informed of the charges which have been written.

ii. The student shall be granted an opportunity to refute the charges against him/her.

iii. The principal or designee shall inform the student of the disciplinary action to be imposed.

l. Notification:

i. By telephone, the principal or designee shall make all possible attempts to immediately notify the parent or guardian of the student about the suspension and state the cause(s) leading to the suspension.

ii. Whether or not telephone contact is made with the parent or guardian, the principal or designee shall forward a letter to such parent or guardian to the most recent address reported on school records within one school day of the suspension action and offering the parent or guardian an opportunity for a conference to discuss same.

iii. Notice of the original suspension shall be transmitted by the principal or designee to the Superintendent of Schools by the close of the school week following the commencement of the suspension.

iv. If a student is eighteen years of age or older, any notice required by this policy shall also be given to the student.

v. Any pupil who is suspended shall be given an opportunity to complete any classwork including, but not limited to, examinations which such pupil missed during the period of suspension.

SECTION 5
NOTIFICATION TO PARENTS

1. Within three weeks of the effective date of this policy, within three weeks of the beginning of each school year thereafter, and at other such times as it deems appropriate, this policy shall be distributed to students (Grades K–12) and parents (or legal guardians, if known to be other than parents) and to school employees printed in the English language with notices appended thereto in the Spanish language.

2. All notices, written or oral, required by this policy shall be in English and in the primary language of the home. All notices shall be made in simple and commonly understood words to the extent possible. All hearings and conferences required by this policy shall be conducted by persons fluent in the primary language of the student's home or with the assistance of an interpreter. The constitutional rights of all students and school staff will be upheld.

3. Each board shall further provide an effective means of notifying the parents or guardian of any minor pupil against whom the disciplinary action authorized by the provisions of this act has been taken. Such notice shall be given within twenty-four hours of the time such pupil has been excluded.

ARTICLE 2
ASSAULT ON STAFF

1. In the event of an assault committed on a member of the staff, the Board of Education authorizes that staff person to (a) retreat if possible, (b) defend himself/herself, utilizing only what force is reasonably necessary. All assaults on staff are to be reported immediately by the building principal or his/her designee to the police for prosecution, to the Superintendent (for disciplinary action if the perpetrator is a pupil) and to the Clerk of the Board. All staff members, both

professional and non-professional, shall cooperate with police and prosecution authorities in prosecuting the perpetrator to the full extent of the law.

2. The victim of assault is encouraged by the Board to seek compensation from the offender and/or his/her parents by means of legal action.

3. The Board of Education shall hold harmless any member of the staff from loss and expense including legal fees and costs coming out of any claim by reason of that staff member defending himself/herself, another staff member, or pupil from assault in accordance with Section 10-235 of the Connecticut General Statutes.

ARTICLE 3
SUSPENSION OF SCHOOL BUS PRIVILEGES

The Board of Education authorizes the administration of the schools under its direction to suspend school bus privileges for any pupil whose conduct endangers persons or property or is seriously disruptive of the transportation process, or which conduct is violative of a publicized policy of the Board.

1. Unless an emergency exists, no pupil shall be suspended without an informal hearing before the principal of the school the pupil attends or his/her designee at which student shall be informed of the reasons for such action and given an opportunity to explain the situation. If an emergency exists such hearing shall be held as soon after the suspension as possible.

2. Prior to reinstatement of bus privileges if said suspension exceeds five (5) school days, the pupil, his/her parent or legal guardian may appeal for reinstatement at a hearing with the principal or his/her designee to show cause why said pupil shall be reinstated.

3. In the event of suspension of school bus privileges of a pupil, the responsibility of getting the pupil to and from school rests with the parent or guardian. In considering this option, it is advisable for school administrators to assure that alternative arrangements are made with the parent or guardian for safe transportation of the student to and from school and if no such arrangements can be made, to consider other alternatives to such disciplinary actions.

4. Unless an emergency exists, the parent or legal guardian of a child when school bus privileges have been suspended shall be notified one (1) day in advance of such suspension of the reason therefore and the duration thereof.

5. The duration of the suspension of school bus privileges is within the discretion of the principal or his/her designee and is to be rationally based upon the nature and severity of the disruption and the likelihood of repetition if and when busing privileges are restored.

6. For the purpose of the discipline policy, students' behavior on the bus, on a field trip or any school sponsored activity or/and at a school bus stop will be regarded as behavior at school. The Board authorizes the administration to suspend transportation services for any pupil whose conduct while waiting or receiving transportation to and from school endangers persons or

property or is violative of a publicized policy of the Board of Education.

Hold Harmless Clause: The Board of Education will hold harmless from claims for damages any member of the professional staff against whom a claim for damages is made based upon the denial of school bus transportation whether by virtue of a suspension of school bus privileges or detention that causes a pupil to miss a school bus, as long as the proper notification was dispatched to the parent or guardian in accordance with these rules.

ARTICLE 4
DISCIPLINARY PROCEDURES AND GUIDELINES

All members of the professional staff shall enforce discipline in accordance with the following procedures:

1. When minor violations occur, level 1, these incidents will be handled proactively in the classroom. Disciplinary measures consistent with proven prior practices and known educational techniques consistent with the law may be used. Teacher will contact the parent/legal guardian and inform them of these minor violations.

2. Repeated minor occurrences will require a written referral to an administrator, contact with the parent/ legal guardian and a conference should be scheduled. (This can be done by phone, email or in person.)

3. When all teacher interventions and restorative measures prove ineffective, probation or exclusion (removal from classroom or suspension) may be warranted and imposed by the building principal as set forth in Section 1, Exclusion for Disciplinary Purposes.

4. However, the building principal is authorized to exclude (removal from classroom or suspension) a pupil to maintain an environment conducive to education as set forth in Section 1, Exclusion for Disciplinary Purposes.

5. When a major offense occurs, the building principal is authorized to use an in school suspension or out of school suspension as set forth in Section 1, Exclusion for disciplinary purposes, arrest or referral to court.

6. Unless an emergency exists, the parent or legal guardian of a child who has been suspended shall be notified one day in advance of such suspension of the reason for and the duration of the suspension.

7. The length of any exclusion is to be determined pursuant to statute, Board of Education Rules and Policy, and the Superintendent's regulations, as set forth herein.

8. After an exclusion period the parent and/or legal guardian shall return with the pupil for a conference and reinstatement, except where extenuating circumstances preclude parent's presence.

9. When any pupil is found vandalizing, damaging, or defacing school property, parents or legal guardians shall be held financially responsible for repair of such school property and the Board of Education shall pursue such claims through the Legal Department of the City of Waterbury.

10. In the event of vandalism, damage or defacement of school property, the building principal or his/her designee is empowered to assign the pupil or pupils involved, with proper supervision, to clean up and replace school property, where practical, in lieu of suspension when authorized in writing by the parents of the pupil.

11. Books and/or equipment and supplies are supplied for the use of pupils. It is the responsibility of each pupil to care for such school property. If damaged or lost, parents must pay for the replacement of such school property. The building principal is authorized to obtain written permission of a pupil's parents for specific work to be performed by a pupil or pupils under proper supervision, i.e., snow shoveling, weed pulling, picking up litter, etc., to meet the financial responsibility for replacement of school property.

12. Whenever the police are called in connection with a disciplinary action, every attempt should be made to notify the parent(s) of the pupil prior to the arrival of police authorities. When an emergency situation exists, the parent(s) should be notified as soon as possible. The principal or his/her designee will be present whenever the parent(s) are not at the scene.

13. Corporal punishment is not a part of the disciplinary procedure. However, school personnel may use reasonable and prudent physical force upon a student when necessary, pursuant to CGS 53a-18, to:

a. Protect themselves or others from immediate harm or injury;

b. Obtain a dangerous instrument or illegal item from a student;

c. Protect property;

d. Restrain or remove a student to maintain order.

14. The authority of the entire professional staff extends throughout the entire building, school grounds, school activities, and school transportation.

ARTICLE 5
DISCIPLINE

1. ***Expulsion*** – The Board of Education may expel any pupil in grades three (3) to twelve (12) inclusive, except those students grades three (3) to twelve (12), inclusive, covered by Article 6 below, from school if, after a full hearing, the Board finds that his/her conduct endangers persons or property or is seriously disruptive of the educational process **and** is in violation of a publicized

Board policy or whose conduct off school grounds is violative of such policy and is seriously disruptive of the educational process. Students who have been expelled may be eligible for an alternative educational program.

Since this is a very severe penalty it must be used with care and deliberation, and generally for one of two basic reasons: (1) to protect the school population from individuals whose behavior continually interrupts the learning process of other individuals, or (2) to help an individual understand that a constant behavior pattern is so inappropriate that the most serious disciplinary action possible must be taken.

For any student expelled for the first time and who has never been suspended: under the recommendation of a hearing officer, the Board of Education may shorten the length of or waive the expulsion period if the student successfully completes a Board specified program and meets any other conditions required by the Board.

In making a determination as to whether conduct is seriously disruptive of the educational process, the board of education or impartial hearing officer [Section 10-233d(b)] may consider, but such consideration shall not be limited to:

- whether the conduct occurred within close proximity of a school,
- whether other students from the school were involved or whether there was any gang involvement,
- whether the conduct involved violence, threats of violence or the unlawful use of a weapon, as defined in section 29-38, and whether any injuries occurred, and
- whether the conduct involved the use of alcohol.

2. ***Actions Leading To Expulsion***

a. A principal must request expulsion in cases where a student, grades three (3) through twelve (12), inclusive, has already been or exclusion will result in the student's being suspended more than ten (10) times or fifty (50) days in a school year, whichever results in fewer days of exclusion, or in circumstances under which the student will be prevented from completing a normal course of study.

b. A principal may request expulsion for students grades three (3) through twelve (12), inclusive, in cases where the principal has cause to believe:

i. That the student has committed conduct which has endangered persons or property or seriously disrupted the educational process **and** has violated a publicized policy of the Board of Education, and/or;

ii. That the student's past conduct at school is so serious as demonstrated by repeated violation of actions leading to suspensions to indicate that he/she will endanger persons or property or seriously disrupt the educational process if allowed to remain in school; or

iii. that the student's conduct while off school grounds violates a policy of the Board of Education and is seriously disruptive of the educational process.

3. *Procedures Governing Expulsion*

a. Upon receipt of an expulsion request and required school record, the Superintendent or his/her designee, shall conduct an inquiry within two (2) school days of the request. This inquiry may include an opportunity for an informal conference with the student and his/her parent or guardian.

b. If after the inquiry, the Superintendent or designee determines that a student ought to be expelled, he/she shall forward such request to the Board of Education within five (5) days of the conclusion of the inquiry.

c. The Board of Education shall, prior to expelling the student, conduct a hearing to be governed by the following procedures:

i. The student and his/her parent(s) or guardian(s) must be given reasonable notice prior to the date of the hearing.

ii. The notice shall contain: the date, time, and place of the scheduled hearing, the details of the grounds for the scheduled hearing, the details of the grounds for the proposed expulsion—including a narrative of the events leading to the expulsion—the names of any witnesses against the student, copies of any statements or affidavits of those witnesses, a detailed summary of any other information to be used in support of expulsion—including any record of past offenses or misbehavior, and whether any prior warnings or suspensions have been given, the proposed penalty, a statement of the student's rights as enumerated in Article 6 together with a copy of Article 6 and notice that the parents may be entitled to free or reduced legal services that are locally available through Connecticut Legal Services, 85 Central Avenue, Waterbury, CT.

iii. At the hearing, the student shall have the right to testify and produce witnesses and other evidence in his/her defense. The student shall have the right to demand that any witnesses against him/her appear in person to answer questions asked by the student or his/her representative.

iv. A student may be represented by any third party of his/her choice, including an attorney.

v. A student is entitled to the services of a translator, to be provided by the Board of Education, whenever the student or his/her parent(s) or guardian(s) does not speak the English language.

vi. The Board shall keep a verbatim record of the hearing, and the student or such student's parent or guardian shall be entitled to a copy of that record at his/her own expense unless the family of the student is indigent, in which case the record shall be provided free of charge.

vii. The Board shall report its final decision in writing to the student, stating finding of facts, the reasons on which the decision is based, and the penalty to be imposed. Said decision shall be based solely on evidence derived at the hearing.

viii. Within twenty-four (24) hours after its decision, the Board shall notify the parent(s) or guardian(s) of any minor pupil, of such action.

ix. The Board of Education shall mail a copy of its decision to the State Board of Education within five (5) days of the effective date of such action when required by statute.

d. Whenever the Board of Education expels a student, it shall offer such student an alternative education program. The parent(s) or guardian(s) of such student has the legal right to reject such a program without being subject to the truancy law. The parent(s) or guardian(s) of such student may challenge the adequacy of this program at a hearing before the Board held subject to the requirements of Connecticut General Statutes.

e. The Board of Education will not provide an alternative education program for a student who is expelled, if this individual case was decided on the conditions stated in C.G.S., Section 10-233d.(e).

f. Whenever a pupil is expelled pursuant to the provisions of this section, notice of the expulsion and the conduct for which the pupil was expelled shall be included on the pupil's cumulative educational record.

g. The Waterbury Board of Education may adopt the decision of a pupil expulsion hearing conducted by another school district. The pupil shall be excluded from school pending the expulsion period as identified by the student's previous educational facility and/or school. The excluded student may be offered an alternative educational opportunity.

5. ***Procedures Governing the Expungement of Expulsion Records***

a. Notice of an expulsion pursuant to C.G.S. §10-233d(f) and as set forth in Article Five/Section 3 of this policy, except for notice of an expulsion of pupils in grades nine through twelve, based on possession of a firearm or deadly weapon as described in subsection (a) of C.G.S. §10-233d as follows:

i. shall be expunged from the cumulative educational record by the local or regional board of education upon a pupil graduating from high school;

ii. may be expunged from the cumulative educational record by the local or regional board of education before a pupil graduates from high school if:

a. in the case of a pupil expelled for the first time and who has never been suspended, except for a pupil who has been expelled based on possession of a firearm or deadly weapon, for which the length of the expulsion period is shortened or the expulsion period is waived, such board determines that an expungement is warranted at the time such pupil completes the board-specified program and meets any other conditions required by such board, or

b. such pupil has demonstrated to such board that the conduct and behavior of such pupil in the years following such expulsion warrants an expungement.

