

Board of Education

REGULAR MEETING

Thursday, December 18, 2025 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Waterbury, CT

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/7lHrcQmaTn0>

A G E N D A

1. *Silent Prayer*

2. *Pledge of Allegiance to the Flag*

3. *Roll Call*

4. *Communications*

- a) Communication received via fax dated November 13, 2025 regarding formal report on crisis response failure.
- b) Copy of communications dated November 17, 2025 from Civil Service certifying Leeana Rodriguez and Terri Brooks for the position of Cook Lead.
- c) Email communication dated November 25, 2025 from CABA regarding Policy Highlights.
- d) Copy of communication dated November 24, 2025 from Commissioner of Education regarding appointment of Superintendent of Schools.
- e) Communication dated October 22, 2025, and resubmitted on November 21, 2025 from Melissa Serrano-Adorno regarding key district issues as her term concludes.
- f) Copy of communication dated November 5, 2025 from Civil Service to Gina Farrington regarding acceptance of offer of employment for the position of Food Service Worker.
- g) Copy of communication dated November 6, 2025 from Civil Service certifying Louis Gonzalez for the position of Maintainer I.
- h) Copy of communication dated November 13, 2025 from Civil Service certifying Dallas Swain for the position of Attendance Counselor.
- i) Copy of communication dated November 21, 2025 from Civil Service certifying Kairo Watt for the position of Paraprofessional I.
- j) Copy of communication dated November 24, 2025 from Civil Service certifying Elliott Giordano for the position of Paraprofessional I. and Andrew DeCapua for the position of Administrative Associate I.
- k) Copy of communications dated November 25, 2025 from Civil Service certifying Jherpher Rodriguez Almanzar and Franklin Munoz Granizo for the position of Maintainer I.
- l) Copy of communication dated December 1, 2025 from Civil Service certifying Albana Kelolli for the position of Paraprofessional I.
- m) Copy of communications dated December 4, 2025 from Civil Service certifying Carlos Morales and Fior Done Tavarez for the position of Paraprofessional II.

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 the 2026/2027 school year calendar.
- 9.2 *Committee of the Whole:* Transfer of a portion of property located on Pierpont Road to the City of Waterbury for the intended purpose of relocation of Firehouse Five.
- 9.3 *Committee on Curriculum:* Request permission be granted to Cynthia Machol, Waterbury Arts Magnet School, and four chaperones to take 40 students to England, United Kingdom from April 8, 2028 through April 15, 2028.
- 9.4 *Committee on Finance:* Request approval of the 2026/2027 Tuition Rate Schedule.
- 9.5 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.

10. Committee of the Whole – Vice President LaToya Ireland

- 10.1 Waterbury Teachers Association (WTA) Successor Collective Bargaining Agreement.

11. Committee on Finance – Commissioner Orso

- 11.1 Request approval of a transfer in the fiscal year 2025/2026 Capital Improvement Budget.
- 11.2 Request approval of a Memorandum of Agreement with Joseph Begnal for consultant services to implement Commissioner’s Network Plans.

12. Committee on Building & School Facilities– Vice President LaToya Ireland

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

13. Superintendent’s Notification to the Board

- 13.1 Athletic appointments:

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Effective</u>
Amaya, Darwin	CHS	Assistant Football	09/23/25
Samaroo, David	Intramural	Volleyball Coach	11/24/25

- 13.2 Grant funded appointments:

<u>Name</u>	<u>Position</u>	<u>FT/ PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Almodovar, Evelyn	Secretary 2-Fam. Welcome Center	FT	\$18.22/hr	UPSEU 69	Clerical Gen. Fund	11/13/25
Bussey, Jennifer	(Certified) Tutor-Maloney Magnet School	PT	\$36.00/hr	NON BOE	InterDis Maloney 25-26	11/13/25

Dervishi, Shahie	Classroom Asst-Wilson School	FT	\$22.45/hr	UPSEU 68	SEED Grant FY 25-26	11/20/25
Fuller, Diane	(Certified) Tutor-Chase School	PT	\$36.00/hr	NON BOE	Title I DW 2	12/4/25
Kontulis-Beaton, Renata	(Certified) Tutor-Gilmartin School	PT	\$36.00/hr	Non BOE	Title I DW 2	11/13/25
Nazario, Jasmine	Classroom Assistant Walsh	FT	\$16.35/hr	UPSEU 68	SEED Grant FY 25-26	11/20/25
Panora, Hillary	Classroom Assistant-Sprague School	FT	\$16.35/hr	UPSEU 68	SEED Grant FY 25-26	11/20/25
Pena, Yadira	Hall Monitor-Kennedy	PT	\$16.35/hr	Non BOE	SIG 9 KHS 25-26	12/4/25
Rivera, Mirta	Bi-Lingual Tutor (non certified)-Walsh	PT	\$25.00/hr	NonBOE	Title IIA 2527 Title I	11/20/25
Santa, Ninotchka	Classroom Assistant-Kingsbury	FT	\$16.35/hr	UPSEU 68	SEED Grant FY 25-26	12/4/25
Santiago, Yudelky	Hall Monitor-Kennedy HS	PT	\$16.35/hr	NON BOE	SIG 9 KHS 25-26	12/4/2025
Ugalde, Kevin	Classroom Assistant-Walsh School	FT	\$22.45/hr	NON BOE	SEED Grant FY 25-26	11/20/25
Yaixsa Vargas	Behavior Counselor Kennedy (promotion)	FT	\$21.72	UPSEU 69	SIG 9 KHS 25-26	1/2/26
Whyte, Brianna	Parent Liaison Bucks Hill Annex position change)	FT	\$20.97	UPSEU 69	Priority 25-26	11/10/25

13.3 21st Century/SDE appointments:

<u>Name</u>		<u>Grant</u>	<u>School</u>	<u>Pol</u>
Pesce	Margaruite	21st Century	Academic Academy	Sub-Administrator
De Santis	Paula	21st Century	Academic Academy	Teacher
Garcia	Gabriella	21st Century	Academic Academy	Teacher
Marte	Yaquira	21st Century	Bucks Hill	Teacher
Salazar	Ashley	21st Century	Bucks Hill	Teacher
Pesce	Margaruite	21st century	Kingsbury	Sub-Administrator
Pesce	Margaruite	21st Century	Wilson	Sub-Administrator
Signore	Signore	21st Century	Wilson	Teacher

13.4 Extended School Hours Program appointments:

<u>School</u>	<u>Last name</u>	<u>First Name</u>	<u>Assignment</u>
Reed	Turell	Thomas	Teacher
Reed	Masters	Gail	Teacher
Reed	Whithey	Abigail	Teacher
Reed	Chouinard	Alyssah	Teacher
Reed	Beveridge	Gabrielle	Teacher
Reed	Comstock	Brian	Teacher
Reed	Pagan	Miverva	Clerical

13.5 After-school Mastery Based Learning Panel Member appointments:

<u>Name</u>	<u>Location</u>	<u>Name</u>	<u>Location</u>
Kelly Donohue	Crosby	Helena Gwiazdoski	WAMS
Elizabeth Andrzejewski	Crosby	Jaclyn Gibson	WAMS
Korena Graffam	Crosby	Ashley Freitas	WCA
Anthony Caruso	Kennedy	Nora Defrancesco	WCA
Craig Poulter	Kennedy	Wendy Mclellan-Kelly	Wilby
Julia Catricala	Kennedy	David Basile	Wilby
De'Andre Riddick	State Street/Enlight.	Marci Hinton	Wilby

13.6 New teacher hires:

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Grade level</u>
Belade, Casey	WAMS	PE/Health	6-12
Bulvanoski, Jodi	Wallace	FCS - Culinary	6-8
D'Eredita, Joshua	Crosby	Special Ed - BDLC	9-12
Henderson, Angus	Wendell Cross	Art	K-8
Herb, Austin	Kennedy	Math	9-12
LaPointe, Cheryl	Districtwide	SLP	PK-12
Meier, Michael	International	PE/Health	PK-5
Osei-Bonsu, Robert	Reed	Science	7-8
Robles, Natalie	Walsh	Special Ed	K

13.7 Resignations:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Coleman, Patrick	NEMS/Special Ed	12/12/25
Machado, Mary	Rotella/Grade K	11/26/25
McCord, Nicholas	Crosby/ELA	01/05/26
Milera-Rivera	Bunker Hill/Grade 2	12/23/25
Morea, Marianne	Enlightenment/ELA	12/01/25
Robles, Natalie	Walsh/Special Ed	12/08/25

14. Committee Chair Reports

15. Executive Session for discussion concerning the evaluation of the Superintendent of Schools

16. Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.1

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve the 2026/2027
school year calendar.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.2

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve the proposal of the Waterbury Development Corporation to divide property currently occupied by Rotella Interdistrict Magnet School into two parcels, the larger parcel to continue to be used by Rotella Interdistrict Magnet School and the smaller parcel to be used by the Fire Department for the construction of a fire station, subject to approval by the Board of Aldermen.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #9.3

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve that permission be granted to Cynthia Machol, Waterbury Arts Magnet School, and four chaperones to take 40 students to England, United Kingdom from April 8, 2028 through April 15, 2028.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.4

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve the 2026/2027
Tuition Rate Schedule.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #9.5

