

***In consideration of public health and open meeting requirements, this Board of Education meeting will include an option for the public to phone in to listen to the meeting. Due to the change in location, the meeting will not be live streamed. Please note that public comment will be received by phone at the beginning and end of this meeting. Alternatively, the Board encourages the public to email any comments for Board consideration to [NewtownBOE@newtown.k12.ct.us](mailto:NewtownBOE@newtown.k12.ct.us)***

***To listen to the meeting and to make a public comment the call in number is 1-234-719-4107  
The PIN is 219 370 635#***

Board of Education Regular/Budget Meeting  
January 18, 2022

Reed School Library  
7:00 p.m.

*As citizens of our community, we will conduct ourselves in accordance with Newtown's Core Character Attributes as displayed in our character tree. We will be responsible for our actions and show respect for each other. We will interact peacefully, productively, and politely. We will be trustworthy and honest and show compassion toward others. Newtown's continued success is contingent upon our ability to persevere, to follow through with our commitments, and to stay focused on the greater good.*

## A G E N D A

- |        |   |
|--------|---|
| Item 1 | PLEDGE OF ALLEGIANCE  |
| Item 2 | CONSENT AGENDA <ul style="list-style-type: none"><li>• Donation to Hawley School</li><li>• Correspondence Report</li></ul>  |
| Item 3 | **PUBLIC PARTICIPATION  |
| Item 4 | REPORTS <ul style="list-style-type: none"><li>• Chair Report</li><li>• Superintendent's Report</li><li>• Committee Reports</li><li>• Student Representatives Report</li><li>• Action on Financial Report and Transfers Month Ending December 31, 2021</li></ul>   |
| Item 5 | PRESENTATIONS <ul style="list-style-type: none"><li>• Superintendent's Overview of Proposed 2022-2023 Budget</li><li>• Elementary School Budgets</li><li>• Reed Intermediate School Budget</li><li>• Newtown Middle School Budget</li></ul>   |
| Item 6 | OLD BUSINESS <ul style="list-style-type: none"><li>• Second Read and Possible Action on policies:<ul style="list-style-type: none"><li>○ 4118.239/4218.239 Required COVID-19 Vaccinations</li><li>○ 4-109 Assignment, Transfer or Suspension of Personnel for Cause – to be rescinded</li></ul></li></ul> |
| Item 7 | NEW BUSINESS <ul style="list-style-type: none"><li>• Action on Minutes of January 4, 2022</li></ul>   |
| Item 8 | **PUBLIC PARTICIPATION  |
| Item 9 | ADJOURNMENT   |

***\*\*During the first Public Participation, the Board welcomes commentary regarding items on the agenda. After being recognized, please state your name and address for the record. We request that speakers be respectful and limit comments to not more than three minutes. The Board of Education does not discuss personnel items or student matters in public. During the second Public Participation, commentary may address the agenda or may introduce issues for the Board to consider in the future. The Board does not engage in dialogue during either public comment period. If you desire more information or answers to specific questions, please email the BOE: [NewtownBOE@newtown.k12.ct.us](mailto:NewtownBOE@newtown.k12.ct.us)***



The Blackbaud Giving Fund  
by its agent, YourCause  
65 Fairchild Street  
Charleston, SC 29492

Check No. 1170154176  
Date: 12/20/2021

The Blackbaud Giving Fund is pleased to present HAWLEY ELEMENTARY SCHOOL with the enclosed grant of \$30.00 made on behalf of PepsiCo Foundation United Way Worldwide DAF and its donors.

Grant Amount \$30.00

**Donor Details**

Donor information related to these funds can be accessed securely by going to our Nonprofit Portal: <https://nonprofit.yourcause.com>.

- View donor details by going to "Giving" then "Payments and Transactions".
- Donor information is only available on our Nonprofit Portal.

**First Time Users, Establish an Account**

- Visit NPOconnect <https://nonprofit.yourcause.com> and click on "Sign up".
- Proceed with creating your account, verifying your email, and selecting your organization.

**ACH (Direct Deposit)**

YourCause and The Blackbaud Giving Fund encourage you to sign up for ACH through <https://nonprofit.yourcause.com>.

- Click on "Administration" then "Disbursement Information" to sign up for ACH.
- ACH is our preferred method of payment because it's ecofriendly, secure, and faster.
- ACH can prevent the loss of funds if a check remains uncashed.

**Have Questions?**

If you have questions or concerns, please contact our Nonprofit Support Team at [charity@yourcause.com](mailto:charity@yourcause.com).

**US Grant Terms:** Any grant issued by The Blackbaud Giving Fund is subject to the following terms. By accepting any grant from The Blackbaud Giving Fund, you represent to The Blackbaud Giving Fund that (i) your organization is formed under the laws of the U.S. and its territories and is a public charity described in IRC secs. 509(a)(1)-(3), a political subdivision of the United States, a State, a possession of the United States within the meaning of Section 170(c)(1) of the Code of the Internal Revenue Code of 1986 or a private operating foundation described in IRC sec. 4942(j)(3); (ii) this grant will be used exclusively for your organization's exempt purposes; (iii) neither the recommending donor nor any other party will receive goods, services or impermissible benefits ( e.g., tuition, memberships, dues, admission to events or goods bought at action, or anything of more than incidental benefit) as a result of the grant; (iv) the grant will not be used for political contributions or campaign activities; and (v) your organization does not devote more than an insubstantial part of its activities to attempting to influence legislation by propaganda or otherwise

FOR SECURITY PURPOSES, THE BACK OF THIS DOCUMENT CONTAINS AN ARTIFICIAL WATERMARK



The Blackbaud Giving Fund  
by its agent, YourCause  
65 Fairchild Street  
Charleston, SC 29492

PNC Bank, N.A.  
88-1054/1130

Check NO. 1170154176

DATE	AMOUNT
12/20/2021	\$*****30.00

VOID AFTER 120 DAYS  
Grant terms found here: [nonprofit.yourcause.com/grant/terms](https://nonprofit.yourcause.com/grant/terms)