6. ***Mandatory Expulsion Policy***

a. The Board of Education, in compliance with Connecticut General Statutes §10-233d, has adopted a policy under which whenever there is reason to believe that any student, grades kindergarten (K) to twelve (12), inclusive:

i. on school grounds or at a school sponsored activity was in possession of a firearm as defined by law or

ii. off school grounds to possess a firearm or did possess or use a firearm, instrument or weapon in the commission of a crime or

iii. on or off school grounds offered for sale or distribution of a controlled substance, or possessed with intent to sell

shall be expelled for a period of one calendar year. The Board of Education may modify the period of expulsion for a pupil on a case by case basis. These students shall also be referred to the Criminal Justice System. Waterbury will maintain records that include: (1) the name of the school concerned; (2) the number of students expelled from the school; and (3) the type of weapons concerned. The Board of Education agrees to provide this information to the state upon request.

b. As to pre-K students enrolled in programs offered by the Board of Education, no preschool program provider shall expel any student enrolled except an expulsion hearing may be conducted whenever here is reason to believe that any child enrolled in such preschool program was in possession of a firearm as defined by Title 18 of the United States Code Section 921, on or off school grounds or at a preschool program-sponsored event. Such child shall be expelled for one calendar year if it is determined at the hearing that the child did possess a firearm. A preschool program may modify the period of expulsion for a child on a case by case basis.

c. The Gun-Free Schools Act, which was re-codified as section 4141 of the No Child Left Behind Act, obligates state educational agencies that receive federal funds to require that local educational agencies expel students who bring a "weapon" to school for no less than one calendar year, subject to exceptions on a case-by-case basis. The law defines "weapon" as a firearm as defined as 18 U.S.C. §921 (a), summarized as follows:

i. *The term "firearm" means -*

- **a.** any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive;
- **b.** the frame or receiver of any such weapon;
- **c.** any firearm muffler or firearm silencer; or
- **d.** any destructive device. Such term does not include an antique firearm.

ii. *The term "destructive device" means -*

- **a.** any explosive, incendiary, or poison gas,
- **b.** bomb,
- **c.** grenade,
- **d.** rocket having a propellant charge of more than four ounces,
- **e.** missile having an explosive or incendiary charge of more than one-quarter ounce,
- **f.** mine, or
- **g.** device similar to any of the devices described in the preceding clauses.

The statutory definition also includes any combination of parts designed or intended for use readily construction a "weapon" as defined above. The Act requires that students who bring such weapons to school be expelled for one calendar year. It permits the chief executive officer of the school district to make case by case exceptions in writing.

DISCIPLINARY POLICY FOR PUPILS WITH DISABILITIES

1. Notwithstanding the foregoing, the following procedures shall apply to students who are eligible or have been identified as having one or more disabilities under the IDEA. (an "identified student").

Notwithstanding any provision to the contrary, if suspension or expulsion is considered as a consequence of an identified student's conduct, if an issue exists as to whether the conduct was the direct result of the district's failure to implement the IEP, or, if the Board of Education is contemplating a change of placement for more than ten (10) school days per school year forth an identified student who has engaged in other behavior that violated any rule or code of conduct of the school district that applies to identified or non-identified students, the following procedures shall apply:

a. If an identified student engages in conduct that would lead to a recommendation for disciplinary action not contemplated by a child's behavior plan:

b. the parents of the student must be notified of the decision to take disciplinary action not later than on the date on which the decision to take that action was made and must also receive notice of all special education procedural safeguards; and

c. in the case of a recommendation for expulsion, or a disciplinary action that would result in the suspension of an identified student for greater than ten (10) school days per school year, the district shall convene the student's planning and placement team (PPT) as soon as possible, but in no case later than ten (10) school days after the recommendation for such discipline was made, for the purpose reviewing the relationship between the student's disability and the behavior that led to the recommendation for such discipline and whether the conduct directly relates to any failure to provide special education services set forth in the student's IEP, in order to determine whether the student's behavior was a manifestation of his/her disability. During the process of manifestation review, a student may be suspended for up to ten (10) school days. An identified student must not be suspended for more than ten (10) days per school year, without the school district's conducting a manifestation PPT.

2. If the PPT finds that the behavior was a manifestation of the student's disability, the Administration shall not proceed with the recommendation for expulsion. The PPT shall consider the student's misconduct together with any unique circumstances and revise the IEP to prevent a recurrence of the misconduct and to provide for the safety of other students and staff. If the IEP of the identified student does not contain a current behavior intervention plan, the PPT must develop a behavior intervention plan to address the behavior that led to the disciplinary action. If the IEP of the identified student contains a current behavior intervention

Discipline/Student Conduct Policy, continued

plan, the PPT must consider the use of positive behavioral interventions to address the child's behavior and convene as necessary to review and modify the behavior intervention plan to address the student's behavior.

If the PPT finds that the behavior was not a manifestation of the student's disabilities, the Administration may proceed with the recommended expulsion, to the extent that a non-identified student would be subject to such discipline. During any period of expulsion, or suspension of greater that ten (10) days per school year, an identified student shall receive an alternative education plan in accordance with the IEP as modified by the PPT in light of the student's exclusion. The special education records and disciplinary records of the student must be transmitted to the individual(s) who will make the final determination regarding a recommendation for exclusions of greater than ten (10) school days per year.

3. Notwithstanding the foregoing, the placement of an identified student may be changed as a disciplinary measure under the following circumstances:

a. School personnel may transfer an identified student to an appropriate interim alternative educational setting, another setting, or suspension for not more than ten (10) school days per school year if such disciplinary action would also apply to non-identified students; or

b. School personnel may transfer an identified student to an appropriate interim alternative education setting for not more than forty-five (45) school days if the student was in possession of a dangerous weapon, as defined in 18 U.S.C. 930(G)(2), as amended from time to time, on school grounds or at a school sponsored-activity, or

c. knowingly possessed or used illegal drugs or sold or solicited the sale of a controlled substance while at school or at a school-sponsored activity; or

d. School personnel may take disciplinary action against an identified student that would be taken against similar behavior by a non-identified student, including expulsion, if a PPT review of the relationship between the student's disability and the behavior subject to disciplinary action and a review of the district's implementation of the IEP concludes that the student's behavior was not a manifestation of the student's disability or due to the district's failure to implement the IEP. Under such circumstances, the Board of Education must continue to provide a free appropriate public education to the identified student.

e. The Board of Education may report a crime committed by an identified student to the appropriate law enforcement authority. When the Board reports such a crime, copies of the student's special education and discipline records must be transmitted for consideration by the authorities who received the report of the crime.

f. As used in the following subsection, the term "dangerous weapon" means a weapon, device, instrument, material, or substance, animate or inanimate, that is used for, or is readily capable of, causing death or serious bodily injury, except that such term does not include a pocket knife with a blade of less than 2.5 inches in length.

4. Procedures concerning students who are eligible or who have been identified as having one or more disabilities under Section 504 of the Rehabilitation Act, which student does not fit the criteria under the IDEA as described in subsection 1 above (a "student with disabilities") are set forth below.: Notwithstanding the foregoing, the following additional procedures apply to a student with disabilities as defined in this subsection:

Discipline/Student Conduct Policy, continued

a. Notwithstanding any provision to the contrary, if suspension or expulsion is considered as a consequence of a student with disabilities' conduct, if an issue exists as to whether the conduct was the direct result of the district's failure to implement the Section 504 plan, or if the Board of Education is contemplating a change of placement for more than ten (10) school days per school year for a student with disabilities who has engaged in other behavior that violated any rule or code of conduct of the school district that applies to students with or without disabilities, the following procedures shall apply:

i. If a student with disabilities engages in conduct that would lead to a recommendation for suspension or expulsion:

a. the parents of the student must be notified of the decision to suspend or expel not later than on the date on which the decision to take that action was made.

b. the district shall convene the student's Section 504 Team (504 Team) as soon as possible but in no case later than ten (10) school days after the recommendation for such discipline was made, for the purpose of reviewing the relationship between the student's disability and the behavior that led to the recommendation for such discipline and whether the conduct directly relates to any failure to provide Section 504 services set forth in the student's Section 504 plan, in order to determine whether the student's behavior was a manifestation of his/her disability.

ii. If the Section 504 Team finds that the behavior was a manifestation of the student's disability, the Administration shall not proceed with the recommendation for expulsion. The Section 504 Team shall consider the student's misconduct and revise the Section 504 Plan to prevent a recurrence of the misconduct and to provide for the safety of other students and staff. If the 504 Plan of the student with disabilities does not contain a current behavior intervention plan, the Section 504 Team must develop a behavior intervention plan to address the behavior that led to the disciplinary action. If the Section 504 Plan of the student with disabilities contains a current behavior intervention plan, the 504 Team must consider the use of positive behavioral interventions to address the child's behavior and convene as necessary to review and/or modify the behavior intervention plan.

iii. If the Section 504 Team finds that the behavior was not a manifestation of the student's disabilities, the Administration may proceed with the recommended expulsion, to the extent that a student without disabilities would be subject to such discipline. Even if the behavior is a manifestation of the student's disability, the "student with disabilities" placement may change to an appropriate interim alternate setting as set forth under subsection 3a through 3e above.

Legal Reference: Connecticut General Statues

4-176e through 4-180a. Contested Cases. Notice. Record, as amended.

10-74j Alternative education (PA 15-133).

10-222d Safe school climate plans. Definitions. Safe school climate assessments.

Discipline/Student Conduct Policy, continued

10-233a through 10-233f Suspension, removal and expulsion of students, as amended by PA 95-304, PA 96-244, PA 98-139, PA 07-66, PA 07-122, PA 08-160, PA 09-82, PA 09-6 (September Special Session), PA 10-111, PA 11-126, PA 14-229, PA 15-96, PA 16-147 and PA 17-220, and PA 19-91.

10-233l Expulsion and suspension of children in preschool programs.

19a-342a Use of electronic nicotine delivery system or vapor product prohibited.

29-38 Weapons in vehicles.

53a-3 Definitions.

53a-217b Possession of Firearms and Deadly Weapons on School Grounds.

53-344b Sale and delivery of electronic nicotine delivery system or vapor products to minors.

53-206 Carrying of dangerous weapons prohibited.

PA 15-96 An Act Prohibiting Out-of-School Suspensions and Expulsions for Students in Preschool and Grades Kindergarten to Two.

GOALS 2000: Educate America Act, Pub. L. 103-227.

Title III - Amendments to the Individuals with Disabilities Education Act. Sec. 314 (Local Control Over Violence)

Elementary and Secondary Act of 1965 as amended by the Gun Free Schools Act of 1994.

P.L. 105-17 The Individuals with Disabilities Act, Amendments of 1997.

Kyle P. Packer PPA Jane Packer v. Thomaston Board of Education.

P.L. 108-446 The Individuals with Disabilities Education Improvement Act of 2004, 20 U.S.C. 1400 et seq.

18 U.S.C. §921 – Definitions of "firearms".

18 U.S.C. §930(g)(2) – Definition of "dangerous weapon".

18 U.S.C. §1365(h)(3) – Identifying "serious bodily injury".

21 U.S.C. §812(c) – Identifying "controlled substances".

Public Act 24-45 An Act Concerning Education Mandate Relief, School Discipline and Disconnected Youth, Sections 13-14.

Public Act 24-93 An Act Concerning Various and Assorted Revisions to the Education Statutes, Section 11 and Section 12.

Policy adopted by the Waterbury Board of Education on July 26, 2012, revised on December 18, 2014, November 18, 2015, May 5, 2016, June 15, 2017, October 19, 2017, October 17, 2019, June 13, 2023 and December 19, 2024; 7-14-2025

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.2

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve revised policy 5118.2 – Educational Opportunities for Military Children (PA 25-15).

Policy 5118.2
Educational Opportunities for Military Children

Public Act No. 25-15, An Act Concerning Various Measures Recognizing and Honoring the Military Service of the Armed Forces in Connecticut, Section 7 outlines protections for children of members of the armed forces. The Act establishes that if a child of a member of the armed forces is enrolled in a school under the jurisdiction of a board of education, and such member of the armed forces receives military orders or any other document requiring them to move from the town and change residency during the school year, their child may continue to be enrolled at their current school until the end of the school year while such member of the armed forces remains a member of the armed forces. If such a child is in grade eleven, they may continue to be enrolled in their school for an additional year.

CABE's policy department has updated our model policy on Education Opportunities for Military Children (P5118.2) to include the above provision. The addition of language from the bill has changed P5118.2 from a sample recommended policy to a sample mandated policy.

A mandated policy for your consideration.

Students

Educational Opportunities for Military Children

To facilitate the placement, enrollment, graduation, data collection, and provision of special services for students transferring into or out of the District because of their parents being on active duty in the U.S. Armed Services, the District supports and will implement its responsibilities as outlined in the ***Interstate Compact on Educational Opportunity for Military Children***. The Board of Education believes it is appropriate to remove barriers to educational success imposed on children of military families because of their parents' frequent moves and deployment.

Definitions

Children of military families means school-aged children, enrolled in kindergarten through 12th grade, in the household of an active-duty member of the uniformed service of the United States, including members of the National Guard and Reserve.

Deployment means the period one month before the service members depart from their home station on military orders, six months after return to their home station.

Education(al) records means official records, files, and data directly related to a student and maintained by the school, including, but not limited to, records encompassing all the material kept in the student's cumulative folder.

The requirements applicable to eligible students, which must be fulfilled, are listed below. Eligible students are those who are children of active-duty personnel, active-duty personnel or veterans who have been severely injured and medically discharged, and active-duty personnel who die on active duty within one year of service. Students are not eligible for the provisions of the ***Compact*** if they are children of inactive Guard or Reserves, retired personnel, veterans not included above, or U.S. Department of Defense personnel and other federal civil service employees and contract employees.

The District's responsibilities to eligible children include the following:

- Sending schools must send either official or unofficial records with the moving students, and District receiving schools must use those records for immediate enrollment and educational placement.

- Simultaneously, the receiving school must request official records, and the sending schools shall respond within 10 days with the records.

- Immunization requirements of the District may be met within 30 days from the date of enrollment (or be in progress).

Students

Educational Opportunities for Military Children (continued)

- Receiving schools must honor placement of students in all courses from the sending school. These include, but are not limited to, Honors, International Baccalaureate, Advanced Placement, vocational-technical, and career pathway courses if those courses are offered in the receiving school.

- In compliance with federal law, special education students must be placed by the existing IEP with reasonable accommodations in the receiving school.

- If a child of a member of the armed forces is enrolled in a school under the jurisdiction the district, and such member has received military orders directing them from such town, or any other documents from the armed forces indicating a change of residency from such town during the school year, the child may continue to be enrolled in the school until the end of the school year while such member remains a member of the armed forces, except that any such child in grade eleven may continue to be enrolled in the school for an additional school year while such member remains a member of the armed forces

- The District will exercise, as deemed appropriate, the right to waive prerequisites for all courses and programs, while also maintaining its right to re-evaluate the student to ensure continued enrollment, as deemed appropriate.

- Students of active-duty personnel shall have additional excused absences at the discretion of the District for visitations relative to leave or deployment.

