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By Marc J. Garofalo, MPA, MCC, MCTC at 4:06 pm, Nov 18, 2025

DERBY PUBLIC SCHOOLS

35 Fifth Street

Derby, Connecticut 06418

(203) 736-5027 fax (203) 736-5031 www.derbypride.org

Dr. Matthew Conway, Jr.
Superintendent of Schools

November 2025 Report

Academics

- Meeting: The Mind Trust
- Superintendent's Network Retreat
- Meetings with Director of Teaching and Learning
- CAPSS Equity Network
- Reading Leadership Implementation Council Meetings
- SCASA Professional Development Meeting
- CAPSS Federal & State Legislative Meeting
- Superintendent's Network Joint Meeting
- TNTF Reading Debriefing
- Review CAPSS Legislative Priorities
- Superintendent's Brainstorming Lunch
- 2025 Alliance Monitoring Meeting
- Superintendent Network Joint Meeting
- CAPSS Alliance Meeting

Human Capital

- Administrative Council Meeting
- DAA Executive Officer Meeting
- Teacher Education and Mentoring
- Meeting with Paraeducator Union Representative
- Certified Staff Interviews
- Nurse Negotiations
- DMS Teacher Meetings
- DHS Teacher Meetings

Operations

- Completed PSD Grant Evaluation
- Legislative Update Meeting
- Attended Mayor's Meeting
- Discussion on Student Mobility
- Attended Referendum Meeting
- Committee of the Whole Meeting
- Attended Board of Alder Meeting
- Review CABE Policies
- Review Tyler Payroll
- Tour Manufacturing Program at Derby Site
- Student Health and Safety Committee Meetings
- Smart Start Meeting



- Meeting with Cowbell/City of Derby and Derby BOE
- Plants and Facilities Committee Meeting
- Board of Education Meeting

Culture/Climate

- Celebrated National Custodian's Day – October 2nd
- AMTC Ribbon Cutting Event, Bridgeport
- Visit Bradley School
- Celebrated National Coaches Day – October 6th
- Held Requested Parent Meeting
- RiseUp X Honeycomb
- Leadership Greater Valley Session on Government & Public Service
- Attended Derby Athletic Hall of Fame
- Boss's Day Breakfast
- Cancellation Recording Sessions with Bradley and Irving School Students
- Derby/Shelton Rotary Luncheon, J. R. Payden Field House
- DHS Bocce Tournament
- Valley Community Foundation Board Advisory Council Reception
- Community First School Five Year Anniversary Event
- Parent Meetings for Student Matters

Athletic Department News:

Website: <https://www.derbypride.org/district/athletics>

- X-Country finished State Championship results from 10/25
 - Girls finished 7th in the Class S race (the team's highest finish since 2021)
 - Sasha Capelle finished 22nd out of 114 finishers and was the 3rd fastest Freshman in Class S
 - Boys finished 11th in the Class SS race
 - Joel Capelle placed 7th out of 155 finishers. Joel earned Class SS All State Honors and will compete at the CT State Open Championship on 10/31
- NVL Championship Meet Results
 - Girls placed 5th
 - Sasha Capelle placed 6th and earned First Team All-NVL Honors, while Sophia Rudus (15th) and Julianne Meagher (24th) both earned Second Team All-NVL Honors
 - Boys placed 6th
 - Joel Capelle placed 2nd and earned First Team All-NVL Honors, while Colton Shields (20th), Mac Gray (21st) and Jayson Drayton (26th) earned Second Team All-NVL Honors
- Volleyball has completed the regular season with a record of 7-13 are they were 1 game shy of qualifying for the state tournament.
- Girls Soccer has finished for the season with a record of 2-14. Juniors Kiera Boyles and Roujda Mekael earned Second Team All-NVL honors
- Boys Soccer has finished for the season with a record of 0-16 but improved tremendously from day 1 throughout the end of the season. This year was a rebuilding year with a new coaching staff and very few returning players
- Football continues and is currently 3-3 with wins over Watertown, Kennedy (Double OT) and Wilby
- Our Cheerleading team volunteered on 10/11 at the Southern CT Pop Warner State Cheerleading Competition
- Unified Sports is off to a Spooky start at DHS as we hosted a Spooky Soccer event with Oxford on 10/24. We will be hosting the CIAC Unified Flag Football tournament on November 3rd. Oxford, Woodland and Enfield will be joining us! We will also play a red vs white game at halftime of our Nov 7th football game vs St. Paul. We will be receiving our official banner from the CIAC/CT Special Olympics at our Homecoming pep rally on 11/7
- The DMS soccer seasons have finished up. X-Country will compete at the State meet on Saturday 11/1



- NVL Championship Meet Results: Myla Kapusta finished 11th, Lyra Krause 46th, Moiselys Cruz 49th, Karen Amarte 53rd, Tyomi Diah 57th, Hana Kham 62nd and Mia Umpierre 65th
- Varsity Jackets will be on sale Nov 3-Nov 30

For Information on School Events:

Little Raiders University: <https://www.derbypride.org/our-schools/little-raiders-university#h.gj07dzf6p0r7>

- 10/23 Car Seat Safety Event – Cathi Kellet, Coordinator Safe Kids Greater Naugatuck Valley Coordinator
Learning Focus: Students will be able to identify the seasonal changes that occur in the fall and identify colors.



Collaborating with DHS - James Piazza's class visited and assisted in our pumpkin painting event

Bradley School: <https://www.derbypride.org/our-schools/bradley-school#h.fc3zn7up45xr>

Please check out this week's [school newsletter](#)

- 10/1 cARTie Meet & Greet with teachers
- 10/6 Safe Walk to School event (grades K-2)
- 10/10 Hotchkiss Hose visit grades 1-3
- 10/16 Derby Pink-Out Day
- 10/16 Kindergarten Visits Hotchkiss Hose
- 10/21 Reptile Awareness Day
- 10/23 Buttermilk Farm Field Trip Kindergarten class
- 10/24 Favorite Color Dress Down Day (for Literacy Night)
- 10/29 WTNH visiting Fast Heroes program



Irving School: <https://www.derbypride.org/our-schools/irving-school#h.3sgf6fd5kmc7>

Irving School Newsletter: <https://secure.smores.com/n/s3bhtr>.

- 10/3 – cARTie Meet & Greet with K/1 Teachers
- 10/10 Storm Ambulance Company Fire Prevention Program K/1/2
- 10/14, 10/29 Cub Scouts STEM Program
- 10/17 Derby Pink-Out Day
- 10/24 Blue Yellow Spirit Day for Down Syndrome Awareness Month
- 10/24 PTO Halloween Dance
- 10/29 October Community Meeting
- 10/30 Best Buddies October Event
- 10/31 Halloween Spirit Day

Derby Middle School: <https://www.derbypride.org/our-schools/derby-middle-school#h.z4nyo2f9doub>

- Celebrated Custodian Appreciation Day
- Participated in District-Wide Pink Out Day
- Participated in Unity Day
- Members of NJHS and Student Council volunteered at the DPD Touch a Truck Event
- Held Student Council Elections



DMS Student Council
President: Paige Beaton
Vice President: Asia Roberts
Secretary: Larry Amaya
Treasurer: Keheen Mekael
Historian: Mia Ortiz

Grade Level Representative:
Mia Umpierre, 6th Grade
Teagan Hoyt, 6th Grade
Mila Nuzzo, 7th Grade
Kendra Joseph, 7th Grade
Daijamy Santana Cortes, 8th Grade
Maria Ortiz, 8th Grade

Student Council Advisors:
Ms. Drezek and Ms. White



Derby High School:

<https://www.derbypride.org/our-schools/derby-high-school#h.edwh8wnag2na>

- Launched our new **in-school clubs** that meet 1x p/week on Thursday's during school (Advisory time) including: Art, Basketball, Best Buddies, Crating/Painting, Book Club, Calculus, Chess, Embroidery, Event Planning, Future Business Leaders of America (FBLA), Gaming I/II, Just Dance!, Movie Club, Podcasting, Rotary Interact, Spanish Club, Sports Card Collecting, Student Council, Thrift Shop Retail, Weightlifting, Writing Club, Yearbook Club, Yoga, and more!
- Recognized **Unity Day** (Orange Out); **Domestic Violence Awareness** (Purple Out) and **Breast Cancer Awareness** (Pink Out) to promote support of these causes and build a sense of community and care. STUCO Made a donation to agencies that support individuals and these causes using funds raised in school-wide Coin Wars.
- The Student Council hosted our planned the **Homecoming Dance** with "A Night in Paris" theme
- Hosted the NVL Unified Spooky Soccer tournament
- Began the annual **NHS Thanksgiving Food Drive**
- Participated in the **Derby-Shelton Rotary** luncheon recognizing senior football players and cheerleaders
- Held fall sport **Senior Night** recognizing senior athletes with their families and coaches
- **Empanada & Churro** sale during Hispanic Heritage month to raise money for Spanish Club/Spanish Honor Society. New mural inspired by Hispanic artist Joan Miro painted by students.
- Students partnered with the **Blanket Fairy and Southford Falls** quilters to create 61 fleece blankets for students for children in CT's foster care
- 10 student-athletes attended the annual **CIAC Sportsmanship Conference** focused on leadership
- DHS named national banner **Unified Champion** school by Special Olympics
- Successful **Bocce fundraiser** held at the Sons and Daughters of Italy Club to support the Class of 2027
- Celebrated **Custodian Appreciation Day** recognizing their contribution to DHS

School Uniform Information for 2025-2026

ORDERING PROCESS:

Just click on this link <https://www.derbypride.org/school-uniforms> to go directly to the Red Raider Uniform Store OR go to www.derbypride.org and you will see the black bar across the top of the webpage. Choose School Uniforms and that will take you directly to the Red Raider Uniform Store.

Please direct any questions to: uniforms@derbyps.org

DERBY PUBLIC SCHOOL'S FACILITIES REPORT

Nov-25

SCHOOL	PROJECT	Description	RESPONSIBILITY	COST	SAVINGS	COMPLETION DATE
Bradley	Boiler Inspection	State of CT boiler inspection completed by Hartford Steam Boilers. Boilers and boiler room passed inspection.	HSB	\$0	\$0	11/7/2025
Irving	RTU-1, 2 and gym unit service	Winter service completed on the Roof top units. Service included belts, filters, coil cleaning and freeze stat check. Units all ok.	IN-House	\$600	\$2,000	11/3/2025
Irving	Room 1A intercom	Room 1a in the lower level had no PA speaker. Installed ceiling-mounted speaker above classroom door.	In-house	\$0	\$1,500	11/5/2025
DMS	CHILLER	Rental chiller is scheduled to be picked up by United Rentals on 11/24	United Rentals		\$0.00	11/24/2025
DMS	Sewage pump service	Basement Sewer pumps serviced and waste tank flushed out.	In-house	\$400	\$0.00	11/14/2025
DMS	Building Management System upgrade	ABS Compass 2.0 is up and running.	ABS	\$14,051	N/a	11/13/2025

DMS	Main Entrance Camera	The main entrance visitor camera system was replaced due to the existing system failing. Staff couldn't see ID's or make out who was at the door. The new system is rated for direct sunlight. Facilities purchased equipment and Calvert Safe and lock installed.	In-House and Calvert	\$3,500	1500 (on purchasing equipment)	10/27/2025
DHS	G05 HVAC	HVAC unit replaced in G05 with Mini split heat pump system.	In-house	\$4,200	\$4,500	11/11/25
DHS	G06 HVAC	The existing cabinet heater was replaced with a PTAC unit due to broken pneumatic supply lines in the ground.	In-house	\$2,200	\$2,500.00	11/4/2025

SAVINGS BASED ON QUOTES SUBMITTED COMPARED TO OUR COST IN HOUSE.



Derby Strategic Planning



[The Strategic Plan: Read here](#)

School Year 2025-2026

October 2025

PDF RC Demo.pdf

MP4 A_Report_Card,_Reimagined.mp4

Rachel Forman
Stroke Neurologist
2d

Derby CT Public Schools in action coming up on #worldstrokeday! Thank you Michael Rafferty, Ed.D. for your leadership and the #FASTHeroes team! So wonderful to partner with Griffin Hospital and Yale School of Medicine #neurology to bring life-saving information to our youth! Samuel Namian Sue Goncalves Beth Patton Comerford Kevin Sheth Pooja Khatri Yale Department of Neurology YCCI, Yale School of Medicine Daniel Sarpong Jan van der Merwe, MBA Michelle L.A. Nelson

Derby Public Schools and Yale Medical School

This is wonderful news! The kids in the attached post look like they're having a great time—it's heartwarming to see. Thank you again for your willingness to spread this life-saving message within your community. This is just the beginning of something that will have a truly amazing impact.

Warm regards,

Mit freundlichen Grüßen / Kind regards,
Jan Van der Merwe

Co-Founder & Project Lead – The Angels Initiative
Boehringer Ingelheim International GmbH
Tel.: +49 (6132) 77-181593

CharacterCounts.org | [Workshops](#) | [Curriculum](#) | [Assessments](#) | [CCJ Store](#)

Kindness 101

Data and Student Achievement Analysis

Up

- Tracey Quartinno & Molly Sullivan Presenting at Regional Math Conference

Score Type	Score
Diagnostic Score	70%
Check for Understanding Score	102%

- TNTP PD to Frame Literacy Plan and PD for the District ELA

RLC Assignments: Content

Does this assignment align with the expectations defined by grade-level standards, including a high-quality text and text-based questions?

Question	Yes	No
Does this assignment align with the expectations defined by grade-level standards, including a high-quality text and text-based questions?		

Here we are asking ourselves these guiding questions:

- Does the assignment contain questions and/or tasks that reach the depth of grade level standards?
- Is the assignment based on a text?
- Is the text(s) high-quality and grade-appropriate?

September 2025

- *New Report Card Template (Draft)*

Irving School
 9 Garden Place
 Derby, CT 06418
 203-736-5043
 Principal: Marc Russo



Student Info	
Name	Derby Red Raider
Grade	1
Student Number	16394
Homeroom	Zak

Attendance			
	T1	T2	T3
Days Absent	0		
Days Present	6		
Times Tardy	0		
Excused Early	0		

Grading Scale
4: Exceeds grade level standards and expectations
3: Proficient understanding of grade level standards and independently demonstrates mastery of content
2: Developing an understanding of grade level standards and progressing toward mastery
1: Needs improvement in understanding grade-level standards and making limited progress
NA: Not applicable at this time

Reading and Writing Grades	Q1	Q2	Q3
Reading Foundational Skills (Phonics, Decoding, Fluency, Vocabulary)			
Reading Comprehension (Thinking Within, Beyond, and About Texts and Information)			
Writing Foundational Skills (Spelling, Editing, Revising, Handwriting)			
Writing (Organization, Message, Development, Elaboration, Support, & Craft)			
Language (Grammar, Speaking, and Listening)			

Math Grades	Q1	Q2	Q3
Mathematical Foundations (Fluency, Number Sense, Vocabulary)			
Geometric Reasoning			
Math Practices (Reasoning, Communicating, Visualizing)			

Content Area	Q1	Q2	Q3
Social Studies			
Science			
Art : Create, Perform, Respond, Connect			
Music: Create, Perform, Respond, Connect			
Physical Education: Create, Perform, Respond, Connect			
STEM (Science, Technology, Engineering, Math)			

Behaviors	Q1	Q2	Q3
Civic Mindedness			
Relationships			
Perseverance			



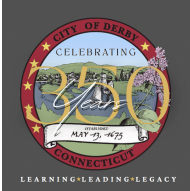
1) Kindergarten Health Example

https://drive.google.com/file/d/1ejzqi-eikqEYY0E8wKotUZbudbjRpcw/view?usp=share_link



2) Math Assistments Onboarding Grades 3-5

<https://drive.google.com/file/d/1hwVLDIL7vwraTh4IHGBNPW4VWJCJmA8I/view?usp=sharing>

August 2025

 <p>What #1: Target subject-specific instructional practices over content knowledge</p>	 <p>What #3: Deliver more PL focused on relationships with students</p>	<ul style="list-style-type: none"> • Replacing Textbooks (i.e. AP) • Unit Internalization Preparation (What Meets How) 
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July 2025

<ul style="list-style-type: none"> • EOY Alliance Monitoring Meeting <p>Highlights growth in ELA and attendance</p> <table border="1" data-bbox="110 1073 802 1423"> <thead> <tr> <th colspan="2">2024-25 DISTRICT PRIORITIES IMPLEMENTATION</th> </tr> </thead> <tbody> <tr> <td>Updated as of:</td> <td>6/30/2025</td> </tr> <tr> <td></td> <td><small>Instructions: See Row 12 for examples. Use drop-down menus for Status boxes</small></td> </tr> <tr> <td colspan="2">Guiding Questions</td> </tr> <tr> <td colspan="2">To what degree were Alliance District (AD) program resources sufficient to implement the program effectively?</td> </tr> <tr> <td colspan="2">To what degree were the AD program activities conducted as intended?</td> </tr> <tr> <td colspan="2">To what degree were the expected AD program outputs realized?</td> </tr> <tr> <td colspan="2">To what degree did the AD program achieve its short-, mid-, and long-term outcomes?</td> </tr> <tr> <td colspan="2">What are the primary academic and non-academic challenges the district is currently facing, and how do these influence your district and school improvement priorities that inform high-quality instruction?</td> </tr> <tr> <td colspan="2">What specific support systems are in place for teachers and staff to ensure successful implementation of school improvement initiatives that inform high quality instruction in the classrooms?</td> </tr> <tr> <td colspan="2">What steps is the district taking to ensure equity and inclusivity in its school improvement efforts, especially for underrepresented or at-risk student populations?</td> </tr> </tbody> </table>	2024-25 DISTRICT PRIORITIES IMPLEMENTATION		Updated as of:	6/30/2025		<small>Instructions: See Row 12 for examples. Use drop-down menus for Status boxes</small>	Guiding Questions		To what degree were Alliance District (AD) program resources sufficient to implement the program effectively?		To what degree were the AD program activities conducted as intended?		To what degree were the expected AD program outputs realized?		To what degree did the AD program achieve its short-, mid-, and long-term outcomes?		What are the primary academic and non-academic challenges the district is currently facing, and how do these influence your district and school improvement priorities that inform high-quality instruction?		What specific support systems are in place for teachers and staff to ensure successful implementation of school improvement initiatives that inform high quality instruction in the classrooms?		What steps is the district taking to ensure equity and inclusivity in its school improvement efforts, especially for underrepresented or at-risk student populations?		<ul style="list-style-type: none"> • HS Electives Being Developed <p>(Psychology)</p>  <p>Derby Public Schools Grades 10-12 Psychology Curriculum</p>  <p>Designing and Providing Meaningful Learning for All</p>
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<ul style="list-style-type: none"> • Report Card Roll Over (PowerSchool Conversion) 	<ul style="list-style-type: none"> • HS Advisory Planning 																						

Derby Middle School
 73 Chatfield Street
 Derby, CT 06418
 203-736-1426
 Principal: Rachael Caggiano



Student Info	
Name	[REDACTED]
Grade	8
Student Number	13164
Homeroom	Ciambriello, Angelo

Attendance	Grading Scale		
	T1	T2	T3
Days Absent			
Times Tardy	0	0	0

Grading Scale	
4:	Exceeds grade level standards and expectations
3:	Proficient understanding of grade level standards and independently demonstrates mastery of content
2:	Developing an understanding of grade level standards and progressing toward mastery
1:	Needs improvement in understanding grade-level standards and making limited progress
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Reading and Writing Grades	Q1	Q2	Q3
Reading Foundational Skills (Phonics, Decoding, Fluency, Vocabulary)			
Reading Comprehension (Thinking Within, Beyond, and About Texts and Information)			
Writing Foundational Skills (Spelling, Editing, Revising, Handwriting)			
Writing (Organization, Message, Development, Elaboration, Support, and Craft)			

Grade 9 Advisory Guidebook: Building Identity and Vision

Overview

Theme: *Building Identity and Vision*

Essential Questions:

- Who am I, and who do I want to become?
- What does it mean to have a growth mindset?
- How can I set meaningful goals and stay accountable?

Key Vocabulary: Growth mindset, identity, accountability, goal setting, vision, mission, mindset, motivation, perseverance

Lesson 1: Welcome to Your Path of Success

Learning Intention: Students will understand the Path of Success principles and begin their journey of self-discovery.

Hook (5 minutes)

Show students a video of a butterfly emerging from its cocoon. Ask: "What does this transformation represent about your high school journey?"



What We Do...

We provide essential resources and support services to empower families within the Derby Public Schools community, fostering success and resilience through education, assistance, and community connections. Click above to see elementary and secondary resources. More to come.



ELEMENTARY RESOURCES



SECONDARY RESOURCES

DERBY BOE

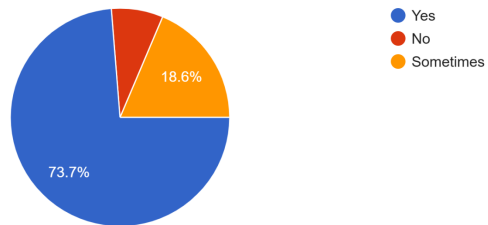
JUNE UPDATE

from Office of Teaching and Learning

- 1 EOY Assessments Jun 2, 2025
- 2 PDEC Reflections (ToY, PL Planning, Convocation) Jun 3, 2025
- 3 Admin Retreat Focus: PL, Leader Growth, Supporting Staff Jun 18, 2025

1. EOY Assessments Jun 2, 2025

Student answered they like to read
118 responses



2. PDEC Reflections (ToY, PL Planning, Convocation) Jun 3, 2025



3. Admin Retreat Focus: PL, Leader Growth, Supporting Staff Jun 18, 2025

4. FAST Heroes Meeting with St Mary's/St. Michaels Jul 2, 2025

DERBY PUBLIC SCHOOLS

UPDATE

May 2025

DERBY'S
350TH MINI
UNIT (BETA)

THE TOY
NEW MANUAL
& PROCESS

DHS
ADVISORY
PROJECT

STRATFORD
AFFINITY
VISIT-PURPOSEFUL
PLAY

YALE PARTNERSHIP UPDATE

- The Prosper Student Program Proposal
- The Fast Heroes Elementary Program with the University of Macedonia
- Our appearance on WTNH for the high school StrokeBusters program

* [TOY New Manual and Process](#)

* [Derby 350 Beta Unit](#)

* [Advisory Project DHS](#)

* [Stratford Affinity Purposeful Play Visit](#)

Projects w/ Yale [DHS on WTNH](#)

* [PROSPER Student Health Corps Program Protocol DRAFT – Derby High School](#)

* [FAST Heroes Elementary Program \(Yale & University of Macedonia Partnership\)](#)

Yale Partnership Co-Teaching Anatomy Class ([Research](#), [Letter](#), and [Draft Unit](#))

New: [Apr 29, 2025](#)

ECE Investigations **New:** [Apr 9, 2025](#)

[MLE Exploratory Talk PD Hub](#) **New:** [Apr 10, 2025](#)

[New Curriculum Landing Site \(New Format\)](#) **New:** [Apr 10, 2025](#)

[New Curriculum Document Format](#) **New:** [Apr 11, 2025](#)

Yale Partnership [Research](#) ([Letter](#) and [Draft Unit](#)) **New:** [Mar 14, 2025](#)

Mentoring Update ([Draft Cohort for 8-9](#)) **New: Mar 14, 2025**

[PDEC Update and TOY](#) **New: Feb 25, 2025**

[MLE Live from DHS](#) **New: Feb 27, 2025**

Tutoring Study (West Ed Update) **New: Mar 12, 2025**

[Affinity Cohort Meeting \(Writing Focus\)](#) **New: Feb 10, 2025**

[TNTP Reading Support Update](#) **New: Feb 20, 2025**

CREC Coaching Support **New: Feb 20, 2025**

Summer School Planning Update **New: Feb 20, 2025**

[National Network of Partnership Schools](#) (John Hopkins) **New: Feb 20, 2025**

[Mentoring Manual](#) **New: Jan 10, 2025**

TNTP Reading Partnership PD for Teachers **New: Jan 17, 2025**

MOY Assessment Window Opens **New Jan 15, 2025**

Yale Med School Supporting Health Curriculum Connecting **New: Jan 30, 2025**

PDEC and MLE for 2025 **New: Jan 28, 2025**

[MOY Teacher Growth Process](#) **New: 1-22-25**

[Math Achievement Presentation](#) **New: Dec 19, 2024**

[Mentoring Training Underway](#) **New: Dec 10, 2024**



[ELA Achievement Presentation](#) **New: Nov 20, 2024**

ACES Affinity Group **New: Nov 20, 2024**

[Deep Dive in Derby](#) **New: Oct 1, 2024**

Affinity Cohort Continues (School Literacy Teams) **New: Oct 11, 2024**

[Assistent Tutoring Program Orientation and Training](#) **New: Oct 16, 2024**

Educator Growth Plan Roll Out: **New: Oct 1, 2024**

[MLE 2024-2024](#) **New: Oct 22, 2024**

Bookworms Reading Visits Continue (Compliments) **New: Oct 7, 2024 Oct 10, 2024**



[Status of the Curriculum Maps](#) **New: Sep 3, 2024**

[Strategic Plan Community Engagement](#) **New: Sep 10, 2024**

[Report Cards](#) **New: Sep 10, 2024**

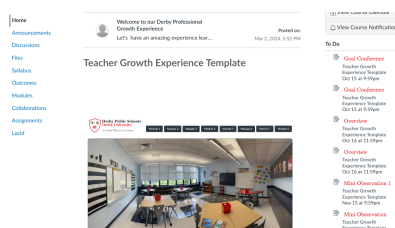
Affinity and Beyond Continues (Derby, Stratford and East Haven) **New: Sep 18, 2024**

[Derby 350th Project](#) **New: Sep 19, 2024**

[New Hire Orientation](#) [Onboarding Document](#) **New: Aug 26, 2024**

[District WebSite Curriculum Updates](#) **New: Aug 26, 2024**

Administrator Training on new Educator Growth Process (Canvas) **New: Aug 22, 2024**



Follow Up Q&A Strategic Plan (The Final Analog and Digital Editions) **New: Jul 18, 2024**

[Website Update & Link to Flip Book](#) **New: Jul 18, 2024**

Curriculum Update Sample: ([Military History](#)) *The Process* **New: Jul 18, 2024**



School Year 2023-2024

Strategic Plan (The Final Analog and Digital Editions) **New: Jun 20, 2024**

[Web Site Update & Link to Flip Book](#)

[Educator Growth Plan](#) [FLIP Version](#) (Draft to Schools after PDEC Review)

[DPS Professional Learning Calendar \(DRAFT\)](#) **New: Jun 4, 2024**

[The Science of Reading Webinar \(DPS Highlighted\)](#) **New: May 30, 2024**

[2024-2025 DPS Theme](#) **New: Jun 7, 2024**

Leadership Retreat Plan **New: Jun 20, 2024**

[Educator Growth Plan](#) [FLIP Version](#) (Draft to Schools after PDEC Review) **New: May 9, 2024**

[Strategic Plan Draft](#) [FLIP Version](#) (Heading Back to Schools: Feedback Loop) **New: May 2, 2024**

More Elementary Reading Visits (PA, Norwich, Monroe, and Beyond) **New: May 24, 2024**

[Coach Symposium](#) **New: Jun 4, 2024**

[Family Resource Site \(Under Construction\)](#) **New: May 15, 2024**

[MLE Workshop](#) **New: Apr 23, 2024**

[PDEC Update](#) **New: Apr 30, 2024**

[Strategic Planning Phase 3 \(The Writing\)](#) **New: Apr 30, 2024** [Sample Flip Book](#)

[State Webinar Presentation Elementary Literacy](#) **New: Apr 25, 2024**

[Elementary Literacy Showcase at Irving \(Cromwell, Coventry Visit\)](#) **New: Apr 24, 2024 ...**

"...Many thanks for letting us visit today. You have so much to be proud of in Derby." Asst Super North Haven

[Leaders and Special Education Programming](#) **New: Mar 18, 2024**

[CAS Leadership Presentation](#) **New: Mar 14, 2024**

[Interdistrict Reading PD Bookworms Demo \(Derby Hosting\)](#) **New: Feb 23, 2024** “..Thank the rest of your team for me, as well as those eager second and third grade learners, who impressed us all with the way in which they worked together, and for their willingness to let us watch.” CSDE

[Elementary Literacy Team Meeting](#) **New: Feb 22, 2024**

[Strategic Planning Draft Template and Next Steps](#) **New: Mar 18, 2024**

[SoR Masterclass Affinity Meeting \(Derby Hosting\)](#) **New: Feb 28, 2024**

[K Waiver Process](#) **New: Jan 19, 2024**

[Strategic Subcommittee Planning](#) **New: Jan 15, 2024** [Slide Show](#)

[PDEC Draft One \(New Teacher Capacity System\)](#) **New: Jan 30, 2024** [Agenda](#)

[Curriculum Writing Planning](#) **New: Feb 1, 2024**

[Affinity Cohort Meeting \(Stratford and East Haven\)](#) **New: Feb 28, 2024**

[Strategic Subcommittee Planning](#) **New: Jan 8, 2024**

[Assessment of School Practice \(Inclusive Ed\)](#) **New: Jan 8, 2024**

[Dallas Fort Worth Educators Collaborative Presentation](#) **New: Jan 25, 2024**

[Groton Visits to View our Literacy Work](#) **New: Jan 22, 2024**

[CAS Leadership Conference Presentation](#) **New: Mar 14, 2024**

[Reading Resource Update](#) **New: Jan 12, 2024**

[Superintendent Network Visit](#) **New: Dec 12, 2023**

[Strategic Planning Update](#) **New: Dec 13, 2023**

[Personalize Assessment Process Update](#) **New: Dec 20, 2023**

[PDEC Asynchronous Meeting](#) **New: Dec 5, 2023**

[Reading Mandate Update: Waiver Process Explained](#) **New: Dec 1, 2023**

[Net Stat CSDE Workshop \(Funding and Hiring Info\)](#) **New: Nov 1, 2023**

[CT State BOE Visits DMS for CN](#) **New: Nov 6, 2023**

[Strategic Planning Update](#) **New: Nov 13, 2023**

[PDEC Update](#) **New: Nov 9, 2023**

[Right to Read Grant Update](#) **New: Nov 14, 2023**

[New Staff / TEAM PL](#) **New: Oct 19, 2023**

Strategic Planning Focus Surveys ([Parents/Community Sample](#)) **New: Oct 12, 2023**

Coming Soon: [Opening Canvas Site for Strategic Planning](#)

[Performance Matters Presentation](#) **New: Oct 12, 2023**

Right To Read Update: **New: Oct 11, 2023** (Our work: Coaching/Teacher Support, Feedback and Resource Implementation, Classroom libraries update, Increased writing focus, More grade level reading tasks, etc.)

