

**Board of Education
Newtown, Connecticut**

Minutes of the Board of Education meeting held on December 21, 2021 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	2 Staff
R. Harriman	50 Public
J. Kuzma	
J. Larkin	
C. Savo	
M. Irvine (absent)	

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

Item 1 – Pledge of Allegiance

Item 2 – Consent Agenda

MOTION: Mr. Ramsey moved that the Board of Education approve the consent which includes the donation to Newtown High School and the correspondence report. Dan Cruson seconded. Motion passes

Item 3 – Public Participation

Rachel Torres, 13 Saw Mill Ridge, is a parent, social studies teacher at Newtown High School, SAID Club advisor and also on PEAC. She commended the efforts to create a more inclusive environment for students. Mr. Johnson will be instrumental in providing training for staff and his work will help guide policies. She welcomed the new Board members but was disheartened by the proposal to remove the words from the policy as they are not political. Removing this language would be detrimental to the progress we hope to make with the town. She would push forward the freedom policy with Mr. Johnson's addition. She was also in favor of forming a DEI committee.

Most supported the statement.

Jennifer Padilla, 32 Glen Road, welcomed the new Board members. She spoke about the words diversity, equity and inclusion. These concepts keep our children safe in schools and provides a clear path to improve the environment. She urged the Board to consider the DEI subcommittee.

Most agreed.

Pia Ledina, 33 Old Bethel Road, was a former teacher and is a parent of children who went to Newtown schools. Educating is the job of the entire community. We must listen to those asking for help. Improvement requires the courage to change.

Most agreed.

Saahil Ray, 46 Bradley Lane, is a member of SAID and works closely with Mrs. Torres. Posters about diversity have been placed in school and donations have been given to the Black Lives Matter chapter of New Haven. DEI are words that symbolize what we represent. He was on the panel for the DEI Coordinator and he is a valuable resource.

Most agreed

Cyrena Arokium, 38 Bradley Lane, is in 11th grade at Newtown High School. She was disappointed in wanting to remove Mr. Johnson's words from the policy. It is important to

incorporate culturally responsible instruction. DEI continues to grow in and out of the classroom. You are never too old to learn, unlearn, or re-learn.
Most agreed.

Naiya Amin, 11 Whitewood Road, spoke about diversity, equity and inclusion which are not political words. Treat others the way you would be treated. Teaching us to be kind was not political. Taking these words from the policy would be changing values. Do not make this political.
Most agreed.

Giselle Martinez, 101 Walnut Tree Hill Road, is a junior and in the SAID group. This group shows we care about our differences. A movement toward unity is not political. We are not political and just want a more inclusive school for everyone.
Most agreed.

Tony Keating, 7 Oak Ridge Drive, encouraged the Board of Education to push back and refuse to endorse political indoctrination. DEI proponents say they are strong political words.
A few agreed.

Leah Crebbin, 20 Valley View Road is a junior and has been a member of SAID for two years. She disagreed with the remarks at the last meeting. DEI are essential and it is important for the Board to support policies that support DEI and Mr. Johnson.
Most agreed.

Item 4 – Reports

Chair Report: Ms. Zukowski spoke about Dr. Rodrigue's resignation. She leads from a place of joy and truly loves her students, staff and community. During the height of the pandemic she was poised and intent ensuring children would learn when schools were closed. She created an environment where students and staff can flourish. She thanked her for all she has done and wished her the best.

The Town will receive approximately \$7.5M of American Rescue Plan funding. Of that amount, \$2.5M will be allocated to the Hawley HVAC project. Mr. Vouros, along with Dr. Rodrigue, will organize school and classroom visits for Board members.

Ms. Zukowski thanked Michelle Ku for her leadership on the Board and Dan Delia and Debbie Leidlein who have been dedicated public servants. She also thanked returning member Dan Cruson and new members Janet Kuzma, Jennifer Larkin and Don Ramsey.

Superintendent's Report: Dr. Rodrigue said this was bittersweet for her. She started her career in Newtown and will end it here. She has been truly blessed with the students and community. Covid is at a 5% increase in Newtown but there is still low transmission. St. Rose went remote but at this time there is no impact on our staffing. Contact tracing by our nursing staff and administration is extremely challenging. She recognized the amazing work of our nurses. There is new guidance from the CIAC regarding athletics. We will address this at the January 4 meeting. She wished everyone in the community a safe and peaceful holiday.

Committee Reports:

Mr. Cruson reported a school health update webinar January 4 with the Department of Education is available for all Board members. He also distributed a CAFE and CAPSS statement on civility on the volatile environment at Board meetings. He is working on the annual CAFE Legislative Breakfast for Area 5. This will be in early January and open to Board members and legislative leaders in Area 5.

Student Report: Ms. Savo congratulated the new members of the National Computer Society. Various clubs have met with pictures being taken for the yearbook. The hockey team won in overtime last week. The Chess Club won first, second and third place in their competition.

MOTION: Mr. Ramsey moved that the Board of Education approve the financial report for the month ending November 30, 2021. Mr. Cruson seconded.

Mrs. Vadas presented the financial report.

Mr. Vouros asked why it has been difficult to fill the three behavior therapist positions.

Dr. Rodrigue said schools are experiencing this across the nation but we have filled some very important positions recently.

Mrs. Vadas noted that we had to hire an outside group for the behavior therapist positions.

Motion passes unanimously.

Item 5 – Old Business

Update on DEI Work:

Dr. Rodrigue has been meeting with Mr. Johnson regarding general timelines and commitments including reviewing the mechanism to share sensitive and confidential information on bullying which would include the Anonymous Alert App. We want to be sure there is clarity around Mr. Johnson's role for the success of these commitments.

Mr. Johnson gave his presentation regarding diversity, equity and inclusion and his timeline of work as coordinator.

Mr. Cruson asked him to elaborate on professional development.

Mr. Johnson said for the high school he wants to introduce the terms again. A major part of his presentation was about participating in conversations which are often fearful. Some who are predominantly white fear saying something offensive. He addressed how we create safe spaces among staff and students. He used best practices and also had discussions in break out rooms.

Mr. Ramsey was moved by Mr. Johnson's comments and appreciated the tone of the feedback we received. He asked how he saw unity and patriotism in his work.

Mr. John was not sure how that is connected to DEI in public schools but would hope patriotism can reflect all people.

Mrs. Harriman extended her appreciation for Mr. Johnson being at the meeting and the way he delivered his presentation.

Mrs. Kuzma questioned the Anonymous Alert App.

Mr. Johnson wanted to expand options for reporting conversations and also be able to report discrimination and racial bullying.

Mr. Ramsey asked if there was a way to quantify where we are now with the number of incidents.

Mr. Johnson noted that collecting data is what we want.

Dr. Rodrigue said the app goes to the administration and can be used by parents, students and staff members. She is also still part of it. We also get information in other ways and report all incidents to the state.

Mr. Johnson stated that we want to make sure students are safe so assessing this tool allows us to do that.

Item 6 – Old Business

Standing Committees:

MOTION: Mr. Ramsey moved that the Board of Education approve the preexisting Standing Committees from the 2022 Board of Education Standing Committee list. Mr. Cruson seconded.

Mrs. Harriman agreed with the list of standing committees but has to oppose the committee assignments proposed by the Chair. It was not in the best interest of the Board for the Chair to put herself on the Policy Committee and move her after being on the committee for six years. She believes the Chair received feedback from multiple stakeholders and she has to oppose the motion.

MOTION: Mrs. Harriman moved to modify the motion to reassign the Policy Committee to myself and remove Deborra Zukowski from the Policy Committee. Mr. Cruson seconded.
Vote: 3 ayes, 4 nays (Ms. Zukowski, Mr. Ramsey, Mrs. Kuzma, Mrs. Larkin) Motion fails.

Vote on main motion: 6 ayes, 1 nay (Mrs. Harriman) Motion passes.

Mr. Vouros asked why Ms. Zukowski removed Mrs. Harriman who has been serving on the Policy Committee for six years.

Ms. Zukowski said it was her intent to have Mrs. Harriman chair the committee. Unfortunately, she did not see how it would work with another member on the committee. After a discussion with her, Ms. Zukowski made the recommendation.