December 18, 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
Mrs. Cuevas	Walsh gym, café: Thursday, December 18, 3:30pm – 6:30pm (Clothes giveaway/Walsh families) (Snow Date: Monday, December 22)
Mayor's Office	Kennedy aud.: Monday, December 1, 6:00pm – 8:00pm (Joint meeting of Board of Aldermen and the Board of Education to swear in and elect officers)
Linda Richard	Career Academy gym and café: Saturday, March 28, 7:00am – 5:00pm (Snow Date for the Hosa State Leadership Conference on March 14)
E. Brown	Reed gym: Thursday & Friday, December 4 & 5, 3:00pm – 5:00pm (girls and boys basketball tryouts)
K. Copperthite	Generali café: Saturday, December 13, 7:30am – 1:30pm (Family Engagement event: Breakfast with the Grinch)
D. Bakewell	Maloney Magnet School: Saturday, January 10, 11:00am – 2:00pm (entire school) (Open house for prospective families)
M. Avoietta	Reed café: Monday, November 24, 4:00pm – 6:00pm (Playgroup/Friendsgiving for families)
K. Crocetto	Wilson gym & café: Wednesday, February 18, 5:00pm – 7:00pm (Family Engagement Night)
M. LeBlanc	WAMS room 102: Friday, December 19, 5:15pm – 7:45pm (NAHS Family Paint Night)
M. Tierney	Wilby gym: Tuesday, December 16, 5:00pm – 7:30pm (set up at the Wilby vs Career Academy basketball game to promote library)
K. Mays	gym & café: Saturday, December 6, 11:00am – 3:00pm (PTO – Brunch with Santa)
N. French-Graham	R. Clemente School gym: Thursday, December 18, 4:00pm – 6:30pm (Clemente Closet clothing giveaway) R. Clemente School gym & café: Saturday, December 20, 11:00am – 4:30pm (Community Café meeting to explore available resources for families)
*M. Tierney	Crosby gym: Tuesday, Dec. 30 th 5:00-7:30 pm (set up at Crosby vs Kennedy basketball game to promote library)

*D. Ferriera	WAMS apron stage: Tues., Dec. 16 th 5:30-8:30 pm (Family Night)
*H. Sam	Kingsbury gym: Thurs., Jan. 15 th 5:15-6:30 pm (STEM Night) Kingsbury gym: Thurs., Feb. 19 th 5:15-6:30 pm (school dance)
*L. Gruner	Rotella aud.: Fri., Feb. 6 th 9am-11:45am (Energy Academy – The Power Squad)
*E. Lanza	Gilmartin café: Thurs., Dec. 18 th 4:00 – 7:30 pm (Family Literacy Night)
*A. Razza	Regan café: Monday, Dec. 22 nd 5:00-7:00 pm (Winter Concert)
*I. Alves	WAMS café: Thursday, Jan. 8 th 5:00 – 7:00 pm (Literacy Night)
*N. Albini	Wallace media center: Friday, January 9 th 8am – 10:30 am (Legislative Breakfast)

Book

SCHOOL PERSONNEL USE ONLY

DATE: 11-18-25

TO: SCHOOL BUSINESS OFFICE

FROM: Mrs. Quetta S

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

NAME OF SCHOOL REQUESTED: Walsh School

☐ Auditorium

☒ Gymnasium

☐ Swimming Pool

☒ Café/Rooms

SNOW
Date

DATES REQUESTED: 12-18-25 or 12-22-25

FROM: 3:30 am/pm

TO: 6:30 am/pm

FOR THE FOLLOWING PURPOSES:

Clothes giveaway for our
Walsh families.

Mrs. [Signature]
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: 11/19/2025

TO: SCHOOL BUSINESS OFFICE

FROM: Mayor's Office - Ali DeGiralamo

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

NAME OF SCHOOL REQUESTED: Kennedy High School



Auditorium



Gymnasium



Swimming Pool



Café/Rooms

DATES REQUESTED: 12/01/2025

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

FOR THE FOLLOWING PURPOSES:

Special joint Board of Aldermen, Board of Education
meeting to swear in and elect officers



Ali DeGiralamo
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.

Thank

SCHOOL PERSONNEL USE ONLY

DATE: 11/18/25

TO: SCHOOL BUSINESS OFFICE

FROM: Linda Richard-WCA

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

NAME OF SCHOOL REQUESTED: WCA

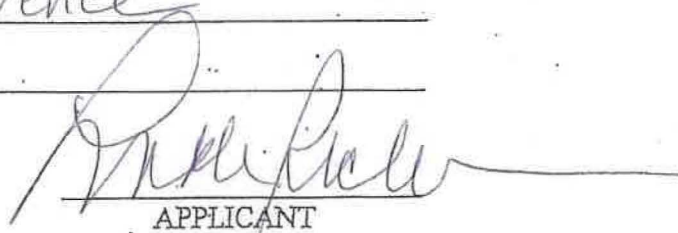
☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: March 28th Sat.

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

FOR THE FOLLOWING PURPOSES:

Snow Date for HOSA State
Leadership Conference


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: 12/4/25 + 12/5/25

TO: SCHOOL BUSINESS OFFICE

FROM: Reed School

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

NAME OF SCHOOL REQUESTED: Reed School

☐ Auditorium

☒ Gymnasium

☐ Swimming Pool

☐ Café/Rooms

DATES REQUESTED: 12/4/25 + 12/5/25

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

FOR THE FOLLOWING PURPOSES:

girls and boys basketball try outs

abgk C.
APPLICANT E. Brown

Please note the following provisions:

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

Back

SCHOOL PERSONNEL USE ONLY

DATE: 11/24/25

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: Dec 13, 2025

FROM: 7:30 am/pm TO: 1:30 am/pm

FOR THE FOLLOWING PURPOSES:

Family Engagement Event
Breakfast with the Grinch

K. Copperthite
APPLICANT (Principal)

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: 11-27-25

TO: SCHOOL BUSINESS OFFICE

FROM: Diane Bakerell, Maloney Magnet

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

NAME OF SCHOOL REQUESTED: Maloney Magnet

☐ Auditorium ☐ Gymnasium ☒ Whole school ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: January 10, 2024 ^{snow date} Jan. 24

FROM: 11:00 am/pm TO: 2:00 am/pm

FOR THE FOLLOWING PURPOSES:

Open House for prospective families

Blair Bakerell
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.

11/29/25

SCHOOL PERSONNEL USE ONLY

DATE: 11-29-25

TO: SCHOOL BUSINESS OFFICE

FROM: Family resource center
Maryrose Avonetta

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

NAME OF SCHOOL REQUESTED: Reed School

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms
☐ Computer Room

DATES REQUESTED: 11-24-25

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

FOR THE FOLLOWING PURPOSES:

Play group friends giving 12-15 families

Maryrose Avonetta
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:

11/19/25

TO: SCHOOL BUSINESS OFFICE

FROM: _____

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

NAME OF SCHOOL REQUESTED: Woodrow Wilson

☐

Auditorium



Gymnasium

☐

Swimming Pool



Café/Rooms

DATES REQUESTED:

2/18/2026

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

FOR THE FOLLOWING PURPOSES:

I'd like to use the café and gym for a family engagement night from 5PM to 7 Pm on 2/18/2026

Kyle Crocetto

APPLICANT

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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: 11/21/25

TO: SCHOOL BUSINESS OFFICE

FROM: WAMS - LeBlanc

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 102

DATES REQUESTED: 12/19/25

FROM: 515 am/pm

TO: 745 am/pm

FOR THE FOLLOWING PURPOSES:

NAHS Family Paint Night
change date from 12/10 to
12/19

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: November 25, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Silas Bronson Library

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

NAME OF SCHOOL REQUESTED: **WILBY**

☐

Auditorium

☒

Gymnasium

☐

Swimming Pool

☐

Café/Rooms

DATES REQUESTED: Tuesday, December 16, 2025

FROM: 5:00 pm

TO: 7:30pm

FOR THE FOLLOWING PURPOSES:

Set up at the Career Academy vs. Wilby Boys' Basketball Game to promote the library.

Michael Tierney
Librarian III

.....

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: 12/01/2025

TO: SCHOOL BUSINESS OFFICE

FROM: Sprague School

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

NAME OF SCHOOL REQUESTED: Sprague Elementary

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: 12/06/2025

FROM: 11:00am TO: 3:00pm

FOR THE FOLLOWING PURPOSES:

PTO Event – Brunch with Santa

Kimberly Mays, Assistant 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.

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Book

SCHOOL PERSONNEL USE ONLY

DATE: 12/1/25

TO: SCHOOL BUSINESS OFFICE

FROM: Boost! Site Coordinator
Nadia French-Graham

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

NAME OF SCHOOL REQUESTED: Roberto Clemente International Dual Language School

☐ Auditorium

☒ Gymnasium

☐ Swimming Pool

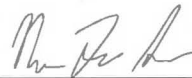
☐ Café/Rooms

DATES REQUESTED: 12/18/25

FROM: 4:00 PM am/pm TO: 6:30 PM am/pm

FOR THE FOLLOWING PURPOSES:

Clemente Closet is a community clothing giveaway hosted at Roberto Clemente School. Families are invited to select free, gently-used clothing items for children and adults. The event supports our school community by providing needed resources in a welcoming, organized space.



