



DERBY Public Schools

Member

Date

Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

Vice-Chair – You may select one member

Secretary – You may select one member

RECEIVED

By Marc J. Garofalo, MPA, MCC, MCTC at 4:07 pm, Dec 16, 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

December 2025 Report

Academics

- Affinity Cohort 1 – Derby Hosted
- CAPSS Board of Directors Meeting
- SCASA Meeting
- Meeting with Director of Teaching and Learning
- Reading Leadership Implementation Council Meetings
- CAPSS Federal & State Legislative Meeting
- CAPSS Alliance Meeting
- TNTP Reading Debriefing
- Review CAPSS Legislative Priorities
- Superintendent's Brainstorming Lunch
- 2025 Alliance Monitoring Meeting
- Superintendent Network Joint Meeting
- CAPSS Alliance Meeting

Human Capital

- Little Raiders University Teacher Meetings
- Irving School Teacher Meetings
- Administrative Council Meeting
- Bradley School Teacher Meetings
- DEA Executive Board Meeting
- CACTPS Meeting
- Meeting on Human Resources
- Meetings with Staff Members

Operations

- Committee of the Whole Meeting
- Student Health and Safety Committee Meetings on Student Matters
- Smart Start ECE Reporter Training
- BOE/City Monthly Reconciliation Meeting
- Manufacturing Expo at Derby High School
- Special Board of Education Meeting, November 12, 2025
- Advanced Manufacturing Meeting
- Administrative Council Meeting
- Special Board Meeting, November 19, 2025
- Board of Education Capital Planning Review
- ECS Inflation Meeting
- Child Count Meeting
- Security Meeting



- FY27 Budget Meeting
- Review Chronic Absenteeism
- Finance Update

Culture/Climate

- Hosted CIAC Unified Sports Flag Football Tournament
- Derby Football & Cheer Senior Night
- Derby Football, St. Paul Catholic High School at Home
- Literacy How Family Night, Irving School
- Varsity Football vs Ansonia
- Attended Rachel’s Challenge Parent Event
- Visited all Classrooms
- Attended CAFE/CAPSS Convention – Board of Education
- Powderpuff Game in Derby
- Visited All Schools Before Thanksgiving Break
- Attended Thanksgiving Pre-Game Breakfast in Oxford and Football Game
- Attended Derby Tree Lighting on Derby Green

Athletic Department News:

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

For Information on School Events:

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

Thanksgiving Celebration November 26, 2025 at 11:00 a.m.



Academics



Unit Topics: Pete the Cat
Big Idea: Students will be able to identify and follow predictable texts
 Students will be able to mix colors to create secondary colors
 Students will be able to identify the front cover of a book
ELDS Strands: Early learning experiences will support children to develop...
Cognition B: use logic and reasoning
Language & Literacy D: gain book appreciation and knowledge
Math A: understand counting and cardinality
Science A: apply scientific practices
Social & Emotional B: self-regulation
Physical Dev. B: fine motor skills
Creative Arts A: engage in and enjoy the arts
Social Studies B: learn about people and the environment
Weekly SEL: 4 year olds use The Second Step Program 3 year olds use PATHS - Promoting Alternative Thinking Strategies



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 By Marc J. Garofalo, MPA, MCC, MCTC at 4:07 pm, Dec 16, 2025



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

Newsletter: Please click [here](#) to check it out!

12/12 - [PJ Day for the Kids](#) district fundraiser

12/13 - Breakfast with Santa (please see flyer)

12/16 - PTA hosts a Dinosaur Presentation (K-5)

12/19 - PTA morning caroling (all classrooms)



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

Irving School Newsletter: <https://app.smore.com/n/vdf51>

- Monday, December 8, 2025 through Friday, December 12, 2025 - **Holiday Shoppe**
- Wednesday, December 10, 2025 - **Project Teach for 1st Grade** - *The Rape Crisis Center will conduct safety lessons*
- Thursday, December 11, 2025 - **Germ Busters** - *Griffin Hospital/Safe Kids Program*
- Thursday, December 11, 2025 - **SEL at Home: A Workshop for Parents** - *6:00 p.m. to 7:30 p.m. at Irving School; Pizza and Child Care will be provided! More info coming soon.*
- Friday, December 12, 2025 - **PJ Day for the Kids – district fundraiser**
- Monday, December 15, 2025 - **Project Teach for 2nd Grade** - *The Rape Crisis, Milford will conduct safety lessons*
- Thursday, December 18, 2025 - **5th Grade Winter Dance**





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

Newsletter: <https://app.smore.com/n/0qtpy>

- Starting November 24th National Junior Honor Society Winter Accessories Drive
- December 15th Best Buddies Holiday Movie Night
- December 19th Winter Food Drive, 4-7:00 p.m.



Derby High School:

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

- November 28th Derby Tree Lighting Ceremony on the Green
- December 3rd Post Prom Fundraiser at Emma's Pizzeria
- Dec. 4th-5th DHS Drama Club Hosts A Night of One-Act Plays
- December 5^h CAS-CIAC High School Leadership Conference at SCSU
- December 6th Derby's Inauguration of City Officials DHS Auditorium
- December 22nd Girls Volleyball Tam Fundraiser





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

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DERBY PUBLIC SCHOOL'S FACILITIES REPORT

Dec-25

SCHOOL	PROJECT	Description	RESPONSIBILITY	COST	SAVINGS	COMPLETION DATE
Bradley	RTU2 Art Room	Art room hot water coil over heating, causing room temperatures to rise above 90 degrees. The 2" valve body on the Belimo valve had a broken actuator internally. Replaced the accutaor valve body on 12/9. The temperature of the room has trended down. Will continue monitoring the room temp trend. Current set point is 70 degrees.	In-house	\$1,400	n/a	12/9/2025
Irving	Tree Removal	A large oak tree in the lower lot split during the recent windstorm. Upon inspection, it was determined that the tree was dying and required removal. While onsite, three additional trees in the lot were inspected, and the canopy along the tree line was raised to clear and improve visibility around the parking lot lights.	KNJ Tree removal	\$2,800	N/A	12/6/2025
DMS	CHILLER	Working on RFP for replacement of the existing 100-ton chiller and firing up our 200-ton absorption chiller. Working with 2 mechanical contractors on RFP for public bid.	In-house	N/A	N/A	
DMS	RTU3	RTU3 freezestat failed. Replaced Freezestat. Unit back in operation.	In-house	\$850	\$1,500.00	11/28/2025
DHS	G02 HVAC	The original cabinet heater failed. The heating coil shorted out. PTAC unit on order to replace the cabinet heater. The square footage of the room requires an additional baseboard heating element. Electric baseboard and PTAC scheduled to be installed on 12/11-12/12	In-house	\$4,200	\$3,000	12/12/25

District wide	Winter Equipment	Serviced all snowblowers, backpack blowers, Tractors, and the plow truck for winter. 1 snowblower to be replaced as the motor has failed. Snowblower is 11 years old. All 4 buildings have a minimum of 2 snowblowers each. Ice melt was delivered to each building. The plow truck hand controller was replaced. Total cost includes salt, controller, oil, and plugs for machines.	In-house	\$3,919	n/a	12/1/2025
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SAVINGS BASED ON
 QUOTES SUBMITTED
 COMPARED TO OUR COST
 IN HOUSE.

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 By Marc J. Garofalo, MPA, MCC, MCTC at 4:07 pm, Dec 16, 2025



Derby Strategic Planning



[The Strategic Plan: Read here](#)

School Year 2025-2026

December 2025

New Report Card Launched & Delivered

Dear Irving School Family,

Your child's digital report card is now available! We invite you to take a few moments to review their academic growth, civic progress, and attendance history at this point in the year. This is a wonderful opportunity to celebrate their "glows" and reflect on their "grows".

If you would like to discuss your child's progress further, please feel free to reach out to your child's teacher(s). Technical questions can be directed to the main office.

We appreciate your ongoing partnership and support to help your child thrive!

Sincerely,
Marc Russo

One attachment • Scanned by Gmail



Character Counts Training Began

CHARACTER COUNTS! PURSUING VICTORY WITH HONOR



Drake The Robert D. and Billie Ray Center Home of CHARACTER COUNTS!

CHARACTER COUNTS Overview 8.1.2...

School Climate Planning Underway

Challenging Behavior Reporting Form (P..

HS Curriculum Revisions Starting

The Inquiry Arc: Connecticut's Framework for Social Studies

Foundational Principles

A Shift from 'What to Know' to 'How to Discover'
The primary instructional shift is toward inquiry as a main form of learning.

Driven by Compelling Questions
Inquiry begins with questions that excite students and matter to subject experts.

1. Develop Questions & Plan Inquiry
Students craft investigative questions that give their research meaning and direction.

2. Apply Disciplinary Concepts & Tools
Students use the lenses of Civics, Economics, Geography, and History to analyze topics.

3. Evaluate Sources & Use Evidence
Students gather and analyze information from multiple sources to develop and support claims.

4. Communicate Conclusions & Take Action
Students construct arguments and present them in essays, debates, or presentations.

From Classroom Learning to Civic Action
Students might propose a new skate park to their Town Council after researching local ordinances.

© NotebookLM

October 2025

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

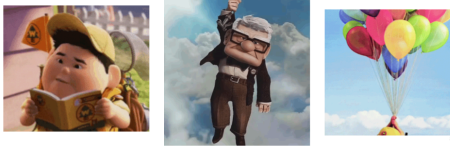


CharacterCounts.org | [Workshops](#) | [Curriculum](#) | [Assessments](#) | [CCL Store](#)

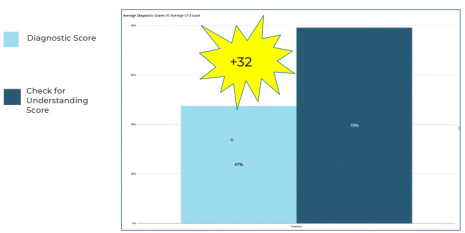
Kindness 101

Data and Student Achievement Analysis

Up



- Tracey Quartinno & Molly Sullivan Presenting at Regional Math Conference



- 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?

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			

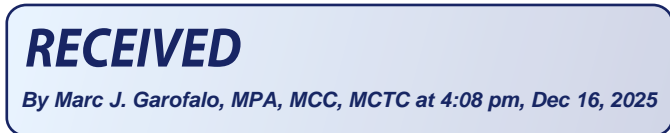
1) Kindergarten Health Example

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

2) Math Assistments Onboarding Grades 3-5

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

August 2025



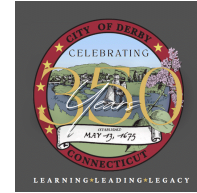
What #1:

Target subject-specific instructional practices over content knowledge

What #3:

Deliver more PL focused on relationships with students

- Replacing Textbooks (i.e. AP)
- Unit Internalization Preparation (What Meets How)



July 2025

- **EOY Alliance Monitoring Meeting**
Highlights growth in ELA and attendance

2024-25 DISTRICT PRIORITIES IMPLEMENTATION	
Updated as of:	6/30/2025
<i>Instructions: See Row 12 for examples. Use drop-down menus for Status boxes</i>	
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?	

- **HS Electives Being Developed (Psychology)**



Derby Public Schools
Grades 10-12
Psychology Curriculum



Designing and Providing Meaningful Learning for All

- **Report Card Roll Over (PowerSchool Conversion)**

- **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		
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, 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

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By Marc J. Garofalo, MPA, MCC, MCTC at 4:08 pm, Dec 16, 2025

DERBY BOE

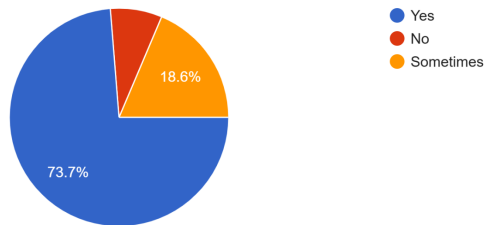
JUNE UPDATE

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**



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[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**

[Assistment 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**

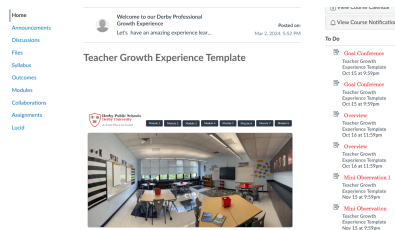
Affinity and Beyond Continues (Derby, Stratford and East Haven) **New: Sep 18, 2024**

[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)

School Strategy Maps (Drafts: Revised Across the Year)

**Action Planning for Four Students
DMS Planning for 2020-2021**

Portrait of the Graduate

Central Office Learn and Do	Building Leaders will Learn	Building Leaders will Learn	Teacher Leader (Coach) will Learn	Teacher Leader (Coach) will Learn	Teachers will Learn...	Teachers will...	HOI for students DOE
SOCIAL EMOTIONAL LEARNING (RELATIONSHIPS)							
CO will provide a monthly review of practice with leaders to review and support work time	ways to support school-wide development of powerful relationships	ways to support school-wide development of powerful relationships	ways to support school-wide development of powerful relationships	ways to support school-wide development of powerful relationships	ways to support school-wide development of powerful relationships	ways to support school-wide development of powerful relationships	ways to support school-wide development of powerful relationships

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 Provide resources and supports for researching and vetting materials and methods 	<ul style="list-style-type: none"> Provide calendarized events to have leaders review and analyze student learning Different ways and resources to improve literacy and the five components (NRP) 	<ul style="list-style-type: none"> T/Ls learn unpacking protocols to close read T/Ls lead unpacking sessions to review big ideas before teaching unit T/Ls learn systems for evaluating and assessing impact of new resources (impact on big 5) 	<ul style="list-style-type: none"> Teachers learn new instructional model Teachers implement the new IM resources Teachers engage in monthly PL sessions Ways to integrate new resources (if undelivered) into present routines and structures 	<ul style="list-style-type: none"> high quality aligned Math for K-12 (IM) A problem-based math experience for all students researching and vetting core literacy materials consistent small group instructional models 	

[Derby Public Schools- Curriculum Website](#)

[Curriculum Dashboard](#)



Curriculum Mapping Dashboard

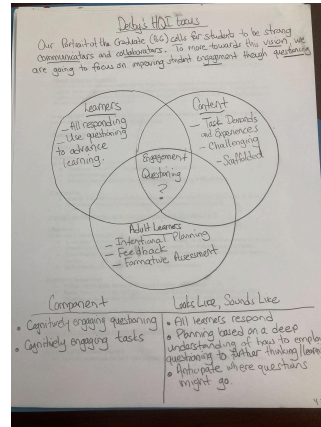
Content	Curriculum Map Status	Curriculum Implementation Status	Year of Implementation
Career & Technology <i>Includes Business, Family & Consumer Science, Computer, Tech Ed</i>	Upcoming	Upcoming	22-23
English Lang Arts	PK-12	Vetting Resources	20-21
Fine Arts <i>Includes Art, Music</i>	In Research	In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

Dewey's HQI 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:

- 1. Cognitively engaged in challenging tasks
 - Component
 - Looks like, sounds like
 - sts are working on something that is worthy
- 2. Cognitively engaging questioning - the purpose of the question is to cause thinking by students & to provide info to ts
 - Component
 - Looks like, sounds like
 - & 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 all students



RECEIVED

By Marc J. Garofalo, MPA, MCC, MCTC at 4:09 pm, Dec 16, 2025

NOVEMBER 19, 2025 SPECIAL BOARD OF EDUCATION MEETING

CALLED TO ORDER

Mr. Gildea: Called meeting to order at 6:34 p.m.

OPENING CEREMONIES

Pledge of Allegiance

ROLL CALL

Ms. Tovar: Jim Gildea; Kim Tovar; Erica Nuzzo; Dan Foley; Melissa Mongillo.

Karla Malerba, absent; Rebecca O'Hara, absent; Ivey Speight, absent and Ken Marcucio, absent.

Mr. Gildea: Let the record reflect, we have five people. We have enough folks to discuss a quorum.

Also Present:

Dr. Matthew Conway, Superintendent of Schools

SPECIAL MEETING

Mr. Gildea: This is a special meeting, so we can't add to the agenda.

PUBLIC PORTION

Mr. Lionetti: Good evening. I'm Tom Lionetti, 76 Sunset Drive, Derby. I'm here to address the Board something that means a lot to me. Derby's colors are red and white. They've been traditionally red and white all my life, all my father's life. I went to a football game a couple weeks ago and saw all the cheerleaders in black and red. I saw all the coaches wore black and red. We're red and white not black and grays. As I yelled that down with five of my buddies. We've been going to games for 50 or 60 years now. The coach turned around and said, go home. We go every week and we support. Derby has a lot of tradition, a lot of pride. Ms. Payden dedicated that fieldhouse for everything, for Derby pride, red and white. I just want to ask this Board, why are we not red and white. Why is black and red so dominant in our colors. That's not our colors. I can't even think our colors not being red and white. I'd like this Board please take some action and wear red and white like we're supposed to, not black and red. That's all I want to do.

Mr. Gildea: Thank you Tom. Thank you. And as I mentioned earlier, we will look into that.

Mr. Lionetti: I appreciate it too. Because it bothers me. It bothers all my buddies.

Mr. Foley: We went through this in 2017 and we passed our policy on it 20 percent. Why isn't it being followed?

Mr. Gildea: A it didn't include coaches and it didn't include outer garments. So, those are the things we'll have to look into. That's all. Anyone else on public portion. But the policy doesn't include coaches. And that's the big part of it who he's talking about.

Mr. Lionetti: My principal was Martin Chromick. If you didn't wear red and white, you wouldn't have gotten on the field.

Mr. Gildea: I understand.

Mr. Lionetti: That's all.

Mr. Gildea: Anyone else from the public. At this point, Lazarae, we're going to ask to do you report. I don't know if you have a report because you were on our counsel of the whole meeting and then we postponed that. I can't add you to the agenda, but we all want to hear from you.

STUDENT REPRESENTATIVE'S REPORT

Ms. Devalle: I'm just going to recap some of the major points that I made at the last meeting. Something that happened was the pep rally. It turned out to be a success again. It was very lively. The cheerleaders did the class yell. Every student either participated in spirit week prior or overall, it was just a great experience. That led into Homecoming. And Homecoming was a very big success. We raised around \$2,300 and that also included some changes. It was \$20 per ticket instead of the \$15. And we also included upon entry a raffle ticket. And you can put your raffle ticket in the four different buckets which have gift cards for it. Some were like Amazon, Chipotle, it was like \$30, \$20, so, you can win your money back that you spent on the ticket. So, that was for the increase for the price of the tickets, which I think motivated more student to want to come. And we also cut the DJ. We made a special playlist that students put songs that they would want to hear. And we had Butterworth like in the middle of the gym and just taking requests from students, which I think turned out great. Because students wanted to hear what they actually wanted to hear and kind of got in the say of what we wanted to do at homecoming. We also want to conclude that fall sports are coming to an end. For example, like the Oxford versus Derby game at Oxford. And how powderpuff is now here having the game on Friday.

Mr. Gildea: The Powderpuff game is this Friday?

Ms. Delvalle: Yes.

Mr. Gildea: You got some pretty good shoes to fill.

Ms. Delvalle: I hope.

Mr. Gildea: Did you play last year?

Ms. Delvalle: Yes, I played all four years.

Mr. Gildea: You guys did pretty good last year.

Ms. Delvalle: Yes. It was great. Also, I want to mention something major that happened this week was the Rachel challenge, which I've heard a lot of feedback from not only my friends but just with other peers and how it was kind of touching like a very traumatic and tragic story that happened. But it kind of had students reflect. And I feel like that should be something that is brought up almost every year. Something that students really touched upon and wanted to talk about and wanted to be more kind. They want to spread awareness to Rachel's challenge. Which had a major effect upon us students.

Last but not least, today was the CIAC leadership summit, which I feel like there was a lot to look. I learned a lot from that, which I think there are some things that we could actually use from there. There's something called 20 to 10. And it was basically, 20 feet you look at a person, at ten feet you say hello. That's something that Cheshire does to allow students to get like out of their fears of saying hello. And I feel like that's something we can apply to Derby and just little things like that, so we can have more unity within the school. And not feel like have students feel more isolated.

Mr. Gildea: Thank you. I'd be interested in hearing your thoughts maybe at the next meeting. Some of us who serve on the expulsion committee, there's been an incredible amount. It seemed like more expulsions this year than in previous years. So, I'd be curious, talk to your peers and you know, maybe next month talk a little bit about school safety. Suggestions you think we could do to reduce the amount of that.

Ms. Delvalle: Of course.

Mr. Foley: Do you feel that social media is causing some of these problems in the school, the anger problem that we're seeing with some of these students?

Ms. Delvalle: I feel like social media does have an effect. But I also feel like, a lot of he said, she said, especially in person. Like, once you hear a remark from one person, I feel like the whole school kind of gangs up on it in a way. So, it kind of results to those problems.

Mr. Foley: Do you see any problem with the CART system that we use?

Ms. Delvalle: No, not that I noticed. Thank you.

Mr. Gildea: Thank you for coming here.

Ms. Delvalle: Thank you. You're welcome.

EXECUTIVE SESSION

Mr. Gildea: I'll just say folks, if you want to have one that's fine. There's a Best Buddy Coordinator, three paraeducators and all of our reappointments for coaches.

Ms. Tovar: No, I don't feel like we need one.

APPOINTMENT OF NEW HIRES

Mr. Gildea: Not include the LRU one, the last one, the LRU paraeducator. And again, the rest of them are reappointments.

Dr. Conway: If you don't mind, one caveat on that last one. If and when we receive notification from the State, that we are allowed to move forward then we'd like to move forward just to cover the spot.

Mr. Gildea: We do that with a separate policy. We can do the appointment list and then we can make another motion for that approval of the Little Raider's University Paraeducator pending.

Dr. Conway: Pending.

Motion that the Board of Education approve the Appointment List of New Hires as recommended by the Superintendent of Schools except for the last item for paraeducator for LRU. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Erica Nuzzo.

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

Ms. Tovar: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: Motion carries.

Motion that the Board of Education authorize the Superintendent to approve the hiring, once approval has been made for the LRU Paraeducator position. Passed with a motion made by Ms. Kim Tovar and a second by Mr. Dan Foley.

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

Ms. Tovar: Making motion.

Mr. Foley: Second.

Mr. Gildea: Motion carries.

Dr. Conway: Online with us is Jamie Bartone, the head girls’ basketball coach. This is a reappointment for her. But Jamie thanks for joining us tonight. Appreciate it.

Ms. Bartone: Yes, nice to be here.

Mr. Gildea: Thank you very much.

Ms. Bartone: Yes, I’m looking forward to it. Absolutely.

Mr. Russo: Introducing and welcoming Angela Milewski. We are very proud to present Angela Milewski our new Special Education Supervisor. Angela will be joining our administration team leading personnel team.

Dr. Ciccarini: Further welcoming Angela and she will be a great addition to the school district. We are excited for Angela to be joining the team.

Mr. Gildea: On behalf of the Board, welcome to Derby. We look forward to seeing and working with you. Congratulations.

Mr. Russo: Welcoming and introducing Serena Marinko as our new Learning Center paraeducator.

BIRTHDAYS

Ms. Kim Tovar and Ms. Jennifer Olson

SUPERINTENDENT OF SCHOOLS REPORT

Dr. Conway: You have my report. In the interest of time tonight, we'll be presenting the achievement data in a couple more agenda items. Could I yield my time to that if that's okay.