PAY EXACTLY Thirty And 0/100 Dollars

FSNL3555018032 L001

PAY TO THE ORDER OF HAWLEY ELEMENTARY SCHOOL  
29 CHURCH HILL RD  
NEWTOWN, CT 06470-1612

194

*Matthew J. Nash*

AUTHORIZED SIGNATURE

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*f. Rodriguez*

**2021-2022 WINTER COACHES ROSTER**

<b>NAME</b>	<b>SPORT</b>	<b>STEP</b>
LARRY SALADIN	UNIFIED BASKETBALL	-
BECKY MILES	ASSISTANT UNIFIED BASKETBALL	-
SUSAN BRIDGES	CHEERLEADING	3
CAITLIN DELOHERY	J.V. CHEERLEADING	3
CHERYL STENZ	DANCE	3
KIM KANE	GYMNASTICS	3
JEREMY O'CONNELL	GIRLS BASKETBALL	3
ABBY FEDIGAN	J.V. GIRLS BASKETBALL	3
MATT MURPHY	FRESHMAN GIRLS BASKETBALL	3
TIM TALLCOUCH	BOYS BASKETBALL	3
MARC KENNEY	J.V. BOYS BASKETBALL	3
ISAAC GYMIAH	FRESHMAN BOYS BASKETBALL	3
ALEXANDER STAVOLA	J.V. WRESTLING	3
ADAM FIELDING	BOYS SWIMMING	3
RYAN EBERTS	ASSISTANT BOYS SWIMMING	3
REBECCA BOURRET	GIRLS INDOOR TRACK	3
REBECCA OSBORNE	BOYS INDOOR TRACK	3
BARBARA SKIDMORE	ASSISTANT GIRLS AND BOYS TRACK	3
KEVIN HOYT	ASSISTANT BOYS WINTER TRACK	3
MEGAN GUARINO	ASSISTANT GIRLS WINTER TRACK	3
PAUL ESPOSITO	ICE HOCKEY	3
PATRICK MCLOUGHLIN	J.V. ICE HOCKEY	3
JOANNA CLOSS	WEIGHT TRAINING COACH	
JOSEPH LIZZA	SEASONAL SITE SUPERVISOR	
<b>MIDDLE SCHOOL</b>		
ISAAC GYMIAH	BOYS BASKETBALL 7TH GRADE	
TOM DEBENEDETTO	BOYS BASKETBALL 8TH GRADE	
MORGAN MOORE	GIRLS BASKETBALL 7TH GRADE	
CHELSEA WUHRER	GIRLS BASKETBALL 8TH GRADE	
ANDREW TAMMERO	UNIFIED BASKETBALL	
ANNA MALKIN	ASSISTANT UNIFIED BASKETBALL	
<b>VOLUNTEERS</b>		
KATY CARBONE	ASSISTANT GIRLS BASKETBALL	
MATTHEW BECKOFF	ASSISTANT ICE HOCKEY	
ANTHONY FITTI	ASSISTANT ICE HOCKEY	
EMILY MARKS	DANCE	
ELIE MOUCHANTAT	CHEERLEADING	
TOMMY LONG	WRESTLING	
THOMAS MAURATH	WRESTLING	
JAMES MONROE	WRESTLING	
CURTIS URBINA	WRESTLING	

**NEWTOWN BOARD OF EDUCATION  
MONTHLY FINANCIAL REPORT  
DECEMBER 31, 2021**

**SUMMARY**

The sixth report of the 2021-22 school year continues to provide year to date expenses, active encumbrances and anticipated obligations. Many of the accounts within activity salaries, professional services, purchased property services, other purchased services and supplies have been forecasted as “full budget spend” in order to determine an estimated full year position. These balances are subject to change throughout the year and will be monitored closely.

During the month of December, The Board of Education spent approximately \$9.0M; \$6.1M on salaries (3 pay periods in December); and approximately \$2.9M on all other objects.

The current year end projected balance is showing a positive position of \$181,546. This balance has changed over the prior month, reducing the projection by -\$224,859.

This report also includes transfer requests totaling \$159,515. Transfers include the following:

- classroom paraeducator position at Hawley \$18,256,
- nurses’ salaries as a result of their contractual increase \$6,839
- salaries to cover tutors for the blind \$24,420
- contracted services in curriculum for online reading program \$49,000
- property & equipment for the replacement of our box truck \$45,000, and
- security equipment \$16,000

**MAJOR MOVERS**

➤ **OTHER PURCHASED SERVICES**

The balance in this major object now shows a negative position of -\$43,573.

**Tuition**

The overall change in our year-end balance (reduced by -\$96,428 over the prior month) comes as no surprise as we begin to ramp up costs in our special education out-of-district tuition account. Students who are out placed to these specialized schools cannot always be predicted. A contingency account was created back in 2018-19 for this exact purpose and each year it has been used to offset these unanticipated special education expenditures.

Additional costs incurred in December account for approximately \$116,000 in tuition. This is above and beyond the estimates that were put in place last month. Currently, offsetting this line item is our regular out-of-district tuition which continues to show an estimated balance of \$43,000 bringing our overall balance in tuition to -\$72,570.

We continue to include an estimated cost of \$120,000 for additional outplacements to occur throughout the remainder of the year. This estimate will be reviewed and adjusted each month.

## **Transportation**

In transportation we accounted for an additional credit of \$24,000 (over the prior month) for buses that have not run in December, bringing our total year-to-date credit to \$111,000. We do anticipate additional credits to come in the months ahead and will include them as they come due.

## **Contracted Services**

We have included a transfer request to cover an estimated cost of \$49,000 in contracted services for our K-8 license renewals on Lexia; this is our online reading program. This program is renewed each year, typically in June. The current year funding for this program was through our ESSER grant. Having the opportunity to utilize funds from the transportation credit would facilitate this purchase in the current year.

The transfer request calls for using our transportation credit towards this line item.

### **➤ PROPERTY & EQUIPMENT**

This major object now shows a negative position of -\$67,261.

The account change is due to the inclusion of anticipated purchases for the maintenance and security departments.

## **Maintenance Equipment**

In maintenance, we have included an estimated cost for a new box truck. This truck is vital to servicing our schools with various cleaning supplies located in our warehouse. It is also used to move furniture and equipment and for making runs to the dump. The truck was purchased new in December of 2004 and has been in constant service for over 17 years, averaging 9,000 miles annually. Needless to say, this truck is overdue for replacement as repairs are constant and road safety is now a concern.

## **Security Equipment**

A software upgrade is needed for our SII door readers to function properly. Without this upgrade, service for these readers will no longer be available as we are running on a lower level platform. We have 128 door readers in the district.

We have two repeaters that are in dire need of replacement; one is located at the Middle School and one at the High School. These repeaters are used for communication between buildings using our two-way radios. This equipment typically has a lifespan of 8-10 years and we are approaching this timeline now. In future budgets, we will include a replacement program for the remaining repeaters throughout the district.

The transfer request calls for using our transportation credit towards this line item.

## ➤ OTHER OBJECTS

### **Employee Benefits**

This account balance is showing a negative balance of -\$25,075

This year it was brought to our attention that a portion of the Purchasing Director's benefits (this is a shared Town & BoE position) was not being accounted for on the Board's side. We have now included this in our year to date expenditures.

Also included in our estimate, is an additional \$10,000 for employee pensions. This account will fluctuate based on the number of employees who are enrolled in defined contribution (401A) plan. Periodic adjustments to this account are required as we analyze run rates throughout the year.

### **Supplies**

This account balance is showing a positive balance of \$26,000

This balance was reduced by approximately \$26,000 over the prior month, mainly due to the increased usage in energy. We are not exceeding our budget at this time; however, our actual usage in natural gas was above our estimates.

### **Salaries**

This account balance is showing a positive balance of \$195,635

We continue to have many unfilled positions in our paraeducator union accounting for 60% of this balance.

Minor adjustments in our salary line continue as replacements are made in both certified and non-certified accounts. We have also adjusted our estimates for building subs (new hires) and daily subs as this cost fluctuates based on teacher leaves and other activities.

The total change over the prior month for this object was -\$16,526.

There were no emergency repairs to report in the month of December.