Mrs. Harriman said that as a leader it was important to put our needs, wants and ego aside and put what is best for the district. I know the chair has longed to be on the Policy Committee. This committee is a working committee that has to move forward with efficiency and she feels it would not be in the best interest of the Board as evidenced in past Board meetings.

Vote: 3 ayes, 4 nays (Ms. Zukowski, Mr. Ramsey, Mrs. Kuzma, Mrs. Larkin) Motion fails.

Vote on main motion: 6 ayes, 1 nay (Mrs. Harriman) Motion passes.

MOTION: Mr. Ramsey moved that the Board of Education approve the new Diversity, Equity and Inclusion standing committee to be added to the list. Mr. Cruson seconded. Motion passes unanimously.

Ms. Zukowski said the membership for this committee would be Mrs. Kuzma as chair, Mr. Cruson and Mr. Ramsey.
Motion passes unanimously.

Mrs. Kuzma proposed forming a committee to address the health and wellness needs for the schools because of the rising mental health concerns. The committee will work with the Superintendent and Health and Wellness Coordinator to prioritize social-emotional programs and practices, establish a culture that supports mental health services for all staff, students and families, assess district and community resources to ensure mental health services are accessible, monitor and evaluate the implementation and impact of district health and wellness policies and protocols, and provide regular feedback to the Board of Education, and recommend changes or modifications to the health and wellness program for Board approval.

Ms. Zukowski said this committee and membership will be approved at the next meeting. She reported that Policy 9130 on committees stated the committees will be staffed 30 days after the first regular meeting in December. She assigned three members of the Board to each committee. She asked all Board members to provide questions to the subcommittee chair prior to meeting. She will reach out to the FOIA Commission to see if other Board members could speak at these meetings as members of the public.

Item 7 – New Business

Health and Wellness Coordinator:

Dr. Rodrigue spoke about this position which was cut and parceled to various school staff such as our grant writer and nursing supervisor. This would be opened internally in our district and fits under ESSER so there would be no cost. This is a very critical juncture for our students so we need to address their needs. We have had conversations with SEL and DEI and are looking for them to work together. If funding would need to be in our budget in the future it would need Board approval.

MOTION: Mr. Ramsey moved that the Board of Education approve the minutes of December 7, 2021. Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mr. Ramsey moved that the Board of Education approve the minutes of December 16, 2021. Mr. Cruson seconded. Motion passes unanimously.

Item 8 – Public Participation

Tony Keating, 7 Oakridge Drive, was impressed with Mr. Johnson's presentation. Not everyone is in agreement with the core problems in the country regarding race and minorities.

Linda O'Sullivan, 10 Farmery Lane, referred to the December 7 minutes and on page 6 said she did not say children were experience bullying and was quoted incorrectly. She also spoke about academic preparation.

One-quarter agreed.

Kristi Parille O'Connor is not a resident but is a Spanish teacher at the high school and co-advisor of SAID. Don't stand in the way of DEI work. Students are brave and fearless and are fierce in their fight for DEI. She is leaving her position at the end of the year not because of the students but because of what is going on in this room. She thanked those who continue to fight for progress and thanked her students past and present.

Most agreed.

Don Lacoco, 27 Hi Barlow Road, stated the Board has been working on making sure policies are addressing the need for equity and inclusion for years. The Connecticut Board of Education states that each school district should have teachers from other ethnic and economic backgrounds.

Most agreed

David Deschenes, 9 Saw Mill Ridge Road, thanked Mr. Johnson for his presentation. He is a Newtown parent of two daughters and living here has contributed to their character. DEI is so important. Listen to the young, wise Newtowners who addressed you tonight. They offered excellent advice.

Most agreed.

Ajene Arokium, class of 2017, always looked down in class when certain topics were mentioned. We went to school to learn and become critical thinkers. Newtown doesn't prepare us for the world we live in. DEI is inclusive of all histories. Be better and do better for the students.

Most agreed.

Jessica Velasco, 103 Brushy Hill Road, thanked Anne Uberti for the email regarding the curriculum audit and social studies curriculum that is being written. She wanted certain lessons to be halted immediately in grade 7 from a specific textbook. History should not be one sided.

Most agreed.

Brian Atherton, 30 Charter Ridge Drive, said that equity is very subjective. Parents should take a role as the family unit in the interpretation of equity because it's a very sensitive subject. His ten-year-old shouldn't be coming home talking about equity.

Kate McGrady, 126 Philo Curtis Road, is a teacher and doesn't want a white washed education. The schools should be teaching historical events. Many parents don't know about specific historical events. Why do we continue to hide the true history?

Most agreed

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

Item 9 – Adjournment

The meeting adjourned at 9:34 p.m.

Respectfully submitted:

Donald Ramsey
Secretary

THE WELLER FOUNDATION, INCORPORATED

P.O. Box 894, Newtown, CT 06470

(203) 304-9233

December 2, 2021

Dr. Kimberly Longobucco
Principal
Newtown High School
12 Berkshire Road
Sandy Hook , CT 06482

Subject: 2021 Donation

Dear Kimberly :

The Weller Foundation, Incorporated is a non-profit organization that was established in 1962 to provide financial assistance to educational, charitable, and civic organizations. Our Founder, Barton L. Weller was a philanthropist who gave generously throughout his life. It has been 30+ years since his passing, and the Board of Trustees wish to honor his legacy in the community. Therefore, the Board of Trustees of The Weller Foundation, Incorporated at their December 1, 2021 meeting approved a \$500 donation to your school to be utilized in your library for the purchase of books. We would appreciate nameplates to be included in the books to read, "Donated In honor of Barton L. Weller".

On behalf of the Board of Trustees, I am pleased to enclose our Check #5460 made payable to Newtown High School in the amount of \$500.00.

The Foundation is proud to support your school library with this donation. Please provide us with an update as to how these funds were utilized.

Cordially,



Kimberly Hufschmied
Foundation Administrator

cc: Noreen Morgenstern - Weller Liaison
Enclosure - Check #5460

*Dr. Rabinque -
FYI -
a small donation
for 2021*

Correspondence Report
12/07/2021 – 12/21/2021

Date	Name	Subject
12/07/2021	Jennifer Atherton	Tonight's Meeting
12/08/2021	Deborra Zukowski	Promised Information re: sub committees and possible other assignments
12/08/2021	Mary Grasso	Covid and Instruction
12/08/2021	Michelle Hiscavich	Visual and Performing Arts Events
12/10/2021	Kathy June	12/14 Remembrance Service
12/10/2021	Deborra Zukowski	Fwd CCM Newly Elected Day
12/10/2021	Jess Celina	12/7/21 BOE Meeting
12/10/2021	Lorrie Rodrigue	Fwd: CABE Policy Highlights 12-10-21
12/13/2021	Kathy June	December 16 Agenda
12/14/2021	Deborra Zukowski	Upcoming FOI Meeting
12/13/2021 and 12/15/2021	Barbara Wojcik	12/07/21 BOE Meeting
12/15/2021	Karen Holden	Thank you
12/15/2021	Kathy June	Dinners
12/16/2021	Melissa Martucci Gomez via Newtown BOE	Behavioral Episodes – No Communication
12/15/2021 and 12/16/2021	Lorrie Rodrigue	Letter of Retirement
12/16/2021	Kate McGuirk	Letter to the Board
12/16/2021	Kristi Svendsen	Please Consider...
12/16/2021	Deborra Zukowski	Fwd: Tik Tok Messages
12/16/2021	Gary Jeanfaivre	Diversity, equity and inclusion
12/16/2021	Lisa Shirk	Political Speech
12/16/2021	Lynn Edwards	DEI Comments
12/16/2021	Sebeena ali	DEI
12/17/2021	Erin Masotta	Tik Tok Messages
12/17/2021	John Oldi	Diversity, Equity and Inclusion
12/17/2021	Kate Lehnies	Diversity, Equity, and Inclusion
12/17/2021	Madeline Roe	Diversity, Equity, and Inclusion
12/17/2021	Carrie Grummons' via Newtown BOE	Social studies curriculum
12/17/2021	Meredith Campbell Britton	Response to DEI discussions
12/17/2021	Amy McLeod	Keeping the words diversity, equity and inclusion in school policies
12/17/2021	Amanda Smith	DEI policies & content
12/17/2021	Leah Crebbin	BoE meeting concerns
12/17/2021	Barbara Patrick	DEI policy
12/17/2021	Catherine Dalton	DEI Policy
12/17/2021	Kathy June	BOE Mailing – December 21, 2021