(cf. 5111 – Admission)
(cf. 5113 – Attendance and Excuses)
(cf. 5123 – Promotion/Retention)
(cf. 5125 – Student Records; Confidentiality)
(cf. 5141.3 – Health Assessments and Immunizations)
(cf. 6146 – Graduation Requirements)
(cf. 6171 – Special Education)

Legal Reference: Connecticut General Statutes

10-15f Interstate Compact on Educational Opportunity for Military Children

Public Act 25-15 An Act Concerning Various Measures Recognizing and Honoring the Military Service of the Armed Forces in Connecticut. (Section 7)

Policy adopted:
rev 11/11
rev 7/25

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.3

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve revised policy 5131.911 – Bullying/Cyber Policy & Plan and to rename policy to "Connecticut School Climate Policy/Regulations".

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Students

Connecticut School Climate Policy

Policy Statement

All schools must support and promote teaching and learning environments where all students thrive academically and socially, have a strong and meaningful voice, and are prepared for lifelong success.

Implementation of the following set of guiding principles and systemic strategies will promote a positive school climate, which is essential to achieving these goals.

This policy sets forth the framework for an effective and informed school climate improvement process, which includes a continuous cycle of (i) planning and preparation, (ii) evaluation, (iii) action planning, and (iv) implementation, and serves to actualize the Connecticut School Climate Standards, as detailed herein.

The Board recognizes that improving school climate is contextual. Each school needs to consider its history, strengths, needs, and goals. Furthermore, this policy will support and promote the development of restorative action plans that will create and sustain safe and equitable learning environments.

The Waterbury Public Schools Board of Education adopts this policy.

Definitions

1. "**School climate**" means the quality and character of the school life, with a particular focus on the quality of the relationships within the school community, and which is based on patterns of people's experiences of school life and that reflects the norms, goals, values, interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.

2. "**Positive Sustained School Climate**" is the foundation for learning and positive youth development and includes:

a. Norms, values, and expectations that support people feeling socially, emotionally, culturally, racially, intellectually, and physically safe.

b. People who treat one another with dignity and are engaged, respected and solve problems restoratively.

c. A school community that works collaboratively together to develop, live, and contribute to a shared school vision.

d. Adults who model and nurture attitudes that emphasize the benefits and satisfaction gained from learning; and

e. A school community that contributes to the operations of the school and the care of the physical environment.

3. "**Social and emotional learning**" means the process through which children and adults achieve emotional intelligence through the competencies of self-awareness, self-management, social awareness, relationship skills and responsible decision-making.

4. "**Emotional intelligence**" means the ability to (A) perceive, recognize, and understand emotions in oneself or others, (B) use emotions to facilitate cognitive activities, including, but not limited to, reasoning, problem solving and interpersonal communication, (C) understand and identify emotions, and (D) manage emotions in oneself and others.

5. **"Bullying"** means unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance.

6. "**School environment**" means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by a local or regional board of education, and may include other activities, functions or programs that occur outside of a school-sponsored or school-related activity, function or program if bullying at or during such other activities, functions or programs negatively impacts the school environment.

7. "**Cyberbullying**" means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any other electronic communication.

8. "**Teen dating violence**" means any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.

9. "**Mobile electronic device**" means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk or equipment on which digital images are taken or transmitted.

10. "**Electronic communication**" means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photo-optical system.

11. "**School climate improvement plan**" means a building-specific plan developed by the school climate committee, in collaboration with the school climate specialist, using school climate survey data and any other relevant information, through a process that engages all members of the school community and involves such members in a series of overlapping systemic improvements, school-wide instructional practices and relational practices that prevent, identify and respond to challenging behavior, including, but not limited to alleged bullying and harassment in the school environment.

12. "**Restorative practices**" means evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.

13. "**School climate survey**" means a research-based, validated and developmentally appropriate survey administered to students, school employees and families of students, in the predominant languages of the members of the school community, that measures and identifies school climate needs and tracks progress through a school climate improvement plan.

14. "**Connecticut school climate policy**" means the school climate policy developed, updated and approved by an association in the state that represents boards of education and adopted by the Social and Emotional Learning and School Climate Advisory Collaborative, established pursuant to section 10-222q of the general statutes, as amended by this act, that provides a framework for an effective and democratically informed school climate improvement process that serves to implement Connecticut school climate standards, and includes a continuous cycle of (A) planning and preparation, (B) evaluation, (C) action planning, and (D) implementation.

15. "**School employee**" means (A) a teacher, substitute teacher, administrator, school superintendent, school counselor, school psychologist, social worker, school nurse, physician, paraeducator or coach employed by a local or regional board of education, or (B) any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in a public school, pursuant to a contract with a local or regional board of education.

16. "**School community**" means any individuals, groups, businesses, public institutions and nonprofit organizations that are invested in the welfare and vitality of a public school system and the community in which it is located, including, but not limited to, students and their families, members of the local or regional board of education, volunteers at a school and school employees.

17. "**Challenging behavior**" means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.

18. "**Evidence Based Practices**" in education refers to instructional and school-wide improvement practices that systematic empirical research has provided evidence of statistically significant effectiveness.

19. "**Effective School Climate Improvement**" is a restorative process that engages all stakeholders in the following six essential practices:

A. Promoting decision-making that is collaborative and actively involves all stakeholders (e.g., school personnel, students, families, community members) with varied and meaningful roles and perspectives where all voices are heard;

B. Utilizing psychometrically sound quantitative (e.g., school climate survey, discipline data) and qualitative (e.g., interviews, focus groups) data to drive action planning, preventive and

intervention practices and implementation strategies that continuously improve all dimensions of school climate, including regularly collecting data to evaluate progress and inform the improvement process;

C. Tailoring improvement goals to the unique needs of the students, educators, and broader school community. These goals shall be integrated into overall school improvement efforts thereby leveraging school strengths to address evidence-based areas of need, while sustaining the improvement process over time;

D. building among school personnel and develop common staff skills to educate the whole child;

E. Basing curriculum, instruction, student supports, and interventions on scientific research and grounding in cognitive, social-emotional, and psychological theories of youth development. Interventions include strength-based programs and practices that together represent a comprehensive continuum of approaches to promote healthy student development and positive learning environments as well as address individual student barriers to learning and adult barriers to teaching; and

F. Strengthening policies and procedures related to:

a. climate and restorative informed teaching and learning environments;

b. infrastructure to facilitate data collection, analysis, and effective planning;

c. implementation of school climate improvement plans with the goal of becoming restorative;

d. evaluation of the school climate improvement process; and

e. sustainability of school climate and restorative improvement efforts.

G. Fostering adult learning in teams and/or professional learning communities to build capacity

School Climate Coordinator Roles and Responsibilities

For the school year commencing July 1, 2025, and each school year thereafter, the superintendent of schools for each school district, or an administrator appointed by the superintendent, shall serve as the school climate coordinator for the school district.

The school climate coordinator shall be responsible for:

1. providing district-level leadership and support for the implementation of the school climate improvement plan for each school;

2. collaborating with the school climate specialist, for each school to (A) develop a continuum of strategies to prevent, identify and respond to challenging behavior, including, but not limited to, alleged bullying and harassment in the school environment, and (B)

communicate such strategies to the school community, including, but not limited to, through publication in the district student handbook;

3. collecting and maintaining data regarding school climate improvement, including, but not limited to, school discipline records, school climate assessments, attendance rates, social and emotional learning assessments, academic growth data, types and numbers of alleged and verified bullying complaints submitted by members of the school community, types and numbers of challenging behaviors addressed using the restorative practices response policy, and data concerning the implementation and outcome of restorative practices; and

4. meeting with the school climate specialist for each school at least twice during the school year to (A) identify strategies to improve school climate, including, but not limited to, by responding to challenging behavior and implementing evidence and research-based interventions, such as restorative practices, (B) propose recommendations for revisions to the school climate improvement plan, and (C) assist with the completion of the school climate survey.

School Climate Specialist

For the school year commencing July 1, 2025, and each school year thereafter, the principal of each school, or a school employee who holds professional certification pursuant to section 10-145 of the general statutes, is trained in school climate improvement or restorative practices and is designated as the school climate specialist by the school principal, shall serve as the school climate specialist for the school.

The school climate specialist shall be responsible for:

1. leading in the prevention, identification, and response to challenging behavior, including, but not limited to, reports of alleged bullying and harassment;

2. implementing evidence and research-based interventions, including, but not limited to, restorative practices;

3. scheduling meetings for and leading the school climate committee; and

4. leading the implementation of the school climate improvement plan.

School Climate Committee

For the school year commencing July 1, 2025, and each school year thereafter, each school climate specialist shall appoint members to the school climate committee who are diverse, including members who are racially, culturally, and linguistically representative of various roles in the school community.

The school climate committee shall consist of:

1. the school climate specialist;

2. a teacher selected by the exclusive bargaining representative for certified employees chosen pursuant to section 10-153b of the general statutes;

3. a demographically representative group of students enrolled at the school, as developmentally appropriate;

4. families of students enrolled at the school; and

5. at least two members of the school community, as determined by the school climate specialist.

Membership of the school climate committee shall be annually reviewed and approved by the school climate specialist, in coordination with the school climate coordinator.

The school climate committee shall be responsible for:

1. assisting in the development, annual scheduling, and administration of the school climate survey, and reviewing of the school climate survey data.

2. using the school climate survey data to identify strengths and challenges to improve school climate, and to create or propose revisions to the school climate improvement plan.

3. assisting in the implementation of the school climate improvement plan and recommending any improvements or revisions to the plan.

4. advising on strategies to improve school climate and implementing evidence and research-based interventions, including, but not limited to, restorative practices, in the school community.

5. annually providing notice of the uniform challenging behavior and/or bullying complaint form, or similar complaint form used by the school, to the school community.

School Climate Survey

For the school year commencing July 1, 2025, and biennially thereafter, the school climate committee, for each school, shall administer a school climate survey to students, school employees and families of students, provided the parent or guardian of each student shall receive prior written notice of the content and administration of such school climate survey and shall have a reasonable opportunity to opt such student out of such school climate survey.

School Climate Improvement Plan

For the school year commencing July 1, 2025, and each school year thereafter, the school climate specialist, for each school, in collaboration with the school climate coordinator, shall develop, and update as necessary, a school climate improvement plan. Such plan shall be based on the results of the school climate survey, any recommendations from the school climate committee, including the protocols, supports, and any other data the school climate specialist and school climate coordinator deem relevant. Such plan shall be submitted to the school climate coordinator for review and approval on or before December thirty-first of each school year. Upon approval of such plan, a written or electronic copy of such plan shall be made available to members of the school community and such plan shall be used in the prevention of, identification of and response to all challenging behavior.

Additionally, districts may place the school climate improvement plans into their district and school improvement plans.

Training

For the school year commencing July 1, 2024, and each school year thereafter, each local and regional Board of Education shall provide resources and training to school employees regarding:

1. social and emotional learning;

2. school climate and culture and evidence and research-based interventions; and

3. restorative practices.

Such resources and training may be made available at each school under the jurisdiction of such board and include technical assistance in the implementation of a school climate improvement plan. Any school employee may participate in any such training offered by the board under this section. The school climate coordinator, shall select, and approve, the individuals or organizations that will provide such training.

Funding

The school district shall in its discretion allocate sufficient funding to satisfy the requirements of this policy for all schools in the district. Such funding shall be distributed accordingly, with Superintendent approval, for assessments and professional development, as well as for school community outreach, training, and technical assistance.

Accountability

The Board shall adopt and allocate adequate resources to support the Connecticut School Climate Policy and adhere to state regulations set forth in Public Act 23-167.

Connecticut School Climate Standards

1. The school district community[1] has a shared vision and plan for promoting and sustaining a positive school climate[2] that focuses on prevention, identification, and response to all challenging behavior[3].

2. The school district community adopts policies that promote:

a. a sound school environment that develops and sustains academic, social, emotional, ethical, civic, and intellectual skills; and

b. a restorative school environment focused on overcoming barriers to teaching and learning by building and supporting meaningful school-wide relationships, and intentionally re-engaging any disengaged students, educators, and families of students in the school community.

3. The school community's practices are identified, prioritized, and supported to:

a. promote learning and the positive academic, social, emotional, ethical, and civic development of students;

b. enhance engagement in teaching, learning, and school-wide activities;

c. address barriers to teaching and learning; and

d. develop and sustain a restorative infrastructure that builds capacity, accountability, and sustainability.

4. The school community creates a school environment4 where everyone is safe, welcomed, supported, and included in all school-based activities.

5. The school community creates a restorative system that cultivates a sense of belonging through norms and activities that promote social and civic responsibility, and a dedication to cultural responsiveness, diversity, equity, and inclusion.

Policy adopted:

R5131.911

Students

Connecticut School Climate Regulation

Tiered Response

Beyond the above protocols and supports, the new school climate policy defines a specific subset of challenging behavior that requires districts to respond with certain tiered interventions (referred to hereinafter as "tiered response incidents"). Pursuant to C.G.S. Sec. 10-222hh(b)(6), a tiered response (as detailed in the table below) is required for an incident of challenging behavior that meets any of the following criteria:

a. requires temporarily clearing a classroom or removing a majority of students to reduce the likelihood of injury;

b. indicates a credible intention to cause bodily harm to self or others; or

c. results in an injury requiring medical attention beyond first aid (or less severe injuries caused by the same person on more than one occasion, as verified by a school nurse or other medical professional). The law goes on to provide that, if a district determines that conduct meets the above criteria, school climate improvement plans must include the following responses:

Occasion Number - Tiered Response Incident	**Tiered Intervention Required**

First Offense	Principal must notify the parents/guardians of each student involved in a manner that complies with FERPA.
Second Offense	Principal must invite the parent/guardian of involved students to a meeting (virtual or in person) to discuss supports and interventions applicable to each student - including, but not limited to, restorative practices.
Multiple subsequent Offenses (or single incident that causes severe harm)	Principal must notify the parents/guardians of involved students of other resources for supports and interventions, including, but not limited to the following: the 2-1-1 Infoline Program; services/programs available through the Behavioral Health Partnership, established through C.G.S. Sec. 17a-22h: or other resources for professional services, support, or crisis intervention.

In addition, for tiered response incidents, there must be a meeting between an administrator and the school employee who witnessed the incident. The purpose of the meeting, which must occur within two days of the incident, is to determine the supports and interventions required to address the needs of students and school employees, although supports and interventions for special education students must be determined by the student's Planning and Placement Team (PPT). In addition, protocols and supports must include a process by which a teacher may request a behavior intervention meeting.

Regulation approved:

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.4

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve revised policy #5141.25 – Accommodating Students with Food Allergies and to rename policy “Accommodating Students with Special Dietary Needs”.