Tanja Vadas  
Director of Business & Finance  
January 14, 2022

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b><u>GENERAL FUND BUDGET</u></b>											
100	SALARIES	\$ 51,136,424	\$ 52,267,415	\$ (84,000)	\$ 52,183,415	\$ 21,421,367	\$ 29,227,474	\$ 1,534,574	\$ 1,338,939	\$ <b>195,635</b>	99.63%
200	EMPLOYEE BENEFITS	\$ 11,442,647	\$ 11,665,232	\$ -	\$ 11,665,232	\$ 8,324,380	\$ 2,203,980	\$ 1,136,872	\$ 1,161,947	\$ <b>(25,075)</b>	100.21%
300	PROFESSIONAL SERVICES	\$ 565,345	\$ 687,417	\$ -	\$ 687,417	\$ 204,236	\$ 65,561	\$ 417,620	\$ 417,620	\$ -	100.00%
400	PURCHASED PROPERTY SERV.	\$ 1,821,238	\$ 1,847,678	\$ -	\$ 1,847,678	\$ 836,546	\$ 420,720	\$ 590,412	\$ 594,592	\$ <b>(4,180)</b>	100.23%
500	OTHER PURCHASED SERVICES	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 4,400,585	\$ 5,335,380	\$ (245,279)	\$ (201,706)	\$ <b>(43,573)</b>	100.46%
600	SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,409,665	\$ 212,744	\$ 1,758,630	\$ 1,732,630	\$ <b>26,000</b>	99.23%
700	PROPERTY	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 45,934	\$ 131,298	\$ 90,880	\$ 158,141	\$ <b>(67,261)</b>	125.09%
800	MISCELLANEOUS	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 51,902	\$ 601	\$ 21,616	\$ 21,616	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ <b>100,000</b>	0.00%
<b>TOTAL GENERAL FUND BUDGET</b>		\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 36,694,614	\$ 37,597,758	\$ 5,405,326	\$ 5,223,780	\$ <b>181,546</b>	99.77%
900	TRANSFER NON-LAPSING	\$ 27,238									
<b>GRAND TOTAL</b>		\$ 78,651,776	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 36,694,614	\$ 37,597,758	\$ 5,405,326	\$ 5,223,780	\$ 181,546	99.77%

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>100</b>	<b>SALARIES</b>										
	Administrative Salaries	\$ 4,186,380	\$ 4,221,800	\$ 14,759	\$ 4,236,559	\$ 2,164,212	\$ 2,065,788	\$ 6,560	\$ 8,200	\$ (1,640)	100.04%
	Teachers & Specialists Salaries	\$ 32,684,013	\$ 33,063,708	\$ (171,759)	\$ 32,891,949	\$ 12,566,762	\$ 20,201,695	\$ 123,492	\$ 23,588	\$ 99,904	99.70%
	Early Retirement	\$ 16,000	\$ 8,000	\$ 73,000	\$ 81,000	\$ 81,000	\$ -	\$ -	\$ -	\$ -	100.00%
	Continuing Ed./Summer School	\$ 72,844	\$ 93,097	\$ 1,136	\$ 94,233	\$ 70,415	\$ 23,818	\$ -	\$ -	\$ -	100.00%
	Homebound & Tutors Salaries	\$ 78,691	\$ 159,858	\$ -	\$ 159,858	\$ 40,140	\$ 37,665	\$ 82,053	\$ 81,656	\$ 397	99.75%
	Certified Substitutes	\$ 753,567	\$ 642,310	\$ -	\$ 642,310	\$ 242,241	\$ 250,627	\$ 149,442	\$ 282,298	\$ (132,856)	120.68%
	Coaching/Activities	\$ 624,714	\$ 662,356	\$ -	\$ 662,356	\$ 200,391	\$ 2,667	\$ 459,299	\$ 459,299	\$ -	100.00%
	Staff & Program Development	\$ 169,712	\$ 150,083	\$ -	\$ 150,083	\$ 72,578	\$ 44,934	\$ 32,571	\$ 32,571	\$ -	100.00%
	<b>CERTIFIED SALARIES</b>	<b>\$ 38,585,921</b>	<b>\$ 39,001,212</b>	<b>\$ (82,864)</b>	<b>\$ 38,918,348</b>	<b>\$ 15,437,739</b>	<b>\$ 22,627,193</b>	<b>\$ 853,416</b>	<b>\$ 887,611</b>	<b>\$ (34,195)</b>	<b>100.09%</b>
	Supervisors & Technology Salaries	\$ 1,017,628	\$ 1,086,292	\$ 15,046	\$ 1,101,338	\$ 563,965	\$ 454,548	\$ 82,825	\$ 63,044	\$ 19,781	98.20%
	Clerical & Secretarial Salaries	\$ 2,286,001	\$ 2,312,625	\$ 6,137	\$ 2,318,762	\$ 1,100,308	\$ 1,184,844	\$ 33,611	\$ 15,000	\$ 18,611	99.20%
	Educational Assistants	\$ 2,679,741	\$ 2,970,947	\$ (31,259)	\$ 2,939,688	\$ 1,196,352	\$ 1,550,123	\$ 193,213	\$ 78,840	\$ 114,372	96.11%
	Nurses & Medical Advisors	\$ 872,353	\$ 909,761	\$ 17,414	\$ 927,175	\$ 369,900	\$ 538,687	\$ 18,588	\$ 21,045	\$ (2,457)	100.26%
	Custodial & Maint. Salaries	\$ 3,156,782	\$ 3,326,720	\$ 4,698	\$ 3,331,418	\$ 1,583,210	\$ 1,632,593	\$ 115,615	\$ 92,748	\$ 22,867	99.31%
	Non-Certied Adj & Bus Drivers Salaries	\$ 10,597	\$ 98,779	\$ (98,779)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
	Career/Job Salaries	\$ 53,746	\$ 134,711	\$ -	\$ 134,711	\$ 61,083	\$ 120,921	\$ (47,293)	\$ (43,858)	\$ (3,435)	102.55%
	Special Education Svcs Salaries	\$ 1,364,876	\$ 1,400,112	\$ 49,700	\$ 1,449,812	\$ 602,871	\$ 744,425	\$ 102,517	\$ 36,311	\$ 66,205	95.43%
	Security Salaries & Attendance	\$ 596,036	\$ 640,246	\$ 35,907	\$ 676,153	\$ 303,349	\$ 363,663	\$ 9,142	\$ 9,539	\$ (398)	100.06%
	Extra Work - Non-Cert.	\$ 146,562	\$ 118,010	\$ -	\$ 118,010	\$ 57,261	\$ 10,478	\$ 50,270	\$ 51,870	\$ (1,599)	101.36%
	Custodial & Maint. Overtime	\$ 359,759	\$ 236,000	\$ -	\$ 236,000	\$ 135,634	\$ -	\$ 100,366	\$ 104,484	\$ (4,117)	101.74%
	Civic Activities/Park & Rec.	\$ 6,423	\$ 32,000	\$ -	\$ 32,000	\$ 9,695	\$ -	\$ 22,305	\$ 22,305	\$ -	100.00%
	<b>NON-CERTIFIED SALARIES</b>	<b>\$ 12,550,504</b>	<b>\$ 13,266,203</b>	<b>\$ (1,136)</b>	<b>\$ 13,265,067</b>	<b>\$ 5,983,628</b>	<b>\$ 6,600,281</b>	<b>\$ 681,158</b>	<b>\$ 451,328</b>	<b>\$ 229,830</b>	<b>98.27%</b>
	<b>SUBTOTAL SALARIES</b>	<b>\$ 51,136,424</b>	<b>\$ 52,267,415</b>	<b>\$ (84,000)</b>	<b>\$ 52,183,415</b>	<b>\$ 21,421,367</b>	<b>\$ 29,227,474</b>	<b>\$ 1,534,574</b>	<b>\$ 1,338,939</b>	<b>\$ 195,635</b>	<b>99.63%</b>