12/17/2021	Kathy June	Budget Summary Detail
12/17/2021	Deborra Zukowski	Fwd: Meeting video
12/17/2021	Alyssa Kritzman	RE: DEI Policy
12/17/2021	Laura Main	Social Studies Curriculum Concerns
12/17/2021	Nicole Maddox' via Newtown BOE	Immediate halt of materials
12/17/2021	Don Lococol	Diversity, Equity and Inclusion NPS
12/17/2021	Brandy Jacobs	Concerns
12/17/2021	Cynthia Guzman' via Newtown BOE	NMS - Grade 7 Social Studies Curriculum
12/18/2021	Wendy Leon-Gambetta	The Future of DEI in Newtown
12/18/2021	Lisa Terifay	DEI/Curriculum Concerns
12/19/2021	Tara Vitale	Diversity, Equity and Inclusion in NPS
12/19/2021	Lorrie Rodrigue	Fwd: FINAL Agenda with Live Links
12/19/2021	Jules Kessler	DEI in our Public Schools
12/19/2021	Deborra Zukowski	Week of 12/19
12/19/2021	Anne Uberti	Fwd: Curriculum & Instruction Update
12/20/2021	Bobbi Jo Pellicone	Masking/Sports/Inclusion
12/20/2021	Stefanie Thoesen' via Newtown...	Masking/sports/Inclusion
12/20/2021	Kferro821@gmail.com	Loss in Learning
12/20/2021	Anthony Mascaro' via Newtown...	Masks for vax/unvax policy
12/20/2021	Nicole Archiere	Vaccination segregation for Newtown Schools
12/20/2021	Cynthia Martinez' via Newtown BOE	A concerned parent
12/20/2021	Lauren Oliaro	New Mask Rule



A Statement on Civility

Authored by: Patrice McCarthy, Deputy Director and General Counsel of the Connecticut Association of Boards of Education (CABE) and Fran Rabinowitz, Executive Director of the Connecticut Association of Public School Superintendents (CAPSS)

The Connecticut Association of Boards of Education (CABE) and the Connecticut Association of Public School Superintendents (CAPSS) are extremely concerned about the volatile environment at school board meetings in Connecticut and around the country. As boards of education discuss issues ranging from mask requirements, curriculum, vaccination, school safety and even mascots, we are seeing emotionally-charged environments that impede the opportunity for meaningful dialogue.

It is imperative that members of the public respect the responsibility of volunteer board members and their professional staff to address these issues. A board chair needs the support of the board and community to ensure that meetings remain focused on the best interests of students and the debate is conducted in an orderly and positive manner. The shared values of fairness, respect, civility and kindness are the lessons that our children learn from the actions of adults.

Threats and acts of violence toward public officials are simply unacceptable no matter which side of an issue a board member or superintendent is on. Fact based and respectful discussions that permit all perspectives to be considered are critical in addressing controversial issues and enabling the democratic processes to take place. Community members, as well as public officials at all levels of government, have a responsibility to allow these discussions to take place in order to best serve the whole community.

CABE is an organization that represents nearly all boards of education across Connecticut. Their mission is to assist local and regional boards of education in providing high quality public education for all Connecticut children through effective leadership.

CAPSS is an organization that represents all of the superintendents and leaders of public schools in Connecticut. Their mission is to lead the continuous improvement of public education for all students by advocating public policy and developing and supporting executive school leaders.

**NEWTOWN BOARD OF EDUCATION
MONTHLY FINANCIAL REPORT
NOVEMBER 30, 2021**

SUMMARY

The fifth 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 November, The Board of Education spent approximately \$7.5M; \$4.1M on salaries; \$2.0M for employee benefits (3rd installment of self-insurance deposited per request of the Town); and approximately \$1.4M on all other objects.

The current year end projected balance is showing a positive position of \$406,406. This year is proving to be far from normal as we are seeing some unique repercussions post pandemic.

Excess Cost Grant Update

The Excess Cost Grant has now been recalculated and submitted to the State based on the current services provided to our high cost special education students. The costs that exceed our “threshold” of \$89,636 have an anticipated reimbursement rate of 75%. Historically, this rate hovers between 72-75%%; however, last year the reimbursement rate was at an all-time high of over 80%.

Overall, the recalculation of the grant came in approximately \$164,000 less than the budget or about 10%. Listed below are the grant provisions by category.

- Special education salaries (in-district) provided \$2,613
- Local (in-district) transportation \$431
- Out-of-district transportation provided \$316,036
- Out-of-district tuition provided \$1,177,347

In January the State will provide the district with their reconciliation along with an estimated revenue reimbursement rate. (*see the “excess cost timeline attached for more detail on this grant*)

Salary Accounts

The overall salary account is showing a positive balance of \$212,161. This amount is primarily derived from the non-certified accounts. The drivers behind this balance are as follows:

- Educational assistant positions continue to remain unfilled. Estimates to fill these positions have been included in this report (under anticipated obligations). As of November 30, there were approximately 12 open positions, most of them found in special education programs. The current estimated balance in this area is showing \$111,475 and continues to be a major driver behind within this object.

- We also continue to have openings in our behavioral therapist account. This balance is found under special education services and amounts to \$42,206. Last month a transfer request was initiated from salaries to cover the costs to hire a behavioral therapist service in order to meet the requirements of our students' IEP.
- Employee turnover in our custodial & secretarial unions has also contributed approximately \$48k to this balance. This was previously mentioned in the October financial update.

Other Purchase Services Update

This area of the budget is also contributing towards our positive balance with a year-end projection of \$50,872. The drivers behind this can be found in the following areas:

Transportation

- Our transportation department continues to face the challenge of filling open bus driver positions. Because of this national issue, we have been unable to utilize our entire fleet of buses, having to combine some of our routes. The process of combining routes began in September and at this time. At that time, nine buses were removed and have not yet been reinstated.
- We have been working with our transportation contractor in order to provide a fair and equitable credit for the district. The vendor has agreed to provide a 45% reduction to our daily rate for the buses that have been temporarily parked and removed from the route. This discount will also provide credits for the day-to-day cancelation of buses and or routes.
- As new bus drivers are hired, our contractor will make every effort to reinstate those vehicles that have been parked.
- Included in this report is the actual YTD credit (through November 30) for \$87,253. We will include a full year forecast in next month's financial update.

Out-of-District Tuition

The total balance in the out-of-district education account is showing a positive balance of \$23,859. This account combines high school regular out-of-district tuition, Danbury Magnet school tuition and special education out-of-district tuition.

- The regular education portion of this account is currently showing a positive balance of \$56,778. Only about half of our budgeted students have fulfilled this line item.
- The special education tuition account is currently showing a balance of -\$1,060,266. This balance is offset by a portion of the excess cost grant, now estimated at \$1,177,347, which nets a balance of \$117,081. However, we do anticipate additional outplacements to take place sometime in January; therefore, I have included an estimate (*in the anticipated obligation column*) for additional tuition costs of \$150,000, taking our positive balance down to a negative balance of roughly -\$33,000.
- The special education contingency line item is still intact at \$100,000. We will continue to monitor all special education activities and initiate a transfer request when needed.

Supplies

The overall projected balance in supplies is currently estimated at \$52,000.

- There was a small decrease in our electric & natural gas accounts as the consumption rate in November proved to be higher than the original estimate. However, we are estimating a balance of about \$40,000 in this area.
- There is also a small estimated balance in our fuel line (this accounts for student transportation). This amount is subject to change as buses are reinstated back into our routes. However, it's important to keep in mind that while we have several buses parked, some of the buses that are running each day may run multiple times in order to cover for the buses that are not running.