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: 12/1/25

TO: SCHOOL BUSINESS OFFICE
FROM: Boost! Site Coordinator
Nadia French-Graham

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

NAME OF SCHOOL REQUESTED: Roberto Clemente International Dual Language School

☐ Auditorium

☒ Gymnasium

☐ Swimming Pool

☒ Café/Rooms

DATES REQUESTED: 12/20/25

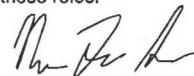
FROM: 11:00AM am/pm

TO: 4:30PM am/pm

FOR THE FOLLOWING PURPOSES:

POW Community Café at Roberto: We would like to host the POW Community Café at Roberto on Saturday, December 20, from 1:00 – 3:30 PM. The Community Café is a parent meeting designed to provide a welcoming space for families to connect with community partners, explore available resources, and engage in meaningful discussions. Dinner and childcare will be provided so parents can focus on community-relevant topics and professional development.

Panel on Parent Engagement in the PTO's: Our focus for this session will be Parent Engagement in the PTOs. We would love to include one active staff member and one parent on the discussion panel. The conversation will highlight ways to get involved, the impact of parent engagement, and the importance of working together as a team to strengthen the school community. Please let me know if you have suggestions for individuals who could serve in these roles.



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.

Handwritten signature

SCHOOL PERSONNEL USE ONLY

DATE: December 3, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Silas Bronson Library

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

NAME OF SCHOOL REQUESTED: **CROSBY**

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Tuesday, December 30, 2025

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

FOR THE FOLLOWING PURPOSES:

Set up at the Kennedy vs. Crosby Girls Basketball Game to promote the library.

Michael Tierney
Librarian III

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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.

12/5/25

SCHOOL PERSONNEL USE ONLY

DATE: 12/5/25

TO: SCHOOL BUSINESS OFFICE

FROM: Daniel Ferreira

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

NAME OF SCHOOL REQUESTED: Waterbury Arts School

- Apron Stage



Auditorium



Gymnasium



Swimming Pool



Café/Rooms

DATES REQUESTED: 12:16

FROM: 5:30 am/pm

TO: 8:30 am/pm

FOR THE FOLLOWING PURPOSES:

21st Century Family night.
Will need a table in mirrored lobby
for Food service

D. Ferreira
APPLICANT

D. FERREIRA

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: 12/8/25

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: 1/15/26

FROM: 5:15 am/pm TO: 6:30 am/pm

FOR THE FOLLOWING PURPOSES:

Literacy / STEM Night

Hannah Sam
Kingsbury
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: 12/8/25

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: 2/19/26

FROM: 5:15 am/pm TO: 6:30 am/pm

FOR THE FOLLOWING PURPOSES:

My Special Person & Me Dance

Hannah Sam
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.

Hook

SCHOOL PERSONNEL USE ONLY

DATE: Dec. 9, 2025

TO: SCHOOL BUSINESS OFFICE

FROM: Laureen Gruner

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

DATES REQUESTED: Fri., Feb. 6, 2026

FROM: 9 00 am/pm TO: 11 45 am/pm

FOR THE FOLLOWING PURPOSES:

Energy Academy The Power Squad

Laureen Gruner
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: 12/9/25

TO: SCHOOL BUSINESS OFFICE

FROM: Gilmartin - Erika Lanza

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

NAME OF SCHOOL REQUESTED: Gilmartin

☐ Auditorium

☐ Gymnasium

☐ Swimming Pool

☒ Café/Rooms

DATES REQUESTED: 12/18/25

FROM: 4:00 am/pm TO: 7:30 am/pm

FOR THE FOLLOWING PURPOSES:

Family Literacy Night

Erika Lanza
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 USE FORM

DATE: ~~Dec 10~~ Dec. 10, 2025

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

FROM: Angela Razza, Principal
Regan School

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

NAME OF SCHOOL REQUESTED: Regan School

AUDITORIUM

GYMNASIUM

SWIMMING POOL

CAFE/ROOMS

DATE(S) REQUESTED:

Monday, Dec. 22, 2025

FROM 5 am/pm TO 7 am/pm

FOR THE FOLLOWING PURPOSE:

Winter Concert with students, families + staff.

first show @ 5:15

2nd show @ 6:15 - should be done by 6:45pm.

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.

Handwritten signature/initials

SCHOOL PERSONNEL USE ONLY

DATE: 12/9/25

TO: SCHOOL BUSINESS OFFICE
FROM: PI - Isa Alves

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

NAME OF SCHOOL REQUESTED: WAMS-Cafeteria

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☒ Café/Rooms

DATES REQUESTED: ~~Tuesday, Dec. 16th~~ / Thurs. Jan 8th, 202
FROM: 5⁰⁰ am/pm TO: 7⁰⁰ am/pm

FOR THE FOLLOWING PURPOSES:

Literacy Night - Smartboard *

mlh
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: 12-9-2025

TO: SCHOOL BUSINESS OFFICE

FROM: Commissioner Van Stone, Sr.

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 Media CTR.

DATES REQUESTED: Friday, January 9, 2026

FROM: 9:00 am/pm TO: 12:00 am/pm

FOR THE FOLLOWING PURPOSES:

Legislative Breakfast

Nicholas Albini for
APPLICANT
Commissioner Van Stone, Sr.

.....
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 OF THE WHOLE

Item #10.1

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education ratify the successor Collective Bargaining Agreement (CBA) between the Waterbury Board of Education and The Waterbury Teachers' Association (WTA) for the period of July 1, 2026 through June 30, 2029 and recommend approval to the Board of Aldermen.



MEMORANDUM

To: Board of Education, Board of Aldermen

From: Attorney Jessica Ritter
Attorney Abby Booth

Date: December 18, 2025

Re: Executive Summary of 2026-2029 Collective Bargaining Agreement Between the Waterbury Teachers' Association and the Waterbury Board of Education

Enclosed please find a successor collective bargaining agreement ("CBA") between the Waterbury Teachers' Association ("WTA" or "Union") and the Waterbury Board of Education ("Board"), which was negotiated pursuant to Connecticut General Statutes Section 10-153a *et seq.* (the "TNA"). This memorandum represents a summary of changes to the CBA as a result of the Parties' mediated settlement.

Please review and consider the following changes in light of the fact that there is a statewide shortage of teachers. Waterbury has approximately 49 teaching vacancies, including a significant number of vacancies in critical shortage areas and historically hard-to-fill positions, such as special education and bilingual teachers. While Waterbury is competitive with its entry-level salaries, it is low within New Haven County for the maximum salary for teachers with a Master's Degree or Sixth Year Degree. This contract focuses both on retention of current teachers as well as a competitive salary schedule in order to recruit new teachers.

I. Duration: July 1, 2026 – June 30, 2029 (3 years)

II. Wages:

Year 1 (2026-27): Delete Step 20. Step Advancement for those not on Top Step; 1.25% GWI for all steps below Top Step; 3.0% GWI to Top Step.

- Projected Percentage Increase over Current Payroll: 4.09%
- Projected Increase over Current Payroll: \$5,097,210

Year 2 (2027-28): Step Advancement for those not on Top Step; 1.30% GWI for all steps below Top Step; 3.0% GWI to Top Step.

- Projected Percentage Increase over Current Payroll: 4.04%
- Projected Increase over Current Payroll: \$5,244,859



Year 3 (2028-29): Step Advancement for those not on Top Step; 1.75% GWI for all steps below top step; 3.0% GWI to Top Step.

- Projected Percentage Increase over Current Payroll: 4.32%
- Projected Increase over Current Payroll: \$5,833,520

Total Projected increase to Payroll by Year 3: 12.45%

III. Insurance:

- No Changes to insurance plan.
- A new provision will grant a one-time \$1,500 payment to employees currently on the Board's insurance plan who elect to discontinue their coverage.

IV. Other Economic Changes

- **Article 8, Section 2(d) – Bus Duty Stipend**

Year 1 (2026-27): increase to \$1,250/year

Year 2 (2027-28): increase to \$1,300/year

Year 3 (2028-29): increase to \$1,350/year

Projected Increase in Annual Cost by Year 3:

- **Article 9, Section 3 – Department Heads**

Department Heads shall receive additional compensation at the rate of .20 of the teacher's salary for each additional class that they teach over four periods per day.

- **Article 11 – Curriculum Revision Committee**

Provides teachers who serve on the curriculum revision committee outside of the contractual workday with an hourly rate of \$40. The Superintendent will determine the maximum hours that may be worked each year.

- **Article 32, Section 1 – Contractual Hourly Rate**

Year 1 (2026-27): \$38/hour

Year 2 (2027-28): \$39/hour

Year 3 (2028-29): \$40/hour

Projected Increase in Annual Cost by Year 3:

- **Appendix B1 & B2 Stipend Increases for Coaches and Advisors**

Year 1 (2026-27): 2% GWI

Year 2 (2027-28): 1% GWI

Year 3 (2028-29): 2% GWI

Projected Increase in Annual Cost by Year 3:

V. Non-Economic Contract Changes

- **Article 3, Section 1:** Previously, all four non-teaching days were fully dedicated to district-directed activities. Now, teachers will have 1/2 day that is an unencumbered, teacher directed work period.
- **Article 7, Section 1:** Provides K-5 and K-8 teachers an additional 15 minutes of preparation time per week, totaling a minimum of 3 hours and 15 minutes.
- **Article 8, Section 2: Recess Duty:** Reduces the ratio of teachers to students from 1 teacher for every 100 students, to 1 teacher for every 75 students.
- **Article 8, Section 2(d): Bus Duty:** Reduces the ratio of teachers to students from 1 teacher for every 125 students, to 1 teacher for every 100 students. Also adds seven additional schools to the list of schools that may have up to eight (8) bus monitors due to the locations of their buildings.