[SoR Masterclass](#) Year 2 Class **New: Oct 10, 2023** **East Haven Affinity Meeting: Oct 25, 2023**

CAS Leadership Session 2 ([Action Research](#)) **New: Oct 19, 2023**

[PDEC Update and Teacher Evaluation](#) **New: Sep 26, 2023**

[Strategic Planning Focus Groups Project](#) Dates: Oct 3, 2023 Oct 4, 2023 Oct 6, 2023

New: Sep 11, 2023

[Curriculum Mapping Update \(Elective Sample Pre Calculus\)](#) **New: Sep 5, 2023**

[Personalized Assessments for Math and Literacy](#) **New: Sep 5, 2023**

[SoR Strategy Map \(Draft\)](#) **New: Sep 12, 2023**

[SoM Strategy Map \(Draft\)](#) **New: Sep 12, 2023**

Strategic Planning Update: Initial Planning Meeting Set Up With PEL (Regular Updates coming)

[New Safety and Security Training Resources/Training \(Website\)](#) **New: Aug 17, 2023**

[New Staff Orientation](#) **New: Aug 28, 2023 and Aug 29, 2023**

Summer Projects 2023 ([Teaching and Learning Punchlist](#)) **New: Jul 6, 2023**

New Safety and Security Signage ([Student Artwork](#)) **New: Jul 12, 2023**

District Strategic Planning Process ([Website](#)) **New: Jul 6, 2023**

School Year 2022-2023

Lab Site in Math ([Live Learning Lab](#)) **New: May 22, 2023 (12pm) DMS**

Strategic Planning Update: [One Page Summary](#) **New: May 9, 2023**

[HQI PD District PD Planning](#): **New: May 1, 2023**

SoR District Journey on the Masterclass ([Video View From Audience](#))

[\(Great Scott Video: Original\)](#) New: **Apr 26, 2023**

Principal TLC In Person Meeting New: **Apr 17, 2023**

[New HQI Draft](#) New: **Mar 31, 2023**

[Coaching Coherence Work](#) New: **Apr 17, 2023**

[HQI PD for All Schools](#) New: **Mar 28, 2023**

[Building Thinking Classrooms](#) New: **Mar 15, 2023**

[SOR Storyboard](#) New: **Mar 13, 2023**

[Vetting Reading Resources](#) New: **Mar 8, 2023**

[Coaching Coherence](#) New: **Mar 1, 2023**

[Teacher Perspective on Pandemic Perseverance Recipe](#) New: **Feb 15, 2023**

[Reading Resource Preview Party](#) New: **Feb 14, 2023**

[Harvard PL at Derby Public Schools](#) **Jan 19, 2023**

[HQI PD for All Schools](#) **Jan 19, 2023**

[SoR MasterClass Affinity Group Derby Presentation](#) **Jan 13, 2023**

[Strategic Planning 23-27](#) **Jan 5, 2023**

[Reading Resource Review Process](#) **Dec 9, 2022**

Coaching Training Sessions (PL with Partners for Educational Leadership) **Dec 5, 2022**

[HQI November Session \(Collective Efficacy and Credibility\)](#) **Nov 29, 2022**

[SOR Walk Throughs \(Sample\)](#) **Nov 28, 2022**

[Safety and Security Training \(School Team Training\)](#) **Nov 10, 2022**

[Harvard PL at Middle School](#): *Articulating the Intangibles of Teaching: Aligning Your Purpose and Practice for*

Instructional Leadership **Oct 14, 2022**

[The Live Learning Lab](#) **Oct 14, 2022**

[SOR Masterclass \(Literacy Plan\)](#)

[PDEC \(Opening Meeting/Planning\)](#)

[HQI Collective Efficacy](#) (District Strategic Learning)

[Opening Day Planning](#) **Aug 18, 2022**

Convocation Theme: We are all diamonds.

[Administration Convention](#): Aug 22, 2022

[New Hire Orientation](#) Aug 24, 2022

[Curriculum Mapping Update](#) Jul 12, 2022



Derby Strategic Planning



2020-2022

[Strategic Planning Dashboard](#)

A virtual dashboard to illustrate the progress of the components of the Strategic Vision

[Plan for Derby Strategic Plan Creation](#)

The plan that was shared with the Academic Sub-committee & Guiding Coalition to keep the work on track

[Derby Strategic Planning GC 1](#): The Google Slides presentation for the 1st Guiding Coalition meeting

[Derby Strategic Planning GC 2](#): The Google Slides presentation for the 2nd Guiding Coalition meeting

[Derby Strategic Planning GC 3](#): The Google Slides presentation for the 3rd Guiding Coalition meeting

[HQI Learning Series \(Slideshows: Guiding Coalition\)](#)

[HQI Learning Series and PD Calendar for 2021-2022 \(Links embedded\)](#)

[New Roadmap plan for 2022](#) (Updating strategy maps-draft for district update)

[DPS Four Buckets for Improvement \(School and Coaching Focus Areas\)](#)

[Curriculum Update \(Latest version\)](#)

[ELA Curriculum Training \(Interactive Read Aloud Mapping Project\)](#) Feb 17, 2022

[HQI Learning Series \(Slideshows\): Latest Workshop](#) Feb 17, 2022

[Assessment Summit](#): Mar 10, 2022

[Strategy Symposium](#) (with Partners for Educational Leadership): Mar 11, 2022

TLC Principal Meeting: (April 2022) Strategy Mapping/Assessing Update Apr 21, 2022

[Latest State Monitoring Update](#) Jul 11, 2022 (Moved Out of Opportunity District in Light of Growth)

[Curriculum Revisions with Portrait of the Graduate Lens](#): Jul 14, 2022

[Strategic Action Planning \(SY 2022-2023\)](#). Jul 19, 2022

[After School Planning](#)

School Strategy Maps (Drafts: Revised Across the Year)

Action Planning the Four Buckets
DPS Planning for 2020-2022
Portrait of the Graduate

Central Office Learn and Do	Building leaders will learn	Building leaders will	Teacher Leaders (Coaches) will learn	Teacher Leaders (Coaches) will	Teachers will learn...	Teachers will...	HQI for students (DQ)
SOCIAL EMOTIONAL LEARNING (RELATIONSHIPS)							
...will provide a monthly event of practice with building leaders to review and support work done	...will support building leaders development of professional relationships	...will support building leaders in data analysis	...will support building leaders in data analysis	...will support building leaders in data analysis	...will support building leaders in data analysis	...will support building leaders in data analysis	...will support building leaders in data analysis

Derby Public Schools Strategy Map

[Bradley School Strategy Map](#)

[Irving Strategy Map](#)

[Derby Middle School Strategy Map](#)

[Derby High School Strategy Map](#)

[LRU Strategy Map](#)

[RAISE Strategy Map](#)

Math and Literacy Action Plan

Action Planning the Strategy Map
District Planning for 2021-22



Strategic Planning-Backwards Design (Connecting the Coherence)

Central Office Capacity Learn/Do	Leader Capacity Learn/Do	Teacher Leader (Coach) Learn/Do	Teacher Capacity Learn/Do	High Quality Teach /Learn Element	Portrait of the Graduate
<ul style="list-style-type: none"> Provide resources and support for capacity building and professional learning 	<ul style="list-style-type: none"> Provide calendarized events to have teachers review and analyze student learning 	<ul style="list-style-type: none"> TLs learn unpacking protocols to close read units of study TLs lead unpacking sessions to review big ideas before teaching unit 	<ul style="list-style-type: none"> Teachers learn new instructional model Teachers implement the new IM resources Teachers engage in monthly PL sessions 	<ul style="list-style-type: none"> ...high quality aligned Math for K-12 (MI) ...A problem based math experience for all students 	
<ul style="list-style-type: none"> Provide resources and supports for researching and vetting materials and methods 	<ul style="list-style-type: none"> Different ways and resources to improve literacy and the five components (NRP) 	<ul style="list-style-type: none"> TLs learn systems for evaluating and assessing impact of new resources (impact on big D) 	<ul style="list-style-type: none"> Ways to integrate new resources (Foundations) into present routines and structures 	<ul style="list-style-type: none"> ...researching and vetting core literacy materials ...consistent small group instructional models 	

[Derby Public Schools- Curriculum Website](#)

[Curriculum Dashboard](#)



Curriculum Mapping Dashboard

Content	Curriculum Map Status	Curriculum Implementation Status	Year of Implementation
Career & Technology <i>Includes Business, Family & Consumer Science, Computer, Tech Ed</i>	Upcoming	Upcoming	22-23
English Lang Arts	PK-12	Vetting Resources	20-21
Fine Arts <i>Includes Art, Music</i>	In Research	In Research	21-22
Math	PK-12	Unit Unpacking	20-21

[HQI Draft \(Starting Point Sketch\)](#)

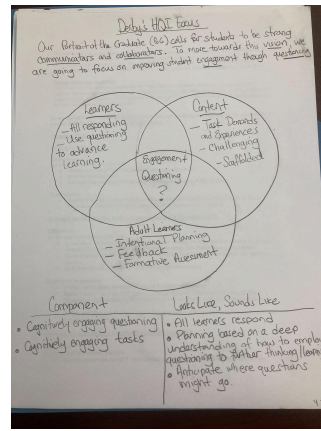
[HQI Sketch 2.5 SY 2021-2022](#)

Devley's HQT focus:

We have a Portrait of a Graduate that calls for students to be _____

In order to move closer to this vision, we are going to focus on improving student engagement. We recognize that "engagement" is "buzzy", & so we are going to be as explicit as possible:

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Component</p> <ol style="list-style-type: none"> Cognitively engaged in challenging tasks Cognitively engaging questioning - the purpose of the question is to cause thinking by students & to provide info to <u>ts</u> | <p>Looks like, sounds like</p> <ul style="list-style-type: none"> sts are working on something that is worthy + planning has to be based on deep understanding of how to employ questioning to cause student thinking ts need to anticipate where qs might go questions require responses from <u>all</u> students |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



**Drake University and Bradley School
Memorandum of Understanding
Professional Services Agreement**

1. Parties Identified.

This Agreement/Contract is made as of November 19, 2025 between Drake University, hereinafter called “Drake” and Bradley School hereinafter called “Organization”.

Drake’s Contact Information	Name of Contact: Scott Raecker Email: scott.raecker@drake.edu Telephone #: 515-271-1911 Drake University, 2507 University, Des Moines, IA 50311
Organization	Name of School Contact: Mario Ciccarini (Principal) Name of District Contact: Michael Rafferty (Director of Teaching & Learning) Email: mciccarini@derbyps.org mrafferty@derbyps.org Telephone #: 203-736-5040 203-736-5027 Organization Name: Bradley School Address: 155 David Humphrey Rd., Derby, CT 06418

2. Parties Roles (Rights and Obligations).

The Robert D. and Billie Ray Center at Drake University, home of CHARACTER COUNTS!, is proud to work with Bradley School to enhance their educational programs and initiatives.

The following has been developed in consultation with Bradley School leadership to meet their current needs for services related to the CHARACTER COUNTS! program.

Drake agrees to:

- Provide a 1-day (6-7 hours) onsite CHARACTER COUNTS! training for up to 40 attendees at Bradley School. The session will cover what CHARACTER COUNTS! is, why it matters, and how educators can support CHARACTER COUNTS! by Teaching, Enforcing, Advocating, and Modeling the Six Pillars of Character. The session will be delivered onsite at the school location: 155 David Humphrey Rd., Derby, CT 06418. The date of the session and approximate number of attendees will be agreed upon by both parties within 21 days of MOU signing.
- Provide 2 additional training sessions:
 - 1-day session in the Fall semester of the 2026-27 school year and,
 - Half-day session in the Fall semester of the 2027-28 school year.
 - Each session will be delivered onsite at Bradley School.
 - Dates for these sessions will be agreed upon at least 45 days in advance.
- Provide a trainer for a series of year-end site visits at the school. Dates to be agreed upon by both parties at least 30 days in advance of travel booking. The site visits are anticipated for May of 2026, May of 2027, and May of 2028. Duration of the site visits is approximately 2-3 hours.
- Provide an annual CHARACTER COUNTS! overview session for parents of the school community. Sessions will last up to 60 minutes and can be virtual or delivered in-person when the trainer is onsite. One session can be delivered annually during each school year: 2025-26, 2026-27, and 2027-28.
- Provide a budget for Curricular Resources as follows:
 - School Year 2025-26: up to \$2600
 - School Year 2026-27: up to \$1300

- School Year 2027-28: up to \$1300
- Provide a budget for Merchandise/Signage/Incentives as follows:
 - School Year 2025-26: up to \$2500
 - School Year 2026-27: up to \$1250
 - School Year 2027-28: up to \$1250
- Provide a Platinum CHARACTER COUNTS! Coalition Membership annually for the following school years: 2025-26, 2026-27, and 2027-28
- Participate in all planning meetings and planning phone calls, as needed
- Send any training handouts to designated contact via email at least 48 hours in advance of the sessions

Organization agrees to:

- Hold an annual CHARACTER COUNTS! training session (led by CC! trainer) for staff annually each Fall: school year 2025-26, 2026-27, and 2027-28.
 - Hold a series of year-end site visits with the CHARACTER COUNTS! trainer. Dates to be agreed upon by both parties at least 30 days in advance of travel booking. The site visits are anticipated for May of 2026, May of 2027, and May of 2028. Duration of the site visit is approximately 2-3 hours and will consist of a meeting with key leadership staff, review of assessment data, and a planning session for the following school year.
- Have a formal CHARACTER COUNTS! oversight committee (can be integrated with an existing committee) with at least one school administrator present.
- Ensure CHARACTER COUNTS! Implementation Survey (CCIS) is completed between May 1 and May 15 each year (2025-26, 2026-27, and 2027-28 school years). This survey is taken by the CC! oversight committee. • Ensure CHARACTER COUNTS! Culture of Excellence and Ethics Assessment (CEEA) is completed between May 1 and May 15 each year (2025-26, 2026-27, and 2027-28 school years). This survey is taken by staff, students, and parents.
- Participate in all planning meetings and phone calls, including quarterly support calls via Zoom. • Place order for curricular resources and merchandise/signage/incentives prior to September 30 each year. • Have dedicated time allocated for teaching character lessons using CHARACTER COUNTS! curricular resources. • Confirm the number of participants in training sessions at least two weeks before the training. • Provide A/V for the onsite sessions (projector, screen, speakers for a computer)
- Provide a space that allows for group discussion and activities
- Utilize resources in accordance with intellectual property provisions (see attachment B)

Each Party agrees to:

The parties to the agreement each have risk management programs in place, including risk control and risk financing techniques to prevent and mitigate losses which may occur related to the activities of this agreement, including insurance and/or self-insurance which will respond to the indemnifications included in the agreement.

3. Surveys.

The programs may include the use of surveys and/or evaluations. Drake uses these tools to anonymously gauge the values, beliefs, and attitudes of attendees. The information provided enables Drake to design and deliver the most effective programs possible. Any surveys and/or evaluations will be administered anonymously, and any data derived from the results of surveys will be provided, upon request, to your organization and will be added to Drake's database.

4. Liability.

Each party to this agreement will hold harmless the other parties from all liability, including but not limited to all expenses, cost, harm, and damages of whatever kind, which arises out of any act or omission on its part, its agents, employees, representatives, officers, directors or designees, which are not under control of the other parties. Each party expressly disclaims any obligation to indemnify the other parties from and against liability, expenses, costs, harm or damages arising out of the conduct of said other parties or their agents or employees. The parties intend by this mutual

indemnification that each entity be solely responsible for its respective conduct, acts and omissions and any liability resulting there from.

5. Insurance.

Drake shall provide to Organization proof of insurance upon request.

6. Copyright Policy.

Any written materials provided by Drake are intended for use in conjunction with our programming and are protectable by the United States Copyright Act. Organization agrees to treat all materials obtained in conjunction with this agreement as protectable by the United States Copyright Act. (see Attachment B)

7. Independent Contractor's Clause.

The arrangements contemplated by this Agreement shall not be deemed to constitute a partnership or a joint venture between the Organization and Drake. Neither Organization nor their respective employees, officers, subcontractors and agents shall be covered by any insurance or employee benefit program maintained by Drake.

8. Modification Process.

Any notice or amendment under this Agreement shall be in writing by a duly authorized representative of Organization or Drake. All notices shall be addressed to the parties at the addresses noted on the signature page of this Agreement.

9. Terms Duration and Termination.

This Agreement shall be interpreted according to the laws of the State of Iowa. The term of this Agreement shall commence on the effective date set forth above unless either party provides 45 days written notice of cancellation.

10. Force Majeure.

Either party may terminate this Agreement due to acts of God.

11. Entire Agreement.

This Agreement constitutes the entire agreement between the parties relating to the subject matter hereof and incorporates all prior written and oral statements and understandings. The undersigned agrees to abide by all items written in this Agreement. The undersigned represents and warrants that he/she has full authority and right to bind Organization and Drake University to this Agreement.

12. Authorized Signers Signature Block.

_____ (Signature)

_____ (Signature) J.

Scott Raecker, Executive Director
The Robert D. and Billie Ray Center, Drake University

Print Name: _____

Print Title: _____

_____ Date Date

Attachment A: Service Fees

Fees & Expenses:

Item	Fees/Investment Summary
Products and Services: Year 1	• \$3,500
• 1-day CHARACTER COUNTS! training for up to 40 staff (6-7 hours)	• \$850
• Parent Overview session (up to 1 hour)	• \$2,500
• Year-end site visit and consultation	• \$2,000
• Travel fees include airfare, hotel, transportation / rental car, gas, parking, meals. 2 trips, 1 trainer.	• \$1,850
• CHARACTER COUNTS! Platinum Coalition Membership, single school/site, includes assessments.	• \$2,600
• Curricular Resources	• \$2,500
• Merchandise/Signage/Incentives	
Products and Services: Year 2	• \$3,500
• 1-day CHARACTER COUNTS! training for up to 40 staff (6-7 hours)	• \$850
• Parent Overview session (up to 1 hour)	• \$2,500
• Year-end site visit and consultation	• \$2,000
• Travel fees include airfare, hotel, transportation / rental car, gas, parking, meals. 2 trips, 1 trainer.	• \$1,850
• Platinum Coalition Membership, single site, includes assessments	• \$1,300
• Curricular Resources	

<ul style="list-style-type: none"> • Merchandise/Signage/Incentives <p>Products and Services: Year 3</p> <ul style="list-style-type: none"> • Half-day CHARACTER COUNTS! training for up to 40 staff (3-4 hours) • Parent Overview session (up to 1 hour) • Year-end site visit and consultation • Travel fees include airfare, hotel, transportation / rental car, gas, parking, meals. 2 trips, 1 trainer. • Platinum Coalition Membership, single site, includes assessments • Curricular Resources • Merchandise/Signage/Incentives 	<ul style="list-style-type: none"> • \$1,250 <ul style="list-style-type: none"> • \$2,500 • \$850 • \$2,500 • \$2,000 • \$1,850 • \$1,300 • \$1,250
<p>Summary Totals</p>	<p>Year 1: \$15,800</p> <p>Year 2: \$13,250</p> <p>Year 3: \$12,250</p> <p><u>Total: \$41,300</u></p>
<p>Final Total</p>	<p>\$0 (all services and expenses are being underwritten by The Ray Center via funding from the Frederick A. DeLuca Foundation).</p>

Attachment B Intellectual Property

I. Intellectual Property Stipulations

- a. Drake University and The Robert D. and Billie Ray Center is the owner of the intellectual property contained in the programming and resources provided in this program, as well as all trademarks associated with CHARACTER COUNTS!™ and the Six Pillars of Character™.
- b. Drake grants the ORGANIZATION a perpetual nontransferable limited license to use the copyrighted content delivered as part of this Memorandum of Understanding. The license includes the right to reproduce, make derivatives, distribute, perform, or display this CONTENT to the ORGANIZATION's students, faculty, staff, alumni, and parents. It is expressly intended that the license granted the ORGANIZATION hereunder is limited in scope and shall only permit the ORGANIZATION to distribute the CONTENT to constituents of the ORGANIZATION, including students, faculty, staff, alumni, and parents. Any transfer, publication, distribution, performance, or display of the copyrighted CONTENT to individuals or entities other than those identified above is expressly prohibited without the express written agreement of Drake.
- c. ORGANIZATION agrees to treat copyrighted CONTENT as protectable by the United States Copyright Act, and will take all necessary and reasonable steps to protect the Intellectual Property of Drake.
- d. Excellence With Integrity Institute (EWI) is the owner of the intellectual property of the Excellence with Integrity™ Learning Modules and Tools, Culture of Excellence & Ethics Assessment® surveys and reports, Optimal Performance Assessment™ instruments and related materials, as well as the trademarks listed above.
- e. EWI grants the ORGANIZATION a perpetual nontransferable limited license to use the EWI copyrighted CONTENT delivered as part of this Memorandum of Understanding. The license includes the right to reproduce, make derivatives, distribute, perform, or display this CONTENT to the ORGANIZATION's students, faculty, staff, alumni, and parents. It is expressly intended that the license granted the ORGANIZATION hereunder is limited in scope and shall only permit the ORGANIZATION to distribute the CONTENT to constituents of the ORGANIZATION, including students, faculty, staff, alumni, and parents. Any transfer, publication, distribution, performance, or display of the EWI copyrighted CONTENT to individuals or entities other than those identified above is expressly prohibited without the express written agreement of EWI.
- f. ORGANIZATION agrees to treat EWI copyrighted CONTENT as protectable by the United States Copyright Act, and will take all necessary and reasonable steps to protect the Intellectual Property of EWI.

**Drake University and Derby Middle School
Memorandum of Understanding
Professional Services Agreement**

1. Parties Identified.

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Drake’s Contact Information	Name of Contact: Scott Raecker Email: scott.raecker@drake.edu Telephone #: 515-271-1911 Drake University, 2507 University, Des Moines, IA 50311
Organization	Name of School Contact: Rachael Caggiano (Principal) Name of District Contact: Michael Rafferty (Director of Teaching & Learning) Email: rcaggiano@derbyps.org mr Rafferty@derbyps.org Telephone #: 203-736-1426 203-736-5027 Organization Name: Derby Middle School Address: 73 Chatfield St., Derby, CT 06418

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- Provide a space that allows for group discussion and activities
- Utilize resources in accordance with intellectual property provisions (see attachment B)

Each Party agrees to:

The parties to the agreement each have risk management programs in place, including risk control and risk financing techniques to prevent and mitigate losses which may occur related to the activities of this agreement, including insurance and/or self-insurance which will respond to the indemnifications included in the agreement.

3. Surveys.

The programs may include the use of surveys and/or evaluations. Drake uses these tools to anonymously gauge the values, beliefs, and attitudes of attendees. The information provided enables Drake to design and deliver the most effective programs possible. Any surveys and/or evaluations will be administered anonymously, and any data derived from the results of surveys will be provided, upon request, to your organization and will be added to Drake's database.

4. Liability.

Each party to this agreement will hold harmless the other parties from all liability, including but not limited to all expenses, cost, harm, and damages of whatever kind, which arises out of any act or omission on its part, its agents, employees, representatives, officers, directors or designees, which are not under control of the other parties. Each party expressly disclaims any obligation to indemnify the other parties from and against liability, expenses, costs, harm or damages arising out of the conduct of said other parties or their agents or employees. The parties intend by this mutual

indemnification that each entity be solely responsible for its respective conduct, acts and omissions and any liability resulting there from.

5. Insurance.

Drake shall provide to Organization proof of insurance upon request.

6. Copyright Policy.

Any written materials provided by Drake are intended for use in conjunction with our programming and are protectable by the United States Copyright Act. Organization agrees to treat all materials obtained in conjunction with this agreement as protectable by the United States Copyright Act. (see Attachment B)

7. Independent Contractor's Clause.

The arrangements contemplated by this Agreement shall not be deemed to constitute a partnership or a joint venture between the Organization and Drake. Neither Organization nor their respective employees, officers, subcontractors and agents shall be covered by any insurance or employee benefit program maintained by Drake.

8. Modification Process.

Any notice or amendment under this Agreement shall be in writing by a duly authorized representative of Organization or Drake. All notices shall be addressed to the parties at the addresses noted on the signature page of this Agreement.

9. Terms Duration and Termination.

This Agreement shall be interpreted according to the laws of the State of Iowa. The term of this Agreement shall commence on the effective date set forth above unless either party provides 45 days written notice of cancellation.

10. Force Majeure.

Either party may terminate this Agreement due to acts of God.

11. Entire Agreement.

This Agreement constitutes the entire agreement between the parties relating to the subject matter hereof and incorporates all prior written and oral statements and understandings. The undersigned agrees to abide by all items written in this Agreement. The undersigned represents and warrants that he/she has full authority and right to bind Organization and Drake University to this Agreement.

12. Authorized Signers Signature Block.

_____ (Signature)

_____ (Signature) J.

Scott Raecker, Executive Director
The Robert D. and Billie Ray Center, Drake University

Print Name: _____

Print Title: _____

_____ Date Date

Attachment A: Service Fees

Fees & Expenses:

Item	Fees/Investment Summary
Products and Services: Year 1	• \$3,500
• 1-day CHARACTER COUNTS! training for up to 40 staff (6-7 hours)	• \$850
• Parent Overview session (up to 1 hour)	• \$2,500
• Year-end site visit and consultation	
• Travel fees include airfare, hotel, transportation / rental car, gas, parking, meals. 2 trips, 1 trainer.	• \$2,000
• CHARACTER COUNTS! Platinum Coalition Membership, single school/site, includes assessments.	• \$1,850
• Curricular Resources	• \$2,600
• Merchandise/Signage/Incentives	• \$2,500
Products and Services: Year 2	• \$3,500
• 1-day CHARACTER COUNTS! training for up to 40 staff (6-7 hours)	• \$850
• Parent Overview session (up to 1 hour)	• \$2,500
• Year-end site visit and consultation	• \$2,000
• Travel fees include airfare, hotel, transportation / rental car, gas, parking, meals. 2 trips, 1 trainer.	• \$1,850
• Platinum Coalition Membership, single site, includes assessments	• \$1,300
• Curricular Resources	

<ul style="list-style-type: none"> • Merchandise/Signage/Incentives <p>Products and Services: Year 3</p> <ul style="list-style-type: none"> • Half-day CHARACTER COUNTS! training for up to 40 staff (3-4 hours) • Parent Overview session (up to 1 hour) • Year-end site visit and consultation • Travel fees include airfare, hotel, transportation / rental car, gas, parking, meals. 2 trips, 1 trainer. • Platinum Coalition Membership, single site, includes assessments • Curricular Resources • Merchandise/Signage/Incentives 	<ul style="list-style-type: none"> • \$1,250 <ul style="list-style-type: none"> • \$2,500 • \$850 • \$2,500 • \$2,000 • \$1,850 • \$1,300 • \$1,250
<p>Summary Totals</p>	<p>Year 1: \$15,800</p> <p>Year 2: \$13,250</p> <p>Year 3: \$12,250</p> <p><u>Total: \$41,300</u></p>
<p>Final Total</p>	<p>\$0 (all services and expenses are being underwritten by The Ray Center via funding from the Frederick A. DeLuca Foundation).</p>

Attachment B Intellectual Property

I. Intellectual Property Stipulations

- a. Drake University and The Robert D. and Billie Ray Center is the owner of the intellectual property contained in the programming and resources provided in this program, as well as all trademarks associated with CHARACTER COUNTS!™ and the Six Pillars of Character™.
- b. Drake grants the ORGANIZATION a perpetual nontransferable limited license to use the copyrighted content delivered as part of this Memorandum of Understanding. The license includes the right to reproduce, make derivatives, distribute, perform, or display this CONTENT to the ORGANIZATION's students, faculty, staff, alumni, and parents. It is expressly intended that the license granted the ORGANIZATION hereunder is limited in scope and shall only permit the ORGANIZATION to distribute the CONTENT to constituents of the ORGANIZATION, including students, faculty, staff, alumni, and parents. Any transfer, publication, distribution, performance, or display of the copyrighted CONTENT to individuals or entities other than those identified above is expressly prohibited without the express written agreement of Drake.
- c. ORGANIZATION agrees to treat copyrighted CONTENT as protectable by the United States Copyright Act, and will take all necessary and reasonable steps to protect the Intellectual Property of Drake.
- d. Excellence With Integrity Institute (EWI) is the owner of the intellectual property of the Excellence with Integrity™ Learning Modules and Tools, Culture of Excellence & Ethics Assessment® surveys and reports, Optimal Performance Assessment™ instruments and related materials, as well as the trademarks listed above.
- e. EWI grants the ORGANIZATION a perpetual nontransferable limited license to use the EWI copyrighted CONTENT delivered as part of this Memorandum of Understanding. The license includes the right to reproduce, make derivatives, distribute, perform, or display this CONTENT to the ORGANIZATION's students, faculty, staff, alumni, and parents. It is expressly intended that the license granted the ORGANIZATION hereunder is limited in scope and shall only permit the ORGANIZATION to distribute the CONTENT to constituents of the ORGANIZATION, including students, faculty, staff, alumni, and parents. Any transfer, publication, distribution, performance, or display of the EWI copyrighted CONTENT to individuals or entities other than those identified above is expressly prohibited without the express written agreement of EWI.
- f. ORGANIZATION agrees to treat EWI copyrighted CONTENT as protectable by the United States Copyright Act, and will take all necessary and reasonable steps to protect the Intellectual Property of EWI.

OCTOBER 7, 2025 COMMITTEE OF THE WHOLE MEETING

CALL TO ORDER

Mr. Gildea: Called to order at 7:00.

OPENING CEREMONIES

Pledge of Allegiance.

ROLL CALL

Mr. Gildea: Kim Tovar, absent; Ivey Speight, here; Ken Marcucio, here; Dan Foley, here; Rebecca O’Hara, absent; Erica Nuzzo, here; Melissa Mongillo, here; Jim Gildea, here; Karla Malerba, absent.

Let the record reflect we have six of nine members. We do have a quorum.

ALSO PRESENT:

Dr. Matthew Conway, Superintendent of Schools

ADDITIONS OR DELETIONS TO THE AGENDA

Mr. Gildea: This is a special meeting. We did item number ten last meeting. So, we will make a motion to not add to this special meeting. Motion to removed item number ten.

Motion that the Committee of the Whole remove item number ten, Medical Leave Request. Passed with a motion made by Mr. Ken Marcucio and a second by Mr. Dan Foley.

Jim Gildea	Yes
Ivey Speight	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Melissa Mongillo	Yes
Kim Tovar	Absent
Rebecca O’Hara	Absent
Karla Malerba	Absent

Mr. Marcucio: Making motion.

Mr. Foley: Second.

Mr. Gildea: Motion carries.

PUBLIC PARTICIPATION

Mr. Gildea: Anyone from the public who wishes to speak before the Board. First, I'll start remote. Anyone here in person who wishes to speak remotely. Anyone here in person who wishes to speak? Going once. Going twice. Three times. Public Portion is closed.