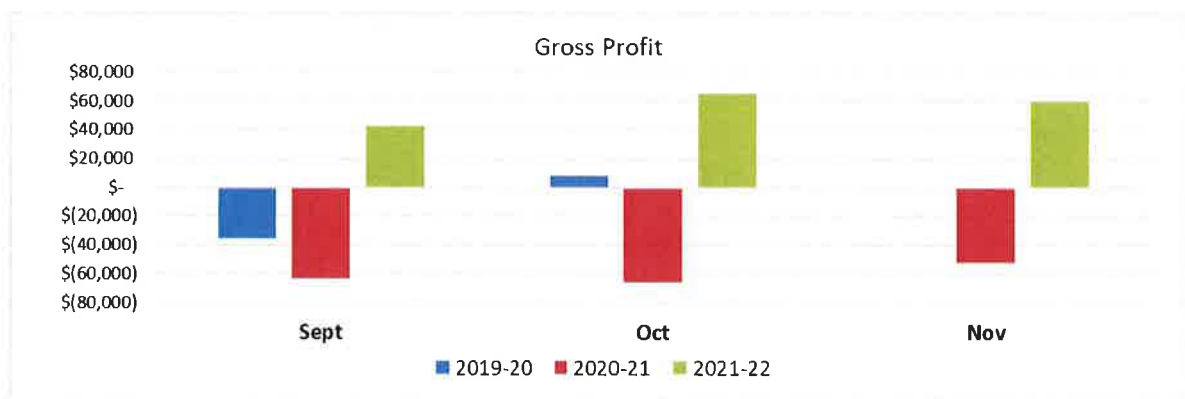
All Other Objects

All other major objects are in good standing order at this time. All accounts will be closely monitored and the Board will be made aware of all concerns.

At this time, the projected year end balance is only an estimate and subject to change.

Food Service Update

Whitson's has proposed an incentive retention program for their employees in order to recognize those who have been dedicated throughout this pandemic and also to entice new employees to join the Whitson's team. Currently, there are five open positions in K-8 and two at the High School. The cost to the program, providing all positions are filled and all employees had perfect attendance, would be roughly \$10,000 per month. Our average gross profit is currently over \$50,000 per month (see chart below). Attached is a memo from Whitson's outlining this program for their employees with a start date of January 1, 2022.



Revenue

In the month of November, the Board of Education received \$8,574 in local tuition revenue.

Emergency Repairs

The emergency repairs required during this month which exceeded \$5,000 include;

- Repair to a blower shaft and bearing assembly for the Unit HV-6 pool at the High School. This repair was part of a service contract with Harry Grodsky & Co.

Tanja Vadas
Director of Business & Finance
December 15, 2021

TERMS AND DEFINITIONS

The Newtown Board of Education's Monthly Financial Report provides summary financial information in the following areas:

- Object Code – a service or commodity obtained as the result of a specific expenditure defined by eight categories: Salaries, Employee Benefits, Professional Services, Purchased Property Services, Other Purchased Services, Supplies, Property, and Miscellaneous and Special Ed Contingency.
- Expense Category – further defines the type of expense by Object Code.
- Expended 2020-21 – expenditures from the prior fiscal year for comparison purposes. (Expenditures remain unaudited until the audit is complete, typically by December.)
- Approved Budget – indicates a town approved financial plan used by the school district to achieve its goals and objectives.
- YTD Transfers – identified specific cross object codes requiring adjustments to provide adequate funding for the fiscal period. This includes all transfers made to date.
- Current Budget – adjusts the Approved Budget calculating adjustments (+ or -) based on YTD transfers.
- Year-To-Date Expended – indicates the actual amount of cumulative expenditures processed by the school district through the month-end date as indicated on the monthly budget summary report.
- Encumbered – indicates approved financial obligations of the school district as a result of employee salary contracts, purchasing agreements, purchase orders, or other identified obligations not processed for payment.
- Balance – calculates object code account balances subtracting expenditures and encumbrances from the current budget amount indicating accounts with unobligated balances or shortages.
- Anticipated Obligation - is a column which provides a method to forecast expense category fund balances that have not been approved via an encumbrance, but are anticipated. Special revenue offsets are included within the account balance in order to provide the overall budget funding level.
- Projected Balance - calculates the object code balances subtracting the Anticipated Obligations. These balances will move up and down as information is known and or decisions are anticipated or made about current and projected needs of the district.

- **Special Revenue** - The monthly budget summary report also provides financial information on the State of Connecticut grant reimbursement programs (Excess Cost and Agency Placement Grants and Magnet Grant Transportation). These reimbursement grants/programs are used to supplement local school district budget programs as follows:

Excess Cost Grant – (Current Formula) this State of Connecticut reimbursement grant is used to support local school districts for education costs of identified special education students whose annual education costs exceed local prior year per pupil expenditure by 4 ½. Students placed by the Department of Child and Family Services (DCF) are reimbursed after the school district has met the prior year's per pupil expenditure. School districts report these costs annually in December and March of each fiscal year. State of Connecticut grant calculations are determined by reimbursing eligible costs (60%-100%) based on the SDE grant allocation and all other town submittals. This grant is allocated to various expenditures and highlighted in blue.

Magnet Transportation Grant – provides reimbursement of \$1,300 for local students attending approved Magnet school programs. This grant is combined with the transportation expenditures.

- **Other Revenue** - The last portion of the monthly budget summary reports school generated revenue that is anticipated revenue to the Town of Newtown. Fees and charges include:
 - **Local Tuition** – amounts the board receives from non-residents who pay tuition to attend Newtown schools. Primarily from staff members.
 - **High school fees** for parking permits.
 - **Miscellaneous fees**, which constitute refunds, rebates, prior year claims, etc.
 - **Other grants** – supplemental and relevant grants pertaining to the current year.

Object - As defined by the National Center for Education Statistics, "Financial Accounting for Local and State School Systems - 2009 Edition" (page 125).

"This classification is used to describe the service or commodity obtained as the result of a specific expenditure. The nine major object categories are further sub-divided. The definitions of the object classes and selected sub-object categories follow:

- 100 - Personal Services - Salaries: Amounts paid to both permanent and temporary school district employees, including personnel substituting for those permanent positions.
- 200 - Personal Services - Benefits: Amounts paid by the school district on behalf of employees (amounts not included in gross salary but in addition to that amount). Such payments are fringe benefit payments and, although not paid directly to employees, nevertheless is part of the cost of personal services.
- 300 - Purchased Professional and Technical Services: Services that by their nature can be performed only by persons or firms with specialized skills and knowledge.
- 400 - Purchased Property Services: Services purchased to operate, repair, maintain, and rent property owned or used by the school district.
- 500 - Other Purchased Services: Amounts paid for services rendered by organizations or personnel not on the payroll of the school district (separate from Professional and Technical Services or Property Services).
- 600 - Supplies: Amounts paid for items that are consumed, are worn out, or have deteriorated through use or items that lose their identity through fabrication or incorporation into different or more complex units or substances.
- 700 - Property: Expenditures for acquiring capital assets, including land, existing buildings, existing infrastructure assets, and equipment.
- 800 - Debt Services and Miscellaneous: Amounts paid for goods and services not otherwise classified above.
- 900 - Other Items: Used to classify transactions that are not properly recorded as expenditures/expenses but require control and reporting by the school district."

Excess Cost Revenue Timeline (informational)

The table below provides an outline of the excess cost grant; how the grant is submitted, projected, reported and deposited. The formula used to determine eligible submissions of excess costs is as follows:

Meeting the “threshold”

Eligible costs must be above a certain dollar amount, a.k.a. the threshold. The formula used to determine these costs takes the prior year NCPP X 4.5. Costs that are above this threshold can be submitted to the State for reimbursements. The State will typically reimburse 75% of these costs. The submission must also meet specific criteria, and for students that are outplaced through an agency, such as DCF, the threshold is lowered to 1 X NCPP.