VI. Miscellaneous/Housekeeping changes:

- Changes reference of classroom aide to adult support;
- Deletes repetitive language;
- Adds additional stipend positions that were previously contemplated in MOAs;
- Changes reference from Step 1 to the “first step;”
- Deletes outdated language concerning payout of accumulated sick leave.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #11.1

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve a transfer in the fiscal year 2025/2026 Capital Improvement Budget totaling \$580,000.00

FROM:

Accounting Unit	Account	Activity	Description	Amount
60180	547000	6018080099995	Capital Improvement - BOE Unallocated (Sinking Fund)	(\$580,000.00)

TO:

60180	545013	6018080027645	School Security Improvements	\$430,000.00
60180	543000	6018080027855	Kennedy Pool Repair (SF)	\$150,000.00

TOTAL

\$580,000.00 (\$580,000.00)

Transfer funds from the BOE Unallocated Sinking Fund to continue the camera replacement project at various schools to ensure safety and security.

Transfer funds from BOE Unallocated Sinking Fund to fund repairs to the Kennedy Pool to avoid further issues that may render the pool inoperable and adversely affect school operations and local community activities.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #11.2

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

I move that the Waterbury Board of Education approve a Memorandum of Agreement with Joseph Begnal to provide consultation services to effectively implement the Commissioner's Network Plans.

EXECUTIVE SUMMARY

To: Honorable Board of Aldermen Members
Honorable Board of Education Commissioners

From: Nicholas J. Albini, Chief Operating Officer 

Date: December 16, 2025

Re: Memorandum of Agreement with Mr. Joseph Begnal, Sole Proprietor, as the
Comprehensive High School's Commissioner's Network Project Support Coordinator

The Department of Education respectfully requests your review and approval of a Memorandum of Agreement (MOA) with Joseph Begnal to serve as the Commissioner's Network Project Support Coordinator for the comprehensive high schools in the total amount of \$120,000 (Crosby \$15,000, Kennedy \$15,000 and Wilby \$90,000), through December 31, 2026. Funding will be provided through the coordinating schools' Commissioner's Network allocations with no City funding used.

This MOA was deemed a sole source from the Purchasing Department due to Mr. Begnal's ability to provide the services required to implement the Commissioner's Network Plan. During that time Mr. Begnal has served as an Administrator on Special Assignment at Wilby High School.

Prior to this current role at Wilby, Mr. Begnal served for many years as an administrator at North End Middle School (NEMS), the primary feeder school for incoming Wilby students. Mr. Begnal can use his experience to support the implementation of the Commissioner Network Plan at Crosby and Kennedy High Schools, while continuing his work at Wilby High School.

Under this MOA, Mr. Begnal will provide coaching and strategic administrative and operational support that facilitates the implementation of Crosby, Kennedy and Wilby High School's Commissioner's Network Plan.

The Education Department will have a representative available at your upcoming meeting to answer any questions you may have regarding this matter. Thank you for your consideration.

c: Chief Financial Officer

MEMORANDUM OF AGREEMENT

BETWEEN

THE CITY OF WATERBURY

AND

JOSEPH BEGNAL

This Memorandum of Agreement ("AGREEMENT" or "MOA") effective as of the date signed by the Mayor of the City of Waterbury, is entered into by and between the City of Waterbury, 235 Grand Street, Waterbury, CT, (hereinafter "CITY") and Joseph Begnal of 38 Lyman Road, Waterbury, CT 06704, (hereinafter "CONSULTANT").

WHEREAS, the Consultant has served as an Administrator on Special Assignment at Wilby High School, where his work has been integral to the school's acceptance and progress in the Connecticut State Department of Education's Commissioner's Network;

WHEREAS, the City and the Waterbury Board of Education ("BOARD") are in need of consultation services to effectively implement the Commissioner's Network Plans at Wilby High School, Crosby High School, and Kennedy High School;

WHEREAS, the Consultant has prior experience and knowledge in the application and implementation of the Commissioner's Network Plan;

NOW THEREFORE, the parties agree that:

1. The Consultant shall provide professional consultant services in accordance with all applicable State statutes and regulations regarding the implementation and administration of the Commissioner's Network Plan at Wilby High School, Crosby High School, and Kennedy High School. Services to include, but not limited to:
 - 1.1 Leadership coaching, administrative support, and operational support for City and Board administrators and staff to facilitate the implementation of Wilby, Crosby, and Kennedy High Schools Commissioner's Network Plans;
 - 1.2 Creating requests for pricing, managing the bid process, and coordinating with outside contractors;
 - 1.3 Organizing school events, coordinating community outreach, and managing logistics to ensure smooth implementation of each Commissioner's Network Plan.
2. The term of this Agreement shall commence on January 1, 2026 and terminate on December 31, 2026.
3. The total compensation shall not exceed One Hundred and Twenty Thousand (\$120,000) Dollars for the duration of this Agreement, payable in monthly installments subject to

invoices from Consultant. The sources of funding for the payments herein shall be the Commissioner's Network Fund and the School Improvement Grant.

4. The relationship between the parties shall be that of a client and independent contractor and not an employer /employee. The Consultant shall be solely and entirely responsible for his acts during the performance of this Agreement. It is the express intention of the parties hereto, and the Consultant hereby agrees, that he is not and shall not be deemed an employee of the City of Waterbury or its Board of Education, but is/are and shall remain an independent contractor relative to the City and Board and that nothing herein shall be interpreted or construed as creating or establishing the relationship of employer-employee. The Consultant hereby agrees that he shall not be entitled to the usual characteristics of employment, such as income tax withholding, F.I.C.A. deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc.
5. The City and Board shall not be responsible for any expenses incurred by the Consultant in the performance of the consulting services.
6. The Consultant hereby is charged with the requirement that he has knowledge of and will fully comply with all relevant provisions of the City's Code of Ordinances, including Chapters 38, titled "Centralized Procurement System" and Chapter 39, titled "Ethics and Conflicts of Interest".
7. **Confidentiality/FERPA:** Consultant shall strictly adhere to all State and Federal Statutes, rules, policy, regulations, codes of participant protection and confidentiality, administrative directives of the State of Connecticut Board of Education, Connecticut Department of Education and the Waterbury Board of Education regarding confidentiality of student records, files, PPTs, IEPs, etc. Consultant shall further ensure that his employees, agents, or anyone performing work on his behalf under the terms of this Agreement shall strictly adhere to all State and Federal Statutes, rules, policy, regulations, codes of participant protection and confidentiality, administrative directives of the State of Connecticut Board of Education and those of the Waterbury Board of Education regarding confidentiality of student records, files, PPTs, IEPs, etc.
 - 7.1 Any and all materials contained in City of Waterbury Student files that are entrusted to Consultant or gathered by the Consultant in the course of his services shall remain in the strictest confidence to prevent disclosure of the same. All information furnished by the City or gathered by Consultant shall be used solely for the purposes of providing services under this Agreement.
 - 7.2 Consultant acknowledges that in the course of providing services under this Agreement, he may come into the possession of education records of City of Waterbury students as defined in and governed by the Family Educational Rights and Privacy Act ("FERPA", 20 U.S.C. § 1232g) and related regulations (34 C.F.R. § 99). Consultant and City shall comply with the requirements of said statute and regulations, as amended from time to time and Consultant agrees to use information obtained from the City or student education records

only for the purposes provided in this Agreement. Without the prior written consent of the student's parent or guardian, as required by FERPA, Consultant has no authority to make disclosures of any information from education records. Consultant shall instruct his employees of their obligations to comply with FERPA.

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

8.1 The Board shall have access to and the ability to delete Student Data in the possession of the Consultant except in instances where such data is (A) otherwise prohibited from deletion or required to be retained under state or federal law, or (B) stored as a copy as part of a disaster recovery storage system and that is (i) inaccessible to the public, and (ii) unable to be used in the normal course of business by the Consultant. The Board may request the deletion of any such student information, student records or student generated content if such copy has been used by the operator to repopulate accessible data following a disaster recovery. The Board may request the deletion of Student Data by the Consultant within two (2) business days of receiving such a request and provide to the Board confirmation via electronic mail that the Student Data has been deleted in accordance with the request, the date of its deletion, and the manner in which it has been deleted. The confirmation shall contain a written assurance from the Consultant that proper disposal of the data has occurred in order to prevent the unauthorized access or use of Student Data and that deletion has occurred in accordance with industry standards/practices/protocols.

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

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

8.4 The Consultant shall take actions designed to ensure the security and confidentiality of student data.

8.5 The Consultant will notify the Board, in accordance with Conn. Gen. Stat. §

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

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

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

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

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

9. **Insurance Requirements:** Consultant agrees to maintain in force at all times during the Agreement the following minimum coverages as detailed in Sections 9.1 through 9.6 herein and shall name the City of Waterbury and the Waterbury Board of Education each as an additional insured on a primary and non-contributory basis to all policies, except Workers Compensation. All policies should also include a Waiver of Subrogation. Insurance shall be written with Carriers approved in the State of Connecticut and with a minimum AM Best's rating of "A-VIII." If any policy is written on a "Claims Made" basis, the policy must be continually renewed for a minimum of two (2) years from the completion date of this Agreement. If the policy is replaced and/or the retroactive date is changed, then the expiring policy must be endorsed to extend the reporting period for claims for the policy in effect during the Agreement for two (2) years from the completion date of this Agreement. Original, completed Certificates of Insurance must be presented to the City of Waterbury and the Waterbury Board of Education prior to issuance of this Agreement. Consultant agrees to provide replacement/renewal certificates at least thirty (30) days prior to the expiration date of the policies. Should any of the above described policies be cancelled, limits reduced or coverage altered, thirty (30) days written notice

must be given to the City of Waterbury and the Waterbury Board of Education.