BIRTHDAYS

Mario Ciccarini

Michael Rafferty

STUDENT REPRESENTATIVE OF THE BOARD OF EDUCATION

Ms. Olson: We had our student council elections at the Derby High School. We had a little bit of a different process. Each candidate participated in our pep rally but had to give a speech to the student body. That's a new element of our process. And then also had lunch duty assigned to them where they came into the cafeteria and had a chance to be able to speak directly to all of the students directly individually to talk about their platform, what it is that they would like to be able to do and how they would engage the school community. And I'm going to let Mr. Coplin share some accolades about our very newly elected student council president, Lazarae Delvalle. Lazarae just stood out, was a very visible leader. She is somebody who feels very comfortable in the entire student body. Has really engaged with students and faculty as well. I'm very excited about her potential for leadership and what she's going to bring to our school and to the Board as well.

Mr. Coplin: Just to touch on what Ms. Olson said, Lazarae, her resume is impeccable. She's a four-year cheerleader. Powder puff player. Track athlete. She's been a four-year member of the student council serving as the class rep I think it was freshman year. Has always been very involved. That's just like part of it. So, it's no surprise to run for the president. It was actually Lazarae's idea to kind of make pictures in the cafeteria. So, even prior to being elected student council president, she was very eager to kind of showcase why it was important for her to be the student rep for student council for the Board. And she has many ideas that she intends to bring to the school. She is looking to really set the bar very high for student council.

Mr. Gildea: We welcome you. And we're sincerely, over the course of the year, be interested in your opinion. So, feel free to bring us ideas, thoughts and questions. Looking

forward to working with you. Welcome to the Board. We look forward to great things. Thank you.

Ms. Olson: In the Board packet, there is a copy of Lazarae's speech she delivered that we published in our newsletter. You can see some of the things that she was talking about, but she also did prepare a report for everyone today. She should be able to share a couple of things with you.

Lazarae: My name is Lazarae as you know. And the first thing I want to mention is we had the orientation of the Class of 2029 where the freshman were officially introduced into Derby High School able to get the chance to meet new staff, get familiar with the building. And overall create bond with other students or other peers. And for the next event we had, we had a barbecue. It was right after the orientation where we all came together as one and reconnected with old friends, enjoyed the food and celebrated the new year to come. And it turned out to be very successful where a lot of students did and families did show up.

Then we had the senior, where the Class of 2026 came back early morning and spent time together. And just like overall had that engagement and bond for our last year just to enjoy together. Then we had beginning of school year, our grade level meetings just to go over expectations and just learn about DHS fully and obviously what to expect.

We had our school peer day, which it was before the pep rally. And it really encouraged a lot of student participation with wearing our class colors for each grade level, which led on to pep rally, which really was engaging. And overall, we recognized a lot of things within it, like the sport teams and the players within the team. The cheerleaders hosted this little routine. And overall, just energized the crowd with their performances. And this year, which was different, we invited the 8th graders over to come, which they obviously joined the celebration with us. But overall, just to see how Derby High School is and why not, if they wanted to come to Derby High School, which that turned out great. They were really involved, really engaged. And overall, it just made the environment happier and better.

And going back, during the pep rally, all three of us, Sophia, Carter and myself, we all delivered campaign speeches where we shared our vision for DHS and how we can make an impact. And we also kind of like gained first-hand experience on how it would be we kind of held programs, the pep rally and that was also something different that we never tried this year. But we also recognized Dr. Delgado, which it was her last day, and Ms. Jennifer Moffat which was recognized for the National Junior Scholastic Athletic Administrator's Day.

Then for unified sports, the sign ups are currently open and over 80 students had signed up for unified and attended that first meeting, which was great. And the school was recognized as the national banner school, which further details are coming later.

Then we had an open house, which was held this month and provided an opportunity where parents and students were able to visit the school and meet staff. And overall can get the feeling of the environment. Last month, Hispanic Heritage month, where the school was actively just celebrating like Hispanic cultures. We had announcements every day about either a famous person, or overall just a Hispanic like within the school, staff member. And in addition, mostly just decorate this place. We're set up throughout the school. And just honored Hispanic culture and contributions. And then on October 10th, this Friday, there will be an enchiladas sale, which we will be having.

Then school picture days and senior portraits where students dressed up very nicely. And took our seasonal photos. And overall for the seniors, this is their last photo at the high school. Then for the cell phone policy where last year it was not lenient but it was more lenient with this year. We went full in force of the cell phone policy where we have all classrooms have cubbies. And you are mandated to put your phones and take your headphones out and put them in the cubbies. And for the uniforms and merchandise, we have fully enforced the uniforms. If you just transferred you don't. But yeah, we fully enforce uniforms. And some feedback from the uniforms were how, the uniforms they are unisex and some people like would rather maybe like maybe like women and men's uniforms with the options of unisex. And students have shown interest in like questions just overall about the school merchandise.

We have a lot of Derby hoodies, shirts and we feel like it's not like accessible to us students because we have to wear uniforms. And especially for sports too, we have a lot of Derby, for example, cheerleading, volleyball, football, hoodies and stuff and we can't wear it. And it's kind of not pointless, but it feels like we should be able to represent and have that in the dress code as well.

Mr. Gildea: So, what I would say real quick about that Lazarae and I appreciate that perspective. So, this is new for us, the dress codes. I love hearing that. I'll also tell you that our Student Health and Safety Committee is going to be meeting in a month or so and we'll be talking a little bit more about the dress code. And so, our Policy Committee as well. We know there's things we have to take care of, buttoning up you know what you can do on school picture days and things like that. I'll let Ms. Olson know when those meetings are. And certainly feel free to let us know your viewpoint of those meetings, attend those meetings if you want and bring some of your peers and your students. I'll let you know

when those meetings are because we will be talking about the dress code over the coming months. Thank you.

Lazarae: That's all I have for today.

Mr. Gildea: Excellent. Very impressive. Very nice. Thank you very much.

Lazarae: Thank you.

RECOGNITIONS

NATIONAL CUSTODIAN APPRECIATION DAY OCTOBER 2, 2025

Dr. Conway: I'd just like to take a moment to recognize our custodians for everything they do every single day to get these buildings ready, so that they're welcoming, safe, clean environments for staff and students to come in to on a daily basis. It's amazing and attentive, the details they give the classrooms, the hallways, everything you see, the windowsills throughout the buildings every single day to ensure that they are shining when we walk through those doors. They're here on their days during the week. And when asked to on weekends. And even holidays in getting ready for the preparation of school, many were here on that Labor Day weekend making sure everything was just spit shine when those doors opened on Tuesday morning. So, from the bottom of my heart, thank you very, very much and on behalf of the Board thank you for everything you do every day to make our classrooms shine.

Mr. Gildea: Doc does a wonderful job. On behalf of the Board, I want to say that we all come to meetings and we go to events and we participate. We recognize every single position, every single role is critical in the educating of our children. And so, again, Doc said it well, thank you for the role that you play. Very important. Thank you.

Dr. Conway: Lou, Ned come on in please.

NATIONAL COACHES DAY OCTOBER 6, 2025

Dr. Conway: Ask Athletic Director Moffat.

Ms. Moffat: Yesterday was National Coaches Appreciation Day. We do have a couple here in the audience with us. Coach Ali, Coach for all time and effort that they put in six days a week from our high school to our middle school, to all of our Youth Programs in the City. Very appreciative for everything that they do for our kids. And we thank them. Our kids wouldn't be able to play for everyone who gives their time and dedication to our kids. Thank you all.

Mr. Gildea: Again, on behalf of the Board. So, that time you spend with students and children are so substantial. So, we recognize that. We're grateful for that. And we thank you for your service.

Ms. Moffat: In your packet, you will find all of our coach's names.

Mr. Gildea: Very nice. Thank you.

SPECIAL OLYMPICS UNIFIED CHAMPION SCHOOLS NATIONAL RECOGNITION PROGRAM

Ms. Moffat: We start talking about Unified Sports. This is our fifth year at Derby High School and Derby Middle School Sports. Since Coach Ali was hired, year four. Each year, the team has grown and grown and grown. Just to see the activity of all of our students, 92 interested athletes. So many kids that were interested. It was so good to see.

Ms. Ali: In order to apply for this you have to be in a program for at least three years. My second year here, we did win a State award. Moff and I spoke to a few representatives at CIAC. They recommended that what we were doing, we did apply. There's ten different criteria that we had to meet. You have to have a certified coach who is assigned to the team who is also in Special Olympics training and also their State certifications. The school have to recognize as a part of their Athletic Program. And it should be part of the high school just the same ways at any other sport. Offer leadership opportunities to both athletes and partners within the team. Last year we did that. We had regular meetings and events. Further updating the Board on the ten criteria that we had to meet.

Mr. Gildea: Very detailed presentation and something to be proud of. I know there were ten standards in the packet. All ten wow that's impressive.

Ms. Olson: First we are at Derby High School one of the schools in Connecticut that's being recognized as National Banners pool. And secondly, our appreciation for Ms. Ali. She completed the initiative for this. Completed the application independently. And was proud to present it. Congratulations. Ask for our unified athletes to stand.

Mr. Gildea: Tonight not only the leadership of the program, when you look at the amount of standards, and how rigorous that is, that's impressive that we're able to do that. And one of eight schools is impressive. Such a remarkable bunch of students who support the program and participate in the program and who are mentors and participators. You guys are amazing. Thank you.

DHS UCONN EARLY COLLEGE EXPERIENCE PROGRAM

Mr. Gildea: Is that informational.

Dr. Conway: It is informational.

Ms. Olson: We are very excited to share with you our UCONN early college experience. We have college placement courses. We have honors courses. AP, and also early college experience. We partnered with UCONN for a number of years. This year is the 70th anniversary of the UCONN Early College Experience. And Derby High School staff has been recognized as being part of that program. They issued two of our teachers who currently teach the classes. Mr. Sigona, our teacher of the year. Mr. Daly, our art teacher. Arts and World Language courses to get credit from UCONN. Further updating the Board on the Program.

EXECUTIVE SESSION

Mr. Gildea: Executive session, there's limited hires. There's three stipend positions. Two paraeducators.

Mr. Marcucio: I don't think we will need it.

APPOINTMENT LIST OF NEW HIRES

Motion that the Committee of the Whole approve the appointment list of new hires as recommended by the Superintendent of Schools. Passed with a motion made by Ms. Melissa Mongillo and a second by Mr. Ivey Speight.

Jim Gildea	Yes
Ivey Speight	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Melissa Mongillo	Yes
Kim Tovar	Absent
Rebecca O'Hara	Absent
Karla Malerba	Absent

Ms. Mongillo: Making motion.

Mr. Speight: Second.

Mr. Gildea: Motion carries.

Dr. Cicarrini: Introducing and welcoming Angela Grindrod as the new PE teacher at Bradley School. Starting at Bradley School on October 20, 2025. She is currently the head softball coach for Derby High School.

Mr. Gildea: Congratulations, Angela. Welcome to Derby.

Dr. Cicarrini: Introducing and welcoming Isaac Amsel, our new paraeducator at Bradley School for K-2 Academic Learning Center.

Mr. Gildea: Congratulations, Isaac. Welcome to Derby.

COMPREHENSIVE LEARNING CENTER TRIPS USING PUBLIC TRANSPORTATION (LIFE SKILLS PROGRAM)

Mr. Gildea: Informational?

Dr. Conway: That is informational.

Ms. Olson: Have Kaylie Hyde come up here and speak about the program. She is going to rejoin the Derby High School Team.

Ms. Hyde: Updating the Board on the Comprehensive Learning Center. This year I would like to teach them how to access public transportation by utilizing the Valley Transit.

Ms. Olson: The actual transportation is actually part of the learning. Thank you.

OUT OF STATE FIELD TRIP, DERBY MIDDLE SCHOOL TO NEW YORK APRIL 29, 2026

Motion that the Committee of the Whole approve the out of State field trip for the Derby Middle School to New York on April 29, 2026. Passed with a motion made by Ms. Melissa Mongillo and a second by Ms. Erica Nuzzo.

Jim Gildea	Yes
Ivey Speight	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Melissa Mongillo	Yes

Kim Tovar **Absent**

Rebecca O’Hara **Absent**

Karla Malerba **Absent**

Mr. Gildea: Pretty much an annual trip.

Ms. Caggiano: Aladdin.

Ms. Mongillo: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: Motion carries.

ADMINISTRATOR’S REPORTS

BRADLEY SCHOOL REPORT

Dr. Cicarrini: Good evening. Short and sweet this evening. Highlight a couple things. On the 26th of September, I had the pleasure of attending a workshop on uses of AI. Carl Johnson was the presenter. There are resources around AI. We’ve already started doing stuff with our teachers at Bradley. Our newer teachers are familiar with AI. Thanks to Dr. Rafferty I was invited to participate in a Network for Education Family Social Family School Partnership in Connecticut. I did attend a late September workshop up at Rocky Hill. And it was great.

A lot of it really centers around adult attitude towards students. And really getting to know kids. And the importance of a relationship with kids. And being able to understand that kids are capable of a lot more than we sometimes give them credit for. They need the opportunity to show what they can and can’t do. It’s a good reminder. It was great. But I appreciate sharing it.

IRVING SCHOOL REPORT

Mr. Russo: Good evening, everyone. Just like my colleagues, I want to take a minute to talk about the purpose of planning that we set up for the year. Started with our three first opening days. First Friday meetings. During this day teachers and staff to meet with all of special services groups in the building to talk about plans for each and every kid in the building.

So, we had a full day Friday before school starts, rotate services in Teams. Allows teachers and staff to start the year knowing what they need to know about kids. Meaningful effort to

plan teachers to work with their colleagues. Our PTO, it was a really nice smooth opening. Virtual play is not a new thing.

DERBY MIDDLE SCHOOL REPORT

Ms. Caggiano: Ken, I'm working on those numbers for you in reading. We had September 11th activities and social studies. This year for the September 11th, the kids were tasked with creating a living memory wall. Understanding the affects of that and the community. There is a memorial on the green. For Constitution day the kids will see it in a context. Our students have opened our Raider Café here at Derby Middle School. So, on Tuesdays and Thursdays they are open. Creamer is not up to the standard that people like.

Mike: Special Ed side, I know the coffee cart at the high school is taking a little bit longer to get started. Kaylie running that. That was in the works last year. This one was started from the ground up. Special Ed human capital side we had training on that first day. I just met with Riverside who does our evaluations from a Special Education standpoint. We're running through a new model next year.

Further explaining the cost of it. Special Education student achievement section. Right now we use a paper copy. Comes with a response booklet and a teacher booklet. It is moving to a digital platform. Post-covid evaluation going to be changed a little bit. The change that's happening, when they go virtual, save a little bit time with the students who will be evaluated. It also saves time in writing the evaluation. It looks like it is going to be cheaper. Looks like it will be 1,500. Those are not concrete numbers. It's a basic idea.

EARLY CHILDHOOD PROGRAM REPORT

Ms. Conway: We started our school year off with a bang. Everybody was happy to be at LRU. We started our curriculum with all about me. So, the students got to know each other and the staff. Got to know the rules. We got Griffing Hospital safe kit. We got a car seat awareness. And she's coming back to the building to anybody who needs car seats. We also are starting to implement how our students will get gym and they'll get art. In October, move to our fall festivities. We're doing another trick or trunk.

ATHLETIC DIRECTOR REPORT

Ms. Moffat: Today I had the privilege of spending the day with 9 of our student athletes at the CIAC conference. Students and administrators. Very exciting day to spend time with them. We touched on the Unified Sports Program. We will be getting our banners soon.

They kicked off at the high school. They kick off at the middle school in winter. Soccer was added. We do have the Youth Activation Counsel. We want to celebrate a student athletes.

Introducing the Derby Athletic Hall of Fame at the football game on October 11, 2025. That will be during half time at the game.

Mr. Gildea: Well deserved, Mr. Marcucio.

SPECIAL EDUCATION REPORT

Mike gave report in Middle School Report

DERBY HIGH SCHOOL REPORT

Mr. Coplin: You guys already heard the incredibly great day happening at Derby High School. But I did want to point out a couple of things. I want to give a shoutout to Mr. Butterworth advisory responsibility of our student council. The entire process of elective officers. 12 officers of student council. Going over financial aid programs. Students will be interviewing staff on several topics.

Ms. Olson: Further updating the Board on students who are in foster care in Connecticut. Very much a community project. Funded by Valley Community Foundation. Derby High School students are making blankets. It's a really great project for community service project.

ADJOURN

Motion that the Committee of the Whole adjourn its meeting. Passed with a motion made by Ms. Melissa Mongillo and a second by Ms. Erica Nuzzo.

Jim Gildea	Yes
Ivey Speight	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Erica Nuzzo	Yes
Melissa Mongillo	Yes
Kim Tovar	Absent
Rebecca O'Hara	Absent
Karla Malerba	Absent

Ms. Mongillo: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: We are adjourned at 8:22.

Marianne Samokar

Recording secretary

OCTOBER 16, 2025 SPECIAL BOARD OF EDUCATION MEETING

CALLED TO ORDER

Mr. Gildea: I'd like to open this special Derby Board of Education special meeting

OPENING CEREMONIES

Pledge of Allegiance

ROLL CALL

Mr. Gildea: Ivey Speight, absent; Rebecca O'Hara, absent; Kim Tovar, absent; Karla Malerba, absent; Ken Marcucio, here; Dan Foley, here; Erica Nuzzo, here; Melissa Mongillo, here; Jim Gildea, here.

Also Present:

Dr. Matthew Conway, Superintendent of Schools.

Mr. Gildea: Let the record reflect there are five people in attendance.

PUBLIC PARTICIPATION

Mr. Gildea: Anyone from the public who wishes to speak before the Derby Board of Education. Seeing no one from the public, we will close public portion.

EXECUTIVE SESSION

Motion that the Board of Education enter into Executive Session to review the Superintendent's evaluation. Passed with a motion made by Ms. Melissa Mongillo and a second by Ms. Erica Nuzzo.

Jim Gildea	Yes
Dan Foley	Yes
Ken Marcucio	Yes
Erica Nuzzo	Yes
Melissa Mongillo	Yes
Ivey Speight	Absent
Rebecca O'Hara	Absent
Kim Tovar	Absent

Karla Malerba Absent

ADJOURN

Motion that the Board of Education adjourn its meeting. Passed with a motion made by Ms. Melissa Mongillo and a second by Ms. Erica Nuzzo.

Jim Gildea	Yes
Dan Foley	Yes
Ken Marcucio	Yes
Erica Nuzzo	Yes
Melissa Mongillo	Yes
Ivey Speight	Absent
Rebecca O’Hara	Absent
Kim Tovar	Absent
Karla Malerba	Absent

Marianne Samokar

Recording Secretary

OCTOBER 23, 2025 SPECIAL BOARD OF EDUCATION MEETING

CALLED TO ORDER

Mr. Gildea: Called meeting to order at 6:30.

OPENING CEREMONIES

Pledge of Allegiance

ROLL CALL

Mr. Gildea: Jim Gildea; Kim Tovar; Ken Marcucio; Dan Foley; Melissa Mongillo; Karla Malerba.

Rebecca O'Hara, absent; Erica Nuzzo, absent; Ivey Speight, absent.

We have six of nine members present.

Also Present:

Dr. Matthew Conway, Superintendent of Schools.

ADDITIONS/DELETIONS TO THE AGENDA

Mr. Gildea: Any additions/deletions to the agenda. Seeing none.

PUBLIC PORTION

Mr. Gildea: Anyone here wishes to speak before the Derby Board of Education. Anyone else from the public who wishes to speak. We do have a special guest here this evening. Former Detective, Former Tax Board member, Former Board of Education Secretary, Former CAFE Area Seven Area Director; a Board of Alderman's member. George Kurtyka in attendance.

Member of the Public: Addressing the Board on the bus situations.

Mr. Kurtyka: I come here tonight to just thank everybody on behalf of the City what a great job that everyone on the Board of Education does and Dr. Conway and the staff. And just look forward to election day. I just like to thank everybody for what you do for the City and our students and everything. Election day is coming up. There is a big referendum on the ballot. Vote with your conscious and see the items that are on the referendum and just vote the way you should vote. I just want to thank everybody. And I want to wish everybody good luck on the Board of Education. And let's go Derby.

I do miss everybody on the Board and the staff and Dr. Conway. I had a great 14-year run here on the Board. Thank you.

EXECUTIVE SESSION

Mr. Gildea: There's only one on the list. The gentleman in special education who is not here. Vote at the next meeting.

APPOINTMENT OF NEW HIRES

**Motion that the Board of Education approve the Appointment List of New Hires.
Passed with a motion made by Ms. Kim Tovar and a second by Mr. Ken Marcucio.**

Jim Gildea	Yes
Kim Tovar	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Melissa Mongillo	Yes
Karla Malerba	Yes
Erica Nuzzo	Absent
Rebecca O'Hara	Absent
Ivey Speight	Absent

Ms. Tovar: Motion that the Board of Education approve the appointment list of new hires.

Mr. Marcucio: Second.

Mr. Gildea: Motion carries. Welcome to the school system, Angela. We'll meet her next meeting.

SUBCOMMITTEE REPORTS

FINANCE COMMITTEE

Mr. Marcucio: We did not meet.

NEGOTIATIONS AND PERSONNEL COMMITTEE

Ms. Mongillo: We are still working on the nurse's contract. Do we have an update regarding the teachers?

Dr. Conway: Waiting for Kyle.

Mr. Foley: Could you repeat that. The teachers approved it.

Ms. Mongillo: Yes.

Mr. Foley: They approved the new contract.

Mr. Gildea: Yes, sir.

Mr. Foley: How many years?

Dr. Conway: A four-year contract.

Mr. Gildea: I know we'll have the benefit of doing this in executive session. We'll have the contract in front of us. I just think the thought of we were just hemorrhaging two teachers. We lost like five years of teachers in a row. We're losing candidates like crazy. So, the thought was to do something similar to what we did with the paraeducators and kind of bump up their starting salary a little bit.

Ms. Mongillo: Yes.

Mr. Foley: How many steps are we now?

Dr. Conway: We reduced the number of steps overall, I want to say 14.

Ms. Malerba: What was it prior?

Dr. Conway: We were up to 17 at one point.

Mr. Foley: Very impressive. Thank you.

Ms. Mongillo: We'll give you more details when we have it in front of us. We really attempt to clean it up and address the turnover that we have.

SCHOOL COMMUNITY RELATIONS AND POLICY

Mr. Gildea: That one did not meet either. Karla is here now. We'll talk to Rebecca as well. There's four small policies that are legislative. Have a little difficulty of getting together.

PLANTS AND FACILITIES COMMITTEE

Mr. Foley: Yes, we had a meeting tonight. Mr. Hoffman was very informative taking care of all the problems in the different schools. He also mentioned that part of the swing has come in for Bradley School come in and we're waiting for another part on that.

We also had Luke from his committee with the pantry. Complete it within a month or so. Fine young man.

Robbie said we're in pretty good shape in finances.

It was brought to my attention that some of the signs for the football field were missing. It was taken down and stored. The age of them just deteriorated. Doctor is looking for some funding to replace them. That's about it. Thank you.

Mr. Foley: I'm sorry, I can't hear you.

Ms. Mongillo: Does Kim have a mic. I couldn't hear what she's saying.

Mr. Foley: Yes, I couldn't hear either.

Ms. Mongillo: We can hear everybody but Kim.

Ms. Tovar: Sorry guys. I had asked Dr. Conway sign project that our woodshop can hand over and maybe give them some hand in and Derby Pride on that. And maybe save a little bit of money instead of outsourcing it.

Mr. Gildea: Would that be the Cities obligation to pay.

Mr. Foley: Yes.

Ms. Tovar: I see.

Mr. Gildea: The City will pay for it.

Mr. Foley: I think the figure correct me if I'm wrong, 3,000 to 15,000.

ACADEMIC & CURRICULUM COMMITTEE

Mr. Gildea: I don't think they've met either. Dr. Rafferty is here today to present his report.

ATHLETIC COMMITTEE

Ms. Tovar: We haven't met.

STUDENT HEALTH AND SAFETY COMMITTEE

Mr. Gildea: We did meet. We talked about two key topics. We talked to John Saccu, Juvenile Review Board and some legislative changes with regards to discipline. So, we'll probably have conversations John made a presentation to us. Then we as a subcommittee talked about the dress code a little bit with regard to hoodies, not hoodies, gym days. So we'll have some information for you at our next board meeting to try to codify some of the things that we talked about. We still have to have a few more discussions on that.

So, we'll come to the Board next meeting with some recommendations to address the issues. We have an expulsion hearing tentatively for October 28th.

Ms. Malerba: Quick question in regard to the sign, typically how long does it take for them to be ready to be put in this year or next year if we move forward with the signs?

Mr. Gildea: If the Board of Alderman said yes, we'll authorize the \$13,000. If they said yes at the November 13th meeting, how long would it take? I would estimate, Karla, that if we could get to the Board of Alderman on the 13th, their next meeting and they allocated the funds on the 13th, I would think, even if it's December, I think it would be ready for springtime. So, Karla, if we get the money in November and December, I think they can turn it around in the spring.

Ms. Malerba: Yes.

Mr. Foley: Wouldn't that have to go to the tax board?

Mr. Gildea: Yeah.

Mr. Marcucio: It's already gone to the tax board. They refused it. They told us to pay for it. They told the Little League, Pop Warner and Board of Ed to pay for it.

Ms. Mongillo: When was that Ken?

Mr. Marcucio: Quite a while ago.

Ms. Mongillo: Not this board.

Mr. Gildea: I think you should go back. George, do you want to say something, sir.

Mr. Kurtyka: When I was a member of the Board, I remember when the tax board said to pay and everything. It could have been within the last year or two. The process would usually go to the Tax Board but we also have our committee meetings. So, it would have to come to the committee and then it would go to the full Board. There's a mechanism to go to the full Board about the committee meetings, but some of our present alderman go to the committee first. And then it goes to the full Board. But I remember when they had the Charter Revision years ago that the Board of Alderman and Alderwoman would have the final say. So, if we kind of tell the Tax Board that we want this money allocated, they have to allocate it. That's my understanding.

I don't think that's ever happened before it came to the Board of Alderman, but I know the positions we agree ordinances in order to create the position. That was previously. But, you know, I'd have to get a ruling from our corporation counsel on that. But come to the meeting on the 13th, November 13th, 7 p.m. and then present it. And we'll see what the rest of the Board members. Okay. November 13th, 7 p.m. I know I came for another reason here.

SUPERINTENDENT'S REPORT

Dr. Conway: Dr. Conway shared his report with the Board and asked if there were any questions.

Mr. Gildea: Thank you very much.

ADMINISTRATOR REPORTS

FACILITIES REPORT

Mr. Hoffman: Bradley School replace a circulator. Rooms 114 to 120. We did do it in house, labor. We did overheat two rooms for a couple of hours. Next day it was freezing.

Irving School, we had to bring in a plumber to do some piping repairs for the heat. Valves to be replaced. We had copper transition.

Derby Middle School, the temporary chiller is still running. Running about three, four hours a day right now in the afternoon.

We had a semi-annual fire inspection.

Derby High School, continuing to do repairs. Replacing the blower. Be about 14 hours of installing.

Fire Marshal inspection, except for the fire doors at the high school. We did have a reinspection.

Facilities Management system SMX is now up and running. It's fully operational. So far, so good.

STRATEGIC PLANNING

Dr. Rafferty: I did just update the form, Dr. Conway. The original one that's online. Would you like to see the four-minute video about the report card?

Mr. Foley: I would.

Dr. Rafferty: I'll send it to you right now the latest one. Screen shot of the report card down below. It's kind of a better, newer one available. It's not in that one. I just sent it to you email. It's still downloading. So, just while Dr. Conway is pulling it up, we did launch our Fast Heroes Program. We paired with Yale Medical School. We could see the document that I shared with the Board, there's a nice picture of second grade at Bradley. They have their masks on. I got a nice email, which is also in your report, from a gentleman in Germany, who runs the Angel's Organization. And we are as I mentioned the first District in America. You go on their website, you see it all around the world. The kids do like it. They

think it's fun. Visual updates in the report there. Good stuff keeps happening in Derby School schools. I was contacted by someone from Drake University who runs Character Counts. They have Kindness 101 Program. The Middle School is really interested in taking it on. The elementary schools have a follow-up meeting on Monday. And at that point, if the elementaries are on board, I'll come to you next month with a pretty much an MOU. But the gist of it is, and in there, I put a little link if you wanted to watch the video. CBS Sunday morning. It's sponsored by the Deluca Foundation, which if you know the name, Peter Deluca was one of the founders of Subway. And he was looking for schools in Florida and in Connecticut. And guess what, we would be the first Connecticut School District to partner with Drake University during this Kindness Program.

Have the date and achievement update for you. Dr. Conway and I put remarks on it. Our theme this year is UP. Applying for a National Science Foundation Grant with Wooster Poly Tech and if we get it, I'll be back with another exciting opportunity for our students and teachers. Today, Dr. Conway joined me on the back end of it. We had teacher's, coaches and principals meet to make a status of the class in terms of reading implementation to make an action plan with professional development based on what our teachers were asking for and develop a comprehensive and thoughtful approach to making our teachers feel now that they're comfortable with the resource. At the top of the report, two links, one is a short little video. It is a short four-minute video. I'll let you watch this first.

So, based on way we did the parent/teacher focus groups, clear that they really wanted something that they better understood. But I know at first it may be confusing. I have held this back a little bit because I'm a bit of a perfectionist and I must have made four, five editions of it. But it will eventually be on the website so when report cards go out, parents can go back and consult the report card. A new report card, that was one of the features we were going to add. It's broken in sections. But it's pretty clear. Even the teachers I've worked with said it's nice and clear. This section is all about reading. This is all about math. This is about what we call student success skills. The content area. The ratings will be there as well. So, far I've seen it where I received. But so far, I think we are right on schedule. I have a few coding things to fix.

Mr. Foley: First of all, you can equate these numbers into a grade, but I'm looking and I don't see anything where a child is failing. What would a number be for that?

Dr. Rafferty: A couple of things that were done, there is no zero on there for obvious reasons. A lot of parents do share together their report cards with their children. We would equate, I hate to use the word failure, because I wouldn't want to equate it that way. But a child would receiving a one, would be a child that is not meeting the standards and is in need of support.

This is just, Dr. Conway reminded me, this is for elementary. Middle High and High School, this would not be their report cards.

Mr. Foley: That was my next question. How would you equate this?

Dr. Rafferty: This report card would have no bearing on that?

Mr. Foley: So, it would be a different report card?

Dr. Rafferty: The high school's report card is still the same. It's numeric. None of that will change. The top ten calculations, still the same.

Mr. Foley: Doctor, what about the Middle School?

Dr. Rafferty: No impact on it. This is just K-5.