TIMELINE

<u>Step One</u>	<u>Submissions</u>	<u>Budget & Rates</u>	<u>Financial Statements</u>	<u>Deposits</u>
December 1 st (year 0)	Projection due to State	This number is also used for the following year’s budget (w/projections)	This number will be used in the Nov/Dec financial statements	
<u>Step Two</u>				
January (middle) (year 0)	1 st estimate received from State (based on our Dec 1 st submission)	State will provide estimated revenue and reimbursement %	This number will be used in the Jan/Feb financial statements	2/3 of the State’s estimate will be deposited in February
<u>Step Three</u>				
March 1 st (year 0)	2 nd projection due to the State			
<u>Step Four</u>				
April (middle) (year 0)	2 st estimate received from State (based on our March 1 st submission)	State will provide adjusted revenue and reimbursement %	This number is used to adjust the current year’s financial statements (April or May)	Balance of the State’s estimate will be deposited in May
<u>Step Five</u>				
September 1 st (year 1)	Year-end (prior year) reconciliation due to State (based on full fiscal year costs)	This submission will capture adjustments that have been made (on our end only) between March 1 st and June 30 th		Adjustments (if any) will be made to the third ECS deposit in April
<u>Step Five</u>				
December (late) (year 1)	Year end (prior year) reconciliation due to State (this will include audit adjustments)			Adjustments (if any) will be made to the third ECS deposit in April



Memo

To: All Whitsons Newtown Team Members
From: John P Prunier
Date: December 13, 2021
Re: Temporary Discretionary Attendance Bonus

Whitsons understands the challenges of working in school lunch programs as services have changed in the past year and a half due to the pandemic. In recognition of those challenges, we want to reward our hard-working team members at the Newtown School District. Whitsons would like to continue to encourage perfect attendance to ensure that we achieve our business goals. As consideration for your full-time attendance and diligent efforts in assisting Whitsons during this critical time, the Company has devised the following Temporary Discretionary Attendance Bonus Program for hourly employees who support production.

Eligibility: You may be eligible for the discretionary weekly attendance bonus if you maintain perfect attendance for the entire workweek. "Perfect attendance" is defined as working your scheduled workweek. Utilizing paid time off will not affect perfect attendance. Each work week is reviewed independently from the others.

School closings or Scheduled Holidays do not count against perfect attendance.

Bonus Payment: If you have "perfect attendance" as described above and provided you do not voluntarily resign from your assigned position before the conclusion of the workweek and receipt of payment of the discretionary weekly attendance bonus, you may be paid the below discretionary attendance bonus for each week of perfect attendance.

BONUS AMOUNT: \$3.00 per hour

BONUS DATES: 1/1/21 through the last pay period in June 2022

This program may be in effect beginning December 15, 2021 and is subject to change at Whitsons' sole discretion and based on its effectiveness. Any changes to the program will be communicated the week prior to the effective change.

We hope that this Program is further evidence of the value we place on the contributions you are making during this critical time.