9.1 General Liability:

\$1,000,000 for Each Occurrence
\$2,000,000 General Aggregate
\$2,000,000 Products/ Completed Operations Aggregate

9.2 Auto Liability:

Personal Auto Declaration Sheet OR
\$1,000,000 Combined Single Limit for Each Accident
Any Auto, All Owned and Hired Autos

9.3 Workers Compensation:

Workers Comp. Waiver and 6B Form (if applicable) OR
WC Statutory Limits;
Employer Liability (EL)
\$1,000,000 EL Each Accident
\$1,000,000 EL Disease Each Employee
\$1,000,000 EL Disease Policy Limits

9.4 Excess/ Umbrella Liability:

Waived

9.5 Professional Liability/ E&O:

\$1,000,000 Each Wrongful Act
\$1,000,000 Aggregate

9.6 Wording for Additional Insured Endorsement and Waiver of Subrogation

The City of Waterbury and its Board of Education is listed as an Additional Insured on a primary and non-contributory basis on all policies except Workers Compensation and Professional Liability. All policies shall include a Waiver of Subrogation except Professional Liability.

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

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

which funds have been appropriated, authorized or otherwise made available by law by giving written notice of termination to the Consultant.

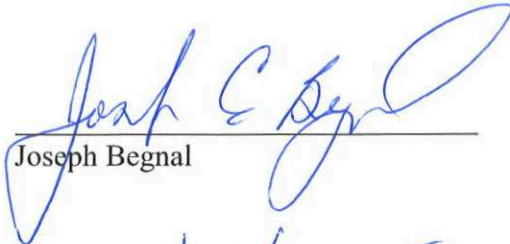
- 10.2 **Effects of Reduced Levels of Funding.** If funding is reduced by law, or funds to pay the Consultant for the agreed to level of the products, services and functions to be provided by the Consultant under this Agreement are not appropriated, authorized or otherwise made available by law, the City may, upon seven (7) calendar days written notice to the Consultant, reduce the level of the products, services or functions in such manner and for such periods of time as the City may elect. The charges payable under this Contract shall be equitably adjusted to reflect such reduced level of products, services or functions and the parties shall be afforded the rights set forth in this Agreement.
- 10.3 **No Payment for Lost Profits.** In no event shall the City be obligated to pay or otherwise compensate the Consultant for any lost or expected future profits.
11. Either party may, with or without cause, terminate this Agreement upon thirty (30) days written notice to the other.
12. This Agreement contains the entire Agreement between the parties and supersedes all prior agreements, understandings, Memorandums and employment relationship between the parties. Any amendment hereto must be in writing, executed by both parties.
13. The parties agree that the rights and obligations herein under shall be governed by, and construed in accordance with the laws of the State of Connecticut and that any action in law, suit in equity or other judicial proceeding for the enforcement of any provision shall be instituted only in the courts of the County of New Haven, Judicial District of Waterbury, State of Connecticut, or in any federal court within the District of Connecticut.
14. The parties agree that this Agreement is specific to Joseph Begnal and that this Agreement shall not constitute a precedent and shall not be used as evidence in any future case, legal proceeding, including administrative or civil proceedings, except a legal proceeding intended to enforce the specific provisions of this Agreement.

IN WITNESS WHEREOF, the parties hereto execute this Memorandum of Agreement on the dates signed below.

THE CITY:

CONSULTANT:

Paul Pernerewski, Mayor



Joseph Begnal

Date



Date

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #12.1
December 18, 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
--------------	-----------------------------------

Countrywood Hills	Crosby media ctr.: Wednesday, December 17, 5:00pm – 9:00pm
Condo Assoc.	
Alison Marinelli	(annual condo meeting)

REQUESTING WAIVERS:

Greater Wtby.	Crosby gym, lockers, café: Saturday & Sunday, December 20 & 21	
Anthony Ireland	9:00am – 8:30pm (Community Engagement Basketball)	(\$3,150)
*City Youth Theater	Crosby aud.: Dec. 2025-April 2026 (rehearsals & shows)	
Shelby Davis		(\$5,712.)
*Wtby. Knights Cheerleaders	Career Academy gym: Sundays 12/14/25-2/22/26	
		(\$2,772.)

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

Bridge to Success	Duggan café: Thursday, December 4, 4:30pm – 7:00pm
Terrance Fullmore	(Family Engagement Night)
Hoops 4 Life	Driggs gym: December 2 – March 5, Tuesday & Thursday, 5:30pm – 8:30pm
D. Fryer	West Side gym: December 5 – March 6, Fridays, 5:00pm – 9:00pm
*Brass City Athletics	West Side gym: 12/2 – 3/5/26 Tuesdays 7 – 9 pm
N. Andrzejewski	West Side gym: 12/11 – 3/4/26 Thursdays 5 – 9 pm
	Kennedy aux. gym: 12/4 – 3/12/26 Tues. & Thurs. 6:30-8:30 pm
*Madre Latina Org.	International Sch. Lib.: Thurs., Jan. 15 th 5:30 – 8:00 pm
Y. Iglesias	(Parent Training – Leadership meeting)

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 Alison Marinelli NAME OF ORGANIZATION Countryside Hills Condo Assoc
ADDRESS 380 Hitchcock Rd Waterbury CT TELEPHONE # 860-274-5182
(street) Wallace (city) (state) (zip code)
SCHOOL REQUESTED Crosby HS DATES 12/17/25 ROOM(S) Media Room
OPENING TIME 5:00 CLOSING TIME 9:00 PURPOSE Annual Meeting
ADMISSION (if any) φ CHARGE TO BE DEVOTED TO N/A
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 40ish CHILDREN
SIGNATURE OF APPLICANT Alison Marinelli DATE 11/24/25

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

Russell Antonacci - 1278 Main St Watertown CT 860-274-5182
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. Am (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR plus 1 HR SERVICE

RENTAL FEES:

MISCELLANEOUS FEES: Am: \$10.00/HR

SECURITY DEPOSIT \$ 500 INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

*Wallace
Media
CTR.*

Book

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

CONTRACT#

APPLICANT Anthony Ireland NAME OF ORGANIZATION The Greater Waterbury YMCA
ADDRESS 136 W Main Street Waterbury CT 06702 TELEPHONE # _____
(street) (city) (state) (zip code)
SCHOOL REQUESTED Crosby High DATES December 20+21 ROOM(S) Gymnasium, Lockers, Cafe
OPENING TIME 9am CLOSING TIME 8:30pm PURPOSE Community Engagement - Basketball
ADMISSION (if any) \$5-Kids, \$10-Adults CHARGE TO BE DEVOTED TO 203-768-0933
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 50+ CHILDREN 50+
SIGNATURE OF APPLICANT Anthony Ireland DATE 11/18/25

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

Anthony Ireland 526 Woodtick Road, 203-768-0933

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. AI (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR plus 1 HR SERVICE PER CUST (3) (\$3150.00)

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. 574-6983 FIRE DEPT. 597-3452

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

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____

SCHOOL BUSINESS OFFICE

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

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

APPLICANT/ORGANIZATION: Greater Woburn YMCA

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Gymnasium, Locker Rooms, Cafe

DATE(S): December 20th 2025

TIMES: 10-8pm 1575.00

DATE(S): December 21st 2025

TIMES: 10-8pm 1575.00

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

11/18/25

Date

[Signature]

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$

3,150.00

Custodial Fees

\$

Security Deposit

BOARD USE ONLY

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

ATTEST _____

Clerk, Board of Education

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

CONTRACT#

APPLICANT Shelby DAVIS NAME OF ORGANIZATION City Youth Theater
ADDRESS 42 Mountain Laurel Dr. 06704 TELEPHONE # 203 4370325
(street) (city) (state) (zip code)
SCHOOL REQUESTED Crosby DATES Attached ROOM(S) Auditorium
OPENING TIME 6pm CLOSING TIME 9:30p PURPOSE theater program
ADMISSION (if any) Fla CHARGE TO BE DEVOTED TO Funerary
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 3 CHILDREN 20
SIGNATURE OF APPLICANT [Signature] DATE 9/22/25
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:

Shelby DAVIS 42 Mountain Laurel Dr. Waterbury CT
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. SD (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \$42/HR plus 1 HR service (\$5712.)

RENTAL FEES:

MISCELLANEOUS FEES: tech \$55/HR.