ADMINISTRATOR REPORTS

STRATEGIC PLANNING

Mr. Gildea: Dr. Rafferty, we will defer to the reports. But you're part, you got a whole big section, Dr. Rafferty.

Dr. Rafferty: Yeah, I'm very excited.

Mr. Gildea: Thank you.

FACILITIES REPORT

Mr. Hoffman: All right. We'll get right into it.

At Bradley School we had our State of Connecticut boiler inspection on both boilers. Boilers passed inspection. There was no deficiencies to report.

At Irving school, roof top one, two and gym rooftop unit, we did the winter service on all the units. Belts, filters, cleaned the coils, checked the freeze stat. All units turned out okay. We did that in house. Irving school, 1A intercom, lower lever had no speaker. We did install a ceiling mounted speaker above the classroom door.

The middle school chiller. The chiller is scheduled to be picked up next week on the 24th. We've only been using it now about an hour a day. So, we can get by now without it. So, we will get picked up.

Service pump service at DMS was completed. Tank was flushed. Pumps was serviced. The building management system upgrade, the ABS Compass 2.0 is now in this building up and running. It's on Windows 11 server, we have communication with all devices now.

Schedules were fixed. It's been working great so far. Also, the main entrance camera visiting system was replaced due to the system failed. Staff couldn't see IDs or make out who was at the front door. So, the new system is rated for direct sunlight as the old camera was not. So, this should help a little longer. We purchased the camera and we had Calvert Safe install the system. By purchasing it, we saved about \$1,500.

Derby High School, G05, HVAC Units were replaced with a mini split two-zone system with a heat pump. I'm happy to say that Ms. Shea over there, the room is about 70 degrees now, maintaining and she's very happy. G06, cabinet heater was replaced. And she's maintaining about 70/71 now. That's all I have.

Mr. Gildea: On Monday next week, there's a capital planning commission meeting. And I know the \$6.5 million dollar project passed but there was approximately \$400,000 of money that they have. Some of the other departments like they're replacing the locks at Derby Library. And then other projects they're repairing the HVAC, exposed for \$100,000. So, there's a list of projects that we'll be voting on Monday. And there still is approximately \$200,000 of available capital planning meeting. And I didn't know if the school system needs any I should be advocating before Monday's capital planning.

Mr. Hoffman: Yes.

Mr. Gildea: And I looked at the five-year plan that we had and the maintenance. If I had two or three things that I would advocate for on Monday, the most important ones, I'll try to be helpful and a resource on Monday.

Dr. Conway: We're meeting tomorrow to review that list Brian sent out today.

Mr. Gildea: Because I want to be able to advocate for that on Monday. I saw the maintenance truck. I get that there's a bunch of things on there, but I think we're better off if we just went to that meeting.

Ms. Tovar: I have something that I'd like to add if you guys can discuss. The security systems or security cameras the parking lots that I discussed a couple times over the last couple of years. If that's something, if there is extra funding I think that that's something very important.

Mr. Gildea: I like that. We had the one area out there that you were worried about, right?

Ms. Tovar: Yeah. There's a couple.

Mr. Hoffman: Yeah, we had walked in and got some quotes for the back parking lot, the back of the high school, we do have some quotes in there.

Mr. Gildea: All right. Again, I would definitely get together and look at. Again, there's \$200,000 of available money. I'm sure they won't give us all the \$200,000, but I'd like to think that we'll be able to get something. So, let me know.

MEMORANDUM OF UNDERSTANDING BETWEEN DRAKE UNIVERSITY AND DERBY MIDDLE SCHOOL AND THE UNDERSTANDING BETWEEN DRAKE UNIVERSITY AND BRADLEY SCHOOL

Dr. Conway: We can combine them in a single motion. So, if you had an opportunity to look at it. Dr. Rafferty is here to answer any questions that people have on it. But it will be for both schools.

Motion that the Board of Education make a recommendation to approve the memorandum of understanding between Drake University and Bradley and Derby Middle School for professional services. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Melissa Mongillo.

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

Ms. Tovar: Making motion.

Ms. Mongillo: Second.

Mr. Gildea: That is in your packet. Dr. Rafferty, if you just want to give a brief overview of what this means.

Dr. Rafferty: Sure. I had mentioned it casually in a former, because we're in negotiations. But the Deluca Foundation, which was the founders of Subway had given money to Drake University, with two conditions. It had to be either a school in Florida or a school in Connecticut. And we grabbed the only two spots in the State of Connecticut. And it

basically has two programs. It's about character counts is their big nationwide program. And part of it inside there is Kindness 101. It cost us no money. They'll provide free training for staff, for parents and they will provide us with money to incentivize any positive reinforcement programs we develop. So, it felt like an, no way we could lose so I brought it to you saying, we'd like your support. And our principals at the middle school and Bradley are to really invest in it.

Mr. Gildea: I did have one question about the agreement. It's up to 40 attendees. Is that between both schools? Is that per school?

Dr. Rafferty: That's per school. They're treated separately. We were trying to wrangle a little bit more into it but we think we're in a good place for that.

Mr. Gildea: When I read it, it's primarily staff. But then you said staff, family.

Dr. Rafferty: There is a parent component. That's part of it.

Mr. Gildea: Motion carries.

APPROVAL OF MINUTES

Motion that the Board of Education approve the minutes from the October 7th, 2025 Committee of the Whole, October 16th, 2025 Special Board of Education meeting and the October 23rd, 2025 Special 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
Melissa Mongillo	Yes
Erica Nuzzo	Yes
Dan Foley	Yes
Rebecca O'Hara	Absent
Karla Malerba	Absent
Ken Marcucio	Absent
Ivey Speight	Absent

Ms. Tovar: Making motion.

Mr. Foley: Mr. Foley.

Mr. Gildea: Motion carries.

FINANCIAL REPORT

Motion that the Board of Education approve the financial report through October 31st, 2025 as recommended by the Superintendent of Schools.

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

Ms. Tovar: Making motion to approve the financial report through October 31st, 2025 as recommended by the Superintendent of Schools.

Mr. Foley: Second.

Mr. Trainor: Good evening. It’s a busy time in the Business Department. We are in budget season. We are in audit season. Then handling the day to day. If the year were to end today, we would be \$22,000 to the good. Last meeting I believe that was at 30,000. What has taken that down is school supplies and facility supplies. We are moving right along. We’ve got processes that are working very well. We are running incredibly efficiently right now. We still got a few more grants to apply for. But we are really in a great position as of today.

Mr. Gildea: Motion carries.

CONNECTICUT HEALTH CARE ASSOCIATES (CHCA)

Motion that the Board of Education approve the contract between the Derby Board of Education and Connecticut Health Care Associates District 1199 NUHCE AFS CME AF L-CIO for the period of July 1st, 2025 through June 30th, 2029. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Melissa Mongillo.

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

Ms. Tovar: Making motion.

Ms. Mongillo: Second.

Ms. Mongillo: What we intended to do with this contract was to ensure that we don’t have turnover and we looked at neighboring Towns and tried to bring the rates up to ensure that we retain our talent. And we also mirrored items in other contracts including the insurance rates which we have changed in the City.

Dr. Conway: That’s about it. Those are the big items was trying to get compensation where surrounding contiguous Districts are as well as we have with each of the other contracts. Vice Chair mentioned to bring equity to the contribution rate toward insurance. We accomplished both of those.

Mr. Gildea: Motion carries.

COLLECTIVE BARGAINING AGREEMENT BETWEEN THE DERBY BOARD OF EDUCATION AND DERBY EDUCATION ASSOCIATION

Dr. Conway : If we can table 12. We just got the completed document today, late today. If we received it earlier, we’ll just move it to the next docket. It’ll give Brett from the union side opportunity to review the final document. And then we’ll do the approval.

Mr. Foley: Has the union voted on it?

Dr. Conway: They did. They ratified it.

Mr. Foley: I was looking, I couldn’t find the contract itself. I’m saying, where did it go. You just explained it. Thank you.

Dr. Conway: Yes. Got you. Yes.

Motion that the Board of Education table the contract approving the contract between the Derby Board of Education and Derby Education Associate. Passed with a motion made by Ms. Kim Tovar and a second by Mr. Dan Foley.

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

Ms. Tovar: Making motion.

Mr. Foley: Second.

Dr. Conway: Just for the record, we're only postponing for no other reason. We just received the final document today. But that the teachers have agreed to it. I'd also like an opportunity to invite as many teachers that want to join by Zoom or in person when we review the final vote.

Mr. Gildea: Motion carries.

JCI SOLAR PROJECTS

Dr. Conway: We did look at trying to combine these. We do have to do them separately per JCI in terms of the passage of these three motions. So, it'll be a similar motion and there is a project number that has to be read as part of that if we could for the record for the State and for JCI. And this will allow funding because we're a school district to then go back to the City and ask for reimbursement for the City project for the JCI Solar Projects.

BRADLEY SCHOOL – JCI SOLAR PROJECT COMPLETION

The Board of Education approve the motion for completion of the JCI Solar Projects 21DASYO37064PV0820 - \$553,523.64 – Bradley Elementary. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Erica Nuzzo.

Mr. Gildea: I'm just clarifying, the projects were all done and this is just for us approving it so it can be forwarded reimbursed.

Mr. Trainer: Correct. The projects were officially completed on September 11th and this is the process to get the reimbursement.

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

Ms. Tovar: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: Motion carries.

IRVING SCHOOL – JCI SOLAR PROJECT COMPLETION

The Board of Education approve the motion of the completion of the JCI Solar Projects 21DASY037065PV0820 - \$509,828.00 – Irving Elementary School. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Erica Nuzzo.

Jim Gildea	Yes
Kim Tovar	Yes
Melissa Mongillo	Yes
Erica Nuzzo	Yes

Dan Foley	Yes
Rebecca O’Hara	Absent
Karla Malerba	Absent
Ken Marcucio	Absent
Ivey Speight	Absent

Ms. Tovar: Making motion.

Ms. Nuzzo: Second.

Ms. Tovar: Motion carries.

DERBY MIDDLE SCHOOL – JCI SOLAR PROJECT COMPLETION

The Board of Education approve the motion of the completion of the JCI Solar Projects, 21DASY037063PV0820 - \$762,422.87 – Derby Middle School. Passed with a motion made by Ms. Kim Tovar and a second by Mr. Dan Foley.

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

Ms. Tovar: Making motion.

Mr. Foley: Second.

Ms. Mongillo: Motion carries.

Thank you.

REQUEST FOR DERBY HIGH SCHOOL PARTICIPATION TO RESEARCH STUDY

Motion that the Board of Education approve the participation of Derby High School and the Yukon Research Study titled Knowledge of Injury Prevention in Connecticut High School Female Athletes and their coaches as recommended by the Superintendent of Schools. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Erica Nuzzo.

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

Ms. Tovar: Making motion.

Ms. Nuzzo: Second.

Ms. Mongillo: Motion carries.

ACHIEVEMENT UPDATE

Dr. Conway: Dr. Rafferty.

Ms. Tovar: Your turn.

Dr. Rafferty: Thank you. So, I'm actually going to do this in partnership with others. So, you'll see as we go along. There will not be a quiz, but you may remember in the past that there was always a theme every time we presented an achievement. One year was all about perseverance and sticking with it. One year was about the hidden lives of learners because we wanted you to really pay attention to stuff that's outside of smarter bounds.

And so, tonight's big theme is, it's really a two-word prong, which the big idea was about being present. But our theme is the word UP. And so, you'll see, if you don't know the movie, right. So, things are really looking up here. And tonight, we're going to give you the

sense of why we think the theme this year is UP. We don't think. We know the theme is UP. Showing a short little video. It's two minutes. So, we really get to talk about this theme that is really powerful. And I just want to reiterate, a lot of the stuff, I'm going to go through quickly, but Dr. Conway has always stressed that we want to be as transparent as we can but we don't want to bore you to death looking at chart after chart. But we want to make them all readily accessible. So, there were two really big things that we focused in on.

And one was, we really wanted to pay attention to who the kids are. Like, what do they need. What are the strategies that are going to help them. How can we accelerate their learning. And then, knowing where they are. So, if they're not coming to school, why is that happening and if they're showing up late. And I would say, you know, I've been in a number of districts, I haven't seen a district work harder on reaching out to families than Derby. Our staff goes above and beyond. The change that we've seen in chronic absenteeism if you heard in convocation oh, you were there, the Commissioner for the State of Education highlighted what a big improvement we made. And that made us start to look a little bit more closely. That was one of the first things we noticed. We're like, wait a second, there's this big drop in attendance and then there's this continuous year after year uptick in math. But what's most impressive about it, is that all the groups are moving up. Some districts can raise a certain group of kids, but not all. But in Derby, that's what's happening. And so, that's great in math. But then we went to look at ELA and we're like, wait, the same thing's happening there.

Well, let's start to look at it as many lenses as we can. So, when we started to, what's the data we should be looking at. We've been pretty clear that growth is what we're most interested in. That's the thing that's most reliable measure to talk about. We're following the same group of kids. And this slide here, I put the links in there. If you're really bored and you love spreadsheets, you'll see chart after chart after chart that shows you how we found the theme of UP. So, I just showed you two snapshots. But you'll watch as we flip through. It doesn't matter how I change the lens. Just in case you missed it on the slide before, I just wanted to highlight a couple of things that, you know, thinking about giving kids the opportunity and making sure we had access to high quality interventions or making sure they were here in school. We targeted things that we think that we know close the gap.

And so, it doesn't matter how we look at it. We could see the same story. The bars are trending up. So, we came out of COVID. And little by little we keep trending UP. It doesn't matter how you look at it. I put eighth grade here because we know when we send kids off to high school that's when we formally kind of stop teaching reading and writing. High school teaches them how to really apply all that stuff. But the trend is the same no matter how we look at it. So, we kept changing the lens over and over and we kept coming up with

the same story, UP. And then we looked at curriculum measures. This is just a sample. We have assessments that are outside the Smarter Balance or the State test. And guess what. The story is the same. So, this is just one sample but we keep saying the same thing over and over. And if you don't really like charts and you like reading then go to the next slide because it summarizes it for you. And they tell you these are the big things. But that's just one sample of it. And then we said, well, let's look at this is, ninth graders are on track for graduation. And guess what. We're beating the State and we continue to go UP. And if I go to the next one, same story. Like, if this was your stock portfolio. Like, I'm doing great. And if I go to the next one and compare it to the State. It doesn't matter, when we keep looking at it, we keep seeing the same story.

The other thing we did, this happens to be the SAT scores. If you had not had an opportunity to read the text, these are the high school SAT scores. Yes, thanks for clarifying that. Because we are going through them quickly but you have access to all of this and of course, you can all look through it more with a fine-tooth comb if there's a thing you're really interested in. Please know that we're doing the same thing. We're just trying to give you the summary. Tonight, I said to you that I am going to share the stage. So, one of the things we thought might be helpful is if we showed you all the scores that are underneath and I'm going to give my colleagues a change to come up here.

This is a positive thing. And then you go inside to look at the data. So, the next one is like a cautionary tale. When you're looking at data, just be careful when you're looking at one thing here and there. We're trying to get you to focus on the trend. Because some things are statistically insignificant. So, when you look at the color codes, you might see a red or a green and we don't want you to misinterpret it and say oh, look they went down. Sometimes it's less than a percentage point. I couldn't even show you that student because it's not a full student. That's why I want you to be careful when you make those conjectures about it. And if you're experienced like I am, you may remember back in the day NBC used to have this one to grow on. And they do a public service announcement. Hey, one to grow on. A little star would shoot across the screen. So, today, I'm going to turn it over at this point and let my colleagues from each of the schools give you one or two things to grow on that they can talk to you about their school.

Dr. Conway: This is what the State puts out in every State and in every School.

The principals and vice principals from each school further updated the Board on their Achievement Update in each school.

Mr. Gildea: All the schools presented this evening went up 20 to 22 schoolwide.

Dr. Conway: A quick graph to show you the Districts in our DRG. 4.6 It was a surprise today. They put a chart up on Zoom. Derby was recognized out of 17 Districts that showed growth and we're an Alliance District as well. Here is specifics to our DRG.

All four schools went up. Went up 2.8. State average is 1.3. In math, grades three through eight, high need students went up 2.4 compared to State's 1.4. The chronically absents of Derby students decreased 8.8 percent compared to the State's a half percent. Same thing with the high needs students for chronic absenteeism decreased it 9.8 percent compared to State's .7 percent. Derby went up in performance 20 out of 22, went up 4.6 percent. Our DRG's average of 6.8 percent. Those areas really went up in double digits.

Mr. Gildea: For all the schools who presented this evening, I mean that's remarkable, everyone's schools went up. And we went up in 20 of 22 areas schoolwide. That is incredible. We have a lot of challenges in the school system. We've actually had a zero income budget over a number of years. We have transitional school districts, so many challenges in front of you and to go up in 20 of 22 categories, we all get it. We understand what that means. It's remarkable. It's amazing. Thank you.

Dr. Conway: Here's a quick graph to show you a comparison to the districts in our DRG. So, Derby saw the second highest gains out of all districts in our DRG at 4.6. What was a surprise today is during our Alliance District meeting with the State, they put a chart up. I didn't know it was coming on our Zoom, but Derby was recognized one of only 17 districts that saw growth in their accountability index score higher than that of the State. And they pointed out the fact that we're an Alliance District as well. But here's specific to our DRG. You can see the growth there as well.

As Mr. Chairman just shared, Derby's overall and this goes to Mr. Foley's question earlier as well, our overall accountability index score went up 4.6 percent outpacing the State's one percent and our DRG's average of 2.68 percent.

What was real neat is those areas where we went up in double digits, which to me, speaks highly of the amazing people in our buildings and in our classrooms what they do every day to realize that type of growth for our students. So, just super proud of the work that all of our administrators, as well as every teacher, paraeducator, everybody in our buildings is doing. It really takes everybody in that building from our food service to custodians, to secretaries to make everything happen. Everybody in their role to make this type of growth happen for our students. And it's really it's about the students.

Dr. Rafferty: So, you know how I said we have a theme every year. We're predicting it's going to be UP again. And on the last slide, we started to build an action plan because we want to continue to go up. And we recognize that. We want to be planful. More good is to come.

Mr. Gildea: Thank you.

Dr. Conway: There's a link here that will take you to the plan. It will take you to the plan that we've already started to continue the growth.

Ms. Tovar: If somebody wanted to know all of this type of information, is it available on our website?

Dr. Conway: This is not yet. It will be after this.

Ms. Tovar: Because those on social media who want to know all their questions and all of that.

Dr. Conway: Yes.

Mr. Gildea: Love it.

Mr. Foley: I appreciate the achievement that the school system has made. Could I possibly get some kind of graph or information of how we stand Statewide, not just our DRG, but Statewide.

Dr. Conway: Sure.

Mr. Foley: I do appreciate all the efforts been put in by everyone in the school system.

EXECUTIVE SESSION AND POSSIBLE ACTION

Motion that the Board of Education enter into Executive Session to discuss the Superintendent's contract and take possible action. Passed with a motion made by Ms. Kim Tovar and a second by Mr. Dan Foley.

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

Ms. Tovar: Making motion.

Mr. Foley: Second.

Motion that the Board of Education increase the Superintendent’s salary by three percent retroactively starting from July 1st, 2025 to June 30th, 2026. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Erica Nuzzo.

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

Ms. Tovar: Making motion.

Ms. Nuzzo: Second.

Mr. Gildea: Motion carries. Congratulations.

ADJOURN

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

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

Ken Marcucio **Absent**

Ivey Speight **Absent**

Marianne Samokar

Recording secretary

Board of Education Special Meeting
December 6, 2025 – 11:00 a.m.
Derby High School Library Media Center
and via
Join Zoom Meeting
<https://us02web.zoom.us/j/89155620034>
Meeting ID: 891 5562 0034
Find your local number: <https://us02web.zoom.us/u/kdmTihWXTL>

Pledge of Allegiance

According to our Board of Education Bylaws the existing Chair will Chair the meeting until a new Chair succeeds. Also under that, will the existing Secretary please take the roll.

Kim Tovar: Roll Call

Jim Gildea	Here
Melissa Mongillo	Here
Kimberly Tovar	Here
Daniel Foley	Here
Karla Malerba	Here
Ken Marcucio	Here
Erica Nuzzo via zoom	Here
Rebecca O’Hara	Here
Holly Orazietti	Here

Public Portion

No one from the public wished to speak. Public Portion closed.

Election of Officers

Dan Foley: Point of Order. Did Erica get sworn in?

Jim Gildea: Yes

Dan Foley: By Whom?

Jim Gildea: Marc Garofalo, Wednesday before she left.

Jim Gildea: Are there any nominations for the position of Chair?

Melissa Mongillo: I would like to nominate Jim Gildea. Second by Erica Nuzzo.

Dan Foley: It is my honor to nominate Mr. Ken Marcucio. Second by Rebecca O’Hara.

Jim Gildea: Are there any other nominations for the position of Chair? I see no other nominations do we have a motion to close nominations for the position of Chair?

Motion: Close the nominations for the position of Chair made by Dan Foley, Second by Melissa Mongillo. All in favor, Aye. Motion carried.

Jim Gildea	Yes
Melissa Mongillo	Yes
Kimberly Tovar	Yes
Daniel Foley	Yes
Karla Malerba	Yes
Ken Marcucio	Yes
Erica Nuzzo via zoom	Yes
Rebecca O'Hara	Yes
Holly Orazietti	Yes

Jim Gildea: All those who vote for Jim Gildea, please raise your hand or say aye. Let the record reflect that 4 hands went up.

All those who vote for Ken Marcucio, please raise your hand or say aye. Let the record reflect that 4 hands went up.

So, first round closes at 4-4 with one abstention. Per our Bylaws the current Chair remains until a new Chair is elected.

Jim Gildea: We will move to the position of Vice Chair. Do we have a motion for the position of Vice Chair?

Rebecca O'Hara: I nominate Dan Foley. Second by Holly Orazietti.

Erica Nuzzo: I nominate Melissa Mongillo. Second by Kim Tovar.

Jim Gildea: Are there any other nominations for the position of Vice Chair? I see no other nominations do we have a motion to close nominations for the position of Vice Chair?

Motion: Close the nominations for the position of Vice Chair made by Erica Nuzzo, Second by Kim Tovar. All in favor, Aye. Motion carried.

Jim Gildea	Yes
Melissa Mongillo	Yes
Kimberly Tovar	Yes
Daniel Foley	Yes
Karla Malerba	Yes
Ken Marcucio	Yes
Erica Nuzzo via zoom	Yes
Rebecca O'Hara	Yes
Holly Orazietti	Yes

Jim Gildea: All those who vote for Dan Foley, please raise your hand or say aye. Let the record reflect that 5 hands went up.

All those who vote for Melissa Mongillo, please raise your hand or say aye. Let the record reflect that 4 hands went up.

Congratulations Dan.

Dan Foley: I appreciate it.

Jim Gildea: We will move to the position of Secretary. Do we have a motion for the position of Secretary?

Holly Orazietti: I nominate Karla Malerba. Second by Dan Foley.

Erica Nuzzo: I nominate Kim Tovar. Second by Melissa Mongillo.