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
<u>GENERAL FUND BUDGET</u>											
100	SALARIES	\$ 51,136,424	\$ 52,267,415	\$ (84,000)	\$ 52,183,415	\$ 15,335,014	\$ 35,071,030	\$ 1,777,371	\$ 1,565,211	\$ 212,161	99.59%
200	EMPLOYEE BENEFITS	\$ 11,442,647	\$ 11,665,232	\$ -	\$ 11,665,232	\$ 7,965,450	\$ 2,307,644	\$ 1,392,139	\$ 1,397,473	\$ (5,335)	100.05%
300	PROFESSIONAL SERVICES	\$ 565,345	\$ 687,417	\$ -	\$ 687,417	\$ 155,870	\$ 81,058	\$ 450,489	\$ 450,489	\$ -	100.00%
400	PURCHASED PROPERTY SERV.	\$ 1,821,238	\$ 1,847,678	\$ -	\$ 1,847,678	\$ 671,413	\$ 513,530	\$ 662,735	\$ 662,734	\$ 1	100.00%
500	OTHER PURCHASED SERVICES	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 2,410,265	\$ 7,226,501	\$ (146,080)	\$ (196,952)	\$ 50,872	99.46%
600	SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,057,827	\$ 286,136	\$ 2,037,076	\$ 1,985,076	\$ 52,000	98.46%
700	PROPERTY	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 41,997	\$ 132,267	\$ 93,848	\$ 97,141	\$ (3,293)	101.23%
800	MISCELLANEOUS	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
TOTAL GENERAL FUND BUDGET		\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.49%
900	TRANSFER NON-LAPSING	\$ 27,238									
GRAND TOTAL		\$ 78,651,776	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.49%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
100	SALARIES										
	Administrative Salaries	\$ 4,186,380	\$ 4,221,800	\$ 14,759	\$ 4,236,559	\$ 1,665,171	\$ 2,564,828	\$ 6,560	\$ 8,200	\$ (1,640)	100.04%
	Teachers & Specialists Salaries	\$ 32,684,013	\$ 33,063,708	\$ (171,759)	\$ 32,891,949	\$ 8,766,736	\$ 23,976,839	\$ 148,374	\$ 31,013	\$ 117,361	99.64%
	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	\$ 64,461	\$ 29,772	\$ -	\$ -	\$ -	100.00%
	Homebound & Tutors Salaries	\$ 78,691	\$ 159,858	\$ -	\$ 159,858	\$ 26,720	\$ 46,006	\$ 87,133	\$ 85,670	\$ 1,463	99.09%
	Certified Substitutes	\$ 753,567	\$ 642,310	\$ -	\$ 642,310	\$ 144,909	\$ 228,895	\$ 268,505	\$ 384,748	\$ (116,242)	118.10%
	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	\$ 64,077	\$ 46,914	\$ 39,092	\$ 39,092	\$ -	100.00%
	CERTIFIED SALARIES	\$ 38,585,921	\$ 39,001,212	\$ (82,864)	\$ 38,918,348	\$ 11,013,464	\$ 26,895,922	\$ 1,008,963	\$ 1,008,022	\$ 941	100.00%
	Supervisors & Technology Salaries	\$ 1,017,628	\$ 1,086,292	\$ 15,046	\$ 1,101,338	\$ 407,494	\$ 562,830	\$ 131,014	\$ 120,548	\$ 10,466	99.05%
	Clerical & Secretarial Salaries	\$ 2,286,001	\$ 2,312,625	\$ 6,137	\$ 2,318,762	\$ 816,597	\$ 1,485,583	\$ 16,582	\$ -	\$ 16,582	99.28%
	Educational Assistants	\$ 2,679,741	\$ 2,970,947	\$ -	\$ 2,970,947	\$ 793,473	\$ 1,956,191	\$ 221,283	\$ 109,807	\$ 111,475	96.25%
	Nurses & Medical Advisors	\$ 872,353	\$ 909,761	\$ 10,575	\$ 920,336	\$ 260,336	\$ 643,878	\$ 16,122	\$ 24,728	\$ (8,606)	100.94%
	Custodial & Maint. Salaries	\$ 3,156,782	\$ 3,326,720	\$ 4,698	\$ 3,331,418	\$ 1,227,785	\$ 2,033,969	\$ 69,665	\$ 48,528	\$ 21,137	99.37%
	Non-Certied Adj & Bus Drivers Salaries	\$ 10,597	\$ 98,779	\$ (98,779)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
	Career/Job Salaries	\$ 53,746	\$ 134,711	\$ -	\$ 134,711	\$ 34,758	\$ 93,191	\$ 6,762	\$ (11,197)	\$ 17,959	86.67%
	Special Education Svcs Salaries	\$ 1,364,876	\$ 1,400,112	\$ 25,280	\$ 1,425,392	\$ 427,582	\$ 928,266	\$ 69,544	\$ 27,337	\$ 42,206	97.04%
	Security Salaries & Attendance	\$ 596,036	\$ 640,246	\$ 35,907	\$ 676,153	\$ 205,352	\$ 460,146	\$ 10,655	\$ 10,655	\$ -	100.00%
	Extra Work - Non-Cert.	\$ 146,562	\$ 118,010	\$ -	\$ 118,010	\$ 52,050	\$ 11,054	\$ 54,906	\$ 54,906	\$ (0)	100.00%
	Custodial & Maint. Overtime	\$ 359,759	\$ 236,000	\$ -	\$ 236,000	\$ 93,100	\$ -	\$ 142,900	\$ 142,900	\$ -	100.00%
	Civic Activities/Park & Rec.	\$ 6,423	\$ 32,000	\$ -	\$ 32,000	\$ 3,023	\$ -	\$ 28,977	\$ 28,977	\$ -	100.00%
	NON-CERTIFIED SALARIES	\$ 12,550,504	\$ 13,266,203	\$ (1,136)	\$ 13,265,067	\$ 4,321,550	\$ 8,175,108	\$ 768,409	\$ 557,189	\$ 211,220	98.41%
	SUBTOTAL SALARIES	\$ 51,136,424	\$ 52,267,415	\$ (84,000)	\$ 52,183,415	\$ 15,335,014	\$ 35,071,030	\$ 1,777,371	\$ 1,565,211	\$ 212,161	99.59%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
200	EMPLOYEE BENEFITS										
	Medical & Dental Expenses	\$ 8,282,131	\$ 8,532,018	\$ -	\$ 8,532,018	\$ 6,406,951	\$ 2,099,565	\$ 25,503	\$ 37,628	\$ (12,125)	100.14%
	Life Insurance	\$ 87,146	\$ 86,760	\$ -	\$ 86,760	\$ 36,326	\$ -	\$ 50,434	\$ 50,434	\$ -	100.00%
	FICA & Medicare	\$ 1,590,115	\$ 1,641,519	\$ -	\$ 1,641,519	\$ 518,384	\$ -	\$ 1,123,135	\$ 1,123,135	\$ -	100.00%
	Pensions	\$ 932,839	\$ 869,471	\$ -	\$ 869,471	\$ 773,635	\$ 750	\$ 95,086	\$ 95,086	\$ -	100.00%
	Unemployment & Employee Assist.	\$ 104,314	\$ 102,000	\$ -	\$ 102,000	\$ 1,050	\$ -	\$ 100,950	\$ 91,190	\$ 9,760	90.43%
	Workers Compensation	\$ 446,103	\$ 433,464	\$ -	\$ 433,464	\$ 229,104	\$ 207,329	\$ (2,970)	\$ -	\$ (2,970)	100.69%
	SUBTOTAL EMPLOYEE BENEFITS	\$ 11,442,647	\$ 11,665,232	\$ -	\$ 11,665,232	\$ 7,965,450	\$ 2,307,644	\$ 1,392,139	\$ 1,397,473	\$ (5,335)	100.05%
300	PROFESSIONAL SERVICES										
	Professional Services	\$ 468,690	\$ 518,402	\$ -	\$ 518,402	\$ 125,599	\$ 53,769	\$ 339,034	\$ 339,034	\$ -	100.00%
	Professional Educational Serv.	\$ 96,655	\$ 169,015	\$ -	\$ 169,015	\$ 30,271	\$ 27,289	\$ 111,455	\$ 111,455	\$ -	100.00%
	SUBTOTAL PROFESSIONAL SERV.	\$ 565,345	\$ 687,417	\$ -	\$ 687,417	\$ 155,870	\$ 81,058	\$ 450,489	\$ 450,489	\$ -	100.00%
400	PURCHASED PROPERTY SERV.										
	Buildings & Grounds Contracted Svc.	\$ 635,010	\$ 678,563	\$ -	\$ 678,563	\$ 330,022	\$ 274,244	\$ 74,297	\$ 74,297	\$ 0	100.00%
	Utility Services - Water & Sewer	\$ 98,263	\$ 151,157	\$ -	\$ 151,157	\$ 41,808	\$ -	\$ 109,349	\$ 109,349	\$ -	100.00%
	Building, Site & Emergency Repairs	\$ 513,908	\$ 475,000	\$ -	\$ 475,000	\$ 169,476	\$ 51,125	\$ 254,399	\$ 254,399	\$ -	100.00%
	Equipment Repairs	\$ 312,223	\$ 275,366	\$ -	\$ 275,366	\$ 61,594	\$ 45,505	\$ 168,267	\$ 168,267	\$ 0	100.00%
	Rentals - Building & Equipment	\$ 261,834	\$ 267,592	\$ -	\$ 267,592	\$ 68,513	\$ 142,656	\$ 56,423	\$ 56,423	\$ 0	100.00%
	Building & Site Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	SUBTOTAL PUR. PROPERTY SERV.	\$ 1,821,238	\$ 1,847,678	\$ -	\$ 1,847,678	\$ 671,413	\$ 513,530	\$ 662,735	\$ 662,734	\$ 1	100.00%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
500	OTHER PURCHASED SERVICES										
	Contracted Services	\$ 982,236	\$ 698,975	\$ 84,000	\$ 782,975	\$ 345,475	\$ 249,841	\$ 187,659	\$ 187,659	\$ (0)	100.00%
	Transportation Services	\$ 4,015,701	\$ 4,571,980	\$ -	\$ 4,571,980	\$ 738,968	\$ 3,176,701	\$ 656,311	\$ 593,463	\$ 62,848	98.63%
	Insurance - Property & Liability	\$ 402,662	\$ 385,500	\$ -	\$ 385,500	\$ 223,410	\$ 163,163	\$ (1,073)	\$ 30,000	\$ (31,073)	108.06%
	Communications	\$ 157,606	\$ 128,815	\$ -	\$ 128,815	\$ 71,726	\$ 75,331	\$ (18,241)	\$ (13,480)	\$ (4,761)	103.70%
	Printing Services	\$ 25,333	\$ 26,169	\$ -	\$ 26,169	\$ 2,086	\$ 811	\$ 23,272	\$ 23,272	\$ -	100.00%
	Tuition - Out of District	\$ 3,431,665	\$ 3,373,676	\$ -	\$ 3,373,676	\$ 980,653	\$ 3,464,742	\$ (1,071,718)	\$ (1,095,577)	\$ 23,859	99.29%
	Student Travel & Staff Mileage	\$ 157,629	\$ 221,571	\$ -	\$ 221,571	\$ 47,948	\$ 95,913	\$ 77,711	\$ 77,711	\$ -	100.00%
	SUBTOTAL OTHER PURCHASED SERV.	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 2,410,265	\$ 7,226,501	\$ (146,080)	\$ (196,952)	\$ 50,872	99.46%
600	SUPPLIES										
	Instructional & Library Supplies	\$ 826,451	\$ 773,786	\$ -	\$ 773,786	\$ 311,831	\$ 154,645	\$ 307,310	\$ 307,310	\$ -	100.00%
	Software, Medical & Office Supplies	\$ 214,286	\$ 214,816	\$ -	\$ 214,816	\$ 77,352	\$ 52,539	\$ 84,926	\$ 84,926	\$ -	100.00%
	Plant Supplies	\$ 622,223	\$ 391,100	\$ -	\$ 391,100	\$ 165,551	\$ 52,949	\$ 172,600	\$ 172,600	\$ -	100.00%
	Electric	\$ 801,953	\$ 1,043,970	\$ -	\$ 1,043,970	\$ 342,433	\$ -	\$ 701,537	\$ 690,537	\$ 11,000	98.95%
	Propane & Natural Gas	\$ 357,556	\$ 416,899	\$ -	\$ 416,899	\$ 62,209	\$ -	\$ 354,690	\$ 323,690	\$ 31,000	92.56%
	Fuel Oil	\$ 55,386	\$ 63,000	\$ -	\$ 63,000	\$ 8,874	\$ -	\$ 54,126	\$ 54,126	\$ -	100.00%
	Fuel for Vehicles & Equip.	\$ 160,849	\$ 202,401	\$ -	\$ 202,401	\$ 47,964	\$ -	\$ 154,437	\$ 144,437	\$ 10,000	95.06%
	Textbooks	\$ 417,222	\$ 275,067	\$ -	\$ 275,067	\$ 41,613	\$ 26,003	\$ 207,451	\$ 207,451	\$ -	100.00%
	SUBTOTAL SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,057,827	\$ 286,136	\$ 2,037,076	\$ 1,985,076	\$ 52,000	98.46%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
700	PROPERTY										
	Technology Equipment	\$ 803,761	\$ 130,960	\$ -	\$ 130,960	\$ 21,308	\$ 27,947	\$ 81,705	\$ 81,705	\$ -	100.00%
	Other Equipment	\$ 159,701	\$ 137,152	\$ -	\$ 137,152	\$ 20,689	\$ 104,320	\$ 12,143	\$ 15,436	\$ (3,293)	102.40%
	SUBTOTAL PROPERTY	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 41,997	\$ 132,267	\$ 93,848	\$ 97,141	\$ (3,293)	101.23%
800	MISCELLANEOUS										
	Memberships	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
	SUBTOTAL MISCELLANEOUS	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
	TOTAL LOCAL BUDGET	\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.49%

SPECIAL REVENUES

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

OTHER REVENUES

BOARD OF EDUCATION FEES & CHARGES - SERVICES

	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%
TOTAL SCHOOL GENERATED FEES	\$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%



NOVEMBER FINANCIAL UPDATE

Informational Documents

- Object Code Cheat Sheet
- Excess Cost Grant Timeline
- Terms & Definitions

OBJECT CODE “CHEAT SHEET”

Object – As defined by the National Center for Education Statistics, “Financial Accounting for Local and State School Systems – 2009 Edition” (page 125).