SECURITY DEPOSIT \$ INSURANCE COVERAGE ☒ YES ☐ NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE

SCHOOL BUSINESS OFFICE

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

White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian

WAIVER REQUEST
(to be submitted with use of Building Permit)

APPLICANT/ORGANIZATION: City York Trust

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: Crosby Auditorium

DATE(S): See Attached TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

DATE(S): _____ TIMES: _____

12/2/25

Date

[Signature]

Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$ _____

Building Usage Fees

\$ 5,712.00

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

AUDITIONS/CALLBACKS:

Sunday December 28th: 1:30pm-5:30pm 5
Monday December 29th: 5:30pm-9:30pm 1
Sunday January 4th: 12:30pm-5:00pm 6

REHEARSALS:

Sunday March 1st: 1:30pm-6:30pm 5
Monday March 2nd: 5:30pm-9:45pm
Thursday March 5th: 5:30pm-9:45pm
Saturday March 7th: 10:00am-6:00pm 9

Monday March 9th: 5:30pm-9:45pm
Tuesday March 10th: 5:30pm-9:45pm
Thursday March 12th: 5:30pm-9:45pm
Saturday March 14th: 10:00am-6:00pm 9

Monday March 16th: 5:30pm-9:45pm
Tuesday March 17th: 5:30pm-9:45pm
Thursday March 19th: 5:30pm-9:45pm

Sunday March 22nd: 1:30pm-6:30pm 5
Monday March 23rd: 5:30pm-9:45pm
Thursday March 26th: 5:30pm-9:45pm
Friday March 27th: 5:00pm-10:00pm
Saturday March 28th: 11:00am-10:00pm 12

Sunday March 29th: 11:00pm-10:00pm 12
Monday March 30th: 4:30pm-9:45pm
Tuesday March 31st: 4:30pm-9:45pm
Wednesday April 1st: 4:30pm-9:45pm
Thursday April 2nd: 5:30pm-10:00pm

Friday April 3rd: 5:30pm-10:00pm
Saturday April 4th: 5:30pm-10:00pm $5.5 \times 2 = 11$
Sunday April 5th: 12:30pm-5:00pm $5.5 \times 2 = 11$

Thursday April 9th (if necessary): 5:30pm-9:30pm $5 \times 2 = 10$
Friday April 10th: 5:30pm-10:00pm $5.5 \times 2 = 11$
Saturday April 11th: 5:30pm-10:00pm $5.5 \times 2 = 11$
Sunday April 12th: 12:30pm-9:00pm $9.5 \times 2 = 19$

136 HRS.

X 42.00

\$5,712.00

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 Sheniquya Clements NAME OF ORGANIZATION Wtby Knights

ADDRESS 129 Washington St Wtby CT 06706 TELEPHONE # 203 818-1357
(street) (city) (state) (zip code)

SCHOOL REQUESTED Cheer DATES 12/14/25 - 2/22/25 ROOM(S) Gym

OPENING TIME 8:45⁰⁰ CLOSING TIME 2pm / 5:45 PURPOSE Cheer

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

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

SIGNATURE OF APPLICANT S Clements DATE 12/10/25

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: Sheniquya Clements
129 Washington St A 2 Wtby CT 06706 203-818-1357

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. (S) (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. 574-8963 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 Building Permit)

APPLICANT/ORGANIZATION: Colby Knight Cheer

Please check below specific item(s):

Building Usage Fees ☐

Custodial Fees ☐

SCHOOL/ROOMS REQUESTED: CARLEER Acad.

DATE(S): 12/14/25, 1/11/25, 2/15/25

TIMES: 845-2

DATE(S): 12/21/25, 12/28/25, 1/4/25

TIMES: 1245-545

DATE(S): 1/18/25, 1/25/25, 2/1/25

TIMES: ↓

DATE(S): 2/8/25, 2/22/25

TIMES: ↓

DATE(S): _____

TIMES: _____

DATE(S): _____

TIMES: _____

12/10/25
Date

Seemee
Signature

OFFICE USE ONLY

List total cost of fees being requested to be waived:

\$

Building Usage Fees

\$

2,772.00
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

1400

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 Tessence Follmore (Post Site coordinator) NAME OF ORGANIZATION Waterbury Bridge to Success

ADDRESS 83 prospect street Waterbury CT 06702 TELEPHONE #
(street) (city) (state) (zip code)

SCHOOL REQUESTED Duggan DATES 12/4 ROOM(S) Cafe

OPENING TIME 4:30pm CLOSING TIME 7:00pm PURPOSE Family Engagement Night

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

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 15-30 CHILDREN 30-60

SIGNATURE OF APPLICANT [Signature] DATE 11/18/25

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

Tessence Follmore / Althea Marshall Brooks 83 prospect street 475-305-9256

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. [Initials] (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)

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

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

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: A 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.

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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.

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 DEWEEN Fryer NAME OF ORGANIZATION Hoops4Life, Inc.

ADDRESS 232 N. Elm Street Waterbury CT 06702 TELEPHONE # 203 577-4348
(street) (city) (state) (zip code)

SCHOOL REQUESTED Reed DATES 12/5 - 3/6/26 ROOM(S) Gym

OPENING TIME 5:30 CLOSING TIME 8:30 pm PURPOSE basketball practice / game

ADMISSION (if any) none CHARGE TO BE DEVOTED TO nothing

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

SIGNATURE OF APPLICANT Deweena Fryer DATE 12-4-25

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

65 CHABLES Ave Waterbury CT 06700 (203) 232-0178

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

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT \$ INSURANCE COVERAGE ☒ YES ☐ NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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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.

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 DEWEEN FRAGER NAME OF ORGANIZATION HOOPS4LIFE, Inc.

ADDRESS 232 N. Elm Street Waterbury CT 06702 TELEPHONE # 203 597-4348
(street) (city) (state) (zip code)

SCHOOL REQUESTED WSMS DATES 12/5 - 3/6-26 ROOM(S) Gym

OPENING TIME 5 CLOSING TIME 8:30 PURPOSE Basketball practice/game

ADMISSION (if any) None CHARGE TO BE DEVOTED TO None

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

SIGNATURE OF APPLICANT Deween Frager DATE 12-1-25

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

65 CABLES Ave Waterbury CT 06700 (203) 232-4578

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

SCHEDULE OF RATES: CUSTODIAL FEES:

RENTAL FEES:

MISCELLANEOUS FEES:

SECURITY DEPOSIT \$ INSURANCE COVERAGE YES NO

PLEASE READ THE FOLLOWING CAREFULLY

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

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

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

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

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

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

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

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

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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.

Yook

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 DEWEEN FRANK NAME OF ORGANIZATION Hop54Life, Inc.

ADDRESS 232 N. Elm Street Wby CT 0702 TELEPHONE # 203 597-4348
(street) (city) (state) (zip code)

SCHOOL REQUESTED WSMS DATES 12/9 - 3/3/26 ROOM(S) Gym

OPENING TIME 5 pm CLOSING TIME 7 pm PURPOSE basketball practice / game

ADMISSION (if any) no one CHARGE TO BE DEVOTED TO Adm

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

SIGNATURE OF APPLICANT Deween Frank DATE _____

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *
65 Charles Ave Wby CT 06702 (203) 232-4578

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

SCHEDULE OF RATES: CUSTODIAL FEES: _____
RENTAL FEES: _____
MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ _____ INSURANCE COVERAGE _____ YES _____ NO

PLEASE READ THE FOLLOWING CAREFULLY

APPLICATION MUST BE RECEIVED AT LEAST THREE (3) WEEKS PRIOR TO THE ACTIVITY.
A COPY OF YOUR INSURANCE MUST ACCOMPANY YOUR APPLICATION (IF APPLICABLE)
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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).
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.

Tuesdays
5-7 pm

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.

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#

York
APPLICANT Nick Andrzejewski NAME OF ORGANIZATION Brass City Athletics
ADDRESS 41 Platt St Waterbury CT 06704 TELEPHONE # 203-819-9077
(street) (city) (state) (zip code)

SCHOOL REQUESTED WSMS DATES 12/2 - 3/5/26 ROOM(S) Gym

OPENING TIME * see below CLOSING TIME - PURPOSE Basketball

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

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

SIGNATURE OF APPLICANT Nick Andrzejewski DATE 10/17/25

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

Tiffany Kinion 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

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.

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

CONTRACT#

APPLICANT Nicholas Andrzejewski NAME OF ORGANIZATION Brass City Athletics
ADDRESS 41 Platt Street 06704 TELEPHONE # 203-819-9677
(street) (city) (state) (zip code)
SCHOOL REQUESTED Kennedy DATES 12/4-3/12 ROOM(S) Aux Gym
OPENING TIME 6:30 pm CLOSING TIME 8:30 pm PURPOSE Basketball
ADMISSION (if any) _____ CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS _____ CHILDREN _____
SIGNATURE OF APPLICANT [Signature] DATE 12/4/25
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. NA (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.