Jim Gildea: Are there any other nominations for the position of Secretary? I see no other nominations. Do we have a motion to close nominations for the position of Secretary?

Motion: Close the nominations for the position of Secretary made by Erica Nuzzo, Second by Dan Foley. All in favor, Aye. Motion carried.

Jim Gildea	Yes
Melissa Mongillo	Yes
Kimberly Tovar	Yes
Daniel Foley	Yes
Karla Malerba	Yes
Ken Marcucio	Yes
Erica Nuzzo via zoom	Yes
Rebecca O'Hara	Yes
Holly Orazietti	Yes

Jim Gildea: All those who vote for Karla Malerba, please raise your hand or say aye. Let the record reflect that 4 hands went up.

All those who vote for Kim Tovar please raise your hand or say aye. Let the record reflect that 5 hands went up.

Jim Gildea: Congratulations Kim.

Kim Tovar: I'm excited.

Jim Gildea: Should we take another vote on Chair? All those who vote for Jim Gildea, please raise your hand or say aye. Let the record reflect that 4 hands went up.

All those who vote for Ken Marcucio, please raise your hand or say aye. Let the record reflect that 4 hands went up.

We have one abstention.

Jim Gildea: Let the record reflect, it's a 4-4 tie again. We have gone two rounds. I think for the purpose of today we close for now and vote again at our next meeting.

Dan Foley: What is the next meeting, December 18th?

Jim Gildea: Yes.

Kim Tovar: I just wanted to say that the voting here isn't personal. I respect everyone here.

Ken Marcucio: This happened once before and we worked well together. We are here for the administrators, teachers and students.

Adjournment

Jim Gildea: Motion to recommend the Board of Education adjourn its meeting made by Holly Orazietti, Second by Rebecca O'Hara. All in favor. Motion carried.

Jim Gildea	Yes
Melissa Mongillo	Yes
Kimberly Tovar	Yes
Daniel Foley	Yes
Karla Malerba	Yes
Ken Marcucio	Yes
Erica Nuzzo via zoom	Yes
Rebecca O'Hara	Yes
Holly Orazietti	Yes

Meeting adjourned at 11:31 a.m.



DERBY Public Schools

Andy Crazetti

Member

12/6/25

Date

**Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)**

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

Ken Marcucio

Vice-Chair – You may select one member

Sam Foley

Secretary – You may select one member

Karla Malarba



DERBY Public Schools

Melissa Mongillo

Member

12/6/2025

Date

**Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)**

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

Jim Gildea

Vice-Chair – You may select one member

Melissa Mongillo

Secretary – You may select one member

Ken Tovar



DERBY Public Schools

Karla Malinza

12/6/25

Member

Date

Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

abstain

Vice-Chair – You may select one member

Dan Foley

Secretary – You may select one member

Kimberly Tovar



DERBY Public Schools

Gildea

Member

12/6/25

Date

**Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)**

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

Jim Gildea

Vice-Chair – You may select one member

Melissa Mongillo

Secretary – You may select one member

Kim Towal



DERBY Public Schools

Kimberly TOVAR

Member

12.6.25

Date

**Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)**

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

Jim Gildea

Vice-Chair – You may select one member

mellissa mongillo

Secretary – You may select one member

Kim TOVAR



DERBY Public Schools

Ken Marcucio Sr

Member

12/6/25

Date

**Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)**

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Kenneth Marcucio Sr.

Chair – You may select one member

Dan Foley

Vice-Chair – You may select one member

Karla Materba

Secretary – You may select one member

Kenneth Marcucio Sr.



DERBY Public Schools

Rebecca O'Hara

Member

12-6-25

Date

**Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)**

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

Ken Marcucio

Vice-Chair – You may select one member

Dan Foley

Secretary – You may select one member

Kim Tovar



DERBY Public Schools

 Dan Foley
Member

 12/04/2025
Date

Derby Public Schools – Board of Education Election of Officers
Voting Ballot – Form
(1 vote per office)

Important Note: The results of this form must be made available for public inspection within 48 hours and recorded in the minutes of the meeting.

Candidates

Chair – You may select one member

 Ken Marcus

Vice-Chair – You may select one member

 Dan Foley

Secretary – You may select one member

 Kerla Melerba

Summary

Question

Individual

Who has responded?

Email

enuzzo@derbyps.org

Chair

1 response

Jim Gildea

Vice Chair

1 response

Melissa Mongillo

Secretary

1 response

Kim Tovar



Derby Public Schools Business Manager's Report December 18th, 2025

This financial detail provides the operating budget information as of December 8th, 2025 as follows:

Line Description	Budget	Estimated FY26 Costs
100 Salaries	13,305,079	13,317,777
200 Benefits	884,060	882,250
300 Professional Services	542,200	545,985
400 Property Services	656,644	648,517
500 Other Purchased Services	5,359,886	5,350,607
600 Supplies	384,018	375,013
700 Equipment	94,732	94,611
800 Dues and Fees	52,200	42,353
Excess Cost	(830,369)	(830,369)
Grand Total	20,448,449	20,426,743
	Suplus/Deficit	21,706

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
 - Perkins
- Facilities costs are closely being monitored due to the playground, DMS Chiller, and Electricity.

- Class coverage costs have grown significantly for Paras, who get time and a half for the coverage. September through December 5th is over 50k. Class coverage historically has not been budgeted.

Special Education

SPED	Students	Budget	YTD
FY25	32	2,971,601	2,762,601
FY26	22	3,552,087	1,283,054
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 December 18th, 2025 as recommended by the Superintendent of Schools.*

Respectfully submitted,
Robbie Trainor

12/08/25

Derby Food Service Statement of Activity

November 2025

	Total	
	Nov 2025	Jul - Nov, 2025 (YTD)
Revenue		
Income		
Catering Income	1,579.85	12,880.55
Intergovernmental		
Government - NSL	68,422.75	263,488.56
Government-Breakfast	28,785.44	109,732.02
Matching Funds		2,444.00
Total Intergovernmental	\$ 97,208.19	\$ 375,664.58
Revenue	2,888.84	7,763.77
Revenue-Mealpay	568.19	1,711.55
Total Income	\$ 102,245.07	\$ 398,020.45
Uncategorized Income		122.13
Total Revenue	\$ 102,245.07	\$ 398,142.58
Cost of Goods Sold		
Cost of Goods Sold		
Beverage Purchases	10,055.17	17,151.19
Food Purchases	39,704.45	198,670.36
Paper Supplies	2,651.25	13,557.69
Purchases		589.24
Shipping		181.79
Total Cost of Goods Sold	\$ 52,410.87	\$ 230,150.27
Total Cost of Goods Sold	\$ 52,410.87	\$ 230,150.27
Gross Profit	\$ 49,834.20	\$ 167,992.31
Expenditures		
Computer Expense		577.50
Interest Paid		-149.30
Laundry and Cleaning	1,179.22	3,080.08
Office Supplies	44.56	236.74
Other Business Expenses		112,495.62
Outside Services		1,700.00
Payroll		
Salaries & Wages	45,389.90	176,950.88
Total Payroll	\$ 45,389.90	\$ 176,950.88
Purchases	693.91	4,410.59
Repairs & Maintenance	2,846.59	11,040.88
Total Expenditures	\$ 50,154.18	\$ 310,342.99
Net Operating Revenue	-\$ 319.98	-\$ 142,350.68
Other Expenditures		
Reconciliation Discrepancies	0.00	0.00
Total Other Expenditures	\$ 0.00	\$ 0.00
Net Other Revenue	\$ 0.00	\$ 0.00
Net Revenue	-\$ 319.98	-\$ 142,350.68
	-319.98	-142,350.68
Remodeling Bradley & Irving		\$103,995.62
Checking Account Balance	115,008.41	
Accounts Receivable (A/R)	231,872.13	
Accounts Payable (A/P)	-87,586.58	
Estimated Cash Position	\$259,293.96	

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

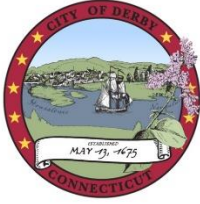
1. District Capacity and Organizational Structure

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 PUBLIC SCHOOLS

35 Fifth Street
Derby, Connecticut 06418

(203) 736-5027 • fax (203) 736-5031 • www.derbyps.org

FY27 Budget Highlights – 1st Draft

FY26 Budget - \$20,448,449

FY27 Budget - \$21,668,092

\$ Increase - \$1,219,643

% Increase – 5.96%

Row Labels	Sum of FY26 Budget	Sum of FY27 Projected
Benefits	884,060	853,590
Dues and Fees	54,200	61,500
Equipment	94,732	105,000
Excess Cost	(830,369)	(830,369)
Other Purchased Services	5,282,123	5,668,409
Professional Services	542,200	543,000
Property Services	635,633	711,700
Salaries	13,396,853	14,135,926
Supplies	389,017	419,336
Grand Total	20,448,449	21,668,092

Detail Breakdown

1. Teacher Contract Increase

	Teacher Increase YoY		
	FY26	FY27	Increase
Operating	8,617,832	9,122,238	504,406
Federal Grant	488,238	525,306	37,068
State Grant	2,121,228	2,288,542	167,315
Total	11,227,297	11,936,086	708,789

- a. YoY Teacher Increase – 6.31% (includes grants and Operating funded positions)
- b. Overall Teacher % increase for the district represents 2.47% of the 5.96% ask (operating only)

2. Special Education Outplacements

- 8 Private Facility Outplacements
- 16 Public Facility Outplacements

FY26 – 23 Students – 3,552,086

FY27 – 24 Students – 3,573,712

Avg Cost per Student – 151,828

Avg Cost per Student – 148,904

Notes – FY26

- Since July 1st, 2025 we have had 13 changes in students through October 31st.
- 7 Students have started in district
- 6 students have left the district

3. Insurance Waiver Payments

- a. FY26 – \$151,500
- b. FY27 – \$141,030

4. Longevity Payments

- a. FY26 – 41,560
- b. FY27 – 42,560

5. Vacant Positions

Name	Pay Type	DAC	Source	Account	Description	FY27
Beck, McKenzie J - Vacant	Position	Irving School	Title 1	2026.61.1100.212.5113	Paraeducator	\$23,037.84
Cataldo, Kristin - Vacant	Position	Bradley School	Operating	1000.11.1200.211.5111	Teacher	\$60,708.00
Mullin, George Anthony (Vac)	Position	Derby High School	Alliance	3026.61.2232.220.5112	ISS Monitor	\$25,471.31
Vacant - 2086	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 1930	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 2090	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 2067	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 1906	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 1907	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 2051	Position	Irving School	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00
Vacant - 2098 (Castro)	Position	Irving School	Seed	3026.61.1200.319.5113	Paraeducator	\$22,050.00
Vacant - 1900	Position	Bradley School	Operating	1000.11.1200.211.5113	Paraeducator	\$22,050.00
Vacant - 1877	Position	Bradley School	Operating	1000.11.1200.211.5113	Paraeducator	\$22,050.00
Vacant - 2056	Position	Derby High School	Operating	1000.30.1200.211.5113	Paraeducator	\$22,050.00
Vacant - 2070	Position	Derby High School	Operating	1000.30.1200.211.5113	Paraeducator	\$22,050.00
Vacant - 2097	Position	Little Raiders University	Alliance	3026.61.1100.220.5113	Paraeducator	\$22,050.00

6. Unified Sports

- a. Historically paid for by Grants
- b. FY27 built into operating Budget
 - i. Salaries - \$3,000
 - ii. Supplies - \$5,000
 - iii. Transportation - \$6,500
 - Total - \$14,500

7. Transportation

- a. FY26 – 852,770
- b. FY27 – 926,130

		Daily Cost	# Buses	School Days	Total
Regular	Type 1	475	7	183	608,475.00
	Type 2	461	3	183	253,089.00
	ECA School	78	1	183	14,274.00
ESY	Type 1	475	2	18	17,100.00
	Type 2	461	4	18	33,192.00
					926,130.00

- i.
- ii. *All buses are propane

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE DERBY BOARD OF EDUCATION

AND

THE DERBY EDUCATION ASSOCIATION

FOR THE PERIOD JULY 1, 2026 THROUGH JUNE 30, 2030

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THIS AGREEMENT IS MADE AND ENTERED INTO by and between the Derby Board of Education (hereinafter called the “Board”) and the Derby Education Association affiliated with the Connecticut Education Association (hereinafter called the “Association”).

ARTICLE I
GENERAL

- A. Subject to the provisions of this Agreement, the Board and the Superintendent of Schools reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to control, supervise and manage the Derby Public Schools and its professional staff under governing law, ordinances, rules and regulations, municipal, state and federal. In all matters under this Agreement calling for the exercise of judgment or discretion on the part of the Board (as for example only, the assignment, transfer or promotion of teachers, the summer programs, or the numbers, categories or priorities of the specialists to be employed) the decision of the Board shall be final and binding if made in good faith, i.e., not arbitrarily, capriciously or without rational basis in fact, except where some other standard of grievability or arbitrability is set forth in this Agreement.
- B. Nothing in this Agreement shall in any way limit or contravene the authority of the Derby Board of Apportionment and Taxation or any other municipal, state or federal board, commission, agency or other governmental body.
- C. This Agreement shall not be altered, amended or changed except in writing, signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.
- D. The term “Board of Education” or “Board,” as used in this Agreement, shall mean the Board or its designee. The term “Superintendent of Schools” or “Superintendent,” as used herein, shall mean the Superintendent or his/her designee.

ARTICLE II
RECOGNITION

- A. The Board recognizes the Association for the purpose of professional negotiation, as the exclusive representative of the entire unit consisting of all positions requiring a teaching or other certificate, excluding positions requiring administrative or intermediate administrative certificate and temporary substitutes and all other positions not included under the Teacher Negotiation Act, §§10-153b et seq., of the General Statutes; (hereinafter referred to as “teachers”) pursuant to and with all rights and privileges of collective bargaining as defined by §10-153a-j of the Connecticut General Statutes, the Association having been certified as the exclusive representative pursuant to a designation agreement signed by the Board on April 12, 1982.

- B. As stipulated above, the Board of Education in so recognizing the Association will endeavor at all times to cooperate with the Association in providing the best possible education for the students of Derby; and the teachers, in turn, will give their professional service to the schools. Nothing in this Agreement shall in any way limit or contravene the authority of the Board of Education to maintain good public elementary and secondary schools as mandated by the Statutes of Connecticut or the authority of the State of Connecticut as it may pertain to education.

- C. Provisions of the collective bargaining agreement apply to holders of Durational Area Shortage Permits except the following:
 - 1. Article VII, Section D (Just Cause)
 - 2. Article IX, Sections B and C
 - 3. Article X, Section F (Renewal Leave)
 - 4. Article XI (Sabbatical)
 - 5. Article XII (Other Leave)
 - 6. Article XIV (Assignments and Transfers, Sections B to I)
 - 7. Article XV (RIF)
 - 8. Article XVIII (Summer School)
 - 9. Appendix B (Teacher Contract)

Professional Negotiation

- A. The Board agrees to negotiate with the Association over a successor agreement in accordance with the procedure set forth in C.G.S. §10-153d in a good faith effort to reach agreement concerning teachers' salaries and all other mandatory conditions of their employment. Matters and procedures for negotiations shall be as stipulated in the General Statutes of the State of Connecticut.

- B. If negotiation meetings between the Board and the Association are scheduled during normal working hours of a school day, not more than four (4) representatives of the Association shall be relieved from all regular duties without loss of pay, as necessary, in order to permit their attendance at such meetings.

ARTICLE III
GRIEVANCE PROCEDURE

- A. **Informal Disposition of Problems.** The parties recognize that the informal disposition of problems is often preferable to formalized proceedings. Therefore, members of the staff are encouraged to seek the assistance of the Association in order to achieve informal disposition of problems.

- B. **Definitions.** A grievance shall mean a complaint by an employee that:
 - 1. He/she has been treated unfairly or inequitably.

2. There has been an alleged violation, misinterpretation, misapplication or infringement upon the provisions of this Agreement.

As used in this Article, the term “employee” shall mean an individual employee, a group of employees having the same grievance, or the Association; provided, however, for a teacher to be covered by a grievance filed by a group of teachers, or by the Association, the grievance must be filed in a timely manner as specified below with respect to such teacher.

- C. **Procedure.** Any employee who decides either alone or after seeking assistance, that he/she has a grievance shall discuss it with his/her immediate, non-bargaining-unit superior in an attempt to resolve the matter informally at that level.
- D. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days of such discussion, he/she shall set forth his/her formal grievance in writing to the principal; or if the grievance results from an action of a school official higher than the rank of the principal, the grievant may set forth his/her grievance in writing to that official on the form set out in Appendix G.
- E. A formal grievance shall be presented to the school official most immediately involved with the grievance by the grievant and the DEA Grievance Committee. The school official shall meet with the DEA Grievance Committee and the grievant within five (5) school days to once again attempt a formal resolution and disposition of the complaint. If the school official fails to meet within such five (5) school day period, the grievant and the DEA Grievance Committee may move the complaint directly to the next level, and may request a written decision from the administrator. Nothing in this Article shall prevent a teacher from redressing a grievance informally with his/her immediate non-bargaining unit supervisor.
- F. The principal or such other designated official shall give the decision to the employee in writing within five (5) school days of his/her meeting with the grievant.
- G. The employee may, within five (5) school days of receipt of the decision of the principal or other official, appeal the decision to the Superintendent of Schools. The appeal to the Superintendent must be in writing and shall be in the form set out in Appendix G. The Superintendent shall give his/her decision in writing to the employee and the principal within ten (10) school days of receipt of the written grievance.
- H. If the grievance is not resolve to the employee’s satisfaction, he/she may appeal within ten (10) school days of receipt of the Superintendent’s decision to the Board of Education. The request shall be submitted in writing through the Superintendent of Schools, who shall forward the request to the Board. The Board, or a committee thereof, shall hold a hearing with the employee within twenty (20) school days of receipt of the

written grievance and render a decision in writing within ten (10) school days of the hearing.

- I. In the event a grievance shall not have been settled under the procedure above, and if such grievance involves a claim of alleged violation, misinterpretation, misapplication or infringement upon the provisions of this Agreement as described in subsection B(2), above, the grievant, with the approval of the Association, may proceed directly to arbitration, which shall be binding subject to the limitations of statute.
- J. Arbitration shall be initiated by the Association by submitting a demand for arbitration on behalf of the grievant addressed to the American Arbitration Association or to a mutually selected arbitrator, with a certified copy to the Superintendent of Schools. Such demand shall be mailed within 20 school days of receipt of the written decision of the Board. It is recognized that the processing of a grievance may have the legal effect of waiving the grievant's right to proceed in court or before an administrative tribunal.
- K. The arbitration shall be conducted under the rules of American Arbitration Association.
- L. The arbitrator shall hear and decide only one grievance in each case. He/she shall be bound by and must comply with all the terms of this Agreement. He/she shall have no power to add to, delete from, or modify in any way any of the provisions of this Agreement. The decision of the arbitrator including compensatory awards shall be binding upon both parties and all employees during the life of this Agreement, except that such shall not usurp the functions or powers of the Board of Education as provided by statute.
- M. **General Provisions.** Any grievance not processed in accordance with the time limits specified herein shall be deemed relinquished by the grievant. All formal grievances must be filed in writing within thirty (30) calendar days from the time when the grievant knew, or should have known, of the acts or omissions complained of.
- N. Failure by the administration or Board at any step of this procedure to communicate a decision within the specified time limits shall permit the grievant to proceed promptly to the next step. The time limits specified at any step may be extended in any particular instance by written agreement between the Superintendent or his/her designee, the chairman of the DEA Grievance Committee and the grievant.
- O. Copies of all written grievances, responses and notices shall be delivered to the Association. Meetings held under this procedure shall be conducted at a place which will afford a fair and reasonable opportunity for all proper persons to be present. Such persons are defined as the grievant, the appropriate Association and Board representatives and witnesses. The Association shall have the right to appeal in its own behalf from the disposition of a grievance of any employee or group of employees at any step of this procedure. When it is necessary for a school representative, member of the grievance committee or other representative designated by the Association to investigate a

grievance or attend a grievance meeting or hearing during a school day, he/she shall, upon notice to and approved by his/her Supervisor and/or Principal and the Superintendent, which approval shall not be unreasonably denied, by the President of the Association, be released without loss of pay, as necessary, in order to permit participation in the foregoing activities. This privilege shall be limited to one Association representative per grievance per day. Any teacher whose appearance in such investigations, meetings or hearings as a witness is necessary shall be accorded the same right. Association and Board counsel shall be permitted at all levels of the procedure beyond the Principal.

- P. Nothing in this Agreement shall be construed to compel the Association to submit a grievance to arbitration.
- Q. No reprisals of any kind shall be taken by either party or by any member of the administration against any participants in the grievance procedure by reason of such participation.
- R. During the summer months, from the last day of school in June to the beginning of the new school terms, all time limits specified in this grievance procedure shall include Monday through Friday exclusive of holidays and weekends (Saturdays and Sundays).

ARTICLE IV **SALARIES**

- A. The salaries of all persons covered by this Agreement are set forth in the Salary Schedules which are attached hereto and made a part of this Agreement.
- B. Coaching Salaries are set forth in Appendix E hereof. All positions listed shall be subject to annual appointment. Termination within the one-year appointment shall be only for just cause which includes, but is not limited to, moral misconduct, insubordination, or a violation of the rules of the Board pursuant to C.G.S. § 10-222e; provided nothing shall prevent the Board from cancelling a sport or eliminating a position.
- C. Differentials and Extra Duty stipends are set forth in Appendix F hereof. All positions listed shall be subject to annual appointment. Termination within the one-year appointment shall be only for just cause; provided nothing shall prevent the Board from eliminating a position.
- D. The Board shall prepare a teachers' initial contract, an annual salary statement and a separate contract for extra-duty positions in accordance with law as set forth in Appendices B and C.
- E. Each teacher who has completed years of service in the Derby Public Schools as specified below shall receive a service increment as part of his/her regular salary as follows:

15 years	\$500
25 years	\$1,575

Part-time service shall result in a pro rata reduction of the service increment. Service increment will be paid in one lump sum at the conclusion of each school year.

- F. Teachers shall be paid every other Friday on a 10- or 12-month basis as determined by the teacher, with the following choices:
 1. 22 equal payments; or
 2. 26 equal payments (which may include four (4) equal payments made concurrently prior to June 30).

In the event that the Board is not informed by July 1st of each contract year of the teacher's choice (1 or 2), then option 2 shall be utilized.

In the event a pay day shall fall on a school holiday, teachers shall be paid on the last business day prior to the holiday.

All non-salary pay that is not pensionable for purposes of mandatory Teachers' Retirement Board contributions shall be issued in a separate paycheck or deposit.

- G. Teacher retirement shall be deducted twice each month from all teacher paychecks issued between September and June, providing such procedure does not violate any regulations of the Connecticut State Retirement Board or cause any penalties to be levied by the Teachers' Retirement Board against the City of Derby.
- H. Teachers shall receive their remuneration by direct deposit.

ARTICLE V
FRINGE BENEFITS

- A. The Board shall offer each bargaining unit member 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.
- B. The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.
- C. The SPP contains a Health Enhancement Plan (HEP) component. All 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.