“This classification is used to describe the service or commodity obtained as the result of a specific expenditure. The nine major object categories are further sub-divided. The definitions of the object classes and selected sub-object categories follow:

- 100 - Personal Services – Salaries: Amounts paid to both permanent and temporary school district employees, including personnel substituting for those permanent positions.
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- 300 - Purchased Professional and Technical Services: Services that by their nature can be performed only by persons or firms with specialized skills and knowledge.
- 400 - Purchased Property Services: Services purchased to operate, repair, maintain, and rent property owned or used by the school district.
- 500 - Other Purchased Services: Amounts paid for services rendered by organizations or personnel not on the payroll of the school district (separate from Professional and Technical Services or Property Services).
- 600 - Supplies: Amounts paid for items that are consumed, are worn out, or have deteriorated through use or items that lose their identity through fabrication or incorporation into different or more complex units or substances.
- 700 - Property: Expenditures for acquiring capital assets, including land, existing buildings, existing infrastructure assets, and equipment.
- 800 - Debt Services and Miscellaneous: Amounts paid for goods and services not otherwise classified above.
- 900- Other Items: Used to classify transactions that are not properly recorded as expenditures/expenses but require control and reporting by the school district.”

EXCESS COST GRANT TIMELINE

The table below provides an outline of the excess cost grant; how the grant is submitted, projected, reported and deposited. The formula used to determine eligible submissions of excess costs is referred to as “Meeting the Threshold”

Step One	Submissions	Budget & Rates	Financial Statements	Deposits
December 1 st (year 0)	Projection due to State	This number is also used for the following year’s budget (w/projections)	This number will be used in the Nov/Dec financial statements	
Step Two				
January (middle) (year 0)	1 st estimate received from State (based on our Dec 1 st submission)	State will provide estimated revenue and reimbursement %	This number will be used in the Jan/Feb financial statements	2/3 of the State’s estimate will be deposited in February
Step Three				
March 1 st (year 0)	2 nd projection due to the State			
Step Four				
April (middle) (year 0)	2 nd estimate received from State (based on our March 1 st submission)	State will provide adjusted revenue and reimbursement %	This number is used to adjust the current year’s financial statements (April or May)	Balance of the State’s estimate will be deposited in May
Step Five				
September 1 st (year 1)	Year-end (prior year) reconciliation due to State (based on full fiscal year costs)	This submission will capture adjustments that have been made (on our end only) between March 1 st and June 30 th		Adjustments (if any) will be made to the third ECS deposit in April
Step Five				
December (late) (year 1)	Year end (prior year) reconciliation due to State (this will include audit adjustments)			Adjustments (if any) will be made to the third ECS deposit in April

Meeting the “threshold”
Eligible costs must be above a certain dollar amount, a.k.a. the threshold. The formula used to determine these costs takes the prior year NCPP X 4.5. Costs that are above this threshold can be submitted to the State for reimbursements. The State will typically reimburse 75% of these costs. The submission must also meet specific criteria, and for students that are outplaced through an agency, such as DCF, the threshold is lowered to 1 X NCPP.



NOVEMBER FINANCIAL UPDATE

FOR PERIOD ENDING NOVEMBER 30, 2021





NOVEMBER 30, 2021

- For the month of November, the Board of Education spent approximately \$7.5M
 - \$4.1M on salaries
 - \$2.0M on benefits (3rd installment made for self insurance fund to the Town)
 - Approximately \$1.4M on all other objects

Current year end balance at \$406,406.

Still early in the year ~ balance is subject to change

MAJOR OBJECT SUMMARY

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
GENERAL FUND BUDGET											
100	SALARIES	\$ 51,136,424	\$ 52,267,415	\$ (84,000)	\$ 52,183,415	\$ 15,335,014	\$ 35,071,030	\$ 1,777,371	\$ 1,565,211	\$ 212,161	99.99%
200	EMPLOYEE BENEFITS	\$ 11,442,647	\$ 11,665,232	\$ -	\$ 11,665,232	\$ 7,965,450	\$ 2,307,644	\$ 1,392,139	\$ 1,397,473	\$ (5,335)	100.05%
300	PROFESSIONAL SERVICES	\$ 565,345	\$ 687,417	\$ -	\$ 687,417	\$ 155,870	\$ 81,058	\$ 450,489	\$ 450,489	\$ -	100.00%
400	PURCHASED PROPERTY SERV.	\$ 1,821,238	\$ 1,847,678	\$ -	\$ 1,847,678	\$ 671,413	\$ 513,530	\$ 662,735	\$ 662,734	\$ 1	100.00%
500	OTHER PURCHASED SERVICES	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 2,410,265	\$ 7,226,501	\$ (146,080)	\$ (196,952)	\$ 50,872	99.46%
600	SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,057,827	\$ 286,136	\$ 2,037,076	\$ 1,985,076	\$ 52,000	98.46%
700	PROPERTY	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 41,997	\$ 132,267	\$ 93,848	\$ 97,141	\$ (3,293)	101.29%
800	MISCELLANEOUS	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
TOTAL GENERAL FUND BUDGET		\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.89%
900	TRANSFER NON-LAPSING	\$ 27,238									
GRAND TOTAL		\$ 78,651,776	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.89%