DEPARTMENT FOR INFORMATION: POLICE DEPT. 574-6863 FIRE DEPT. 597-3452

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

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PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

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

APPROVAL DATE _____

SCHOOL BUSINESS OFFICE

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

White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian

Book

USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

APPLICANT Yoelle Iglesias NAME OF ORGANIZATION Madre Latina Organiza
ADDRESS 232 N. Elm St WJB (street) CT (city) 06702 (state) (zip code) TELEPHONE # 203-232-1779
SCHOOL REQUESTED Dual International School DATES Jan 15, 2025 ROOM(S) Library *
OPENING TIME 5:30 pm CLOSING TIME 8pm PURPOSE Parent Training - Leadership
MISSION (if any) none CHARGE TO BE DEVOTED TO _____
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 15 CHILDREN none
NATURE OF APPLICANT Yoelle Iglesias DATE 12/8/2025
PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:
Yoelle Iglesias, 232 N. Elm St - WJB, CT 06702 - 203-232-1779
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. YI (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.
COPY OF YOUR INSURANCE MUST ACCOMPANY YOUR APPLICATION (IF APPLICABLE).
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. 574-8983 FIRE DEPT. 507-3452
CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE:
A SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).
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DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE).
PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS
IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS
WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ SCHOOL BUSINESS OFFICE _____

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

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.1

December 18, 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:

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Effective</u>
Amaya, Darwin	CHS	Assistant Football	09/23/25
Samaroo, David	Intramural	Volleyball Coach	11/24/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.2

December 18, 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:

<u>Name</u>	<u>Position</u>	<u>FT/ PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Almodovar, Evelyn	Secretary 2-Fam. Welcome Center	FT	\$18.22/hr	UPSEU 69	Clerical Gen. Fund	11/13/25
Bussey, Jennifer	(Certified) Tutor-Maloney Magnet School	PT	\$36.00/hr	NON BOE	InterDis Maloney 25-26	11/13/25
Dervishi, Shahie	Classroom Asst-Wilson School	FT	\$22.45/hr	UPSEU 68	SEED Grant FY 25-26	11/20/25
Fuller, Diane	(Certified) Tutor-Chase School	PT	\$36.00/hr	NON BOE	Title I DW 2	12/4/25
Kontulis-Beaton, Renata	(Certified) Tutor-Gilmartin School	PT	\$36.00/hr	Non BOE	Title I DW 2	11/13/25
Nazario, Jasmine	Classroom Assistant Walsh	FT	\$16.35/hr	UPSEU 68	SEED Grant FY 25-26	11/20/25
Panora, Hillary	Classroom Assistant-Sprague School	FT	\$16.35/hr	UPSEU 68	SEED Grant FY 25-26	11/20/25
Pena, Yadira	Hall Monitor-Kennedy	PT	\$16.35/hr	Non BOE	SIG 9 KHS 25-26	12/4/25
Rivera, Mirta	Bi-Lingual Tutor (non certified)-Walsh	PT	\$25.00/hr	NonBOE	Title IIA 2527 Title I	11/20/25
Santa, Ninotchka	Classroom Assistant-Kingsbury	FT	\$16.35/hr	UPSEU 68	SEED Grant FY 25-26	12/4/25
Santiago, Yudelky	Hall Monitor-Kennedy HS	PT	\$16.35/hr	NON BOE	SIG 9 KHS 25-26	12/4/2025
Ugalde, Kevin	Classroom Assistant-Walsh School	FT	\$22.45/hr	NON BOE	SEED Grant FY 25-26	11/20/25
Yaixsa Vargas	Behavior Counselor Kennedy (promotion)	FT	\$21.72	UPSEU 69	SIG 9 KHS 25-26	1/2/26
Whyte, Brianna	Parent Liaison Bucks Hill Annex position change)	FT	\$20.97	UPSEU 69	Priority 25-26	11/10/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.3

December 18, 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/SDE appointments:

<u>Name</u>		<u>Grant</u>	<u>School</u>	<u>Pol</u>
Pesce	Margaruite	21st Century	Academic Academy	Sub-Administrator
De Santis	Paula	21st Century	Academic Academy	Teacher
Garcia	Gabriella	21st Century	Academic Academy	Teacher
Marte	Yaquira	21st Century	Bucks Hill	Teacher
Salazar	Ashley	21st Century	Bucks Hill	Teacher
Pesce	Margaruite	21st century	Kingsbury	Sub-Administrator
Pesce	Margaruite	21st Century	Wilson	Sub-Administrator
Signore	Signore	21st Century	Wilson	Teacher

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.4

December 18, 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:

<u>School</u>	<u>Last name</u>	<u>First Name</u>	<u>Assignment</u>
Reed	Turell	Thomas	Teacher
Reed	Masters	Gail	Teacher
Reed	Whithey	Abigail	Teacher
Reed	Chouinard	Alyssah	Teacher
Reed	Beveridge	Gabrielle	Teacher
Reed	Comstock	Brian	Teacher
Reed	Pagan	Miverva	Clerical

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.5

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following After-school Mastery Based Learning Panel Member appointments:

<u>Name</u>	<u>Location</u>	<u>Name</u>	<u>Location</u>
Kelly Donohue	Crosby	Helena Gwiazdoski	WAMS
Elizabeth Andrzejewski	Crosby	Jaclyn Gibson	WAMS
Korena Graffam	Crosby	Ashley Freitas	WCA
Anthony Caruso	Kennedy	Nora Defrancesco	WCA
Craig Poulter	Kennedy	Wendy Mclellan-Kelly	Wilby
Julia Catricala	Kennedy	David Basile	Wilby
De'Andre Riddick	State Street/Enlight.	Marci Hinton	Wilby

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.6

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following new teacher hires:

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Grade level</u>
Belade, Casey	WAMS	PE/Health	6-12
Bulvanoski, Jodi	Wallace	FCS - Culinary	6-8
D'Eredita, Joshua	Crosby	Special Ed - BDLC	9-12
Henderson, Angus	Wendell Cross	Art	K-8
Herb, Austin	Kennedy	Math	9-12
LaPointe, Cheryl	Districtwide	SLP	PK-12
Meier, Michael	International	PE/Health	PK-5
Osei-Bonsu, Robert	Reed	Science	7-8
Robles, Natalie	Walsh	Special Ed	K

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.7

December 18, 2025

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following resignations:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Coleman, Patrick	NEMS/Special Ed	12/12/25
Machado, Mary	Rotella/Grade K	11/26/25
McCord, Nicholas	Crosby/ELA	01/05/26
Milera-Rivera	Bunker Hill/Grade 2	12/23/25
Morea, Marianne	Enlightenment/ELA	12/01/25
Robles, Natalie	Walsh/Special Ed	12/08/25

Respectfully submitted,

Dr. Darren Schwartz
Superintendent of Schools



COMMUNICATIONS



**December 3, 2025 through
December 16, 2025**



STATE OF CONNECTICUT
STATE BOARD OF EDUCATION



November 24, 2025

Mr. Paul K. Pernerewski, Jr., Chair
Waterbury Public Schools
235 Grand Street
Waterbury, CT 06702

Dear Mr. Pernerewski:

This is in response to your letter received by e-mail on November 7, 2025, which provides notification of the appointment of Dr. Darren Schwartz as superintendent of schools for Waterbury Public Schools, effective September 16, 2025.

Bureau of Educator Standards and Certification records indicate Dr. Schwartz holds a provisional educator certificate, endorsed for superintendent of schools, which is valid from October 6, 2023, through October 5, 2031. This letter, therefore, will confirm Dr. Schwartz's eligibility for appointment as superintendent of schools for Waterbury Public Schools.

Please extend my congratulations to Dr. Schwartz.

Sincerely,

A handwritten signature in blue ink, appearing to read "Charlene M. Russell-Tucker".

Charlene M. Russell-Tucker
Commissioner of Education

CRT:stv

cc: Dr. Shuana K. Tucker, Chief Talent Officer
Dr. Darren Schwartz, Superintendent, Waterbury Public Schools
Mrs. Frances Rabinowitz, Executive Director, CAPSS
Teachers Retirement Board



Waterbury Public Schools

Melissa Serrano-Adorno

Board of Education Commissioner

Waterbury, Connecticut

Email: mserranoadorno@waterbury.k12.ct.us | Phone: 203-525-0551

Date: October 22, 2025

To: Dr. Schwartz, Superintendent

Cc: Waterbury Board of Education Members

From: Melissa Serrano-Adorno, Board of Education Commissioner

Subject: Discussion on Key District Issues as My Term Concludes

Dear Dr. Schwartz and Board Members,

As my term as a Board of Education Commissioner comes to an end, I would like to request a discussion on several important topics and ongoing issues that continue to impact our students, families, and staff both within and outside our district.

These areas are vital to ensuring equity, safety, transparency, and effective communication across our school community:

1. Homeschooling Oversight and Student Safety

We need to explore what measures can be taken to ensure homeschooled students within our district are receiving a proper education and are safe. Strengthening accountability and maintaining communication with families who choose this option is essential.

2. Translation and Communication Services

Translation services should be consistently utilized during school events, such as open houses, to improve family engagement and accessibility.

All files and communications posted on our district website and social media—especially lunch menus, notices, and important announcements—should be available in at least the top three languages spoken in our district. This is particularly important for students with specific health needs, such as diabetes, whose families must clearly understand meal information. I can provide examples of the things that do not translate over. Maybe we could include our Communication specialist, Mr. Molina and Multilingual Supervisor Mr Manuel Zaldivar in the conversation. Instructions for tools such as **Bus Tracker**, **ParentSquare**, and **PowerSchool** should also be translated into multiple languages to ensure equal access for all families.

3. Board Member Access to ParentSquare

I strongly recommend that Board of Education Commissioners be granted **ParentSquare access**. This would allow Board Members to view school updates, announcements, and events firsthand—enhancing our understanding of day-to-day school communication and supporting more informed decision-making beyond regular meeting updates.

4. School-Based Health Clinic Access and Equity

There continues to be a misconception that the school-based health clinic is free. In reality, families are being charged on a sliding scale if they are uninsured and do not qualify for insurance.

The registration process remains challenging and is currently available only in English and Spanish, creating barriers for many families.