- D. In the event any of the following occur, the Board or the DEA may reopen negotiations in accordance with Connecticut General Statutes Section 10-153f(e) as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part:
1. If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein.
 2. If Connecticut General Statutes Section 3-123aaa et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein.
- E. In any negotiations triggered under Section D above, the parties shall consider the medical insurance plans set forth in the 2022-2026 collective bargaining agreement between the parties to be the baseline for comparison for such negotiations.
- F. The Board will contribute its share of health insurance premium or allocation costs as applicable. Teachers shall be responsible for payment of that portion of their health, vision, and dental insurance premiums attributable to individual, spouse, and dependent coverage as follows:
- Effective July 1, 2026: 20%
- G. Eligible bargaining unit employees shall receive term life insurance in the amount of \$50,000.
- H. Eligible bargaining unit employees shall receive dental insurance (family) (current plan) with Riders A (current with \$1,500 maximum), B (50%, no maximum), and C (50%, \$500 maximum).
- I. All employees who are required to contribute a portion of their insurance premiums shall, as a condition of enrollment in the foregoing program of insurance, sign and deliver

appropriate payroll withholding authorization forms to the Board, authorizing the withholding of the employee's share of insurance premiums from wages, salary and/or stipends. Failure to deliver timely withholding authorization forms shall result in exclusion from the insurance program. Upon receipt of a properly executed payroll withholding authorization form, the Board shall request reinstatement of insurance as soon as practicable, subject to any re-enrollment requirements of the insurance carrier.

- J. The Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the employees' share of health and life insurance premiums. The Board makes no representations or guarantees as to the initial or continued viability of such a Salary Reduction Agreement and shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of employee insurance premium contributions. So long as the Board makes a good faith effort to comply with this paragraph, neither the Association nor any teacher covered by this Agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other cost or loss arising from a flaw or defect in the Salary Reduction Agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived therefrom.
- K. Those teachers who are first employed on a part-time basis on or after July 1, 1992 shall receive prorated health and life insurance benefits commensurate with their percentage of employment, subject to the above premium sharing arrangement. Teachers hired to commence work on or after July 1, 2001, who are assigned to a part-time position at any time shall receive prorated benefits, subject to the above premium share arrangement.
- L. The Board shall have the right to change current carriers only if service, administration and benefits remain equal or are better. Prior to any changes in carriers, the Board shall consult with the Association. If the Association agrees that the change will provide substantially equivalent or better service, administration and benefits, such change will be implemented. If there is no agreement, either party may submit the dispute(s) to Expedited Binding Arbitration according to the rules of the American Arbitration Association.
- M. Teachers with at least fifteen (15) years of service to the Derby Schools may purchase, at the teacher's expense, individual health insurance at the district's cost for a period not to exceed three years upon termination of employment with the Derby Schools. Such individual health insurance (not family coverage) shall be equal to up to 102% of the benefit cost or allocation rates for active employees, further, the maximum of three years applies only if the individual does not have health insurance from another source paid either by another employer or the individual.

ARTICLE VI
DEDUCTIONS

The Board agrees to make deductions, using a computerized payroll system, from salaries of persons in the bargaining unit for:

1. Teachers Retirement Fund deductions.
2. Federal and State tax deductions.
3. Deductions required by order of court.
4. Payroll savings deduction to one institution to be chosen by the Association and the Board.
5. Dues Deductions. The Board shall deduct from the salaries of its employees that are Association members dues for the Association, the Connecticut Education Association and the National Education Association, or any one of any combination of said associations as said teachers individually and voluntarily authorize and shall transmit such funds promptly to the Association. Teacher authorizations shall be in writing in the form set forth in Appendix D.
6. Mutual Funds and tax-sheltered annuities limited to a maximum of five (5) funds (the list of available funds is attached hereto as Appendix K). Mutual funds/annuities that have enrolled bargaining unit members who availed themselves of the Early Retirement Incentive Plan of 2006 shall remain open only to such early retirement declared individuals.

ARTICLE VII
PROTECTION

- A. Teachers shall report in writing immediately, to their Principals, all cases of assault or battery or other criminal acts suffered by them in connection with their employment.
- B. Such report shall be forwarded to the Superintendent and then to the Board, which shall comply with a request from the teacher for information in its possession not privileged under law.
- C. If criminal proceedings are brought against a teacher alleging the commission of an assault or battery in connection with his/her employment, the teacher shall immediately notify his/her Principal in writing. If the teacher decides to contest the charges and provides his/her own counsel and said proceedings are terminated with said teacher being found not guilty, the Board shall reimburse the teacher the charges for his/her counsel, according to the schedule of minimum fees then in effect among the members of the New Haven County Bar Association. A teacher shall not be eligible for reimbursement of legal expenses should he/she be admitted to a program of accelerated rehabilitation.
- D. No employee shall receive a written reprimand or be suspended without pay except for just cause. Evaluations shall not be deemed to be a written reprimand.

ARTICLE VIII
PERSONAL INJURY BENEFITS

Pursuant to Connecticut General Statutes Section 10-236a, whenever a teacher is absent from school as a result of a physical injury arising from an assault or battery suffered in the course of his/her employment, he/she shall be paid his/her full salary (less the amount of any Workers' Compensation payments made for such injury) for the period of such absence. Such period of remuneration shall continue until the teacher is either able to return to work in a light duty capacity or regular duty, whichever is sooner. The time said teacher is so absent from school shall not be charged against the teacher's sick leave.

ARTICLE IX
SICK LEAVE

A. Each teacher shall be entitled to a minimum sick leave with full pay of fifteen (15) school days in each school year. Unused sick leave shall be accumulated from year to year so long as the employee remains continuously in the service of the Derby Board of Education to a maximum of one hundred eighty-five (185) school days at the start of each school year. Upon the accumulation of 185 days of sick leave, sick leave during that school year shall be deducted from the 185-day total. Teachers who use no sick days during a regular school year will be allowed to accrue five (5) additional sick days per school year until they accrue a total of two hundred five (205) days. Accumulated sick leave days may be applied to any FMLA qualifying event. The minimum increment for use of sick leave shall be two (2) hours.

B. Upon retirement or death, but not resignation, eligible teachers hired prior to January 1, 2007 shall be paid for accumulated sick days as follows:

Teachers shall be paid at the rate of 1/186 times annual salary, up to a maximum of \$425.00 per day for all accumulated unused sick days up to a maximum of seventy (70) days;

For purposes of this contract, the term "Retirement" shall mean voluntary termination of employment at a time when the teacher is eligible for current benefits from the Connecticut Teacher Retirement System. Such payment shall be made in the 2nd week of July after the teacher's actual date of retirement and may, at the teachers' option, be paid directly to the teacher or deposited into either a 403B Plan or a 457 Plan.

C. Upon the death of a teacher, the benefits payable in Paragraph B shall be made to the teacher's estate, in accordance with the provisions of Article IX, Section B.

D. Those teachers who are first employed on a part-time basis on or after July 1, 1992 shall be entitled to prorated current and accumulated sick leave benefits commensurate with their percentage of employment.

- E. For any absence of four (4) or more consecutive work days, the Superintendent may require the employee to provide the Superintendent with a note from the physician treating the employee for such illness addressing the need for the sick leave. Failure to provide such a note may be the basis for discipline.

With respect to any employee granted a paid or unpaid long-term leave of absence for medical reasons (four (4) or more consecutive work days), the Superintendent may periodically require such employee to provide a statement from his/her treating physician indicating the nature of the employee's injury or illness, the anticipated duration of the leave, and the fitness of the employee to return to work. Failure to provide such a note may be the basis for discipline.

The Superintendent may also require such employee to undergo an examination by a Board-appointed physician at Board expense.

Additionally, a pattern of absenteeism or abuse of sick leave may be the basis for discipline.

- F. **Sick Leave Bank.** A sick leave bank shall be established and maintained on an annual basis. Any teacher with at least two (2) years of service with the Board as a teacher shall be eligible for membership in the sick leave bank.

1. An eligible teacher's membership in the sick leave bank shall be voluntary. Each bank-eligible teacher choosing to enroll in the bank must provide written notice of their intent to enroll in the bank to the Superintendent of Schools, or designee, by September 1 each contract year on which date those teachers who have provided such notice shall be enrolled. Teachers enrolled in the bank shall be automatically re-enrolled on September 1 each year unless written notice of intent to withdraw from membership in the bank is received by the Superintendent, or designee, prior thereto. Those teachers not enrolled in or otherwise not contributing to the bank shall not be eligible for bank benefits.
2. All enrolled sick leave bank members will be required to donate up to one (1) day of their individual sick leave days to the bank each contract year on September 15 and may donate up to five (5) days. "Individual sick leave days" shall mean unused sick leave days which the donating teacher has been allocated for the current school year and unused sick leave days which the teacher has accumulated during prior years. Individual sick leave days donated by a member teacher shall be deducted from the donating teacher's individual sick leave days and may not be reclaimed. Such donated days shall first be deducted from any remaining unused sick leave days which the teacher has been allocated for the current school year, and then from any unused sick leave days which the teacher has accumulated during prior years. A member teacher shall only be permitted to donate his/her individual sick leave days once per year, before September 15, up to five (5) days. Sick leave days will be deducted one at a time from members each year on September 15. Additional sick

leave days will not be automatically drawn until the following September 15, and only if the bank is depleted to eighty-five (85) days or less. Should the number of days in the bank be depleted to eighty-five (85) days or less after September 15 during any year, upon request by the President of the Association, which shall be limited to one request per year, the Administration shall notify all members and permit them to donate additional individual sick leave days to the bank on a voluntary basis. The Administration may establish a deadline by which members must respond to such notification in order to donate additional days, provided it allows at least ten (10) calendar days to respond.

3. A member teacher may receive and use donated sick leave days as follows:
 - a. Such teacher must exhaust his/her own individual sick leave days prior to receiving donated sick leave days.
 - b. Such teacher may only receive donated sick leave days if such teacher has a personal medical catastrophic illness or injury.
 - c. Such teacher must be absent due to his/her personal medical catastrophic illness or injury for sixty (60) consecutive days and demonstrate the need for additional leave in order to be eligible to receive donated sick leave days. The Superintendent, in his/her discretion, may permit exceptions to this limitation under special circumstances.
 - d. Such teacher must apply to the Superintendent to receive donated sick leave days at least ten (10) school days prior to the need to use such sick leave days. Such teacher applying to receive donated sick leave days must provide timely and competent medical certification of his/her catastrophic medical illness or injury to the Superintendent, either from such teacher's own treating physician or from a physician named by the Superintendent. The Superintendent shall determine whether the certified illness or injury qualifies the teacher to receive donated sick leave days and shall be entitled to request additional medical information when making a decision on eligibility for use of such days. Decisions of the Superintendent shall not be subject to the grievance procedure.
4. The maximum number of donated sick leave days any member teacher may receive per occurrence shall be thirty (30) days. The maximum number of donated sick leave days any member teacher may receive per year shall be thirty (30) days. The maximum number of donated sick leave days any teacher may receive while employed by the Board as a teacher shall be ninety (90) days, cumulative
5. Unused donated sick leave days shall carry over from one school year to the next.

6. A member teacher using donated sick leave days shall be responsible for any and all tax consequences that result from the acceptance of the donated sick leave days.
7. A member teacher using donated sick leave days shall not be entitled to any other paid leave, remuneration from disability payments, workers' compensation, and/or other such benefits while receiving donated sick leave days.
8. The Association agrees to indemnify and save the Board and the Administration harmless from any and all claims or litigation arising from the establishment and administration of the sick leave donation provisions set forth herein. All costs incurred as a result of litigation shall be paid by the Association.

ARTICLE X
PERSONAL, BEREAVEMENT, RENEWAL LEAVE

- A. Five (5) days per year may be used for the reasons set forth in subsection B below or other good reasons approved by the Superintendent or his/her designee. Two (2) additional personal days will be credited to the teacher if he/she does not use any personal days during the preceding contract year.

In lieu of one (1) of the two (2) credited personal days, a teacher who did not use any personal days the preceding contract year may elect to receive payment for one (1) day at the current substitute teacher rate, to be paid with the first paycheck of the following school year.

A request, in writing, for leave shall be made to the Superintendent or his/her designee at least forty-eight (48) hours before the requested leave day(s) (except in emergency situations). It is, however, preferred that teachers submit requests to the Superintendent or his/her designee as far in advance of the requested leave day(s) as possible. The teacher shall be informed, in writing, of the approval or denial of a timely-submitted request within five (5) school days of receiving the request and no later than the end of the school day immediately preceding the requested personal day. If a response is not given, the personal day will be deemed to have been approved. Personal day requests may not be submitted prior to the first day of the school year in which they are to be used.

Two (2) of the five (5) days may be taken with no reason by notifying the Superintendent at least forty-eight (48) hours in advance.

Personal days without reason may not be used on the first and last days 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. However, the Superintendent, in his/her discretion, may grant a personal day without reason on a Monday or Friday. Requests for personal leave, without reason, may be denied due to staffing needs, for example, when requests from other teachers for personal leave on a specific day have already been approved.

B. **Approved Personal Leave**

1. Religious days
2. Illness or injury to a member of the immediate family*
3. Attendance at court
4. Death of a member of the immediate family*
5. Other unavoidable absence at the discretion of the Superintendent according to Section 13 of Administrative Regulations 4/155 B.S.A.
6. Attendance at commencement ceremony
7. Marriage
8. Birth of a child by wife, daughter, daughter-in-law or granddaughter*
9. Funeral*
10. Attendance at a school-related activity of his/her child or grandchild not to exceed one (1) day per school year.

* Forty-eight (48) hour notice shall not be required for use of this leave; the teacher shall provide advance notice as soon as reasonably possible.

- C. Five (5) days of bereavement leave with pay shall be granted to teachers for each occurrence of a death in the immediate family. For purposes of this subsection, immediate family shall be defined as the teacher's spouse, child, stepchild, parent, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, grandparent or grandchild. Such leave time shall include the memorial service and/or funeral. If additional time is needed beyond five (5) days for a single occurrence, the teacher may take the time without pay or have it charged to his/her personal leave time.

Notwithstanding the above, the teacher must return to work no later than the commencement of the third (3rd) day after the day the funeral or memorial service occurs. The parties understand and agree that the teacher's leave shall not exceed the five (5) day bereavement leave period noted above, unless the teacher receives written authorization from the Superintendent that he/she may exceed this period.

- D. Those teachers who are first employed on a part-time basis on or after July 1, 1992 shall be entitled to prorated personal and bereavement leave commensurate with their percentage of employment.
- E. Any deductions made against teachers' salaries shall be at the rate of 1/186 times annual salary.
- F. Teacher renewal leave is defined as an approved leave of absence without pay and granted by the Board of Education for a period of one school year, under the following conditions:
1. All teacher renewal leave applications must be filed prior to June 1.
 2. Applications for teacher renewal leave will be evaluated on an individual basis.

3. Approval will be contingent upon the Board's opinion that the individual's request for teacher renewal leave is in the best interest of the Derby Public Schools.
4. Upon approval, the Board of Education shall pay the cost of the teacher's individual medical benefits during the period of the teacher renewal leave, subject to the premium sharing requirements of Article V.
5. Teachers on an approved leave shall not accrue seniority for the period of the approved leave.
6. Upon expiration of the approved period of leave, a returning teacher shall be guaranteed a teaching position with the Derby Public Schools subject to the RIF provision of this Agreement.

ARTICLE XI
SABBATICAL LEAVE, TEACHER EXCHANGE PROGRAMS

The Board may grant sabbatical leave for teachers upon the recommendation of a joint committee of three (3) Association members and three (3) Board of Education members for approved scholarship programs contributing to Derby Public Schools, whether or not carried on in an academic institution, subject to the following conditions:

1. No more than one teacher shall be absent on sabbatical leave at one time.
2. Requests for sabbatical leave for a school year must be submitted to the Superintendent in written form by December 31 of the current school year, but this deadline may be waived by the Superintendent if the time of awarding fellowship grants or scholarships makes such a deadline unreasonable.
3. The applicant must include a statement in writing specifying the purpose of the leave, an outline of the proposed program, and sufficient information to establish the value of the leave to the applicant and to the school system.
4. Preference will be given to applicants on the basis of benefit to the school system.
5. Educational travel or living abroad must have a direct connection to the teacher's current or proposed field of work.
6. The teacher shall have completed at least seven (7) full school years of service in Derby schools prior to the commencement of the sabbatical leave.

7. Teachers on sabbatical leave will be paid 80% of their annual salary rate, providing that such pay, when added to any program grant, salary, scholarship or fellowship shall not exceed the teacher's full annual salary rate.
8. **Conditions:**
 - a. Sabbatical leaves will be granted for not less than one semester (three months) nor more than one calendar year.
 - b. Teachers who are granted sabbatical leaves must agree not to accept gainful employment while on leave, except when approved by the Superintendent of Schools.
 - c. Each teacher, while on sabbatical leave, shall be considered in regular full-time attendance in the position from which the leave was taken for the purpose of determining the teacher's length of service and the right to receive increments.
 - d. Teachers who are granted a sabbatical leave are required at the conclusion of the leave to return to teaching duties in the Derby School System and to continue in Derby for not less than two (2) years. Before beginning leave, the teacher shall enter into a contract (a copy of which is attached hereto as Appendix A) to return to active service in the Derby Public Schools for a period of at least two (2) years after the expiration of such leave. A teacher who does not return for a full year shall repay to the Board a pro rata share of his/her sabbatical payments, including the Board cost of medical insurance; provided however, that the employee shall be released from such payments if his/her failure to serve the two (2) years as stipulated is due to illness, disability or death, or if he/she is discharged from his/her position by the Board. A teacher who retires no less than one (1) year after his/her return from sabbatical and collects benefits under §§10-183b, et seq., shall be released from the two (2) year obligation.
 - e. A successful candidate who, for any reason, chooses to refuse his/her leave of absence, must notify the Superintendent no later than April 1st that he/she wishes to return to a staff position in Derby during the year for which said leave was granted.
 - f. The teacher, upon his/her return, will receive reappointment to his/her former position or to a position mutually acceptable to the teacher, administration and Board of Education, subject to the reduction in force provisions of this Agreement.
 - g. A written report must be submitted to the Superintendent of Schools within six (6) months following completion of the sabbatical leave.

9. **Qualifications.** In selecting applicants for a leave of absence with compensation, the following shall be considered:
 - a. The extent of the applicant's professional study, growth contributions and successful service in education.
 - b. The extent to which plans submitted for use of time on leave are definite and educationally constructive.
 - c. The reasonable and equitable distribution of applications among the different groups of the staff.
 - d. Other leave held by the applicant, such as exchange teaching, health leave and others provided by the Board of Education.
10.
 - a. The Board of Education recognizes that teacher exchange programs provide an excellent means of bringing about cultural exchange and understanding, and the learning of new methods and techniques.
 - b. Tenured teachers who wish to participate in exchange programs shall submit their written indication to the Principal and Superintendent of their intentions to apply by December 1. The program and exchange replacement must be acceptable to the Superintendent.
 - c. The teacher shall agree to return to Derby for two (2) full years' work for every one (1) year's leave. Upon return the teacher shall be placed on the appropriate step on the salary schedule as though such teacher had not been on leave, and the teacher shall be restored to his/her former position in the grade and/or subject, subject to the reduction in force provisions of this Agreement.

ARTICLE XII
OTHER LEAVE

- A. **Convention Leave.** The Board agrees to reimburse expenses approved by the Superintendent and Board of Education of all officially delegated teachers attending a convention or conference or observing activities in another school system.
- B. **General Leave**
 1. A teacher may be allowed leave to begin programs of study which result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year.

2. Extended leaves, with or without salary or benefits, may be granted at the discretion of the Board.

C. **Military Leave**

Military leave shall be provided in accordance with applicable state and federal law.

Upon the teacher's return to the Derby school system from the military leave as provided in Connecticut General Statutes Section 10-156d, the Board shall pay to the State Teacher's Retirement Fund the full amount of assessments and interest due to provide full retirement credit to the teacher for the period of military service as provided for by the regulations of the teachers' retirement system.

D. **Political Leave**

1. A leave of absence without pay, not to exceed four (4) years, may be granted to any teacher for the purpose of campaigning for, or serving in a public office.
2. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule and shall be entitled to benefits as he/she would enjoy had he/she been teaching in the Derby School System.

E. **Maternity Leave – Maternity Sick Leave for Teachers**

The term "temporary disability" shall be interpreted as being within the meaning of the term "sick" as used in §10-156 of the Connecticut General Statutes:

1. Disabilities caused by or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom shall be treated as temporary disabilities for all job-related purposes.
2. Accumulated sick leave shall be available for use during periods of such disability.
3. Disability leave beyond any accumulated sick leave shall be available without pay for such reasonable further period of time as a female employee is determined by her physician to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto.
4. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.
5. Childrearing leave without pay may be granted for up to two (2) years or a shorter duration commencing at the end of the disability period. Childrearing leaves are granted by the Board under the following provisions and conditions:

- a. Such leaves are for a maximum of two (2) calendar years.
 - b. Such leaves are without pay or benefits.
 - c. Experience step level does not accrue during period of leave, but step at time leave begins is used to determine salary step upon return to work.
 - d. Notification of desire to return from leave must be made in writing to the Superintendent no later than seven (7) months prior to the scheduled conclusion of the leave.
 - e. Teachers will be returned to their original positions, if vacant, or to analogous openings at the beginning of the school year or during the school year, according to seniority.
 - f. Failure on the part of the teacher to request return to duty or to request extension of leave shall be deemed a resignation from employment.
 - g. Upon expiration of leave, if no position is available for which the person is certified, the leave shall be extended until such time as a position is available, or for a period of two (2) years, whichever occurs first.
 - h. Childrearing leave is not subject to extension by another pregnancy.
6. **Health and Hardship.** When a teacher has been absent because of critical illness of a member of the immediate family or a member of the teacher's immediate household, such absences shall be limited to five (5) days per school year and shall be deducted from the teacher's sick leave. The Superintendent shall have the right to request a medical certificate to ascertain the validity of the critical illness. Under this provision, immediate family shall be defined as: spouse, children, step-children, the teacher's mother or father, step-parent, the teacher's mother-in-law or father-in-law, the teacher's uncle or aunt. A member of the teacher's household shall be defined as: an individual living as a member of the teacher's household (but not a family relation) prior to the onset of the critical illness.
7. The Superintendent may grant additional health and hardship days upon the request of the teacher.
8. Any leave granted under the provisions of this contract or by Board action shall be credited against an employee's entitlement under the Family and Medical Leave Act.

ARTICLE XIII
WORKING CONDITIONS

The Board and the Association recognize and agree that the teachers' responsibility to their students and their profession generally entails the performance of duties and the expenditure of time beyond the normal working schedule but that teachers are entitled to regular time and work schedules on which they can rely in the ordinary course and which will be fairly and evenly maintained to the extent possible throughout the school system. Therefore, except in emergencies, limited facilities and voluntary professional services above and beyond contract requirements as aforesaid, the following are hereby adopted.

1. **Textbooks**

- a. The Board shall provide sufficient textbooks or other materials to ensure that each student has textbooks and materials necessary for use.
- b. The Board will continue to invite the active participation of qualified staff members in evaluation of textbooks to be adopted, but final selection shall be the responsibility of the Board, as provided by law.

