

**Please Note: These minutes are pending board approval.**  
**Board of Education**  
**Newtown, Connecticut**

Minutes of the Board of Education virtual meeting held December 15, 2020 at 7:00 p.m.

M. Ku, Chair	L. Rodrigue
D. Delia, Vice Chair	A. Uberti
D. Cruson, Secretary(absent)	T. Vadas
D. Leidlein	2 Staff
J. Vouros	1 Press
R. Harriman-Stites	Public by phone
D. Zukowski	

Mrs. Ku called the meeting to order at 7:01 p.m. and stated it was being recorded and being live streamed.

Item 1 – Pledge of Allegiance

Item 2 – Celebration of Excellence

Dr. Rodrigue spoke about celebrating our nurses because they have worked tirelessly advising parents, helping students, and have been a comfort to the entire school community. They are the true behind-the-scenes heroes. Anne Dalton our Nursing Supervisor has worked with Donna Culbert, Health Director, on contact tracing. She recognized Donna Culbert attending the meeting and thanked them all on behalf of the entire Newtown staff and schools.

Mrs. Ku also thanked them for their work keeping our schools safe.

Item 2 – Consent Agenda

MOTION: Mr. Delia moved that the Board of Education approve the consent agenda which includes the minutes of December 1, 2020 and December 8, 2020 and the correspondence report. Mrs. Harriman-Stites seconded. Motion passes unanimously.

Item 4 – Public Participation

Stephanie Strover, Possum Ridge Road, appreciates the teachers and nurse Maddie at Head O'Meadow. Staffing issues are preventing students from being in school and she feels we are over-quarantining our staff. She proposed the schools create a scientific advisory council to talk about the virus and evaluate how the CDC is implemented in our schools.

Liza Leuallen, 10 Wills Road, formerly Liza Mecca, thanked the teachers and staff and is concerned about social emotional learning. Decisions come with a price. There was no transparency in dealing with the staffing issue. Students need to be in school January 4.

Jen Larkin, 10 Marlin Road, thanked Dr. Rodrigue and the Board for returning to school in January. She is concerned with sub-par education. Students and parents are riddled with anxiety. In-person instruction provides the best education. She is sympathetic to the teachers but the model we are in is not sustainable and encouraged the opening of the buildings.

Jennifer Salinger, 68 Marlin Road, is a healthcare provider to Covid patients. The mitigation efforts and PPE works. There is data supporting that the children are safest in school and data should be used to support decisions.

Janet Guzma, 12 The Boulevard, thanked the teachers, administration and Dr. Rodrigue for taking time to meet with her and other parents on Friday. Her children often have anxiety over remote learning. Our schools have proven to be safe. It's imperative to be given a choice to send their children to school.

Item 5 – Presentations

## Counseling Services and Support:

Dr. Rodrigue introduced Dr. Longobucco who will talk about the Kids in Crisis and Hope Squad at the high school and Bret Nichols who will talk about the K-12 counseling services.

Mr. Nichols spoke about this challenging time and that we are reaching out the students. He also reviewed his recent newsletter.

Mr. Delia asked what type of training helps them get ready to deal with this challenge the students are facing.

Mr. Nichols said he was a member of two different DRG groups to share professional development and feels we are ahead in a lot of ways in comparison to other districts.

Mr. Delia asked if there was anything he needs from the Board that isn't in the budget or something he didn't plan on to help support the children.

Mr. Nichols believes we have been supported and are meeting the needs but he appreciated the offer.

Dr. Longobucco spoke about Teen Talk which is a school-based mental health program that reaches students through individual counseling, group sessions, and presentations. The Hope Squad is a school-based peer-to-peer suicide prevention program to reduce youth suicide through education training and peer intervention.

Ms. Zukowski asked if they have spoken with Social Services and Youth and Family Services about leveraging that type of program.

Dr. Longobucco stated they work with those groups but wasn't sure they would use the Kids in Crisis program because it's a school based program.

Item 6 – Reports

Chair Report: The Legislative Council dates for the CIP are January 6 and 20. With this being the last meeting of the year, Mrs. Ku thanked the Board that works year round and the Superintendent and all of our staff during this incredibly challenging year for their pivot to a new learning environment. Thanks to Dr. Rodrigue for taking on the weight of running the district during a pandemic. She wished everyone a happy holiday and new year.

Superintendent's Report: Dr. Rodrigue noted that yesterday was the 12/14 anniversary and thanked the Matt Crebbin and the Interfaith Council for putting together a prerecorded service for staff which was truly appreciated. She started her day at Sandy Hook School but even eight years later it was very difficult. Our thoughts and prayers go out to the victim's families. PEAC subgroups are putting together a model for K-6 to work with peers. With snow coming we plan on a snow day on Thursday with no remote learning. We are close to our winter break and hopes everyone finds time to pause, take a breath, and enjoy their families.

## Committee Reports:

Mrs. Harriman-Stites reported the Policy Committee was looking at personnel policies with the evaluation of coaches coming next.

Mr. Delia said the CIP Committee met. The Board of Finance expanded the Hawley project over three years.

Mr. Vouros reported that the Curriculum and Instruction Committee met with the principal of Newtown Middle School regarding their schedule change for next year. They will meet again on

December 22 to discuss the special education portion of the change. January 5 we will provide the Board with the complete change that will occur next year.

Ms. Zukowski said the Communications Committee met and hopes to get the next newsletter to the Board in January focusing on technology.

#### Student reports:

Mr. Jerfy reported that school has been tiring sitting in front of the screen but we do get some breaks. Clubs are going well and the National Honor Society is getting their events planned. We also had an event at Maplewood with Christmas caroling.

Ms. Clure focused on getting information on the arts in the high school. Choir and jazz band are having virtual practices, which is difficult. Regarding electives, ceramics and painting students have a day to pick up materials from school so they can work at home on their projects. Baking pastry and culinary can use their home kitchens. They can record themselves or send final project to their teachers. The NHS drama "A Wonderful Life" started filming this weekend with the performance on Saturday.

#### Financial Report:

MOTION: Mr. Delia moved that the Board of Education approve the financial report and transfers for the month ending November 30, 2020. Mrs. Harriman-Stites seconded.

Mr. Delia noted that Covid expenses are over \$1.5M but our budget doesn't show a deficit for that amount. The community needs to understand that money budgeted has not been sent but the strain is there. We are in the red for technology by \$700,000 and there are significant expenses related to Covid.

Mrs. Vadas spoke about the Covid expenses document, the financial report, and the comparison of the lunch program from last year to this year.

Motion passes unanimously.

#### Item 7 – Old Business

##### COVID-19 Update:

Lorrie sent a letter to staff and parents for our plan to return in full on January 4. We will continue to review our classroom space and lunch distribution. All of the prep time for teachers is equitable. In the last week parents and community members were starting to get applications to help as substitutes. We have to make sure we don't compromise safety. Data shows there is no spread in schools. We worked with Donna Culbert and Anne Dalton and feel confident that we can come back and be able to manage with staffing and social distancing to ensure safety. The flexibility of keeping students home is still in place.

Mrs. Culbert stated that regarding students coming back in January, students in person in school is a safe environment. We will continue to run into cases where we will have to quarantine. The nurses and teachers the first part of the year worked well in contact tracing. She wants everyone to be prepared because we have seen cases rise but it will have an impact on school. We may not peak until mid-January so we need to be prepared. What people are willing to do and not do is based on human behavior. She is confident because we have a good team and excellent system.

Mrs. Ku appreciates all that Mrs. Culbert has been doing with Anne Dalton and Dr. Rodrigue regarding information from the State.

Mrs. Leidlein asked how it is determined when a faculty member needs to quarantine.

Mrs. Culbert said we look at their environment and if they have been 6 feet apart and less than 15 minutes and the level of activity between student or other staff member. We need to rely on the adults for this information as they are the guardians of the students when in school.

Mrs. Leidlein asked if an exposure happens outside the school, who makes the decision to quarantine.

Mrs. Culbert said she would make the decision to quarantine when exposed to a case.

Mr. Delia wanted to know how many substitutes we need and do we have a goal.

Dr. Rodrigue said we wanted 20 to start and have close to 11 now. It's hard to determine because we don't know what to expect in January. We are down 17% of staff and paras. The flexibility from the State has focused more on substitute teaching and not needing the two years of college but there is more to being a para. We have two that need waivers to sub. She thanked the parents and the community for stepping up to solve this problem.

Mrs. Harriman-Stites was concerned if our pay was competitive.

Dr. Rodrigue said we were at \$80 per day when she started, then it was increased to \$85 and now it is \$90 per day.

Mr. Delia asked if the Board had the authority to increase it and make it more appealing.

Dr. Rodrigue said we still have time and thinks we'll be okay but an increase in the pay could help us but was not convinced it was just the pay. Every district was looking for staff so the competition was greater. We aren't alone with this issue.

Mr. Vouros agreed to revisit the amount of money we pay substitutes. We are not nearly as competitive as we should be and we don't have the ability to attract substitutes.

Mr. Delia asked who makes the decision to raise the substitute pay.

Dr. Rodrigue said we've done that in the past. We just looked at it again and we are competitive. She thinks it's a combination of things.

Mrs. Ku asked to bring information on subs and the shortage and comparison of what we are paying compared to other districts.

Dr. Rodrigue said we have gone to teachers when we don't have enough subs to cover classes and our teachers give up their prep time to help with coverage.

Dr. Longobucco stated that it's always harder to get subs at the high school level. Our staff stepped up during their prep periods which are longer this year. The extra building subs also help.

Dr. Rodrigue said we anticipated this happening so we added additional building subs at every level and still there was an issue.

Mr. Vouros said the block scheduling works at the middle school and the high school but at the lower levels the teachers don't have time to cover other classes. In those buildings the sub situation is very problematic.

Mr. Delia asked if we can get data on the impact on learning and how the students are doing.

Dr. Rodrigue said that was planned for the next meeting.

Mr. Delia is significantly concerned about student's well-being and mental health. He thought we should bring in more counselors as a Covid-related expense.

Mrs. Ku asked how we were ensuring that students are learning in this environment.

Dr. Rodrigue stated that we will look at that once everyone is back from the holidays. It's important to wait until everyone is back in full.

Mrs. Harriman-Stites felt we need to look at psychologists and social workers and the special education department to fill in the gaps during the time we've lost.

Mr. Delia said it was critical for us to use the data and try to anticipate what is coming. He appreciates opening up the schools in January and thanked Dr. Rodrigue for that decision.

Conversations on Race Curriculum:

MOTION: Mr. Delia moved that the Board of Education approve the Conversations on Race curriculum. Mrs. Harriman-Stites seconded.

Mr. Delia was in full support of this except for the movie which has a lot of significant strong language and wanted to state that for the record.

Motion passes unanimously.

#### Policy 5145.5 Sexual Discrimination and Sexual Harassment

MOTION: Mr. Delia moved that the Board of Education approve Policy 5145.5 Sexual Discrimination and Sexual Harassment. Mrs. Harriman-Stites seconded.

Mrs. Harriman-Stites said a couple of issues were brought up and changes were made in the definition of sexual discrimination and the procedure on page "b" so it has similar language that's in the racial harassment policy.

Ms. Zukowski said the racial harassment policy has a requirement for the Board to hear summaries of reports and it might make sense to have it in the sexual harassment policy too.

MOTION: Ms. Zukowski moved to amend the motion to add the language "A summary of all such incidents and their dates of resolutions shall be included in the annual report required as outlined in Policy 0523" as the second paragraph of the Procedure section.

Mrs. Harriman-Stites would like to here if Dr. Rodrigue would be able to furnish this.

Dr. Rodrigue said she would.

Vote on amendment: Motion passes unanimously.

Vote on amended policy: Motion passes unanimously.

#### Policy 5145.6 Student Grievance Procedures (Title IX)

MOTION: Mr. Delia moved that the Board of Education approve Policy 5145.6 Student Grievance Procedures (Title IX) Mrs. Harriman-Stites seconded.

Motion Passes unanimously.

#### Item 8 – New Business

Mrs. Ku stated that the Charter Revision Commission is being reviewed by the Legislative Council and she suggests we use the same format and bring any suggestions. Their next meeting is January 15 but we would need this by our January 5 meeting. Five items she thought for possible discussion are the Non-lapsing Account, the appropriations process, the Board of Education being defined as a department, the Board of Education election process and balance of political parties, and the date for the referendum.

Ms. Zukowski volunteered to work with someone on this.

Mrs. Ku asked for thoughts to be emailed to her and she and Ms. Zukowski would refine the list.

#### 2021 Board of Education Committees:

Mrs. Ku said this is consistent with our Policy 9130 to vote on the establishment of the committees.

MOTION: Mr. Delia moved that the Board of Education approve the 2021 Board of Education Committees. Mrs. Harriman-Stites seconded.

Ms. Zukowski asked if it would be possible to create an acronym for a short name for the CIP/ Facilities/ Finance Committee to be called CFF. The short name we are using is CIP which gives more weight to CIP than to facilities and finance.

MOTION: Ms. Zukowski moved to append the title CIP/Facilities/Finance Committee to (CFF). Mr. Delia seconded. Motion passes unanimously.

Main motion passes unanimously.

Item 9 – Public Participation

Lisa St. Louis, 137 Currituck Road, said the distance learning has been stressful for her children and asked why there was such a discrepancy with staffing here compared to other districts. The process for quarantining has been concerning and reckless with 85 students quarantined for possible exposure to a coach at an outside event and a PSAT class quarantined because one had it.

MOTION: Mr. Delia moved to adjourn. Mr. Vouros seconded. Motion passes unanimously.

Item 10 – Adjournment

The meeting adjourned at 9:54 p.m.

Respectfully submitted:

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Michelle Ku  
Chair

**Board of Education  
Newtown, Connecticut**

Minutes of the Board of Education virtual meeting held December 1, 2020 at 7:00 p.m.

M. Ku, Chair	L. Rodrigue
D. Delia, Vice Chair	A. Uberti
D. Cruson, Secretary	T. Vadas
D. Leidlein	2 Staff
J. Vouros	1 Press
R. Harriman-Stites	
D. Zukowski	

Mrs. Ku called the meeting to order at 7:02 p.m. and stated it was being recorded and being live streamed.

Item 1 – Pledge of Allegiance

Item 2 – Consent Agenda

MOTION: Mr. Delia moved that the Board of Education approve the consent agenda which includes the correspondence report. Mr. Cruson seconded. Motion passes unanimously.

Item 3 – Public Participation

Item 4 – Reports

Chair Report: Mrs. Ku spoke about the committee assignments for next year which she will share before the next meeting. The CABA Delegate Assembly was held November 19 is where they set resolutions and she offered an amendment to a resolution which included some of Newtown's resolution on equity and diversity. She also asked them to take up legislation regarding using indigenous people as mascots. She shared her frustration with the Governor's approach to keeping schools open. Mixed messaging puts superintendents and health directors under pressure. She would like to write a letter to the Governor regarding this and will share it with the Board if anyone is interested is being included. December 8 at 7:00 p.m. the Board will be meeting with CABA's Nick Caruso to discuss efficient meetings.

Mrs. Harriman-Stites felt it would be more powerful for that letter to come from the Board if there was agreement from them. She agreed with Mrs. Ku regarding mixed messaging. People don't understand that we are closing because many staff are in quarantine. She supports this letter and feels we could use a lot more support as an educational institution.

Mrs. Leidlein agreed and asked what the letter would request from the Governor's office. Mrs. Ku would request that the guidelines are clearly communicated.

Mrs. Leidlein asked if the State Board of Education has any direction regarding schools, the decisions districts need to make, and where they stand.

Dr. Rodrigue said the State Board of Education and DPA have no current guidelines except for what we received the beginning of the year. The issue is every district is different. There are some general discussions about what factors to look at such as staffing.

Mrs. Ku would write the letter and asked for feedback if the Board wanted to sign.