Mr. Foley: What if not applicable at this time?

Dr. Rafferty: So, it's some particularly in math, so for example we do algebra, geometry, those are not taught until later in the year, so we wouldn't score those. Almost everything will most likely be scored.

Mr. Foley: Okay. Thank you.

APPROVAL OF MINUTES

Motion that the Board of Education approve the minutes from the September 2, 2025 Committee of the Whole and the September 18, 2025 Board of Education meeting. Passed with a motion made by Ms. Kim Tovar and a second by Mr. Dan Foley.

Jim Gildea	Yes
Kim Tovar	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Melissa Mongillo	Yes
Karla Malerba	Yes
Erica Nuzzo	Absent
Rebecca O'Hara	Absent
Ivey Speight	Absent

Ms. Tovar: Making motion.

Mr. Foley: Second.

Mr. Gildea: Motion carries.

FINANCIAL REPORT

Mr. Trainor: Much appreciated. Thank you. Tonight, I'm driving down to DC, my wife is running the Marine Corp Marathon on Sunday. And we're bringing the children so our thought is our children will sleep the whole way, so fingers crossed.

Motion that the Board of Education approve the financial report as recommended by the Superintendent of Schools. Passed with a motion made by Ms. Kim Tovar and a second by Mr. Dan Foley.

Jim Gildea	Yes
Kim Tovar	Yes
Ken Marcucio	Yes
Dan Foley	Yes
Melissa Mongillo	Yes
Karla Malerba	Yes
Erica Nuzzo	Absent
Rebecca O'Hara	Absent
Ivey Speight	Absent

Ms. Tovar: Making motion.

Mr. Foley: Second.

Mr. Trainor: So, we're in a pretty good place. If the year were to end, we would have a surplus of about 32,000 right now. Last meeting that was at 37,000. Supplies are still being ordered by Facilities, the schools, the secretaries. We've been managing a handful of the accounts very closely. One being electricity, which is on the facilities side budget. Last year we were very over budget. And Jim and his team have done a phenomenal job.

Some of the opportunities that we have for additional funding this year, I think we've discussed in the past, the SEED grant, which is going to be geared toward special ed. We have an unaudited balance of about 209,000 from last year. Some of the challenges, the State has been a little slow on releasing and approving grant applications. We have submitted our biggest grant, which is ALLIANCE. It's been approved by our manager. It's

going through their fiscal. I was told it would be done by yesterday. And it's still not done. So, we can't draw down those funds yet.

The State was also late in releasing title grants, one, two, three and four. We've begun applications for those. Dr. Rafferty has been an incredible help for me this year with kind of understanding not just the numbers side of it but what goes into all of these lines that we're budgeting for and what the applications are. We still do not have Perkins or SSA. Perkins is a high school grant, typically around 30,000, 32,000. We're waiting on that. And then SSCA was a keeper grant this year. It was submitted and we are waiting for it to be put into our EGM platform where we will copy and paste and we will submit that way. We're still waiting on that.

In terms of special ed, we had big changes this year in the staffing. Mike has – Mike Giordano has been phenomenal. We are talking weekly. We have a bi-weekly meeting where we're discussing and kind of going over process and budgeting and a little bit of the history that I have in my period of three and a half years in talking about the transient nature, the outplaced costs and you know, looking at essentially bringing kids back in. So, he's been really great to work with. And we budgeted for 22 students. We're currently at 26. We have had six kids move into District since July 1st. We've had four exit for a net of two additional kids.

Our excess cost that we budgeted is based on last year's number. We will get our allocations with the first payment coming in February and the remaining one in May. So, we budgeted the 830,000 and we're hoping we get some more. So, that's where we currently are.

As we get to the later months in the year, April, May and June, we start looking at those encumbrances.

Mr. Gildea: Motion carries.

ADJOURN

Motion that the Board of Education adjourn this meeting. Passed with a motion by Ms. Kim Tovar and a second by Ms. Karla Malerba.

Jim Gildea	Yes
Kim Tovar	Yes
Ken Marcucio	Yes
Dan Foley	Yes

Melissa Mongillo	Yes
Karla Malerba	Yes
Erica Nuzzo	Absent
Rebecca O'Hara	Absent
Ivey Speight	Absent

Ms. Tovar: Motion that the BOE adjourn its meeting.

Ms. Malerba: Second.

Mr. Gildea: Motion carries.

Marianne Samokar

Recording Secretary



Derby Public Schools Business Manager's Report November 19th, 2025

This financial detail provides the operating budget information as of November 12th, 2025 as follows:

Line Description	Budget	Estimated FY26 Costs
100 Salaries	\$ 13,056,988	\$ 13,393,162
200 Benefits	\$ 884,060	\$ 869,247
300 Professional Services	\$ 537,200	\$ 494,959
400 Property Services	\$ 709,644	\$ 648,517
500 Other Purchased Services	\$ 5,552,977	\$ 5,517,680
600 Supplies	\$ 389,018	\$ 183,872
700 Equipment	\$ 94,732	\$ 96,536
800 Dues and Fees	\$ 54,200	\$ 51,915
Excess Cost	\$ (830,369)	\$ (830,369)
Grand Total	\$ 20,448,450	\$ 20,425,519
	Surplus/Deficit	22,931

Opportunities

The 3 items listed below will help to offset the increase of costs for the FY26 year.

- We have a new state funding source called SEED, which will be used for SPED Expenditures. The total of these funds are \$176,138. We have been working with CSDE on how these funds can be spent
- We anticipated **not** receiving Priority School Districts this year, however, we have been granted \$413,854 for FY26.
- \$209k carry over from FY25 - unaudited

Challenges

- Grants recently made available for application, in process of submitting
 - Title 1
 - Title 2
 - Title 3
 - Title 4
 - ESSA Sig
- Awaiting availability of Application
 - Perkins
- Facilities costs are closely being monitored due to the playground, DMS Chiller, and Electricity.

Special Education

SPED	Students	Budget	YTD
FY25	32	2,971,601	2,762,601
FY26	22	3,552,087	929,172
Currently	26		
Prorated	2		
Excess Cost Budget		830,369	
Actual		TBD	

Robbie Trainor:
Gross Cost Budgeted

Motion: *The Board of Education approve the financial report dated November 19th, 2025 as recommended by the Superintendent of Schools.*

Respectfully submitted,
Robbie Trainor

11/12/25

Food Service
Derby Food Service
Statement of Activity
October 2025

	Total	Jul - Oct, 2025 (YTD)
	Oct 2025	
Revenue		
Income		
Catering Income	1,871.00	11,300.70
Intergovernmental		
Government - NSL	93,170.22	195,065.81
Government-Breakfast	38,667.14	80,946.58
Matching Funds		2,444.00
Total Intergovernmental	\$ 131,837.36	\$ 278,456.39
Revenue	2,654.43	4,874.93
Revenue-Mealpay	527.04	1,143.36
Total Income	\$ 136,889.83	\$ 295,775.38
Uncategorized Income		122.13
Total Revenue	\$ 136,889.83	\$ 295,897.51
Cost of Goods Sold		
Cost of Goods Sold		
Beverage Purchases	5,056.10	7,096.02
Food Purchases	71,801.64	158,945.91
Paper Supplies	3,718.05	10,906.44
Purchases	589.24	589.24
Shipping		181.79
Total Cost of Goods Sold	\$ 81,165.03	\$ 177,719.40
Total Cost of Goods Sold	\$ 81,165.03	\$ 177,719.40
Gross Profit	\$ 55,724.80	\$ 118,178.11
Expenditures		
Computer Expense		577.50
Interest Paid	-22.52	-149.30
Laundry and Cleaning	1,285.62	1,900.86
Office Supplies		192.18
Other Business Expenses		112,495.62
Outside Services		1,700.00
Payroll		
Salaries & Wages	50,486.87	131,560.98
Total Payroll	\$ 50,486.87	\$ 131,560.98
Purchases		3,716.68
Repairs & Maintenance		8,194.29
Total Expenditures	\$ 51,749.97	\$ 260,188.81
Net Operating Revenue	\$ 3,974.83	-\$ 142,010.70
Other Expenditures		
Reconciliation Discrepancies	0.00	0.00
Total Other Expenditures	\$ 0.00	\$ 0.00
Net Other Revenue	\$ 0.00	\$ 0.00
Net Revenue	\$ 3,974.83	-\$ 142,010.70
Remodeling Bradley & Irving		\$103,995.62
Checking Account Balance	29,217.88	
Accounts Receivable (AR)	308,900.32	
Accounts Payable (AP)	-78,484.26	
Estimated Cash Position	\$259,633.94	

Grant Narratives

Alliance District

Under Connecticut General Statute Section 10-262u(d), the following focus areas for spending are defined for Alliance District funds that may include, but not be limited to the following:

1. A tiered system of interventions.
2. Foundational reading programs (Grades K-3).
3. Additional learning time, either extended day or extended year.
4. A talent strategy designed to "attract, retain, promote and bolster the performance of staff," including allowable \$500 stipends for mentor teachers in the TEAM program.
5. Training for school leaders and staff on new teacher evaluation models.
6. Coordination with early childhood education providers, including funding for Head Start.
7. Coordination with governmental and community programs for student support and Wraparound Services.
8. Implementing and furthering statewide education standards and associated activities and initiatives.
9. Minority teacher/administrator recruiting.
10. Enhancement of bilingual education programs.

Priority School Districts

Connecticut General Statute Section 10-266q(b) defines that Priority School District funds shall be used for any of the following:

1. Development or expansion of scientifically-based reading research and instruction.
2. Numeracy instruction.
3. Support to chronically absent students.
4. Programs or activities related to dropout prevention.
5. Alternative and transitional programs.
6. Academic enrichment, tutorial and recreation programs or activities during non-school hours and during the summer.
7. Development or expansion of extended-day kindergarten programs.
8. Enhancement of the use of technology to support instruction or improve parent-teacher communication.

9. Initiatives to strengthen parent and community involvement in school and district programs.
10. Obtaining accreditation for elementary and middle schools from New England Association of Schools and Colleges.

Priority Schools District Extended School Hours

Each PSD must submit all proposals received as part of its grant application and documentation of the review and ranking process for such proposals. Each district application shall:

1. Demonstrate that a district-wide and school building needs assessment was conducted, including an inventory of existing academic enrichment and support, and recreational opportunities available during non-school hours both within and outside of school buildings;
2. Ensure equal program access for all students and necessary accommodations and support for students with disabilities;
3. Provide a summer component, unless it is able to document that sufficient summer opportunities already exist;
4. Include a schedule and total number of hours determined to be reasonable and sufficient for individual school programs;
5. Support no less than 10 percent of the cost of the total district-wide ESH program and provide documentation of local funding or in-kind contributions, or both; and
6. Contract for the direct operation of the program, if the district is able to document that no providers are interested or able to provide a cost efficient program.

Priority Schools District Summer School

Connecticut General Statute § 10-265m establishes grants for summer school programs in PSDs. C.G.S. §§ 10-265g and 10-265l, relating to summer reading programs and student promotion, require PSDs to:

1. Offer a summer reading program to children enrolled in kindergarten who are determined by their school to be substantially deficient in reading; evaluate students in Grades 1 through 3 in October, January and May using an approved assessment. For each student who is determined to be substantially deficient in reading on the January or May assessment, the district must notify the student's parent or guardian of the assessment results and the school must develop a personal reading plan for the student;
2. Develop personal reading plans that shall include additional instruction, within available appropriations, such as tutoring, an after-school program, school vacation, weekend program or summer program, as described in Section 10-265f of the C.G.S. Personal reading plans must be reviewed and revised as appropriate and shall be monitored by school literacy teams. Each evaluation or statewide examination must be discussed with the provider of additional instruction and given to the student's parent or guardian with recommendations for reading strategies that can be used at home. For the purposes of providing additional instruction, preference must be given first to elementary schools and then to middle schools with the highest number of students who are substantially deficient in reading;
3. Promote students with personal reading plans from Grades 1 through 3, based on documented progress in achieving the goals of the personal reading plan or demonstrated reading proficiency. If a decision is made to promote a student who is substantially deficient in reading, the school

principal shall provide written justification for such promotion to the superintendent of schools. A personal reading plan, that incorporates competencies required for early reading success and effective reading instruction, must be maintained for a student who is substantially deficient in reading until the student achieves a satisfactory grade level proficiency, as determined by a reading evaluation or statewide examination;

4. Require students in Grades 1 through 3 who are determined to be substantially deficient in reading based on the May administration of the approved assessment to attend summer school. The superintendent of schools may exempt an individual student from such requirement, upon the recommendation of the school principal, based on the student's progress with the personal reading plan. If a student does not receive such an exemption and has been offered the opportunity to attend summer school and fails to attend, the PSD shall not promote the student to the next grade;
5. Submit to the CSDE approved assessment data two times per year for all students using an electronic reporting system provided by CSDE to monitor student progress;
6. Submit to the CSDE the number of students who are substantially deficient in reading and are promoted from first, second or third grade to the next grade. The CSDE will prepare and publish this report annually;
7. Require within available appropriations the development and implementation of personal reading plans for each student who scores below basic level on the Grades 3 through 5 Smarter Balanced, unless the principal determines that such additional instruction is not necessary based on the recommendation of the student's teacher; and
8. May require, within available appropriations, students in Grades 4 through 6 who fail to make progress with additional instruction provided in their personal reading plans, to attend summer school. The superintendent of schools may exempt an individual student from such requirement upon the recommendation of the school principal.

ARP ESSER Dual Credit Expansion

1. Our primary goal, if awarded this grant, is to expand our pathways programming to create course sequencing and trajectories specific to some of the following career cluster areas in which students have expressed interest, including: Health Science; Education and Training; STEM; Business Management and Administration; Law, Public Safety, Corrections and Security; and Arts, A/V Technology & Communication.

Title 1

1. The purpose of Title I, Part A of the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act of 2015, is to provide all children significant opportunity to receive a fair, equitable, and high-quality education, and to close educational achievement gaps.
2. improve academic achievement;
3. improve English proficiency rates for Connecticut's English learners; and
4. increase 4 and 6-year Cohort Graduation rates for all students.

Title 2

1. The purpose of Title II, Part A is to:
2. increase student achievement consistent with the challenging state academic standards;
3. improve the quality and effectiveness of teachers, principals and other school leaders;
4. increase the number of teachers, principals and other school leaders who are effective in improving student academic achievement in schools; and
5. provide low-income and minority students greater access to effective teachers, principals and other school leaders.

Title 3 – Consortium with ACES

The allocated Title III funds will be used for:

1. EL teacher sharing her time between Irving and Bradley elementary schools (0.06 FTE to the Title III grant funds): Purpose of the position is to provide instruction in English proficiency for our elementary school students.
2. Workbooks and instructional supplies for St. Mary/St. Michael (SMSM) School to facilitate increasing English language proficiency.

Title 4

1. provide all students with access to a well-rounded education, as defined in ESSA section 8101(52); 2) improve school conditions for student learning; and 3) improve the use of technology in order to improve the academic achievement and digital literacy of all students.

IDEA

1. Derby Public Schools will continue its ongoing review, calibration, and enhancement of specialized programs in place within the district to ensure that all eligible students are provided a thoughtfully-designed, comprehensive, and thorough individualized educational program. The district will strive to provide each child a free and appropriate public education, maximum access to the general education curriculum and his or her peers in the least restrictive environment. Further, all eligible students will be provided specialized instruction that ensures appropriate annual progress, given each child's unique set of circumstances, which promotes independence and prepares each individual for post-secondary success. Derby Public Schools will continue its partnership with and support of special education and related service programming for students in private school settings. Specifically, the focus with these schools will remain on bolstering the scope of specialized instruction available to each child in the event that he/she has been unilaterally placed by a parent/guardian in such a program.

Opportunity District ESSA SIG Cohort 2

1. District Capacity and Organizational Structure

The district has the organizational structure and leadership capacity to support turnaround efforts in its lowest-performing schools. In addition to the Superintendent, the district leadership team includes the position of Director of Teaching and Learning. The Director supports teaching & learning while ensuring academic programming is rigorous and engaging. The Director also provides coaching support to the administrators in the lowest performing schools through regular job-embedded coaching sessions, monthly administrative work sessions and supporting the implementation of new curriculum. The district also has two (2) Supervisors of Special Education to support teaching and learning and improve

outcomes for students with IEP's. The district staff also includes two (2) instructional coaches and has secured funding for staff development.

2. District Support for Development of School Improvement Plans

The Director of Teaching and Learning, Derby Middle School (DMS) Principal, DMS Assistant Principal, Secondary Special Education Supervisor, and a team of teachers completed the "Needs Assessment Tool" and came to a consensus to identify the school's areas of strength and weakness. The district Data Coordinator supported the development of the Improvement Plan by providing relevant demographic and achievement data. The Business Manager collaborated on the application to align the proposed funding with the improvement priorities. The Director of Teaching and Learning and DMS Principal collaborated to identify the root causes for each of the highest-leverage growth areas, develop SMART Goals aligned to the priorities, and identified strong, evidence-based Interventions. The Commissioner's Network Audit report was also used in the development of the school improvement plan.

DERBY BOARD OF EDUCATION

AND

**CONNECTICUT HEALTH CARE ASSOCIATES (CHCA)
District 1199, NUHHCE,
AFSCME, AFL-CIO
(NURSES)**

July 1, 2025 – June 30, 2029

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INTRODUCTION

This Agreement is made and entered into by and between the Derby Board of Education (hereinafter referred to as the “Board”) and the Connecticut Health Care Associates (CHCA) District 1199, NUHHCE, AFSCME, AFL-CIO (hereinafter referred to as the “Union”), jointly referred to as the “Parties.”

ARTICLE 1 **RECOGNITION**

The Board recognizes the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining relative to wages, hours, and other conditions of employment of all full-time (thirty (30) hours per week or more) and part-time (a minimum of twenty (20) hours per week or more) registered nurses, excluding seasonal (as defined in MERA) and substitute employees.

ARTICLE 2 **MANAGEMENT RIGHTS**

Section 1

Except as specifically abridged or superseded by any provision of this Agreement, the Derby Board of Education has and will continue to retain, whether exercised or not, the sole and exclusive right, responsibility, and prerogative to manage and direct the operations of the schools, including but not limited to the following rights:

- A. To create, abolish, or maintain programs and maintenance activities, as in the judgment of the Board will best serve the interests of the school district.
- B. To decide upon the need and type of personnel, facilities, buildings, lands, apparatus, and other property within its control.
- C. To employ, assign, transfer, hire, fire, and discipline employees and to prescribe and enforce reasonable rules and regulations for the performance of work and to maintain discipline.
- D. To prescribe schedules and procedures used to operate the schools.
- E. In general, to control, supervise, and manage the operations of the Derby School System and to establish or continue policies, practices, and procedures for the conduct of Board business and the management of its operations, and from time to time, to change or abolish such policies, practices, or procedures.

Section 2

The management rights listed herein shall not contravene the terms or conditions of this Agreement.

ARTICLE 3 **HOURS OF WORK**

Section 1

The normal paid work hours for full-time employees shall be Monday through Friday with the hours per day, which shall include a one-half (½) hour paid lunch period, set annually prior to school commencement by the Superintendent or his/her designee, and such hours shall be used for the payment of sick days, personal days, and paid holidays. The normal work year shall be the student school year and two (2) days immediately prior to the commencement of the student school year.

If a nurse is needed during her paid lunch, such employee shall administer the needed treatment.

Nothing herein shall preclude the assignment of a longer or shorter work year, a longer or shorter work day, or a longer or shorter work week by the employer, with at least one (1) month advance notice to the Union. The work day for each employee shall commence at times determined by the Superintendent or his/her designee.

Prior to the commencement of each school year, employees shall receive a school calendar indicating their workdays/year and shall be advised of their respective starting times and work assignments, provided however that such work starting times/days/weeks/year assignment may be changed due to the needs of the school district.

If after an employee receives her/his initial work assignments for the ensuing school year, either: (1) a new position is created by the Board; or (2) a vacancy occurs as a result of an employee covered by this Agreement not returning to work, such position shall be filled in accordance with Article 19, Section 2.

Section 2

Summer/extended school year positions shall be posted on school bulletin boards and distributed to bargaining unit employees via electronic mail (using the employee's Board email address) no later than May 31st of each year.

Bargaining unit employees covered by this Agreement wishing to receive those positions may apply. Positions will be awarded in accordance with Article 19. Employees shall be compensated at their regular hourly rates of pay. All other provisions in this Agreement will be applicable for those awarded summer/extended school year positions. (Independence Day is not a paid holiday).

Section 3

Employees who report to work shall receive a full day's pay if their work day is shortened due to a late opening or early school closing.

Section 4

An employee shall be paid at one and one-half (1½) times the employee's regular base rate of pay for all work performed by the employee on Saturday or Sunday.

ARTICLE 4
WAGES AND PAYROLL DEDUCTIONS

Section 1

The hourly wage rates of bargaining unit positions are set forth in Schedule A which is attached hereto and made part of this Agreement. Only those employees covered by this Agreement who are employed by the Board on the date of ratification shall be entitled to retroactive pay.

Section 2

Part-time employees who are scheduled to work at least twenty (20) hours per week shall be entitled to all unpaid and paid time benefits set forth herein on a pro rata basis.

Section 3

Employees shall be paid on a bi-weekly basis.

Section 4

All employees shall be paid via direct deposit. Employees shall complete necessary documentation in order for the Board to implement direct deposit.

Section 5 - Longevity

Upon completion of the following years of service and each year thereafter, all employees shall receive the applicable longevity payment as follows:

10 years	\$250
15 years	\$300
20 years	\$600
25 years	\$900

Section 6

In order to maintain accurate time records, the Board will maintain an electronic time keeping system, as determined by the Board.

ARTICLE 5
SICK LEAVE

Section 1

Employees shall be granted fifteen (15) sick leave days per contract year cumulative to a maximum of ninety (90) days. The minimum increment for use of sick leave shall be two (2) hours.

Section 2

If an employee is absent from work for three (3) consecutive days or more for him/herself or a family member, he/she may be required to submit a note from the treating physician.

Section 3

Nurses will not be called at home when ill unless there is an emergency.

ARTICLE 6
PERSONAL, BEREAVEMENT, FAMILY, AND UNPAID LEAVE

Section 1 – Personal Leave

Employees shall be entitled to four (4) days of personal leave per contract year. One (1) additional personal day will be credited to an employee if the employee does not use any personal days during the preceding contract year. Two (2) personal days may be taken with at least forty-eight (48) hours advance notice, but without any stated reason, provided that such days may not be used on the first day of the school year, before or after holidays or to extend weekends and/or school recesses, or during the last two (2) weeks of the school year unless granted by the Superintendent or his/her designee in his/her discretion. The Superintendent or his/her designee may grant a personal day without reason on any day, in his/her discretion.

The remaining personal days may be taken for the following reasons: illness or injury to a member of immediate family; mandatory court attendance; marriage of the nurse; birth of nurse's child; attendance at nurse's commencement ceremony.

Section 2 – Bereavement Leave

Five (5) days bereavement leave with pay shall be granted to an employee for each occurrence of a death of the employee's spouse or child or step-child. Three (3) days bereavement leave with

pay shall be granted to an employee for each occurrence of a death of the employee's parent, sibling, in-law, grandparent, or grandchild of the employee.

Section 3 – Family Leave

Family leave shall be provided in accordance with applicable federal law to the extent that the Board is required to provide leave pursuant to such law.

Section 4 – Unpaid Leave

Unpaid leave of absence up to one (1) year may be granted at the sole discretion of the Board under conditions described by the Board, to include:

- A. No step advancement;
- B. No sick leave, personal leave, holidays, or insurance benefits;
- C. No accumulation of seniority, but no break in service;
- D. No unemployment compensation;
- E. No employment elsewhere;
- F. Date of return to employment shall be stated at time of leave request;
- G. Failure to return to scheduled date of return shall constitute resignation;
- H. Upon return from leave, the employee shall be placed in the same, or comparable position.

ARTICLE 7 **PROBATION**

Section 1

All new employees shall serve a probationary period of ninety (90) workdays. Workdays shall be defined as days that the employee actually attended a full work day. Probationary employees shall be evaluated after forty-five (45) workdays. Following such evaluation, the employee will be made aware of any issues/concerns regarding job performance and provided with specific issues and concerns, as well as recommendations for improvement in writing. If the building principal or his/her designee fails to evaluate the nurse, it shall not be subject to the grievance and arbitration procedure. Moreover, the content, findings and determinations set forth in the evaluation shall not be subject to the grievance and arbitration procedure.

The Superintendent may, at his/her discretion, extend the probationary period for an additional ninety (90) workday period. If the Superintendent or his/her designee does not notify the employee and the Union at the end of the initial ninety (90) workday period of the extension of the ninety (90) workday period, the probationary period shall end at such time. If an employee's initial probationary period is extended, the employee and the Union will be advised of the reason(s) for the extension.

During the employee's probationary period and, if applicable, extended probationary period, the employee may be dismissed or otherwise disciplined without access to the grievance procedure of

this Agreement. Upon completion of the probationary period and, if applicable, the extended probationary period, the seniority of the new employee shall commence from the employee's first date of continuous actual employment for the Board (from his/her first date of work, not his/her date of hire).

Section 2

The Board shall provide, by October 15th of each year, a complete list of bargaining unit employees' names with the most recent information the Board has regarding the respective employee's address, phone numbers, dates of hire, rates of pay and insurance status. The local union president shall also be advised, in writing, within two (2) weeks from his/her hire date, the names, address, phone numbers, date of hire, rate of pay and insurance status of any new employees.

ARTICLE 8
EMPLOYEE BENEFITS

Section 1

- A. The Board shall offer eligible employees the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for medical insurance benefits. The medical insurance benefits shall be as set forth in the SPP including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP. The premium rates shall be set by the SPP.
- B. The SPP contains a Health Enhancement Plan (HEP) component. All eligible employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration by the SPP.
- C. Employees shall contribute toward the premium for health insurance by way of payroll withholding as follows:

July 1, 2025 17.0%

Section 2

Eligible employees shall be entitled to dental insurance benefits for individuals and dependents and shall contribute the same percentage for the dental insurance premium as set forth in Section 1 above for health insurance coverage and it shall be by way of payroll withholding.

Section 3

Employees shall be entitled to life insurance in the amount of twenty-five thousand dollars (\$25,000.00).

Section 4

Employees shall not be eligible for health insurance until they sign the appropriate payroll withholding form. Reinstatement for health insurance benefits shall be subject to state and federal law and any requirements of the insurance carrier.

Section 5

The Board reserves the right to change the carriers for the insurance listed above, provided that the level of benefits and service is equal to or better than the previous coverage. Prior to making such change, the Board will consult with and explain the change to the Union.

Section 6

Eligible employees who waive health insurance coverage from the Board shall receive a stipend of one thousand five hundred dollars (\$1,500) annually, paid in four (4) equal installments in October, December, March, and June.

ARTICLE 9 LAYOFF AND RECALL

Section 1

Written notice of layoff effective during a school year shall be given by the Board at least ten (10) work days in advance of the layoff date.

If the Board determines prior to the end of a school year that layoffs are required at the end of a school year effective at commencement of the ensuing school year, the Board shall provide notice to the affected employee(s) at least five (5) work days prior to the last day of school.

If the Board determines during the summer recess that additional layoffs are necessary, the affected employee(s) will be provided with a minimum of ten (10) work days' notice (from the effective date of layoff).

For purposes of Article 9, Section 1, work days shall be defined as days the Board office is open.

Section 2

If a layoff becomes necessary, the least senior qualified employee shall be laid off first.

When a bargaining unit position is eliminated, the employee holding such position may fill the position of a vacancy created due to the layoff of a less senior employee, provided that the employee is qualified for the position.

Section 3

The name of any employee who is laid off shall be maintained on a recall list for a period of twelve (12) months. All individuals on the recall list shall be notified of any vacancies by certified mail. Such notification will be sent to the address of record that the Board has for the individual(s). Any vacancy which occurs within the recall period within the category of prior experience shall be offered to the most senior person on the recall list if no active more senior employee applies for the position. An employees' name shall be removed from the recall list for any of the following reasons: (1) failure to respond to the recall offer within five (5) calendar days of the date of receipt of the notification; (2) notification by the USPS to the Board that the letter to the employee has not been claimed; (3) acceptance of employment with the Board; or (4) the expiration of the twelve (12) month recall period.

Section 4

An employee recalled from layoff shall retain his/her pre-layoff seniority date. If the recalled employee had any accumulated remaining sick leave at the time of his/her layoff, such sick leave shall be restored.

Section 5

Laid off employees may be offered temporary, part-time or substitute work. No temporary, part-time or substitute assignment shall last longer for a laid off employee than ten (10) consecutive work days.

If the employee does not accept such work, it shall not affect his/her recall rights.

ARTICLE 10 **GRIEVANCE PROCEDURE**

Section 1 - Purpose

To secure at the lowest possible level, equitable solutions to grievances.

Section 2 - Definitions

- A. “Grievance” shall mean a claim that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement.
- B. “Days” shall mean school work days during the school year, or week days, Monday through Friday (except legal holidays) during the summer months.
- C. “Grievant” shall mean an individual employee or group of employees or the Union who claims that an individual employee or group of employees have been adversely affected by an alleged grievance.

Section 3 - Time Limits

- A. The number of days indicated at each step at each level of the grievance procedure shall be considered a maximum. Steps may be merged by mutual consent of both parties. The time limits specified may, however, be extended by written agreement of both parties.
- B. If the grievant does not file a grievance in writing within ten (10) days after he/she knew or should have known of the act or conditions on which the grievance is based, then the grievance shall be considered as waived.
- C. Failure by the grievant at any level to appeal a grievance to the next higher level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.
- D. A written response will be provided to the grievance at levels one through three of the grievance procedure. Failure by the administration to provide a written response within the specified time period for reaching a decision shall be deemed to be a denial of the grievance and shall permit the grievant to advance to the next level of the grievance procedure.
- E. Before using the grievance procedure, the parties may hold an informal meeting in an attempt to resolve a grievance.
- F. If a grievance is not resolved upon completion of Level 3 of the grievance procedure, the grievance may be submitted by the Union to final and binding arbitration only if the grievance involved the interpretation or application of a specific section of this Agreement or an alleged violation thereof. Arbitration shall be submitted to the Connecticut State Board of Mediation and Arbitration in accordance with its rules and regulations. The designated arbitrator shall hear and decide only one (1) grievance at a time, unless mutually agreed to the contrary. The arbitrator shall be bound by and must comply with all of the terms of this Agreement and shall have no power to add to, subtract from or in any way modify

the provisions of this Agreement. The costs for the services of the arbitrator shall be borne equally by both parties.