2. **Class Size Goals**

- a. (1) **Elementary Classes** (Kindergarten and Grade 1) – No class may exceed 25 students. If the class sizes exceed 25 students per class for more than 45 calendar days from receipt by the Superintendent of Schools of formal notice from the Association, a new class will be created or the administration may exercise discretion to redistrict or regroup students by schools to meet the Kindergarten and Grade 1 limits;
- (2) **Elementary Classes and 6th grade middle school** (Grades 2 – 6) – Subject to the 45-day grace period, a system wide average of 28 students per teacher shall be maintained per grade level with no class to exceed 30;
- (3) **7th and 8th grade middle school and high school** (Grades 7- 8 and 9-12) – A maximum of 32 students per class, subject to the 45-day grace period;
- (4) **Special Education Classes** – A maximum of 15 students per class, subject to the 45-day grace period;
- (5) The term “regular classes” shall not include classes in physical education, industrial arts, homemaking, music, art, typing and

laboratory subjects (except for science labs, which shall be considered a “regular class” for purposes of class size).

- b. The Board and the Association agree that further reductions in the class size limitation set forth above are desirable, and to the extent possible under the circumstances (e.g., availability of staff and facilities) such reductions should be made.
- c. Subject to the forty-five (45) day grace period, no regular classroom teacher should, at any time, be assigned a class responsibility, regardless of size of his/her classes, of more than 150 students per day.
- d. Subject to the forty-five (45) day grace period, no teacher should be assigned responsibility for more than 60 students at one time (study period).
- e.
 - (1) Notwithstanding anything in the Grievance Procedure (Article III) to the contrary, the formal notice referred to in subsections a.(1), (2), (3), (4) and subsection c. and d. of this section (class size) shall be accompanied by a statement of grievance to be initiated at the Superintendent of Schools level.
 - (2) The Board shall have no obligation to take any remedial action concerning any class size in excess of the contractual limits until 45 calendar days after receipt by the Superintendent of Schools of formal notice from the Association specifying particular classes (school, grade level and teacher), where the contractual class size goals have been exceeded.
 - (3) Notwithstanding the foregoing, if an excessive class size continues for at least 25 days, the Board shall post a teaching position by the 25th day of such continued excessive class size, and if necessary, will hire sufficient certified personnel following the closing date of such posting to relieve teachers of the excessive class size burden.
 - (4) At the end of the 45 day grace period, all teachers who experience excess class sizes shall be offered the opportunity to continue through the end of the school year with an excess class size (after consolidating all such excess students into the class of the volunteer), and any such teacher who volunteers to continue with an excess class size shall do so for the remainder of the school year. Commencing with the 46th day following receipt by the Superintendent of Schools of formal notice from the Association of such excess class size, the volunteering teacher will receive (i) in addition to his/her regular rate of pay, a stipend of \$25.00 per

teaching day (excluding sick leave, personal leave, in-service days and other paid days when regular classroom duties are not performed), and (ii) the assistance of a teacher aide. Should more than one person volunteer, selection will be based on seniority.

- (5) If no teacher with an excess class size volunteers for the above stipend and teacher aide, the offer will be extended to all other teachers at the grade level (or in the subject area) within the affected school.
- (6) If no eligible teacher volunteers for the additional stipend and teacher aide, a new class will be created.
- (7) Any teacher who elects to receive the stipend and teacher aide assistance as specified above, shall be obligated to continue with such class size, and shall continue to receive the stipend and teacher aide assistance, through the end of the school year. However, if the class size of such teacher rises by more than two (2) students above the class size that was in effect at the time of such teacher's election, the teacher will be entitled to revoke his/her election within ten (10) days following the additional rise in enrollment. If the class size of such teacher is reduced to fall within the class size goals as stated herein, the teacher's stipend and teacher aide assistance will be discontinued.

3. **Work Day**

- a. Under normal circumstances, all teachers should be in their assigned buildings fifteen (15) minutes before the scheduled beginning of school and shall remain thirty (30) minutes after the scheduled student dismissal time ("wrap-around time"). The only exception will be (i) the end of the last day of each work week, (ii) the end of the last day before holidays and (iii) in the case of elementary teachers only, the day following a scheduled early dismissal day, when teachers not assigned a duty may leave after dismissal of assigned students.

Wrap-around time may be used for student supervision. Additionally, infrequently, the building administrator may meet with the teacher during wrap-around time to discuss instructional and/or other issues, at the discretion of the building administrator. Teachers may be allowed to leave after student dismissal at the discretion of the building administrator.

In any situation where wrap-around time is scheduled as time requiring teachers to supervise students, such time shall be non-instructional.

Traveling personnel will report and remain at the assigned school on the same schedule but may transfer to another school after the scheduled student dismissal time. The Superintendent or his/her designee may designate up to one (1) day per week for professional learning communities and/or common planning time. On a day that is designated as a professional learning community and/or common planning time, the thirty (30) minute portion of wrap-around time shall be increased to one (1) hour on such day and there shall be no thirty (30) minute portion of wrap-around time during a designated day that same week. During a week that a faculty and/or department meeting is held, there shall be no professional learning community and/or common planning time held, provided, however, professional learning community and/or common planning time may, at the discretion of the building administrator, be held either in lieu of or as part of a building meeting set forth under Article XIII, Section 3, Subsection c. (1).

- b. Teachers shall be expected to participate actively in those professional activities which contribute to the educational program, including staff meetings, workshops, departmental activities, meetings with the Board of Education and other professional activities.
- c. Teachers shall not normally be required to remain after school for longer than one hour to attend the following staff meetings:
 - (1) Building meetings called by the Principal (not more than one per month).
 - (2) Subject field group, grade level groups or special groups assigned by the Superintendent of Schools (not more than one per month).
 - (3) Teachers are to report to such meetings not later than ten (10) minutes after student dismissal and the duration of such meetings should not normally exceed one hour from dismissal of students.
 - (4) Notwithstanding the foregoing, the Superintendent of Schools may, as the need requires, call a maximum of three (3) general staff meetings. Unassigned teachers will be required to assemble at a central location as soon as possible after the student dismissal of the last school releasing students. Under normal conditions, such meetings should not exceed one hour. Superintendent's meetings shall begin promptly upon the arrival of a majority of the staff of the last school to dismiss. Under normal circumstances, the start of a Superintendent's meeting should not be delayed more than fifteen (15) minutes from the dismissal time of the last school to release students.

- d. Preschool, elementary, middle school, and high school teachers shall have a thirty (30) minute duty-free lunch period in conformance with State law. At the elementary level, teachers shall perform one duty: lunch duty or one lunch/recess duty per month on a rotating basis. Each rotation shall be equal to five (5) days of such lunch duty or lunch/recess duty per twenty (20) days. However, during the month of June, duties may be scheduled on a daily basis in order to equalize duty load among staff members of a school. Daily or weekly rotations may be designed on an individual school basis under a cooperative plan among the staff and administration. Failure to design a cooperative plan will require rotation of five (5) consecutive days per duty per month.
- e. At the high school level, teachers who volunteer for lunch duty shall not be assigned another duty on that day. In the absence of volunteers, teachers at the high school and middle school levels shall be assigned lunch duty on a rotating basis and such teachers assigned lunch duty shall not be assigned another duty on that day.
- f. All high school and middle school teachers shall have, in addition to their lunch period, at least one (1) preparation period each day, except on block scheduled days, equal to the length of a student instructional period, during which they shall not be assigned to any other duties. A preparation period shall be defined as non-instructional time to be used for teacher development of class presentations and related academic activities. Preparation periods may be used for activities initiated by the administration such as curriculum planning, data team meetings, evaluation conferences, or planning related to specific students, classes, subjects, or grade levels no more than three (3) times per month, not to be scheduled on a block day.

A teacher shall be provided one preparation period equal in length to a student instructional period for every two block scheduled days. In no event shall a teacher be provided more than one preparation period on a single day, and more than one preparation period for every two block scheduled days. Such preparation periods are not guaranteed on shortened days nor are all preparation periods within a standard block schedule rotation guaranteed during shortened weeks, and the loss of such periods due to shortened weeks or days will not be grievable under Article III of this Agreement.

- g. Elementary teachers and specialists will not be required to remain with their class during library/media period and such time shall be used as preparation time. Elementary teachers shall have no fewer than five (5) preparation periods per full five (5) day work week. A preparation period

shall be defined as non-instructional time to be used for teacher development of class presentations and related academic activities. Preparation periods may be used for activities initiated by the administration such as curriculum planning, data team meetings, evaluation conferences, or planning related to specific students, classes, subjects, or grade levels no more than three (3) times per month. Such preparation periods are not guaranteed on shortened days nor are five (5) periods guaranteed during shortened weeks, and the loss of such periods due to shortened weeks or days will not be grievable under Article III of this Agreement.

In the event that the Board increases the staffing level of its elementary computer teachers by adding an additional full-time elementary computer teacher, it is understood that this may result in an additional increase in elementary planning time.

If a teacher loses a preparation period and covers a classroom, except as provided above, the teacher will be compensated according to Article XVI, Section C.

- h. Preschool teachers shall have no fewer than five (5) preparation periods of at least thirty (30) minutes per full five (5) day work week. Such preparation periods are not guaranteed on shortened days nor are five (5) periods guaranteed during shortened weeks, and the loss of such periods due to shortened weeks or days will not be grievable under Article III of this Agreement.
- i. NAEYC accreditation preparation when assigned to be completed outside regular contract hours shall be compensated at the hourly curriculum rate every five (5) years.
- j. High school and middle school teachers shall not normally be assigned more than five (5) teaching periods per day. The term “teaching periods” does not include advisory periods. Any high school or middle school teacher who is assigned to teach a sixth teaching period or any class above the accepted contractual limits shall be paid an amount equal to one-fifth (1/5th) of the teacher’s per diem rate for each day the teacher teaches the sixth teaching period. The teacher teaching a sixth teaching period will be required to submit a weekly timesheet documenting the time spent teaching such additional periods to the building administrator for review, approval, and forwarding to the Business Office.

When the administration determines that it is necessary to assign a teacher to teach a sixth teaching period or any class above the accepted contractual limits, the administration shall notify the president of the Association and adequately publicize the assignment in the school where the assignment is

to be made. Teachers who are interested in such assignment shall notify the administration within five (5) days of publication. The administration shall, in its discretion, have the authority to make the final assignment, but shall consider seniority, certification, and equity.

- k. High school and middle school teachers shall not be required to teach more than two (2) core subjects (e.g., art, english, mathematics, music, physical education, science, social studies, world languages, etc.) nor to make more than three (3) teaching preparations at any one time, except in special or extraordinary situations as defined by the Superintendent and subject to the grievance procedure.
- l. High school and middle school teachers will be required to perform extra duties, such as, but not limited to, study hall, supervising/overseeing the in-school suspension room and cafeteria duty. Coverage of a class shall not be considered an extra duty and the teacher will be compensated according to Article XVI, Section C.
- m. Recognizing that a teacher's professional responsibility extends beyond the classroom, all teachers are expected to share equitably in the ordinary extra classroom responsibilities of the school including clubs, special programs, intramural sports and special supervision. Extra compensation, whether in time or salary, will apply to such activity assigned to a teacher. Every effort will be made to seek volunteers for such activities. However, assignments will be made by administration in the absence of volunteers on an equitable rotating basis. Such assignments are to be limited to only those activities agreed to by the Association and the administration and listed as part of this Agreement under this Article and the stipends for extra-curricular activities provision. Appropriate remuneration will be granted to those who volunteer or are assigned to the approved list of activities as noted therein.

4. **School Year**

- a. Should the teacher work year be modified from 186 days by the Board of Education, the Board shall meet and negotiate with the Association over the impact of such change. The Board will bargain with the Association should it become necessary to lengthen the school year beyond 186 days. Commencing in the 2004-2005 contract year, the Board may use 182 days for student instruction. In addition, the Board may use one (1) additional day from the remainder of the 186 days for either student instruction or professional development as it determines.
- b. The Board will confer with the Association for its suggestions prior to adopting the school calendar.

- c. The last four (4) days at the high school, either the last three (3) or four (4) days at the middle school (as determined by the Board) and the last three (3) days at all elementary grades of each school year shall be early release sessions for students and full work days for teachers, except the last day which shall be a half day for students and teachers. (Elementary teachers are entitled to 3 half-days as stated above.) The early release of students on these days provides time for test correction, grading of students' permanent records, group meetings among teachers and other end of year activities of an organizational and clerical nature. With the exception of the last day, teachers are expected to remain in school and maintain a normal work schedule notwithstanding the absence of students. The half days at the end of the school year could, upon discussion with the Association, be shifted to the beginning of the school year.
- d. The teacher work year shall consist of one hundred eighty-six (186) days, including one hundred eighty-two (182) instructional days, three (3) non-instructional days, and one (1) additional day that may be used for student instruction or professional development as determined by the Board, subject to paragraph a. above, should any change be made by the Board.
- e. Guidance counselors shall work up to an additional ten (10) days beyond the teacher work year of 186 days. Such days shall be determined by the Superintendent or his/her designee. Guidance Counselors will be provided with thirty (30) days advance notice of the date(s) of such additional day(s). Guidance counselors shall be paid their applicable per diem rate for each additional day(s).

5. **Special Area Programs**

- a. It shall be the responsibility of the special teacher in such areas as Art, Music and Physical Education to demonstrate ways of implementing the program, and to furnish and distribute materials which may assist the classroom teacher.
- b. Classroom teachers may be absent from their rooms during the visits of the special teachers. Such time is to be used as a preparation period.
- c. Teachers of special areas shall have equity of workload and assignment with regular classroom teachers. Such equity shall extend to participation in and the planning of field trips, extra-curricular activities, shows, displays, graduation exercises, duty assignments and preparation periods.

- d. Specialists shall meet with the Superintendent of Schools on an annual basis to plan schedules and programs for the subsequent school year. Such meetings are to take place prior to June 1 of each year.
- e. Adequate desk and storage space shall be provided for specialists in each school.
- f. System wide schedules and programs for teachers of special areas should include adequate time for travel and should also include preparation periods equal to other teachers.

ARTICLE XIV
TEACHER ASSIGNMENTS, TRANSFERS AND PROMOTIONS

- A. Teachers shall be notified in writing of any changes in their programs and schedules for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects they will teach, and any special or unusual classes or assignments they will have, as soon as practicable and under normal circumstances not later than July 1, provided that in the event of a change in circumstances or conditions during the months of May through August (e.g. resignation) such assignments may be changed as required to meet the situation.
- B. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall not be assigned except in accordance with the regulations of the State Board of Education and for good cause, to subjects and/or grades or other classes outside the scope of their teaching certificate.
- C. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement of the desire with the office of the Superintendent not later than March 1. Such statements shall include the grade and/or subjects to which the teacher desires to be assigned and the school or schools (in order of preference, if the teacher has preference) to which he/she desires to be transferred. As soon as practical and under normal conditions not later than one week prior to the close of the school year, the Office of the Superintendent shall, upon request, make available a list of those teachers receiving transfers.
- D. In the determination of assignments and transfers, the convenience and wishes of the individual teacher will be considered to the extent that these considerations do not conflict with the instructional requirements and best interests of the school system and the pupils as determined by the Superintendent of Schools. An involuntary assignment or transfer shall be made only after a meeting between the teacher involved and the Superintendent of Schools or his/her designee, at which time the teacher shall be notified of the reasons for the assignment or transfer. In the event that a teacher objects to the assignment or transfer at this meeting, the Association will, upon request of each teacher,

send a representative to meet with the Superintendent or his/her designee to discuss the assignment.

- E. In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of interschool travel. Such teachers shall be notified of any change in their schedules as soon as practical.
- F. Teacher assignments, promotions or transfers shall be made without regard to age, race, creed, color, religion, nationality, sex or marital status.
- G. All vacancies shall be posted and filled in accordance with this Article. Those on the recall list shall be offered a teaching vacancy for which they are certified prior to the hiring of new staff. If a position is refused by all eligible teachers on recall, such position shall then be posted according to the provisions of this Article. For the purpose of this Article, a vacancy shall be defined as a position opened by death, retirement, resignation, the creation of a new position, or a transfer or series of transfers.
- H. If a change in a teacher's assignment occurs as a direct result of declining enrollment and the teacher agrees with the change, it will be considered a voluntary transfer. If the teacher objects to the change, it will be considered an involuntary transfer subject to the procedures of this Article.
- I. All vacancies in promotional positions caused by death, retirement, resignation or by the creation of a new promotional position shall be filled pursuant to the following procedure:
 - 1. All vacancies shall be adequately publicized, including a notice in every school, by posting, through the Superintendent's bulletin or otherwise, as far in advance of the date of filling such a vacancy as possible, ordinarily at least two (2) weeks in advance.
 - 2. Said notice of vacancy shall clearly set forth the qualifications for the position.
 - 3. Teachers who desire to apply for such vacancies shall file their applications in writing with the Office of the Superintendent within the time limit specified in the notice.
 - 4. If in the determination of the Superintendent the qualifications of the applicants are substantially equivalent, preference shall be given to the qualified teachers employed by the Board.
 - 5. Promotional positions are defined as bargaining unit positions paying a salary differential.

- J. The Board shall notify the president of the Association of any new bargaining unit members within five (5) days after the Board accepts the recommendation of the Superintendent of such new hire.

ARTICLE XV
REDUCTION IN FORCE

In the event that the Board of Education decides to reduce staff below the rank of assistant principal or vice principal, it shall do so in the inverse order of employment. The certification areas for such reduction in force shall be: K-8, subject area at the high school level and special subjects K-12.

- A. Teachers earn seniority on the basis of the total time of continuous contract teaching experience in the Derby Schools, including periods of authorized unpaid leave. Half-time teachers earn a month of seniority for each two months of continuous contract teaching in the Derby Schools.
- B. In the event that two or more teachers have equal seniority, the following procedure will be utilized to determine which teacher is more senior:
 - 1. Date of Board's appointment;
 - 2. Date when work actually began;
 - 3. Date when contract was signed;
 - 4. Date when original teaching certificate was issued by the State.
- C. No tenured teacher as defined under Connecticut General Statutes §10-151 with appropriate certification shall be RIFed before a non-tenured teacher.

D. **Definition**

Displaced teacher: One who is regularly employed as a staff member whose position has been or is to be eliminated. The displaced teacher shall bump first into the same certification area, and second into another certification area. Bumping shall occur as follows: The senior displaced teacher shall be placed in the position held by the least senior teacher whether in the same or another certification area.

- E. To bump from one certification area to another certification area (i.e., elementary to secondary, secondary to elementary, one subject matter to another subject matter at secondary, to special areas) an individual must have certification plus must have taught the subject or have actual professional experience in the area. Such experience or teaching must have been for a minimum of three (3) years within twelve (12) years of the bumping.

F. **Recall Procedure**

1. Any teacher whose services have been terminated because of the elimination of a position or a reduction in professional staff shall be placed on a reappointment list and remain on such list for eighteen (18) months.
2. Recall will be based on a reversal of the staff reduction criteria.
3. No new staff member shall be appointed until laid-off staff members with necessary certification have been notified and have refused openings.
4. The senior laid-off teacher shall receive notification of a vacancy by certified mail, return receipt requested, at his/her last known address, at least 30 days prior to the date of re-employment.
5. Rejection of an offer, or failure by a teacher to communicate his/her desire for re-employment within ten (10) days of the date of notification of position shall constitute a waiver of his/her recall rights in the Derby School District. Failure to return to the position offered within thirty (30) days of the date of the notification or when the position becomes available, whichever occurs later, shall constitute a waiver of recall rights. In such case, the next senior staff member with the proper certification on the recall list shall be notified in accordance with the above provisions.
6. Any teacher recalled under this procedure shall have seniority earned and/or accumulated as of the last day of employment prior to layoff.
7. An individual on the recall list shall provide an up-to-date address to the Superintendent.

- G. Nothing in this Article shall require the promotion, assignment, re-appointment, or recall of a teacher to a position of higher rank, authority, work time or compensation, even though the teacher whose contract is terminated or who is recalled or re-appointed is qualified and/or certified for the promotion or appointment.

ARTICLE XVI
GENERAL WORKING CONDITIONS

A. **Teacher Facilities**

To the extent feasible in existing buildings and provided that no substantial capital investment is necessary, and in designing new buildings and rehabilitating existing buildings, the Board will provide in each school building:

1. Space in each classroom in which teachers may safely store instructional materials and supplies; and
2. An appropriately furnished room to be used as a private faculty lounge. Additionally, if the Board determines that it is able to provide an additional room for use by the teachers as a workroom, such room will also be provided. The workroom will contain adequate equipment and supplies to aid in the preparation of instructional materials.
3. Well lighted and clean teachers' rest rooms.
4. A system whereby teachers can effectively and expeditiously communicate with the main office in the event of an emergency.
5. Access to a school telephone shall be made available to teachers for school business at times convenient to all concerned, provided such use does not unnecessarily interfere with the normal and vital communications of the school.
6. Telephone messages of an emergency nature shall be communicated to the teacher immediately. Other messages of a routine nature should be relayed directly to teachers as soon as possible or convenient.
7. A functioning computer device in each instructional classroom with internet access and email available for professional, school use.

B. Other Conditions

1. Teachers, in the discharge of their duties, shall be under the direction of the Superintendent, Principals, Assistant Principals, individuals formally designated to serve in any of these capacities and Supervisors and shall comply with their reasonable suggestions and ethical requirements.
2. Teachers shall at all times carefully observe their pupils for evidence of physical defects or disease, and shall report the same immediately to the Principal, who will report the information to the school nurse.
3. Teachers should be given all data and knowledge concerning any of their pupils who may have physical and/or mental disabilities.
4. In order to facilitate the evaluation of students, teachers shall have access to the permanent student records of their pupils which shall be safeguarded at all times.
5. Classroom instruction periods should not be interrupted by routine announcements, non-emergency telephone calls, text messaging and/or cell phone use in a non-instructional manner, except in the case of emergency.

6. Each teacher will personally promote desirable public relations for the school system and will endeavor to initiate conferences with parents. Teachers shall refrain from using social media in an inappropriate manner.
7. Teachers are urged to make full use of all organizations and other resources of the community which will contribute to the educational welfare of the pupils and promote a good educational climate.

C. **Substitute Teachers**

1. After a forty (40) day trial period, a certificated substitute teacher shall be paid up to the appropriate rate on the salary schedule as if said substitute teacher had been originally employed as a full-time teacher.
2. The Board of Education recognizes that substitutes in special areas are important to the educational continuity of instruction. To this end, the Board agrees to provide substitutes on a daily basis, if available, to replace the regular teacher specialist who is not in attendance at school due to sickness or any other excusable absence.
3. Compensation for coverage of classes when a substitute is not available and the covering teacher loses a preparation period guaranteed by or required to be provided under Article XIII, Section 3 shall be at the covering teacher's hourly rate. If a teacher merely covers the class, he/she shall receive 50% of his/her pro-rata per diem salary. The building administration shall have discretion to choose a teacher who is certified to teach the class over a teacher who is not certified in the subject area. A system of rotation based on volunteers will be utilized. However, if no volunteers are available, the administration will assign coverage.

D. **Specialists**

The Board and the Association agree that an adequate number of competent specialists is necessary to the operation of an effective educational program. The Board agrees, subject to availability of competent personnel, to employ specialists as rapidly as possible as the need arises. The Board will consult with the Association as to priorities of the specialists in the foregoing categories.