Superintendent's Report: Dr. Rodrigue will be meeting with Donna Culbert and Anne Dalton regarding a decision for returning to school. We had one retirement in November of Ed Obloj effective January 1 and one resignation of Nancy Conron our ELL teacher. Our assistant

director of business was hired along with three building subs, five paraeducators and two Early Learning Center staff.

Committee Reports: Mr. Vouros reported the Curriculum and Instruction Committee met November 24 and discussed the Conversations on Race curriculum. There will be no curricula presented to the Board in January due to the budget meetings. At their December 8 meeting Tom Einhorn will present the proposed new schedule for the middle school. Mrs. Uberti spoke about the schedules that are connected to the remote learning model.

Dr. Rodrigue said she and Mrs. Uberti met with the NFT today and spoke about remote learning moving forward and will be gathering input from teachers.

Mrs. Uberti said it was very productive and helpful to have a group expressing their concerns.

Mr. Delia asked if we had any results regarding how things are going so far.

Mrs. Uberti said we have some data at the lower levels but none districtwide. Our window closes December 3 but may extend a few more days. There are encouraging trends in what we are seeing and she will bring a report to the Board.

Mr. Delia spoke about the CIP/Facilities/Finance Committee meeting where they discussed the Hawley Project which is moving forward. The Board of Finance made adjustments to the CIP for \$1.5 million for this year. They moved up a couple of items up in the CIP and moved back the middle school project. The Legislative Council will make the final decision. There has been a lot of discussion about hiring a project manager for the Hawley project. The money is being spread out a little differently. He thanked Dr. Rodrigue, Bob Gerbert, Alan Adriani, and Ms. Zukowski who shared notes from the meeting.

Ms. Zukowski added the project has been spread into three phases. The Board of Finance wasn't comfortable with the increase. The engineering study will come up with new numbers and we will amend the CIP for a vote in November. One thing they wanted to do regarding the middle school project was to have an engineering study and keep one year between the study and the appropriation for the construction.

Mrs. Ku said the Board of Finance grappled with serious issues about the financing and the time with the referendum. She thanked Dr. Rodrigue, Bob Gerbert and our board members as well as Bob Mitchell and Alan Adriani who added a lot of honest and expert information.

Mrs. Harriman-Stites reported that the Policy Committee met and are going through the personnel policies with the help of Suzanne D'Eramo.

Mr. Cruson said the District Safety and Security Committee met last Thursday. They discussed complications that arose regarding safety and security and how Covid has affected the schools and town.

Student Representatives:

Mr. Jerfy said the move to online was a smooth transition. Teachers are very available for help. The National Honor Society is in the process of planning their induction ceremony. Winter sports have been pushed up to January.

Ms. Clure spoke about online learning and that students are able to get more sleep now. First period at the high school is 80 minutes with a five-minute break before the next class and lunch is an hour. The transition has gone smoothly. It's important for students to check the website



and email to stay up to date. NHS partnered with Social Services for a gift card drive. Seniors should be hearing soon for early admissions.

Ms. Zukowski asked for more information on the arts groups like theater to see what they are doing during this time.

#### Item 5 – Presentations

##### Conversations on Race Curriculum:

Amy Deeb, Newtown High School Social Studies Department Chair, has been teaching this curriculum for 16 years. The focus is on learning how race shapes a person's perspective and also looks at the history of black people in the United States. It was first adopted in 2004. This course is offered to students in grades 10, 11 and 12. We hope to have a relationship with Bunnell and Stratford High Schools which will include field trips. The units are on perspective, inequality, the historical roots of racial inequality, and course of action.

Dr. Rodrigue loved the generalization as it connects to some things we have in our policies and the connection with Bunnell.

Mrs. Harriman-Stites agreed and wished all students could take this course.

Mr. Delia asked if they got parent approval for movies that have violent language.

Mrs. Deeb said they always send letters to parents with this information and they can opt out if not comfortable.

Mr. Delia asked if there was a course about indigenous people.

Mrs. Deeb said the sociology curriculum discusses indigenous people and issues with sports teams. We also talk about people who lived in different countries and now live here.

Dr. Longobucco said it was important to note that since graduation standards have changed, she and Mrs. Deeb are looking to expanding the sophomore studies in this area.

#### Item 6 – Old Business

##### COVID-19 Update:

Dr. Rodrigue stated she would make a decision tomorrow after consulting with Anne Dalton and Donna Culbert. School is still a low risk regarding the spread of infection. It's very difficult to make a decision unless the Governor comes out with one. Anne Dalton said 471 were quarantined in November but no transmission was in schools and there were no positive cases. The DPH gives us very credible responses. We have to look at our own experience in our district about the lack of spread. We are only on remote due to staffing issues. She told the Newtown Federation of Teachers that we need to strengthen our communication strategies and look at our mitigation strategies. DPH encouraged pulling the reigns in if we return and be sure we are in compliance with mitigation strategies. We will look at all of the data and our staffing and make the decision tomorrow. We are putting up the number of cases and the number quarantined on our website.

Mrs. Dalton said the dashboard came out on our website which provides the date a case appeared, the date we were aware of it, the school, and the number of staff and students affected.

Dr. Rodrigue said the CDC is looking at a new approach to quarantining which may lessen the number of days involved. She told Mrs. Dalton that she and the nurses have been doing an outstanding job with the contact tracing along with Donna Culbert.

Mrs. Dalton said the community has been wonderful. All cases have been outside of school, not in our schools.

Mr. Delia asked if we would keep one school open and the others closed such as Sandy Hook which has not had a lot of cases.

Dr. Rodrigue said we've had cases and quarantining in every school. We didn't want to go back and forth closing schools. It should be consistent and fair to all families.

Mr. Vouros heard the cases were not occurring in the schools but outside in the community. He asked how we would get out the message that in order to keep schools open we all have to be hyper vigilant about what we are doing in the presence of these children.

Dr. Rodrigue said they will put in some clear advice for the community but there are things that are difficult to control.

Mr. Vouros suggested we ask Dan Rosenthal to place a phone message to the community on Friday evenings.

Mrs. Ku said any messaging would be helpful. The DPH has a chart on their website if the number of cases goes to a certain number the First Selectman has the authority to make changes to help.

Mrs. Dalton said messaging from the nurses is on a daily basis. Getting that to the whole community is important. The pause on team sports has helped.

Mr. Vouros said Donna Culbert may be able to come up with protocols for Dan to get that message out.

Mrs. Ku said closing the schools doesn't stop the spread but makes people aware of the issue so they become more careful.

Mrs. Leidlein asked if there was any discussion around what part the vaccinations come into play with regard to this.

Dr. Rodrigue said the vaccinations are coming but we don't have an answer now. It will go to the vulnerable population first. We will have our health-based clinic testing for students and staff.

Mrs. Dalton said we have started through the center to offer rapid testing and it is available on a limited basis for those who are symptomatic in the schools or who develop symptoms during the school day. It's on a drive-up basis. The limitation of this test is if you get a negative result it's not always reliable. They hope to offer the PCR test as well. We don't know the availability of the vaccine yet. Students from any school can be tested and we would also offer the test to the family member who brings them.

Women's Studies Curriculum:

MOTION: Mr. Delia moved that the Board of Education approve the Women's Studies Curriculum. Mr. Cruson seconded. Motion passes unanimously.

World Literature Curriculum:

MOTION: Mr. Delia moved that the Board of Education approve the World Literature Curriculum. Mr. Cruson seconded. Motion passes unanimously.

#### Item 7 – New Business

Snow Day Protocol:

Mr. Delia asked if this was just for this school year, to which Dr. Rodrigue said it was.

MOTION: Mr. Delia moved that the Board of Education approve the snow day protocol as presented for the school year 2020-2021. Mr. Cruson seconded.

Dr. Rodrigue said we have spoken with staff regarding this. The State guidelines for this school year are a snow day may count as a regular school day with synchronous and non-synchronous teaching. We should start with two days as regular snow days for the first two closures with the decision by the Superintendent. When alerted to potential weather a day or two in advance we will be sure all students have their devices. If a storm causes widespread power outages and makes remote learning impossible staff and parents will be notified it will be a snow or weather day. Administrators will check to be sure we are in compliance with the adequate number of hours. We will follow the regular remote learning plan in place. Parents will have to call in if a student would be absent when on a remote learning day. Teachers will follow the protocols for absences. We want to make sure all the pieces are in place to have remote learning on weather days.

Motion passes unanimously.

First Read of Policies:

Policy 5145.5 Sexual Discrimination and Sexual Harassment is required by law. Mrs. Harriman-Stites said we took the CAGE policies and made minor edits in red. A lot of it is in the regulation.

Ms. Zukowski referred to the definition for sex discrimination and asked why receiving federal assistance was included. She suggested ending the description after "educational program." Mrs. Harriman-Stites said this is a legal definition districts are required to use but will check on this.

Ms. Zukowski said this policy puts the onus of reporting on the victim. She referred to the racial harassment policy wording and asked if it would make sense to add that language so it's not always on the shoulder of the victim to get recourse for sexual harassment.

Dr. Rodrigue felt that was a good point to look at and would like to edit the policy.

Mrs. Harriman-Stites said a lot of this is in the regulations. The Title IX coordinator has to do the investigation. The policy around the procedures is intentionally vague. We can wait until the administrative team rewrites the regulation and wait if not comfortable with the regulation.

Policy 5145.6 Student Grievance Procedures (Title IX) was reviewed and approved by the administrative team.

MOTION: Mr. Delia moved that the Board of Education to approve the minutes of November 17, 2020. Mr. Cruson seconded. Vote: 6 ayes, 1 abstained (Mr. Delia) Motion passes.

#### Item 8 – Public Participation

Janice Gabriel, 50 Saw Mill Road, Danbury, is a teacher and advisor the high school fall drama which will be livestreamed on December 19 at 7:00 p.m. and invited the Board, Dr. Rodrigue and Mrs. Uberti.

MOTION: Mr. Delia moved to adjourn. Mr. Cruson seconded. Motion passes unanimously.

#### Item 9 – Adjournment

The meeting adjourned at 9:14 p.m.

Respectfully submitted:

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Daniel J. Cruson, Jr.  
Secretary

**Board of Education  
Newtown, Connecticut**

Minutes of the Board of Education virtual meeting held December 8, 2020 at 7:00 p.m.

M. Ku, Chair  
D. Delia, Vice Chair  
D. Cruson, Secretary  
D. Leidlein (7:25 p.m.)  
J. Vouros  
R. Harriman-Stites  
D. Zukowski

L. Rodrigue  
N. Caruso, CAFE staff  
1 Press  
1 Public

Mrs. Ku called the meeting to order at 7:05 p.m. and stated the meeting was being recorded. All Board members were in attendance by video with the exception of Mr. Vouros who joined by phone.

Item 1 – Effective and Efficient BOE Meetings

Mrs. Ku thanked Nick Caruso for joining the Board to facilitate the discussion, and explained that the evening's agenda is about making meetings more efficient and effective. She reviewed the recent work done by the board, pointing out that with just seven members on the board, a lot of work is accomplished.

Nick Caruso led the discussion, focusing on three main categories of meeting conduct: agenda creation, meeting procedures, board member behavior. Several strategies for efficient and effective board meetings were raised and discussed:

- Provide time limits to board member comments
- Limit "ping-pong" discussions
- Provide materials in advance to allow for review and board members to be prepared
- Prepare for meetings
- Include interested Board Members on sub-committees
- Focus less on minutes – include less detail
- Accept that we may have different comfort levels with detail and may not all agree
- Effectively use statements of support or opposition (as opposed to asking questions)
- Shorten "reports" where there is redundancy with meeting agenda items
- Refer questions back to committee for consideration

Item 2 - Adjournment

The meeting adjourned at 8:49 p.m.

Respectfully submitted:

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Daniel, Cruson, Jr.  
Secretary

Correspondence Report  
12/01/2020 – 12/14/2020

<b>Date</b>	<b>Name</b>	<b>Subject</b>
12/1/20	Kathy June	November Enrollment Report
12/1/20	Kathy June	C&I Meeting Minutes
12/2/20	Michelle Ku	Fwd: BE STILL MY HEART (Performances for this year)
12/2/20	Kevin Kuzma	Re: Important Message from the Superintendent (Concern about not reopening before Christmas)
12/2/20	Kristen Bukley	Re: Important Message from the Superintendent (Concern about not reopening before Christmas)
12/2/20	Adam Boshell	Schools (concern about not reopening before Christmas)
12/2/20	Kathy June	December 8 Special BOE Meeting
12/2/20	Kevin Kuzma	Remote learning decision
12/2/20	Anthony Dilorenzo	Re: Confirmed COVID-19 Cases
12/3/20	Michelle Ku	Re: Todays school decision
12/3/20	Jill Michaels	Schools (concern about not reopening before Christmas)
12/3/20	Jocelyn Breslin	Response to message from Superintendent on December 2, 2020
12/3/20	Isabela O'Neil	Concerns with current Remote Learning Decision
12/3/20	Anne Uberti	K-8 Remote Schedules – Updated Info
12/3/20	Newtown Parents	Remote Learning
12/3/20	Michelle Ku	Re: From a student (concern about not reopening before Christmas)
12/4/20	Eliza Hallabeck	Story for The Newtown Bee on "what it has taken" in 2020 to educate students
12/4/20	Lorrie Rodrigue	Sharing My Thinking
12/4/20	Anthony Dilorenzo	Re: Confirmed COVID-19 Cases
12/4/20	Newtown Parents	Updated to add additional signatures
12/5/20	Lorrie Rodrigue	Re: [External] Important Message from the Superintendent (concern about not reopening before

		Christmas)
12/5/20	Lorrie Rodrigue	Re: Important Message from the Superintendent (concern about not reopening before Christmas)
12/7/20	Kiley Gottschalk	BOF 12-8-20 Agenda
12/7/20	Shaun Clark	Time to get back in the classroom
12/7/20	Gayle Rocco	Preschool Opening
12/8/20	Janice Gabriel	NHS Drama to perform "It's a Wonderful Life"
12/8/20	Sara McCallum	(concern about not reopening before Christmas)
12/8/20	Kathy June	Fwd: meeting link
12/8/20	Sara McCallum	Parent concern – sent earlier forgot the subject line
12/9/20	Anthony Dilorenzo	Fw: NMS Basketball Meeting 12/16
12/9/20	Anthony Dilorenzo	Re: Fw: NMS Basketball Meeting 12/16
12/10/20	Lorrie Rodrigue	Carmella A.
12/10/20	Anthony Dilorenzo	Re: Fw: NMS Basketball Meeting 12/16
12/10/20	Jenn Larkin	Please open our school buildings
12/10/20	Dennis Brestovansky	Re: Please open our school buildings
12/10/20	Dennis Brestovansky	Re: Please open our school buildings
12/10/20	Dennis Brestovansky	Re: Please open our school buildings
12/10/20	Jenn Larkin	Re: Please open our school buildings
12/10/20	Dennis Brestovansky	Re: Please open our school buildings
12/10/20	Janet Kuzma	Remote Learning
12/11/20	Jenn Larkin	Re: Please open our school buildings
12/11/20	Kathy June	Budget Summary Detail
12/11/20	Kathy June	BOE Mailing – December 15, 2020
12/13/20	Kathy June	Sandy Hook Interfaith Service
12/13/20	Sandy Roussas	Letter from Eleni Roussas (concern about not reopening before Christmas)
12/14/20	Melissa Martucci Gomez	Full in person learning January 2021

12/14/20	Sarah Findley	Back to in person instruction for all students
12/14/20	Caitlin Lucian	Return to School
12/14/20	Lorrie Rodrigue	A Few Items...
12/14/20	Meredith Roland	Distance learning
12/14/20	Donna Norling	Curriculum and Instruction Subcommittee Minutes
12/14/20	Eryn Ivey	;eryn.ivey54@gmail.com (concern about not reopening before Christmas)
12/14/20	Brook Clark	Full time in person January 4th

## Kids in Crisis & Hope Squad

Board of Education  
Tuesday December 15, 2020

### Teen Talk - Kids in Crisis

TeenTalk is a school-based mental health program that reaches students through individual counseling, group sessions, and presentations. This report describes the student population served by TeenTalk and summarizes services provided by the TeenTalk counselor during the 2020-2021 school year.