**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>200</b>	<b>EMPLOYEE BENEFITS</b>										
	Medical & Dental Expenses	\$ 8,282,131	\$ 8,532,018	\$ -	\$ 8,532,018	\$ 6,422,225	\$ 2,099,565	\$ 10,228	\$ 22,353	\$ (12,125)	100.14%
	Life Insurance	\$ 87,146	\$ 86,760	\$ -	\$ 86,760	\$ 43,872	\$ -	\$ 42,888	\$ 42,888	\$ -	100.00%
	FICA & Medicare	\$ 1,590,115	\$ 1,641,519	\$ -	\$ 1,641,519	\$ 709,013	\$ -	\$ 932,506	\$ 932,506	\$ -	100.00%
	Pensions	\$ 932,839	\$ 869,471	\$ -	\$ 869,471	\$ 808,979	\$ 750	\$ 59,742	\$ 69,742	\$ (10,000)	101.15%
	Unemployment & Employee Assist.	\$ 104,314	\$ 102,000	\$ -	\$ 102,000	\$ 7,542	\$ -	\$ 94,458	\$ 94,458	\$ -	100.00%
	Workers Compensation	\$ 446,103	\$ 433,464	\$ -	\$ 433,464	\$ 332,749	\$ 103,665	\$ (2,950)	\$ -	\$ (2,950)	100.68%
	<b>SUBTOTAL EMPLOYEE BENEFITS</b>	<b>\$ 11,442,647</b>	<b>\$ 11,665,232</b>	<b>\$ -</b>	<b>\$ 11,665,232</b>	<b>\$ 8,324,380</b>	<b>\$ 2,203,980</b>	<b>\$ 1,136,872</b>	<b>\$ 1,161,947</b>	<b>\$ (25,075)</b>	<b>100.21%</b>
<b>300</b>	<b>PROFESSIONAL SERVICES</b>										
	Professional Services	\$ 468,690	\$ 518,402	\$ -	\$ 518,402	\$ 150,073	\$ 51,393	\$ 316,935	\$ 316,935	\$ -	100.00%
	Professional Educational Serv.	\$ 96,655	\$ 169,015	\$ -	\$ 169,015	\$ 54,162	\$ 14,168	\$ 100,685	\$ 100,685	\$ -	100.00%
	<b>SUBTOTAL PROFESSIONAL SERV.</b>	<b>\$ 565,345</b>	<b>\$ 687,417</b>	<b>\$ -</b>	<b>\$ 687,417</b>	<b>\$ 204,236</b>	<b>\$ 65,561</b>	<b>\$ 417,620</b>	<b>\$ 417,620</b>	<b>\$ -</b>	<b>100.00%</b>
<b>400</b>	<b>PURCHASED PROPERTY SERV.</b>										
	Buildings & Grounds Contracted Svc.	\$ 635,010	\$ 678,563	\$ -	\$ 678,563	\$ 377,295	\$ 251,889	\$ 49,379	\$ 53,537	\$ (4,157)	100.61%
	Utility Services - Water & Sewer	\$ 98,263	\$ 151,157	\$ -	\$ 151,157	\$ 51,730	\$ -	\$ 99,427	\$ 99,427	\$ -	100.00%
	Building, Site & Emergency Repairs	\$ 513,908	\$ 475,000	\$ -	\$ 475,000	\$ 216,257	\$ 33,606	\$ 225,137	\$ 225,137	\$ -	100.00%
	Equipment Repairs	\$ 312,223	\$ 275,366	\$ -	\$ 275,366	\$ 73,751	\$ 41,569	\$ 160,046	\$ 160,069	\$ (23)	100.01%
	Rentals - Building & Equipment	\$ 261,834	\$ 267,592	\$ -	\$ 267,592	\$ 117,513	\$ 93,656	\$ 56,423	\$ 56,423	\$ 0	100.00%
	Building & Site Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	<b>SUBTOTAL PUR. PROPERTY SERV.</b>	<b>\$ 1,821,238</b>	<b>\$ 1,847,678</b>	<b>\$ -</b>	<b>\$ 1,847,678</b>	<b>\$ 836,546</b>	<b>\$ 420,720</b>	<b>\$ 590,412</b>	<b>\$ 594,592</b>	<b>\$ (4,180)</b>	<b>100.23%</b>

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>500</b>	<b>OTHER PURCHASED SERVICES</b>										
	Contracted Services	\$ 982,236	\$ 698,975	\$ 84,000	\$ 782,975	\$ 421,487	\$ 177,902	\$ 183,585	\$ 236,397	\$ (52,811)	106.74%
	Transportation Services	\$ 4,015,701	\$ 4,571,980	\$ -	\$ 4,571,980	\$ 1,830,862	\$ 2,116,860	\$ 624,258	\$ 504,290	\$ 119,968	97.38%
	Insurance - Property & Liability	\$ 402,662	\$ 385,500	\$ -	\$ 385,500	\$ 304,990	\$ 81,583	\$ (1,073)	\$ 30,000	\$ (31,073)	108.06%
	Communications	\$ 157,606	\$ 128,815	\$ -	\$ 128,815	\$ 96,798	\$ 53,684	\$ (21,667)	\$ (14,580)	\$ (7,087)	105.50%
	Printing Services	\$ 25,333	\$ 26,169	\$ -	\$ 26,169	\$ 3,162	\$ -	\$ 23,007	\$ 23,007	\$ -	100.00%
	Tuition - Out of District	\$ 3,431,665	\$ 3,373,676	\$ -	\$ 3,373,676	\$ 1,673,792	\$ 2,822,800	\$ (1,122,917)	\$ (1,050,347)	\$ (72,570)	102.15%
	Student Travel & Staff Mileage	\$ 157,629	\$ 221,571	\$ -	\$ 221,571	\$ 69,493	\$ 82,551	\$ 69,527	\$ 69,527	\$ -	100.00%
	<b>SUBTOTAL OTHER PURCHASED SERV.</b>	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 4,400,585	\$ 5,335,380	\$ (245,279)	\$ (201,706)	\$ (43,573)	100.46%
<b>600</b>	<b>SUPPLIES</b>										
	Instructional & Library Supplies	\$ 826,451	\$ 773,786	\$ -	\$ 773,786	\$ 392,748	\$ 109,756	\$ 271,282	\$ 271,282	\$ -	100.00%
	Software, Medical & Office Supplies	\$ 214,286	\$ 214,816	\$ -	\$ 214,816	\$ 88,741	\$ 52,243	\$ 73,832	\$ 73,832	\$ -	100.00%
	Plant Supplies	\$ 622,223	\$ 391,100	\$ -	\$ 391,100	\$ 217,785	\$ 36,700	\$ 136,615	\$ 136,615	\$ -	100.00%
	Electric	\$ 801,953	\$ 1,043,970	\$ -	\$ 1,043,970	\$ 448,253	\$ -	\$ 595,717	\$ 584,717	\$ 11,000	98.95%
	Propane & Natural Gas	\$ 357,556	\$ 416,899	\$ -	\$ 416,899	\$ 111,038	\$ -	\$ 305,861	\$ 297,861	\$ 8,000	98.08%
	Fuel Oil	\$ 55,386	\$ 63,000	\$ -	\$ 63,000	\$ 22,285	\$ -	\$ 40,715	\$ 40,715	\$ -	100.00%
	Fuel for Vehicles & Equip.	\$ 160,849	\$ 202,401	\$ -	\$ 202,401	\$ 72,484	\$ -	\$ 129,917	\$ 122,917	\$ 7,000	96.54%
	Textbooks	\$ 417,222	\$ 275,067	\$ -	\$ 275,067	\$ 56,331	\$ 14,045	\$ 204,691	\$ 204,691	\$ -	100.00%
	<b>SUBTOTAL SUPPLIES</b>	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,409,665	\$ 212,744	\$ 1,758,630	\$ 1,732,630	\$ 26,000	99.23%