E. **Administrative Screening Committee**

Teachers will be accepted as members of the Administrative Screening Committee for the purpose of pre-screening devices for all supervisory positions as required by Connecticut certification laws. Two tenured teachers will be chosen from a list of five presented to the Superintendent of Schools by the President of the Association.

F. **Association Business**

1. The President of the Association will be excused up to a total of three paid (3) days per contract year without loss of sick, personal or professional days, for matters requiring his/her duties as President of the Association. Outlined procedures for use of professional days will be followed. Other officials of the Association may carry on Association business during their unassigned time provided this does not interfere with the normal educational operations of the school. Accordingly, Association business shall be conducted either during preparation periods or duty-free periods.
2. The Board shall recognize two Association building representatives in each school as official representatives of the Association. The Association shall, at the beginning of each school year, make available to the administration a list of Association officers and building representatives. The Principal of the school shall meet with the building representatives when necessary at the request of either party to discuss matters of mutual interest. Under normal circumstances, no more than two (2) Association representatives/officers shall attend such meetings at any one time.
3. The Association shall be allowed to utilize school mailboxes for the distribution of official Association business.
4. The President of the Association or his/her designated representative shall have the right to visit schools to investigate teacher complaints or problems, or for any other purpose relating to the terms and conditions of this contract during their duty free period or during their preparation period. Such visits shall not interfere with the regular teaching duties of the President, his/her designated representative, or the instructional program of the school visited, except in case of emergency. Should such emergency arise, the Superintendent shall be notified immediately and a decision as to the procedure to be then followed shall be rendered by the Superintendent or in his/her absence the building principal, or in his/her absence the immediate supervisor of the President.
5. The Board of Education agrees to give permission for a building telephone for official Association business. Said telephone shall be installed in the building designated by the Association President. All expenses, including installation, shall be the responsibility of the Association. Location of the phone is to be agreed upon by the building principal and the Association President.

G. **Association Security**

1. All teachers employed by the Derby Board of Education shall be required as a condition of continued employment to either become a dues paying member of the Derby Education Association, Connecticut Education Association, National

Education Association (The Association) or pay a service fee to the Association. Such service fee shall not exceed that portion of Association dues, fees and assessments used for purposes of collective bargaining, contract administration and grievance adjustment.

2. Association dues and service fees shall be automatically deducted from employee paychecks once per month by the Board and transmitted to the Association monthly.
3. The Association shall provide to the Board the following information:
 - a. The names of all bargaining unit members who have become members of the Association shall be provided to the Board by the first day of each school year.
 - b. The figure which represents the portion of its regular dues, fees and assessments which is used for collective bargaining, contract administration and grievance adjustment shall be provided to the Board as early in the school year as possible, together with the amount of the required monthly deduction for the resulting service fee.
4. Those teachers whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.
5. The Association agrees to indemnify and hold the Board harmless from any loss, claim, demand or expense arising from this Article, including court costs and reasonable attorney fees. The Board shall notify the Association of any claim made pursuant to this Article. The Board shall choose its attorney, whose reasonable fees shall be paid by the Association.

H. **General**

Resource teachers and interning college students may be assigned to each school to provide tutorial instruction during the school day.

I. **Teacher Aides**

The Board and the Association agree that a teacher's primary responsibility is to teach and his/her energy should, to the extent possible, be utilized to this end. The Board and the Association recognize that teacher aides and part-time clerical employees are useful and necessary in order to implement this principle. Therefore, the Board agrees that, subject to the availability of competent personnel and adequate Federal Aid Funds or other funds, it will employ:

1. Teacher aides sufficient in number to relieve teachers in kindergarten through 6th grade who have more than thirty (30) students within the class. A full-time aide will be assigned to a class when the enrollment reaches 35 students.
 2. The responsibilities of the teacher aide will include but not be limited to the following: non-teaching and instructional assignments, supervision of recess period, playground activities, corridors, lunch duties, buses, collecting money for non-educational purposes, taking attendance.
 3. Part-time personnel, one for every eight (8) teachers, to assist with duplication of instructional material, and similar functions which do not require professional judgment.
 4. Aides will be assigned to Derby High School to assist with supervision of the cafeteria, study halls and library. Additional clerical help will be provided in all schools to eliminate teachers collecting monies and to reduce other non-instructional duties.
- J. Upon completion of the National Board Certificate, the Board shall make to a teacher who holds the certificate a one-time payment of two thousand dollars (\$2,000).

ARTICLE XVII
DEGREE DEFINITIONS

- A. The salary schedules listed in the Appendices of this Agreement shall be interpreted in accordance with the following definitions:

Bachelor's

1. A Baccalaureate degree earned at an accredited college or university.
2. 4th year plus fifteen (15) credits in a planned program: one-half the difference between the 4th and 5th year on the same step.

The term "planned program" as used in this Article shall mean a structured course of study approved by an accredited college or university leading to the attainment of an advanced degree, such as a Master's degree or Doctorate degree.

Master's

1. A Master's degree earned at any accredited college or university; or the completion of thirty (30) credits beyond the Baccalaureate degree in a planned program.

2. 5th year plus fifteen (15) or 4th year plus forty-five (45) in a planned program: one-half the difference between 5th and 6th year on the same step.

Sixth Year

1. A Master's degree earned at an accredited college or university requiring a minimum of 59 credits; or a second Master's degree earned at an accredited college or university in a discipline other than the discipline in which the initial Master's degree was attained; or the completion of thirty (30) credits beyond the Master's degree in a planned program; or a Sixth Year Certificate or equivalent from an accredited college or university.
2. 6th year placement plus fifteen (15) credits in a planned program.

Doctorate

A doctor's degree (PhD or Ed.D) in the teacher's subject area earned at an accredited college or university. After July 1, 1986, all new staff hired and all veteran staff who wish a degree change to this level, must have an earned doctorate in the field of education or in a related area of education. Acceptable related areas shall be determined by the Superintendent of Schools and/or the Board and under regulations of the Department of Education for the State of Connecticut.

B. Placement on the Salary Schedule

All teachers shall be placed on the appropriate step on the salary schedule, taking into consideration the following:

1. Degree status as defined under "Degree Definitions" section, provided the teacher notifies the Superintendent of an anticipated degree change by February 1st prior to the contract year in which the change is to occur.
2. Full credit for previous teaching experience in public, private and military dependence schools, provided that such experience shall have been continuous service of at least one half of any school year or other non-teaching work experience deemed relevant by the Superintendent. Intermittent or short-term substitute service shall not be credited as previous teaching experience. Notwithstanding the foregoing, the Superintendent may exercise his/her discretion in granting credit, or refusing to grant credit, for prior teaching experience or work experience, after taking into account the quality and length of such experience.
3. Full credit for service in the Peace corps or Vista up to two (2) years.

4. Credit for active service in the Armed Forces of the United States up to two (2) years.
5. Teachers will be placed on the proper salary schedule as outlined in items 1 through 4 provided all necessary verifications and documentation have been received by the school system. Upon meeting all necessary requirements for proper placement, teachers shall receive the appropriate compensation. Errors of placement must be brought to the attention of the business office within the fiscal year of the error. Corrections of salary placement errors cannot be retroactive to past fiscal years.
6. Any salary increment and/or increase or part thereof may be withheld from any teacher for unsatisfactory service for just cause. A teacher shall receive a written statement of the reasons for the withholding of the increment and/or increase or part thereof and shall be entitled to have a meeting with the Superintendent and to have Association representation at that meeting.
7. In accordance with the criteria set forth in Sections B. 1-4 above, the Board shall place new hires on an appropriate step of the salary schedule (as determined by the Board), however, such new hires shall not be placed at a step higher than an incumbent teacher with the same or more years of the experience set forth in Sections B. 1-4 above.

ARTICLE XVIII
SUMMER SCHOOL PROGRAM

- A. The Board and the Association recognize that the summer school program may vary substantially from year to year. The Board will consult with the Association annually as to the summer school program for that year as early as feasible, usually by February 1 to June 1.
- B. Following such consultation concerning the summer school program for the year, the Board will adequately publish the scope and content and positions to be filled by the teachers through a notice to every school as early as April 1 to June 1. Subject to special requirements of the program, posting openings shall be filled with regard to competence and experience and preference shall be given to applicants from the regularly appointed teacher staff in the Derby School System. This shall not preclude the Board from employing outside personnel who through special qualifications enrich the program.
- C. Summer school teachers shall be paid a daily rate, as set forth in Appendix F.

ARTICLE XIX
GENERAL PROVISIONS

A. **Evaluations**

Teachers shall be given a copy of any evaluation reports prepared by their superiors. Any such report or other written statement of criticism may not be contained in the individual teacher's personnel or other file longer than thirty (30) days, unless such report is sent to the teacher and such teacher has been given the opportunity to acknowledge the report by signature and has the right to have his/her written statement filed with the criticism or evaluation within a thirty (30) day period beginning with the date of the report.

B. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.

C. The Board and the Association reaffirm the concept of ethical conduct on the part of the teaching staff in regard to their professional relationships with their students, colleagues, and the Board of Education, such as the following:

1. A recognition that the youth and immaturity of students requires a teacher to be sympathetic and empathetic in coping with individual differences.

2. A respect for students, parents and colleagues.

D. An Association-Administrator Advisory Committee shall be jointly established in all schools. Association building representatives shall meet, as needed, with building administrators to discuss in-school problems and solutions.

E. **Use of School Premises for Association Business**

The Derby Education Association is encouraged to use school premises for meetings by its board. However, use of the buildings will be cleared with the building principal at least twenty-four (24) hours prior to use. Any cost involved for custodial or other service will be absorbed by the Association. Money realized from fund raising activities by the Association will be considered in light of cooperation with projects or scholarships for Derby students.

F. **Use of Equipment and Supplies**

Duplicators, mimeographs, etc., will not be used for Association business without the express approval of the Superintendent or his/her designated representative.

G. **Management Rights Clause**

The Board of Education and its delegate representing agents will reserve the right to all management functions as delegated to a corporate body under existing Connecticut statutes.

H. **Student Teachers**

No teacher shall be required to accept more than one student teacher during a school year.

I. **Traveling Teacher – Definition**

Traveling teachers are those teachers who travel to more than one building in one day and use their vehicles to carry out their teaching duties.

J. **Curriculum**

The rate of pay for writing curriculum shall be:

Effective 2018-2019: \$34.06

Curriculum work will be voluntary to the extent possible. In the event there are no volunteers, the Superintendent may, at his/her option, assign curriculum writing to be performed during school hours (without a stipend) by a teacher with appropriate certification. In the absence of volunteers, curriculum writing may be performed outside the bargaining unit.

ARTICLE XX
STIPENDS FOR EXTRA-CURRICULAR ACTIVITIES

A. Currently, teachers are involved in some extra-curricular activities which require significant time and energy above and beyond the normal workload. In such instances, teachers will be compensated with a stipend. Listed here are the activities for which such remuneration will be given.

B. List of approved extra duties with compensation:

	2026-27	2027-28	2028-29	2029-30
Best Buddies	\$1,530	\$1,561	\$1,592	\$1,624
Derbyettes	\$1,803	\$1,839	\$1,876	\$1,914
Drama Advisor	\$909	\$927	\$946	\$964
H.S. Yearbook Advisor				
without class	\$1,803	\$1,839	\$1,876	\$1,914
with class	\$1,000	\$1,020	\$1,040	\$1,061

Other Yearbook Advisors	\$500	\$510	\$520	\$531
In-School News Director	Curr. Rate	Curr. Rate	Curr. Rate	Curr. Rate
National Honor Society (H.S.)	\$1,500	\$1,530	\$1,561	\$1,592
Nat'l Jr. Honor Society (M.S.)	\$500	\$510	\$520	\$531
Language Honors Societies (H.S.)	\$1,500	\$1,530	\$1,561	\$1,592
Student Council (H.S.)	\$1,500	\$1,530	\$1,561	\$1,592
Walking School Bus*	Curr. Rate	Curr. Rate	Curr. Rate	Curr. Rate

Except for H.S. Yearbook Advisor, the stipend language set forth above shall not apply if any of the foregoing activities is the subject of a regular class to which a teacher is assigned. If a position is held by more than one teacher, the stated stipend shall be split equally between those teachers.

*In addition to teachers at the above-stated rate, Walking School Bus may be performed by non-teachers at different hourly rates.

- C. Non-compensated extra-curricular activities (do not require significant time and energy beyond regular workload):

School dance;
School assemblies;
In school day clubs;
Field trips;

and all other such activities which do not require significant time beyond the normal workload. The administration shall make all decisions concerning compensation or the lack of compensation for any activities not presently listed herein, but such decision shall be negotiated with the Association to the extent required by law.

- D. All part-time teachers at all grade levels shall be required to perform extra duties on a prorated basis.
- E. All extra-curricular positions are subject to yearly appointment. Termination within the one-year appointment shall be only for just cause; provided nothing shall prevent the Board from eliminating a position.

ARTICLE XXI
DURATION

This Agreement shall be and remain in full force and effect from July 1, 2026, through and including June 30, 2030 and shall not be amended except by written agreement of both parties hereto. This Agreement extends and supersedes all prior collective bargaining agreements between the parties.

BOARD OF EDUCATION – CITY OF DERBY

By _____
Chairman, Board of Education, City of Derby

Date: _____

DERBY EDUCATION ASSOCIATION

By _____
President, Derby Education Association

Date: _____

APPENDIX A

LEAVES OF ABSENCE WITH PAY (SABBATICAL LEAVE)

I hereby agree, upon the completion of my approved leave dated _____, 20__ to _____, 20 ____, to return to an assignment in the Derby Public Schools for a period of two (2) years.

It is my understanding that should I not perform this agreement, I shall repay to the City of Derby a sum bearing the same ratio to the amount of salary and benefits received while on leave of absence that the unfulfilled portion of the subsequent year's service bears to the full years. I further understand that I shall be released from this commitment should my failure to meet this contract result from illness, disability, death or involuntary release from the position by the Board of Education.

Dated at Derby, Connecticut, this ____ day of _____, 20 ____.

Witness

Signature of Staff Member

Signature of Superintendent of Schools
for the Derby Board of Education

APPENDIX B

TEACHER'S INITIAL CONTRACT

The Board of Education of the City of Derby, Connecticut, hereby agrees to employ _____ and he/she (to whom the "teacher" hereinafter refers) hereby agrees to serve, under the direction of the Superintendent of Schools, as a teacher in the public schools of said City for a period commencing on _____, subject to the conditions stated below.

In accordance with the provisions of the prevailing salary schedule of the Board of Education for said City, the Board [has voted and] hereby agrees to pay said teacher and said teacher hereby agrees to accept, for service commencing as stated above, an annual salary of _____ (\$_____) in _____ periodic installments, subject to required deductions and other agreed-to deductions which the teacher may in writing authorize.

The teacher may resign from the employ of the Board of Education of the City of Derby by submitting at least thirty (30) days' written notice, and without such notice will not commence employment with any other board of education.

This contract is subject to the statutes of the State of Connecticut, including §10-151 of the General Statutes, the rules and regulations of the Board of Education as amended, and the collective bargaining agreement between the Derby Board of Education and the teachers' bargaining representative.

Date _____

_____, Teacher

**BOARD OF EDUCATION
OF THE CITY OF DERBY**

Date _____

Superintendent of Schools

APPENDIX C

TEACHER'S ANNUAL SALARY STATEMENT

This is to inform you that your annual salary effective _____ shall be \$ _____. This salary is subject to required State teacher retirement and federal IRS deductions. Further, additional personal deductions may be authorized in writing under the terms of the collective bargaining agreement with teachers. You may elect to receive salary payments in accordance with the governing teachers' collective bargaining agreement.

BOARD OF EDUCATION
OF THE CITY OF DERBY

Date _____

By _____

Date _____

, Teacher

In the event that the Board is not informed by July 1st of each contract year of the teacher's choice (1 or 2), then option 2 shall be utilized.

Newly hired teachers shall be offered an opportunity to designate a payment option at the time of hire. If no designation is provided at such time, option 2 shall be utilized.

I elect / ___ / 22 equal payments or / ___ / 22 equal payments plus one summer payment.

Longevity: _____

APPENDIX D

DUES AUTHORIZATION FORM

[INTENTIONALLY LEFT BLANK TO BE REPLACED BY DUES AUTHORIZATION
FORM PDF]

APPENDIX E

COACHING SALARIES 2026-2030

		2026-27	2027-28	2028-29	2029-30
Athletic Director		\$14,255	\$14,540	\$14,830	\$15,127
Football	Head Coach	\$8,683	\$8,857	\$9,034	\$9,215
	Assistants	\$5,789	\$5,904	\$6,022	\$6,143
Basketball	Head Coach (B&G)	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant (B&G)	\$5,061	\$5,162	\$5,266	\$5,371
Baseball	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Soccer	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant (B)	\$5,061	\$5,162	\$5,266	\$5,371
Softball	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Track	Outdoor Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Outdoor Assistant	\$5,061	\$5,162	\$5,266	\$5,371
	Indoor Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Indoor Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Wrestling	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Cross-Country	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Cheerleading	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Volleyball (G)	Head Coach	\$6,524	\$6,654	\$6,787	\$6,923
	Assistant	\$5,061	\$5,162	\$5,266	\$5,371
Unified Sports	Head Coach	\$1,530	\$1,561	\$1,592	\$1,624
Pep Band		\$6,524	\$6,654	\$6,787	\$6,923
H.S. Sub-Varsity Coach Non-CIAC		\$1,601	\$1,633	\$1,666	\$1,699
M.S. Head Coaches		\$2,296	\$2,342	\$2,389	\$2,437

Coaches in sub-varsity athletic programs which participate in CIAC scheduled activities shall receive stipends equal to the stipend of the assistant coach in the same sport. Coaches shall be paid half their salary at the midpoint of the season and the balance at the conclusion of the season. All positions are subject to annual appointment by the Board of Education. Termination within the one-year appointment shall only be for just cause; provided nothing shall prevent the Board from eliminating a position. In the circumstance of termination during the season, coaches shall be paid a pro-rata salary for the portion of the season worked.

APPENDIX F

DIFFERENTIALS AND EXTRA DUTY

All positions in this Appendix are subject to yearly appointment. Termination within the one-year appointment shall be only for just cause provided nothing shall prevent the Board from eliminating a position.

Travel

Travel differential must be approved by the Superintendent of Schools and shall not exceed \$300 per school year with applicable deductions.

Department Coordinators

Humanities	\$2,416
Math	\$2,416
Science	\$2,416
Social Studies	\$2,416
Special Education	\$2,416

Position

Effective 2018-19

Special Education Teachers*	\$964
Speech Teachers*	\$1,039

* Special education teachers and speech teachers who are employed as such by the Derby Board of Education on July 1, 1989, shall continue to receive annual stipends of \$840. Any special education and speech teachers hired after July 1, 1989 shall receive no such stipends.

Class Advisors (maximum 2 per grade level)

Senior class advisor	\$1,500
Junior class advisor	\$500
Sophomore class advisor	\$250
Freshman class advisor	\$250

Other Extra Duty Positions

Position

Effective 2018-19

Out of School Expulsion Tutor certified (hourly) and Extended Learning Programs

One student \$34.06

Two or more students \$37.47

TEAM District Facilitator (annual) \$5,000

Position

2026-27

2027-28

2028-29

2029-30

Assessment Coordinator \$1,722.00 \$1,756.00 \$1,791.00 \$1,827.00

Curriculum Writing (hourly) \$39.10 \$39.88 \$40.68 \$41.49

Summer School (hourly) \$145.07 \$147.98 \$150.94 \$153.95

APPENDIX G

FORMAL GRIEVANCE PRESENTATION

TYPE OR PRINT

(To be completed by grievant –
copy must be submitted to Association Representative)

GRIEVANT'S NAME _____

DATE SUBMITTED _____

DATE OF INFORMAL DISCUSSION _____

HOME ADDRESS OF GRIEVANT _____

SCHOOL _____

PRINCIPAL _____

YEARS IN SCHOOL SYSTEM _____

SUBJECT AREAS OR GRADE _____

NAME OF ASSOCIATION SCHOOL REPRESENTATIVE _____

NATURE OF ALLEGED UNFAIR OR INEQUITABLE TREATMENT:

SPECIFIC CONTRACT ARTICLE(S) AND SECTION(S) ALLEGED TO HAVE BEEN VIOLATED, IF ANY:

ACT OR CONDITION COMPLAINED OF:

DATE(S) ON WHICH VIOLATION OCCURRED:

REQUESTED REMEDY:

Signature of Grievant

APPENDIX H

**DERBY BOARD OF EDUCATION
SALARY SCHEDULE
2026-2027**

25-26 STEP #	NEW STEP #	BA	BA+15	MA	MA+15	6TH	6TH+15	PHD
1	Elim.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	1	\$56,416	\$57,629	\$60,708	\$63,568	\$66,745	\$68,779	\$73,609
3	2	\$58,109	\$59,589	\$62,985	\$65,730	\$68,881	\$71,049	\$76,111
4	3	\$59,853	\$61,615	\$65,367	\$67,964	\$71,085	\$73,393	\$78,699
5	4	\$61,679	\$63,708	\$67,851	\$70,275	\$73,359	\$75,815	\$81,374
6	5	\$63,622	\$65,875	\$70,429	\$72,664	\$75,707	\$78,317	\$84,141
7	6	\$65,659	\$68,116	\$73,105	\$75,135	\$78,130	\$80,901	\$87,002
8	7	\$67,759	\$70,432	\$75,883	\$77,690	\$80,631	\$83,571	\$89,960
9	8	\$69,927	\$72,826	\$78,766	\$80,331	\$83,211	\$86,330	\$93,018
10	9	\$72,165	\$75,302	\$81,760	\$83,063	\$85,874	\$89,179	\$96,181
11	10	\$74,475	\$77,862	\$84,867	\$85,887	\$88,621	\$92,121	\$99,451
12	11	\$76,857	\$80,509	\$88,091	\$88,839	\$91,457	\$95,162	\$102,833
13	12	\$79,317	\$83,246	\$91,439	\$92,186	\$94,749	\$98,302	\$106,329
14	13	\$81,854	\$86,076	\$94,913	\$95,660	\$98,539	\$101,547	\$109,944
15	14	\$84,474	\$89,003	\$98,521	\$99,264	\$103,170	\$104,899	\$113,683
16	15	\$88,016	\$93,407	\$103,313	\$105,957	\$108,687	\$110,578	\$117,085

Effective July 1, 2026, the 2025-2026 salary schedule shall be revised to eliminate the first step and renumber the steps, as set forth above. All teachers not at the maximum step shall move up one (1) step on the salary schedule, meaning they shall move to the next succeeding horizontal row which, due to renumbering, will not result in a change in their step number.