#### Key Stats -

- 28 students engaged with the Teen Talk Program for individual counseling
- Top presenting problems: anxiety, crisis safety assessment - suicidal ideation and depression





## Services Provided by Teen Talk Counselor

Students who received individual counseling	28
Individual counseling sessions	62
Informal contacts	32
Clinical collaborations	59
Parent/guardian support	36
Crisis safety assessments	6
School meetings	3
Referrals	9
Topic groups	1

## Profile of Students

	Number	Percentage
<b>Gender</b>		
Female	19	67.9%
Male	8	28.6%
Other	1	3.6%
<b>Grade</b>		
9th	8	28.6%
10th	9	32.1%
11th	8	28.6%
12th	3	3.7%

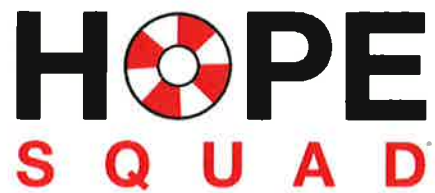
## Presenting Problems

	Number	Percentage
Anxiety	8	28.6%
Crisis safety assessment - suicidal ideation	6	21.4%
Depression	5	17.9%
School adjustment - COVID	3	10.7%
Academic challenges	2	7.1%
Mental health - other	2	7.1%
Grief/loss	1	3.6%
SOS follow-up	1	3.6%

## Benefits to NHS

- In house crisis support - 211
- Connect to Kids in Crisis agency with 24/7 careline
- Residential facilities
- Ability to visit homes & meet parents of school grounds
- Connection to our PPS department





The Hope Squad program is a school-based “peer to peer” suicide prevention program intended to reduce youth suicide through education, training, and peer intervention.

## Nationwide Rise

From 1999 through 2016, suicide rates increased in nearly every U.S. state, with 25 states seeing surges of 30 percent or above.

The rate for the country overall rose from 12.3 per 100,000 people to 15.4 – an increase of more than 25%.

## Hope Squad Advisors

**Dr. Paula Grayson**

Special Education Supervisor  
203-270-4570

[graysonp@newtown.k12.ct.us](mailto:graysonp@newtown.k12.ct.us)



**Stacie Martinez**

School Psychologist  
203-426-7646 ext. 6512  
[miless@newtown.k12.ct.us](mailto:miless@newtown.k12.ct.us)

## Hope Squad Process

- Nominated by peers
- Each student was asked to nominate three peers they would feel comfortable talking to if they were struggling – also peers that are kind and do not bully.
- Individual interview session - Student & Parent
- Group parents meeting
- Hope Squad first training

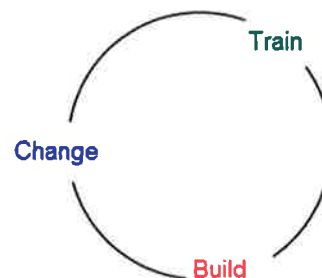


## Hope Squad Objectives

**Train** students to recognize suicide warning signs and act.

**Build** positive relationships among peers to facilitate acceptance for seeking help.

**Change** the school culture regarding suicide by reducing stigmas about suicide and mental health.



## The Hope Squad Program promotes:

- Partnership with local mental health agencies and other local organizations
- Connectedness
- Anti-bullying
- School safety
- Reduce the stigma of mental illness
- Increase help-seeking behavior

**HOPE**  
**SQUAD**

## Students

### Sexual Discrimination and Sexual Harassment

It is the policy of the Board of Education that any form of sex discrimination or sexual harassment is prohibited, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by this policy shall be subject to disciplinary action.

The Superintendent of Schools, and/or his or her designee, shall develop Administrative Regulations implementing this Policy.

### Definitions

**Sex discrimination** ~~occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program receiving federal financial assistance.~~ Sex discrimination involves treating someone unfavorably because of that person's sex. Discrimination against an individual because of gender identity, including transgender status, or sexual orientation is also in violation of this policy.

**Sexual harassment:** In a school setting, sexual harassment is conduct that 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational program. Sexual harassment can be verbal, nonverbal or physical. Sexual violence is a form of sexual harassment. Sexual harassment creates a hostile environment if the conduct is sufficiently severe or pervasive such that it interferes with or limits a student's ability to participate in or benefit from the school's program. Although not an exhaustive list, the following are examples of sexual conduct prohibited by this policy:

1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.
2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.
3. Display of sexually suggestive objects, or use of sexually suggestive or obscene remarks, invitations, letters, emails, text messages, notes, slurs, jokes, pictures, cartoons, epithets or gestures.
4. Touching of a sexual nature or telling sexual or dirty jokes.
5. Transmitting or displaying emails or websites of a sexual nature.
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

**Sexual Violence:** Sexual violence is a form of sexual harassment. For the purposes of this policy, sexual violence refers to physical acts that are sexual in nature, perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol.

## **Students**

### **Sexual Discrimination and Sexual Harassment (continued)**

#### **Procedure**

Students and staff are expected to report any incidents of sexual discrimination or harassment that occur on school grounds, during after school activities, or during off campus school events. School personnel are required to follow appropriate protocols, laid out in the regulation, for handling issues brought forward, including reporting incidents to school administrators who are responsible for investigating and employing appropriate disciplinary measures consistent with school policy. Students in grades K-12 are encouraged to reach out to trusted adults when they either witness or experience issues related to sexual discrimination and harassment. An Anonymous Alert app is available to students in grades 9-12 for students to report issues of concern confidentially. It is the express policy of the Board of Education to encourage victims of sex discrimination or sexual harassment to report such claims. Students are encouraged to promptly report complaints of sex discrimination or sexual harassment to the appropriate personnel, as set forth in the Administrative Regulations implementing this Policy. The district will investigate such complaints promptly, take interim measures, and take corrective action where appropriate. The district will maintain confidentiality to the extent appropriate.

The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of sexual harassment or sex discrimination. Any such substantiated reprisals or retaliation will result in disciplinary action against the retaliator.

The school district will periodically provide staff development for district administrators, and periodically distribute this Policy and the implementing Administrative Regulations to staff and students in an effort to maintain an environment free of sexual discrimination and sex harassment.

Sex discrimination and/or sexual harassment may also constitute bullying behavior under the Board's Bullying Behavior in the Schools Policy.

Legal References: United States Constitution, Article XIV

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq. Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1, et seq. Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998) Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)

Office for Civil Rights, U.S. Department of Education, Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, 66 Fed. Reg. 5512 (Jan. 19, 2001).

Office of Civil Rights, U.S. Department of Education Dear Colleague Letter: Sexual Violence (April 4, 2011).

Constitution of the State of Connecticut, Article I, Section 20.

Adopted:

## Students

### Sexual Discrimination and Sexual Harassment

It is the policy of the Board of Education that any form of sex discrimination or sexual harassment is forbidden, whether by students, Board employees or third parties subject to the control of the board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by the Board's sex discrimination and sexual harassment policy shall be subject to disciplinary action.

#### Definitions

**Sex discrimination** occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program receiving federal financial assistance.

**Sexual harassment:** In a school setting, sexual harassment is conduct that 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational program. Sexual harassment can be verbal, nonverbal or physical. Sexual violence is a form of sexual harassment. Sexual harassment creates a hostile environment if the conduct is sufficiently severe or pervasive that it interferes with or limits a student's ability to participate in or benefit from the school's program. Although not an exhaustive list, the following are examples of sexual conduct prohibited by this policy:

1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.
2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.
3. Display of sexually suggestive objects, or use of sexually suggestive or obscene remarks, invitations, letters, emails, text messages, notes, slurs, epithets or gestures.
4. Touching of a sexual nature or telling sexual or dirty jokes.
5. Transmitting or displaying emails or websites of a sexual nature.
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

**Sexual Violence:** Sexual violence is a form of sexual harassment. For the purposes of this policy, sexual violence refers to physical acts that are sexual in nature, perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol.

#### Complaint Procedure

1. It is the express policy of the Board of Education to encourage victims of sex discrimination or sexual harassment to promptly report such claims. Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints.
2. As soon as a student feels that he or she has been subjected to sex discrimination or sexual harassment, he/she or his/her parent/legal guardian should make a written complaint to the Assistant Superintendent of Schools, 3 Primrose Street, Newtown, CT, 06470 or to the building principal, or his/her designee. The student will be provided a copy of the Board's policy and made aware of his or her rights.



**Students****Sexual Discrimination and Sexual Harassment (continued)**

3. The complaint should state the:
  - a) Name of the complainant,
  - b) Date of the complaint,
  - c) Date(s) of the alleged harassment/discrimination,
  - d) Name(s) of the harasser(s) or discriminator(s),
  - e) Location where such harassment/discrimination occurred,
  - f) Names of any witness(es) to the harassment/discrimination,
  - g) Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
  - h) Remedy requested.
4. Any student who makes an oral complaint of harassment or sex discrimination to any of the above-mentioned personnel will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. In appropriate circumstances, such as due to the age of the student making the complaint, a parent or school administrator may be permitted to fill out the form on the student's behalf.
5. If the complainant is a minor student, the person to whom the complaint is given should consider whether a child abuse report should be completed in accordance with the Board's policy on the Reports of Suspected Child Abuse or Neglect of Children.
6. All complaints are to be forwarded immediately to the building principal or designee unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to Title IX Coordinator or his/her designee.
7. The Title IX Coordinator or designee shall promptly investigate all complaints of sexual discrimination or sexual harassment against a student, regardless of whether the conduct occurred on or off-school grounds. The investigation shall be conducted discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation.
8. Any student who makes a complaint shall be notified of the District's intent to investigate the complaint. In the event the student requests confidentiality or that an investigation not be conducted, the District will take reasonable steps to investigate and respond to the complaint to the extent possible, given the request for confidentiality or that the District not investigate the complaint. If the student insists that his/her personally identifiable information not be shared with the alleged perpetrator, the student will be informed that the District's ability to investigate and/or take corrective action may be limited.
9. Upon receipt of a sexual harassment or sex discrimination complaint, the Title IX Coordinator shall either promptly commence an investigation of the complaint, or shall designate a school administrator to promptly investigate the complaint. The District Title IX Coordinator or designee shall:

**Students****Sexual Discrimination and Sexual Harassment (continued)**

- a) offer to meet with the complainant within ten (10) school days to discuss the nature of the complaint, identify individuals the complainant believes has relevant information, and obtain any relevant documents the complainant may have;
  - b) provide the complainant with a copy of the Board's sexual harassment policy and accompanying regulations;
  - c) consider whether any interim measures may be appropriate to protect the alleged victim, pending the outcome of the investigation;
  - d) investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
  - e) consider whether alleged sex discrimination or sexual harassment has created a hostile school environment, including consideration of the effects of off-campus conduct on the school;
  - f) communicate the outcome of the investigation in writing to the complainant, and to any individual properly identified as a party to the complaint (to the extent permitted by state and federal confidentiality requirements), within sixty (60) school days from the date the complaint was received by the Assistant Superintendent's office. The investigator may extend this deadline for no more than fifteen (15) additional school days if needed to complete the investigation. The complainant shall be notified of such extension.
  - g) The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the district will remedy the discrimination or harassment, adhering to the requirements of state and federal law;
  - h) when sex discrimination or sexual harassment has been found, take steps that are reasonably calculated to end the discrimination, take corrective and/or disciplinary action aimed at preventing the recurrence of the harassment or discrimination, as deemed appropriate by the Assistant Superintendent or his/her designee, and take steps to remedy the effects of the sex discrimination or sexual harassment;
10. If the student complainant or alleged perpetrator is dissatisfied with the findings of the investigation, he or she may file a written appeal within thirty (30) calendar days to the Title IX Coordinator, or if he/she conducted the investigation, to the Superintendent of Schools, who shall review the Title IX Coordinator's or designee's written report, the information collected by the Title IX Coordinator or designee together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes sexual harassment or sex discrimination. The Superintendent may also designate an outside investigator to conduct the review in lieu of, or in addition to, his or her review of the findings. The Title IX Coordinator or Superintendent of Schools may

**Students**

**Sexual Discrimination and Sexual Harassment (continued)**

determine if further action and/or investigation is warranted. After completing this review, the Title IX Coordinator or Superintendent of Schools shall respond to the complainant, in writing, within fifteen (15) school days following the receipt of the written request for review.

If a sex discrimination complaint raises a concern about bullying behavior, the Title IX Coordinator shall notify the Building Safe School Climate Specialist or designee who shall coordinate any bullying investigation with the District Title IX Coordinator, so as to ensure that any such bullying investigation complies with the requirements of applicable Board policies.

Retaliation against any individual who complains pursuant to the Board's policy and regulations is strictly prohibited. The district will take actions necessary to prevent retaliation as a result of filing a complaint.

At any time, a complainant alleging sex discrimination or sexual harassment may file a formal complaint with the U.S. Department of Education, Office for Civil Rights, 8th Floor, 5 Post Office Square, Suite 900, Boston, MA 02109-0111 (Telephone: (617) 289-0111).

Copies of this regulation will be distributed to all students.

**Title IX Coordinator**

The Title IX Coordinator for the Newtown Board of Education is the Assistant Superintendent of Schools whose office is located at 3 Primrose Street, Newtown, CT and whose telephone number is (203) 426-7616.

Adopted:

NEWTOWN PUBLIC SCHOOLS

Newtown, CT

COMPLAINT FORM REGARDING SEXUAL DISCRIMINATION AND SEXUAL HARASSMENT  
(STUDENTS)

Name of the complainant: \_\_\_\_\_

Date of the complaint: \_\_\_\_\_

Date of the alleged discrimination/harassment: \_\_\_\_\_

Name or names of the discriminator(s) or harasser(s): \_\_\_\_\_

Location where such discrimination/harassment occurred: \_\_\_\_\_

Name(s) of any witness(es) to the discrimination/harassment: \_\_\_\_\_

Detailed statement of the circumstances constituting the alleged discrimination or harassment: \_\_\_\_\_

Remedy requested: \_\_\_\_\_

\_\_\_\_\_  
Signature – Complainant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature – Recipient

\_\_\_\_\_  
Date

## **Students**

### **Student Grievance Procedures (Title IX)**

#### **Designation of Responsible Employee**

The Board of Education shall designate an individual as the responsible employee to coordinate school district compliance with Title IX and its administrative regulations.

The designee, the District's Compliance Officer, shall formulate procedures for carrying out the policies in this statement and shall be responsible for continuing surveillance of district educational programs and activities with regard to compliance with Title IX and its administrative regulations.

The designee shall, upon adoption of this policy and once each academic year thereafter, notify all students and employees of the District of the name, office address and telephone number of the designee. Notification shall be by posting and/or other means sufficient to reasonably advise all students and employees.

#### **Grievance Procedure**

Any student or employee shall have a ready means of resolving any claim of discrimination on the basis of sex in the educational programs or activities of the District. Grievance procedures are set forth in administrative regulations.

#### **Dissemination of Policy**

The Superintendent of Schools shall notify applicants for admission, students, parents/guardians of elementary and secondary school students, sources of referral of applicants for admission, employees and applicants for employment that it does not discriminate on the basis of sex in the educational programs or activities which it operates and that it is required by Title IX and its administrative regulations not to discriminate in such a manner. The notification shall be made in the form and manner required by law or regulation.

Legal Reference: 20 U.S.C. 1681 – Title IX of the Educational Amendments of 1972

34 C.F.R. Part 106 – Title IX of the Educational Amendments of 1972

Policy adopted:

cps 9/05

## **Students**

### **Student Grievance Procedures**

Any student may bring a grievance before a student grievance committee using the following procedures:

#### **Purpose of Student Grievance Procedures**

1. To define the correct procedure for students to follow in resolving grievances.
2. To allow students to come before a committee with peer representation.
3. To secure at the lowest possible level an equitable solution to the problem for those parties involved with the grievance.