G. PROCEDURAL STEPS AND LEVELS WITH TIME LIMITS

<u>Level</u>	<u>Grievance</u>	<u>Meeting</u>	<u>Decision</u>
1. Principal	10 days (See Section 10.3 B.)	10 days from submission	5 days from meeting
2. Superintendent	5 days after decision at level 1	10 days from submission	5 days from meeting
3. Board of Education	5 days after decision at level 2	10 days or next regular Board meeting (whichever is later)	10 days from meeting
4. State Board of Mediation & Arbitration	20 days after decision at level 3	--	--

Section 4 - Representation

- A. No reprisals of any kind shall be taken by either party against any participant in the grievance procedure by reason of such participation.
- B. Either party may be represented on all levels of the formal grievance procedure by a person or persons of its choosing.
- C. Either party may call upon the professional services of outside consultants at any stage of the grievance procedure.

Section 5 - Records and Files

- A. CHCA District 1199 forms for filing grievances shall be used by bargaining unit employees.
- B. At the option of the grievant, records of the grievance materials and supporting documents may be made accessible to a person or persons of his/her choosing.
- C. All grievances and decisions rendered shall be in writing.

D. Both parties shall keep the proceedings as confidential as is appropriate.

ARTICLE 11
DISCIPLINARY PROCEDURES

Section 1

Disciplinary action shall normally follow this procedure:

- (1) verbal warning – initialed in writing
- (2) written warning
- (3) suspension without pay
- (4) discharge

The Board may vary the above procedure where an offense is of such a nature as to warrant suspension or discharge.

Section 2

All disciplinary action, suspension and discharges shall be for just cause and shall be stated in writing with the reasons given and a copy given to the employee and the Union within five (5) business days following the suspension or discharge. At the discretion of the Superintendent, if he/she deems it appropriate under the circumstances, he/she will meet with the Union representative prior to imposing a suspension or discharge.

ARTICLE 12
HOLIDAYS

Section 1

The following holidays shall be observed as days off with pay for all eligible employees:

Labor Day*	New Year's Day
Columbus Day	Martin Luther King, Jr. Day
Veterans' Day**	Presidents' Day
Thanksgiving Day	Good Friday
Day after Thanksgiving Day	Memorial Day
Christmas Day	

*If the academic year commences after Labor Day, at the discretion of the Superintendent, the eligible employee shall receive either the paid Labor Day holiday or a floating holiday. If Christmas Day and/or New Year's Day fall on a weekend, the Superintendent shall designate the day(s) that will be recognized as the paid holiday.

**If school is held on Veterans' Day, employees are expected to report to work and will not receive holiday pay for such day. Rather, such employees shall receive their regular remuneration for the

day. If the day is observed as a holiday by the Board, eligible employees shall receive holiday pay for the day.

Section 2

To qualify for holiday pay, the employee must work the full scheduled work day immediately preceding and following the holiday, unless: (1) the employee is excused from doing so by the Superintendent, his/her designee or the Principal of the school the employee primarily works in; or (2) has a valid, acceptable written medical note from the employee's treating physician that is submitted by the employee to the Superintendent or Building Administrator within seventy-two (72) hours of the employees' return to work. Failure to meet the requirements set forth under (1) or (2) above will result in forfeiture of holiday pay.

ARTICLE 13 ADDITIONAL BENEFITS

Section 1

The Board shall provide, at its expense, professional liability insurance for each nurse in the amount of one million dollars (\$1,000,000.00) per occurrence, three million dollars (\$3,000,000.00) aggregate liability limits.

Section 2

Itinerant nurses shall receive reimbursement at the federal IRS rate for the use of their vehicles on school business.

Section 3

The Board agrees to indemnify all bargaining unit members in accordance with Connecticut General Statutes Section 10-235.

ARTICLE 14 MISCELLANEOUS

Section 1

Upon receipt of proof of payment, nurses shall be reimbursed for the annual dues for membership in the National Association of School Nurses (NASN) up to one hundred seventy-five dollars (\$175) which will allow nurses to earn CEUs as required for maintaining their licenses and remaining updated on current nursing practices and issues.

Upon receipt of proof of payment, nurses shall be reimbursed for the purchase of scrubs for work use up to one hundred dollars (\$100) per year.

Section 2

Time for participation in professional and educational institutes, workshops, meetings and in any programs having CEUs applied, which will improve the individual's on-the-job performance and professional growth, may be granted by the Superintendent. Requests for such time should be made a minimum of two (2) weeks prior to the meeting, whenever possible. A response to this request should be made within five (5) working days of said request.

The Board shall make every effort to budget up to two thousand dollars (\$2,000.00) to cover the costs of the institutes, workshops, and meetings referred to above. The cost may be individual or collective.

Section 3

The Board will pay for the cost for any bargaining unit member wishing to receive Hepatitis vaccinations.

Section 4

Employees shall not use personal cell phones, tablets, or other electronic devices during work hours except for work-related purposes or in the case of an emergency.

Section 5

Employees shall be evaluated on an annual basis. Upon completion of the evaluation, it will be reviewed with the employee by the Administrator who prepared the evaluation. If the employee desires, he/she may sign it, date it, and add comments regarding the content of the evaluation.

Section 6

The Board shall make available electronic copies of this Agreement within fifteen (15) days after signing by both parties. Any employee who requests a hard copy of this Agreement shall be provided one within three (3) business days from the date of his/her request. New employees shall be provided with a copy of this Agreement at the time of hire.

Section 7

If an employee is absent from work for a period of twelve (12) consecutive months or more, regardless of the reason for such absence, the Board shall have the right to terminate the employee from employment by the Board.

ARTICLE 15
NO STRIKE PROVISION

The Union agrees that it shall not call, authorize, instigate, sanction, or condone any strike, slowdown, mass resignation, work stoppage, or other concerted refusal to perform any assignment

on the part of any employee during the period of the Agreement or any extension thereof. Any employee who violates this article of the Agreement shall be subject to immediate dismissal.

ARTICLE 16
UNION RIGHTS/REPRESENTATION

Section 1

All employees may join the Union or pay to the Union a representation fee equal to the usual dues of the Union. Upon receipt of individual written authorization from employees, the Board shall deduct the Union dues and/or service fees in conjunction with regular wage payments and shall remit same on a monthly basis to the Union.

Section 2

The Union agrees to indemnify and hold the Board harmless against any or all claims, demands, suits or other forms of liability including attorneys' fees and the cost of administrative hearings that shall or may arise out of, or by reason of, action taken by the Board for the purpose of complying with the provisions of this article.

ARTICLE 17
JURY DUTY

Any employee called for jury duty shall inform the Superintendent within two (2) work days of notification. Any employee who is called shall receive the necessary leave to fulfill this legal obligation. This leave shall not be deducted from sick leave or from personal days. The employee shall receive a rate of pay equal to the difference between the employee's wages for the employee's regularly scheduled hours and the jury fee.

ARTICLE 18
SAVINGS CLAUSE

If any federal or state legislation, governmental regulations or court decisions cause invalidations of any article or section of this Agreement, all other articles and sections not so invalidated shall remain in full force and effect.

ARTICLE 19
VACANCIES

Section 1

Initially filling vacant or new bargaining unit positions:

Vacant or new bargaining unit positions may initially be filled by use of temporary transfers. A temporary transfer shall be defined as up to thirty (30) school days. At the conclusion of the thirty

(30) school day period, the employee shall be returned to his/her prior position, provided that the thirty (30) school day period may be extended by agreement of the Superintendent and the Union.

Section 2

Posting and filling vacant or new bargaining unit positions:

During the school year, vacant positions and new bargaining unit positions will be posted on all applicable school bulletin boards for five (5) work days. The posting will also be sent by certified mail to all individuals on the recall list. The position will be awarded to the employee with the highest seniority. The Board agrees to notify any applicant as to who was awarded the position. The Board agrees to provide the successful applicant a seven (7) working day notice prior to moving the employee to the awarded position. If no active bargaining unit employee applies to fill the new bargaining unit position or vacancy, the position may then be offered to employees on the recall list in descending order of seniority. If the employees on the recall list do not accept the assignment, the position may be posted to the general public.

If either no qualified active employee, qualified individual on the recall list or qualified outside applicant applies for the position, the Superintendent will post a notice for five (5) work days requesting a volunteer to fill the position.

Section 3

At the request of the Superintendent or his/her designee and in the discretion of the Board, a school nurse may participate in the evaluation process of prospective employees (including the interview process).

ARTICLE 20 **PENSION**

Section 1

Employees that were members of the bargaining unit prior to February 1, 2020 shall be participants in the City of Derby Pension Plan, and such participation shall be a condition of their continued employment.

Section 2

Bargaining unit members new to the bargaining unit as of February 1, 2020 or hired by the Board on or after February 1, 2020 shall not be eligible to participate in the City of Derby Pension Plan. Rather, such members shall be eligible to enroll in a 401(a) defined contribution plan to be administered by the City of Derby into which the City shall contribute annually (by July 31) two percent (2%) of the member's base wages earned in the preceding year. A Summary of 401(a) Plan Provisions is attached hereto in Appendix B.

ARTICLE 21
NON-DISCRIMINATION

The Board agrees that there shall be no discrimination, coercion, or intimidation of any kind against employees for any reason whatsoever, including, but not limited to, marital status, age, sex, race, creed, color, religious belief, national origin, ancestry, union activity or disability. An alleged violation of this provision shall not be subject to the grievance and arbitration procedure.

ARTICLE 22
DURATION

Except as otherwise stated herein, the provisions of this Agreement shall be in full force and effect from July 1, 2025 through June 30, 2029. There shall be no retroactivity in any change from the predecessor contract unless specifically noted herein.

IN WITNESS WHEREOF, the parties hereto have set forth their hands.

Derby Board of Education

Date _____

By _____

Date _____

By _____

**Connecticut Health Care Associates
(CHCA) District 1199, NUHHCE,
AFSCME, AFL-CIO**

Date _____

By _____

Date _____

By _____

SCHEDULE A
DERBY BOARD OF EDUCATION

Nurses Hourly Wages

<u>Position</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	<u>7/1/2027</u>	<u>7/1/2028</u>
	9.0%	3.0%	3.0%	3.0%
Nurse	\$44.62*	\$45.96	\$47.34	\$48.76
Nurse Supervisor	\$51.32*	\$52.86	\$54.44	\$56.08

*Retroactive to July 1, 2025 if this Agreement is ratified before June 30, 2026.

APPENDIX A
DERBY BOARD OF EDUCATION

Health Insurance Plan Details

APPENDIX B
DERBY BOARD OF EDUCATION

Summary of 401(a) Plan Provisions

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DISTRICT NAME: Derby	FACILITY NAME AND ADDRESS: Bradley Elementary School, 155 David Humphrey rd Derby CT 06418	STATE PROJECT NUMBER: 21DASY037064PV0820
--------------------------------	-----------------------------------------------------------------------------------------------	---------------------------------------------

Date project accepted as complete by applicant 9/11/2025 (Final application must be filed within one year of this date.)

FINAL PROJECT FINANCING

General Fund/Bonding:
 General fund - Progress payments _____
 General fund - Other _____
 Current Bonds/Notes* (*Complete
 Bonds Issued schedule on page 2) _____
 Future Bonds/Notes _____
 Sub-Total General Fund/Bonding _____
 Other Funding:
 Rebates _____
 Insurance Proceeds _____
 Federal/Other State Grants _____
 Other Financing _____
 Describe: _____
 Sub-Total Other Funding _____
TOTAL FINAL PROJECT FINANCING _____ **

ELIGIBLE AUDITORIUM SEATING AREA COSTS COMPUTATION:

a1 Total square footage of auditorium _____
 a2 Square footage of seating area _____
 a3 Total construction cost of auditorium
 (excluding seats and installation) _____
 a4 Construction cost of seating area
 ((Item a2 / Item a1) x Item a3) _____
 a5 Costs of seats and installation
 (not included in Item a4) _____
 a6 **ELIGIBLE AUDITORIUM SEATING AREA COSTS** (Item a4 + Item a5) _____
 Auditorium seating capacity

FINAL PROJECT COSTS:

ELIGIBLE COSTS
 Architectural Design _____
 Site Acquisition _____
 Facility Purchase _____
 Other professional fees _____
 Construction (Fully eligible) 553,523.64
 Bonus area - School Readiness _____
 Bonus area - Full day K/Class size reduction _____
 Equipment/Furnishings _____
 Eligible Costs Sub-Total _____

LIMITED ELIGIBLE COSTS

Outdoor Athletic Facilities and Tennis Courts _____
 Natatorium _____
 Eligible auditorium seating area (from Item a6) _____
 Eligible gymnasium seating area costs _____
 Limited Eligible Costs Sub-Total _____

INELIGIBLE COSTS

Ineligible site acquisition costs _____
 Ineligible facility purchase costs _____
 Ineligible construction costs _____
 Ineligible bonus area-School Readiness _____
 Ineligible bonus area-Full day K/Class size _____
 Unauthorized cost increase _____
 Other ineligible costs _____
 Describe: _____
 Ineligible Costs Sub-Total _____

TOTAL FINAL PROJECT COSTS 553,523.64 **

** NOTE: "TOTAL FINAL PROJECT FINANCING" MUST AGREE WITH "TOTAL FINAL PROJECT COSTS".

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DETAIL FOR BONDS ISSUED:

Bonds or Notes: (by issue date)

/ /	_____
/ /	_____
/ /	_____
/ /	_____
/ /	_____
/ /	_____
/ /	_____
/ /	_____
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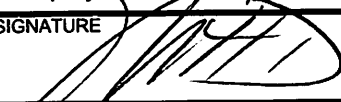
TOTAL BONDS ISSUED _____ *

* **NOTE: "TOTAL BONDS ISSUED" MUST AGREE WITH "CURRENT BONDS/NOTES" ON PAGE 1.**

CERTIFICATIONS:

The Board of Education approves as complete and accepts the school building project herein identified for public school purposes and certifies that:

- a. The project has been accepted by the architect and construction management firms;
- b. All change orders for this project have been approved by the State Department of Administrative Services;
- c. The grant received for this project does not represent a duplication of funding, and that funds received do not exceed 100% of the total cost of the project;
- d. All bills for the project have been paid or funds to pay such bills are deposited in a separate escrow account;
- e. The total sum noted in this application was expended for the school building project herein described;
- f. All applicable provisions of Chapter 173 of the Connecticut General Statutes have been met in the completion of the project described herein,
- g. All the statements contained in this application are true and correct to the best of my knowledge and belief, and
- h. Application is hereby made under C.G.S. Section 10-287(d) for payment of the school building project grant due based on the completion of the project described herein.

NAME OF SUPERINTENDENT	SIGNATURE	DATE
Dr. Matthew Conway		11/5/2025

All legislative and regulatory requirements, including C.G.S. Sections 10-287(b) and 49-41, have been met in the awarding of contracts for this school building project.

NAME OF APPLICANT'S ATTORNEY	SIGNATURE	DATE

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DISTRICT NAME: Derby	FACILITY NAME AND ADDRESS: Irving Elementary School, 9 Garden Place Derby CT 06418	STATE PROJECT NUMBER: 21DASY037065PV0820
--------------------------------	---------------------------------------------------------------------------------------	---------------------------------------------

Date project accepted as complete by applicant 09/11/2025 (Final application must be filed within one year of this date.)

FINAL PROJECT FINANCING

General Fund/Bonding:
 General fund - Progress payments _____
 General fund - Other _____
 Current Bonds/Notes* (*Complete
 Bonds Issued schedule on page 2) _____
 Future Bonds/Notes _____
 Sub-Total General Fund/Bonding _____
 Other Funding:
 Rebates _____
 Insurance Proceeds _____
 Federal/Other State Grants _____
 Other Financing _____
 Describe: _____
 Sub-Total Other Funding _____
TOTAL FINAL PROJECT FINANCING _____ **

**ELIGIBLE AUDITORIUM SEATING
 AREA COSTS COMPUTATION:**

a1 Total square footage of auditorium _____
 a2 Square footage of seating area _____
 a3 Total construction cost of auditorium
 (excluding seats and installation) _____
 a4 Construction cost of seating area
 ((Item a2 / Item a1) x Item a3) _____
 a5 Costs of seats and installation
 (not included in Item a4) _____
 a6 **ELIGIBLE AUDITORIUM SEATING
 AREA COSTS (Item a4 + Item a5)** _____
 Auditorium seating capacity

FINAL PROJECT COSTS:

ELIGIBLE COSTS
 Architectural Design _____
 Site Acquisition _____
 Facility Purchase _____
 Other professional fees _____
 Construction (Fully eligible) 509,828.00
 Bonus area - School Readiness _____
 Bonus area - Full day K/Class size reduction _____
 Equipment/Furnishings _____
 Eligible Costs Sub-Total _____

LIMITED ELIGIBLE COSTS

Outdoor Athletic Facilities and Tennis Courts _____
 Natatorium _____
 Eligible auditorium seating area (from Item a6) _____
 Eligible gymnasium seating area costs _____
 Limited Eligible Costs Sub-Total _____

INELIGIBLE COSTS

Ineligible site acquisition costs _____
 Ineligible facility purchase costs _____
 Ineligible construction costs _____
 Ineligible bonus area-School Readiness _____
 Ineligible bonus area-Full day K/Class size _____
 Unauthorized cost increase _____
 Other ineligible costs _____
 Describe: _____
 Ineligible Costs Sub-Total _____

TOTAL FINAL PROJECT COSTS 509,828.00 **

** NOTE: "TOTAL FINAL PROJECT FINANCING" MUST AGREE WITH "TOTAL FINAL PROJECT COSTS".

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DETAIL FOR BONDS ISSUED:

Bonds or Notes: (by issue date)

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TOTAL BONDS ISSUED

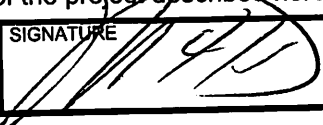
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NAME OF SUPERINTENDENT Dr. Matthew Conway	SIGNATURE 	DATE 11/5/2025
-----------------------------------------------------	--------------------------------------------------------------------------------------------------	--------------------------

All legislative and regulatory requirements, including C.G.S. Sections 10-287(b) and 49-41, have been met in the awarding of contracts for this school building project.

NAME OF APPLICANT'S ATTORNEY	SIGNATURE	DATE
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FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DISTRICT NAME: Derby	FACILITY NAME AND ADDRESS: Derby Middle School (DMS), 73 Chatfield St Derby CT 06418	STATE PROJECT NUMBER: 21DASY037063PV0820
--------------------------------	-----------------------------------------------------------------------------------------	---------------------------------------------

Date project accepted as complete by applicant _____ (Final application must be filed within one year of this date.)

FINAL PROJECT FINANCING

General Fund/Bonding:

General fund - Progress payments _____

General fund - Other _____

Current Bonds/Notes* (*Complete
 Bonds Issued schedule on page 2) _____

Future Bonds/Notes _____

Sub-Total General Fund/Bonding _____

Other Funding:

Rebates _____

Insurance Proceeds _____

Federal/Other State Grants _____

Other Financing _____

Describe: _____

Sub-Total Other Funding _____

TOTAL FINAL PROJECT FINANCING _____ **

FINAL PROJECT COSTS:

ELIGIBLE COSTS

Architectural Design _____

Site Acquisition _____

Facility Purchase _____

Other professional fees _____

Construction (Fully eligible) 762,422.87

Bonus area - School Readiness _____

Bonus area - Full day K/Class size reduction _____

Equipment/Furnishings _____

Eligible Costs Sub-Total _____

LIMITED ELIGIBLE COSTS

Outdoor Athletic Facilities and Tennis Courts _____

Natorium _____

Eligible auditorium seating area (from Item a6) _____

Eligible gymnasium seating area costs _____

Limited Eligible Costs Sub-Total _____

**ELIGIBLE AUDITORIUM SEATING
 AREA COSTS COMPUTATION:**

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a3 Total construction cost of auditorium
 (excluding seats and installation) _____

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 ((Item a2 / Item a1) x Item a3) _____

a5 Costs of seats and installation
 (not included in Item a4) _____

a6 **ELIGIBLE AUDITORIUM SEATING
 AREA COSTS** (Item a4 + Item a5) _____

Auditorium seating capacity

INELIGIBLE COSTS

Ineligible site acquisition costs _____

Ineligible facility purchase costs _____

Ineligible construction costs _____

Ineligible bonus area-School Readiness _____

Ineligible bonus area-Full day K/Class size _____

Unauthorized cost increase _____

Other ineligible costs _____

Describe: _____

Ineligible Costs Sub-Total _____

TOTAL FINAL PROJECT COSTS _____ **

** NOTE: "TOTAL FINAL PROJECT FINANCING" MUST AGREE WITH "TOTAL FINAL PROJECT COSTS".

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DETAIL FOR BONDS ISSUED:

Bonds or Notes: (by issue date)

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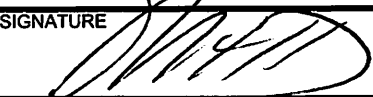
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NAME OF SUPERINTENDENT Dr. Matthew Conway	SIGNATURE 	DATE 11/5/2025
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All legislative and regulatory requirements, including C.G.S. Sections 10-287(b) and 49-41, have been met in the awarding of contracts for this school building project.

NAME OF APPLICANT'S ATTORNEY	SIGNATURE	DATE
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Parental Informed Consent Email

Dear Parent/Guardian of Student Athlete,

We are medical students at the University of Connecticut conducting a research study on high-school female athletes' knowledge of sports-injury prevention. The title of this study is "Knowledge of Injury Prevention in Connecticut High School Female Athletes and their Coaches: A Survey Study" and the principal investigator is Dr. Kathy Coyner, MD, MBA.

Your child is invited to take part in this study because she is a female athlete at a Connecticut high school who participates in organized sports. Female athletes are known to have a higher risk of certain sports-related injuries, especially anterior cruciate ligament (ACL) injuries. Even though injury prevention training programs can help lower this risk, they are not regularly implemented in high school sports. By collecting anonymous survey answers from high school athletes in Connecticut, this study hopes to learn what female athletes know about injury risks and what might make it hard for them to join prevention programs. The results will help create better ways to teach and protect young female athletes.

Participation in this study is voluntary, and there are no penalties for choosing to not participate. There are minimal risks to completing the survey. While your child may not directly benefit from participating in this study, the findings may contribute to improving education and resources for female athletes, coaches, and schools to reduce sports-related injuries. Responses are anonymous with no link back to you or your child. Your child may skip any questions they do not feel comfortable answering or stop the survey at any time. The survey should take between 5-10 minutes to complete. Your child will receive an email from their coach with a link to the survey.

If you would not like your child to be included in the study, please fill out this form: https://uconn.co1.qualtrics.com/jfe/form/SV_0HwkH15EGfZBCQu by [date 1 week after email is sent out]. We will notify the coach to not include them in the distribution of the study. If the form is not completed by the designated date, your child will be sent the survey. We appreciate your participation in this research study. For any questions regarding the study, please feel free to e-mail me at alyssapeterson6@uchc.edu, or call me at (203) 558-8710, or call the Principal investigator at (860) 679-6600. Thank you.

Sincerely,

Alyssa Peterson, BS; Mehreen Pasha, BS; Emma Krebs, BS; Zoe Barnett, BS; Kyanna Alleyne, MD; Kathy Coyner, MD, MBA

FERPA VERIFICATION FORM FOR RESEARCH CONDUCTED IN SCHOOLS

Investigators conducting research in schools other than the University (e.g. a public elementary school or high school) that receive funding from the Dept. of Education must obtain verification from the school of compliance with U.S. Department of Education regulations that require schools to develop and adopt policies in conjunction with parents regarding the following items

- The right of a parent of a student to inspect, upon the request of the parent, a survey created by a third party before the survey is administered or distributed by a school to a student.
 - Any applicable procedures for granting a request by a parent for reasonable access to such survey within a reasonable period of time after the request is received.
- Arrangements to protect student privacy that are provided by the agency in the event of the administration or distribution of a survey to a student containing one or more of the following items (including the right of a parent of a student to inspect, upon the request of the parent, any survey containing one or more of such items):
 - Political affiliations or beliefs of the student or the student’s parent.
 - Mental or psychological problems of the student or the student’s family.
 - Sex behavior or attitudes
 - Illegal, anti-social, self-incriminating, or demeaning behavior.
 - Critical appraisals of other individuals with whom respondents have close family relationships.
 - Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers.
 - Religious practices, affiliations, or beliefs of the student or the student’s parent.
 - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).
- The right of a parent of a student to inspect, upon the request of the parent, any instructional material used as part of the educational curriculum for the student.
 - Any applicable procedures for granting a request by a parent for reasonable access to instructional material received.
- The administration of physical examinations or screenings that the school or agency may administer to a student.
- The collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information (or otherwise providing that information to others for that purpose), including arrangements to protect student privacy that are provided by the agency in the event of such collection, disclosure, or use.
 - The right of a parent of a student to inspect, upon the request of the parent, any instrument used in the collection of personal information before the instrument is administered or distributed to a student
 - Any applicable procedures for granting a request by a parent for reasonable access to such instrument within a reasonable period of time after the request is received.

By signing below, the school official is attesting that the school is in compliance with FERPA, or that the school receives no support from the U.S. Dept. of Education.

Name of School: _____

School Official’s Name (Printed) _____

School Officials Title (Printed) _____

School Official’s Signature and Date: _____



Data and Student Achievement Analysis



Big Idea: Being Present

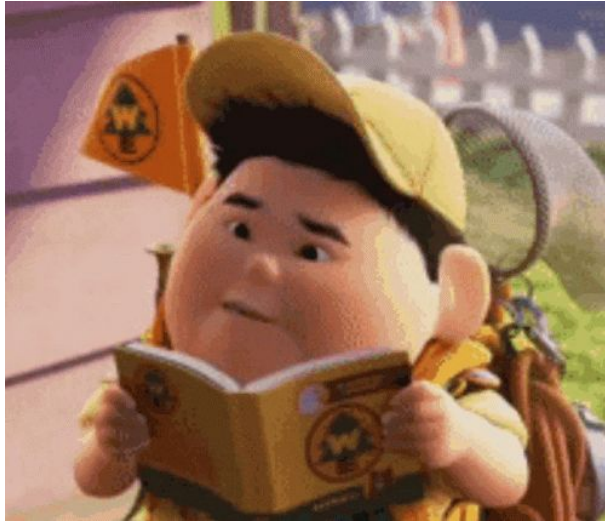




Data and Student Achievement Analysis



Up





Data and Student Achievement Analysis



- 1. What significant patterns or correlations across multiple measures are emerging?**
- 2. What big-picture story does the data tell?**
- 3. Where do results stand out, either positively or negatively?**
- 4. What is unique about the grade levels, classrooms, or subgroups showing these differences?**



Data and Student Achievement Analysis



Two Strategies

Knowing Who You Are (Identity)

Knowing Where You Are (Attend)





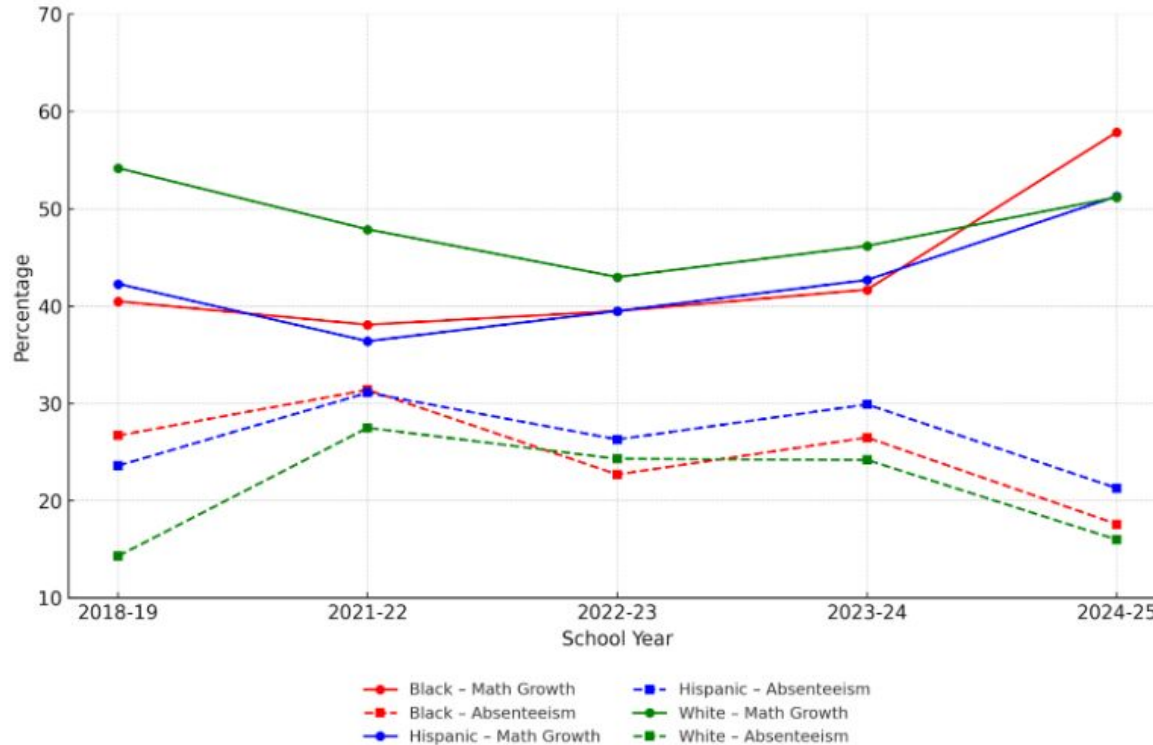
Data and Student Achievement Analysis



Visual Evidence: Attendance and Math Correlation



Chronic Absenteeism (dashed) vs Math Growth (solid) by Race/Ethnicity
2018-19 to 2024-25

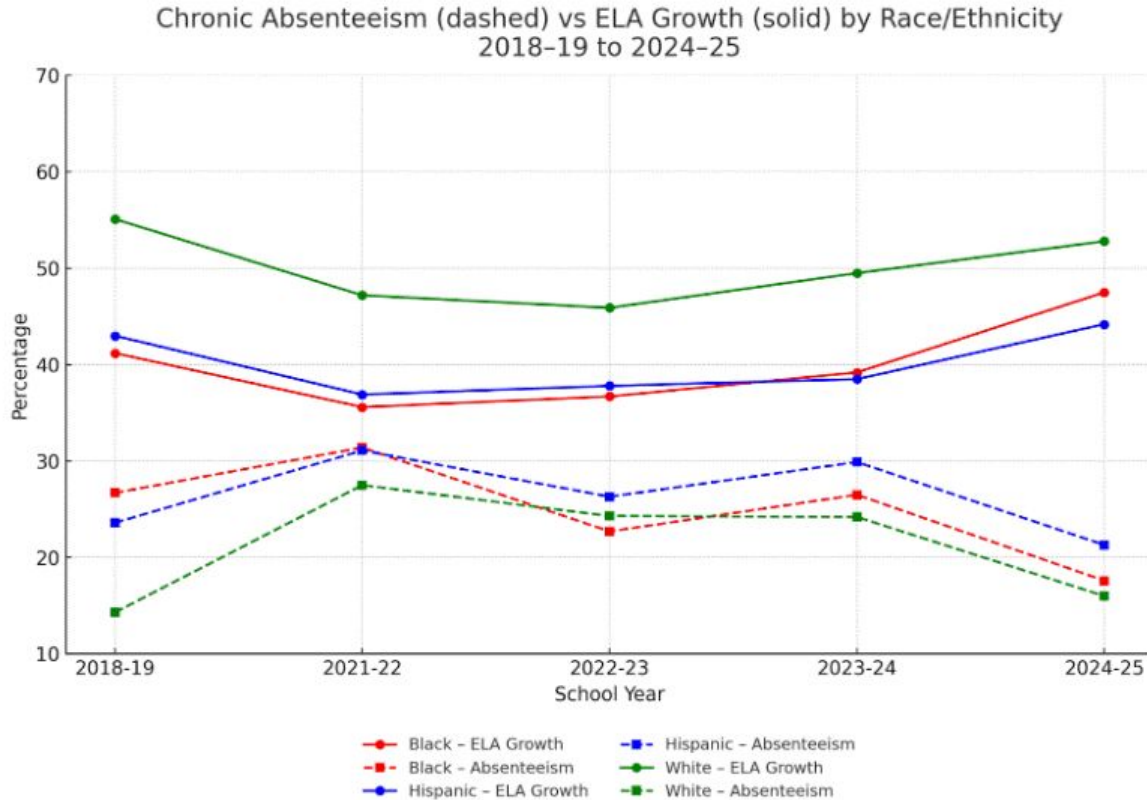




Data and Student Achievement Analysis



ELA as a Supporting Trend



About These Charts

Our strategy illustrates that closing equity gaps requires both access and opportunity. By focusing on chronic absenteeism within all areas to include Race/Ethnicity groups, and linking it to Math and ELA performance, Derby created the conditions for historic gains. The strategy did not just raise scores; it closed gaps, proving that when students are present, they can and will achieve at high levels.