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>700</b>	<b>PROPERTY</b>										
	Technology Equipment	\$ 803,761	\$ 130,960	\$ -	\$ 130,960	\$ 24,255	\$ 25,000	\$ 81,705	\$ 81,705	\$ -	100.00%
	Other Equipment	\$ 159,701	\$ 137,152	\$ -	\$ 137,152	\$ 21,679	\$ 106,298	\$ 9,175	\$ 76,436	\$ (67,261)	149.04%
	<b>SUBTOTAL PROPERTY</b>	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 45,934	\$ 131,298	\$ 90,880	\$ 158,141	\$ (67,261)	125.09%
<b>800</b>	<b>MISCELLANEOUS</b>										
	<b>Memberships</b>	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 51,902	\$ 601	\$ 21,616	\$ 21,616	\$ -	100.00%
	<b>SUBTOTAL MISCELLANEOUS</b>	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 51,902	\$ 601	\$ 21,616	\$ 21,616	\$ -	100.00%
<b>910</b>	<b>SPECIAL ED CONTINGENCY</b>	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
	<b>TOTAL LOCAL BUDGET</b>	\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 36,694,614	\$ 37,597,758	\$ 5,405,326	\$ 5,223,780	\$ 181,546	99.77%

**SPECIAL REVENUES**

EXCESS COST GRANT REVENUE	EXPENDED 2020-2021	APPROVED BUDGET	PROJECTED 1-Dec	PROJECTED 1-Mar	ESTIMATED Total	VARIANCE to Budget	FEB DEPOSIT	MAY DEPOSIT	% TO BUDGET
51266 <i>Special Education Svcs Salaries ECG</i>	\$ (30,492)	\$ (36,710)	\$ (2,613)		\$ (2,613)	\$ (34,097)			7.12%
54116 <i>Transportation Services - ECG</i>	\$ (257,766)	\$ (362,617)	\$ (316,467)		\$ (316,467)	\$ (46,150)			87.27%
54160 <i>Tuition - Out of District ECG</i>	\$ (1,196,501)	\$ (1,261,493)	\$ (1,177,347)		\$ (1,177,347)	\$ (84,146)			93.33%
<i>Total</i>	\$ (1,484,759)	\$ (1,660,820)	\$ (1,496,427)	\$ -	\$ (1,496,427)	\$ (164,393)	\$ -	\$ -	90.10%
<b>SDE MAGNET TRANSPORTATION GRANT</b>	\$ (5,200)	\$ (20,800)	\$ (13,000)		\$ (13,000)	\$ (7,800)			62.50%

**OTHER REVENUES**

<b>BOARD OF EDUCATION FEES &amp; CHARGES - SERVICES</b>	APPROVED BUDGET	ANTICIPATED	RECEIVED	BALANCE	% RECEIVED
LOCAL TUITION	\$32,430		\$22,389	\$10,041	69.04%
HIGH SCHOOL FEES FOR PARKING PERMITS	\$30,000			\$30,000	0.00%
MISCELLANEOUS FEES	\$6,000		\$1,059	\$4,941	17.65%
<b>TOTAL SCHOOL GENERATED FEES</b>	\$68,430		\$23,448	\$44,982	34.27%

**OTHER GRANTS**

	FULL BUDGET	21-22 BUDGET	YTD EXPENSE	ENCUMBER	BALANCE	%
ESSER II	\$625,532	\$625,532	\$247,006	\$326,989	\$51,537	91.76%
ESSER III (estimated \$809k for 21-22 use)	\$1,253,726	\$809,095	\$402,216	\$335,226	\$71,653	91.14%

**2021 - 2022  
 NEWTOWN BOARD OF EDUCATION  
 DETAIL OF TRANSFERS RECOMMENDED  
 DECEMBER 31, 2021**

FROM			TO		
OBJECT CODE	AMOUNT		OBJECT CODE	AMOUNT	
100	\$18,256	EDUCATIONAL ASSISTANTS 001-75-061-0000-51236      SPECIAL ED. - M.S.      ED ASSISTANT	100	\$18,256	EDUCATIONAL ASSISTANTS 001-10-038-0000-51232      HAW. - CLASSROOM      ED ASSISTANT
100	\$6,839	EDUCATIONAL ASSISTANTS 001-75-061-0000-51236      SPECIAL ED. - M.S.      ED ASSISTANT	100	\$996 \$1,055 \$933 \$902 \$933 \$205 \$259 \$1,556	NURSES SALARIES 001-77-041-0000-51240      HEALTH/MEDICAL      NURSES - DIST. 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - NONPUBLIC 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - HAW. 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - S.H. 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - M.G. 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - RIS. 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - M.S. 001-77-042-0000-51240      HEALTH/MEDICAL      NURSES - H.S.
100	\$24,420	EDUCATIONAL ASSISTANTS 001-75-061-0000-51236      SPECIAL ED. - M.S.      ED ASSISTANT	100	\$24,420	SPECIAL EDUCATION SALARIES 001-75-091-51262      SPECIAL ED SERVICES      TUTORS FOR BLIND
<b>300</b>	<b>\$49,515</b>	<b>SUBTOTAL</b>	<b>300</b>	<b>\$49,515</b>	<b>SUBTOTAL</b>
500	\$110,000	TRANSPORTATION      LOCAL IN-DISTRICT 001-92-087-0000-54110	500	\$49,000	CONTRACTED SERVICES 001-80-080-0000-54000      CURRICULUM      CONTRACTED SERVICES
			700	\$45,000 \$16,000	PROPERTY & EQUIPMENT 001-90-094-0000-57200      B&G MAINTENANCE      EQUIPMENT 001-85-088-0000-57200      DISTRICT SECURITY      EQUIPMENT
	<b>\$110,000</b>	<b>SUBTOTAL</b>		<b>\$110,000</b>	<b>SUBTOTAL</b>
	<b>\$159,515</b>	<b>TOTAL TRANSFER REQUEST</b>		<b>\$159,515</b>	<b>TOTAL TRANSFER REQUEST</b>