#### **General Conditions**

1. Procedures described herein do not limit the right of any student having a problem to discuss it with the principal or any appropriate administrator without the assistance of the student grievance committee.
2. The student must initiate definite action on the grievance within ten (10) days following the event or occurrence which gives rise to the grievance or it shall be considered waived.
3. This procedure shall be used only when direct negotiation between parties involved would aggravate existing relationships.
4. Failure at any level of a school district administrator or the Board of Education to submit a written decision within the specified time limits shall permit the aggrieved student to take said grievance to the next level.

Failure by the student to take the grievance to the next level within the specified time limit shall be considered acceptance of the decision rendered at the particular level.

5. Days indicated at each level should be considered as maximum, and every effort should be made to expedite the grievance process. Specified time limits may be extended by mutual written agreement of involved parties.
6. Formal grievances and decisions shall be in writing.
7. In the event a grievance is filed after June 1 of any year and this procedure will not allow for settlement prior to completion of the school year, all parties shall attempt to resolve the grievance within ten (10) weekdays of the event or occurrence.

## Students

### Student Grievance Procedures (continued)

#### Procedures

1. **Level One.** The student takes up the grievance with the person immediately concerned.
  - A. In those cases where the student believes a relationship is already such that further contact with the other party can only make matters worse, he/she may complete a grievance identification form, obtained in the principal's office, and return it to the student grievance committee within five (5) days.
  - B. One committee member shall be assigned to contact the student. Within five (5) days, a grievance committee meeting will be held to render a validity judgment on the grievance. At this time the student will be advised by the committee as to whether he/she must make another effort to resolve the problem at level one or continue to level two.
2. **Level Two.** If the problem is not resolved at level one, the student may submit a formal grievance to the grievance committee. The committee shall immediately refer the grievance to the appropriate administrator who will discuss the grievance with all parties involved, including parents of the student if necessary. The student may choose a committee representative to assist him/her in discussion. Following the discussion, the administrator shall render a decision in writing to all parties involved within ten (10) days after receiving the grievance form.
3. **Level Three.** If the student is not satisfied at level two, the student may appeal to the Superintendent, or the Superintendent's designee, within five (5) days of receiving the written decision. The Superintendent or designee will discuss the grievance with the parties including the parents of the student if necessary. The student may choose a representative of the committee to assist him/her in discussion. Following the discussion the Superintendent or the Superintendent's designee shall render a written decision to the parties within ten (10) days of receiving the appeal.
4. **Level Four.** If the student is not satisfied with the decision at level three, within five (5) days of receiving the written decision, he/she may appeal to the Board of Education. Within one (1) month of receiving the appeal, the grievance shall be placed on the agenda of a Board meeting and all involved parties notified of the meeting at which the grievance will be discussed. The student may choose a representative of the committee to assist him/her in discussion. Following the discussion and consideration, the Board of Education shall render a decision in writing to all parties involved.
5. **Level Five.** If the student and/or the student's parents wish to pursue the grievance, he/she must involve due process of the court system. The committee may assist the student's legal representative with any information regarding the grievance.

## Students

### Student Grievance Procedures (continued)

#### Committee Membership

1. Three committee members from each grade level shall be appointed by the president of the student council.
2. One of the three senior committee members shall be appointed chairperson by the president of the student council.
3. The student members of the committee shall select two faculty members to participate on the committee.
4. The faculty shall select two teachers to participate as committee members.
5. An administrator shall be named by the school principal to act as a direct communications link to the committee. The administrator acts as a consultant in matters concerning administrative practice and procedure and shall have no voting powers and is not a committee member.
6. The committee should reflect broad and diverse points of view, and, whenever reasonably possible, there should be some overlap of committee members to insure continuity.

“Days” as used in these regulations, shall mean days when school is in session. During vacation periods or summer months when school is not in session “days” shall mean calendar days other than Saturdays, Sundays and holidays.

Legal Reference: U.S.O.E. Title IX (Final Title IX Regulation Implementing Education Amendments of 1972 Prohibiting Sex Discrimination in Education, eff. date 7/21/75 20 U.S.C. @ 1681 et seq.)

Regulation approved:

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



**2020-2021 COVID Expenses**

	<b>Original Draft</b>	<b>Expensed</b>	<b>Anticipated Encumbered</b>	<b>Total</b>	<b>CRF Grant</b>	<b>Net Total</b>
<b><u>Personnel Expenses</u></b>						
Additional Nurse Hours (incl .8 FTE)		\$110,844		\$110,844	\$40,733	\$70,111
Increased Para Hours		\$24,435		\$24,435	\$10,238	\$14,197
Custodial Overtime for Additional Cleaning		\$46,901	\$65,058	\$111,958	\$48,655	\$63,303
Teacher Coverage		\$56,357		\$56,357	\$25,861	\$30,496
<b><u>Other Student Support</u></b>						
SPED Outside Student Services		\$62,562	\$12,938	\$75,500	\$30,855	\$44,645
Bus Monitors		\$73,100		\$73,100	\$73,100	\$0
Committee & Additional Work		\$23,053		\$23,053	\$9,053	\$14,000
<b><u>Sub Total Personnel Costs</u></b>	<b><u>\$651,711</u></b>	<b><u>\$397,252</u></b>	<b><u>\$77,996</u></b>	<b><u>\$475,247</u></b>	<b><u>\$238,495</u></b>	<b><u>\$236,752</u></b>
<b><u>Facilities Expenses</u></b>						
Desk Shields & Protective Gear		\$162,605	\$8,627	\$171,233	\$39,830	\$131,403
Furniture, Fixtures & Storage		\$128,403	\$12,265	\$140,667		
Air Purification		\$81,427	\$7,873	\$89,299	\$49,540	\$39,759
Signage		\$1,967	\$0	\$1,967		
Disinfectant		\$92,694	\$24,998	\$117,692		
<b><u>Sub Total Facilities Costs</u></b>	<b><u>\$479,091</u></b>	<b><u>\$467,095</u></b>	<b><u>\$53,763</u></b>	<b><u>\$520,858</u></b>	<b><u>\$89,370</u></b>	<b><u>\$431,488</u></b>
<b><u>Technology</u></b>						
Devices		\$837,056	\$186,238	\$1,023,294		
Miscellaneous Equipment		\$56,411	\$22,337	\$78,748		
Cameras & Microphones		\$40,925	\$9,237	\$50,162	\$50,161	
Software		\$21,849	\$360	\$22,209		
Increased Bandwidth		\$7,442	\$7,496	\$14,938		
<b><u>Subtotal Technology</u></b>	<b><u>\$382,698</u></b>	<b><u>\$963,683</u></b>	<b><u>\$225,668</u></b>	<b><u>\$1,189,351</u></b>	<b><u>\$50,161</u></b>	<b><u>\$1,139,190</u></b>
<b><u>Other Purchases</u></b>						
Lunch Program (SSO for NHS)		\$19,558		\$19,558		
Legal Fees		\$4,143		\$4,143		
Miscellaneous School Purchases		\$15,356	\$29,421	\$44,777	\$2,816	\$41,961
<b><u>Subtotal Other Costs</u></b>	<b><u>\$1,340</u></b>	<b><u>\$39,056</u></b>	<b><u>\$29,421</u></b>	<b><u>\$68,477</u></b>	<b><u>\$2,816</u></b>	<b><u>\$65,661</u></b>
<b>Total Potential Estimated Additional Costs</b>	<b>\$1,514,840</b>	<b>\$1,867,087</b>	<b>\$386,847</b>	<b>\$2,254,335</b>	<b>\$380,842</b>	<b>\$1,873,493</b>
<b><u>Draft (savings)</u></b>						
	<b>DRAFT</b>	<b>ACTUAL</b>	<b>ANTC/ENC</b>	<b>BALANCE</b>		
Transportation	\$32,154	\$3,766	\$33,895	\$37,661		
PD	\$35,000		\$35,000	\$35,000		
SPED Trans Credit	\$145,313		\$145,313	\$145,313		
Security Personnel	\$5,574		\$5,500	\$5,500		
Para - 1 less day	\$15,300		\$15,300	\$15,300		
Bus Fuel	\$12,000		\$35,000	\$35,000		
<b>Total</b>	<b>\$245,341</b>	<b>\$3,766</b>	<b>\$270,008</b>	<b>\$273,774</b>		

**Newtown Public School Lunch Program Comparative Analysis  
NOVEMBER**

<b>2019</b>		<b>2020</b>	
<b>Elementary</b>		<b>Elementary - K-6 in full</b>	
A LA Carte	\$ 28,096	A LA Carte	\$ 1,497 -94.7%
Reimbursed Sales	\$ 66,071	Reimbursed Sales	\$ 38,145 -42.3%
Adult Sales	\$ 659	Adult Sales	\$ 352 -46.6%
<b>Total Revenue</b>	<b>\$ 94,826</b>	<b>Total Revenue</b>	<b>\$ 39,994 -57.8%</b>
Gross Product Cost	\$ (29,801)	Gross Product Cost	\$ (17,793)
Payroll	\$ (53,383)	Payroll	\$ (42,922)
<b>Gross Profit</b>	<b>\$ 11,643</b>	<b>Gross Profit</b>	<b>\$ (20,721)</b>
Operating Exp	\$ (15,175)	Operating Exp	\$ (14,774)
<b>Profit/Loss</b>	<b>\$ (3,532)</b>	<b>Profit/Loss</b>	<b>\$ (35,495)</b>
<b>2019</b>		<b>2020</b>	
<b>High School</b>		<b>High School - Hybrid</b>	
A LA Carte	\$ 66,147	A LA Carte	\$ 2,089 -96.8%
Reimbursed Sales		Reimbursed Sales*	\$ 12,830
Adult Sales/Other	\$ 6,727	Adult Sales/Other	\$ 768 -88.6%
<b>Total Revenue</b>	<b>\$ 72,874</b>	<b>Total Revenue</b>	<b>\$ 15,687 -78.5%</b>
Gross Product Cost	\$ (27,859)	Gross Product Cost	\$ (486)
Payroll	\$ (29,456)	Payroll	\$ (16,242)
<b>Gross Profit</b>	<b>\$ 15,559</b>	<b>Gross Profit</b>	<b>\$ (1,041)</b>
Operating Exp	\$ (4,311)	Operating Exp	\$ (3,238)
<b>Profit/Loss</b>	<b>\$ 11,248</b>	<b>Profit/Loss</b>	<b>\$ (4,279)</b>
		<i>*NHS on NSLP</i>	
<b>November 2019</b>		<b>November 2020</b>	
<b>Total Profit/Loss</b>	<b>\$ 7,716</b>	<b>Total Profit/Loss</b>	<b>\$ (39,774)</b>

## **Political Balance of the Board of Education**

### Town Charter Section 2-30(c) reads:

"The number of members of any one political party who may be elected to serve on the Board of Education shall not exceed the maximum of the whole membership of the Board as prescribed by the provisions of Section 9-167(a) of the Connecticut General Statutes, as amended. At each Town Election the number of candidates of any one political party elected to serve on the Board of Education shall not exceed a bare majority of the number of candidates to be seated."

### Reasons to review:

The Town attorney advised the 2008 Charter Revision Commission that he did not like the language of the proposed revision that referred to a "bare majority" from any one party on the school board.<sup>1</sup>

The need for more clear direction in the Charter was confirmed by the most recent elections for the Board of Education which was fraught with questions of whether the intent of the 2008 Charter revision was being followed. The Newtown Democratic Town Committee wrote a relatively thorough review of the legal points from one perspective.<sup>2</sup>

### Recommendation:

This section of the charter should specifically define a "bare majority," and we believe that a balance of 4-3 would be most conducive to a maintaining a variety of perspectives and thorough discussions.

<sup>1</sup>From an October 25, 2013 article in the Newtown Bee  
(<http://www.newtownbee.com/news/news/2013/10/25/town-attorney-says-bare-majority-stipulation-boe-r/171216>)

<sup>2</sup> <http://newtownctdemocrats.org/2014/01/15/2013-board-of-education-race-results/>

**Outdated/no longer relevant**

Town Charter Section 2-70(a) reads:

“The Board of Education shall be composed of 7 members serving 4 year terms. At each regular Town Election, the members of said Board shall be elected in accordance with the provisions of subsection (c) of Section 2-30 of this Charter. In compliance with Connecticut General Statute 9-206(a), the change to a seven member Board of Education shall cause the Town, at the next regular Town Election following the effective date of approval of the seven member Board, to elect four members for a term of four years. At each Town Election thereafter, the Town shall elect members of the Board in place of the members whose term expire, each for a term of four years from the date of election. Within thirty days of the effective date of approval of a seven member Board of Education a seventh member shall be appointed in accordance with section 2-40 (c) of this Charter to serve whose term will expire at the next regular Town Election.”

Reasons to Review:

The references to “the change to a seven member Board of Education” and “within thirty days of approval of a seven member Board of Education” are no longer applicable.

Recommendation:

This section should be reworked to reflect the current practice of electing three or four BOE members every two years.

## Legislative Council Action on Reductions and Additions to BOE Budget

### Town Charter 6-13 (b) reads:

"The legislative council shall have the following powers with respect to any item in the budget recommended by the board of Finance:

"(1) it shall have the power to reduce any item in the budget recommended by the board of Finance by a majority vote of the legislative council of at least six (6) affirmative votes; and

"(2) it may increase any item in said budget or add items to said budget only on a two-thirds affirmative vote of the entire membership of the legislative council provided, however, that items may be added by the legislative council only to the extent that such items were included in the budgets proposed by the board of selectmen and the board of education and provided further that any increase in said budget shall not be in excess of the amount for said item in the budgets proposed by the board of selectmen and the board of education."

### Reason for Review #1:

"The Legislative Council shall have the following powers with respect to any item in the budget recommended by the Board of Finance.....It may increase any item in said budget or add items to said budget only on a two-thirds affirmative vote of the entire membership of the LC....."

This appears to require further clarification, as it does not address what would happen in the event that the Legislative Council reduced "said budget," and then, later, considered returning money to the LC-modified budget. Given the addition of the advisory question to the referendum in 2013, this possibility should be addressed. The Legislative Council has, in the past, referred to the practice of requiring a 2/3 majority vote to restore money to an already LC-modified budget. However, based on the specific reference in 6-13(b) to "the budget recommended by the Board of Finance," this could be challenged.

As an example, if the Board of Finance recommended a \$72M BOE budget, the Legislative Council reduced it by \$1M, and the budget failed at a referendum with the advisory question indicating that a majority of the voters felt that the budget was "too low", then the LC could increase the BOE budget, in this example, up to \$1M with a simple majority vote.

### Recommendation:

It appears that the intent of the charter was only to require a higher standard for putting forth a budget that exceeds that recommended by the Board of Finance. The expectation for the proceedings in the Legislative Council, under the circumstances of a failed, LC Council-reduced budget, should be clarified.

### Reason for Review #2:

Connecticut Statute, Chapter 170, Section 10-222 indicates "The money appropriated by any municipality for the maintenance of public schools shall be expended by and in the discretion of the board of education." Is the Charter consistent with the Statute if it indicates that the Legislative Council "shall have the power to reduce or increase any item"?

### Recommendation:

Review this section of the Charter to ensure consistency with Connecticut statutes.

**Date for Referendum**

Town Charter 6-14(a) reads:

"The proposed town budget shall be submitted for adoption at the Annual budget referendum to be held on the fourth Tuesday of April between the hours of 6:00 a.m. and 8:00 p.m."

Reason for Review:

It has been suggested by many that changing the date of the referendum could increase voter turnout. Increasing voter turnout should be a goal in any democratic election.

Recommendation:

A review of the possibility of changing the day to a Saturday and to a week that does not coincide with the school's April vacation should be investigated (keeping in mind that the schools will likely be moving to a regional calendar by 2017 that will determine the April break).

FOR CONSIDERATION

## **Definition of Department**

### Town Charter Section 8-02 reads:

“The term “department” shall include the offices of Tax Collector, Town Clerk, Assessor, Registrar of Voters, Judge of Probate, or the Legislative Council, or each board or commission to which funds are appropriated in the Annual Budget, or the Public Works Department which shall be considered a separate department from the remainder of the functions for which appropriations are expended by the Board of Selectmen and any other body or group which is designated a department by the Legislative Council on or before the October 1st in the year prior to the adoption of the Town Budget.”