Accommodating Students with ~~Food Allergies Policy~~Special Dietary Needs

Policy Statement

The Waterbury Board of Education is committed to the safety and health of all students and employees. In accordance with this and pursuant to Connecticut laws and Connecticut Public Act No.05-104 ~~(2005),~~, Chapter 170, Sec. 10-220f ~~(1998), Connecticut Public Act No. 05-104 (2005),~~, the purpose of this policy is to:

- Provide a safe and healthy learning environment for students with food allergies;
- Reduce the likelihood of severe or potentially life-threatening allergic reactions;
- Ensure a rapid and effective response in case of severe or potentially life ~~-~~-threatening allergic reaction; and
- Protect the rights of ~~food allergic~~ students with food allergies to participate in all school activities.

Definitions

Food Allergy - Food allergy occurs when the immune system mistakenly attacks a food protein. Ingestion of the offending food may trigger the sudden release of chemicals, including histamine, ~~resulting~~which can result in symptoms of an allergic reaction.

Anaphylaxis: A sudden, severe allergic reaction occurring in allergic individuals after exposure to an allergen such as food, ~~and~~an insect sting, or latex. Anaphylaxis involves various areas of the body simultaneously ~~or causes~~, causing difficulty breathing and swelling of the throat and tongue. In extreme cases, anaphylaxis can cause death.

~~In order to~~To properly implement the Board policy pertaining to the management of food allergies, the following administrative regulations are hereby established:

1. Parents/guardians of students with ~~allergic children~~food allergies must ~~provide~~submit to the school ~~with a physician~~a documented medical history of ~~a food~~the allergy ~~prior to~~, completed by a licensed medical provider, before school entry or within a reasonable ~~period of time (Appendix 15b and 15c).~~timeframe.

2. Each school shall establish a method of ensuring that relevant information is transmitted to all supervising persons of an identified student. It is incumbent upon the school to notify any person who may be supervising an identified student with food allergies, especially those ~~which~~that may be life-threatening, such as peanut allergies.

3. The primary concern of the school is the prevention and appropriate treatment of potentially severe allergic ~~reaction~~reactions, anaphylaxis.

Accommodating Students with Food Allergies Policy, continued.

4. The school nurse will establish an Emergency Care Plan with the parent/guardian. ~~(Appendix 15a)~~

5. At~~-~~-risk students who participate in the school system meal plan are identified with a separate alert window in the Food Service POS computer system following the Food Service ~~SOP's~~SOPs.

~~6. Some food-allergic children bring their lunch from home. However, guidelines~~6. Guidelines established by the USDA Child Nutrition Division ~~in charge of school lunches requires~~require school food service staff to ~~provide substitute meals to severely allergic~~make reasonable meal modifications for students ~~if the physician of the student sends in a completed~~with food allergies, based on their documented medical ~~statement with~~history and guidance from the student's licensed medical provider, including written instructions certifying the child's allergy, what foods are to be avoided, and safe substitutions. Food Service personnel will maintain an alphabetical log and an updated computer list for each action plan and completed medical statement received from the school nurse.

7. ~~Consider establishing a no-food trading policy within the school~~ Parents/guardians and students are encouraged to communicate with Food Service Staff regarding potential allergens for items being served or sold.

8. ~~Parents are able to review menus on the Waterbury K-12 website in order to select safe foods their child may eat.~~

~~9. Consider the following avoidance strategies due to the fact that~~ Because risk can never be fully eliminated in the school environment~~:~~, the following avoidance strategies are encouraged:

a) Parents should be encouraged to instruct their children in strategies for avoiding exposure to substances to which they are allergic, recognize symptoms of allergic reactions, read food labels (age appropriate~~)~~), and how and when to tell an adult they may be having an allergy-related problem.

~~b) Carefully monitor identified children.~~

~~c) Allergic children can consider eating foods that are only prepared at home.~~

~~d~~b) Students should be encouraged not to exchange ~~foods~~food or utensils with other students.

~~e) Surfaces, toys and equipment should be washed clean of allergic containing foods.~~
~~f) Food personnel are instructed about necessary measures required to prevent cross contamination during food handling, preparation and serving of food.~~

~~g) Establish a buddy system for identified students.~~

h) Provide staff updates at faculty meetings.

i) Consider a peanut-free table in the cafeteria.

Accommodating Students with Food Allergies Policy, continued

10. Provide9. School nurses provide training for staff in the recognition of symptoms of an allergic reaction, basic first aid, resuscitative techniques and in the use of epinephrine auto-injections.

11. Epinephrine and/or Adrenaline should be kept readily available to students at risk of anaphylaxis and in all cases where it is administered, the on student must be sent to the hospital immediately.

Legal Reference:
Connecticut General Statutes:
10-15b Access of parent or guardian to student's records.
10-154a Professional communications between teacher or nurse and student.
10-207 Duties of medical advisors.
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act

Other Reference:
FNS Instruction 783-2, Revision 2, Meal substitution for medical or other special dietary reasons.
"Guidelines for Managing Life Threatening Food Allergies in Connecticut Schools", CT State Department of Education, 2006.
"Accommodating Special Dietary Needs in School Nutrition Programs" CT State Department of Education, November 2011.

Policy adopted by the Waterbury Board of Education on September 6, 2012

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.5

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve new policy 5142 – School Safety & Security Plan.

Students

School Safety: Preparation, Response, and After Action

It is the policy of the Waterbury Public Schools Board of Education to maintain a safe, orderly, civil, and positive learning environment and to be prepared, as far as possible, to prevent and respond quickly and appropriately to unexpected crises, such as emergencies, disasters, and threats.

The Board of Education shall strive to build safe, supportive, and academically challenging school learning environments in partnership with students, staff members, families and community leaders and officials. Supporting these efforts, along with ensuring all facilities, grounds, equipment, and vehicles meet acceptable injury and violence prevention standards for design, installation, use, and maintenance, the Board recognizes that sound emergency preparedness planning and response are essential for the health, welfare, and safety of all students, staff and visitors. All school community members are responsible for doing everything in their power to promote everyone's safety at all times. District staff and students shall be prepared to respond immediately and responsibly to any combination of events that threaten the school community.

The Board directs the Superintendent to develop, maintain, and implement an *Emergency Disaster Preparedness and Response Plan* (**District Security and Safety Plan)** and, for each school, a **School Security and Safety Plan** and administrative procedures that detail provisions for responding to emergencies and disasters. This Plan will articulate the local emergency service providers' role in crisis preparedness and incident management, which shall be included in the District's Security and Safety Plan.

The School Security and Safety Plan

The Superintendent shall use state-approved School Security and Safety Plan Standards and a School Security and Safety Plan Template to comply with the National Incident Management System (NIMS) and incorporate the National Incident Command System when updating District- and site-level emergency and disaster preparedness plans. Each school in the District, each school year, will develop and implement a **School Security and Safety Plan**. Such plan shall be based upon the standards issued by *the Department of Emergency Services and Public Protection/Division of Emergency Management and Homeland Security (DESPP/DEMHS)* and the *School Security and Safety Plan Template*. In addition to preparedness and response, the plan shall provide guidance on recovery from any emergency incident.

In developing the District and School Security and Safety Plans, which include plans for various crisis scenarios, such as fire, bus accidents, criminal acts, civil disturbances, presence of intruders, hazardous material spill, weather-related emergencies, and bomb threats, the Superintendent shall collaborate with local and state emergency responders and local health officials in compliance with the provisions of PA 13-3.

Students

School Safety: Preparation, Response, and After Action

The School Security and Safety Plan (continued)

The Board through the Superintendent, shall annually, by November 1 of each year, submit the School Security and Safety Plans for each school to the Department of Emergency Services and Public Protection via submission to the District's DEMHS Regional Coordinator in the manner prescribed by said agency.

The Superintendent or designee shall use the School Security and Safety Plan standards and plan templates developed by the Department of Emergency Services, state-approved Standardized Emergency Management System guidelines, be compliant with the National Incident Management System (NIMS) and incorporate the National Incident Command System when updating district and site-level emergency and disaster preparedness plans.

The School Security and Safety Plan shall be developed within the context of the four recognized phases of crisis management: Mitigation/Prevention, Preparedness, Response, and Recovery.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.6

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve the revised/replaced policy 6142.101 – Student Nutrition and Physical Activity (School Wellness).

FINAL RULE AMENDED IMPACTING DISTRICT WELLNESS POLICY

(Background Information for Policy Review Committee)

Each local educational agency that participates in the National School Lunch Program or other federal Child Nutrition programs has been required by federal law to establish a local school wellness policy for all schools under its jurisdiction. A local school wellness policy ("wellness policy") is a written document that guides a school district's efforts to establish a school environment that promotes students' health, well-being, and ability to learn.

The wellness policy requirement was established by the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) Reauthorization Act of 2004 and further strengthened by the Healthy, Hunger-Free Kids Act of 2010 (HHFKA). It requires each district participating in the National School Lunch Program and/or School Breakfast Program to develop a wellness policy. The original "final rule" expanded the requirements to strengthen policies and increase transparency. The responsibility for developing, implementing, and evaluating a wellness policy is placed at the local level, so the unique needs of each school under the local educational agencies (LEAs) jurisdiction can be addressed.

Provisions of the Final Rule

On July 29, 2016, the USDA Food and Nutrition Service (FNS) finalized regulations to create a framework and guidelines for written wellness policies established by local school districts. This final rule required school districts to develop a revised local school wellness policy and to fully comply with the requirements of the final rule by June 30, 2017.

Local wellness policies are an important tool for parents, local educational agencies (LEAs) and school districts in promoting student wellness, preventing and reducing childhood obesity, and providing assurance that school meal nutrition guidelines meet the minimum federal school meal standards.

Amended Final Rule

The U.S. Department of Agriculture released another final rule on December 6, 2018 which was published in the *Federal Register* (Vol. 83, No. 238, December 12, 2018). The new directive eased requirements related to flavored milk, whole grains and sodium levels in meals served through the National School Lunch and breakfast programs. Under the amended final rule issued by the Department of Agriculture:

- Schools can offer low-fat (1%) milk in flavors like strawberry and chocolate.

Previous regulations indicated that only flavored skim milk could be offered.

Note: Connecticut's statutory standard (C.G.S. 10-221q) allows unflavored low-fat (1%) milk flavored or unflavored, which contains no more than 4 grams of sugar per ounce and no artificial sweeteners. The stricter federal standard prevails through the current 2018-2019 school year. That stricter federal standard allows 1% (low-fat) unflavored milk and non-fat (skim) flavored or unflavored milk.

- Half of grain products must be whole grain rich. Previous regulations provided that 100% of the grains be whole grains.

- Schools will have more time to meet the previously-published schedule of increasingly restrictive sodium requirements set under the original nutrition standards.

Target I levels are retained through the end of the 2023-2024 school year. Target 2 levels begin in the 2024-2025 school year. Eliminated is the Final Target that would have gone into effect in the 2023-2024 school year.

These changes become effective July 1, 2019, for the 2019-2020 school year.

Background: Congress recognized that schools play a critical role in promoting student health, preventing childhood obesity, and combating problems associated with poor nutrition and physical inactivity. In 2004, Congress passed the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants and Children (WIC) Reauthorization Act (Sec. 204 of Public Law 108-265). This act required by law that all LEAs participating in the National School Lunch Program or other child nutrition programs create local school wellness policies. The legislation placed the responsibility of developing a wellness policy at the local level so the individual needs of each local district could be addressed.

In 2010, Congress passed the Healthy, Hunger-Free Kids Act of 2010 (Sec. 204 of Public Law 111-296), and added new provisions for local school wellness policies related to implementation, evaluation, and publicly reporting on progress of local school wellness policies. In 2014, the proposed rule for wellness policies was published in the Federal Register. On July 29, 2016, the final rule was published in the Federal Register. The final rule strengthens the requirements on public involvement, transparency, implementation, and evaluation among other topics.

Policy Requirements

The final rule required school districts to develop a revised local school wellness policy. Districts were required to comply with the requirements of the final rule by July 1, 2017. Districts, in order to be compliant are required to meet the following requirements contained in the original final rule:

1. The wellness policy must contain:

    a. Specific measurable goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness.

    b. School districts are required to review and consider evidence-based strategies in determining these goals.

    c. Standards for all foods and beverages provided to students during the school day at each school, whether sold to students or brought in by students or other people or provided by other means.

        i. The standards must at least be consistent with the competitive food service standards of the National School Lunch Program. *(The Smart Snacks standards for foods and beverages sold in school were already required to be in the wellness policy. The final rule also requires Boards to set standards for foods and beverages brought into the school for birthday parties and/or classroom celebrations.)*

ii. The policy must state that marketing of foods and beverages at school during the school day may only be permitted for foods and beverages that meet the federal nutrition guidelines/standards, promote student health and reduce childhood obesity. *(The final rule requires in-school marketing of foods and beverage items to be consistent with the Smart Snacks standards. Marketing includes for products on the exterior of vending machines as well as through posters, menu boards, coolers, trash cans, and other food service equipment, including cups fused for beverage dispensing. The rule does not require schools to immediately replace or remove menu boards, coolers, tray liners, beverage cups, other food service equipment and existing scoreboards with depictions of non-compliant food or beverage products to comply with the new local school wellness policy standards. However, as the administration reviews and/or considers new contracts and as scoreboards or other such durable equipment are replaced or updated over time, replacement and purchasing decisions should reflect the applicable marketing guidelines established by the board in the wellness policy. The marketing requirements do not apply to marketing that occurs at events outside of school hours.)*

d. Title or name of the school official responsible for the implementation and overseeing the wellness policy and ensuring compliance with the policy.

e. Language that indicates the wellness policy will be assessed at least every three years and the results of the assessment must be made available to the public at least once every three years. The assessment must:

   i. Include the extent to which schools in the local district are in compliance with the goals of the wellness policy.
   ii. Include how well the policy compares with model local school wellness policies.
   iii. Contain a description of the progress made in attaining the goals listed in the district's school wellness policy.
   iv. Indicate the local district will use the triennial assessment results to make appropriate updates to the district school wellness policy.

f. A description of the method by which the school district will inform the public about the policy's content, implementation, progress toward meeting the goals contained in the policy and the results of the triennial assessment.

2. Bookkeeping Requirements
   a. The local district must retain records pertaining to the written wellness policy.
   b. Documentation must be maintained which demonstrates compliance with community involvement requirements, especially regarding the notification of the wellness policy and the triennial assessment.
   c. Documentation must be maintained related to the triennial assessment for each school at the local district level.

3. Public Involvement

   At a minimum, LEAs must permit participation by the general public and the school community (including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, the school board, and school administrators) in the wellness policy process.

Policy Implications: Policy #6142.101, "School Nutrition and Physical Activity (School Wellness)," is a mandated policy for inclusion in a district's policy manual. CABE's material was previously revised in October 2014 in order to be compliant with the U.S. Department of Agriculture's interim final rule and Connecticut's Connecticut Nutrition Standards. That revision involved the cooperation of members of the Connecticut State Department of Education.