APPENDIX I

**DERBY BOARD OF EDUCATION
SALARY SCHEDULE
2027-2028**

STEP	BA	BA+15	MA	MA+15	6TH	6TH+15	PHD
1	\$57,544	\$58,782	\$61,922	\$64,839	\$68,080	\$70,155	\$75,081
2	\$59,271	\$60,781	\$64,245	\$67,045	\$70,259	\$72,470	\$77,633
3	\$61,050	\$62,847	\$66,674	\$69,323	\$72,507	\$74,861	\$80,273
4	\$62,913	\$64,982	\$69,208	\$71,681	\$74,826	\$77,331	\$83,001
5	\$64,894	\$67,193	\$71,838	\$74,117	\$77,221	\$79,883	\$85,824
6	\$66,972	\$69,478	\$74,567	\$76,638	\$79,693	\$82,519	\$88,742
7	\$69,114	\$71,841	\$77,401	\$79,244	\$82,244	\$85,242	\$91,759
8	\$71,326	\$74,283	\$80,341	\$81,938	\$84,875	\$88,057	\$94,878
9	\$73,608	\$76,808	\$83,395	\$84,724	\$87,591	\$90,963	\$98,105
10	\$75,965	\$79,419	\$86,564	\$87,605	\$90,393	\$93,963	\$101,440
11	\$78,394	\$82,119	\$89,853	\$90,616	\$93,286	\$97,065	\$104,890
12	\$80,903	\$84,911	\$93,268	\$94,030	\$96,644	\$100,268	\$108,456
13	\$83,491	\$87,798	\$96,811	\$97,573	\$100,510	\$103,578	\$112,143
14	\$86,163	\$90,783	\$100,491	\$101,249	\$105,233	\$106,997	\$115,957
15	\$89,776	\$95,275	\$105,379	\$108,076	\$110,861	\$112,790	\$119,427

Effective July 1, 2027, all teachers not at the maximum step shall move up one (1) step on the salary schedule.

APPENDIX J

**DERBY BOARD OF EDUCATION
SALARY SCHEDULE
2028-2029**

STEP	BA	BA+15	MA	MA+15	6TH	6TH+15	PHD
1	\$58,695	\$59,958	\$63,160	\$66,136	\$69,442	\$71,558	\$76,583
2	\$60,456	\$61,997	\$65,530	\$68,386	\$71,664	\$73,919	\$79,186
3	\$62,271	\$64,104	\$68,007	\$70,709	\$73,957	\$76,358	\$81,878
4	\$64,171	\$66,282	\$70,592	\$73,115	\$76,323	\$78,878	\$84,661
5	\$66,192	\$68,537	\$73,275	\$75,599	\$78,765	\$81,481	\$87,540
6	\$68,311	\$70,868	\$76,058	\$78,171	\$81,287	\$84,169	\$90,517
7	\$70,496	\$73,278	\$78,949	\$80,829	\$83,889	\$86,947	\$93,594
8	\$72,753	\$75,769	\$81,948	\$83,577	\$86,573	\$89,818	\$96,776
9	\$75,080	\$78,344	\$85,063	\$86,418	\$89,343	\$92,782	\$100,067
10	\$77,484	\$81,007	\$88,295	\$89,357	\$92,201	\$95,842	\$103,469
11	\$79,962	\$83,761	\$91,650	\$92,428	\$95,152	\$99,006	\$106,988
12	\$82,521	\$86,609	\$95,133	\$95,911	\$98,577	\$102,273	\$110,625
13	\$85,161	\$89,554	\$98,747	\$99,524	\$102,520	\$105,650	\$114,386
14	\$87,886	\$92,599	\$102,501	\$103,274	\$107,338	\$109,137	\$118,276
15	\$91,572	\$97,181	\$107,487	\$110,238	\$113,078	\$115,046	\$121,816

Effective July 1, 2028, all teachers not at the maximum step shall move up one (1) step on the salary schedule.

APPENDIX K

**DERBY BOARD OF EDUCATION
SALARY SCHEDULE
2029-2030**

STEP	BA	BA+15	MA	MA+15	6TH	6TH+15	PHD
1	\$59,869	\$61,157	\$64,423	\$67,459	\$70,831	\$72,989	\$78,115
2	\$61,665	\$63,237	\$66,841	\$69,754	\$73,097	\$75,397	\$80,770
3	\$63,516	\$65,386	\$69,367	\$72,123	\$75,436	\$77,885	\$83,516
4	\$65,454	\$67,608	\$72,004	\$74,577	\$77,849	\$80,456	\$86,354
5	\$67,516	\$69,908	\$74,741	\$77,111	\$80,340	\$83,111	\$89,291
6	\$69,677	\$72,285	\$77,579	\$79,734	\$82,913	\$85,852	\$92,327
7	\$71,906	\$74,744	\$80,528	\$82,446	\$85,567	\$88,686	\$95,466
8	\$74,208	\$77,284	\$83,587	\$85,249	\$88,304	\$91,614	\$98,712
9	\$76,582	\$79,911	\$86,764	\$88,146	\$91,130	\$94,638	\$102,068
10	\$79,034	\$82,627	\$90,061	\$91,144	\$94,045	\$97,759	\$105,538
11	\$81,561	\$85,436	\$93,483	\$94,277	\$97,055	\$100,986	\$109,128
12	\$84,171	\$88,341	\$97,036	\$97,829	\$100,549	\$104,318	\$112,838
13	\$86,864	\$91,345	\$100,722	\$101,514	\$104,570	\$107,763	\$116,674
14	\$89,644	\$94,451	\$104,551	\$105,339	\$109,485	\$111,320	\$120,642
15	\$93,403	\$99,125	\$109,637	\$112,443	\$115,340	\$117,347	\$124,252

Effective July 1, 2029, all teachers not at the maximum step shall move up one (1) step on the salary schedule.

APPENDIX L

ANNUITY/MUTUAL FUND LIST

In accordance with Article VI, the following represents the mutual funds and/or tax-sheltered annuities available to bargaining unit employees:

403B PLANS

Ameriprise
Equitable
Franklin Templeton
Horace Mann
Oppenheimer
Pennserve
Voya

457 PLANS

Equitable
Voya

If a plan is either no longer offered by the plan manager or closed to new investors, it will no longer be available to bargaining unit members.

Bargaining Unit members who retired under the Early Retirement Incentive Plan of 2006, shall not be affected by the above and the funds/annuity he/she selected shall still be available to such individual.

APPENDIX M
HEALTH INSURANCE

Revised 11/21 - OPTION A - School Calendar 2026-2028

Year:

Beginning Month:

Start day: 1: Sunday, 2: Monday

2026-2027 School Calendar

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Derby Public Schools	
Central Office/Administration	
35 Fifth Street	
203-736-5027 (Central Office)	
Derby, CT 06418	
Aug 26	New Hire Orientation
Aug 27	Convocation
Aug 31-Sep 1	Teacher Professional Dev Day
Sep 2	First Day of School
Sep 7	Labor Day
Sep 15	IRV/BRD Open House
Sep 16	DMS Open House
Sep 17	DHS/LRU Open House
Sep 18	Early Dismissal
Oct 7	Early Dismissal - Professional Dev
Oct 12	No School - Columbus Day
Oct 21	PSAT - DHS only early dismissal
Nov 3	No School - Election Day
Nov 6	First Marking Period Closes - secondary
Nov 9	DMS Conferences/Early Dismissal
Nov 10	DHS/LRU Conferences/Early Dismissal
Nov 11	Veterans Day - No School
Nov 12	IRV/BRD Parent Conf/Early Dismissal
Nov 13	Half Day All - Report Cards secondary
Nov 25	Early Dismissal All Schools
Nov 26-27	No School - Thanksgiving
Dec 2	Early Dismissal - Professional Dev
Dec 3	First Marking Period closes - elementary
Dec 10	Report cards issued - elementary
Dec 23	Early Dismissal
Dec 24-Jan 1	Winter Break
Jan 4	Classes resume
Jan 18	No School - Martin Luther King Day
Jan 25-29	Exams - Early Dismissal DHS Only
Jan 26	2nd Marking Period Closes - secondary
Feb 3	Early Dismissal Professional Development
Feb 5	Report Cards Issued secondary
Feb 9	DHS Conferences/Early Dismissal
Feb 10	IRV/BRD Parent Conf/Early Dismissal
Feb 11	DMS Parent Conf/Early Dismissal
Feb 12	Early Dismissal All
Feb 15	No School - Presidents Day
Feb 16	No School - Feb vacation
Mar 3	Early Dismissal - Professional Dev
Mar 12	2nd marking period closes - elementary
Mar 18	SAT day - DHS only early dismissal

January 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			


April 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Number of Days			Date		Event	
Month	Staff	Students	Start	End	Event	Event
			Mar 19		Report Cards Issued-elementary	
			Mar 26		No School - Good Friday	
			Apr 5		Third Marking Period Closes - secondary	
			Apr 7		Early Dismissal - Professional Dev	
			Apr 7		Half Day LRU Only - Parent Teacher Conf	
Aug	2	0	Apr 12 - 16		Spring Break	
Sept	21	20	Apr 21		Report Cards Issued secondary	
Oct	21	21	May 5		Early Dismissal - Professional Dev	
Nov	17	17	May 31		No School - Memorial Day	
Dec	17	17	Jun 4		LRU - Moving Up Ceremony	
Jan	19	19	June 10		DHS Graduation	
Feb	18	18	June 11		RAINDATE DHS Graduation	
Mar	19	19	Jun 10-15**		Tentative Early Dismissal DHS Only	
Apr	20	20	June 11		BRD Kindergarten Graduation 9 AM	
May	20	20	June 11		IRV Kindergarten Graduation 10:30AM	
June	12	12	June 14		DMS Grd 8 Moving Up @6PM	
	186	183	June 15		BRD Grd 5 Moving Up @ 9AM at DMS	
			June 15		IRV Grd 5 Moving Up @3PM at DMS	
			June 14-16		Tentative Early Dismissal - All	
			June 16		Tentative Last Day	

Public Holidays-No School
New Years Day - Jan 1
Martin Luther King Day - Jan 18
Presidents Day - Feb 15
Good Friday - March 26
Memorial Day - May 31
Fourth of July - July 4
Labor Day - Sept 7
Columbus Day - Oct 12
Veterans Day - Nov 11
Thanksgiving Day - Nov 26
Day after Thanksgiving - Nov 27
Christmas Day - Dec 25

-  Snow Day Closure
-  School Closed
-  Early Release
-  First & Last Day of School
-  First Day for Teachers
-  Central Office is closed

****Note: FINAL EXAMS (last 4 days of scl**
 45 Days in First Marking Period
 46 Days in Second Marking Period
 46 Days in Third Marking Period
 46 Days in Final Period

Note: If number of school closings through March 31 exceeds six (6) days, the additional school closings may be made up during April vacation. If number of school closings exceeds 4 days through the end of a quarter, progress reports and the end of the quarter will be adjusted.

Revised 11/21 - OPTION B - School Calendar 2026-2028

Year:

Beginning Month:

Start day: 1: Sunday, 2: Monday

2026-2027 School Calendar

Derby Public Schools
Central Office/Administration
35 Fifth Street
203-736-5027 (Central Office)
Derby, CT 06418

- Sept 1 New Hire Orientation
- Sept 2 Convocation
- Sept 3-4 Teacher Professional Dev Day
- Sept 8 Labor Day
- Sept 7 First Day of School
- Sept 22 IRV/BRD Open House
- Sept 23 DMS Open House
- Sept 24 DHS/LRU Open House
- Sept 25 Early Dismissal
- Oct 7 Early Dismissal - Professional Dev
- Oct 12 No School - Columbus Day
- Oct 21 PSAT - DHS only early dismissal
- Nov 3 No School - Election Day
- Nov 11 Veterans Day - No School
- Nov 12 First Marking Period Closes secondary
- Nov 17 DMS Conferences/Early Dismissal
- Nov 18 DHS/LRU Conferences/Early Dismissal
- Nov 19 IRV/BRD Parent Conf/Early Dismissal
- Nov 20 Half Day All - Report Cards secondary
- Nov 25 Early Dismissal All Schools
- Nov 26-27 No School - Thanksgiving
- Dec 2 Early Dismissal - Professional Dev
- Dec 8 Marking Period closes elementary
- Dec 16 Report cards elementary
- Dec 23 Early Dismissal
- Dec 24-Jan 1 Winter Break
- Jan 4 Classes resume
- Jan 18 No School - Martin Luther King Day
- Jan 25-29 Exams - Early Dismissal DHS Only
- Jan 29 Second Marking Period Closes
- Feb 3 Early Dismissal Professional Development
- Feb 9 Report Cards Issued secondary
- Feb 9 DHS Conferences/Early Dismissal
- Feb 10 IRV/BRD Parent Conf/Early Dismissal
- Feb 11 DMS Parent Conf/Early Dismissal
- Feb 12 Early Dismissal All
- Feb 15 No School - Presidents Day
- Feb 16 No School - Feb vacation
- Mar 3 Early Dismissal - Professional Dev
- Mar 17 Marking Period closes elementary
- Mar 18 SAT day - DHS only early dismissal
- Mar 24 Report cards elementary

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			







April 2027						
S	M	T	W	T	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Month	Staff	Students	Date	Event
			Mar 26	No School - Good Friday
			Apr 7	Early Dismissal - Professional Dev
			Apr 7	Half Day LRU Only - Parent Teacher Conf
			Apr 8	Third Marking Period Closes
			Apr 12 - 16	Spring Break
			Apr 26	Report Cards Issued DMS/DHS
			May 5	Early Dismissal - Professional Dev
			May 31	No School - Memorial Day
			Jun 4	LRU - Moving Up Ceremony
			June 10	DHS Graduation
			June 11	RAINDATE DHS Graduation
			Jun 16-21**	Tentative Early Dismissal DHS Only
			June 14	BRD Kindergarten Graduation 9 AM
			June 14	IRV Kindergarten Graduation 10:30AM
			June 14	IRV Grd 5 Moving Up @3PM at DMS
			June 15	BRD Grd 5 Moving Up @ 9AM at DMS
			June 15	DMS Grd 8 Moving Up @6PM
			June 17-21	Tentative Early Dismissal - All
			June 21	Tentative Last Day of School
Aug	0	0		
Sept	20	17		
Oct	21	21		
Nov	17	17		
Dec	17	17		
Jan	19	19		
Feb	18	18		
Mar	22	22		
Apr	17	17		
May	20	20		
June	15	15		
	186	183		

Public Holidays-No School
New Years Day - Jan 1
Martin Luther King Day - Jan 18
Presidents Day - Feb 15
Good Friday - March 26
Memorial Day - May 31
Fourth of July - July 4
Labor Day - Sept 7
Columbus Day - Oct 12
Veterans Day - Nov 11
Thanksgiving Day - Nov 26
Day after Thanksgiving - Nov 27
Christmas Day - Dec 25

-  Snow Day Closure
-  School Closed
-  Early Release
-  First & Last Day of School
-  First Day for Teachers
-  Central Office is closed

****Note: FINAL EXAMS (last 4 days of school)**
 45 Days in First Marking Period
 45 Days in Second Marking Period
 45 Days in Third Marking Period
 46 Days in Final Period

Note: If number of school closings through March 31 exceeds six (6) days, the additional school closings may be made up during April vacation. If number of school closings exceeds 4 days through the end of a quarter, progress reports and the end of the quarter will be adjusted.

Revised 11/21 - OPTION C - School Calendar 2026-2028

Year:

Beginning Month:

Start day: 1: Sunday, 2: Monday

2026-2027 School Calendar

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Derby Public Schools
Central Office/Administration
35 Fifth Street
203-736-5027 (Central Office)
Derby, CT 06418

Aug 24	New Hire Orientation
Aug 25	Convocation
Aug 26-27	Teacher Professional Dev Day
Aug 31	First Day of School
Sep 7	Labor Day
Sep 15	IRV/BRD Open House
Sep 16	DMS Open House
Sep 17	DHS/LRU Open House
Sep 18	Early Dismissal
Oct 7	Early Dismissal - Professional Dev
Oct 12	No School - Columbus Day
Oct 21	PSAT - DHS only early dismissal
Nov 3	No School - Election Day
Nov 5	First Marking Period Closes secondary
Nov 9	DMS Conferences/Early Dismissal
Nov 10	DHS/LRU Conferences/Early Dismissal
Nov 11	Veterans Day - No School
Nov 12	IRV/BRD Parent Conf/Early Dismissal
Nov 13	Half Day All - Report Cards secondary
Nov 25	Early Dismissal All Schools
Nov 26-27	No School - Thanksgiving
Dec 2	Early Dismissal - Professional Dev
Dec 1	First Marking Period closes elementary
Dec 8	Report cards issued elementary
Dec 23	Early Dismissal
Dec 24-Jan 1	Winter Break
Jan 4	Classes resume
Jan 18	No School - Martin Luther King Day
Jan 25-29	Exams - Early Dismissal DHS Only
Jan 26	2nd Marking Period Closes - secondary
Feb 3	Early Dismissal Professional Development
Feb 5	Report Cards Issued secondary
Feb 9	DHS Conferences/Early Dismissal
Feb 10	IRV/BRD Parent Conf/Early Dismissal
Feb 11	DMS Parent Conf/Early Dismissal
Feb 12	Early Dismissal All
Feb 15	No School - Presidents Day
Feb 16	No School - Feb vacation
Mar 3	Early Dismissal - Professional Dev
Mar 9	Marking Period closes elementary
Mar 16	Report cards issued elementary
Mar 18	SAT day - DHS only early dismissal

January 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

City of Derby-Board of Education

2026 Schedule of Regular Board of Education Meetings

Location: Derby Middle School Cafetorium and via Zoom
73 Chatfield Street
Derby, CT 06418

January

- Tuesday, January 6 - Committee of the Whole– 6:30 PM
- Thursday, January 15 – Board of Education Meeting - 6:30 PM

February

- Tuesday, February 3 – Committee of the Whole – 6:30 PM
- Thursday, February 19 – Board of Education Meeting – 6:30 PM

March

- Tuesday, March 3 – Committee of the Whole – 6:30 PM
- Thursday, March 19 – Board of Education Meeting – 6:30 PM

April

- Wednesday, April 7 – Committee of the Whole – 6:30 PM
- Thursday, April 16 - Board of Education meeting – 6:30 PM

May

- Tuesday, May 5 – Committee of the Whole – 6:30 PM
- Thursday, May 21 – Board of Education meeting – 6:30 PM
-

June

- Tuesday, June 2 - Committee of the Whole – 6:30 PM
- Thursday, June 18 – Board of Education meeting – 6:30 PM

July

- Tuesday, July 7 – Committee of the Whole – 6:30 PM
- Thursday, July 16 – Board of Education Meeting – 6:30 PM

August

- Tuesday, August 4 – Committee of the Whole – 6:30 PM
- Thursday, August 20 - Board of Education meeting – 6:30 PM

September

- Tuesday, September 1 – Committee of the Whole – 6:30 PM
- Thursday, September 17 - Board of Education meeting – 6:30 PM

City of Derby-Board of Education
2026 Schedule of Regular Board of Education Meetings

Location: Derby Middle School Cafetorium and via Zoom
73 Chatfield Street
Derby, CT 06418

October

- Tuesday, October 6 – Committee of the Whole – 6:30 PM
- Thursday, October 15 – Board of Education meeting – 6:30 PM

November

- Wednesday, November 4 –Committee of the Whole – 6:30 PM
- Wednesday, November 18 – Board of Education meeting – 6:30 PM

December

- Tuesday, December 1 – Committee of the Whole – 6:30 PM
- Thursday, December 17 – Board of Education meeting – 6:30 PM

Respectfully Submitted,
Jim Gildea, Chairman
Board of Education

Zoom meeting links:

Committee of the Whole Meeting: (First Tuesday unless otherwise indicated)

Join Zoom Meeting

<https://us02web.zoom.us/j/88375075648>

Meeting ID: 883 7507 5648

Find your local number: <https://us02web.zoom.us/j/88375075648>

Regular Board of Education Meetings: (Third Thursday unless otherwise indicated)

Join Zoom Meeting

<https://us02web.zoom.us/j/89155620034>

Meeting ID: 891 5562 0034

Find your local number: <https://us02web.zoom.us/j/89155620034>

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

To Date: 12/08/2025

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
791	11/07/2025	KELLY SERVICES INC.	\$0.00	1071	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
799	11/20/2025	KELLY SERVICES INC.	\$0.00	1078	Printed	Expense	<input type="checkbox"/>		
801	11/25/2025	ACES	\$0.00	1079	Printed	Expense	<input type="checkbox"/>		
803	11/25/2025	KELLY SERVICES INC.	\$0.00	1079	Printed	Expense	<input type="checkbox"/>		
812	12/03/2025	KELLY SERVICES INC.	\$0.00	1084	Printed	Expense	<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"/>		
10850	11/21/2025	Kapusta, Edward	\$1,628.16	16	Printed	Payroll	<input type="checkbox"/>		
10851	11/21/2025	AFSCME LOCAL 1303	\$479.70	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10852	11/21/2025	AFSCME PEOPLE, AFL-CIO	\$12.00	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10853	11/21/2025	CHARLES SCHWAB	\$2,376.80	1075	Printed	Payroll Ded	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

To Date: 12/08/2025

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
10854	11/21/2025	CITY OF DERBY	\$47,848.20	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10855	11/21/2025	CONNECTICUT HEALTHCARE ASSOCIATES	\$291.65	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10856	11/21/2025	GRIFFIN HOSPITAL GYM MEMBERSHIP	\$282.00	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10857	11/21/2025	LINCOLN FINANCIAL GROUP	\$431.58	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10858	11/21/2025	NEW YORK LIFE	\$12.90	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10859	11/21/2025	STANDARD INSURANCE COMPANY	\$171.27	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10860	11/21/2025	STATE MARSHAL BRIAN MEZICK	\$615.10	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10861	11/21/2025	STATE OF CONNECTICUT CS	\$808.00	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10862	11/21/2025	UPSEU	\$1,084.42	1075	Printed	Payroll Ded	<input type="checkbox"/>		
10863	12/05/2025	Barclay, Tamoy	\$382.91	17	Printed	Payroll	<input type="checkbox"/>		
10864	12/05/2025	Vitola, Kristine	\$2,091.55	17	Printed	Payroll	<input type="checkbox"/>		
10865	12/05/2025	Marinko, Serena	\$848.87	17	Printed	Payroll	<input type="checkbox"/>		
10867	12/05/2025	AFSCME LOCAL 1303	\$479.70	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10868	12/05/2025	AFSCME PEOPLE, AFL-CIO	\$12.00	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10869	12/05/2025	CHARLES SCHWAB	\$2,451.35	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10870	12/05/2025	CITY OF DERBY	\$48,039.89	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10871	12/05/2025	CONNECTICUT HEALTHCARE ASSOCIATES	\$291.65	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10872	12/05/2025	GRIFFIN HOSPITAL GYM MEMBERSHIP	\$282.00	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10873	12/05/2025	LINCOLN FINANCIAL GROUP	\$431.58	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10874	12/05/2025	NEW YORK LIFE	\$12.90	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10875	12/05/2025	STANDARD INSURANCE COMPANY	\$172.71	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10876	12/05/2025	STATE MARSHAL BRIAN MEZICK	\$615.10	1081	Printed	Payroll Ded	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