The Gap After Our Strategy

Through targeted interventions at both the school and district levels, we addressed chronic absenteeism and instructional gaps simultaneously. On the attendance side, schools strengthened family engagement through consistent newsletters, enhanced communication, and focus group discussions to identify and address barriers. They also implemented attendance data trackers that allowed for real-time monitoring and immediate follow-up. At the same time, barriers such as transportation, health, and food insecurity were addressed through partnerships and wraparound supports. As a result, chronic absenteeism rates declined significantly: Black students improved from 26.7% in 2018–19 to 17.6% in 2024–25 (a 9.1-point reduction), Hispanic students from 23.6% to 21.3% (2.3-point reduction), while the Black–White gap narrowed from 12.4 points to just 1.6 points over the same period.

On the instructional side, schools accelerated math growth by leveraging small-group instruction guided by data analysis, regularly scheduled Interim Assessment Blocks (IABs), and math screeners three times per year. Additional supports included deploying K–8 math interventionists and building external partnerships with WestEd and Assisments to provide high-impact tutoring in Grades 3–8. These strategies led to measurable improvements in student learning: the achievement gap between high-needs and non-high-needs students narrowed by 9.6 points since the 2021–22 school year, representing a 31% reduction, and math proficiency among high-needs students increased steadily from 13.5% to 16.5% over four years. ⁷

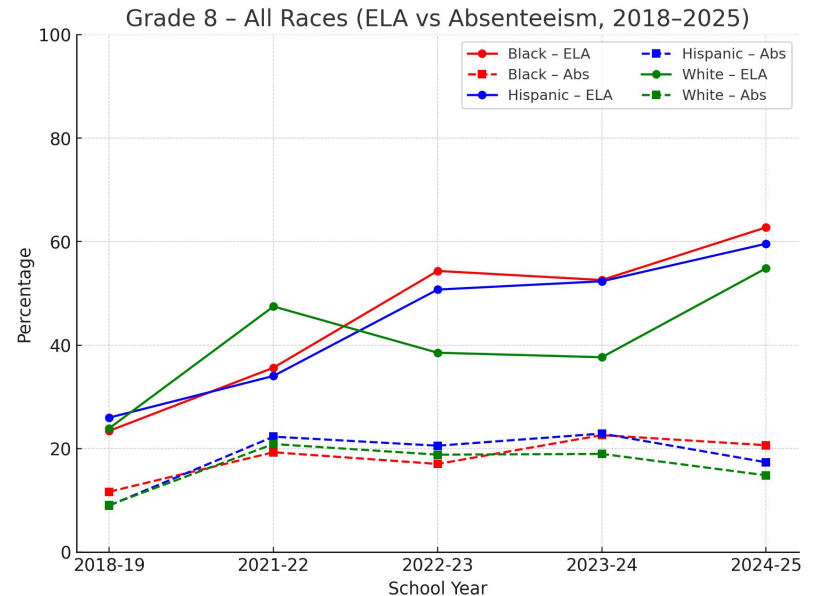
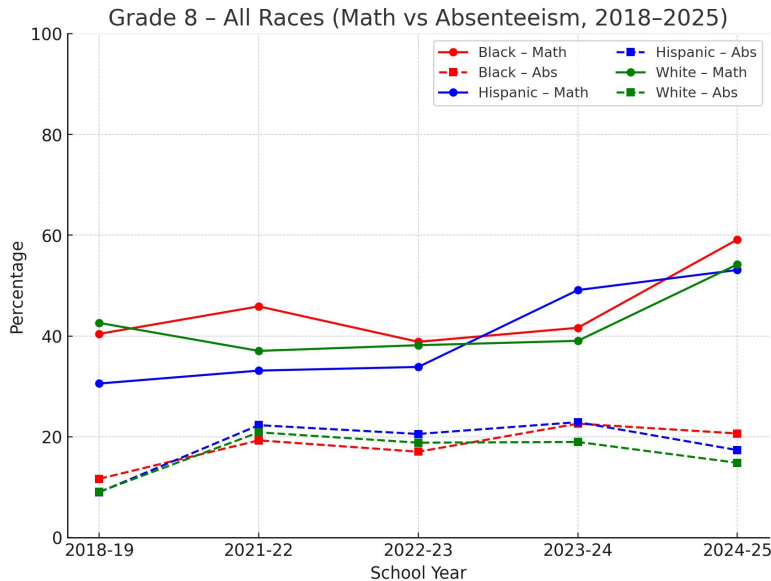


Data and Student Achievement Analysis



Click here to view grade level [cohort data](#) for Math

Click here for grade level [cohort data](#) for ELA



Math and ELA Proficiency (All Subgroups)

Proficiency trends mirror growth gains. As attendance stabilized, more students met on-grade expectations across subgroups.

Why It Matters

Attendance is the foundation of equity; instruction is the engine. Addressing both produced measurable improvements in outcomes and narrowed gaps across multiple subgroups from 2021–22 to 2024–25.

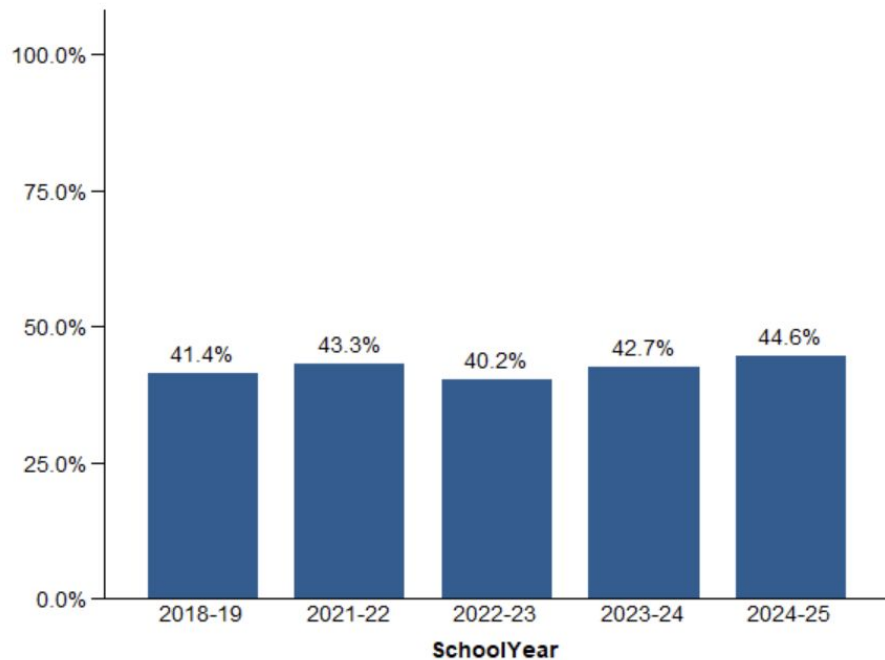
Next Steps

1. Sustain attendance improvements via ongoing barrier removal and engagement.
2. Target math acceleration where proficiency gaps remain, especially for Special Education and low-income students.
3. Maintain aligned data cycles connecting attendance, intervention participation, and growth outcomes.
4. Extend partnerships with Assisments and TNTP and Partner Bookworms Districts

SBAC Growth ELA Grade 4

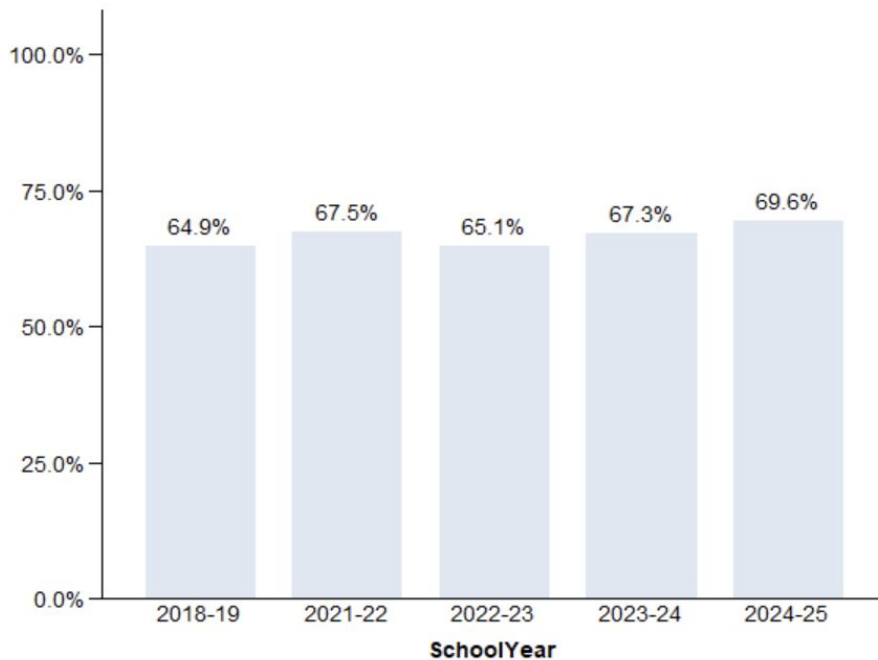
ELA Growth Rate

Percentage of students who met their growth targets



ELA Average Percentage of Target Achieved

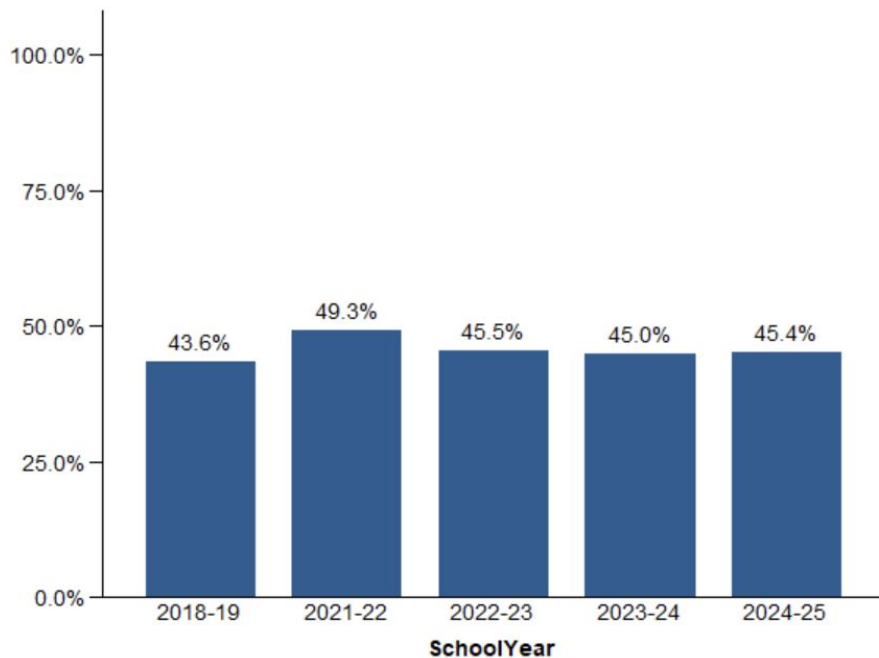
Percentage of target that was achieved by students on average



SBAC Growth Math Grade 4

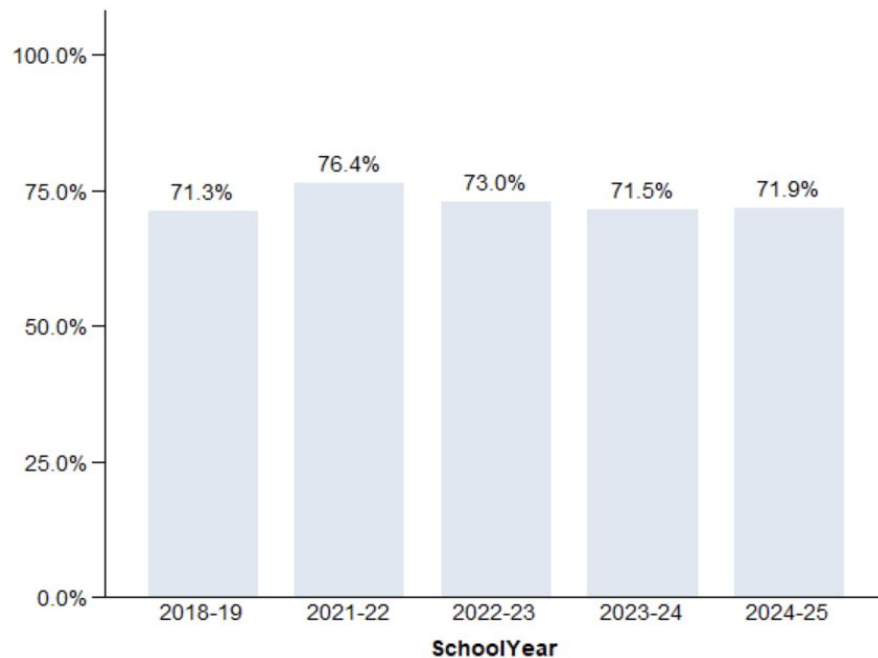
Math Growth Rate

Percentage of students who met their growth targets

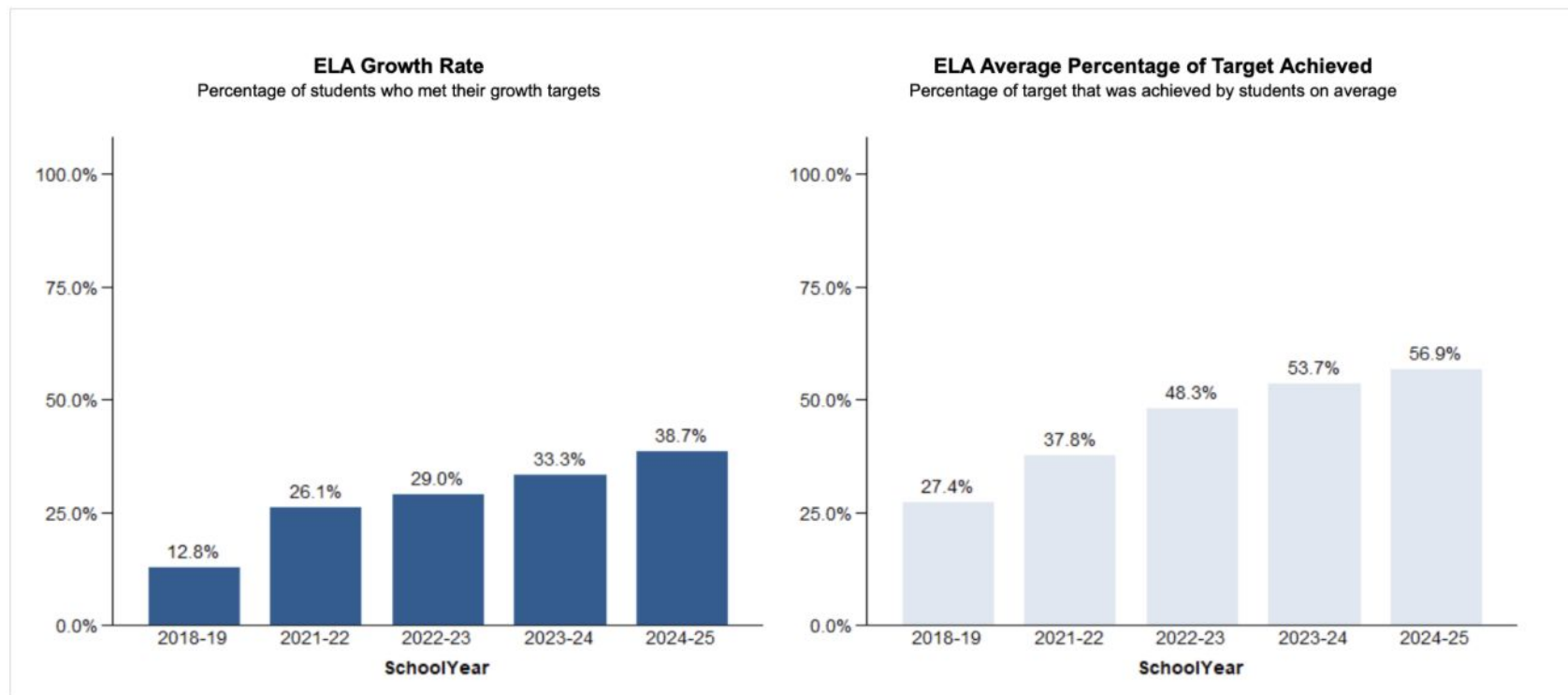


Math Average Percentage of Target Achieved

Percentage of target that was achieved by students on average



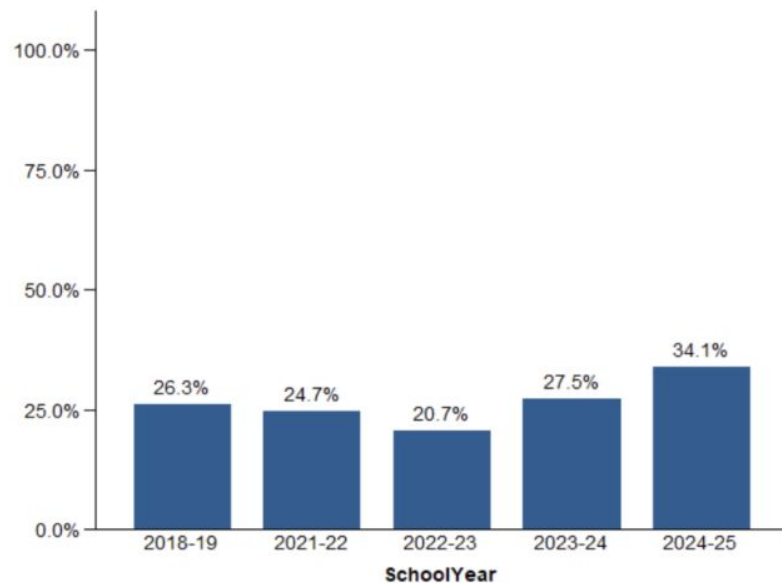
SBAC Growth Grade 8 ELA



SBAC Growth Grade 8 Math

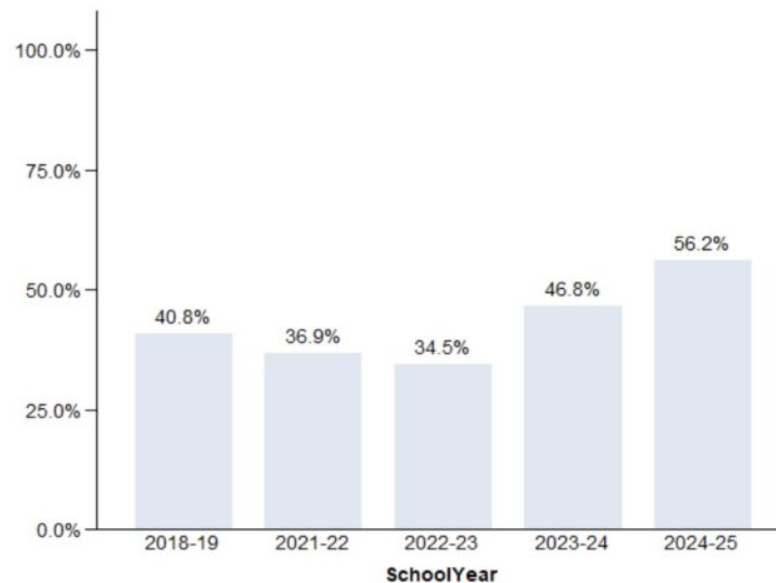
Math Growth Rate

Percentage of students who met their growth targets



Math Average Percentage of Target Achieved

Percentage of target that was achieved by students on average



DMS Math Data 2024-2025

<u>SCHOOL NAME</u>		<u>IDENTIFICATION:</u>				
DMS		MATH Proficiency				
<u>Grade</u>	<u>Subgroup</u>	<u>School</u>	<u>Winter '24/25</u>		<u>Spring '25</u>	
		<u>Assessment Name(s)</u>	<u>Target</u>	<u>Actual</u>	<u>Target</u>	<u>Actual</u>
6	ALL	Assistments Unit Asse	50%	37%	50%	54%
7	ALL	Assistments Unit Asse	50%	16%	50%	53%
8	ALL	Assistments Unit Asse	50%	29%	50%	58%

Key Observations

All grades showed an increase in the percentage of students reaching benchmark from MOY to EOY

Grade 6 went **Up** from 33% to 37% benchmark (4% increase)

Grade 6 went **Up** from 37% to 54% benchmark (17% increase)

Grade 7 went **Up** from 27% to 32% benchmark (5% increase)

Grade 7 went **Up** from 16% to 53% benchmark (37% increase)

Grade 8 went **Up** from 25% to 39% benchmark (14% increase)

Grade 8 went **Up** from 29% to 58% benchmark (29% increase)

Red = Last years Data (23-24') Black = This years data (24-25")

This pattern of increasing percentages at EOY benchmark across all grades indicates a positive trend in math performance at this is an **Upward** trend for the past two years.



Data and Student Achievement Analysis



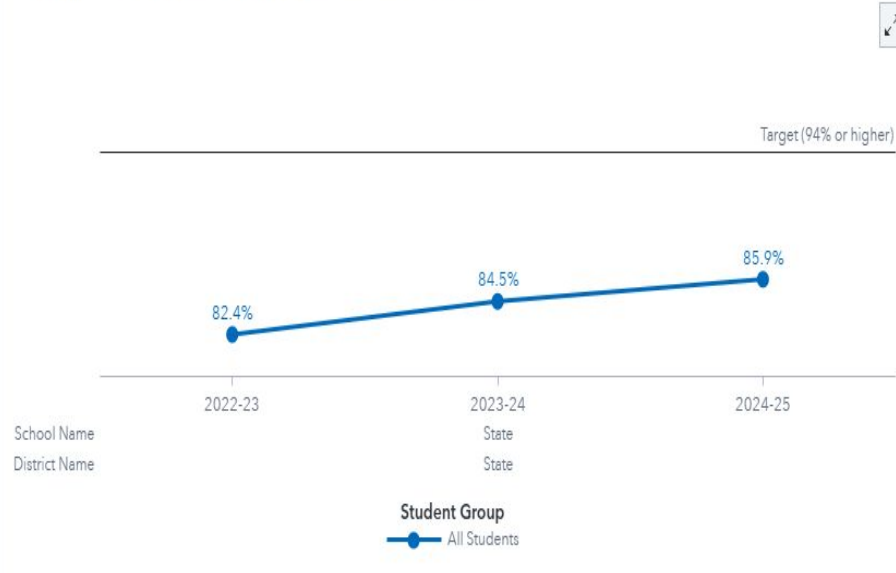
Our strategy illustrates that closing equity gaps requires both access and opportunity. By focusing on chronic absenteeism within all areas to include Race/Ethnicity groups, and linking it to Math and ELA performance, Derby created the conditions for historic gains. The strategy did not just raise scores; it closed gaps, proving that when students are present, they can and will achieve at high levels.

Key Observations

Derby outperformed the state year over year in number of 9th grade students on track to graduate. Note: Of the 13.9% (12 students), who were retained only 3 students were enrolled in Derby schools for more than 1-½ years. Four (4) students enrolled in the spring of 2025. 2 students left the district but are included in our count.

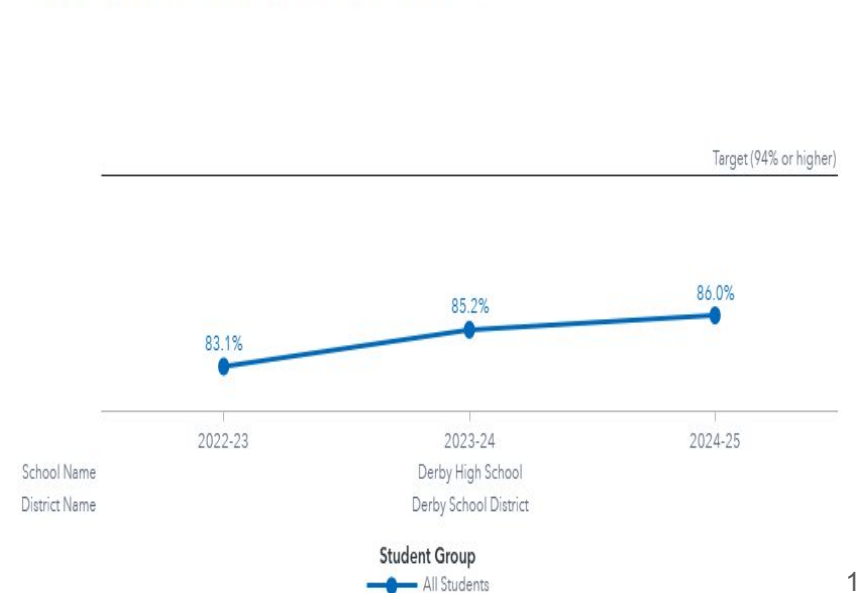
Percent of Students On-Track to High School Graduation in 9th Grade

Percentage of 9th graders earning adequate full-year credits during the year.



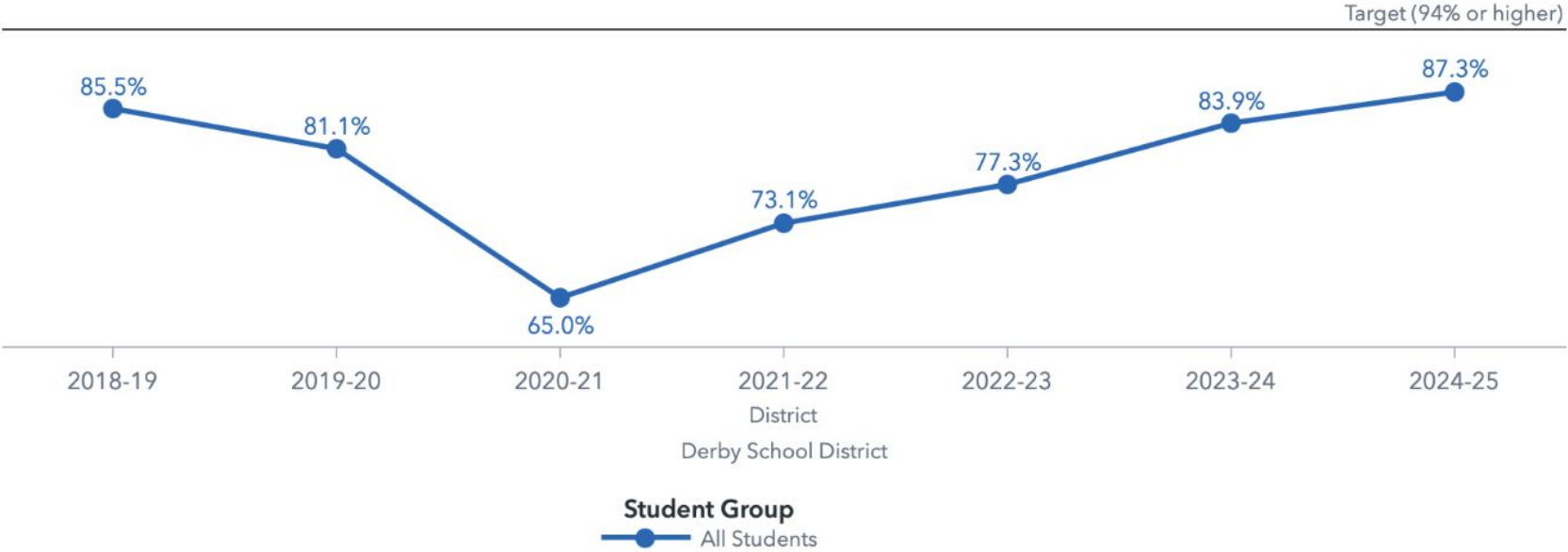
Percent of Students On-Track to High School Graduation in 9th Grade

Percentage of 9th graders earning adequate full-year credits during the year.



Percent of Students On-Track to High School Graduation in 9th Grade

Percentage of 9th graders earning adequate full-year credits during the year.