Due to the issuance of the original final rule, during the 2016-2017 school year, CABE revised its model policy and accompanying administrative regulation pertaining to this topic. The CABE Policy Department revised its models with the assistance of members of the Rudd Center for Food Policy and Obesity, the American Heart Association and the State Department of Education.

The issuance of the amended December 2018 final rule does not impact the wellness policy developed and discussed above. The changes of the 2019 final rule impact the policy's administrative regulation. It has been updated and follows for your consideration.

Note: Schools are not required to change their menus and can choose whether or not to use the flexibilities this amended rule provided.

In addition, the following should be added to the "Legal Reference" section of the policy:

Child Nutrition Programs: Flexibilities for Milk, Whole Grains, and Sodium Requirements – (Federal Register, Vol. 83, No. 238, December 12, 2018)

Federal law mandates that districts participating in the U.S. Department of Agriculture's (U.S.D.A.) child nutrition programs have a wellness policy. This sample and others are a starting point in the development of such a policy which must involve a broad cadre of individuals in its development. The local policy must be a culmination of a committee process. CGS 10-215f requires boards of education participating in the National School Lunch Program to take action annually to certify whether all food items sold to students will or will not meet the Connecticut Nutrition Standards.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Student wellness, including good nutrition and physical activity, shall be promoted in the district's educational program, school activities, and meal programs. In accordance with federal and state law, it is the policy of the Board of Education to provide students access to healthy foods and beverages; provide opportunities for developmentally appropriate physical activity; and require all meals served by the District meet or exceed the federal nutritional guidelines issued by the U.S. Department of Agriculture and the "Connecticut Nutrition Standards for Foods in Schools," whichever are greater. This policy shall be interpreted consistently with Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296)

In developing goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness, the District will, as required, review and consider evidence-based strategies and techniques.

Goals for Nutrition Promotion and Education

The goals for addressing nutrition education include the following:

- Schools will support and promote good nutrition for students consistent with applicable federal and state requirements and guidelines.
- Schools will foster the positive relationship between good nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive standards-based school health education program and curriculum and will be integrated into other classroom content areas, as appropriate. Schools will link nutrition education activities with existing coordinated health programs or other comparable comprehensive school health promotion frameworks. (A standards-based program is a system of instruction, assessment, grading and reporting based on students demonstrating understanding of the knowledge and skills they are expected to learn.)

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Goals for Physical Activity (continued)

- Physical education will be taught in all grades and shall include a standards-based, developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle.
- Unless otherwise exempted, all students will be required to engage in the District's physical education program.
- Recess and other physical activity breaks; before and after school activities, and walking and bicycling to schools, where safe to do so, are supported by the Board.
- Schools will work toward providing sixty minutes of physical activity daily for students (as a best practice).

Nutrition Guidelines for Foods Sold in Schools

For districts implementing the healthy food certification program under C.G.S. 10- 215f.

Students will be offered and schools will promote nutritious food choices consistent with the current Dietary Guidelines for Americans and My Plate, published jointly by the U.S. Department of Health and Human Services and the Department of Agriculture, and guidelines promulgated by the Connecticut Department of Education ("Connecticut Nutrition Standards for Foods in Schools") in addition to federal and state statutes and national health organizations.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Nutrition Guidelines for Foods Sold in Schools (continued)

For districts implementing the healthy food certification program under C.G.S. 10- 215f. (continued)

The focus is on moderating calories, limiting fats, sodium and sugars and increasing consumption of nutrient-rich foods such as fruits, vegetables, whole grains, low-fat dairy, lean meats and legumes. In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall establish such administrative procedures to control food and beverage sales that compete with the District's nonprofit food service in compliance with the Child Nutrition Act. The District shall prohibit the sale of foods of minimal nutritional value as defined by the U.S. Department of Agriculture and will ensure that all foods sold to students separately from school meals meet the Connecticut Nutrition Standards. All beverages sold or served to students on school premises will be healthy choices that meet the requirements of state statute and USDA beverage requirements. (Schools must follow whichever requirements are stricter).

Note: *Districts that participate in Connecticut's healthy food certification must follow the Connecticut Nutrition Standards for* ***all*** *foods sold in schools instead of USDA's Standards for Competitive Foods. The "Connecticut Nutrition Standards" meet or exceed the USDA's competitive food standards.*

If the District implements healthy food certification under CGS Section 10-215f,

All sources of food sales to students at school must comply with the "Connecticut Nutrition Standards for Food in Schools" including, but not limited to, cafeteria a la carte sales, vending machines, school stores and fundraisers. The District shall ensure that all beverages sold to students comply with the requirements of state statute and USDA beverage requirements. The stricter requirements where different between the state and federal regulations must be followed. The District shall ensure compliance with allowable time frames for the sale of competitive foods as specified by state law.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy) (continued)

Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Marketing

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA "Smart Snacks in School" nutrition standards. Food and beverage marketing is defined as advertising and other promotions in schools. Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. As the District/School Nutrition Services/Athletic Department/PTA/PTO reviews existing contracts and considers new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

Monitoring

The Board designates the Superintendent or his/her designee to ensure compliance with this policy and its administrative regulations. He/She is responsible for retaining all documentation of compliance with this policy and its regulations, including, but not limited to, each school's three-year assessment and evaluation report and this wellness policy and plan. The Superintendent will also be responsible for public notification of the three-year assessment and evaluation report, including any updates to this policy made as a result of the Board's three-year assessment and evaluation.

The District shall develop a plan designed to achieve the involvement requirements in the development, implementation, monitoring, and assessment of this policy.

The Superintendent or designee shall provide periodic implementation data and/or reports to the

Board concerning this policy's implementation sufficient to allow the Board to monitor and adjust the policy. The District, as required, will retain records and documents pertaining to the wellness policy which shall include the written school wellness policy, documentation demonstrating compliance with community involvement requirements, documentation of the triennial assessment of the wellness policy and documentation to demonstrate compliance with the annual public notification requirement.

Non-sold Foods and Beverages

Non-sold foods and beverages brought into the schools by students and other persons for such events as birthdays and classroom celebrations shall comply with federal nutrition standards. (Note: This is a recommendation, not a requirement.)

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Community Input

The Superintendent or designee will provide opportunities, suggestions and comments concerning the development, implementation, periodic review and improvement of the school wellness policy from community members, including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, members of the Board of Education, school administrators, and the public. This is best achieved through the establishment of a standing wellness committee, with membership as listed above. Efforts shall be made to improve community involvement.

Evaluation of Wellness Policy

In an effort to measure the implementation of this policy, the Board of Education designates the Superintendent or designee as the person who will be responsible for ensuring that each school meets the goals outlined in this policy. To ensure continuing progress, the District will evaluate implementation efforts and their impact on students and staff at least every three years.

The District will make available to the public the results of the three-year assessment and evaluation including the extent to which the schools are in compliance with policy and a description of the progress being made in attaining the goals of this policy.

The School Wellness Policy shall be made available annually, at a minimum, to students and families by means of school registration, student handbooks and the Board's website. This availability shall include the policy, including any updates to and about the wellness policy and the Triennial Assessment, including progress toward meeting the goals of this policy. In addition, the annual notification shall include a description of each school's progress in meeting the wellness policy goals; summary of each school's wellness events or activities; contact information for the leader(s) of the wellness policy team; and information on how individuals and the public can get involved.

Suggestions for Creative & Fun Fundraising

- Gift wrapping
- Fun runs
- Walk-a-thon
- Bike-a-thon
- Jump rope-a-thon
- Rent-a-teenager (rake leaves, water gardens, mow lawns, walk a dog)
- Car wash
- Singing telegrams
- Talent show
- Read-a-thon
- Spelling bees
- Science fairs
- Carnivals
- Recycling cans/bottles
- Garage sales
- Sell items with school logo
- Bowl-a-thon
- Skate night
- Auction
- Treasure hunt
- Penny wars

Resource Ideas

www.creativelearning.cc
www.123fundraising.com
www.fundraisingdepot.com
www.partnerforkids.com
www.giftfriends.com
www.ptoideas.com
www.actionforhealthkids/resources/files/healthyfundraisers-for-schools.pdf
www.fundraisingfruit.com
www.citrusfruit.co

Food Free Birthday Celebrations

- Birthday child selects book to donate to the library. Their name and picture goes in front of the book.
- Birthday child shares an item special to them with their classmates (e.g. favorite book, favorite song, favorite stuffed animal, favorite picture or souvenir, etc.).
- Birthday child chooses game classmates play at recess.
- Birthday child is the classroom "leader" for the day.
- Classmates design and decorate a Birthday crown to be worn by the Birthday child.
- Classmates prepare a page about the Birthday child; teacher compiles pages and then reads "book" to the class.
- Birthday child wears a special button for the day.
- Birthday child invites a special visitor to the class to read a story to classmates.
- Birthday child brings in photos of their life and explains pictures.
- Birthday child brings in special gifts to share with classmates (e.g. pencils, stickers, notepads, erasers etc.)
- Birthday child's name is announced over the school PA system or at "All School Meeting."
- Birthday child's name is announced at lunch in cafeteria and everyone sings "Happy Birthday to You."
- Birthday child and friend eat lunch with teacher in cafeteria.
- Additional recess time.

Ideas for Alternatives to Using Food as a Reward

Elementary Schools

- Make deliveries to office
- Teach class
- Sit by friends
- Eat lunch with Teacher or Principal
- Eat lunch outdoors with class
- Be a helper in another classroom
- Play a favorite game or do puzzles
- Stickers, pencils, or bookmarks
- Certificates
- Fun Video
- Extra recess
- Walk with Teacher or Principal
- Fun physical activity break
- School supplies
- Trip to treasure box filled with nonfood items (stickers, pencils, erasers, bookmarks, or desktop tents)
- Dance to favorite music in class
- Paperback book
- Show and Tell
- Bank system – Earn play money for privileges
- Teacher or volunteer reads special book to class
- Teacher performs special skill (signing, cartwheel, guitar, playing etc.)
- Read outdoors or enjoy class outdoors
- Extra Art time
- Have "Free Choice" time at the end of the day or end of class period
- Listen to headset to a book on tape
- Items that can only be used on special occasions (special art supplies, computer games, toys)

Middle School Students

- Sit with friends
- Listen to music while working at desk
- Five-minute chat breaks at end of class
- Reduced homework or "no homework" pass
- Extra credit
- Fun video
- Fun brainteaser activities
- Computer time
- Assemblies
- Eat lunch outside or have class outside

High School Students

- Extra homework or bonus points
- Fun video
- Reduced homework
- Late homework pass
- Donated coupons to video stores, music stores, or movies
- Drawings for donated prizes among students who meet certain grade standards

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.7

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve new policy 6161.12 – Library Material Review and Consideration (PA 25-168).

Library Material Review and Reconsideration Policy

The Waterbury Board of Education understands that, on occasion, a member of the public will wish to lodge a complaint against instructional material used in the classroom or available in the school library/media center. Consideration of requests to reconsider and remove material, displays, or student programs is limited to individuals with a vested interest. An individual with vested interest may challenge any library and other educational materials, display or student program by initiating a review of such material via the submission of a request for reconsideration form.

It shall be the policy of the Waterbury Board of Education that the removal, exclusion or censoring of any book shall not occur on the sole basis that a person with a vested interest finds such book offensive. No library and other educational material, display, or program shall be removed from library media centers, or programs be canceled, because of the origin, background, or viewpoints expressed in such material, display, or program, or because of the origin, background, or viewpoints of the creator of such material, display, or program. Library and other educational materials, displays, and student programs shall only be excluded for legitimate pedagogical purposes or for professionally accepted standards of collection maintenance practices as adopted in the collection development and maintenance policy or the display and program policy.

Until a final decision is made by the review committee, any library and other educational material being challenged shall remain available in the school library media center according to such material's catalog record and be available for a student to reserve, check out, or access.

A school district may consolidate any requests for review and reconsideration of the same challenged library and other educational material. Once a decision has been made by **the review committee** on any library and other educational material, such material cannot be subject to a new request for review and reconsideration for a period of three years.

Definitions

"Library and other educational material" means any material belonging to, on loan to or otherwise in the custody of a school library media center, including, but not limited to, nonfiction and fiction books, magazines, reference books, supplementary titles, multimedia and digital material, software and other material not required as part of classroom instruction.

Material Review and Reconsideration Procedure (continued)

"School library staff member" means a school library media specialist, school librarian, any certified or non-certificated staff member whose assignment is in the school library or any individual carrying out or assisting with the functions of a school library media specialist or school librarian.

"Individual with a vested interest" means any school staff member employed by a local or regional board of education, parent or guardian of a student currently enrolled in a school at the time a reconsideration form is filed, or any student currently enrolled in a school at the time a reconsideration form is filed.

"Remove" means deliberately taking library material out of a library's collection. **"Remove"** does not include the process of clearing such collection of any materials that are no longer useful.

Material Review and Reconsideration Procedure

The Board of Education has established the following procedure for addressing complaints regarding displays in the library:

1. An individual with a vested interest may initiate the review or reconsideration of any library and other educational materials, display, or student program by submitting a request for recommendation form to the principal of the school in which the library and other educational materials are being challenged.
2. The Principal, or the Principal's designee, shall promptly forward the request for reconsideration to the Superintendent of Schools for the school district.
3. The Superintendent, or the Superintendent's designee, shall appoint a review committee consisting of:

a. The Superintendent, or the Superintendent's designee;
b. the Principal of the school in which the library and other educational material is being challenged, or the Principal's designee;
c. the Chief Academic Officer, or a person in an equivalent position;

d. a representative from the local or regional board of education;
e. at least two representatives from the WTA, the teacher selected may not the individual who submitted the form;
f. a parent or guardian of a student enrolled in the school district, provided the parent or guardian selected is not the individual who submitted the form;

4. The **review committee** shall evaluate the request for reconsideration form. The committee will vote and the decision will be made by a majority.

5. The **review committee** shall make a *written decision* on whether to remove the challenged display *within thirty school days* from the date of receiving such request and provide a copy of the committee's decision and report to *the individual with a vested interest who submitted the form and to the principal of the school*.

6. The individual with a vested interest who submitted the *request for reconsideration form* may appeal to the *review committee's decision* to the local or regional board of education for the school district. The Board shall determine whether the reconsideration process was followed and publish the decision on the school district's website.

General Provisions

Any school library media specialist or school library staff member who, in good faith, implements the policies described in this section shall be immune from any liability, civil or criminal, that might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding that results from such implementation.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.8

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve new policy 6161.13 – Library Collection Development and Maintenance (PA 25-168).

6161.13

A mandated policy.