### Reason to review:

The definition of “department” should be clarified and the Charter should consistently use this terminology. If the Board of Education or any other board or commission is indeed considered one of the departments, then the general use of “department” needs to be reviewed with respect to all commissions and boards.

“Department” is mentioned in the following sections of the Charter:

1-10

3-10

3-20(a) and (b)

3-30(a)(3)

5-01(b) and (c)

5-40(a)

5-80(a)

5-100(c)

6-11(a)

6-30(b)

6-70(a) and (b)

6-90(b),(c),(e) and (g)

6-100(a) and (c)

7-51

7-70(a)

8-10

## **Standing Committees of the Newtown Board of Education**

**2021**

The following are standing committees of the BOE, expected to make regular reports to the BOE as a whole. Meetings will be posted and will be open to the public. The Committee Chairperson will be responsible for calling meetings, setting agendas, and moving committee work forward. The Committee Chairperson will ensure that agendas and minutes are posted in a timely manner consistent with FOI requirements. The Board Chair, with the approval of the Board, may also appoint additional standing committees as may be needed.

### **CIP/FACILITIES/FINANCE COMMITTEE**

1. Financial Responsibilities
  - a) Time permitting, review monthly line item expenditure report from the BOE Business Director;
  - b) Time permitting, review all budget transfers between line items and make recommendations for such transfers;
  - c) Review financial reporting mechanisms and yearly budget documentation for clarity and content and present any recommendations;
  - d) Review contracts prior to recommendation to the Board;
  - e) Review reports from contracted services as needed.
  
2. CIP/Facilities Responsibilities
  - a) Review capital expenditures and proposals for the Town's five and ten year capital improvement plan (CIP) in accordance with the Town's CIP Regulation timeline;
  - b) Review quarterly, building and maintenance needs with the Building and Grounds Facility Director.

### **COMMUNICATIONS COMMITTEE**

1. Work with the Superintendent and the Board to communicate effectively with the education community and the community as a whole about school matters;
2. Produce fact-based newsletters and documents as directed by the Board



### **CONTRACT NEGOTIATION COMMITTEE**

1. Develop a consistent body of expertise regarding union contract negotiations at the Board level;
2. Committee members will split specific union negotiations among themselves, and members should reflect a variety of skills and length of service on the Board. Additional Board members may be assigned by the Board Chair to fill out representation for specific negotiations.

### **CURRICULUM AND INSTRUCTION COMMITTEE**

1. Ensure that the direction of the curriculum reflects the Board of Education mission, beliefs and objectives at both the course-specific and K-12 vertical alignment level;
2. Meet with administration and staff to review goals, curriculum updates, new textbooks, proposed or changed courses and programs and make recommendations regarding these items.

### **POLICY COMMITTEE**

1. Review and propose revisions to Board policies as needed to ensure consistency with the District mission statement, best practices and for compliance with state and federal laws;
2. Develop new Board policies as appropriate.

### **TECHNOLOGY COMMITTEE**

1. Meet with district technology representatives to review technology needs and status of inventory;
2. Review availability of technology for standardized testing and educational needs;
3. Review practices used to ensure the safety and security of the district's digital information.

### **LIAISONS**

School. Connect with school administration and PTA to offer attendance at meetings or events when possible.

Boards and Committees. Attend meetings when possible to help keep the Board of Education informed of the activities of outside agencies.

## **BOE Committee Assignments, 2021**

### **STANDING COMMITTEES**

#### **CIP/Facilities/Finance Committee**

Dan Delia – Chair  
Debbie Leidlein  
Deborra Zukowski

#### **Communication Committee**

Dan Cruson - Chair  
Deborra Zukowski

#### **Contract Negotiation Committee**

Michelle Embree Ku  
Debbie Leidlein  
Rebekah Harriman-Stites  
Dan Delia

#### **Curriculum and Instruction Committee**

John Vouros – Chair  
Michelle Embree Ku

#### **Policy Committee**

Rebekah Harriman- Stites – Chair  
Dan Cruson

#### **Technology Committee**

Debbie Leidlein - Chair  
Dan Cruson

## **LIAISONS**

### **Schools**

NHS - Debbie Leidlein  
NMS – Deborra Zukowski  
RIS – John Vouros  
HAW – Rebekah Harriman-Stites  
HOM – Dan Cruson  
MG – Michelle Embree Ku  
SHS – Dan Delia

### **Boards and Committees**

Hawley HVAC – Engineering and Design – Dan Delia, Deborra Zukowski

NFT Culture and Climate Committee – Rebekah Harriman-Stites

Para Culture and Climate Committee – John Vouros

District Safety and Security Team – Dan Cruson

EdAdvance – Dan Delia

CABE – Michelle Embree Ku

**NEWTOWN BOARD OF EDUCATION  
MONTHLY FINANCIAL REPORT  
NOVEMBER 30, 2020**

**SUMMARY**

The fifth report of the 2020-21 school year continues to provide year to date expenses, active encumbrances and anticipated obligations. A majority of account balances are estimated as full budget spend and captured in the anticipated obligation column. Account analysis will continue as we will be meeting with individual departments in the upcoming months and adjusting the anticipated obligation column to more accurately reflect the needs of the District. The overall projected year end position has changed from \$13,024 to -\$399,303.

In December we will be requesting the transfer of funds from the Town's Capital Non-recurring account to restore Board of Education sub-accounts that have been diminished due to COVID related purchases.

During the month of November, The Board of Education spent approximately \$5.6M; \$4.0M on salaries; and approximately \$1.6M on all other objects.

The Excess Cost Grant has now been recalculated based on current services provided to our students and submitted to the State. The anticipated grant reimbursement rate is at 75% which is subject to change. Overall, recalculation of the grant provided -\$280,437 less or approximately 18% shy of the budget. The allocation of the grant provided and additional 49% towards special education service salaries, approximately 40% less towards transportation with the remainder applied towards special education tuition. The out-of-district tuition account is showing a positive balance of \$105,708 which is subject to change as this grant will be resubmitted again in March.

This report includes transfer recommendations to adjust salary accounts resulting from teacher program reassignments as well as shifts in non-certified salary accounts.

**Salary**

The overall salary account is showing a positive balance of \$190,435. Primary drivers include the following:

- Tuition and grant revenue offsets in career and special education service salaries has increased,
- turnover in our custodial & secretarial unions has produced a positive balance and,
- open positions in our paraeducator union still exist. In the past month we have filled a number of positions leaving approximately 11 positions unfilled. Next month we will include an estimate for these open positions which will lower the projected year-end balance.
- The certified salary account continues to show a negative balance as we have been unsuccessful in reaching our budgeted turnover of -\$624,000.

## **Other Purchase Services**

The balance other purchase services has decreased by -\$285,552 over the prior month; however, overall the account is still showing a positive balance of \$84,689. Primary drivers in this account are as follows:

- Contracted services is now showing an anticipated annual balance of -\$363,765 resulting from the loss of revenue in our lunch program. We have reassessed this account, now providing a full year forecast. Our predication is based on YTD current conditions through December along with a hybrid learning model for the balance of the year. Of course, this balance is subject to change depending on the status of our schools. We will be monitoring this area very closely and all changes will be identified and reported to the Board in a timely manner.
- Special Education tuition is showing a positive balance of \$105,708; however the recalculation of the grant lowered our anticipated full year balance by -\$82,524.
- Transportation is showing a positive balance due to a variety of components;
  - Special education transportation carryover credit from last year,
  - special education summer runs; less buses were used than anticipated,
  - special education out-of-district runs; runs have been combined/unfilled and
  - savings in local transportation due to less student days plus discounted remote days.

## **Supplies**

There was a small increase over last month in our supply account based on these factors:

- Electricity account includes the virtual net metering system at the High School which now has an estimated a full year forecast balance of \$204,478. This balance includes a carryover credit of approximately \$101,000; therefore, the net overall credit is estimated at approximately \$103,000.
- Five more school have come online and will be evaluated over the next few months. We will report the annual savings once we have collected more data on these accounts.
- Plant supplies is showing a negative balance of -\$294,468 as we have spent approximately \$400k in COVID related expenses. We do believe at this time that we have enough disinfectant and sanitizer to carry us thought the balance of the year. However, there is still a need to purchase our budgeted plant supplies as well as wipes and cleansers. This account will be closely monitored and reevaluated over the months ahead.

## **Property**

Technology equipment has somewhat stabilized for now and the change over last month's balance is -\$24,317.

- Many of the COVID related items have now been purchased.
- We can now focus on realigning our purchases based on the original budgeted needs. This account will be reevaluated and adjusted in the months ahead.

There were no emergency repairs over \$5,000 in the month of November.

Tanja Vadas  
Director of Business & Finance  
November 12, 2020

**NEWTOWN BOARD OF EDUCATION  
2020-21 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING NOVEMBER 30, 2020**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2019 - 2020	2020 - 2021 APPROVED BUDGET	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b><u>GENERAL FUND BUDGET</u></b>										
100	SALARIES	\$ 49,586,526	\$ 51,044,554	\$ 51,044,554	\$ 15,210,733	\$ 34,672,327	\$ 1,161,494	\$ 971,059	\$ <b>190,435</b>	99.63%
200	EMPLOYEE BENEFITS	\$ 11,126,524	\$ 11,435,283	\$ 11,435,283	\$ 5,780,749	\$ 4,285,980	\$ 1,368,553	\$ 1,423,133	\$ <b>(54,579)</b>	100.48%
300	PROFESSIONAL SERVICES	\$ 659,940	\$ 751,382	\$ 751,382	\$ 202,255	\$ 28,227	\$ 520,900	\$ 451,625	\$ <b>69,276</b>	90.78%
400	PURCHASED PROPERTY SERV.	\$ 2,304,638	\$ 1,884,463	\$ 1,884,463	\$ 760,682	\$ 510,969	\$ 612,812	\$ 573,399	\$ <b>39,413</b>	97.91%
500	OTHER PURCHASED SERVICES	\$ 8,823,709	\$ 9,314,942	\$ 9,314,942	\$ 3,320,736	\$ 5,997,425	\$ (3,219)	\$ (87,908)	\$ <b>84,689</b>	99.09%
600	SUPPLIES	\$ 3,347,825	\$ 3,498,335	\$ 3,498,335	\$ 1,596,506	\$ 248,096	\$ 1,653,733	\$ 1,689,743	\$ <b>(36,010)</b>	101.03%
700	PROPERTY	\$ 831,904	\$ 549,402	\$ 549,402	\$ 887,308	\$ 345,620	\$ (683,526)	\$ 9,000	\$ <b>(692,526)</b>	226.05%
800	MISCELLANEOUS	\$ 66,090	\$ 73,415	\$ 73,415	\$ 54,276	\$ 3,010	\$ 16,129	\$ 16,129	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ 100,000	\$ -	100.00%
<b>TOTAL GENERAL FUND BUDGET</b>		\$ 76,747,157	\$ 78,651,776	\$ 78,651,776	\$ 27,813,244	\$ 46,091,654	\$ 4,746,877	\$ 5,146,180	\$ <b>(399,303)</b>	100.51%
900	TRANSFER NON-LAPSING									
<b>GRAND TOTAL</b>		\$ 76,747,157	\$ 78,651,776	\$ 78,651,776	\$ 27,813,244	\$ 46,091,654	\$ 4,746,877	\$ 5,146,180	\$ (399,303)	100.51%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2019 - 2020	2020 - 2021 APPROVED BUDGET	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>100</b>	<b>SALARIES</b>									
	Administrative Salaries	\$ 4,163,820	\$ 4,160,309	\$ 4,160,309	\$ 1,643,028	\$ 2,524,652	\$ (7,370)	\$ -	\$ (7,370)	100.18%
	Teachers & Specialists Salaries	\$ 31,619,798	\$ 32,219,745	\$ 32,219,745	\$ 8,824,358	\$ 23,684,678	\$ (289,292)	\$ 15,000	\$ (304,292)	100.94%
	Early Retirement	\$ 32,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ -	\$ -	\$ -	\$ -	100.00%
	Continuing Ed./Summer School	\$ 92,408	\$ 93,096	\$ 93,096	\$ 40,789	\$ 29,117	\$ 23,190	\$ 3,750	\$ 19,440	79.12%
	Homebound & Tutors Salaries	\$ 88,213	\$ 185,336	\$ 185,336	\$ 18,456	\$ 18,135	\$ 148,745	\$ 147,791	\$ 955	99.48%
	Certified Substitutes	\$ 548,648	\$ 698,193	\$ 698,193	\$ 239,751	\$ 338,235	\$ 120,207	\$ 125,000	\$ (4,793)	100.69%
	Coaching/Activities	\$ 643,256	\$ 656,571	\$ 656,571	\$ 184,804	\$ -	\$ 471,767	\$ 433,634	\$ 38,133	94.19%
	Staff & Program Development	\$ 173,319	\$ 143,517	\$ 143,517	\$ 70,835	\$ 30,262	\$ 42,420	\$ -	\$ 42,420	70.44%
	<b>CERTIFIED SALARIES</b>	<b>\$ 37,361,462</b>	<b>\$ 38,172,767</b>	<b>\$ 38,172,767</b>	<b>\$ 11,038,022</b>	<b>\$ 26,625,079</b>	<b>\$ 509,667</b>	<b>\$ 725,174</b>	<b>\$ (215,508)</b>	<b>100.56%</b>
	Supervisors & Technology Salaries	\$ 917,739	\$ 945,154	\$ 945,154	\$ 414,799	\$ 519,045	\$ 11,310	\$ 65,245	\$ (53,935)	105.71%
	Clerical & Secretarial Salaries	\$ 2,310,741	\$ 2,362,981	\$ 2,362,981	\$ 812,763	\$ 1,440,175	\$ 110,043	\$ 2,947	\$ 107,096	95.47%
	Educational Assistants	\$ 2,743,151	\$ 2,875,564	\$ 2,875,564	\$ 716,330	\$ 1,892,655	\$ 266,580	\$ -	\$ 266,580	90.73%
	Nurses & Medical Advisors	\$ 764,244	\$ 801,532	\$ 801,532	\$ 215,237	\$ 629,252	\$ (42,957)	\$ -	\$ (42,957)	105.36%
	Custodial & Maint. Salaries	\$ 3,144,919	\$ 3,263,032	\$ 3,263,032	\$ 1,199,312	\$ 1,962,852	\$ 100,868	\$ 45,000	\$ 55,868	98.29%
	Non-Certied Adj & Bus Drivers Salaries	\$ 22,043	\$ 81,607	\$ 81,607	\$ 5,297	\$ 22,255	\$ 54,055	\$ 28,000	\$ 26,055	68.07%
	Career/Job Salaries	\$ 117,954	\$ 183,209	\$ 183,209	\$ 57,406	\$ 144,599	\$ (18,796)	\$ (82,500)	\$ 63,704	65.23%
	Special Education Svcs Salaries	\$ 1,224,685	\$ 1,355,856	\$ 1,355,856	\$ 371,798	\$ 1,006,751	\$ (22,693)	\$ (53,731)	\$ 31,038	97.71%
	Security Salaries & Attendance	\$ 594,071	\$ 621,957	\$ 621,957	\$ 185,444	\$ 426,817	\$ 9,696	\$ -	\$ 9,696	98.44%
	Extra Work - Non-Cert.	\$ 141,823	\$ 115,447	\$ 115,447	\$ 89,386	\$ 2,848	\$ 23,212	\$ 17,924	\$ 5,288	95.42%
	Custodial & Maint. Overtime	\$ 214,479	\$ 233,448	\$ 233,448	\$ 104,252	\$ -	\$ 129,196	\$ 194,000	\$ (64,804)	127.76%
	Civic Activities/Park & Rec.	\$ 29,216	\$ 32,000	\$ 32,000	\$ 687	\$ -	\$ 31,313	\$ 29,000	\$ 2,313	92.77%
	<b>NON-CERTIFIED SALARIES</b>	<b>\$ 12,225,064</b>	<b>\$ 12,871,787</b>	<b>\$ 12,871,787</b>	<b>\$ 4,172,711</b>	<b>\$ 8,047,248</b>	<b>\$ 651,827</b>	<b>\$ 245,885</b>	<b>\$ 405,942</b>	<b>96.85%</b>
	<b>SUBTOTAL SALARIES</b>	<b>\$ 49,586,526</b>	<b>\$ 51,044,554</b>	<b>\$ 51,044,554</b>	<b>\$ 15,210,733</b>	<b>\$ 34,672,327</b>	<b>\$ 1,161,494</b>	<b>\$ 971,059</b>	<b>\$ 190,435</b>	<b>99.63%</b>



OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2019 - 2020	2020 - 2021 APPROVED BUDGET	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>200</b>	<b>EMPLOYEE BENEFITS</b>									
	Medical & Dental Expenses	\$ 8,051,502	\$ 8,289,180	\$ 8,289,180	\$ 4,189,404	\$ 4,073,135	\$ 26,641	\$ 26,641	\$ -	100.00%
	Life Insurance	\$ 86,352	\$ 86,760	\$ 86,760	\$ 35,922	\$ -	\$ 50,838	\$ 50,838	\$ -	100.00%
	FICA & Medicare	\$ 1,523,488	\$ 1,602,597	\$ 1,602,597	\$ 504,024	\$ -	\$ 1,098,573	\$ 1,098,573	\$ -	100.00%
	Pensions	\$ 863,104	\$ 913,394	\$ 913,394	\$ 782,269	\$ 750	\$ 130,375	\$ 130,375	\$ -	100.00%
	Unemployment & Employee Assist.	\$ 122,970	\$ 82,000	\$ 82,000	\$ 34,987	\$ -	\$ 47,013	\$ 101,592	\$ (54,579)	166.56%
	Workers Compensation	\$ 479,108	\$ 461,352	\$ 461,352	\$ 234,143	\$ 212,095	\$ 15,114	\$ 15,114	\$ -	100.00%
	<b>SUBTOTAL EMPLOYEE BENEFITS</b>	<b>\$ 11,126,524</b>	<b>\$ 11,435,283</b>	<b>\$ 11,435,283</b>	<b>\$ 5,780,749</b>	<b>\$ 4,285,980</b>	<b>\$ 1,368,553</b>	<b>\$ 1,423,133</b>	<b>\$ (54,579)</b>	<b>100.48%</b>
<b>300</b>	<b>PROFESSIONAL SERVICES</b>									
	Professional Services	\$ 500,341	\$ 559,102	\$ 559,102	\$ 153,971	\$ 23,212	\$ 381,919	\$ 388,625	\$ (6,706)	101.20%
	Professional Educational Serv.	\$ 159,599	\$ 192,280	\$ 192,280	\$ 48,284	\$ 5,015	\$ 138,982	\$ 63,000	\$ 75,982	60.48%
	<b>SUBTOTAL PROFESSIONAL SERV.</b>	<b>\$ 659,940</b>	<b>\$ 751,382</b>	<b>\$ 751,382</b>	<b>\$ 202,255</b>	<b>\$ 28,227</b>	<b>\$ 520,900</b>	<b>\$ 451,625</b>	<b>\$ 69,276</b>	<b>90.78%</b>
<b>400</b>	<b>PURCHASED PROPERTY SERV.</b>									
	Buildings & Grounds Contracted Svc.	\$ 716,095	\$ 664,859	\$ 664,859	\$ 285,621	\$ 270,143	\$ 109,096	\$ 90,000	\$ 19,096	97.13%
	Utility Services - Water & Sewer	\$ 134,403	\$ 146,945	\$ 146,945	\$ 53,832	\$ -	\$ 93,113	\$ 91,542	\$ 1,571	98.93%
	Building, Site & Emergency Repairs	\$ 503,227	\$ 460,850	\$ 460,850	\$ 173,158	\$ 78,546	\$ 209,147	\$ 210,099	\$ (952)	100.21%
	Equipment Repairs	\$ 283,175	\$ 351,506	\$ 351,506	\$ 131,305	\$ 65,488	\$ 154,714	\$ 134,121	\$ 20,593	94.14%
	Rentals - Building & Equipment	\$ 268,547	\$ 260,303	\$ 260,303	\$ 116,766	\$ 96,793	\$ 46,743	\$ 47,638	\$ (895)	100.34%
	Building & Site Improvements	\$ 399,191	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	<b>SUBTOTAL PUR. PROPERTY SERV.</b>	<b>\$ 2,304,638</b>	<b>\$ 1,884,463</b>	<b>\$ 1,884,463</b>	<b>\$ 760,682</b>	<b>\$ 510,969</b>	<b>\$ 612,812</b>	<b>\$ 573,399</b>	<b>\$ 39,413</b>	<b>97.91%</b>

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2019 - 2020	2020 - 2021 APPROVED BUDGET	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>500</b>	<b>OTHER PURCHASED SERVICES</b>									
	Contracted Services	\$ 750,419	\$ 669,215	\$ 669,215	\$ 564,929	\$ 74,042	\$ 30,245	\$ 394,009	\$ (363,765)	154.36%
	Transportation Services	\$ 3,827,061	\$ 4,457,135	\$ 4,457,135	\$ 1,183,697	\$ 2,372,644	\$ 900,794	\$ 608,024	\$ 292,769	93.43%
	Insurance - Property & Liability	\$ 378,323	\$ 378,032	\$ 378,032	\$ 220,085	\$ 160,013	\$ (2,066)	\$ 1,978	\$ (4,044)	101.07%
	Communications	\$ 142,944	\$ 146,872	\$ 146,872	\$ 65,453	\$ 97,373	\$ (15,953)	\$ (15,953)	\$ (0)	100.00%
	Printing Services	\$ 24,637	\$ 31,040	\$ 31,040	\$ 4,731	\$ 1,310	\$ 24,999	\$ 24,999	\$ -	100.00%
	Tuition - Out of District	\$ 3,527,920	\$ 3,399,851	\$ 3,399,851	\$ 1,260,426	\$ 3,179,683	\$ (1,040,257)	\$ (1,145,965)	\$ 105,708	96.89%
	Student Travel & Staff Mileage	\$ 172,406	\$ 232,797	\$ 232,797	\$ 21,416	\$ 112,361	\$ 99,020	\$ 45,000	\$ 54,020	76.80%
	<b>SUBTOTAL OTHER PURCHASED SERV.</b>	\$ 8,823,709	\$ 9,314,942	\$ 9,314,942	\$ 3,320,736	\$ 5,997,425	\$ (3,219)	\$ (87,908)	\$ 84,689	99.09%
<b>600</b>	<b>SUPPLIES</b>									
	Instructional & Library Supplies	\$ 805,612	\$ 801,275	\$ 801,275	\$ 346,716	\$ 141,679	\$ 312,879	\$ 312,880	\$ (1)	100.00%
	Software, Medical & Office Supplies	\$ 212,777	\$ 221,701	\$ 221,701	\$ 78,145	\$ 45,736	\$ 97,820	\$ 97,820	\$ -	100.00%
	Plant Supplies	\$ 423,659	\$ 356,400	\$ 356,400	\$ 466,767	\$ 50,926	\$ (161,293)	\$ 133,175	\$ (294,468)	182.62%
	Electric	\$ 1,164,615	\$ 1,228,072	\$ 1,228,072	\$ 478,094	\$ -	\$ 749,978	\$ 545,500	\$ 204,478	83.35%
	Propane & Natural Gas	\$ 347,253	\$ 431,350	\$ 431,350	\$ 63,602	\$ -	\$ 367,748	\$ 353,286	\$ 14,462	96.65%
	Fuel Oil	\$ 76,257	\$ 63,000	\$ 63,000	\$ 8,860	\$ -	\$ 54,140	\$ 54,140	\$ -	100.00%
	Fuel for Vehicles & Equip.	\$ 122,159	\$ 205,031	\$ 205,031	\$ 47,246	\$ -	\$ 157,785	\$ 118,266	\$ 39,519	80.73%
	Textbooks	\$ 195,495	\$ 191,506	\$ 191,506	\$ 107,076	\$ 9,754	\$ 74,676	\$ 74,676	\$ -	100.00%
	<b>SUBTOTAL SUPPLIES</b>	\$ 3,347,825	\$ 3,498,335	\$ 3,498,335	\$ 1,596,506	\$ 248,096	\$ 1,653,733	\$ 1,689,743	\$ (36,010)	101.03%

OBJECT CODE	EXPENSE CATEGORY	2020 - 2021		CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
		EXPENDED 2019 - 2020	APPROVED BUDGET							
<b>700</b>	<b>PROPERTY</b>									
	Technology Equipment	\$ 559,515	\$ 410,000	\$ 410,000	\$ 862,923	\$ 239,752	\$ (692,675)	\$ -	\$ (692,675)	268.95%
	Other Equipment	\$ 272,389	\$ 139,402	\$ 139,402	\$ 24,385	\$ 105,868	\$ 9,148	\$ 9,000	\$ 148	99.89%
	<b>SUBTOTAL PROPERTY</b>	\$ 831,904	\$ 549,402	\$ 549,402	\$ 887,308	\$ 345,620	\$ (683,526)	\$ 9,000	\$ (692,526)	226.05%
<b>800</b>	<b>MISCELLANEOUS</b>									
	<b>Memberships</b>	\$ 66,090	\$ 73,415	\$ 73,415	\$ 54,276	\$ 3,010	\$ 16,129	\$ 16,129	\$ -	100.00%
	<b>SUBTOTAL MISCELLANEOUS</b>	\$ 66,090	\$ 73,415	\$ 73,415	\$ 54,276	\$ 3,010	\$ 16,129	\$ 16,129	\$ -	100.00%
<b>910</b>	<b>SPECIAL ED CONTINGENCY</b>	\$ -	\$ 100,000	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ 100,000	\$ -	100.00%
<b>TOTAL LOCAL BUDGET</b>		\$ 76,747,157	\$ 78,651,776	\$ 78,651,776	\$ 27,813,244	\$ 46,091,654	\$ 4,746,877	\$ 5,146,180	\$ (399,303)	100.51%

<b>REVENUES</b>					
<u>EXCESS COST GRANT REVENUE</u>	<u>EXPENDED 2019 - 2020</u>	<u>APPROVED BUDGET</u>	<u>ANTICIPATED OFFSET</u>		
Special Education Svcs Salaries ECG	\$ (33,039)	\$ (26,247)	\$ (39,115)	149.03%	
Transportation Services - ECG	\$ (354,206)	\$ (402,480)	\$ (244,709)	60.80%	
Tuition - Out of District ECG	\$ (1,372,981)	\$ (1,381,462)	\$ (1,195,965)	86.57%	
<b>Total</b>	\$ (1,760,226)	\$ (1,810,189)	\$ (1,479,789)	81.75%	
<u>OTHER REVENUES</u>					
<u>BOARD OF EDUCATION FEES &amp; CHARGES - SERVICES</u>		<u>APPROVED BUDGET</u>	<u>RECEIVED</u>	<u>BALANCE</u>	<u>% RECEIVED</u>
LOCAL TUITION		\$32,340	\$13,130	\$19,210	40.60%
HIGH SCHOOL FEES FOR PARKING PERMITS		\$30,000	\$0	\$30,000	0.00%
MISCELLANEOUS FEES		\$6,000	\$801	\$5,199	13.36%
<b>TOTAL SCHOOL GENERATED FEES</b>		\$68,340	\$13,931	\$54,409	20.39%
<u>OTHER GRANT / SPECIAL REVENUE OFFSETS</u>					
Corona Relief Grant - State Entitlement Grant		\$380,841	\$380,841	\$0	100.00%
Town Capital Non-recurring Revenue Fund		\$400,000	\$0	\$400,000	0.00%

2020 - 2021

12/7/2020

**NEWTOWN BOARD OF EDUCATION  
TRANSFERS RECOMMENDED  
DECEMBER 15, 2020**

AMOUNT	FROM		TO		REASON
	CODE	DESCRIPTION	CODE	DESCRIPTION	
<b>ADMINISTRATIVE</b>					
\$11,430	100	Certified Salary Adj.	100	Administrative Salaries	To allocate funds for salary adjustments and turnover savings
\$59,977	100	Teachers & Specialists Salaries	100	Certified Salary Adj.	To adjust budgets to current staff and salaries after turnover and advance degrees
\$48,980	100	Non-Certified Salary Adj.	100	Special Education Svcs Salaries	To allocate funds for salary adjustments and add a therapist for the blind
\$50,245	100	Clerical & Secretarial Salaries	100	Supervisors Salaries	To reclassify assistant business director position
\$7,042	100	Non-Certified Salary Adj.	100	Nurses	To add a part time nurse and increase hours due to COVID-19
\$19,269	100	Clerical & Secretarial Salaries			
\$32,281	100	Career/Job Salaries			



**2020 - 2021  
 NEWTOWN BOARD OF EDUCATION  
 DETAIL OF TRANSFERS RECOMMENDED  
 DECEMBER 15, 2020**

AMOUNT	FROM						TO							
	CODE	DESCRIPTION		CODE	DESCRIPTION		CODE	DESCRIPTION		CODE	DESCRIPTION			
		(\$4,353)	001600180000	51121	H.S. - TECH ED	TEACHERS								
		(\$4,099)	001600200000	51121	H.S. - MATH	TEACHERS								
		(\$1,747)	001600220000	51121	H.S. - MUSIC	TEACHERS								
		(\$7,973)	001600280000	51121	H.S. - SCIENCE	TEACHERS								
		\$10,178	001600300000	51121	H.S. - SOC STUDIES	TEACHERS								
		(\$111)	001600390000	51121	H.S. - TAP	TEACHERS								
		(\$2,896)	001600400000	51131	H.S. - GUIDANCE	SPECIALISTS								
		\$653	001750580000	51131	SP ED - SPEECH & HEAR	SPECIALISTS								
		\$16,137	001750600000	51121	SP ED - GATES	TEACHERS								
		\$9,826	001750610000	51121	SP ED - PREK-8 SP ED	TEACHERS								
		\$47,031	001750630000	51121	SP ED - H.S. SP ED	TEACHERS								
		(\$58,085)	001750660000	51121	SP ED - TRANSITION	TEACHERS								
		\$4,317	001750790000	51121	SP ED - SUMMER PROGRAM	TEACHERS								
		(\$73,544)	001760560000	51133	PUPIL SERV - PSYCH	SPECIALISTS - ELEM								
		\$37,236	001760560000	51138	PUPIL SERV - PSYCH	SPECIALISTS - MS								
		\$133,122	001800800000	51131	DISTRICT - CURRICULUM	SPECIALISTS								
\$48,980	100	Non-Certified Salary Adj. \$48,980 001840880000 51271 DISTRICT - OTHER SERV NON-CERT SALARY ADJ						100	Special Education Svcs Salaries \$8,980 001750510000 51263 SP ED - SERVICES THERAPISTS \$40,000 001750610000 51266 SP ED - PREK-8 SP ED BEHAVIORAL THERAPISTS					
\$108,837	100	Clerical & Secretarial Salaries \$50,245 001840860000 51221 DISTRICT - BUS SERV CLERICAL						100	Supervisors Salaries \$50,245 001840860000 51210 DISTRICT - BUS SERV SUPERVISORS/TECH STAFF					
	100	Non-Certified Salary Adj. \$7,042 001840880000 51271 DISTRICT - OTHER SERV NON-CERT SALARY ADJ						100	Nurses \$3,085 001770430000 51244 HEALTH/MED - ELEM/INT NURSES - HOM \$32,094 001770430000 51245 HEALTH/MED - ELEM/INT NURSES - RIS \$14,852 001770480000 51240 HEALTH/MED - M.S. NURSES SALARIES \$8,561 001770490000 51240 HEALTH/MED - H.S. NURSES SALARIES					
	100	Clerical & Secretarial Salaries \$19,269 001840860000 51221 DISTRICT - BUS SERV CLERICAL												
	100	Career/Job Salaries \$32,281 001600080000 51263 H.S. - CWE SCHOOL TO CAREER												



## Unit Planner: Perspective Conversations on Race

Newtown High School > 2020-2021 > High School > Social Studies >  
Conversations on Race (C) > Week 1 - Week 6

Last Updated: Thursday, November 12, 2020 by Amy Deeb

### Perspective

Deeb, Amy; Dietter, Candace

- [Unit Planner](#)
- [Lesson Planner](#)

### Concept-Based Unit Development Graphic Organizer (Download)

#### Unit Web Template (Optional)

#### Concepts / Conceptual Lens

*Please attach your completed Unit Web Template here*

Concepts: Race, stereotypes, labeling, prejudice, discrimination, bias

Lens: Perspective

#### Generalizations / Enduring Understandings

1. Life experiences and biases develop or break down prejudice.
2. Discrimination originates in the stereotypes and labels of an individual due to one or two particular experiences and characteristics.
3. Racial stereotypes lead to prejudice and discrimination which impacts peoples lives.