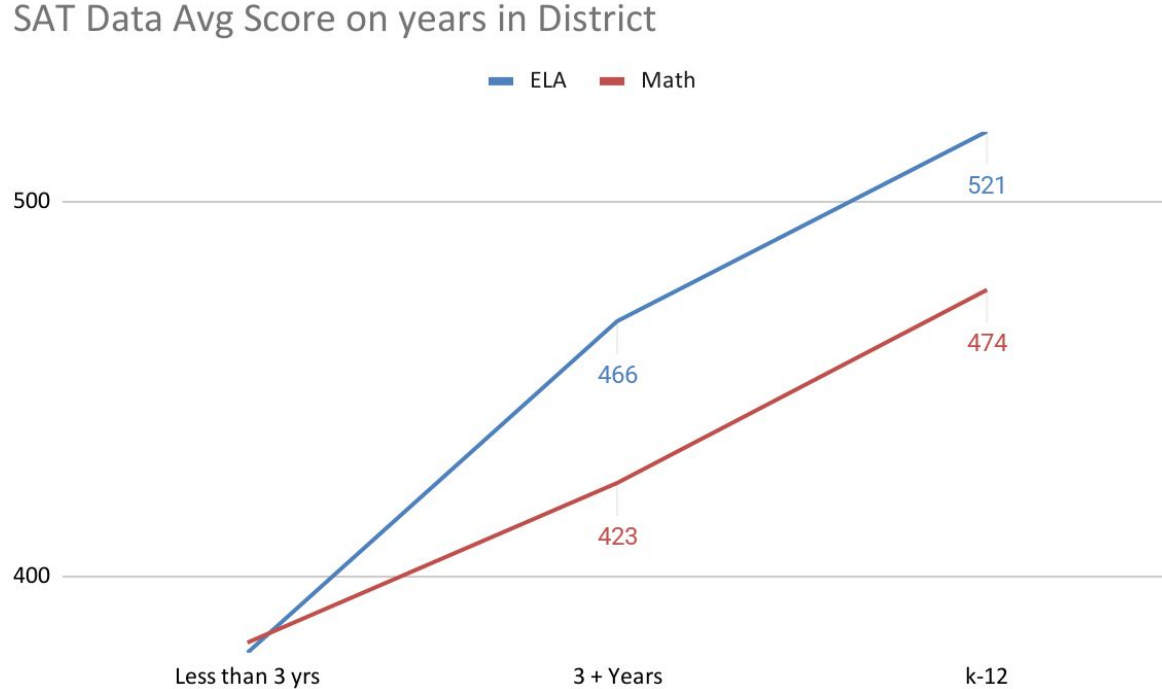


School Name
District Name

Derby School District

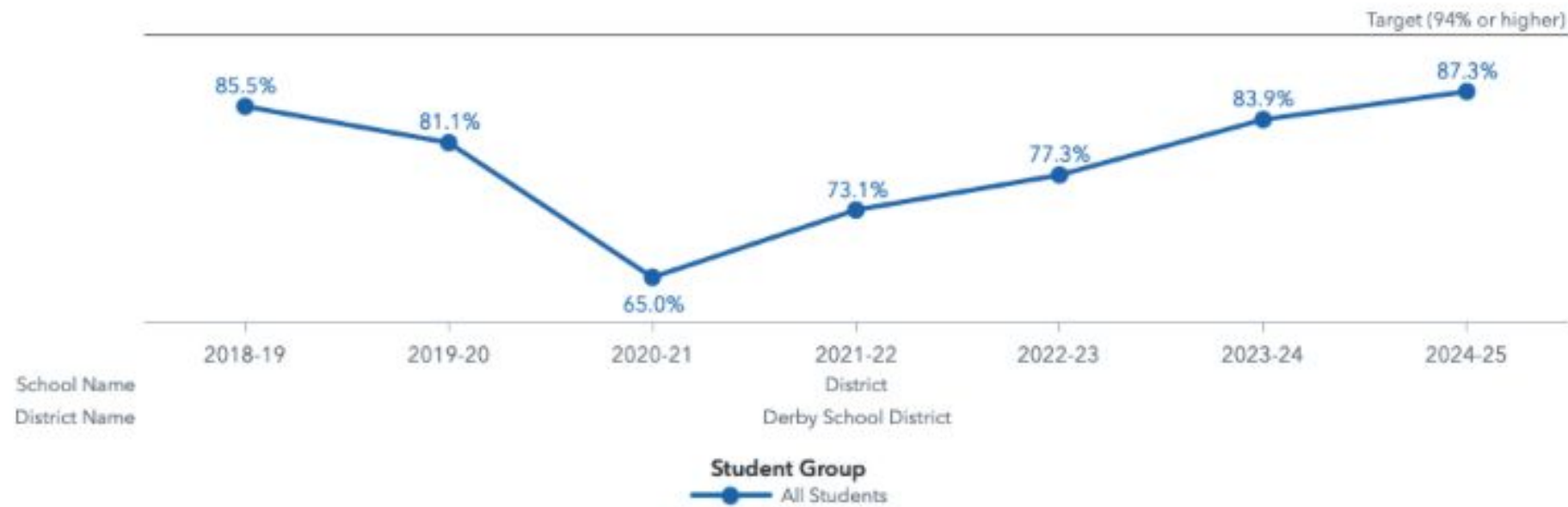
Student Group
● All Students

Derby outperformed the state average (ELA 497 Math 472) in both Math & ELA when based on scores of Derby students enrolled in Derby since Kindergarten.



Percent of Students On-Track to High School Graduation in 9th Grade

Percentage of 9th graders earning adequate full-year credits during the year.



District

Indicator	Index/Rate	Diff 22-23-24-25	Derby
1a. ELA Performance Index - All Students	57.3	1.1	▲
1b. ELA Performance Index - High Needs Students	52.9	0.8	▲
1c. Math Performance Index - All Students	50.6	2.8	▲
1d. Math Performance Index - High Needs Students	46.3	2.4	▲
1e. Science Performance Index - All Students	49.9	1.6	▲
1f. Science Performance Index - High Needs Students	45.4	1.5	▲
2a. ELA Academic Growth - All Students	53.40%	0.30%	▲
2b. ELA Academic Growth - High Needs Students	49.00%	-0.80%	▼
2c. Math Academic Growth - All Students	53.80%	10.00%	▲

Indicator	Index/Rate	Diff 22-23-24-25	Derby
1a. ELA Performance Index - All Students	45.5	1.8	▲
1b. ELA Performance Index - High Needs Students	38.1	0.7	▲
1c. Math Performance Index - All Students	39.9	3.2	▲
1d. Math Performance Index - High Needs Students	35	3.4	▲
1e. Science Performance Index - All Students	44.5	1.2	▲
1f. Science Performance Index - High Needs Students	39.3	0.1	▲
2a. ELA Academic Growth - All Students	.		
2b. ELA Academic Growth - High Needs Students	.		
2c. Math Academic Growth - All Students			

Indicator	Index/Rate	Diff 22-23-24-25	Derby
1a. ELA Performance Index - All Students	57.9	-0.5	▼
1b. ELA Performance Index - High Needs Students	52.9	-0.8	▼
1c. Math Performance Index - All Students	46.6	0.6	▲
1d. Math Performance Index - High Needs Students	41.7	-0.1	▼
1e. Science Performance Index - All Students	48	-0.9	▼
1f. Science Performance Index - High Needs Students	42.9	-1.6	▼
2a. ELA Academic Growth - All Students	51.20%	-4.20%	▼
2b. ELA Academic Growth - High Needs Students	48.50%	-2.30%	▼

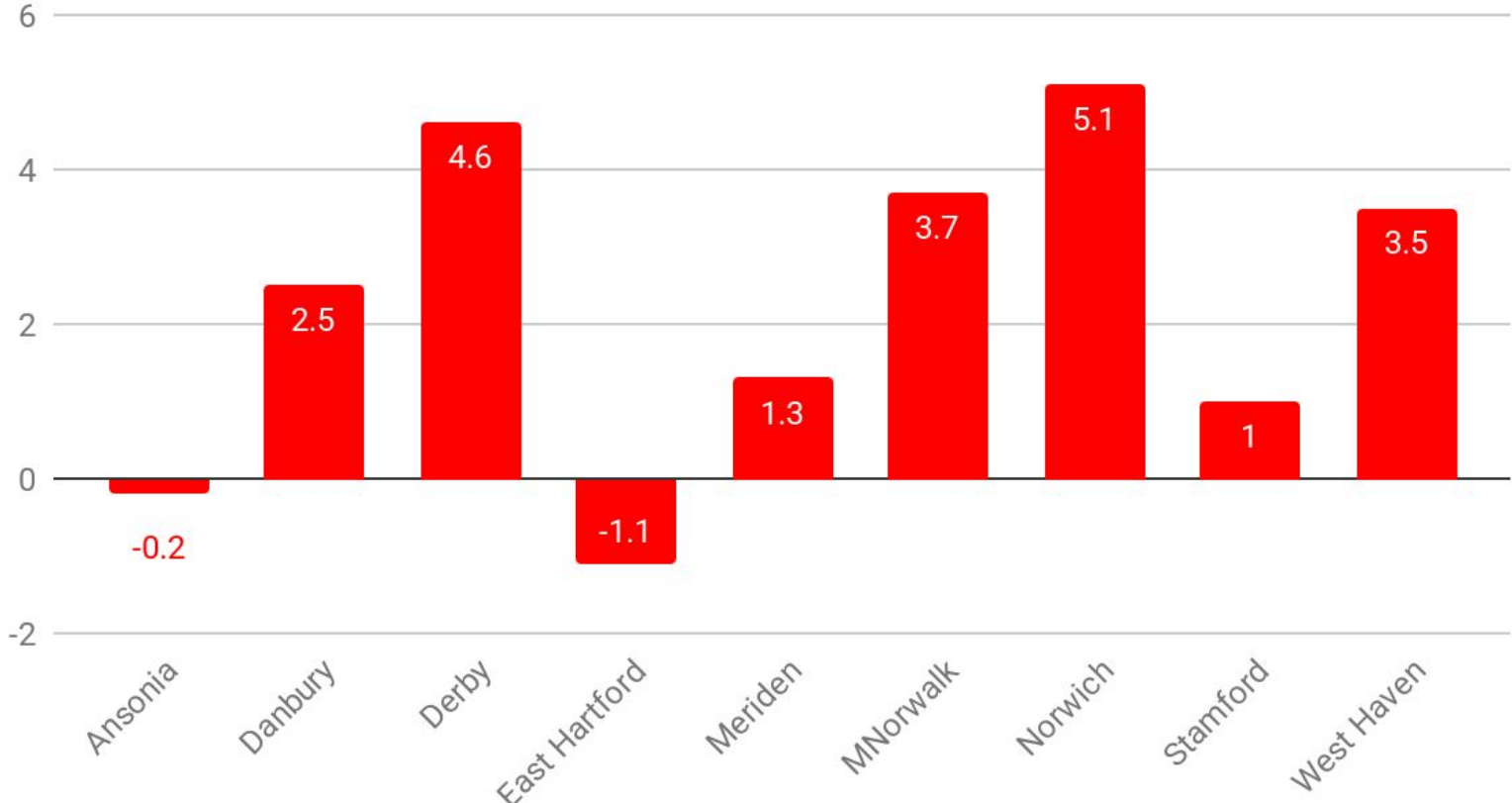
Irving

Indicator	Index/Rate	Diff 22-23-24-25	Derby
1a. ELA Performance Index - All Students	54.4	0.5	▲
1b. ELA Performance Index - High Needs Students	53.3	1.6	▲
1c. Math Performance Index - All Students	50.3	1.6	▲
1d. Math Performance Index - High Needs Students	48.5	1.7	▲
1e. Science Performance Index - All Students	51.8	5.7	▲
1f. Science Performance Index - High Needs Students	48.4	4.7	▲
2a. ELA Academic Growth - All Students	54.20%	4.50%	▲
2b. ELA Academic Growth - High Needs Students	50.60%	1.60%	▲

Bradley

Indicator	Index/Rate	Diff 23/24-24/25	Derby
1a. ELA Performance Index - All Students	65.5	1.3	▲
1b. ELA Performance Index - High Needs Students	59.2	-0.9	▼
1c. Math Performance Index - All Students	65	6.4	▲
1d. Math Performance Index - High Needs Students	59.1	5.5	▲
1e. Science Performance Index - All Students	61.6	2.8	▲
1f. Science Performance Index - High Needs Students	57.3	6.3	▲
2a. ELA Academic Growth - All Students	60.40%	10.70%	▲

DRG Districts



Nowhere but **Up**

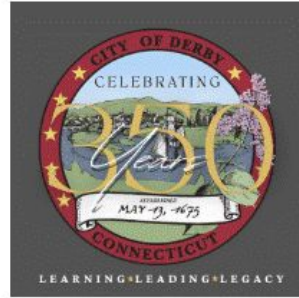
- All 4 schools Accountability Index score went **Up**
The percentage of Derby's students enrolled in grades 3-8 Math Performance Index - All Students went **Up 2.80%** percent in 2024-25 compared to the state average of 1.30%
- The percentage of Derby's students enrolled in grades 3-8 Math Performance Index - High Needs Students - went **Up 2.40%** percent in 2024-25 compared to the state average of 1.40%
- The percentage of Derby's students enrolled in grades 3-8 Math Academic Growth - High Need Students went **Up 8.60%** percent in 2024-25 compared to the state average of .8%
- The percentage of All Derby students chronically absent decreased **8.80%** percent in 2024-25 compared to the state average increase of 2.0%
- The percentage of Derby's high need students chronically absent decreased **9.80%** compared to the state average increase of 2.90%
- The percentage of Derby's students passing courses in Preparation for CCR went **Up** from 65.80% to 66.30%
- The percentage of Derby's students on-track for graduation went **Up** from 83.90% to 87.30% **3.40%** compared to the state average increase of 1.50%.
- Derby went **Up** in performance in 19 of 21 categories for all schools

Hang on we are about to *double* it **Up**

- The percentage of Derby's students enrolled in grades 3-8 Math Academic Growth - High Need Students went **Up 10.10%** percent in 2024-25 compared to the state average of .9%
- The percentage of Derby's high need students enrolled in grades 3-8 who achieved growth on Progress Toward English Proficiency - Literacy went **Up 18.6%** in 2024-25 compared to the state average increase of 10.4%
- The percentage of All Derby High students chronically absent decreased **13.7%** percent in 2024-25 compared to the state average increase of 2.0%
- The percentage of Derby High Students passing the Physical Fitness test went **Up 36.00%**
- The percentage of Derby's high need students chronically absent decreased **17.3%** compared to the state average increase of 2.90%
- The percentage of Bradley School students enrolled in grades 3-8 who achieved growth on ELA went **Up 10.70%** percent in 2024-25 compared to the state average of 1.90%
- The percentage of Bradley students enrolled in grades 3-8 who achieved growth on Math went **Up 26.6%** percent in 2024-25 compared to the state average of 0.90%
- The percentage of Bradley high need students enrolled in grades 3-8 who achieved growth on Math went **Up 33.00%** percent in 2024-25 compared to the state average of 0.80%



What's Next?



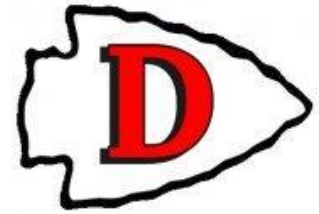
Derby Public Schools

2

Districtwide Action Plan 2025–2026

Learning • Leading • Legacy

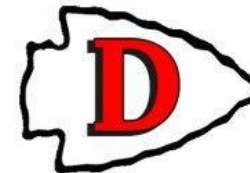
Early Childhood Program



Oct., 2025



Pre-K Students



School	Full day	Bus students
2 - 3 year old class	30	6
2 - 4 year old classes	30	5



Academics



Unit Topics: Autumn

Big Idea: Students will be able to identify the seasonal changes that occur in the fall. Students will be able to identify fall colors

ELDS Strands: Early learning experiences will support children to develop....)

Cognition A: effective approaches to learning
Language & Literacy E/B: gain knowledge of print and its uses & children to use language

Math C: understand attributes and relative properties of objects

Science A: understand features of the earth

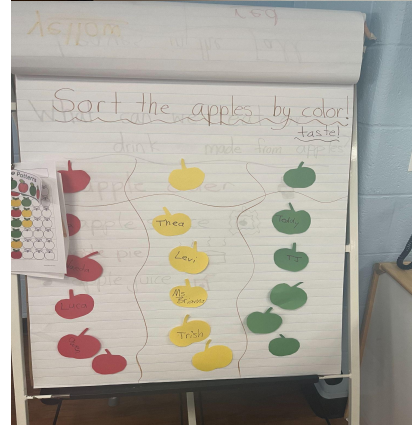
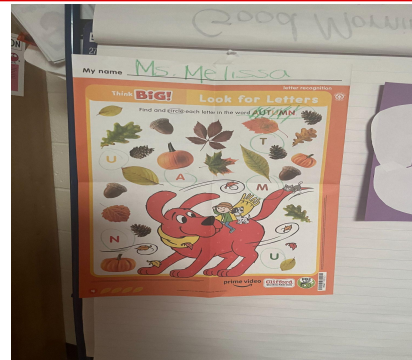
Social & Emotional H: self-awareness, self concepts and competence

Physical Dev. C: acquire adaptive skills

Creative Arts B: explore and respond to creative

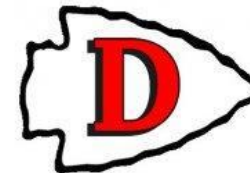
Social Studies C: understand change over time

Weekly SEL: 4 year olds use The Second Step Program 3 year olds use PATHS - Promoting Alternative Thinking Strategies

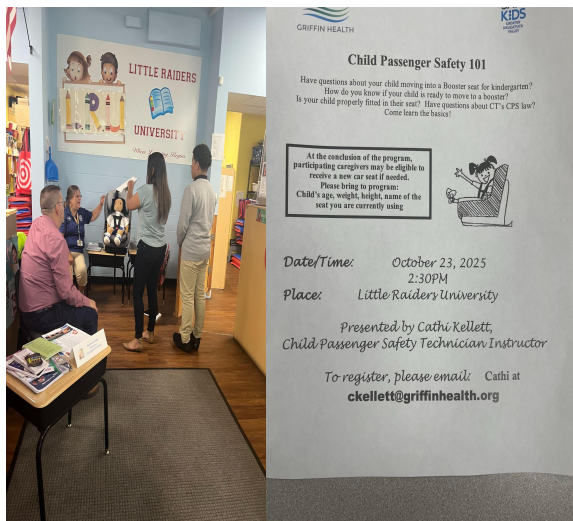




Operations



Car Seat Safety Event Oct 23, 2025



Cathi Kellet - Coordinator Safe Kids Greater Naugatuck Valley Coordinator


Cathi was able to give 3 families car seats.

GRIFFIN HEALTH KIDS HEALTH SERVICES

Child Passenger Safety 101

Have questions about your child moving into a booster seat for kindergarten?
How do you know if your child is ready to move to a booster?
Is your child properly fitted in their seat? Have questions about CT's CPS law?
Come learn the basics!

At the conclusion of the program, participating caregivers may be eligible to receive a new car seat if needed.
Please bring to program:
Child's age, weight, height, name of the seat you are currently using.



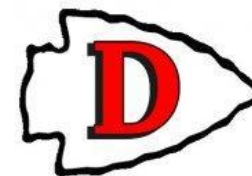
Date/Time: October 23, 2025
2:30PM
Place: Little Raiders University

Presented by Cathi Kellett,
Child Passenger Safety Technician Instructor

To register, please email: Cathi at
ckellett@griffinhealth.org



Human Capital



Collaborating with DHS - James Piazza's class visited and assisted in our pumpkin painting event



Thank you for your time!!!





Bradley School

155 David Humphreys Road • Derby, CT 06418-2250

Dr. Mario Ciccarini, Principal

Nicole Giardini, Dean of Students

Phone: (203) 736-5040 • www.derbyps.org/Bradley

Email: MCiccarini@derbyps.org

At Bradley School, we leave our P.A.W.S. on everything we do. We Persevere, Act Responsibly, Work and Play Safely, and Show Respect. These characteristics define us and help us become positive role models in our school and community.

November 2025 Monthly Report

Academics

- 10/02 - StoryWalk on blacktop (Lisa)
- 10/15 - Fast Heroes program starts (Grades 1/2)
- 10/31 - HalloRead Book Giveaway (K-5)

Human Capital

- Various - Goal-setting meetings with certified staff
- 10/01 - Learning center check-in meeting
- 10/01 - Bradley School PLC
- 10/06 - CAS Elementary Board of Control meeting (Mario)
- 10/07 - Admin council meeting
- 10/09 - CAS Legal Summit workshop
- 10/09 - BTC workshop (Tracy)
- 10/14 - Coaches meeting
- 10/20 - CABE Connecticut School Climate workshop (Mario)
- 10/20 - TEAM meeting (after school)
- 10/23 - TNTD Debrief Meeting (IRV & BRD)
- 10/27 - PBL visit to Brewster School (Nicole and teachers)
- 10/27 - Character Counts meeting
- 10/29 - Coaches meeting with Dr. Rafferty

Operations

- 10/01 - ESES Interviews
- 10/07 - Monthly Safety & Security review (with staff)
- 10/08 - ESES Screener Interviews
- 10/14 - Cancellation calls with Dr. Conway (grades 4/5)
- 10/14 - ESES Screener Interviews
- 10/15 - DAA Executive Board Meeting with Dr. Conway

- 10/16 - All-Star Bus Evacuation Drills
- 10/16 - ESES Interviews
- 10/20 - DEA check-in meeting
- 10/22 - Bradley School Flu Clinic
- 10/25 - Medication Take Back Day
- 10/30 - November emergency drill (Lockdown)

Culture/Climate

- 10/01 - cARTie Meet & Greet with teachers
- 10/02 - Family Literacy Night planning meeting
- 10/06 - Safe Walk to School event (Grades K-2)
- 10/08 - Scouts STEM after-school program begins (K-2)
- 10/10 - Hotchkiss Hose visits grades 1-3
- 10/16 - Derby Pink-Out Day
- 10/16 - Kindergarten visits Hotchkiss Hose
- 10/21 - Reptile Awareness Day field trip to Kellogg (Grades 3/4)
- 10/23 - Buttermilk Farm field trip (K)
- 10/24 - Favorite Color Dress Down Day (for Literacy Night)
- 10/29 - WTNH visiting Fast Heroes program
- 10/31 - October birthday celebrations





9 Garden Place
Derby, CT 06418
203-736-5043

Marc V. Russo
Principal, Irving School
mrusso@derhyps.org

Nicole Giardini
Dean of Student Affairs
ngiardini@derhyps.org

*At Irving School, we use our P.A.W.S. to persevere, act responsibly, work and play safely,
and show respect to ourselves, each other, and our school!*

November 2025 Monthly Report

Academics

- 10/1 - Professional Development (Early Dismissal)
- 10/2, 10/9, 10/16, 10/23, 10/30 - STEM Classes to Derby Public Library
- 10/3, 10/10, 10/17 - Flexible Friday Meetings
- 10/9, 10/16, 10/23, 10/30 - Student Success Team Meetings
- 10/10 DIBELS Window Closes
- 10/10, 10/17, 10/24 - Flexible Friday Meetings
- 10/29, 10/30 - ASSISTments Meetings
- 10/31 - Book-or-Treat (Book Giveaway, Reading Department)

Human Capital

- 10/1-10/31 - Goal-setting meetings with certified staff
- 10/1-10/10 - Check-In Meetings with Special Education and Pupil Personnel Staff
- 10/3, 10/10, 10/17, 10/24 - Pupil Personnel Team Meeting
- 10/6 - Attendance Team Meeting
- 10/07 - Admin Council Meeting
- 10/7, 10/14, 10/21, 10/28 - Coaches Meetings
- 10/09 - CAS Legal Summit Workshop
- 10/15, 10/29 - Principals' Meetings
- 10/23 - TNTP Debrief Meeting (IRV & BRD)
- 10/27 - K/1 Play-Based Learning Visit to Brewster School (Durham)
- 10/27 - Character Counts Meeting
- 10/29 - Coaches Meeting with Dr. Rafferty

Operations

- 10/01 - ESES Interviews
- 10/8 - PTO Executive Board Meeting
- 10/08 - Staff Safety & Security Review
- 10/08 - ESES Screener Interviews
- 10/14 - ESES Screener Interviews
- 10/14 - Cancellation calls with Dr. Conway (grades 4/5)



9 Garden Place
Derby, CT 06418
203-736-5043

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mrusso@derbyps.org

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At Irving School, we use our P.A.W.S. to persevere, act responsibly, work and play safely, and show respect to ourselves, each other, and our school!

- 10/16 - PTO Monthly Meeting
- 10/16 - All-Star Bus Evacuation Drills
- 10/16 - ESES Interviews
- 10/20 - DEA check-in meeting
- 10/24 - Monthly Emergency Drill (Lockdown)
- 10/25 - Medication Take Back Day

Culture/Climate

- 10/3 - cARTie Meet & Greet with K/1 Teachers
- 10/10 - Storm Ambulance Company Fire Prevention Program for K/1/2
- 10/14, 10/29 - Cub Scouts STEM Program
- 10/17 - cARTie Program for K/1
- 10/17 - Derby Pink-Out Day
- 10/24 - Blue Yellow Spirit Day for Down Syndrome Awareness Month
- 10/24 - PTO Halloween Dance
- 10/29 - October Community Meeting
- 10/30 - Best Buddies October Event
- 10/31 - Halloween Spirit Day



Derby High School Athletics
75 Chatfield Street
Derby, Connecticut 06418
203-736-5032 ▪ www.derbypride.org
Athletic Director, Jennifer Moffat CMAA



- X-Country finished State Championship results from 10/25
 - Girls finished 7th in the Class S race (the team's highest finish since 2021)
 - Sasha Capelle finished 22nd out of 114 finishers and was the 3rd fastest Freshman in Class S
 - Boys finished 11th in the Class SS race
 - Joel Capelle placed 7th out of 155 finishers. Joel earned Class SS All State Honors and will compete at the CT State Open Championship on 10/31
- NVL Championship Meet Results
 - Girls placed 5th
 - Sasha Capelle placed 6th and earned First Team All-NVL Honors, while Sophia Rudus (15th) and Julianne Meagher (24th) both earned Second Team All-NVL Honors
 - Boys placed 6th
 - Joel Capelle placed 2nd and earned First Team All-NVL Honors, while Colton Shields (20th), Mac Gray (21st) and Jayson Drayton (26th) earned Second Team All-NVL Honors
- Volleyball has completed the regular season with a record of 7-13 as they were 1 game shy of qualifying for the state tournament.
- Girls Soccer has finished for the season with a record of 2-14. Juniors Kiera Boyles and Roujda Mekaël earned Second Team All-NVL honors
- Boys Soccer has finished for the season with a record of 0-16 but improved tremendously from day 1 throughout the end of the season. This year was a rebuilding year with a new coaching staff and very few returning players
- Football continues and is currently 3-3 with wins over Watertown, Kennedy (Double OT) and Wilby
- Our Cheerleading team volunteered on 10/11 at the Southern CT Pop Warner State Cheerleading Competition
- Unified Sports is off to a Spooky start at DHS as we hosted a Spooky Soccer event with Oxford on 10/24. We will be hosting the CIAC Unified Flag Football tournament on November 3rd. Oxford, Woodland and Enfield will be joining us! We will also play a red vs white game at halftime of our Nov 7th football game vs St. Paul. We will be receiving our official banner from the CIAC/CT Special Olympics at our Homecoming pep rally on 11/7
- The DMS soccer seasons have finished up. X-Country will compete at the State meet on Saturday 11/1
 - NVL Championship Meet Results: Myla Kapusta finished 11th, Lyra Krause 46th, Moiseyls Cruz 49th, Karen Amartey 53rd, Tyomi Diah 57th, Hana Kham 62nd and Mia Umpierre 65th
- Varsity Jackets will be on sale Nov 3-Nov 30



Derby High School
75 Chatfield Street
Derby, Connecticut 06418
(203) 736-5032 ▪ www.derbyps.org
Principal, Jennifer Olson

Update to Board of Education -October 2025 Presented November 2025

Academics:

- Held **PSAT School Day** for students in Grades 9-11; Grade 12 students worked with school counselors for post-secondary planning activities
- Journalism students attended **High School Journalism Day** held at the Southern Connecticut State Univ. Students participated in breakout sessions and had a keynote address from Kent Pierce from WTNH news. Journalism & Yearbook students were issued a journalist notebook and a “press pass” which grants them free access to school-sponsored events like sports games, shows, and events so they can write articles about these events for the *Raider Press* and the *Lookout*
- **Student Council elections for 8 class reps** were held. Students campaigned and created posters, signboards, and videos about why students should vote for them.
- Held **Voter Registration** with Town/City Clerk & Registrar to educate students about their right to vote and registered/pre-registered nearly 40 new voters
- Held planning meeting for the 25-26 **American Legion Oratorical Contest** and invited via Zoom DHS alumni Vincent Trinh ('25) and Kevin McGuire ('25) from their college campuses to speak to interested students about their successful experience in the competition.
- Held attendance and credit review meetings with students. Introduced the 25-26 **student trackers** to self-monitor grades/attendance to remain academically eligible and on-track to graduation.
- Teachers have begun to utilize a new engagement protocol, “**Harkness Discussions,**” a student-led, roundtable discussion method where students sit in a circle to analyze an article/text with the teacher acting as a facilitator. The goal is for students to take ownership of the conversation by listening, analyzing, and verbalizing their own ideas and questions, rather than being passive recipients of information from the teacher.
- **American Legal** students began working with Attorney Susman in preparation for the upcoming Mock Trial in Dec. This year’s case involves an apparent accidental overdose involving an opioid. Our students will compete and take roles as attorneys and witnesses for the state and the defense.

Human Capital

- Held professional development for teachers and certified staff on Teacher Goal Setting, and the **SAT exam**
- School administrators & teachers participated in district safety & PDEC meetings

Operations

- Hosted a **welcome event for the future Class of 2030 and the 8th grade teachers-** pep band and cheer performed, student leaders and staff spoke to students

- Hosted **Parent Night for the future Class of 2030**. Goal of our early outreach to students and parents is to provide information about the opportunities that exist at Derby High School and to generate interest/excitement and create a sense of belonging.
- Hosted the “**Speak Sobriety**” Program with Stephen Hill to share about risky behaviors, drug and alcohol addiction, and sobriety. Program was sponsored by Youth Bureau and facilitated with John Saccu.
- Held fall **College Fair** to engage students in exploring post-secondary options with 2 year, 4 year colleges, trade schools, and military. Received program support from John Saccu, Youth Bureau
- Conducted **planned emergency drill (lockdown)** to promote safety and security
- New **student-run thrift shop** launched. Funds to start the program were through a Donor’s Choose project by Mrs. Sheridan.
- Fee **FAFSA** financial aid application assistance promoted with parents (Jessica Odlum, The College Place)
- Counselors met with all seniors to introduce the **Common App** as a tool to apply for college admission
- New **bike rack** installed at DHS to support students riding bicycles, scooters and ebikes to school
- Held **Senior portrait sittings** and **school picture** retake day

Climate/Culture:

- Launched our new **in-school clubs** that meet 1x p/week on Thursday’s during school (Advisory time) including: Art, Basketball, Best Buddies, Crating/Painting, Book Club, Calculus, Chess, Embroidery, Event Planning, Future Business Leaders of America (FBLA), Gaming I/II, Just Dance!, Movie Club, Podcasting, Rotary Interact, Spanish Club, Sports Card Collecting, Student Council, Thrift Shop Retail, Weightlifting, Writing Club, Yearbook Club, Yoga, and more!
- Recognized **Unity Day** (Orange Out); **Domestic Violence Awareness** (Purple Out) and **Breast Cancer Awareness** (Pink Out) to promote support of these causes and build a sense of community and care. STUCO Made a donation to agencies that support individuals and these causes using funds raised in school-wide Coin Wars.
- The Student Council hosted our planned the **Homecoming Dance** with “A Night in Paris” theme
- Hosted the NVL Unified Spooky Soccer tournament
- Began the annual **NHS Thanksgiving Food Drive**
- Participated in the **Derby-Shelton Rotary** luncheon recognizing senior football players and cheerleaders
- Held fall sport **Senior Night** recognizing senior athletes with their families and coaches
- **Empanada & Churro** sale during Hispanic Heritage month to raise money for Spanish Club/Spanish Honor Society. New mural inspired by Hispanic artist Joan Miro painted by students.
- Students partnered with the **Blanket Fairy and Southford Falls** quilters to create 61 fleece blankets for students for children in CT’s foster care
- 10 student-athletes attended the annual **CIAC Sportsmanship Conference** focused on leadership
- DHS named national banner **Unified Champion** school by Special Olympics
- Successful **Bocce fundraiser** held at the Sons and Daughters of Italy Club to support the Class of 2027
- Celebrated **Custodian Appreciation Day** recognizing their contribution to DHS

October Newsletters

Oct 26 - Nov 1 <https://secure.smores.com/n/c59nw>

Oct 5 - 11 <https://secure.smores.com/n/15qd3-derby-high-school-news>

Oct 12 - Oct 18 <https://secure.smores.com/n/8ytsk>

Sept 28 - Oct 4 <https://secure.smores.com/n/kdhjs>



**Special Education
Derby Public Schools
Derby, Connecticut 06418**

*Pre K-Elementary Supervisor: Interim: Carl Gross
Secondary Supervisor: Michael Giordano*

Update to Board of Education - November 5, 2025

Our Shared Focus and Priorities:

- Supporting and growing teacher practice.
- Collaboration with and support of families.
- Continuing educational opportunities for inclusion and individualized growth.
- Develop and grow Special Education programs within the district.