Instruction

Library Collection Development and Maintenance Policy

The Waterbury Board of Education recognizes that library and other education materials should be provided for the interest, information and enlightenment of all students, and represent a wide range of varied and diverging viewpoints in the collection as a whole.

Students shall have access to the library and other educational material that is relevant to the research, independent reading interests, and educational needs of students based on a student's age, development, or grade level.

The library media center is an important place for voluntary inquiry, the dissemination of information and ideas, and the promotion of free expression and free access to ideas by students.

A school library media specialist is professionally trained to curate and develop a collection that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational material.

The Waterbury Board of Education directs the Superintendent to create an administrative regulation that establishes a procedure for a certified school library media specialist to continually review library and other educational material within a school library media center using professionally accepted standards which shall include, but need not be limited to: the material's relevance, physical condition of the material, availability of duplicates or copies of the material, availability of more recent age-appropriate or grade-level appropriate material and continued demand for the material.

Instruction

Library Collection Development and Maintenance

Purpose:

This regulation establishes a procedure for certified school library media specialists to continually review library and other educational materials within a school library media center to ensure that they are relevant, in good condition, and age- or grade-level-appropriate.

General Procedure:

Using the criteria identified below and their professional judgment, the school library media specialist shall conduct a systematic review of the library's collection:

1. **Material relevance**
    a. Consult with instructional staff to determine whether the material is still useful and has up-to-date information.
    b. Evaluate usage data to assess the material's relevance to student interests and research needs.
2. **Physical condition of the material**
    a. Assess whether the material is damaged or worn beyond reasonable use.
3. **Availability of duplicates or copies of the material**
    a. Determine whether the availability of duplicates or multiple copies is justified based on usage statistics to avoid redundancy.
4. **Availability of more recent age-appropriate or grade-level appropriate material**
    a. Investigate the availability of newer editions or versions that offer more current and accurate information by considering awards and recommended lists for recently recognized literature.
    b. Ensure that any new material uses language that is appropriate for the reading level of students in the targeted grade range and developmental levels.
    c. Evaluate whether the new material's treatment of difficult or sensitive subjects (e.g., death, mental health, violence, sexuality) is in a developmentally appropriate way for the intended student audience.
5. **Continued demand for the material**

a. Consult with instructional staff to determine whether the material continues to be cited or referred to for classroom instruction.
b. Review usage data to determine whether the material is still being sought by students or teachers.

6161.13
Form

This form is designed to provide guidance and should be revised by librarians to support their efforts.

WATERBURY PUBLIC SCHOOLS
WATERBURY, CONNECTICUT

Library and Other Educational Material Assessment Form

Title of the material: _____ **Date of Assessment: _____**
Author: _____ **Assessor: _____**
Date of Publication: _____

Material relevance:

☐Consulted with knowledgeable staff member(s) or teacher(s)

☐The language is appropriate for the reading level of students in the targeted grade range

☐Material is up-to-date and accurate

Notes:

_____
_____
_____

Physical condition of the material:

Condition rating:

☐Excellent ☐Good ☐Fair ☐ Poor

Availability of duplicates or copies of the material:

Count of available copies: _____

Notes:

_____
_____
_____

Availability of more recent age-appropriate or grade-level appropriate material:

If new material is available:

☐It uses language appropriate for the reading level of students in the targeted grade range

☐Presents difficult subjects (death, mental health, violence, sexuality etc.) in a developmentally appropriate way

Notes:

_____

_____

_____

_____

Continued demand for the material:

Describe the frequency with which the material is being accessed:

_____
_____
_____
_____

Determination:

☐Retain ☐ Replace ☐ Remove

Explanation of decision and rational

_____
_____
_____
_____
_____
_____
_____
_____

The school library media specialist shall complete the Library and Education Material Assessment Form when determining the removal or retention of a material. Assessment forms shall be maintained in the library center and made available upon request by individuals with vested interest.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.9

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve new policy 6161.14 – Library Display and Program (PA 25-168).

Instruction

Library Display and Program Policy

Library displays and student programs are critical in serving as resources for voluntary inquiry, the dissemination of information and ideas, and promoting free expression and free access to ideas by students.

The Waterbury Board of Education recognizes that library displays are provided for the interest, information and enlightenment of all students, represent a wide range of varied and diverging viewpoints, and provide access to content that is relevant to the research, independent interests and educational needs of students.

The Waterbury Board of Education acknowledges that a school library media specialist is professionally trained to curate and develop displays and programs that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational materials.

Library Display Review and Reconsideration Procedure

A display can only be challenged for a legitimate pedagogical purpose. The Board of Education has established the following procedure for addressing complaints regarding displays in the library:

1. Staff members, students, or parents/guardians may initiate the review or reconsideration of any library and other educational materials, display, or student program by submitting a request for recommendation form to the principal of the school in which the library and other educational materials are being challenged.
2. The Principal, or the Principal's designee, shall promptly forward the request for reconsideration to the Superintendent of Schools for the school district.
3. The Superintendent, or the Superintendent's designee, shall appoint a review committee consisting of:

a. The Superintendent, or the Superintendent's designee;
b. the Principal of the school in which the library and other educational material is being challenged, or the Principal's designee;
c. the Chief Academic Officer, or a person in an equivalent position;
d. a representative from the local or regional board of education;

e. at least two representatives from the WTA, the teacher selected may not the individual who submitted the form;
f. a parent or guardian of a student enrolled in the school district, provided the parent or guardian selected is not the individual who submitted the form;

4. The **review committee** shall evaluate the request for reconsideration form. The committee will vote and the decision will be made by a majority.

5. The **review committee** shall make a *written decision* on whether to remove the challenged display *within thirty school days* from the date of receiving such request and provide a copy of the committee's decision and report to *the individual with a vested interest who submitted the form and to the principal of the school*.

6. The individual with a vested interest who submitted the *request for reconsideration form* may appeal to the *review committee's decision* to the local or regional board of education for the school district. The Board shall determine whether the reconsideration process was followed and publish the decision on the school district's website.

General Provisions

Any school library media specialist or school library staff member who, in good faith, implements the policies described in this section shall be immune from any liability, civil or criminal, that might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding that results from such implementation.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #12.1
November 19, 2025

To the Board of Education
Waterbury, CT

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	
* Nonnewaug H.S. Reg.14 S. McGee	Kennedy pool: Monday – Friday, December 5 to March 8 6:00pm – 7:30pm (swim program)	
Mesivta Yesodei Hatorah B. Rabinowitz	Crosby pool/gym: Eleven (11) Saturdays, November 15 – February 21 8:00pm – 9:30pm (recreation)	
*Holy Cross H/S M. Giampetruzzi, A.D.	Kennedy pool: Dec. 5 – Mar. 20, Mon.-Fri. 2:30-4:30 pm (swim program)	
REQUESTING WAIVERS:		
Brass City Athletics N. Andrzejewski,	West Side gym: Saturday & Sunday, December 6 – February 28, 12:00pm – 5:00pm (basketball program)	($5,292.)
Wtby. Ballers T. Lott	Generali gym: Saturdays, November 1, 10:00am – 2:00pm December 6, 20, January 10, 24, February 14, 28, 11:00am – 5:00pm	($2,226.)
*Mr. C's Voice, Inc. A. Solla	Bucks Hill gym: Saturday, Dec. 13th 9:00am-1:00pm (Sensory Santa)	($420.)
*Wtby. Knights Cheer C. Jones	Kennedy aux. gym: Sundays 11/16, 23, 30 10am-2pm (Cheerleading practice)	($630.)
GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:		
Brass City Athletics N. Andrzejewski	Maloney gym: Monday & Friday, November 7 – February 27, 6:00pm – 8:00pm (basketball program)	
Catholic Academy O. Macklin, A.D.	Gilmartin gym: Monday, Tuesday, Thursday, Friday, 6:00pm – 9:00pm, Nov. 6 thru April 1 (basketball program)	
Brass City Athletics N. Andrzejewski	West Side gym: Tuesday & Thursday, December 2 – February 26, 6:00pm – 8:00pm (basketball program)	
Bridge To Success V. Rios	Reed lib.: Nov. 3 – Feb. 3, 3:00pm – 5:00pm, Monday & Tuesday Reed art rm.: Nov. 3 – Feb. 13, 3:00pm – 5:00pm, Mondays Gilmartin lib.: Nov. 10 – Feb. 13, 3:00pm – 5:00pm, Monday & Tuesday Gilmartin lobby: Nov. 13 – Feb. 13, 3:00pm – 5:00pm, Fridays Gilmartin Co. Rm.: Nov. 13 – Feb. 6, 3:00 – 5:00pm, Monday & Thursday R. Clemente lib.: Nov. 10 – Feb. 13, 3:30pm – 5:30pm, Monday & Tuesday R. Clemente AI3: Nov. 3 – Feb. 13, 3:45pm – 5:45pm, Monday & Friday W. Cross cafe stage: Nov. 3 – Feb. 13, 3:00pm – 5:00pm, Tuesday & Thursday W. Cross gym: Nov. 3 – Feb. 13, 3:00pm – 5:00pm, Tuesday & Thursday W. Cross art rm.: Nov. 3 – Feb. 13, 3:00 – 5:00pm, Fridays Duggan rm. 211: Nov. 3 – Feb. 13, 2:15pm – 4:15pm, Wednesday Duggan art rm.: Nov. 3 – Feb. 13, 2:15 – 4:15pm, Monday, Tuesday, Wed.	
*Patriots Cheerleaders M. Ricci	Walsh gym: 11/10/25-12/12/25 Mon. thru Fri. 5:30-8:30 pm (Cheerleading practice)	
*PAL/Ofc. M. Macary	Sprague gym: November 18 – March 1 5:30-8:30 pm (basketball program)	

Book

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

APPLICANT Sean McGee NAME OF ORGANIZATION Nonnewaug H.S. / Reg # 1

ADDRESS 5 Minortown Rd Woodbury CT 06798 TELEPHONE # (203) 263-2186
(street) (city) (state) (zip code)

SCHOOL REQUESTED Kennedy DATES 12/5/25 - 3/8/26 ROOM(S) Pool & Locker Rooms

OPENING TIME 6:00PM CLOSING TIME 7:30 PM PURPOSE Swim Practices & Meets

ADMISSION (if any)_____ CHARGE TO BE DEVOTED TO_____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 20

SIGNATURE OF APPLICANT [signature] DATE 10/22/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Beth Wolf, 72 Pomperaug Rd, Woodbury, CT 06798 (203)510-5855

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.

SCHEDULE OF RATES: CUSTODIAL FEES: $73.00 / per hour plus one hour service

RENTAL FEES:_____

MISCELLANEOUS FEES:_____

SECURITY DEPOSIT $ $250.00 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)

Monday-Friday
6:00-7:30PM

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE_____ _____
SCHOOL BUSINESS OFFICE

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

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

Book

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

APPLICANT Binyomin Rabinowitz NAME OF ORGANIZATION Mesivta Yesodei Hatorah

ADDRESS 31 Ran Dr (street) Naugatuck (city) CT (state) 06770 (zip code) TELEPHONE # 8607847185

SCHOOL REQUESTED Crosby DATES Nov 15,29 Dec 6,13,27... ROOM(S) pool and gym

OPENING TIME 8:00pm CLOSING TIME 9:30 PURPOSE recreation

ADMISSION (if any) CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 50

SIGNATURE OFAPPLICANT Binyomin Rabinowitz DATE 10/28/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Binyomin Rabinowitz 732.864.4200 9 Rosh dr naugatuck ct Eran Netkin 323.842.7058 168 Blueridge dr waterbury ct 06704

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. B R (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $73/HR plus 1 HR SERVICE

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE yes 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.

* Saturday Nights

NOV. 15, 29

DEC. 6, 13, 27

JAN. 3, 17, 24

FEB. 7, 14, 21

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 Holy Cross High School NAME OF ORGANIZATION Holy Cross

ADDRESS 587 Deonoke Road (street) Kensington (city) WTBY (state) CT (zip code) 06708 TELEPHONE # 203-757-9248

SCHOOL REQUESTED All Pools DATES 12-5-25 - 3-20-2026 ROOM(S) All City Pools

OPENING TIME 2:30 pm CLOSING TIME 4:30 pM PURPOSE Swim Practice + Meets

ADMISSION (if any)_____ CHARGE TO BE DEVOTED TO_____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 25

SIGNATURE OF APPLICANT Jill Gray DATE 10-28-2025

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

Mike GiampetRuzzi A.D

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: $73/HR. plus 1 HR. service

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

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 Nick Andrzejewski NAME OF ORGANIZATION Brass City Athletics

ADDRESS 41 Platt St (street) Wtby (city) CT (state) 06704 (zip code) TELEPHONE # 203-819-9077

SCHOOL REQUESTED WSMS DATES 12/6 - 2/28 ROOM(S) Gym

OPENING TIME 12 pm CLOSING TIME 4 pm PURPOSE Basketball

ADMISSION (if any)_____ CHARGE TO BE DEVOTED TO_____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS_____ CHILDREN 30

SIGNATURE OFAPPLICANT [signature] DATE 10/17/25

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

Tiffany Kinlan Nick Andrzejewski 203-819-9077

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

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR plus 1 HR service (4,410.)

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.

Saturday & Sunday

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: Nick Andrzejewski Brass City Athletics

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: West Side Gym

DATE(S): 12/6 - 2/28 Sat & Sun TIMES: 12p - 5p 2,772.-

DATE(S): _____ TIMES: _____

DATE(S): 12/7 - 2/22 TIMES: 12p - 5p 2,520.-

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

10-29-25
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 5,292.00 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
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

CONTRACT#

APPLICANT Terence Loft 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 See Attached ROOM(S) Gym

OPENING TIME 11AM CLOSING TIME 5pm PURPOSE Basketball Program

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

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

SIGNATURE OF APPLICANT _____ DATE 10-15-25

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

Terence Loft Sr (203-509-4757), Terence Loft 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. TLS (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR. plus 1 HR. service ($2,226.)

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $ _____ INSURANCE COVERAGE ✓ YES _____ NO

PLEASE READ THE FOLLOWING CAREFULLY O K 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.

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

USE OF SCHOOL FACILITIES
WAIVER REQUEST

(to be submitted with Application for Building Permit)

APPLICANT/ORGANIZATION: Why Ballers

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Generali Gym

DATE(S): Nov 1	TIMES: 10 AM - 2 pm 2:10
DATE(S): Dec 6, 20	TIMES: 11 AM - 5 pm 2016
DATE(S): Jan. 10, 24	TIMES: "
DATE(S): Feb. 14, 28	TIMES: "
DATE(S):	TIMES:
DATE(S):	TIMES:

10-15-25
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____	$ 2y2h6.	$ _____
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 Amanda Solla NAME OF ORGANIZATION Mr. C's Voice Inc.