#### Guiding Questions

***Please identify the type of question: (F) Factual, (C) Conceptual, (P) Provocative [Debatable]***

1

- a. What is prejudice? (F)
- b. What is bias? (F)
- c. What is racism? (F)
- d. What is anti-racism? (F)
- e. How do life experiences impact people's perspective and biases? (C)
- f. Why do people continue to hold on to biases? (P)
- g. Is a single perspective ever preferred? (P)

2

- a. What is discrimination? (F)
- b. What are stereotypes? (F)
- c. In what ways do we develop stereotypes? (C)
- d. How do people's experiences lead to discriminatory stereotypes? (C)
- e. In what ways can people prevent the application of stereotypes to the entire group? (P)

3

- a. How do racial stereotypes lead to prejudice and discrimination? (C)
- b. How do racial stereotypes impact both the stereotyped and those who stereotype? (C)
- c. What is the national impact of judging people based on race? (C)
- d. What, if any, justification is there for racial stereotypes? (P)
- e. In what ways can people be anti-racist? (C)
- f. Will racism always exist? (P)

## Standard(s)

Connecticut Core Standards / Content Standards

**CT: Social Studies (2015)**

**CT: HS: Civics and Government**

### **Dimension 1: Developing Questions and Planning Inquiry**

#### **Civics and Government**

INQ 9–12.2 Explain points of agreement and disagreement experts have about interpretations and applications of disciplinary concepts and ideas associated with a compelling question.

INQ 9–12.4 Explain how supporting questions contribute to an inquiry and how, through engaging source work, new compelling and supporting questions emerge.

### **Dimension 2: History**

#### **Perspectives**

HIST 9–12.1 Analyze how historical contexts shaped and continue to shape people's perspectives

### **Dimension 2: Civics**

#### **Participation and Deliberation: Applying Civic Virtues and Democratic Principles**

CIV 9–12.10 Analyze the impact and the appropriate roles of personal interests and perspectives on the application of civic virtues, democratic principles, constitutional rights, and human rights.

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## Objective(s)

### Bloom/ Anderson Taxonomy / DOK Language

DOK- Level 3- Understand- Explain, generalize, connect ideas using supporting evidence.

DOK-Level 4- Analyze- Analyze complex/abstract themes.

DOK-Level 4- Create- Synthesize information across multiple sources by evaluating and analyzing perspectives.

## Critical Content & Skills

*What students must **KNOW and be able to DO***

**Content:** Prejudice, racism, perspectives, biases, discrimination, stereotypes

### **Skills:**

Students will be able to:


- Draw and defend independent conclusions regarding historical/current events based on an analysis of different resources;
- Identify and evaluate different perspectives/points of view,
- View visual presentations critically by raising questions, summarizing, or evaluating presented material.
- Distinguish relevant from irrelevant information.
- Detect bias in visual and/or print materials.
- Evaluate the validity of information and/or positions in oral, print, visual, and other resource materials.
- Analyze print materials for bias, point-of-view, and context.
- Use real world digital and other research tools to access, evaluate, and effectively apply information appropriate for authentic tasks.

## Core Learning Activities

- Discussion- Class will establish "Ground Rules" to ensure that students feel comfortable sharing their thoughts and opinions. These become the class expectations.
- Journal- Does racism still exist in the United States? Why or why not? Use specific examples to defend your reasoning.
- Generate, Sort, Connect, Elaborate- Students will be broken into groups of 3 and will be given "race" as a topic. Students will generate ideas associated with race, then present their ideas on a poster board. No judging. Students will then circle the words most important to understanding race. Students will then connect the words together and will elaborate on each connection. They will form a working definition of what race means.
- Discussion- Perspective discussion of "old lady vs. Young lady." Why do we see things differently?
- Discussion- Diverse Perspectives- Students will write a journal entry on a controversial issue of their choosing and do research on it. They will take this information and participate in an Agree/Disagree activity where students practice the "Ground Rules" they have established and



- begin to understand perspective and why we feel the way we do about certain issues.
- Film- Show documentary *Skin Deep*- The documentary introduces students to the concept of perspective and why people (college students in this case) have the ideas and stereotypes they do. Students will complete graphic organizers on the different people in the documentary and then write a paper on "How race impacted 4 student's lives" in the documentary using specific examples from the film. Students will then participate in a graded discussion to further discuss perspectives.
- Discussion-No word. Students will read the chapter "The Protean N Word" by Randall Kennedy, Gloria Naylor's "The Meaning of a Word" and watch the show "Blackish- The Word" available on Hulu. Students will also be shown a clip of Jay Z the rapper and Oprah Winfrey discussing their opposing views of the use of the N word. This helps further develop students understanding of perspectives about the use of the n word.

[GSCE opening activity debrief.docx](#)  
[Old lady vs Young lady optical illusion](#)  
[Diverse Perspectives Topics.docx](#)  
[Skin Deep Assignment.docx](#)  
[Skin Deep Discussion Questions.docx](#)  
[SkinDeep student notes.docx](#)  
[Gloria Naylor- The Meaning of a Word](#)  
 [Chains lesson.docx](#)  
[Blackish.docx](#)  
[The Story Behind Blacki-ish's Provocative N Word Episode](#)  
[Jay Z and Oprah discuss the N word](#)

## Assessments

### Do the Right Thing

#### Summative: Written Report

-Show Spike Lee's 1989 film "Do the Right Thing." Students will begin by analyzing the quotes and different perspectives of MLK and Malcolm X. These are two quotes students analyze at the beginning and end of the film. Students will then read Roger Ebert's review of the 1989 film and answer, "how far have we come?" Students are then shown the film, they can use the character list to take notes and at the end they answer questions. This is a three part summative assessment. Students then participate in a multi day discussion that explores perspective through the different questions asked from the film.

[Do The Right Thing Character List.docx](#)  
[Do the Right Thing Closure.docx](#)  
[MLK Malcom X Quotes.docx](#)  
[Roger Eberts Review of "Do the Right Thing"](#)  
[Class discussion rubric.docx](#)

## Resources

### Professional & Student

#### Optional Activities:

- Incident Jigsaw Report activity-Students have the option to research different cases including the death of Trayvon Martin, Eric Garner, George Floyd and other extremely current cases.
- Song analysis- Students will listen to the song "Chains" by Usher which directly corresponds to the Incident Jigsaw Report. Students will see racial issues and deaths through the eyes of one of the most influential R and B singers and political activists of all time.
- Reading- Students will read the book, *The Hate You Give* by Angie Thomas. We will discuss the book as it applies to real life throughout the first unit on Perspective. Students will participate in class discussions and will receive a class participation grade. This will further develop the Incident Jigsaw Report and the Chains lessons

## Defining My Perspective on Race Narrative Writing Assignment

-Defining my Perspective on Race paper summative assessment-

You are to **describe FIVE characters** in your next great novel. One will be **black, another white, the third Arab, the fourth Hispanic, and the fifth Asian. Describe the age, physical characteristics, particularly any that have helped form the characters point of view, gender, family, personality characteristics and important previous experiences.**

[DEFINING MY PERSPECTIVE ON RACE.docx](#)  
[Defining my Perspective on Race paper graphic organizer.docx](#)

## Student Learning Expectation & 21st Century Skills

[Information Literacy](#)

[Critical Thinking](#)

[Spoken Communication](#)

[Written Performance](#)

- Written Performance

Use "Supports" indicator from the Written Performance rubric for grading journals.

- First Thoughts Activity- Students will list stereotypes or "first thoughts" of an urban sister school with whom we will be partnering with. This will allow students to see their preconceived notions about these schools and students and will serve as part of a greater discussion during our exchanges.

## Resources:

*The Hate You Give*- Angie Thomas

[Incident Report Jigsaw.docx](#)

[Chains lesson.docx](#)

[Usher- Chains](#)

## Interdisciplinary Connections

Sociology- Dominant and Minority Groups

Government- Judicial Branch

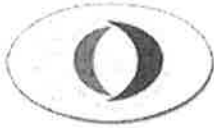
US History- Civil Rights era

English- *To Kill a Mockingbird*- Justice unit



Atlas Version 9.6

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## Unit Planner: Inequality Conversations on Race

Newtown High School > 2020-2021 > High School > Social Studies >  
Conversations on Race (C) > Week 7 - Week 11

Last Updated: Thursday, November 12, 2020 by Amy Deeb

### Inequality

Deeb, Amy; Dieter, Candace

- [Unit Planner](#)
- [Lesson Planner](#)

### Concept-Based Unit Development Graphic Organizer (Download)

#### Unit Web Template (Optional)

#### Concepts / Conceptual Lens

*Please attach your completed Unit Web Template here*

Concepts: Social class, inequality, opportunities, white privilege, justice system, racial profiling, race, systemic racism

Lens: Privilege

#### Generalizations / Enduring Understandings

1. Social class established opportunities which dictate inequalities.
2. White privilege denies opportunities to other races.
3. The systemic racism that exists in America exacerbates the inequalities of race.

#### Guiding Questions

***Please identify the type of question: (F) Factual, (C) Conceptual, (P) Provocative [Debatable]***

1

- a. What is educational inequality? (F)
- b. What is economic inequality? (F)
- c. What are the different social classes? (F)
- d. Does an individual's environment shape their social class? (C)
- e. Does where one lives contribute to educational inequality? (C)
- f. What does it mean to be working poor? (C)
- g. Does minimum wage contribute to economic inequality? (C)
- h. How does social class determine economic inequality? (C)
- i. Does geography determine destiny? (P)

2

- a. What is white privilege? (F)
- b. How does white privilege impact other races? (C)
- c. How does white privilege impact whites? (C)
- d. What is race identity? (F)
- e. How does an individual form their race identity? (C)
- f. What is the impact of race identity? (P)
- g. At what point does society get beyond white privilege? (P)

3

- a. What is systemic racism? (F)
- b. What is racial profiling? (F)
- c. Does racial bias and inequality exist in the criminal justice system? (C)
- d. How do the practices of the criminal justice system establish inequalities among races? (C)

- e. Does affirmative action institutionalize racism in America? (P)  
f. What issues of inequality are most pervasive in the 21st century? (P)

## Standard(s)

*Connecticut Core Standards / Content Standards*

### **CT: Social Studies (2015)**

#### **CT: HS: Civics and Government**

#### **Dimension 1: Developing Questions and Planning Inquiry**

##### **Civics and Government**

INQ 9–12.1 Explain how a question reflects an enduring issue in the field.

INQ 9–12.4 Explain how supporting questions contribute to an inquiry and how, through engaging source work, new compelling and supporting questions emerge.

INQ 9–12.5 Determine the kinds of sources that will be helpful in answering compelling and supporting questions, taking into consideration multiple points of view represented in the sources, the types of sources available, and the potential uses of the sources.

#### **Dimension 2: Civics**

##### **Civic and Political Institutions**

CIV 9–12.4 Explain how the U.S. Constitution establishes a system of government that has powers, responsibilities, and limits that have changed over time and that are still contested.

CIV 9–12.5 Evaluate citizens' and institutions' effectiveness in addressing social and political problems at the local, state, tribal, national, and/or international level.

##### **Participation and Deliberation: Applying Civic Virtues and Democratic Principles**

CIV 9–12.10 Analyze the impact and the appropriate roles of personal interests and perspectives on the application of civic virtues, democratic principles, constitutional rights, and human rights.

##### **Processes, Rules, and Laws**

CIV 9–12.13 Evaluate public policies in terms of intended and unintended outcomes, and related consequences.

CIV 9–12.14 Analyze historical, contemporary, and emerging means of changing societies, promoting the common good, and protecting rights.

#### **Dimension 2: Geography**

##### **Human Population: Spatial Patterns and Movements**

GEO 9–12.1 Evaluate the impact of economic activities and political decisions on spatial patterns within and among urban, suburban, and rural regions

#### **Dimension 4: Communicating Conclusions & Taking Informed Action**

##### **Civics and Government**

INQ 9–12.15 Use disciplinary and interdisciplinary lenses to understand the characteristics and causes of local, regional, and global problems; instances of such problems in multiple contexts; and challenges and opportunities faced by those trying to address these problems over time and place.

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## Objective(s)

### Bloom/ Anderson Taxonomy / DOK Language

DOK- Level 3- Apply- Use reasoning, planning and evidence.

DOK- Level 4- Understand- Explain how concepts or ideas specifically relate to other content, domains or concepts.

DOK- Level 4- Analyze- Gather, organize and analyze information from multiple sources.

DOK- Level 4- Evaluate- Draw and justify conclusions.

DOK- Level 4- Create- Synthesize information across multiple sources or texts.

## Critical Content & Skills

*What students must **KNOW and be able to DO***

**Content:** Social class, inequality, white privilege, criminal justice system, racial profiling, minimum wage, institutional racism, affirmative action.

### Skills

Students will be able to:

- explain, evaluate, and analyze multiple sources.
- synthesize information from sources.
- articulate findings.
- draw and defend independent conclusions based on analysis of different resources.

## Core Learning Activities

- Film- Show students "Social Class in America" and answer questions associated with it.
- Reading- Students will read, "The Working Poor, Working Hard" and complete a journal based upon it.
- Film- Students will be shown the documentary, "30 Days-Living on Minimum Wage." All three of these videos and readings will prep them to analyze Strategic School Profiles.
- Data Analysis- Students will analyze Strategic School Profiles from Newtown High School and an urban sister school to look at differences in education, course offerings, free-reduced lunch prices
- Game- Students will play "Social Stratification Monopoly." Students are randomly assigned a social class- upper, middle, working and lower and have to play the game according to the rules outlined in social class Monopoly. Students are told to "try as hard as they can" to win. Students then analyze the "30 Days on Minimum Wage" documentary, the SSPs and the Social Stratification Monopoly to talk about what they are aware of now that they were not aware of before.
- Activity- Generate, Sort, Connect, Elaborate on "white privilege" and write a journal entry answering "does white privilege exist?" Why or why not? Defend your answer.
- Documentary- Show students, "Black Doll Test" and have students react in journal format and then discuss as a class. What are they aware of now that they were not aware of before. Students will then read the article, "How a Psychologist's Work on Race Identity Helped Overturn School Segregation in 1950s America."
- Reading- Revisit the concept of white privilege. Ask students to look back at what they have done thus far and explore the impact of white privilege to the previous learning. Students will complete a reading, "What is White Privilege, really"? and answer corresponding questions for a class discussion. Class discussion rubric will be used to assess.
- Documentary clips- Show students, "What would you do?- white teens and black teens destroying a car" ask for their honest reactions. Does it relate to white privilege? Stereotypes?
- Reading, analysis and discussion- Read Peggy McIntosh's "Unpacking the Backpack" article. Students will write a reaction and then look at the 47 advantages she describes and students need to identify 15 they never thought of before, disagree with, want more information about etc. This will be a class discussion graded

on a class participation rubric.