Current Happenings

Academics

- Planning and Delivering Scientific Research Based Interventions.
- Attending PPT's, (Review/Revise, Annual Review, Manifestation and Re-Evaluations)
- Collaboration between coaches/interventionist/special education staff.
- Conducting initial assessments to determine eligibility.
- Conducting evaluations and programming for children transitioning from Birth to Three.
- Coffee Cart continues to run successfully, the cart at the High School has created snacks for sale as well. Trailmix and Halloween themed snacks such as chocolate covered pretzels.

Human Capital

- Hired four stipend positions for Best Buddies Coordinators for each of the four schools.
- Coordinating staffing and support for Resource and Learning Centers.
- Working with School-Based Clinician Program (BHCare), weekly meetings.
- Completed Goal Setting Conferences with all Special Education Staff.
- Giordano - scheduled 1:1 meetings with all paraprofessionals within DHS. DMS will be next.
- Completed Formal Observations in the last week of October.

Operations

- Hosting Bi-Weekly Special Education Meetings for Middle and High School.
- Attended CTSEDS Data-Manager monthly meeting.
- Attended EdAdvance Transition Meeting. Planning and establishing contracts for OOD students.
- Securing transportation for DPS students and outplaced students.
- Ordering of supplies and resources for teachers/staff.

Culture/Climate

- Provide positive feedback to all staff.
- Coaching and support of new staff in support of students with disabilities.

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 10/01/2025

To Date: 11/12/2025

From Check:

To Check:

From Voucher:

To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
768	10/03/2025	ACES	\$0.00	1046	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
791	11/07/2025	KELLY SERVICES INC.	\$0.00	1071	Printed	Expense	<input type="checkbox"/>		
10805	10/10/2025	Williams, Michael	\$2,293.17	11	Printed	Payroll	<input type="checkbox"/>		
10806	10/10/2025	Conlan, Michael W	\$2,293.17	11	Printed	Payroll	<input type="checkbox"/>		
10807	10/10/2025	Soracin, Tanner	\$657.91	12	Printed	Payroll	<input type="checkbox"/>		
10808	10/10/2025	Carroll, Scott	\$1,074.89	12	Printed	Payroll	<input type="checkbox"/>		
10809	10/10/2025	Smith, Adajiah C	\$302.88	12	Printed	Payroll	<input type="checkbox"/>		
10810	10/10/2025	Boccuzzi, Sierra A	\$251.99	12	Printed	Payroll	<input type="checkbox"/>		
10811	10/10/2025	AFSCME LOCAL 1303	\$479.70	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10812	10/10/2025	AFSCME People, AFL-CIO	\$8.00	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10813	10/10/2025	Charles Schwab	\$2,462.10	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10814	10/10/2025	City of Derby	\$51,471.85	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10815	10/10/2025	Connecticut Healthcare Associates	\$291.65	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10816	10/10/2025	Griffin Hospital Gym Membership	\$270.00	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10817	10/10/2025	Lincoln Financial Group	\$608.01	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10818	10/10/2025	New York Life	\$12.90	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10819	10/10/2025	Standard Insurance Company	\$171.27	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10820	10/10/2025	State Marshal Brian Mezick	\$656.48	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10821	10/10/2025	State of Connecticut CS	\$808.00	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10822	10/10/2025	UPSEU	\$1,084.42	1049	Printed	Payroll Ded	<input type="checkbox"/>		
10823	10/24/2025	Amsel, Isaac	\$110.28	13	Printed	Payroll	<input type="checkbox"/>		
10824	10/24/2025	AFSCME LOCAL 1303	\$453.05	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10825	10/24/2025	AFSCME PEOPLE, AFL-CIO	\$8.00	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10826	10/24/2025	CHARLES SCHWAB	\$2,414.81	1057	Printed	Payroll Ded	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

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From Check:

To Check:

From Voucher:

To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
10827	10/24/2025	CITY OF DERBY	\$51,392.44	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10828	10/24/2025	GRIFFIN HOSPITAL GYM MEMBERSHIP	\$276.00	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10829	10/24/2025	LINCOLN FINANCIAL GROUP	\$615.79	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10830	10/24/2025	NEW YORK LIFE	\$12.90	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10831	10/24/2025	STANDARD INSURANCE COMPANY	\$171.27	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10832	10/24/2025	STATE MARSHAL BRIAN MEZICK	\$656.48	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10833	10/24/2025	STATE OF CONNECTICUT CS	\$808.00	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10834	10/24/2025	UPSEU	\$1,066.04	1057	Printed	Payroll Ded	<input type="checkbox"/>		
10836	11/07/2025	AFSCME LOCAL 1303	\$479.70	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10837	11/07/2025	AFSCME PEOPLE, AFL-CIO	\$12.00	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10838	11/07/2025	CHARLES SCHWAB	\$2,390.25	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10839	11/07/2025	CITY OF DERBY	\$49,334.74	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10840	11/07/2025	CONNECTICUT HEALTHCARE ASSOCIATES	\$291.65	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10841	11/07/2025	GRIFFIN HOSPITAL GYM MEMBERSHIP	\$282.00	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10842	11/07/2025	LINCOLN FINANCIAL GROUP	\$170.34	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10843	11/07/2025	NEW YORK LIFE	\$12.90	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10844	11/07/2025	STANDARD INSURANCE COMPANY	\$171.27	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10845	11/07/2025	STATE MARSHAL BRIAN MEZICK	\$636.55	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10846	11/07/2025	STATE OF CONNECTICUT CS	\$808.00	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10847	11/07/2025	UPSEU	\$1,084.42	1067	Printed	Payroll Ded	<input type="checkbox"/>		
10848	11/07/2025	Conlan, Michael W	\$2,293.17	14	Printed	Payroll	<input type="checkbox"/>		
10849	11/12/2025	Kapusta, Edward	\$1,628.16	15	Printed	Payroll	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 10/01/2025

To Date: 11/12/2025

From Check:

To Check:

From Voucher:

To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52270	10/03/2025	Andrew S. Lustbader, MD	\$6,525.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52271	10/03/2025	Angela Lillemoe-Petty Cash	\$242.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52272	10/03/2025	Blizzard Mechanical LLC	\$30,000.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52273	10/03/2025	BSN Sports	\$305.83	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52274	10/03/2025	ChimeNet Inc.	\$4,638.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52275	10/03/2025	CINTAS Corporation No. 2	\$623.70	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52276	10/03/2025	City of Derby_759	\$744.80	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52277	10/03/2025	CT-TSG LLC	\$3,723.09	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52278	10/03/2025	DIGITAL BACKOFFICE	\$9,420.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52280	10/03/2025	Gopher	\$551.70	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52281	10/03/2025	GRAINGER Inc.	\$1,637.74	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52282	10/03/2025	Hillyard New England	\$1,996.37	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52283	10/03/2025	Home Depot	\$6,829.96	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52284	10/03/2025	James Hoffman	\$52.54	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52285	10/03/2025	JC Music	\$172.42	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52286	10/03/2025	Jennifer Moffat	\$359.96	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52287	10/03/2025	Jennifer Olson	\$96.32	1045	Printed	Expense	<input type="checkbox"/>		
52288	10/03/2025	Kelly Services Inc.	\$4,762.80	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52289	10/03/2025	Patrick Sheridan	\$150.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52290	10/03/2025	Paxton Patterson, LLC	\$235.49	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52291	10/03/2025	Relay Hub, LLC	\$1,541.67	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52292	10/03/2025	Robert Half Inc.	\$1,572.63	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52293	10/03/2025	Robert Kling	\$100.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52294	10/03/2025	Santa Buckley Energy, Inc.	\$4,299.56	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	

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Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52295	10/03/2025	Stadium Systems, Inc.	\$4,259.68	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52296	10/03/2025	Standard Insurance Company	\$99.01	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52297	10/03/2025	The Eagle Leasing Company	\$159.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52298	10/03/2025	United Illuminating	\$27,982.16	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52299	10/03/2025	United Rentals(North America), Inc.	\$12,648.13	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52300	10/03/2025	Verizon Wireless	\$485.16	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52301	10/03/2025	Yamilette McNeill	\$75.00	1045	Printed	Expense	<input type="checkbox"/>		
52302	10/09/2025	All Star Transportation	\$82,405.51	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52303	10/09/2025	Andrew Cortez	\$91.00	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52304	10/09/2025	Blizzard Mechanical LLC	\$19,805.75	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52305	10/09/2025	Derby Food Services	\$1,716.94	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52306	10/09/2025	Eversource	\$3,839.45	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52307	10/09/2025	GCS Computer LLC	\$793.00	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52308	10/09/2025	GRAINGER Inc.	\$2,073.84	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52309	10/09/2025	JC Music	\$347.38	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52310	10/09/2025	Milestones Behavioral Services	\$80,000.00	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52311	10/09/2025	NORCOM	\$118.00	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52312	10/09/2025	Paxton Patterson, LLC	\$16.29	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52313	10/09/2025	Regional Water Authority	\$140.96	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52314	10/09/2025	Robert Half Inc.	\$1,826.28	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52315	10/09/2025	Sacred Heart University	\$15,300.00	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52316	10/09/2025	Schindler Elevator Corporation	\$3,275.79	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52317	10/09/2025	School Nurse Supply Inc.	\$342.76	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52318	10/09/2025	School Specialty	\$130.06	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	

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Reprint Check Listing

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From Voucher:

To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52319	10/09/2025	Shannon Boyd	\$317.24	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52320	10/09/2025	Stadium Systems, Inc.	\$4,284.49	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52321	10/09/2025	Standard Insurance Company	\$1,996.29	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52322	10/09/2025	Staples	\$591.60	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52323	10/09/2025	Susan Pavlik	\$813.50	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52324	10/09/2025	Taryn Christiani	\$131.00	1051	Printed	Expense	<input type="checkbox"/>		
52325	10/09/2025	Tone Klear Communications LLC	\$1,717.58	1051	Printed	Expense	<input type="checkbox"/>		
52326	10/09/2025	Troy Industrial Solutions	\$29.38	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52327	10/09/2025	Valley Regional Adult Education	\$116,889.00	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52328	10/09/2025	Wilson Language Training	\$592.92	1051	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52329	10/16/2025	A+ Technology & Security Solutions, Inc.	\$165.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52330	10/16/2025	ACES	\$6,245.33	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52331	10/16/2025	Airgas Inc,	\$41.50	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52332	10/16/2025	Alison Vargas-Mulia	\$100.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52333	10/16/2025	All Star Transportation	\$10,908.48	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52334	10/16/2025	BSN Sports	\$259.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52335	10/16/2025	Calvert Safe & Lock	\$1,030.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52336	10/16/2025	City Stitchers	\$300.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52337	10/16/2025	Comcast	\$543.55	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52338	10/16/2025	Cooperative Education. Services	\$26,100.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52339	10/16/2025	Coordinated Transportation Solutions, Inc	\$3,820.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52340	10/16/2025	CREC / Capitol Region Ed Council	\$6,900.00	1054	Printed	Expense	<input type="checkbox"/>		
52341	10/16/2025	Derby Food Services	\$240.00	1054	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

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Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52342	10/16/2025	Dick Blick	\$93.49	1054	Printed	Expense	<input type="checkbox"/>		
52343	10/16/2025	Holly Smith	\$47.80	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52344	10/16/2025	Infoshred, LLC	\$26.86	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52345	10/16/2025	KONE Inc.	\$397.54	1054	Printed	Expense	<input type="checkbox"/>		
52346	10/16/2025	Robert Half Inc.	\$2,295.55	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52347	10/16/2025	Seton	\$35.44	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52348	10/16/2025	Specialized Education of CT, Inc.	\$13,831.12	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52349	10/16/2025	St Vincent's Special Needs Center inc.	\$10,661.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52350	10/16/2025	TransitionCT LLC	\$5,057.00	1054	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52351	10/21/2025	ALL STAR TRANSPORTATION	\$11,616.36	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52352	10/21/2025	ANTHONY ROSS	\$50.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52353	10/21/2025	ASPIRE LIVING & LEARNING	\$26,000.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52354	10/21/2025	CARL DAVID GROSS	\$3,670.08	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52355	10/21/2025	DYLAN CUMMINGS	\$150.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52356	10/21/2025	GRACE ANDRADE	\$64.40	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52357	10/21/2025	JENNIFER MOFFAT	\$126.00	1056	Printed	Expense	<input type="checkbox"/>		
52358	10/21/2025	KRISTEN ENJEM	\$50.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52359	10/21/2025	KYLE SOISSON	\$50.00	1056	Printed	Expense	<input type="checkbox"/>		
52360	10/21/2025	LANGUAGERS INC.	\$171.25	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52361	10/21/2025	PATRICK SHERIDAN	\$400.00	1056	Printed	Expense	<input type="checkbox"/>		
52362	10/21/2025	ROBERT HYDER	\$75.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52363	10/21/2025	ROBERT KLING	\$150.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52365	10/21/2025	SERENA MARINKO	\$75.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52366	10/21/2025	STEPHEN CLARK	\$50.00	1056	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

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From Voucher:

To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52367	10/21/2025	THE EAGLE LEASING COMPANY	\$240.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52368	10/21/2025	THOMAS C. ABEL	\$75.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52369	10/21/2025	TRANSITIONCT LLC	\$15,300.00	1056	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52370	10/23/2025	ACES	\$25,320.00	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52371	10/23/2025	ALL STAR TRANSPORTATION	\$990.00	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52372	10/23/2025	ARBITERPAY	\$10,000.00	1060	Printed	Expense	<input type="checkbox"/>		
52373	10/23/2025	CITY OF DERBY	\$434.86	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52374	10/23/2025	CITY OF DERBY_759	\$1,489.60	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52375	10/23/2025	CITY STITCHERS	\$216.00	1060	Printed	Expense	<input type="checkbox"/>		
52376	10/23/2025	HILLYARD NEW ENGLAND	\$2,097.35	1060	Printed	Expense	<input type="checkbox"/>		
52377	10/23/2025	HOME DEPOT	\$1,377.19	1060	Printed	Expense	<input type="checkbox"/>		
52378	10/23/2025	IDEAL ENGINE AND MOWER SERVICE, LLC	\$937.86	1060	Printed	Expense	<input type="checkbox"/>		
52379	10/23/2025	IMPACT FIRE SERVICES	\$5,003.82	1060	Printed	Expense	<input type="checkbox"/>		
52380	10/23/2025	KELLY SERVICES INC.	\$6,412.64	1060	Printed	Expense	<input type="checkbox"/>		
52381	10/23/2025	MIKE BENDZINSKI	\$195.00	1060	Printed	Expense	<input type="checkbox"/>		
52382	10/23/2025	REBEL ATHLETIC, INC	\$245.99	1060	Printed	Expense	<input type="checkbox"/>		
52383	10/23/2025	REGIONAL SCHOOL DISTRICT #14	\$439.50	1060	Printed	Expense	<input type="checkbox"/>		
52384	10/23/2025	REGIONAL WATER AUTHORITY	\$1,321.95	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52385	10/23/2025	ROBERT HALF INC.	\$1,230.20	1060	Printed	Expense	<input type="checkbox"/>		
52386	10/23/2025	SPARK ENERGY GAS, LLC	\$1,265.19	1060	Printed	Expense	<input type="checkbox"/>		
52387	10/23/2025	UNITED ILLUMINATING	\$1,058.87	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52388	10/23/2025	UNITED RENTALS(NORTH AMERICA), INC.	\$41.43	1060	Printed	Expense	<input type="checkbox"/>		
52389	10/23/2025	XEROX CORPORATION	\$5,675.25	1060	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

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Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52390	10/30/2025	A+ TECHNOLOGY & SECURITY SOLUTIONS, INC.	\$2,327.00	1063	Printed	Expense	<input type="checkbox"/>		
52391	10/30/2025	ANGELA LILLEMOR-PETTY CASH	\$132.66	1063	Printed	Expense	<input type="checkbox"/>		
52392	10/30/2025	BUSHKA LUMBER & MILLWORK CO.	\$1,344.14	1063	Printed	Expense	<input type="checkbox"/>		
52393	10/30/2025	CALVERT SAFE & LOCK	\$458.50	1063	Printed	Expense	<input type="checkbox"/>		
52394	10/30/2025	CARL DAVID GROSS	\$3,363.74	1063	Printed	Expense	<input type="checkbox"/>		
52395	10/30/2025	COUNTRY SEPTIC SERVICE, LLC	\$450.00	1063	Printed	Expense	<input type="checkbox"/>		
52396	10/30/2025	COURTNEY HUDSON	\$55.56	1063	Printed	Expense	<input type="checkbox"/>		
52397	10/30/2025	DERBY FOOD SERVICES	\$166.85	1063	Printed	Expense	<input type="checkbox"/>		
52398	10/30/2025	FRONTIER COMMUNICATIONS	\$389.82	1063	Printed	Expense	<input type="checkbox"/>		
52399	10/30/2025	GRAINGER INC.	\$910.76	1063	Printed	Expense	<input type="checkbox"/>		
52400	10/30/2025	HOUSATONIC COMMUNITY COLLEGE	\$33,332.00	1063	Printed	Expense	<input type="checkbox"/>		
52401	10/30/2025	KELLY SERVICES INC.	\$3,853.16	1063	Printed	Expense	<input type="checkbox"/>		
52402	10/30/2025	MARIANNE SAMOKAR	\$125.00	1063	Printed	Expense	<input type="checkbox"/>		
52403	10/30/2025	PATRICK SHERIDAN	\$150.00	1063	Printed	Expense	<input type="checkbox"/>		
52404	10/30/2025	REBEL ATHLETIC, INC	\$5,775.21	1063	Printed	Expense	<input type="checkbox"/>		
52405	10/30/2025	REGIONAL WATER AUTHORITY	\$119.35	1063	Printed	Expense	<input type="checkbox"/>		
52406	10/30/2025	ROBERT HALF INC.	\$1,318.98	1063	Printed	Expense	<input type="checkbox"/>		
52407	10/30/2025	ROBERT KLING	\$100.00	1063	Printed	Expense	<input type="checkbox"/>		
52408	10/30/2025	STANDARD INSURANCE COMPANY	\$2,246.05	1063	Printed	Expense	<input type="checkbox"/>		
52409	10/30/2025	UNITED RENTALS(NORTH AMERICA), INC.	\$12,148.13	1063	Printed	Expense	<input type="checkbox"/>		
52410	10/30/2025	VANETTEN PLUMBING & HEATING	\$4,100.00	1063	Printed	Expense	<input type="checkbox"/>		
52411	10/30/2025	VERIZON WIRELESS	\$485.24	1063	Printed	Expense	<input type="checkbox"/>		

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To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52412	11/06/2025	ACES	\$52,456.75	1069	Printed	Expense	<input type="checkbox"/>		
52413	11/06/2025	ALL STAR TRANSPORTATION	\$91,154.47	1069	Printed	Expense	<input type="checkbox"/>		
52414	11/06/2025	ANDREW CORTEZ	\$89.60	1069	Printed	Expense	<input type="checkbox"/>		
52415	11/06/2025	BLANCHETTE SPORTING GOODS	\$609.00	1069	Printed	Expense	<input type="checkbox"/>		
52416	11/06/2025	CHIMENET INC.	\$4,638.00	1069	Printed	Expense	<input type="checkbox"/>		
52417	11/06/2025	CIAC	\$200.00	1069	Printed	Expense	<input type="checkbox"/>		
52418	11/06/2025	CINTAS CORPORATION NO. 2	\$623.70	1069	Printed	Expense	<input type="checkbox"/>		
52419	11/06/2025	COORDINATED TRANSPORTATION SOLUTIONS,INC	\$7,020.00	1069	Printed	Expense	<input type="checkbox"/>		
52420	11/06/2025	CT-TSG LLC	\$4,214.09	1069	Printed	Expense	<input type="checkbox"/>		
52421	11/06/2025	ERIN GREGOIRE	\$131.00	1069	Printed	Expense	<input type="checkbox"/>		
52422	11/06/2025	GRACE ANDRADE	\$137.62	1069	Printed	Expense	<input type="checkbox"/>		
52423	11/06/2025	HORACE MANN	\$63.00	1069	Printed	Expense	<input type="checkbox"/>		
52424	11/06/2025	JC MUSIC	\$200.19	1069	Printed	Expense	<input type="checkbox"/>		
52425	11/06/2025	JOHN BOYLE COMPANY	\$38.48	1069	Printed	Expense	<input type="checkbox"/>		
52426	11/06/2025	KATHLEEN BIGA	\$1,638.00	1069	Printed	Expense	<input type="checkbox"/>		
52427	11/06/2025	KELLY SERVICES INC.	\$3,889.35	1069	Printed	Expense	<input type="checkbox"/>		
52428	11/06/2025	MANSON WESTERN LLC DBA (WPS)	\$104.50	1069	Printed	Expense	<input type="checkbox"/>		
52429	11/06/2025	ROBERT HALF INC.	\$925.82	1069	Printed	Expense	<input type="checkbox"/>		
52430	11/06/2025	SANTA BUCKLEY ENERGY, INC.	\$4,452.58	1069	Printed	Expense	<input type="checkbox"/>		
52431	11/06/2025	SHANNON BOYD	\$302.82	1069	Printed	Expense	<input type="checkbox"/>		
52432	11/06/2025	THE EAGLE LEASING COMPANY	\$159.00	1069	Printed	Expense	<input type="checkbox"/>		
52433	11/06/2025	TREASURER, STATE OF CT	\$369.00	1069	Printed	Expense	<input type="checkbox"/>		
52434	11/06/2025	UNITED ILLUMINATING	\$41,500.61	1069	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 10/01/2025

To Date: 11/12/2025

From Check:

To Check:

From Voucher:

To Voucher:

Fund: 1000 General Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
52435	11/06/2025	VALLEY ELECTRIC SUPPLY CO.	\$173.75	1069	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 210 Total Amount: \$1,150,262.26
 Fund: 2025 FY25

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
773	10/09/2025	Cartie Corp	\$300.00	1053	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
781	10/21/2025	SHI	\$909.62	1059	Printed	Expense	<input type="checkbox"/>		
786	10/30/2025	PEARSON CLINICAL ASSESSMENT	\$69.60	1065	Printed	Expense	<input type="checkbox"/>		
793	11/07/2025	PMT ASSOCIATES INC.	\$1,035.00	1071	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 4 Total Amount: \$2,314.22
 Fund: 2026 FY26

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
768	10/03/2025	ACES	\$6,950.00	1046	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
770	10/03/2025	Ct Council of Amin of SPED	\$250.00	1046	Printed	Expense	<input type="checkbox"/>		
771	10/03/2025	Riverside Assessments, LLC	\$248.08	1046	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
776	10/21/2025	AURORA EDUCATIONAL TECHNOLOGY LLC	\$250.00	1059	Printed	Expense	<input type="checkbox"/>		
777	10/21/2025	CONSTELLATION SCHOOL BASED THERAPY LLC	\$26,884.00	1059	Printed	Expense	<input type="checkbox"/>		
778	10/21/2025	EDMENTUM, INC.	\$6,997.50	1059	Printed	Expense	<input type="checkbox"/>		
779	10/21/2025	MANSON WESTERN LLC DBA (WPS)	\$292.60	1059	Printed	Expense	<input type="checkbox"/>		
780	10/21/2025	RIVERSIDE ASSESSMENTS, LLC	\$153.21	1059	Printed	Expense	<input type="checkbox"/>		
784	10/30/2025	ALL STAR TRANSPORTATION	\$242.00	1065	Printed	Expense	<input type="checkbox"/>		
52370	10/23/2025	ACES	\$0.00	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 10/01/2025

To Date: 11/12/2025

From Check:

To Check:

From Voucher:

To Voucher:

Total Checks for Fund: 10 Total Amount: \$42,267.39
 Fund: 3024 FY24

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
785	10/30/2025	BOOMERANG PROJECT	\$11,550.00	1065	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 1 Total Amount: \$11,550.00
 Fund: 3026 FY26

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
768	10/03/2025	ACES	\$0.00	1046	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
769	10/03/2025	Alison Conway	\$140.07	1046	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
772	10/03/2025	Soliant Health, LLC	\$1,355.74	1046	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
774	10/09/2025	CTAHPERD-Kathy Nauber	\$380.00	1053	Printed	Expense	<input type="checkbox"/>		
775	10/09/2025	Soliant Health, LLC	\$1,802.00	1053	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
777	10/21/2025	CONSTELLATION SCHOOL BASED THERAPY LLC	\$0.00	1059	Printed	Expense	<input type="checkbox"/>		
782	10/21/2025	SOLIANT HEALTH, LLC	\$980.50	1059	Printed	Expense	<input type="checkbox"/>		
783	10/21/2025	XEROX CORPORATION	\$336.61	1059	Printed	Expense	<input type="checkbox"/>		
784	10/30/2025	ALL STAR TRANSPORTATION	\$616.00	1065	Printed	Expense	<input type="checkbox"/>		
787	10/30/2025	SALVATORE A. BUCCI	\$4,900.00	1065	Printed	Expense	<input type="checkbox"/>		
788	10/30/2025	SOLIANT HEALTH, LLC	\$3,254.73	1065	Printed	Expense	<input type="checkbox"/>		
789	11/07/2025	ACES	\$160.00	1071	Printed	Expense	<input type="checkbox"/>		
790	11/07/2025	ALL STAR TRANSPORTATION	\$352.00	1071	Printed	Expense	<input type="checkbox"/>		
791	11/07/2025	KELLY SERVICES INC.	\$3,976.86	1071	Printed	Expense	<input type="checkbox"/>		
792	11/07/2025	Melissa Stevens	\$120.00	1071	Printed	Expense	<input type="checkbox"/>		
794	11/07/2025	SOLIANT HEALTH, LLC	\$1,484.53	1071	Printed	Expense	<input type="checkbox"/>		
795	11/07/2025	XEROX CORPORATION	\$336.61	1071	Printed	Expense	<input type="checkbox"/>		
10807	10/10/2025	Soracin, Tanner	\$657.94	12	Printed	Payroll	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 10/01/2025

To Date: 11/12/2025

From Check:

To Check:

From Voucher:

To Voucher:

Fund: 3026 FY26

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
10809	10/10/2025	Smith, Adaijah C	\$517.97	12	Printed	Payroll	<input type="checkbox"/>		
10810	10/10/2025	Boccuzzi, Sierra A	\$1,125.80	12	Printed	Payroll	<input type="checkbox"/>		
10823	10/24/2025	Amsel, Isaac	\$18.01	13	Printed	Payroll	<input type="checkbox"/>		
52288	10/03/2025	Kelly Services Inc.	\$0.00	1045	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52370	10/23/2025	ACES	\$0.00	1060	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
52380	10/23/2025	KELLY SERVICES INC.	\$0.00	1060	Printed	Expense	<input type="checkbox"/>		
52401	10/30/2025	KELLY SERVICES INC.	\$0.00	1063	Printed	Expense	<input type="checkbox"/>		
52427	11/06/2025	KELLY SERVICES INC.	\$0.00	1069	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 26 Total Amount: \$22,515.37

Fund: 9001 Enterprise Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
23754	10/03/2025	City Stitchers	\$615.00	1047	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23755	10/03/2025	JC Music	\$275.00	1047	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23756	10/03/2025	Jennifer Moffat	\$99.99	1047	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23757	10/03/2025	Nixon Company Inc	\$375.30	1047	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23758	10/03/2025	Walsworth Publishing Company Inc.	\$2,450.00	1047	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23759	10/09/2025	City Stitchers	\$7,916.00	1052	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23760	10/09/2025	Silver Mill Student Travel LLC	\$850.00	1052	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23761	10/17/2025	Blanchette Sporting Goods	\$360.00	1055	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23762	10/17/2025	City Stitchers	\$750.00	1055	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23763	10/17/2025	Derby Food Services	\$120.00	1055	Printed	Expense	<input type="checkbox"/>		
23764	10/17/2025	Dramatic Publishing Company	\$198.65	1055	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	
23765	10/24/2025	CITY STITCHERS	\$5,280.00	1061	Printed	Expense	<input checked="" type="checkbox"/>	10/31/2025	

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 10/01/2025

To Date: 11/12/2025

From Check:

To Check:

From Voucher:

To Voucher:

Fund: 9001 Enterprise Fund

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
23766	10/24/2025	TRILLS & THRILLS MUSIC FESTIVALS	\$200.00	1061	Printed	Expense	<input type="checkbox"/>		
23767	10/30/2025	CITY STITCHERS	\$4,900.00	1064	Printed	Expense	<input type="checkbox"/>		
23768	10/30/2025	DICK BLICK	\$2,629.63	1064	Printed	Expense	<input type="checkbox"/>		
23769	10/30/2025	Lauren King	\$209.57	1064	Printed	Expense	<input type="checkbox"/>		
23770	10/30/2025	VALLEY REGIONAL LODGE #151 SONS OF ITALY	\$550.00	1064	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 17 Total Amount: \$27,779.14

Total Amount: \$1,256,688.38

End of Report