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

The Newtown Board of Education (the “Board”) recognizes the importance of protecting the health and safety of students, staff and the community during the COVID-19 pandemic. Therefore, in accordance with the Governor’s Executive Order, the Board authorizes the administration to develop a regulation concerning vaccination against COVID-19. ~~requires that all staff within District schools, as defined by this policy, are required to receive at least one dose of a COVID-19 vaccine by September 27, 2021. Those not vaccinated by such date due to certain exemptions are required to be tested for COVID-19 on a weekly basis.~~

Legal Reference	Connecticut General Statutes 10-145 Certificate necessary to employment. Forfeiture for noncompliance. Substitute teachers. Governor’s Executive Order No. 13G, September 10, 2021 Governor’s Executive Order No. 14, September 28, 2021 Governor’s Executive Order No. 14a, September 30, 2021
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Policy adopted:

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

#### Definitions

For purposes of this policy, the following definitions shall apply:

**“Fully vaccinated”** means at least 14 days have elapsed since a person has received the final dose of a vaccine approved for use against COVID-19 by the U.S. Food and Drug Administration, or as otherwise defined by the Centers for Disease Control.

**“School Board”** refers to the operator of any public or non-public pre-K through grade 12 school.

**“Contract Worker”** means any person who provides service to the Board requiring such person to make regular and frequent visits to Board district schools or to have regular or frequent contact with students or staff, but who is not employed by the Board, excluding any person who visits a Board school only to provide one-time or limited-duration repairs, services, or construction, or a volunteer.

**“Covered Worker”** refers to all employees, both full and part-time, contract workers, contractors, providers, assistants, substitutes, and other individuals working in ~~a public or non-public pre-K to grade 12~~ a district school including individuals providing operational or custodial services or administrative support or any person whose job duties require them to make regular or frequent visits to any ~~such~~ district schools or to have regular or frequent contact with students or staff.

Covered Worker does not include a contractor or employee of an outside vendor who visits a ~~public or non-public pre-K through grade 12~~ district school only to provide one-time or limited-duration repairs, services, or construction, or a volunteer.

**“Contractor”** refers to any person or business entity, including a vendor of support services or subcontractor, that provides the personnel who function as contract workers, ~~state employees,~~ ~~state hospital employees,~~ or covered workers for the Board. ~~to a covered state agency, school board, or child care facility.~~

#### COVID-19 Vaccination Requirements

Vaccines shall be required as provided below.

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

#### COVID-19 Vaccination Requirements (continued)

~~On and after September 27, 2021~~, school boards (the Board) shall, prior to extending an offer of employment to, or entering into a contract for the in-person services of, a covered worker or an entity that employs a covered worker, require that any covered worker:

- ~~1. is fully vaccinated against COVID-19,~~
- ~~2. has received the first dose and has either received a second dose or has an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or has received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine,~~
- ~~3. is exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the covered worker's health, or the covered worker objects to vaccination on the basis of a sincerely held religious or spiritual belief, and the covered worker is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the school board or child care facility; provided that any covered worker claiming such exemption shall apply for an exemption on the basis of medical conditions or sincerely held religious or spiritual beliefs.~~

~~Each request for an exemption will be considered on an individualized, case by case basis. Employees who have applied for an exemption must provide appropriate supporting documentation upon request.~~

- ~~4. A covered worker who is hired before September 27, 2021 may, as an alternative to vaccination, and regardless of whether such worker has a medical or religious exemption, comply with the testing requirements contained within this policy.~~

**On and after September 27, 2021**, the Board shall not employ, or maintain a contract for the provision of in-person services of, any covered worker or an entity that employs a covered worker, unless such covered worker:

1. is fully vaccinated against COVID-19,
2. has received the first dose and has either received a second dose or has an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or has received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine, or

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

#### COVID-19 Vaccination Requirements (continued)

3. is exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the covered worker's health, or the individual objects to vaccination on the basis of a sincerely held religious or spiritual belief, and the covered worker is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the school board or child care facility; provided that any school board or childcare facility employee claiming such exemption shall apply for an exemption due to medical conditions or sincerely held religious or spiritual beliefs.

Each request for an exemption will be considered on an individualized, case by case basis. Employees who have applied for an exemption must provide appropriate supporting documentation upon request.

4. A covered worker who is hired before September 27, 2021 may, as an alternative to vaccination, and regardless of whether such worker has a medical or religious exemption, comply with the testing requirements contained within this policy.
5. ~~On and after September 27, 2021,~~ The Board will not employ, or contract for the provision of services from, any covered worker or entity that employs a covered worker subject to the conditions above and is not exempt who has received the first dose of a two-dose series vaccination but fails to receive the second dose on the appropriate date as recommended by CDC or at the scheduled appointment without good cause.

~~On and after September 27, 2021, the Board will not employ, or contract for the provision of services from, any covered worker or entity that employs a covered worker subject to the conditions above and is not exempt who has received the first dose of a two-dose series vaccination but fails to receive the second dose on the appropriate date as recommended by CDC or at the scheduled appointment without good cause.~~

#### Vaccination Verification and Testing for Covered Workers

The school board shall authenticate, or where applicable require that the contractor providing the services of a covered worker authenticate, the vaccination status of covered workers, maintain documentation of vaccination or exemption of such covered workers and report compliance with this order, in a form and manner directed by the Department of Public Health.

~~Through this policy, or where applicable the Board direction to a contractor of a covered worker to implement a policy,~~ Beginning September 27, 2021, covered workers who have not demonstrated proof of either full vaccination are required to submit to COVID-19 testing one time per week on an ongoing basis until fully vaccinated. Adequate proof of the test results on a weekly basis shall be presented to the school board. Board in a form prescribed by the Board. ~~This requirement shall take effect on September 27, 2021.~~



## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations (continued)

#### Vaccination Verification and Testing for Volunteers

While we appreciate and recognize community members who want to volunteer in our schools, we also want to keep our staff and students safe. As of January 15, we will be asking volunteers to present proof of COVID-19 vaccination OR a negative COVID test result within the previous 72 hours of the time a volunteer will be working in the school. If a volunteer will be present in the school beyond one week (5 school days) from the date of the negative test, he or she would be asked to test again for each subsequent week.

#### Acceptable Proof of Vaccination

Covered workers may demonstrate proof of vaccination by providing one of the following:

1. A valid CDC COVID-19 Vaccination Record Card or photo of the Vaccination Record Card;
2. Documentation from a health care provider or electronic health care records;
3. ~~State Immunization Information record;~~ A certificate from the Vaccine Administration Management System (VAMS), if the individual received vaccination through the VAMS system; or
4. ~~Other documentation prescribed by the Commissioner of Public Health.~~ A copy of the individual's official immunization record from the Connecticut Immunization Information System, CT WiZ.

Covered workers must also complete and sign a Declaration Attesting to the Authenticity of an Individual's COVID-19 Vaccination Record, provided by the Board. Proof of vaccination will not be deemed valid unless accompanied by the individual's signed declaration. The District reserves the right to authenticate a Vaccination Record Card in a manner consistent with any binding standards issues by the Commissioner of Public Health for such authentication.