To Date: 12/08/2025

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
10877	12/05/2025	STATE OF CONNECTICUT CS	\$808.00	1081	Printed	Payroll Ded	<input type="checkbox"/>		
10878	12/05/2025	UPSEU	\$1,066.04	1081	Printed	Payroll Ded	<input type="checkbox"/>		
52412	11/06/2025	ACES	\$52,456.75	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52413	11/06/2025	ALL STAR TRANSPORTATION	\$91,154.47	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52414	11/06/2025	ANDREW CORTEZ	\$89.60	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52415	11/06/2025	BLANCHETTE SPORTING GOODS	\$609.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52416	11/06/2025	CHIMENET INC.	\$4,638.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52417	11/06/2025	CIAC	\$200.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52418	11/06/2025	CINTAS CORPORATION NO. 2	\$623.70	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52419	11/06/2025	COORDINATED TRANSPORTATION SOLUTIONS,INC	\$7,020.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52420	11/06/2025	CT-TSG LLC	\$4,214.09	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52421	11/06/2025	ERIN GREGOIRE	\$131.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52422	11/06/2025	GRACE ANDRADE	\$137.62	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52423	11/06/2025	HORACE MANN	\$63.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52424	11/06/2025	JC MUSIC	\$200.19	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52425	11/06/2025	JOHN BOYLE COMPANY	\$38.48	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52426	11/06/2025	KATHLEEN BIGA	\$1,638.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52427	11/06/2025	KELLY SERVICES INC.	\$3,889.35	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52428	11/06/2025	MANSON WESTERN LLC DBA (WPS)	\$104.50	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52429	11/06/2025	ROBERT HALF INC.	\$925.82	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52430	11/06/2025	SANTA BUCKLEY ENERGY, INC.	\$4,452.58	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52431	11/06/2025	SHANNON BOYD	\$302.82	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52432	11/06/2025	THE EAGLE LEASING COMPANY	\$159.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	



Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

To Date: 12/08/2025

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
52433	11/06/2025	TREASURER, STATE OF CT	\$369.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52434	11/06/2025	UNITED ILLUMINATING	\$41,500.61	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52435	11/06/2025	VALLEY ELECTRIC SUPPLY CO.	\$173.75	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52436	11/13/2025	ACES	\$95,904.92	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52437	11/13/2025	AGILE SPORTS TECHNOLOGIES DBA HUDL	\$750.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52438	11/13/2025	AIRGAS INC,	\$42.30	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52439	11/13/2025	ALL STAR TRANSPORTATION	\$14,164.48	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52440	11/13/2025	ANTHONY ROSS	\$50.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52441	11/13/2025	BRIDGEPORT PUBLIC SCHOOLS (BOE)	\$6,250.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52442	11/13/2025	CARL DAVID GROSS	\$4,281.76	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52443	11/13/2025	COMCAST	\$543.55	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52444	11/13/2025	DERBY FOOD SERVICES	\$166.85	1072	Printed	Expense	<input type="checkbox"/>		
52445	11/13/2025	DYLAN CUMMINGS	\$50.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52446	11/13/2025	EVERSOURCE	\$5,574.11	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52447	11/13/2025	GOVCONNECTION, INC.	\$2,520.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52448	11/13/2025	GRAINGER INC.	\$304.62	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52449	11/13/2025	GRANITE TELECOMMUNICATIONS	\$493.70	1072	Printed	Expense	<input type="checkbox"/>		
52450	11/13/2025	HILLYARD NEW ENGLAND	\$2,490.40	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52451	11/13/2025	HORACE MANN	\$112.50	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52452	11/13/2025	INFOSHRED, LLC	\$26.86	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52453	11/13/2025	KAYLEE OLENOSKI	\$50.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52454	11/13/2025	KRISTEN ENJEM	\$50.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52455	11/13/2025	KYLE SOISSON	\$50.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

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From Check:

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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
52456	11/13/2025	LANGUAGERS INC.	\$186.94	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52457	11/13/2025	NATCHAUG HOSPITAL, INC.	\$10,120.00	1072	Printed	Expense	<input type="checkbox"/>		
52458	11/13/2025	PATRICK SHERIDAN	\$100.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52459	11/13/2025	REGIONAL WATER AUTHORITY	\$140.96	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52460	11/13/2025	RELAY HUB, LLC	\$3,083.34	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52461	11/13/2025	ROBERT HALF INC.	\$1,826.28	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52462	11/13/2025	ROBERT HYDER	\$75.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52463	11/13/2025	ROBERT KLING	\$50.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52464	11/13/2025	SPARK ENERGY GAS, LLC	\$5,166.16	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52465	11/13/2025	SPECIALIZED EDUCATION OF CT, INC.	\$15,124.53	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52466	11/13/2025	STEPHEN CLARK	\$50.00	1072	Printed	Expense	<input type="checkbox"/>		
52467	11/13/2025	THOMAS C. ABEL	\$75.00	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52468	11/13/2025	UNIVERSITY SCHOOL J.P.E., LLC	\$5,416.67	1072	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52469	11/20/2025	ACES	\$34,927.70	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52470	11/20/2025	ALL STAR TRANSPORTATION	\$924.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52471	11/20/2025	ASPIRE LIVING & LEARNING	\$26,000.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52472	11/20/2025	B-G MECHANICAL SERVICE, INC	\$6,780.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52473	11/20/2025	COLLEGE BOARD	\$672.75	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52474	11/20/2025	ENVIROSHIELD INC.	\$325.00	1077	Printed	Expense	<input type="checkbox"/>		
52475	11/20/2025	HOME DEPOT	\$2,120.99	1077	Printed	Expense	<input type="checkbox"/>		
52476	11/20/2025	JENNIFER MOFFAT	\$270.90	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52477	11/20/2025	JOHNNA M. ADAMS	\$50.00	1077	Printed	Expense	<input type="checkbox"/>		
52478	11/20/2025	MELISSA HOLM	\$57.60	1077	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

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From Check:

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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
52479	11/20/2025	NEW HAVEN PUBLIC SCHOOLS	\$7,916.00	1077	Printed	Expense	<input type="checkbox"/>		
52480	11/20/2025	REGIONAL WATER AUTHORITY	\$839.19	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52481	11/20/2025	ROBERT HALF INC.	\$1,280.93	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52482	11/20/2025	SALVATORE A. BUCCI	\$4,800.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52483	11/20/2025	ST VINCENT'S SPECIAL NEEDS CENTER INC.	\$10,661.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52484	11/20/2025	STANDARD INSURANCE COMPANY	\$173.96	1077	Printed	Expense	<input type="checkbox"/>		
52485	11/20/2025	THE EAGLE LEASING COMPANY	\$240.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52486	11/20/2025	TRANSITIONCT LLC	\$24,150.00	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52487	11/20/2025	UNITED RENTALS(NORTH AMERICA), INC.	\$41.43	1077	Printed	Expense	<input type="checkbox"/>		
52488	11/20/2025	VALLEY ELECTRIC SUPPLY CO.	\$10.38	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52489	11/20/2025	XEROX CORPORATION	\$5,675.25	1077	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52490	11/25/2025	A+ TECHNOLOGY & SECURITY SOLUTIONS, INC.	\$11,784.96	1080	Printed	Expense	<input type="checkbox"/>		
52491	11/25/2025	ACES	\$149,319.04	1080	Printed	Expense	<input type="checkbox"/>		
52492	11/25/2025	ALL STAR TRANSPORTATION	\$1,986.00	1080	Printed	Expense	<input type="checkbox"/>		
52493	11/25/2025	ANTHONY ROSS	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52494	11/25/2025	ATLANTIC COMPUTING TECHNOLOGY CORPORATIO	\$1,253.54	1080	Printed	Expense	<input type="checkbox"/>		
52495	11/25/2025	BLANCHETTE SPORTING GOODS	\$72.00	1080	Printed	Expense	<input type="checkbox"/>		
52496	11/25/2025	CARLOS SCHWEITZER, M.D.	\$2,200.00	1080	Printed	Expense	<input type="checkbox"/>		
52497	11/25/2025	COOPERATIVE EDUCATION SERVICES	\$41,150.00	1080	Printed	Expense	<input type="checkbox"/>		
52498	11/25/2025	COORDINATED TRANSPORTATION SOLUTIONS,INC	\$7,200.00	1080	Printed	Expense	<input type="checkbox"/>		
52499	11/25/2025	DERBY FOOD SERVICES	\$1,354.84	1080	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

To Date: 12/08/2025

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
52500	11/25/2025	DIANE D. ZERELLA	\$115.00	1080	Printed	Expense	<input type="checkbox"/>		
52501	11/25/2025	DYLAN CUMMINGS	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52502	11/25/2025	EPIC SPORTS INC.	\$271.95	1080	Printed	Expense	<input type="checkbox"/>		
52503	11/25/2025	FRANK PCZONKA	\$16.98	1080	Printed	Expense	<input type="checkbox"/>		
52504	11/25/2025	FRONTIER COMMUNICATIONS	\$389.82	1080	Printed	Expense	<input type="checkbox"/>		
52505	11/25/2025	JC MUSIC	\$67.81	1080	Printed	Expense	<input type="checkbox"/>		
52506	11/25/2025	JOSTENS INC.	\$866.95	1080	Printed	Expense	<input type="checkbox"/>		
52507	11/25/2025	KAYLEE OLENOSKI	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52508	11/25/2025	KRISTEN ENJEM	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52509	11/25/2025	KYLE SOISSON	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52510	11/25/2025	MARIANNE SAMOKAR	\$250.00	1080	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
52511	11/25/2025	NATCHAUG HOSPITAL, INC.	\$5,520.00	1080	Printed	Expense	<input type="checkbox"/>		
52512	11/25/2025	NAUGATUCK BOARD OF EDUCATION	\$7,325.55	1080	Printed	Expense	<input type="checkbox"/>		
52513	11/25/2025	PATRICK SHERIDAN	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52514	11/25/2025	REGIONAL WATER AUTHORITY	\$210.33	1080	Printed	Expense	<input type="checkbox"/>		
52515	11/25/2025	ROBERT HALF INC.	\$1,826.28	1080	Printed	Expense	<input type="checkbox"/>		
52516	11/25/2025	ROBERT HYDER	\$75.00	1080	Printed	Expense	<input type="checkbox"/>		
52517	11/25/2025	STANDARD INSURANCE COMPANY	\$97.30	1080	Printed	Expense	<input type="checkbox"/>		
52518	11/25/2025	STEPHEN CLARK	\$50.00	1080	Printed	Expense	<input type="checkbox"/>		
52519	11/25/2025	THOMAS C. ABEL	\$75.00	1080	Printed	Expense	<input type="checkbox"/>		
52520	11/25/2025	UNITED ILLUMINATING	\$1,360.75	1080	Printed	Expense	<input type="checkbox"/>		
52521	11/25/2025	UNITED RENTALS(NORTH AMERICA), INC.	\$12,148.13	1080	Printed	Expense	<input type="checkbox"/>		
52522	12/04/2025	ALL STAR TRANSPORTATION	\$82,383.51	1085	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

To Date: 12/08/2025

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
52523	12/04/2025	ANDREW CORTEZ	\$88.20	1085	Printed	Expense	<input type="checkbox"/>		
52524	12/04/2025	AUCTANE, INC.	\$539.76	1085	Printed	Expense	<input type="checkbox"/>		
52525	12/04/2025	AUTOMATED BUILDING SYSTEMS INC.	\$9,835.70	1085	Printed	Expense	<input type="checkbox"/>		
52526	12/04/2025	BRIDGEPORT PUBLIC SCHOOLS (BOE)	\$4,000.00	1085	Printed	Expense	<input type="checkbox"/>		
52527	12/04/2025	CARL DAVID GROSS	\$3,670.08	1085	Printed	Expense	<input type="checkbox"/>		
52528	12/04/2025	CHIMENET INC.	\$4,638.00	1085	Printed	Expense	<input type="checkbox"/>		
52529	12/04/2025	CINTAS CORPORATION NO. 2	\$623.70	1085	Printed	Expense	<input type="checkbox"/>		
52530	12/04/2025	CITY OF DERBY	\$288.53	1085	Printed	Expense	<input type="checkbox"/>		
52531	12/04/2025	CT-TSG LLC	\$3,759.50	1085	Printed	Expense	<input type="checkbox"/>		
52532	12/04/2025	GRACE ANDRADE	\$81.06	1085	Printed	Expense	<input type="checkbox"/>		
52533	12/04/2025	GRAINGER INC.	\$545.28	1085	Printed	Expense	<input type="checkbox"/>		
52534	12/04/2025	JC MUSIC	\$115.00	1085	Printed	Expense	<input type="checkbox"/>		
52535	12/04/2025	REGIONAL WATER AUTHORITY	\$329.68	1085	Printed	Expense	<input type="checkbox"/>		
52536	12/04/2025	RELAY HUB, LLC	\$1,541.67	1085	Printed	Expense	<input type="checkbox"/>		
52537	12/04/2025	ROBERT HALF INC.	\$913.14	1085	Printed	Expense	<input type="checkbox"/>		
52538	12/04/2025	SANTA BUCKLEY ENERGY, INC.	\$3,796.67	1085	Printed	Expense	<input type="checkbox"/>		
52539	12/04/2025	SCHOOL NURSE SUPPLY INC.	\$218.50	1085	Printed	Expense	<input type="checkbox"/>		
52540	12/04/2025	SHANNON BOYD	\$216.30	1085	Printed	Expense	<input type="checkbox"/>		
52541	12/04/2025	STANDARD INSURANCE COMPANY	\$1,508.42	1085	Printed	Expense	<input type="checkbox"/>		
52542	12/04/2025	THE EAGLE LEASING COMPANY	\$159.00	1085	Printed	Expense	<input type="checkbox"/>		
52543	12/04/2025	TIMOTHY LYDON	\$8,910.00	1085	Printed	Expense	<input type="checkbox"/>		
52544	12/04/2025	ULINE, INC.	\$1,491.00	1085	Printed	Expense	<input type="checkbox"/>		
52545	12/04/2025	UNITED ILLUMINATING	\$69,261.69	1085	Printed	Expense	<input type="checkbox"/>		

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

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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
52546	12/04/2025	UNIVERSITY SCHOOL J.P.E., LLC	\$7,500.00	1085	Printed	Expense	<input type="checkbox"/>		
52547	12/04/2025	VERIZON WIRELESS	\$485.24	1085	Printed	Expense	<input type="checkbox"/>		
52548	12/04/2025	WINSUPPLY OF SHELTON CO.	\$638.34	1085	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 184 Total Amount: \$1,146,747.72

Fund: 2025 FY25

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
793	11/07/2025	PMT ASSOCIATES INC.	\$1,035.00	1071	Printed	Expense	<input type="checkbox"/>		
804	11/25/2025	NORCOM	\$4,036.40	1079	Printed	Expense	<input type="checkbox"/>		
805	11/25/2025	OPEN UP RESOURCES	\$368.00	1079	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 3 Total Amount: \$5,439.40

Fund: 2026 FY26

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
798	11/20/2025	CONSTELLATION SCHOOL BASED THERAPY LLC	\$31,008.25	1078	Printed	Expense	<input type="checkbox"/>		
801	11/25/2025	ACES	\$26,015.00	1079	Printed	Expense	<input type="checkbox"/>		
802	11/25/2025	CAS	\$490.00	1079	Printed	Expense	<input type="checkbox"/>		
806	11/25/2025	PEARSON CLINICAL ASSESSMENT	\$196.80	1079	Printed	Expense	<input type="checkbox"/>		
810	11/25/2025	Valley Transit District	\$70.00	1079	Printed	Expense	<input type="checkbox"/>		
811	12/03/2025	CONNECTICUT BAR ASSOCIATION, INC.	\$350.00	1084	Printed	Expense	<input type="checkbox"/>		
813	12/03/2025	KIDDIE KABZ, LLC	\$1,275.00	1084	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 7 Total Amount: \$59,405.05

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

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From Check:

To Check:

From Voucher:

To Voucher:

Fund: 3026 FY26

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
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 checked="" type="checkbox"/>	11/30/2025	
792	11/07/2025	Melissa Stevens	\$120.00	1071	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	
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"/>		
796	11/20/2025	ACES	\$480.00	1078	Printed	Expense	<input type="checkbox"/>		
797	11/20/2025	ALLISON HILL	\$225.00	1078	Printed	Expense	<input type="checkbox"/>		
798	11/20/2025	CONSTELLATION SCHOOL BASED THERAPY LLC	\$0.00	1078	Printed	Expense	<input type="checkbox"/>		
799	11/20/2025	KELLY SERVICES INC.	\$3,810.02	1078	Printed	Expense	<input type="checkbox"/>		
800	11/20/2025	SOLIANT HEALTH, LLC	\$2,429.52	1078	Printed	Expense	<input type="checkbox"/>		
801	11/25/2025	ACES	\$0.00	1079	Printed	Expense	<input type="checkbox"/>		
803	11/25/2025	KELLY SERVICES INC.	\$3,178.98	1079	Printed	Expense	<input type="checkbox"/>		
807	11/25/2025	SOLIANT HEALTH, LLC	\$1,281.01	1079	Printed	Expense	<input type="checkbox"/>		
808	11/25/2025	STAPLES	\$591.60	1079	Printed	Expense	<input type="checkbox"/>		
809	11/25/2025	VALLEY REGIONAL ADULT EDUCATION	\$113,351.00	1079	Printed	Expense	<input type="checkbox"/>		
812	12/03/2025	KELLY SERVICES INC.	\$3,400.87	1084	Printed	Expense	<input type="checkbox"/>		
814	12/03/2025	SOLIANT HEALTH, LLC	\$1,690.70	1084	Printed	Expense	<input type="checkbox"/>		
10865	12/05/2025	Marinko, Serena	\$106.73	17	Printed	Payroll	<input type="checkbox"/>		
10866	12/05/2025	Milewski, Angela	\$2,909.52	17	Printed	Payroll	<input type="checkbox"/>		
52427	11/06/2025	KELLY SERVICES INC.	\$0.00	1069	Printed	Expense	<input checked="" type="checkbox"/>	11/30/2025	

Total Checks for Fund: 21 Total Amount: \$139,884.95

Derby Public Schools

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account:

From Date: 11/01/2025

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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
23771	11/14/2025	ALL STAR TRANSPORTATION	\$374.00	1073	Printed	Expense	<input type="checkbox"/>		
23772	11/14/2025	CHSCA C/O LEN CORTO	\$55.00	1073	Printed	Expense	<input type="checkbox"/>		
23773	11/14/2025	CITY STITCHERS	\$1,488.00	1073	Printed	Expense	<input type="checkbox"/>		
23774	11/14/2025	DICK BLICK	\$80.18	1073	Printed	Expense	<input type="checkbox"/>		
23775	11/14/2025	NICK FRAGER	\$73.67	1073	Printed	Expense	<input type="checkbox"/>		
23776	12/03/2025	BLANCHETTE SPORTING GOODS	\$24.00	1083	Printed	Expense	<input type="checkbox"/>		
23777	12/03/2025	CITY STITCHERS	\$2,590.00	1083	Printed	Expense	<input type="checkbox"/>		
23778	12/03/2025	SCHOOL SPECIALTY	\$179.64	1083	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 8 Total Amount: \$4,864.49

Total Amount: \$1,356,341.61

End of Report



**DERBY PUBLIC SCHOOLS
ENROLLMENT REPORT
12/12/2025**

Grade	LRU	Bradley	Irving	DMS	DHS	RAISE	TOTALS
PreK	69						69
Kdg.		42	41				83
1		34	43				77
2		41	55				96
3		39	41				80
4		47	70				117
5		52	49				101
6				80			80
7				113			113
8				106			106
9					76	4	80
10					75	1	76
11					96	4	100
12					64	1	65
Totals	69	255	299	299	311	10	1243

Count as of 12/12/2025

RECEIVED

By Marc J. Garofalo, MPA, MCC, MCTC at 4:10 pm, Dec 16, 2025

Derby High School Discipline Report

ID	Grade	Inc Date	Inc Type	Action
39977	11	11/12/25	Dress Code Violation	Parent Conference
24473	12	11/14/25		ISS
46482	10	11/17/25	Dress Code Violation	ISS
46345	10	11/17/25	Dress Code Violation	ISS
11278	10	11/17/25	Dress Code Violation	ISS
46482	10	11/18/25		
33072	10	11/18/25	Teasing	OSS
9835	12	11/19/25	Insubordination/Disrespect	
10973	11	11/19/25	Inappropriate behavior	Student Conference
24473	12	11/19/25	Inappropriate behavior	Student Conference
48202	9	11/19/25	Cell phone	Student Conference
48203	9	11/19/25	Cell phone	Student Conference
12598	11	11/19/25	Inappropriate behavior	Student Conference
11068	11	11/21/25	Cell phone	ISS
42732	11	11/21/25	Skipping Class	Warning Only
44184	11	11/21/25	Cell phone	ISS
26872	11	11/21/25	Cell phone	ISS
12214	10	11/21/25	Insubordination/Disrespect	ISS
37728	10	11/21/25	Cell phone	ISS
48203	9	11/21/25	Cell phone	ISS
9445	11	11/21/25	Cell phone	ISS
12869	10	11/21/25		
32026	9	11/21/25	Cell phone	ISS
25674	10	11/21/25		
48199	11	11/21/25	Skipping Class	Warning Only
44434	10	11/24/25		
10971	11	11/24/25	Cell phone	Student Conference
37927	10	11/24/25		
46466	10	11/24/25	Inappropriate behavior	Restorative Justice
12314	10	11/24/25	Inappropriate behavior	Restorative Justice
46547	10	11/24/25	Cell phone	Student Conference
37935	9	11/24/25	Teasing	Parent Conference
38876	10	11/24/25		
36177	10	11/25/25		
48202	9	12/01/25	Dress Code Violation	Parent Conference
48203	9	12/01/25	Dress Code Violation	Parent Conference
46509	11	12/04/25	Dress Code Violation	Written agreement/contract
37935	9	12/04/25	Insubordination/Disrespect	Bus Suspension
37935	9	12/04/25	Insubordination/Disrespect	Bus Suspension
42738	9	12/05/25	Threat/Intimidate/Verbal Harass	ISS
10971	11	12/08/25	Dress Code Violation	ISS
48202	9	12/08/25	Cell phone	ISS
31332	10	12/08/25	Cell phone	ISS
46509	11	12/08/25	Cell phone	ISS
31372	9	12/08/25	Cell phone	ISS

Derby High School Discipline Report

ID	Grade	Inc Date	Inc Type	Action
9563	12	12/09/25	Cell phone	ISS
48203	9	12/09/25	Dress Code Violation	ISS
46500	9	12/09/25		
41727	11	12/09/25	Cell phone	ISS
12617	11	12/10/25	Cell phone	Student Conference
10971	11	12/10/25	Cell phone	Student Conference
44084	12	12/10/25	Unauthorized use of computers	ISS
46535	9	12/10/25	Unauthorized use of computers	ISS
11274	9	12/10/25	Cell phone	Student Conference
36177	10	12/10/25	Cell phone	Student Conference
12314	10	12/10/25	False information/Lying	ISS
39879	11	12/10/25	Cell phone	Student Conference
48202	9	12/10/25	Cell phone	ISS
48203	9	12/10/25	Cell phone	OSS
42938	12	12/10/25	Cell phone	ISS
31374	10	12/10/25	Cell phone	Student Conference
34973	12	12/10/25	Cell phone	ISS
37935	9	12/11/25	Throwing objects	OSS

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RAISE Discipline Report

ID	Grade	Inc Date	Inc Type	Action
22472	12	11/14/25	Cell phone	ISS

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