Additionally, it is critical that the district ensures the clinic remains **accessible and inclusive for all families**, including **undocumented and unhoused students and families**, who often face the greatest challenges accessing healthcare. Clear communication about eligibility, costs, and language access is essential to serving every member of our school community equitably.

5. School Safety and SRO Presence in Elementary Schools

Given the tragic rise in gun violence incidents across the nation, particularly those occurring in **elementary schools**, I believe it is essential to consider placing **School Resource Officers (SROs)** in our elementary schools as well. Their presence can provide not only safety but also build trust and positive relationships between law enforcement and our youngest students.

Proactive safety planning must extend to every level of education.

6. Transportation and Student Drop-Off Procedures

There continue to be serious concerns regarding busing—particularly the drop-off process for younger students. The current policy for elementary school student drop-offs should be revisited to clarify that a parent or designated adult must be present.

Additionally, after-school program transportation issues have arisen due to staff errors in bus assignments, creating safety and communication challenges for families.

7. Support for BDLC and Special Education Students

As we focus on academic growth and inclusion, we must not forget our **most vulnerable students**—those in **BDLC programs** and **Special Education**.

We should look into **field trip opportunities tailored to sensory-friendly environments** and allow **parents or guardians to chaperone**, ensuring that these experiences are meaningful and accessible.

Additionally, I encourage the district to **expand job readiness and training programs** for Special Education students who are preparing to graduate. These opportunities should align with their individual strengths and abilities. While I understand the challenges of securing

employer participation, there are **state-level incentives** available to encourage partnerships that could make these programs sustainable and impactful.

I believe these discussions are necessary to strengthen our district's accountability,

inclusivity, and communication practices. I would appreciate the opportunity to bring these items to the agenda before my term concludes so we can collaborate on potential solutions and next steps moving forward.

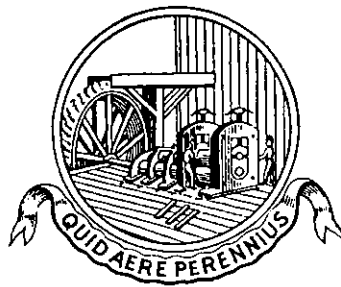
Thank you for your time, leadership, and continued dedication to our students and families. It has been an honor serving alongside each of you in support of our district's mission and success.

Respectfully,

Melissa Serrano-Adorno

Board of Education Commissioner

Waterbury Public 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

November 5, 2025

Gina Farrington
75 Worcester Ave.
Waterbury, CT 06705

Dear Ms. Farrington:

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 #20250731) 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 SEIU contract for other available fringe benefits by visiting our website at www.waterburyct.org.

Your official start date in this position is November 13, 2025.

Please call Donna Ignacio at 203-574-8195 with any questions you may have in regards to this position.

We look forward to working with you.

Again, welcome to the City of Waterbury.

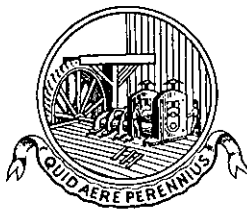
Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Education
Dr. Schwartz, Supt. of Schools
✓ Adam Shaban, Food Service 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 6, 2025

Louis Gonzalez
36 Plaza Ave., 2nd Fl.
Waterbury, CT 06710

Dear Mr. Gonzalez:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #20260191) at \$18.58 per hour. Please contact Mike Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, November 20, 2025 at 9:00 a.m. at the Department of Education Training Room, located in the Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be November 21, 2025 at your regular scheduled time.

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

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

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

Again, welcome to the City of Waterbury.

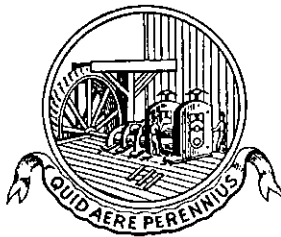
Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc Board of Education
Dr. Schwartz, Supt. of Schools
✓ Mike Konopka, School Inspector
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

November 13, 2025

Dallas Swain
63 Mapleridge Dr.
Waterbury, CT 06705

Dear Mr. Swain:

Your name is being certified to the Department of Education – Kennedy High School for the position of Attendance Counselor (Req. #20260102) at \$24.93 per hour.

Your official start date in this position will be December 4, 2025.

Please contact Robert Johnston, Principal at Kennedy High School at (203) 574-8150 with any questions you may have in regards to this position.

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

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

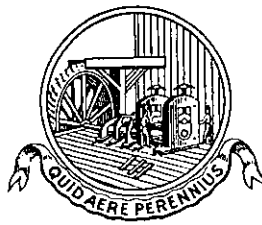
Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Education
Dr. Schwartz, Supt. of Schools
✓ Robert Johnston, Princ @ Kennedy
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 21, 2025

Kairo Watt
89 Elmwood Ave.
Waterbury, CT 06710

Dear Mr. Watt:

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. #20250835) 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, December 4, 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 December 5, 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,

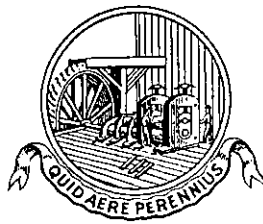
Nicholle West

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

November 24, 2025

Elliott Giordano
77 Rosemount Ave.
Waterbury, CT 06708

Dear Mr. Giordano:

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. #20260031) 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, December 4, 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 December 5, 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.

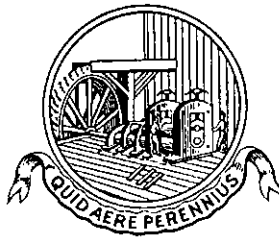
Again, welcome to the City of Waterbury.

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

November 24, 2025

Andrew DeCapua
72 Joseph St.
Waterbury, CT 06705

Dear Mr. DeCapua:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Administrative Associate I @ Chase Elementary School (Req. #20260201) at \$19.97 per hour. Please contact Lori Eldridge, Principal @ Chase Elementary School at (203) 574-8188 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, December 4, 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 December 5, 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.

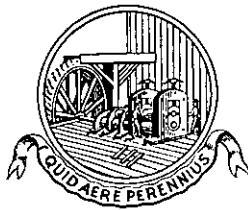
Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc Board of Education
Dr. Schwartz, Supt of Schools
Lori Eldridge, Princ @ Chase
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 25, 2025

Jherpher Rodriguez Almanzar
50 Diane Terrace
Waterbury, CT 06705

Dear Mr. Rodriguez Almanzar:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #20260300) at \$18.58 per hour. Please contact Mike Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

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

We have scheduled your orientation for Thursday, December 18, 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.

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

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

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

Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc Board of Education

Dr. Schwartz, Supt. of Schools

Mike Konopka, School Inspector
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

November 25, 2025

Franklin Munoz Granizo
155 Tracy Ave., Apt. 1
Waterbury, CT 06706

Dear Mr. Munoz-Granizo:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #20260285) at \$18.58 per hour. Please contact Mike Konopka, School Inspector at (203) 574-8000 ext. 11221 with any questions you may have in regards to this position.

Your first day reporting to your new department/supervisor will be November 28, 2025 at your regular scheduled time.

We have scheduled your orientation for Thursday, December 18, 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.

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

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

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

Again, welcome to the City of Waterbury.

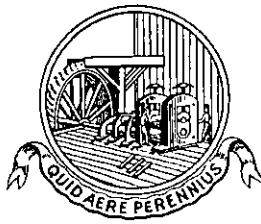
Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc Board of Education
Dr. Schwartz, Supt. of Schools
✓ Mike Konopka, School Inspector
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

December 1, 2025

Albana Kelolli
33 Stonefield Dr., Apt. 3
Waterbury, CT 06705

Dear Ms. Kelolli:

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. #20260018) 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.

Your first day reporting to your new department/supervisor will be January 8, 2026 at your regular scheduled time.

We have scheduled your orientation for Thursday, January 15, 2026 at 9:00 a.m. to 4:15 p.m. at the Department of Education Training Room located at 236 Grand Street, 2nd Floor, Room 275 in Waterbury. You must attend this orientation session in order to work for the City.

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

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

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

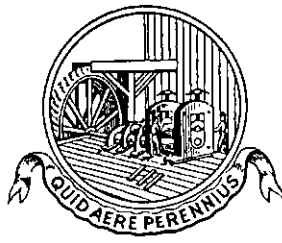
Again, welcome to the City of Waterbury.

Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist
NW/sd

cc Board of Education
Dr. Schwartz, Supt. of Schools
Wendy Johns, Director of Pupil Serv.
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

December 4, 2025

Carlos Morales
200 Kendall Circle
Waterbury, CT 06708

Dear Mr. Morales:

Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20260122) at \$21.49 per hour.

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

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

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

Your new probationary period in accordance with your applicable contract will be 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.

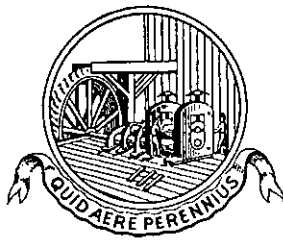
Sincerely,

Nicholle West

Nicholle West
Human Resources Generalist

NW/sd

cc: Board of Education
Dr. Schwartz, Supt. of Schools
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

December 4, 2025

Fior Done Tavaréz
22 Brewster St., D
Waterbury, CT 06704

Dear Ms. Done Tavares:

Your name is being certified to the Department of Education for the position of Paraprofessional II (Req. #20260065) at \$21.49 per hour.

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

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

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

Your new probationary period in accordance with your applicable contract will be 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
Wendy Johns, Director of Pupil Services
File