Personal attestation will not be accepted as an acceptable form of proof of a COVID-19 vaccination. *(The Commissioner of Public Health may promulgate binding standards for authentication of a Vaccination Record Card.)*

All proof of vaccination must contain the name and date of birth of the individual, the manufacturer of the COVID-19 vaccine that was administered, and the date(s) on which the vaccine was administered. Employees must not include any additional medical or genetic information with proof of vaccination.

#### Violations and Enforcement

Any covered worker who fails to comply with this policy shall not be allowed on the premises of the school board until the individual provides adequate proof of compliance or without prior written authorization of the school board.

## **Personnel - Certified/Non-Certified**

### **Required COVID-19 Vaccinations (continued)**

The school board recognizes that it will be in violation of this policy, based on the Governor's Executive Order, when it permits a covered worker who has not complied with this policy to be in a pre-K through grade 12 school, to make regular or frequent visits to any such school facility, or to have regular or frequent contact with children in child care, students, or staff.

The school board also commits a violation if it fails to authenticate the vaccination status of a covered worker or contract worker, maintain documentation of vaccination, testing, or allowable exemptions as required.

The Board recognizes that if the State Department of Education (SDE) determines that the Board is not in compliance with the requirements of this policy, the SDE may require Board to forfeit a portion of the total sum which is paid to the school board from the State Treasury in an amount to be determined by the Commissioner of Education, which amount shall be not less than one thousand dollars nor more than ten thousand dollars.

Any forfeited amount shall be withheld from a grant payment, as determined by the Commissioner, during the fiscal year following the fiscal year in which noncompliance is determined. (The Commissioner of Education may waive such forfeiture if the Commissioner determines that the failure of a school board to comply with such a provision was due to circumstances beyond its control.)

### **Policy Duration**

This policy shall remain in effect through February 15, 2022 unless earlier modified or terminated by the Board. ~~of Education based upon a subsequent executive order of the Governor or by the expiration of its enabling executive order.~~

ASSIGNMENT, TRANSFER, OR SUSPENSION OF PERSONNEL - FOR CAUSE

The Superintendent is authorized temporarily to assign, transfer, or suspend a Board of Education employee for cause. The provisions of statutes or employee contracts will govern the procedures for this administrative action. The Superintendent will notify the Board of Education in a timely manner of the temporary assignment, transfer, or suspension.

Reference: CGS 10-151b

Adopted 11/23/76

Amended 10/10/95

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

Minutes of the Board of Education meeting held on January 4, 2022 at 7:00 p.m. in the Council Chamber in the Municipal Office Building at 3 Primrose Street.

D. Zukowski, Chair	L. Rodrigue
J. Vouros, Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	5 Staff
R. Harriman (absent)	20 Public
J. Kuzma	1 Press
J. Larkin	
C. Savo	
M. Irvine	

Ms. Zukowski called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Ms. Zukowski read a statement regarding holding board meetings and asked for no more clapping by the public. She also asked that to be sure minutes were properly represented, if anyone had edits to what they said to send them to her.

Item 2 – Consent Agenda

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

Item 3 – Public Participation

Don Lococo, 27 Hi Barlow Road, was concerned about the subcommittee regarding wellness, mental health and emotional support. Even before the pandemic there were students with mental health issues. It's important that this subcommittee is for a broader purpose.

Phil Palilla, 6 Winding Brook Road, addressed the new DEI Coordinator position. This position ties into social emotional wellness of our students. He teaches and has seen that certain students who go through college don't focus on the subject matter. This has permeated into the high school and junior high school levels and was not happy with what is being taught.

Item 4 – Reports

Chair Report: Ms. Zukowski spoke about keeping school in-person with the Omicron spread and supporting our staff in their efforts to address learning loss and the normal duties and responsibilities of a board of education. She asked for support of our administration during these difficult times.

Superintendent's Report: Dr. Rodrigue sent a communication regarding the DPH guidance for families and staff to review. Our priority is in-person learning and keeping our practices in place. Our schools have spent hundreds of hours contact tracing and quarantining students. Screen and stay is no longer necessary. We are in the process of utilizing test kits and N95 masks and they will be distributed as needed.

Anne Dalton added that the focus has changed to move from contact tracing to keeping ill people at home.

Dr. Rodrigue noted that we have an update on the Hawley HVAC Project tonight and welcomed Chris Moretti, Jenna Connors, Carla Tischio, and Kelly McClaren who would provide an update regarding the move.

**Committee Reports:**

Mr. Vouros reported on the Para Climate and Culture Committee. There are representatives from each building, the union president, he as a Board member, the superintendent, and principal, Dr. Gombos. This committee maintains an open dialogue between the para group and district leadership. The dialog is extremely positive and feedback is rewarding.

**Student Reports:**

Ms. Savo updated activities at the high school including Capstone notifications.

Mr. Irvine reported that student art was being shown at the Municipal Center and mid-terms would begin in two weeks. Congratulations to those who qualified for State competitions.

Mr. Cruson noted that the CABA Legislative Breakfast would be held Tuesday, January 11 at Sandy Hook school at 7:30 a.m. Area 5 legislators, Board members and Superintendents were invited.

**Item 5 – Old Business**

**MOTION:** Mr. Cruson moved that the Board of Education approve the new Social Emotional Health and Wellness standing committee to be added to the list. Mrs. Larkin seconded.

Ms. Zukowski supports this committee with Mrs. Kuzma as chair and Mrs. Larkin as a member. She added herself as third member.

Motion passes unanimously.

**Coordinator of Health and Wellness:**

Dr. Rodrigue sent the Board information on this essential role which is needed again. It was a position years ago and parceled out to other people. This person would develop programs for all students, working with the Board of Education on the Health and Wellness committee, provide a partnership with the Director of Health, and maintain a high level of communication with families and staff. Anne Dalton does much of this now, along with our grant writer. Dr. Rodrigue would post it internally and propose to hire by March 1 of this year. We have some funds available to cover it this year.

Mr. Cruson noted the job description included a lot of what Mrs. Dalton is doing now. By adding this position it would allow her to get back to supervising the nurses.

Dr. Rodrigue said it would as she has been pulled away from her role. Mrs. Dalton and many nurses were paid overtime for work that extended beyond the school day.

Mr. Vouros, Mr. Ramsey and Mrs. Kuzma support this full time position.

Mrs. Larkin was also in support and asked how we would measure the effectiveness for this position over time.

Dr. Rodrigue stated that this position reports to the Superintendent and is also policy-related and curriculum-related. You truly measure the need for the position if students are being successful and families feel there is a level of support for them. You look at all that stems from the position to measure its effectiveness. There are a variety of ways to measure the work of this position.

**MOTION:** Mr. Cruson moved that the Board of Education approve the Coordinator of Health and Wellness position to being March 1, 2022. Mrs. Kuzma seconded. Motion passes unanimously.

**Item 6 – New Business**

Update on Facilities Planning for the Hawley HVAC Project:

Chris Moretti spoke about the Hawley project and relocation. Also on the committee is Carla Tischio, Lead Teacher at Hawley School, Kelly Maclaren, Lead Teacher at Sandy Hook School, and Jenna Connors, Assistant Principal at Reed. We began with the projected enrollment for Hawley and look at each school. Kindergarten and 1<sup>st</sup> grade with eight sections and 132 students would be housed at Sandy Hook School. Grades 2, 3 and 4 with 9 to 10 sections and 182 students will be housed at the Reed School. We looked at all potential areas and considered everything with a preliminary list. We wanted to make sure we could fit comfortably and be accepted and welcomed.