- Reading and discussion- Students will read and discuss the Jesse Wegman NY Times article, "The Injustice of Marijuana Arrests." Students will look at why more blacks are arrested and charged for marijuana possession and the criminal justice implications of it.
- Court case analysis- Students will analyze Terry v. Ohio (1968).
- Documentary- Students will watch an ABC news report on the NYPD's controversial "Stop and Frisk" policy. They will debate whether or not this is racial profiling.
- Reading and discussion- Students will read and discuss, "Mass Incarceration in the Age of Colorblindness" by Michelle Alexander. Students will look at the 3 phases of incarceration in black communities.
- Documentary clip-Students will watch a short clip on the background of affirmative action in the United States and answer questions related to what it is.
- Debate- Students will debate the NY Times article, "Should Affirmative Action Be Eliminated."

#### Social Class in America

[social class-impact crash course.docx](#)

[Working Poor, Working Hard.pdf](#)

[30 days on Minimum wage.docx](#)

[SSP summative assessment.docx](#)

[SSP Chart.docx](#)

[Monopoly lesson updated.docx](#)

[Monopoly Debrief.docx](#)

[Monopoly Rules updated.docx](#)

[SSP and Monopoly.docx](#)

[Black Doll test](#)

["How a Psychologists Work on Race Identity Helped](#)

[Overturn School Segregation in 1950s America](#)

[What Would you do? White teens](#)

[What would you do? Black teens](#)

[White Privilege detailed.docx](#)



[The injustice of Marijuana Arrests.pdf](#)

[Terry v. Ohio](#)

["Stop and Frisk"](#)

[crash Course- Affirmative Action](#)

[Unpacking the Invisible Knapsack.pdf](#)



[What is White Privilege, really?](#)

[Affirmative action- Crash course.pdf](#)

## Assessments

### **Systemic Racism**

#### **Summative: Extended Essay**

Students will analyze the unit resources to evaluate whether or not systemic racism exacerbates the inequalities of race in America.

## Resources

*Professional & Student*

Optional Activities:

- Poem share- Introduce the new unit with sharing poems between a partner school in an urban district and our students poems in Newtown.



[Standards for Written Communication \(1\).docx](#)

### Educational Analysis

#### Summative: Written Report

Task: Using the Strategic School Profiles (SSP) of Newtown High School and partner school in a different DRG you will write a 5 paragraph essay with an introduction, 3 body paragraphs that address the SSP and a conclusion. You will be graded according to the Critical Thinking School Wide Rubric.

Essay: After reviewing the Strategic School Profiles of both Newtown High School and a partner school in a different DRG do you feel that education in the State of Connecticut can be considered equal regardless of where you go to school? Why or why not? Use specific data from the SSP to support your position (Use at least 3 pieces of evidence from SSP's).

[SSP summative assessment.docx](#)



[CRITICAL THINKING RUBRIC.pdf](#)

Students need to write their own poem on race and then in groups share those poems and the poems written by a partner school. Students to analyze similarities and differences between the poems.

- Film- Students may watch the film- "Remember the Titans" to analyze it for examples of white privilege. This film is available on Disney Plus.

Students may read the following articles to promote awareness and journal their reaction. This will depend on classes individually and the depth to which they need to explore white privilege-

- "Oppression" by Marilyn Frye
- "The History of Black Face" by Joe Bubar
- "Seeing More than Black and White" by Elizabeth Martinez
- "Race and Racism" by Gloria Yamoto
- *The New Jim Crow* by Michelle Alexander

Possibility of a partner school with Bunnell High School in Stratford, CT

Field trip exchange- Students may participate in a 2 day learning experience in which students from a partner school come to NHS for a day and on the following day students from NHS would go to that school. Prior to the exchange students would identify "first thoughts" (commonly stereotypes) they hold about each school first. Students would then shadow one another at the opposite school for a day to see for themselves what it was like at the partner school. The culminating activity would be assessing whether or not their "first thoughts" changed after the field trip. This would take place at the end of the second day of the field trip.

A partnership with an urban district that utilizes the same curriculum as we do offers us the unique opportunity for our students to have conversations on controversial topics together virtually as well.



[Oppression.pdf](#)



[The History of Blackface.pdf](#)



[Seeing More than Black and white.pdf](#)



[Race and Racism.pdf](#)

[Bassick Poem Comparison.pdf](#)

[Remember the Titans.docx](#)

## Student Learning Expectation & 21st Century Skills

[Information Literacy](#)

[Critical Thinking](#)

[Spoken Communication](#)

[Written Performance](#)

- Critical Thinking

## Interdisciplinary Connections

Sociology

United States History

Government-Judicial Branch

- Written Performance



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# Unit Planner: The Historical Roots of Racial Inequality Conversations on Race

Newtown High School > 2020-2021 > High School > Social Studies >  
Conversations on Race (C) > Week 12 - Week 16

Last Updated: Thursday, November 12, 2020 by Amy Deeb

## The Historical Roots of Racial Inequality Deeb, Amy; Dieter, Candace

- [Unit Planner](#)
- [Lesson Planner](#)

### Concept-Based Unit Development Graphic Organizer (Download)

#### Unit Web Template (Optional)

#### Concepts / Conceptual Lens

*Please attach your completed Unit Web Template here*

Concepts: Slavery, segregation, lynching, Jim Crow, nonviolent direct action, systemic racism  
Lens: Conflict

#### Generalizations / Enduring Understandings

1. Historical events such as slavery, segregation, lynching and Jim Crow, establish systemic racism in the 21st century.
2. The influence of non-violent direct action affects the events of the past, present and the future.

#### Guiding Questions

***Please identify the type of question: (F) Factual, (C) Conceptual, (P) Provocative [Debatable]***

1

- a. What is slavery? (F)
- b. What is Juneteenth? (F)
- c. What is segregation? (F)
- d. What is lynching? (F)
- e. What is Jim Crow? (F)
- f. How does the lynching of Emmett Till spark the Civil Rights Movement? (C)
- g. What does systemic racism look like in 21st century America? (C)
- h. Will racial relations in America change in the future?(C)

2

- a. Are organizations and individuals obligated to play a role a role in creating change? (F)
- b. What is nonviolent direct action? (F)
- c. What role did Rosa Parks play in the Montgomery Bus Boycott? (F)
- d. How did the work of Martin Luther King Jr. and nonviolent direct action inspire the Civil Rights Movement? (C)
- e. What was the impact of the Greensboro Four? (C)
- f. How did education change with the Little Rock Nine? (C)
- g. In what ways does Black Lives Matter mirror Freedom Summer? (C)
- h. Looking into the future will we realize change in racial relations in America? (P)

## Standard(s)

*Connecticut Core Standards / Content Standards*

### **CT: Social Studies (2015)**

#### **CT: HS: Civics and Government**

#### **Dimension 1: Developing Questions and Planning Inquiry**

##### **Civics and Government**

INQ 9–12.2 Explain points of agreement and disagreement experts have about interpretations and applications of disciplinary concepts and ideas associated with a compelling question.

INQ 9–12.4 Explain how supporting questions contribute to an inquiry and how, through engaging source work, new compelling and supporting questions emerge.

#### **Dimension 2: History**

##### **Perspectives**

HIST 9–12.1 Analyze how historical contexts shaped and continue to shape people's perspectives

#### **Dimension 2: Civics**

##### **Civic and Political Institutions**

CIV 9–12.4 Explain how the U.S. Constitution establishes a system of government that has powers, responsibilities, and limits that have changed over time and that are still contested.

CIV 9–12.5 Evaluate citizens' and institutions' effectiveness in addressing social and political problems at the local, state, tribal, national, and/or international level.

##### **Participation and Deliberation: Applying Civic Virtues and Democratic Principles**

CIV 9–12.8 Evaluate social and political systems in different contexts, times, and places that promote civic virtues and enact democratic principles.

CIV 9–12.10 Analyze the impact and the appropriate roles of personal interests and perspectives on the application of civic virtues, democratic principles, constitutional rights, and human rights.

##### **Processes, Rules, and Laws**

CIV 9–12.12 Analyze how people use and challenge local, state, national, and international laws to address a variety of public issues.

CIV 9–12.14 Analyze historical, contemporary, and emerging means of changing societies, promoting the common good, and protecting rights.

#### **Dimension 3: Evaluating Sources & Using Evidence**

##### **Civics and Government**

INQ 9–12.6 Gather relevant information from multiple sources representing a wide range of views while using the origin, authority, structure, context, and corroborative value of the sources to guide the selection.

#### **Dimension 4: Communicating Conclusions & Taking Informed Action**

##### **Civics and Government**

INQ 9–12.11 Construct explanations using sound reasoning, correct sequence (linear or non-linear), examples, and details with significant and pertinent information and data, while acknowledging the strengths and weaknesses of the explanation given its purpose (e.g., cause and effect, chronological, procedural, technical)

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## Objective(s)

### Bloom/ Anderson Taxonomy / DOK Language

DOK Level 4- Understand-Explain how concepts or ideas specifically relate to other content, domains, or concepts.

DOK Level 4 -Apply-Illustrate how multiple themes may be related.

DOK Level 4- Analyze-Gather, organize and analyze information from multiple sources.

DOK Level 4- Evaluate-Draw and justify conclusions.

Critical Content & Skills

Core Learning Activities

*What students must KNOW and be able to DO*

**Content:** Slavery, Jim Crow, segregation- de jure and de facto, lynching, Emmett Till, Civil Rights Movement, Rosa Parks, Montgomery Bus Boycott, Greensboro Four, Little Rock Nine, Freedom Summer, Black Lives Matter Movement

**Skills**

Students will be able to:

- work collaboratively with peers;
- think critically about the impact of historical events;
- communicate their findings in a logical cohesive manner;
- research and evaluate information, and
- analyze primary and secondary sources.

- Research- Students will research the origins of slavery and create a working definition of it.
- Research and read- Students will research and read articles on the history of Juneteenth.
- Webquest activity- Students will participate in a web quest from PBS.org titled, "The Rise and Fall of Jim Crow" and decide whether or not the Jim Crow period was an extension of slavery.
- Song analysis- Students will listen to and analyze the lyrics to Billie Holiday's song "Strange Fruit" that depicts lynching in America.
- Documentary- Students will watch the PBS.org documentary on *The Murder of Emmett Till* and analyze how his death was the spark to the Civil Rights Movement.
- Research- Students will research the real story of Rosa Parks and Montgomery Bus Boycott.
- Analysis- Students will analyze quotes by Martin Luther King Jr and his influence on nonviolent direct action.
- Reading- Students will read "Freedom Fighters" by Rebecca Zissou that outlines events of the Civil Rights Movement.
- Documentary and discussion- Students will watch the documentary *Greensboro Four* and discuss how nonviolent direct action can be an effective way of making change.
- Film- Students will watch *Mississippi Burning*, which depicts white racism during "Freedom Summer 1964."
- Comparison analysis- Students will compare the Black Lives Matter (BLM) to Freedom Summer 1964?
- Research, analysis and comparison- Students will look at key cases such as George Floyd to determine whether or not the BLM is a modern day Civil Rights Movement.

What is Juneteenth?

emmett till new.docx

Strange Fruit lyrics

Strange Fruit song- Billie Holiday

Jim Crow Research.docx

MLK and Martin Luther King enrichment.pdf

Greensboro 4.docx

NPR- Juneteenth

**Assessments**

**Civil Rights Movement Annotated Timeline and Ranking**

**Summative: Group Project**

**Civil Rights Movement Annotated Timeline and Ranking**

In groups of NO more than 3, students will **create an annotated timeline** that identifies **8 events** that happened during the Civil Rights Movement.

Students will then **explain on the timeline (poster) what happened in each event and the significance** it

**Resources**

*Professional & Student*

Optional Activities:

- Postcard analysis- Students may be shown postcards of lynchings in America.
- Documentary- Students may watch the documentary, *The Last Lynching*.
- Reading- Students may read, "The Shocking Story of an Approved Killing in Mississippi" by

played in the Civil Rights Movement. A visual must accompany each event.

Then students will rank their importance #1 being most important- #8 being least important. Students will explain these rankings and why you chose to rank them as you did. Students MUST come to a group consensus on the ranking. A class discussion will then take place.

### Student Learning Expectation & 21st Century Skills

#### Information Literacy

#### Critical Thinking

#### Spoken Communication

#### Written Performance

- Critical Thinking
- Written Performance

William Bradford Huie.

Without Sanctuary- Lynching Postcards  
"The Shocking Story of an Approved Killing in Mississippi"

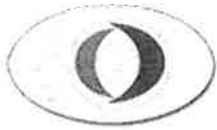
### Interdisciplinary Connections

United States History- Civil Rights Movement



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## Unit Planner: Course of Action Conversations on Race

Newtown High School > 2020-2021 > High School > Social Studies >  
Conversations on Race (C) > Week 16 - Week 18

Last Updated: Thursday, November 12, 2020 by Amy Deeb

### Course of Action

Deeb, Amy; Dieter, Candace

- [Unit Planner](#)
- [Lesson Planner](#)

### Concept-Based Unit Development Graphic Organizer (Download)

#### Unit Web Template (Optional)

#### Concepts / Conceptual Lens

*Please attach your completed Unit Web Template here*

Lens: Action

Concepts: take a stance, systemic racism

#### Generalizations / Enduring Understandings

1. For there to be change in systemic racism, an individual must take a stance and act.

#### Guiding Questions

***Please identify the type of question: (F) Factual, (C) Conceptual, (P) Provocative [Debatable]***

1

- a. What issue(s) exist in racism today? (C)
- b. What research is available to support or refute that issue? (F)
- c. What is your stance on the identified issue/problem? (C)
- d. Does an individual have power to solve systemic racism?(P)

#### Standard(s)

*Connecticut Core Standards / Content Standards*

**CT: Social Studies (2015)**

**CT: HS: Civics and Government**

#### **Dimension 1: Developing Questions and Planning Inquiry**

##### **Civics and Government**

INQ 9–12.4 Explain how supporting questions contribute to an inquiry and how, through engaging source work, new compelling and supporting questions emerge.

#### **Dimension 2: Civics**

##### **Civic and Political Institutions**

CIV 9–12.1 Distinguish the powers and responsibilities of local, state, tribal, national, and international civic and political institutions.

#### **Participation and Deliberation: Applying Civic Virtues and Democratic Principles**

CIV 9–12.10 Analyze the impact and the appropriate roles of personal interests and perspectives on the application of civic virtues, democratic principles, constitutional rights, and human rights.

#### **Dimension 4: Communicating Conclusions & Taking Informed Action**

##### **Civics and Government**

INQ 9–12.11 Construct explanations using sound reasoning, correct sequence (linear or non-linear), examples,

and details with significant and pertinent information and data, while acknowledging the strengths and weaknesses of the explanation given its purpose (e.g., cause and effect, chronological, procedural, technical)

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## Objective(s)

### Bloom/ Anderson Taxonomy / DOK Language

DOK Level 4-Create- Design a model to inform and solve a real world, complex or abstract situation.

DOK Level 4- Evaluate- Apply understanding in a novel way, provide argument or justification for the application.

## Critical Content & Skills

*What students must **KNOW and be able to DO***

**Content:** Systemic racism, government action

### **Skills**

The students will be able to;

- identify an issue or problem
- take, research, analyze and defend a stance
- identify an audience
- prepare a suggestion for a movement on the issue.

## Core Learning Activities

- Students will identify a racial issue that exists in society today.
- Students will research the issue, define their stance and support it with evidence.
- Students will work alone or in groups to decide the course of action to take a stance and address
- Students will use class time to create their plan to address systemic racism.

## Assessments

### **Course of Action**

#### **Summative: Personal Project**

Students will identify and research a problem, develop their stance and action plan to solve it.

Students will identify to whom they can present the solution and the manner in which they will present the issue.

Final Exam-Action Final.docx

## Resources

### *Professional & Student*

- Internet access
- Computer lab
- Google classroom for teacher feedback along the way

## Student Learning Expectation & 21st Century Skills

### Information Literacy

### Critical Thinking

### Spoken Communication

### Written Performance

- Critical Thinking

## Interdisciplinary Connections

Government

English



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