ADDRESS 84 Oldham Ave, Wthy. CT 06705 TELEPHONE # 203 982-2352
(street) (city) (state) (zip code)

SCHOOL REQUESTED Bucks Hill DATES 12/13/25 ROOM(S) Gym

OPENING TIME 9am CLOSING TIME 1pm PURPOSE Sensory Santa

ADMISSION (if any) Free CHARGE TO BE DEVOTED TO

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

SIGNATURE OFAPPLICANT [signature] DATE 11/7/25

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

Amanda Solla 203 982 2352

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. AS (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: $42/HR PLUS 1 HR. SERVICE PER CUST (2) ($420.)

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

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

APPLICANT/ORGANIZATION: MRC's Voice, Inc

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☑

SCHOOL/ROOMS REQUESTED: Bucks Hill Gym

DATE(S): Dec 13 Sat. TIMES: 9AM - 1pm

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

11-13-25
Date

_____
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

$ _____ Building Usage Fees

$ 420. 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 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 Kennedy DATES 11/16, 11/23, 11/30 ROOM(S) Aux Gym

OPENING TIME 10a CLOSING TIME 2p PURPOSE Cheer practice

ADMISSION (if any) No CHARGE TO BE DEVOTED TO Courtney Jones

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 10 CHILDREN 25

SIGNATURE OF APPLICANT [signature] DATE 08/26/2025

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Courtney Jones, 101 Rumford St, Wtby 06704, 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 ($630)

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $ _____ INSURANCE COVERAGE ✓ YES _____ NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

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

APPLICANT/ORGANIZATION: Waterbury Knights

Please check below specific item(s):

Building Usage Fees ☐ Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Kennedy High school

DATE(S): 11/16	TIMES: 10a-2p
DATE(S): 11/23	TIMES: 10a-2p
DATE(S): 11/30	TIMES: 10a-2p
DATE(S):	TIMES:
DATE(S):	TIMES:
DATE(S):	TIMES:

11/14/25
Date

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

Building Usage Fees	Custodial Fees	Security Deposit
$	$ 630.00	$

BOARD USE ONLY

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

ATTEST: _____
Clerk, Board of Education

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

APPLICANT Nick Andrzejewski NAME OF ORGANIZATION Brass City Athletics

ADDRESS 41 Platt St (street) Wtby (city) CT (state) 06704 (zip code) TELEPHONE # 203-819-9077

SCHOOL REQUESTED Maloney DATES 11/2 - 2/27 ROOM(S) Gym

OPENING TIME 6p CLOSING TIME 8p PURPOSE

ADMISSION (if any) CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS CHILDREN 30

SIGNATURE OFAPPLICANT DATE 10/17/25

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

Tiffany Kinlan Nick Andrzejewski 203-819-9077

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. NA (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

Mondays & Fridays

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. CANCELLATIONS MUST BE MADE AT [illegible] HOURS

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

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

Book

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

Oliver Mackliw AD

APPLICANT Principal Christa Chodkowski NAME OF ORGANIZATION Catholic Academy Waterbury

ADDRESS 386 Robinwood Road Waterbury, CT 06708 TELEPHONE # 203-
(street) (city) (state) (zip code)

SCHOOL REQUESTED Gilmartin DATES November 1, 2025 - April 1, 2026 ROOM(S) Gym Basketball

OPENING TIME 6 pm CLOSING TIME 9:00 pm PURPOSE Games & Practice

ADMISSION (if any)_____ CHARGE TO BE DEVOTED TO_____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 20-30 CHILDREN 15 - 20

SIGNATURE OF APPLICANT [signature] DATE 10/20/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: Coaches:
Oliver Mackliw, Carl Parks, Bruce Tomlin, Nick Dauch

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. Mon. Tues Thursday, Friday

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.

Start 11-4-25

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

Dates Not Available 12/11, 1/15, 3/12

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 Nick Andrzejewski NAME OF ORGANIZATION Brass City Athletics

ADDRESS 41 Platt St Wtby CT 06704 TELEPHONE # 203-819-9077
(street) (city) (state) (zip code)

SCHOOL REQUESTED WSMS DATES 12/2 - 2/26 ROOM(S) Gym

OPENING TIME 6p CLOSING TIME 8p PURPOSE Basketball

ADMISSION (if any)_____ CHARGE TO BE DEVOTED TO_____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS_____ CHILDREN 30

SIGNATURE OFAPPLICANT [signature] DATE 10/17/25

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

Tiffany Kinlan Nick Andrzejewski 203-819-9077

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. NA (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:_____

RENTAL FEES:_____

MISCELLANEOUS FEES:_____

SECURITY DEPOSIT $_____ INSURANCE COVERAGE_____YES_____NO

PLEASE READ THE FOLLOWING CAREFULLY

Tuesdays & 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.

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE_____ _____
SCHOOL BUSINESS OFFICE

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

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

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

APPLICANT Victor Rios NAME OF ORGANIZATION Waterbury Bridge to Success

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

SCHOOL REQUESTED Tony Thorp Read DATES 11/3/25 - 2/13/26 ROOM(S) Library (Mondays and Tuesdays)

OPENING TIME 3:00 p.m. CLOSING TIME 5:00 p.m. PURPOSE Latchkey House After School program

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

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

SIGNATURE OF APPLICANT [signature] DATE 11/3/25

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

Victor Rios 83 Prospect St Waterbury CT 06702

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

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

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

CONTRACT# Waterbury Bridge

APPLICANT Victor Rios NAME OF ORGANIZATION To Success

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

SCHOOL REQUESTED Reed DATES 11/3/25 - 2/13/2026 ROOM(S) Art Room (Mondays

OPENING TIME 3:00 pm CLOSING TIME 5:00 pm PURPOSE After school Coding Program

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 1 CHILDREN 12

SIGNATURE OF APPLICANT VR DATE 11/3/25

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

Victor Rios - 83 Prospect St 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

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

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

CONTRACT# Waterbury Bridge

APPLICANT Victor Ruiz NAME OF ORGANIZATION To Success

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

SCHOOL REQUESTED 6 Lincoln DATES 11/6/25 - 2/13/26 ROOM(S) Library (Mondays + Tuesdays)

OPENING TIME 3:00 pm CLOSING TIME 5:00 pm PURPOSE Bee-Comm, After School Program

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

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

SIGNATURE OF APPLICANT [signature] DATE 11/3/25

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

Victor Ruiz 83 Prospect St 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

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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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APPROVAL DATE

SCHOOL BUSINESS OFFICE

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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 Victor Rios NAME OF ORGANIZATION Waterbury Bridge to Success

ADDRESS 83 Prospect St (street) Waterbury (city) CT (state) 06702 (zip code) TELEPHONE # 203-343-8551

SCHOOL REQUESTED Generali DATES 11/3/25-2/13/25 ROOM(S) Lobby (Fridays only)

OPENING TIME 3:00pm CLOSING TIME 5:00pm PURPOSE Kids Rise Up (after school program)

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

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

SIGNATURE OF APPLICANT [signature] DATE 11/3/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *
Victor Rios 83 Prospect St Waterbury CT 06702 - 203-343-8511

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

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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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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# Wed.16-17
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

APPLICANT Victor Rios NAME OF ORGANIZATION Bridge To Success

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

SCHOOL REQUESTED Gilmartin DATES 11/3/25-2/13/26 ROOM(S) Cafeteria, Room (Mondays Thursdays

OPENING TIME 3:00pm CLOSING TIME 5:00pm PURPOSE 7 Angels Theatre After School Prog.

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 1 CHILDREN 15

SIGNATURE OF APPLICANT [signature] DATE 11/3/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *
Victor Rios 83 Prospect St Waterbury CT 06702- 203-393-8151

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

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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

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

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

CONTRACT# Waterbury 14

APPLICANT Victor Rios NAME OF ORGANIZATION Bridges to Success

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

SCHOOL REQUESTED Roberto Clemente DATES 11/10/25 - 2/13/26 ROOM(S) Library (Mondays + Tuesdays)

OPENING TIME 3:30 pm CLOSING TIME 5:30 pm PURPOSE Bee-Leaders, After School Program

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

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

SIGNATURE OF APPLICANT Victor Rios DATE 11/3/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *
Victor Rios 83 Prospect St 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

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APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

CONTRACT# Waterbury

APPLICANT Victor Lopez NAME OF ORGANIZATION Bridge to Success

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

SCHOOL REQUESTED Robert O. Clemente DATES 11/3/25-2/10/26 ROOM(S) Gymnasium Friday (Monday

OPENING TIME 3:45pm CLOSING TIME 5:45pm PURPOSE AI 3 after School Program

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 20

SIGNATURE OFAPPLICANT [signature] DATE 11/3/25

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

Victor Lopez 83 Prospect St 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. VL (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $_____ INSURANCE COVERAGE_____YES_____NO

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APPROVAL DATE_____ _____
SCHOOL BUSINESS OFFICE

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

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

CONTRACT# Waterbury Bridge

APPLICANT Victor Rios NAME OF ORGANIZATION J.O. Success

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

SCHOOL REQUESTED Crosi DATES 11/3/25-2/13/26 ROOM(S) Cafe Stage (Tuesdays Music + Thursdays)

OPENING TIME 3:00pm CLOSING TIME 5:00pm PURPOSE Yoga After School Program

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

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

SIGNATURE OFAPPLICANT V Rios DATE 11/3/25

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

Victor Rios 83 Prospect St 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

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APPROVAL DATE _____ _____

SCHOOL BUSINESS OFFICE

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

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

CONTRACT# Waterbury Bridge

APPLICANT Victor Rios NAME OF ORGANIZATION Io Success

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

SCHOOL REQUESTED Cross DATES 11/3/25 - 2/13/26 ROOM(S) Gymnasium + Thursdays (Tuesdays

OPENING TIME 3:00pm CLOSING TIME 5:00pm PURPOSE AIS After School Program

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 20

SIGNATURE OF APPLICANT [signature] DATE 11/3/25

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

Victor Rios 83 Prospect St Waterbury CT 06702 - 203-393-8551

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SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

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APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

CONTRACT# Waterbury

APPLICANT Victor Rios NAME OF ORGANIZATION Bridge to Success

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

SCHOOL REQUESTED Cross DATES 11/3/25 - 2/13/26 ROOM(S) Art Room

OPENING TIME 3:00 pm CLOSING TIME 5:00 pm PURPOSE Mentorship Program After School Program

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 15

SIGNATURE OFAPPLICANT V Rios DATE 11/7/25

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

Victor Rios 83 Prospect St Waterbury CT 06702 - 203-393-8551

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SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT $_____ INSURANCE COVERAGE _____ YES _____ NO

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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

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# Watson Bridge

APPLICANT Victor Rios NAME OF ORGANIZATION To Success

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

SCHOOL REQUESTED Duggan DATES 11/3/25 - 2/13/26 ROOM(S) 211 (Wednesdays)

OPENING TIME 2:15 CLOSING TIME 4:15 PURPOSE Mathematics Museum After School Program

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 2 CHILDREN 15

SIGNATURE OF APPLICANT Victor Rios DATE 10/3/25

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

Victor Rios 83 Prospect St 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

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

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

CONTRACT# Waterbury Bridge to Success

APPLICANT Victor Rios NAME OF ORGANIZATION

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

SCHOOL REQUESTED Duggan DATES 11/3/25-2/13/26 ROOM(S) A9 room Mon Tues Wed,

OPENING TIME 2:15pm CLOSING TIME 4:15pm PURPOSE Bee-Lessons After School Program

ADMISSION (if any) — CHARGE TO BE DEVOTED TO

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

SIGNATURE OFAPPLICANT Victor Rios DATE 11/3/25

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

Victor Rios 83 Prospect St 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

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____ _____
SCHOOL BUSINESS OFFICE

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

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

Book

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

APPLICANT Meagan Ricci NAME OF ORGANIZATION Waterbury Patriots

ADDRESS 29 Birch St Waterbury CT 06710 TELEPHONE # 203-802-8612
(street) (city) (state) (zip code)

SCHOOL REQUESTED Walsh DATES 11/10-12/12 ROOM(S) Gym

OPENING TIME 5 30 p CLOSING TIME 8 30 p PURPOSE Cheerleading Practice

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS_____ CHILDREN_____

SIGNATURE OFAPPLICANT Meagan DATE 11-10-25

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. MR (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES:_____

RENTAL FEES:_____

MISCELLANEOUS FEES:_____

SECURITY DEPOSIT $_____ INSURANCE COVERAGE ✓ YES_____ NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE_____ _____
SCHOOL BUSINESS OFFICE

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

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

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

APPLICANT Michael Macary NAME OF ORGANIZATION Waterbury PAL

ADDRESS 64 Division St Waterbury CT TELEPHONE # (203) 585-3583
(street) (city) (state) (zip code)

SCHOOL REQUESTED Sprague DATES 11/18 - 3/18/26 ROOM(S) Gym

OPENING TIME 5:30 CLOSING TIME 8:30 PURPOSE Basketball

ADMISSION (if any) CHARGE TO BE DEVOTED TO

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS CHILDREN

SIGNATURE OFAPPLICANT Michael Macary DATE 11-14-25

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

Michael Macary

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

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT $ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

Tues & Thurs

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

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

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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

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.1

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following grant funded appointments:

Name	*Position*	*FT/ PT*	*Rate*	*Union*	*Funding*	*Effective*
Boniface, Nnena	Pre-K Classroom Asst. – Washington	FT	$16.35/hr	UPSEU68	Early Start FY 25-26	10/16/25
Borrelli, Christopher	Behavior Counselor-CHS (promotion)	FT	$22.00/hr	UPSEU69	CN Crosby S5 25-26	10/30/25
Damon, Lashinka	Prevention Specialist-NEMS	FT	$21.00/hr	UPSEU69	Title I DW 2	10/16/25
Gambrell Jaidyn	Behavior Counselor-State Street	FT	$23.00/hr	UPSEU69	Priority Schools 25-26	10/23/25
Perez, Yarielis	Pre-K Classroom Asst. - Carrington	FT	$16.35/hr	UPSEU68	SR Priority 24-25	11/06/25
Vargas, Yaixsa	Recruitment and Placement Coord. Early Childhood	FT	$17.58/hr	F/UPSEU 69	Title I OEC 2426	10/16/25
Williams, Dajee	Secretary 3 Liaison to Homeless	FT	$19.39/hr	F/UPSEU 69	Title I 25-27	10/02/25
White, Linda	Tutor-WAMS	PT	$25.00/hr	Non BOE	Title I DW 2	11/06/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.2

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following miscellaneous appointments:

Name	*Program*
Agli, Katie	Teacher/Kingsbury Title IV /Arts for Learning After School Program
Franklin, Deborah	Teacher/Kingsbury Title IV/Arts for Learning After School Program
Fac, Elizabeth	Substitute Teacher/Walsh Before & After School Program (Priority)
Carlson, Ashley	Teacher/Academic Support Program/CHS
Gonzalez, Ilea	Lead Teacher/Academic Support Program/CHS
Graffam, Korena	Teacher/Academic Support Program/CHS
Jannetty, Julie	Teacher/Academic Support Program/CHS
Krawiec, Evan	Teacher/Academic Support Program/CHS
Muslli, Zamira	Teacher/Academic Support Program/CHS
Bleau, Lisa	After School Mastery Based Panel Administrator/State Street
Lombardo, Kiley	After School Mastery Based Panel Administrator/WAMS
McDonnel, Cassi	After School Mastery Based Panel Administrator/CHS
Pantoni, Dino	After School Mastery Based Panel Administrator/KHS
Sejdares, Benjola	After School Mastery Based Panel Administrator/WCA
Zappone, Evette	After School Mastery Based Panel Administrator/WHS

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.3

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Extended School Hours Program appointments:

School	*Last name*	*First Name*	*Assignment*
Kingsbury	Muratori/Agli	Katie	Substitute Teacher
Reed	Beveridge	Gabrielle	Teacher
	Chouinard	Alyssah	Teacher
	Masters	Gail	Teacher
	Turell	Thomas	Teacher
	Whithey	Abigail	Teacher
Regan	Anulewicz	Allison	Teacher
	Sainfleur	Shasalee	Substitute Teacher
Walsh	Stoto	Ashley	Substitute Teacher
Wilson	Nieves	Ines	Secretary

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.4

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following 21st Century After School Program Appointments effective immediately:

School	*Position*	*Last Name*	*First Name*
Academic Academy	Administrator	Burgess	Susan
Academic Academy	Teacher	Bruno	Lenore
Academic Academy	Teacher	Bunko	Katherine
Academic Academy	Teacher	Carter	Sa-Queen
Academic Academy	Teacher	Donahue	Jamie
Academic Academy	Teacher	Empie	Kelly
Academic Academy	Teacher	Geffken	Melissa
Academic Academy	Teacher	Gilday	Michael
Academic Academy	Teacher	Marquez	Chakira
Academic Academy	Teacher	Power	Stephanie
Academic Academy	Teacher	Torres	Andrea
Academic Academy	Teacher	Thayer	Aaron
Academic Academy	Teacher	Zareck	Corrin
Academic Academy	Teacher	Grossman	Melissa
Academic Academy	Teacher	Nightingale	Brooke
Academic Academy	Teacher	Quinlan	Stacey
Academic Academy	Teacher	Nolisa	Ndidi
Bucks Hill	Administrator	Vasiliou-Santiago	Koulla
Bucks Hill	Administrator	Thompson	Melissa
Bucks Hill	Teacher	Cruz	Mayra
Bucks Hill	Teacher	Glowa	Michael
Bucks Hill	Teacher	Jackson	Sarah
Bucks Hill	Teacher	Qosja	Blerina
Bucks Hill	Teacher	Rendon-Moreno	Miguel
Bucks Hill	Teacher	Robalino	Alexandra
Bucks Hill	Teacher	Scanlon	Amy
Bucks Hill	Teacher	Ureta	Isabelle
Bucks Hill	Rec Specialist	Arroyo	Maria
Bunker Hill	Administrator	Fleming	Sonya
Bunker Hill	Administrator	Dunn	Brittany
Bunker Hill	Administrator	Griffin	Emily
Bunker Hill	Teacher	Buinauskas	Marci

Bunker Hill	Teacher	DeSena	Deanna
Bunker Hill	Teacher	Mahan	Eileen
Bunker Hill	Teacher	McCarthy	Monica
Bunker Hill	Teacher	Sergi	Laura
Chase	Administrator	Hernandez	Ivan
Chase	Teacher	Campagna	Amanda
Chase	Teacher	Cianfagna	Traci
Chase	Teacher	Crane	Stephanie
Chase	Teacher	Crane	Evan
Chase	Teacher	Guerrera	Aimee
Chase	Teacher	Marchetti	Savannah
Chase	Teacher	McCue	Erin
Chase	Teacher	McKenna	Eibhilin
Chase	Rec Specialist	Arroyo	Ivet
Chase	Rec Specialist	Santiago	Jennifer
Driggs	Administrator	Rijos	Carmen
Driggs	Administrator	Drewry	Ann
Driggs	Teacher	Abarzua	Lauren
Driggs	Teacher	Edwards	Cara
Driggs	Teacher	Jaeger	Sarah
Driggs	Teacher	Matsuyama	Hailey
Driggs	Teacher	Modeen	Brianne
Driggs	Teacher	Parenteau	Lauren
Driggs	Teacher	Riley	Maryssa
Driggs	Teacher	Rodrigues	Nicole
Driggs	Teacher	Verretta	Williams Iverson
Duggan	Administrator	Sanzari	Dina
Duggan	Administrator	D'Alessio	Jennifer
Duggan	Administrator	DiGiovanni	Melissa
Duggan	Teacher	Brown	Charlene
Duggan	Teacher	Cipriano	Natalie
Duggan	Teacher	D'Alessio	Jennifer
Duggan	Teacher	Sanzari	Dina
Duggan	Teacher	Tzepos	Ioulia
Duggan	Rec Specialist	DeLauri	Courtney
Duggan	Teacher	Pelletier	Allison
Generali	Administrator	Evans-Foster	Shernett
Generali	Administrator	Gaudiosi-Copperthite	Kristen
Generali	Teacher	Feld	Roseann
Generali	Teacher	Ouellette	Katelynn
Generali	Teacher	Rhinesmith	Wendy
Generali	Teacher	Tejada	Felizaida
Generali	Rec Specialist	Jade	Pink
Hopeville	Administrator	Azar billini	Maria Alicia
Hopeville	Administrator	Piccochi-Frank	Christina

Hopeville	Administrator	Smith	Richard
Hopeville	Teacher	Guerrera	Christine
Hopeville	Teacher	Jason	Mastrianni
Hopeville	Teacher	mancini	mark
Hopeville	Teacher	Parisi	Melissa
Hopeville	Teacher	Paternostro	Gina
Hopeville	Teacher	Texidor	Julio
Kingsbury	Administrator	Chavoya	Kerry
Kingsbury	Administrator	Groppi	Susan
Kingsbury	Teacher	Miranda	Stephanie
Kingsbury	Teacher	McNamara	Morgan
Kingsbury	Teacher	Rinaldi	Christine
Kingsbury	Teacher	Zaino	Anthony
Kingsbury	Teacher	Agli (Muratori)	Katie
Kingsbury	Teacher	Zhuta	Arianna
Walsh	Administrator	Acevedo	Paul
Walsh	Administrator	Johnson	Tennyson
Walsh	Teacher	Acevedo	Paul
Walsh	Teacher	Holmes	Erin
Walsh	Teacher	LaChance	Mark
Walsh	Teacher	Johnson	Tennyson
Walsh	Teacher	Maldonado	Joanne
Walsh	Teacher	Power	Stephanie
Walsh	Teacher	Segarra	Israel
WAMS	Administrator	Deeley	Jennifer
WAMS	Administrator	DiTillo	Lori
WAMS	Administrator	Ferreira	Daniel
WAMS	Administrator	Milano	Regina
WAMS	Teacher	Helena	Gwiazdoski
WAMS	Teacher	King	Tracy
WAMS	Teacher	LeBlanc	Danielle
WAMS	Teacher	Machol	Cynthia
WAMS	Teacher	Magnavice	Jennifer
WAMS	Teacher	Mendello	Joseph
WSMS	Administrator	Acevedo	Paul
WSMS	Teacher	Ring	Katherine
WSMS	Administrator	Brenda	Toma
WSMS	Administrator	Ferrucci	Kathleen
WSMS	Administrator	Soares	Elenice
WSMS	Teacher	Acevedo	Paul
WSMS	Teacher	Holmes	Erin
WSMS	Teacher	Howard	Annalee
WSMS	Teacher	Kalach	Kevin
WSMS	Teacher	Linskey	Tara

WSMS	Teacher	Ouellette	Francene
WSMS	Teacher	Scursso	Laurie
WSMS	Teacher	Lachance	Mark
WSMS	Rec Specialist	Torres	China
WSMS	Rec Specialist	Torres	Cameron
Wilson	Administrator	Theriault	Michael
Wilson	Teacher	LaChance	Mark
Wilson	Teacher	Zhuta	Arianna
Wilson	Teacher	Callahan	Tanner
Wilson	Teacher	Perrotti	Lauren
Wilson	Teacher	Terenzi	Timothy
Wilson	Teacher	De Santis	Paula
NEMS	Administrator	Casceillo	Jennifer
NEMS	Administrator	Terenzi	Adriana
NEMS	Administrator	Herbert	Sharell
NEMS	Teacher	D'Amico	Audrey
NEMS	Teacher	Guerrera	Rocco
NEMS	Teacher	Hyland	Melissa
NEMS	Teacher	Katrenya	Wesley
NEMS	Teacher	Lovell	Thomas
NEMS	Teacher	Quinones	Adriana
NEMS	Teacher	Rinaldi	Christine
NEMS	Teacher	Rotella	David
NEMS	Teacher	Signore	Deirdre
NEMS	Teacher	Theriault	Patricia
NEMS	Teacher	Zaino	Anthony

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.5

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following resignations/terminations:

Name	*Assignment*	*Effective*
Cavilla, Emilia	Bucks Hill/Bilingual Grade 5	10/20/25
Coles, Amanda	WHS/Special Education (termination)	11/14/25
Dossantos, Shannon	WHS/Special Education	11/21/25
Finateri-Laist, Ann	Kingsbury/Library Media Specialist	11/26/25
Olenius, Jennifer	Reed/Literacy Facilitator	11/07/25
Ostrander, Charles	WAMS/Tech Ed-Information Technology	10/28/25
Rinaldi, Joseph	Walsh/Special Education Grade K	11/19/25
Rodriguez, Beatriz	Hopeville/Bilingual Grade 2	10/21/25
Roth, Ellen	WHS/Special Education	11/21/25
Thorell, Rachel	Tinker/Grade 3	12/05/25
Zamora, Angel	Gilmartin/SLP	10/17/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.6

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following retirements:

Name	*Assignment*	*Effective*
Bambus, Dolores	Bucks Hill/Bilingual Special Education	06/30/26
Richard, Claudia	CHS/Library Media Specialist	12/23/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.7

November 19, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following athletic appointments:

Name	*Assignment*	*Effective*
Amaya, Darwin	CHS/Assistant Football	09/23/25
Arisian, Michael	CHS/Assistant Swimming Coach	11/14/25
Marquez, Chakira	WMS/Cheerleading Coach	11/17/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools



COMMUNICATIONS



November 5, 2025 through
November 17, 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

October 21, 2025

Ramatoulaye Loum
36 White Birch Dr.
Waterbury, CT 06708

Dear Ms. Loum:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Administrative Associate II (Req. #20260207) at $20.96 per hour. 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.

Your first day reporting to your new department/supervisor will be October 30, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, November 6, 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.

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 Services
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

October 21, 2025

Anijah Godfrey
500 Cold Spring E516
Rocky Hill, CT 06067

Dear Ms. Godfrey:

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. #20250745) at $19.53 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, October 23, 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 October 24, 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

October 28, 2025

Shaquazia Clemons
413 Willow St., Apt. 2S
Waterbury, CT 06710

Dear Ms. Clemons:

We are pleased to receive your acceptance of our offer of employment for the position of Office Aide for the Education Department – Kingsbury Elementary School (Requisition #20260165) at $16.35 per hour.

We have scheduled your orientation for Thursday, November 6, 2025 at 9:15 a.m. at the 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 Kingsbury Elementary School will be November 7, 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.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

This position does not provide health insurance benefits. Please refer to the SEIU contract for other available fringe benefits by visiting our website at www.waterburyct.org.

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

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd
cc: Board of Education
Hannah Sam, Principal, Kingsbury
Dr. Darren Schwartz, Supt. of Schools

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

October 28, 2025

Amilcar DaGraca
41 Windsor St.
Waterbury, CT 06708

Dear Mr. DaGraca:

Your name is being certified to the Department of Education for the position of Maintainer II (Req. #20260222) at $21.71 per hour.

Your official start date in this position will be October 30, 2025.

Please contact Mike Konopka, School Inspector at (203) 574-8000 ext 11221 with any questions you may have in regards to this position.

Also, please contact Erica Lopez, Human Resources Assistant at (203) 574-6761 regarding additional paperwork that needs to be completed.

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 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.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

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

October 29, 2025

Rahees Andrade
105 Howard Ave., Apt. B
Ansonia, CT 06401

Dear Mr. Andrade:

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 #20260015) 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.

We have scheduled your orientation for Thursday, November 6, 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. Your first day reporting to your new department/supervisor will be November 7, 2025 at your regular scheduled time.

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

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

October 31, 2025

Ian Zabbara
19 Wadsworth St.
Waterbury, CT 06706

Dear Mr. Zabbara:

Your name is being certified to the Department of Education for the position of Maintainer II (Req. #20260210) at $21.71 per hour.

Your official start date is November 6, 2025.

We have scheduled your orientation for Thursday, November 6, 2025 at 9:30 am 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. Please be prepared to remain for approximately 1 hour.

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.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

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

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

November 3, 2025

Tamara Gill
87 Malmalick Ave., Apt. PH
Waterbury, CT 06708

Dear Ms. Gill:

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 #20260025) 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.

We have scheduled your orientation for Thursday, November 20, 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. Your first day reporting to your new department/supervisor will be November 21, 2205 at your regular scheduled time.

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

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

November 3, 2025

Taurean Jackson
216 Chestnut Hill Ave.
Waterbury, CT 06704

Dear Mr. Jackson:

Your name is being certified to the Department of Education for the position of Maintainer II (Req. #20250710) at $21.71 per hour.

Your official start date in this position will be November 6, 2025.

Please contact Mike Konopka, School Inspector at (203) 574-8000 ext 11221 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 6 months in duration. The department head will be responsible for executing your probationary evaluation no later than 6 months from your first day in your new position.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

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

November 4, 2025

Dianna Whitlock
217 Moran St.
Waterbury, CT 06704

Dear Ms. Whitlock:

Your name is being certified to the Department of Education for the position of Administrative Associate I – Kingsbury Elementary School (Req. #20260181) at $19.97 per hour.

Your official start date will be November 6, 2025.

We have scheduled your orientation for Thursday, November 6, 2025 at 9:15 am 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. Please be prepared to remain for approximately 4 hours.

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.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Education
Dr. Schwartz, Supt of Schools
Hannah Sam, Principal @ Kingsbury Elem Schl
file