Mrs. Tischio, Mrs. Maclaren and Ms. Connors outlined their work.

Bob Gerbert noted that the project is out for bid at this time and there was a walk-through last week. Bids due January 13. The goal is to have the final bid number for the Board of Selectman and start the project.

Mr. Vouros said the team involved in the transition planning is more than phenomenal and he was very excited for the children to go to these schools. We also have to look at the traffic flow for these schools.

Mr. Moretti said we have transportation on our list to consider busing and traffic and will work with Dr. Rodrigue, All-Star, and Mr. Gerbert, Dr. Gombos, and Mr. Correia.

Dr. Rodrigue has met with All-Star and will work on this once we get the accurate enrollment. We would also work with Newtown Police regarding traffic.

Mrs. Kuzma asked how in-school and PTA events would be handled.

Mr. Moretti stated we have a list of items to address like PTA, communications, and school culture to be considered. He would like to anticipate some events. At Reed it might be a bit harder. He would like to keep our identity and have individualized school events. It is important to have cross school events and possible field trips.

Mr. Gerbert mentioned we have tremendous support from the Town, Dan Rosenthal, and Public Building and Site Commission members.

Superintendent Search:

MOTION: Mr. Cruson moved that the Board of Education establish a Personnel Search Committee for the purpose of recommending to the Board one or more candidates for the position of Superintendent of Schools, and move further, that the Personnel Search Committee be comprised of the following individuals in their capacity as members of the Board: Rebekah Harriman, Jenn Larkin, Janet Kuzma, Donald Ramsey, John Vouros, Deb Zukowski and Dan Cruson. Mr. Vouros seconded.

Ms. Zukowski said the first step is to create an Ad Hoc Superintendent Search Committee. The second step is for the committee to select a third party search consultant. The third step is for the committee to work with the consultant to prepare a job description. The leadership then works with the directors of Human Resources and Business and Finance to prepare a request for proposals. The committee reviews the submissions and selects the candidates to interview. She recommended that Mr. Cruson be assigned as Chair of the Search Committee because he is a team player and has experience with a superintendent search.

Mr. Ramsey wanted to appoint Janet Kuzma as co-leader with Mr. Cruson. Mrs. Larkin seconded. Mr. Ramsey wanted a fresh perspective with a new Board member and reduce the burden on one person.

Mr. Cruson said the leadership person doesn't make the decision because everyone on the Board has a voice.

Ms. Zukowski agreed with also having a new person.

Mr. Vouros noted that the leadership position for this search requires someone in addition to Mr. Cruson and that would be Mrs. Harriman who has done this before, has the experience and knowledge to take us through this, and would be extremely beneficial to have her work with Mr. Cruson. He understands having a new Board member but everyone will be involved. The leadership team facilitates and organizes this for the rest of the Board. He proposed that Mrs. Harriman join Mr. Cruson.

Mrs. Larkin agreed with part of what Mr. Cruson said but also agrees with adding Mrs. Kuzma because she would make a better contribution than Mrs. Harriman.

MOTION: Mr. Ramsey moved that we amend the motion to include Dan Cruson as chair and Janet Kuzma as co-chair. Mrs. Larkin seconded.

Vote on amendment: 4 ayes, 1 nay (Mr. Vouros)

1 abstained (Mr. Cruson) Motion passes.

Vote on main motion: 5 ayes, 1 nay (Mr. Vouros) Motion passes.

Minutes of December 21, 2021:

MOTION: Mr. Cruson moved that the Board of Education approve the minutes of December 21, 2021. Mrs. Kuzma seconded. Motion passes unanimously.

#### Item 7 – Public Participation

Laura Main, 42 The Old Road, said in February the Connecticut Department of Education released a position statement on culturally responsive education. The Board will need training to support Mr. Johnson and his work. The Board needs to learn about a culturally responsive education.

Wendy Leon Gambetta, 19 Saw Mill Ridge Road, worries about what she heard at the December 21 meeting when patriotism was mentioned in conjunction with school. Citizens were forced to fly flags on Veteran's Day. Patriotism cannot be taught in schools. It's a personal value.

Tony Keating, 7 Oak Ridge Drive, said DEI cries out for diversity and is beneficial for our children. He mentioned equity and incidents in the country.

Kevin Kuzma, 12 The Boulevard, appreciated the changes in quarantining and thanked the Board for seeing the big picture. It's not the job of our children to protect the adults. Children deserve a normal childhood.

Carl Miller, 72 Forest Drive, graduated in 2021 and stated that a rich and diverse education benefits children.

Kenneth Miller, 72 Forest Drive, is in fifth grade and experienced racism in school. His friends are smart and strong enough to understand. DEI helps everyone to be part of the world.

Sherry Grummands, 5 Black Walnut Drive. We speak about other cultures as a family. Her sons would say their classmates should be represented and supported.

Jennifer Padilla, 32 Glen Road, spoke about the updates to the COVID plan. You're stripping options away from parents like discontinuing contact tracing. That ability gave her the option of deciding whether her child attended school. She asked for a voice and a choice for families.

Cheryl Boyajian, 2 Vona Way, said when COVID decisions are based on data she is in full support of continuing to follow guidelines. Put children first and trust the same science from two years ago.

Tom Damon, 18 Horseshoe Ridge Road, spoke about still sending children to school in masks which get contaminated during the day. Some want to reverse the policy. There are spiking cases but no death rates. End the mask mandates for our children.

David Weiss, 13 Horseshoe Ridge Road, is thrilled Mr. Johnson joined the district and is excited to see a positive impact on the community. He thanked the Board for the DEI standing committee. There is nothing political about the words diversity, equity and inclusion and they should not be removed from policies.

Linda O'Sullivan, 10 Farmery Lane, addressed the debate over DEI. Some believe the American story is relevant and some don't. She spoke about Newtown Allies for Change

Rachel Torres, 13 Saw Mill Ridge, spoke about Mr. Johnson's presentation and was asked how he saw unity and patriotism fitting in with DEI. She didn't see the relevance of this to his presentation. Fear and ignorance is at the root of DEI. Some associate patriotism with not challenging historical leaders.

Cara Dogaly, 2 Monitor Hill Road, was commented about the childish behavior tonight. She works in diversity and inclusion and supports the decision of going back to school all in.

Lisa Terifay, 11 Longview Terrace, noted that after the DEI presentation one Board member spoke about patriotism. Perhaps it should be discussed in Newtown. She loves Newtown and loves our country. It was disappointing to see DEI called political.

Lisa Lewellen, 32 South Main Street, has three special education children and the one in sixth grade is called names. Our children with special needs are ostracized and reminded the Board of a special education survey three years ago regarding reading interventions for students with dyslexia. None of the action steps were followed through.

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

Item 8 – Adjournment.

The meeting adjourned at 9:15 p.m.

Respectfully submitted:

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Donald Ramsey  
Secretary