SALARIES

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
100	SALARIES										
	Administrative Salaries	\$ 4,186,380	\$ 4,221,800	\$ 14,759	\$ 4,236,559	\$ 1,665,171	\$ 2,564,828	\$ 6,560	\$ 8,200	\$ (1,640)	100.0%
	Teachers & Specialists Salaries	\$ 32,684,013	\$ 33,063,708	\$ (171,759)	\$ 32,891,949	\$ 8,766,736	\$ 23,976,839	\$ 148,374	\$ 31,013	\$ 117,361	99.6%
	Early Retirement	\$ 16,000	\$ 8,000	\$ 73,000	\$ 81,000	\$ 81,000	\$ -	\$ -	\$ -	\$ -	100.0%
	Continuing Ed/Summer School	\$ 72,844	\$ 93,097	\$ 1,136	\$ 94,233	\$ 64,461	\$ 29,772	\$ -	\$ -	\$ -	100.0%
	Homebound & Tutors Salaries	\$ 78,691	\$ 159,858	\$ -	\$ 159,858	\$ 26,720	\$ 46,006	\$ 87,133	\$ 85,670	\$ 1,463	99.0%
	Certified Substitutes	\$ 753,567	\$ 642,310	\$ -	\$ 642,310	\$ 144,909	\$ 228,895	\$ 268,505	\$ 384,748	\$ (116,242)	138.10%
	Coaching/Activities	\$ 624,714	\$ 662,356	\$ -	\$ 662,356	\$ 200,391	\$ 2,667	\$ 459,299	\$ 459,299	\$ -	100.0%
	Staff & Program Development	\$ 169,712	\$ 150,083	\$ -	\$ 150,083	\$ 64,077	\$ 46,914	\$ 39,092	\$ 39,092	\$ -	100.0%
	CERTIFIED SALARIES	\$ 38,585,921	\$ 39,001,212	\$ (82,864)	\$ 38,918,348	\$ 11,013,464	\$ 26,895,922	\$ 1,008,963	\$ 1,008,022	\$ 941	100.00%
	Supervisors & Technology Salaries	\$ 1,017,628	\$ 1,086,292	\$ 15,046	\$ 1,101,338	\$ 407,494	\$ 562,830	\$ 131,014	\$ 120,548	\$ 10,466	99.0%
	Clerical & Secretarial Salaries	\$ 2,286,001	\$ 2,312,625	\$ 6,137	\$ 2,318,762	\$ 816,597	\$ 1,485,583	\$ 16,582	\$ -	\$ 16,582	99.2%
	Educational Assistants	\$ 2,679,741	\$ 2,970,947	\$ -	\$ 2,970,947	\$ 793,473	\$ 1,956,191	\$ 221,283	\$ 109,807	\$ 111,475	96.2%
	Nurses & Medical Advisors	\$ 872,353	\$ 909,761	\$ 10,575	\$ 920,336	\$ 260,336	\$ 643,878	\$ 16,122	\$ 24,728	\$ (8,606)	100.9%
	Custodial & Maint Salaries	\$ 3,156,782	\$ 3,326,720	\$ 4,698	\$ 3,331,418	\$ 1,227,785	\$ 2,033,969	\$ 69,665	\$ 48,528	\$ 21,137	99.3%
	Non-Certified Adj & Bus Drivers Salaries	\$ 10,597	\$ 98,779	\$ (98,779)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	ND/ND/1
	Career/Job Salaries	\$ 53,746	\$ 134,711	\$ -	\$ 134,711	\$ 34,758	\$ 93,191	\$ 6,762	\$ (11,197)	\$ 17,959	86.6%
	Special Education Svcs Salaries	\$ 1,364,876	\$ 1,480,112	\$ 25,280	\$ 1,485,392	\$ 427,582	\$ 928,266	\$ 69,544	\$ 27,337	\$ 42,206	99.8%
	Security Salaries & Attendance	\$ 596,036	\$ 640,246	\$ 35,907	\$ 676,153	\$ 205,352	\$ 460,146	\$ 10,655	\$ 10,655	\$ -	100.0%
	Extra Work - Non-Cert.	\$ 146,562	\$ 118,010	\$ -	\$ 118,010	\$ 52,050	\$ 11,054	\$ 54,906	\$ 54,906	\$ (0)	100.0%
	Custodial & Maint Overtime	\$ 359,759	\$ 236,000	\$ -	\$ 236,000	\$ 93,100	\$ -	\$ 142,900	\$ 142,900	\$ -	100.0%
	Civic Activities/Park & Rec	\$ 6,423	\$ 32,000	\$ -	\$ 32,000	\$ 3,023	\$ -	\$ 28,977	\$ 28,977	\$ -	100.0%
	NON-CERTIFIED SALARIES	\$ 12,550,504	\$ 13,266,203	\$ (1,136)	\$ 13,265,067	\$ 4,321,550	\$ 8,175,108	\$ 768,409	\$ 557,189	\$ 211,220	98.41%
	SUBTOTAL SALARIES	\$ 51,136,424	\$ 52,267,415	\$ (84,000)	\$ 52,183,415	\$ 15,335,014	\$ 35,071,030	\$ 1,777,371	\$ 1,565,211	\$ 212,161	99.5%

Certified sub account – additional costs for teacher prep periods and before school programs

Open positions found in Educational Assistants & Behavioral Therapists. Turnover found in tech departmental and secretarial & custodial unions

OTHER PURCHASED SERVICES

NEWTOWN BOARD OF EDUCATION 2021-22 BUDGET SUMMARY REPORT FOR THE MONTH ENDING NOVEMBER 30, 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
500	OTHER PURCHASED SERVICES										
	Contracted Services	\$ 982,236	\$ 698,975	\$ 84,000	\$ 782,975	\$ 345,475	\$ 249,841	\$ 187,659	\$ 187,659	\$ (0)	100.00%
	Transportation Services	\$ 4,015,701	\$ 4,571,980	\$ -	\$ 4,571,980	\$ 738,968	\$ 3,176,701	\$ 656,311	\$ 593,463	\$ 62,848	96.63%
	Insurance - Property & Liability	\$ 402,662	\$ 385,500	\$ -	\$ 385,500	\$ 223,410	\$ 163,163	\$ (1,073)	\$ 30,000	\$ (31,073)	108.06%
	Communications	\$ 157,606	\$ 128,815	\$ -	\$ 128,815	\$ 71,726	\$ 75,331	\$ (18,241)	\$ (13,480)	\$ (4,761)	103.70%
	Printing Services	\$ 25,333	\$ 26,169	\$ -	\$ 26,169	\$ 2,086	\$ 811	\$ 23,272	\$ 23,272	\$ -	100.00%
	Tuition - Out of District	\$ 3,431,665	\$ 3,373,676	\$ -	\$ 3,373,676	\$ 988,633	\$ 3,464,742	\$ (1,071,718)	\$ (1,095,577)	\$ 23,859	98.29%
	Student Travel & Staff Mileage	\$ 157,629	\$ 221,571	\$ -	\$ 221,571	\$ 47,948	\$ 95,913	\$ 77,711	\$ 77,711	\$ -	100.00%
	SUBTOTAL OTHER PURCHASED SERV.	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 2,410,265	\$ 7,226,501	\$ (146,080)	\$ (196,932)	\$ 50,872	99.46%

Transportation includes

- Vendor credit for buses not running
- Magnet and Excess Cost Grant projected revenue - less than budgeted

Out of District Tuition

- Regular education – current balance approximately \$50,000
- Special education – current balance -\$26,000

SUPPLIES

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 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
600	SUPPLIES										
	Instructional & Library Supplies	\$ 826,451	\$ 773,786	\$ -	\$ 773,786	\$ 311,831	\$ 154,645	\$ 307,310	\$ 307,310	\$ -	100.00%
	Software, Medical & Office Supplies	\$ 214,286	\$ 214,816	\$ -	\$ 214,816	\$ 77,352	\$ 52,539	\$ 84,926	\$ 84,926	\$ -	100.00%
	Plant Supplies	\$ 622,223	\$ 391,100	\$ -	\$ 391,100	\$ 165,551	\$ 52,949	\$ 172,600	\$ 172,600	\$ -	100.00%
	Electric	\$ 801,953	\$ 1,043,970	\$ -	\$ 1,043,970	\$ 342,433	\$ -	\$ 701,537	\$ 690,537	\$ 11,000	98.95%
	Propane & Natural Gas	\$ 357,556	\$ 416,899	\$ -	\$ 416,899	\$ 62,209	\$ -	\$ 354,690	\$ 323,690	\$ 31,000	92.56%
	Fuel Oil	\$ 55,386	\$ 63,000	\$ -	\$ 63,000	\$ 8,874	\$ -	\$ 54,126	\$ 54,126	\$ -	100.00%
	Fuel for Vehicles & Equip	\$ 160,849	\$ 202,401	\$ -	\$ 202,401	\$ 47,964	\$ -	\$ 154,437	\$ 144,437	\$ 10,000	95.06%
	Textbooks	\$ 417,222	\$ 275,067	\$ -	\$ 275,067	\$ 41,613	\$ 26,003	\$ 207,451	\$ 207,451	\$ -	100.00%
	SUBTOTAL SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,057,827	\$ 286,136	\$ 2,037,076	\$ 1,985,076	\$ 52,000	98.46%

Electricity & Natural Gas are forecasted each month based on actual costs and future estimates

Fuel includes student transportation and maintenance vehicles

EXCESS COST GRANT & SDE MAGNET TRANSPORTATION GRANT

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
<i>Special Education Svcs Salaries ECG</i>	\$ (30,492)	\$ (36,710)	\$ (2,613)		\$ (2,613)	\$ (34,097)			7.12%
<i>Transportation Services - ECG</i>	\$ (257,766)	\$ (362,617)	\$ (316,467)		\$ (316,467)	\$ (46,150)			87.27%
<i>Tuition - Out of District ECG</i>	\$ (1,196,501)	\$ (1,261,493)	\$ (1,177,347)		\$ (1,177,347)	\$ (84,146)			93.33%
Total	\$ (1,484,759)	\$ (1,660,820)	\$ (1,496,427)	\$ -	\$ (1,496,427)	\$ (164,393)	\$ -	\$ -	90.10%
							Total	\$ -	
SDEMAGNET TRANSPORTATION GRANT	\$ (5,200)	\$ (20,800)	\$ (13,000)		\$ (13,000)	\$ (7,800)			62.50%

Current estimate at 75% of eligible costs

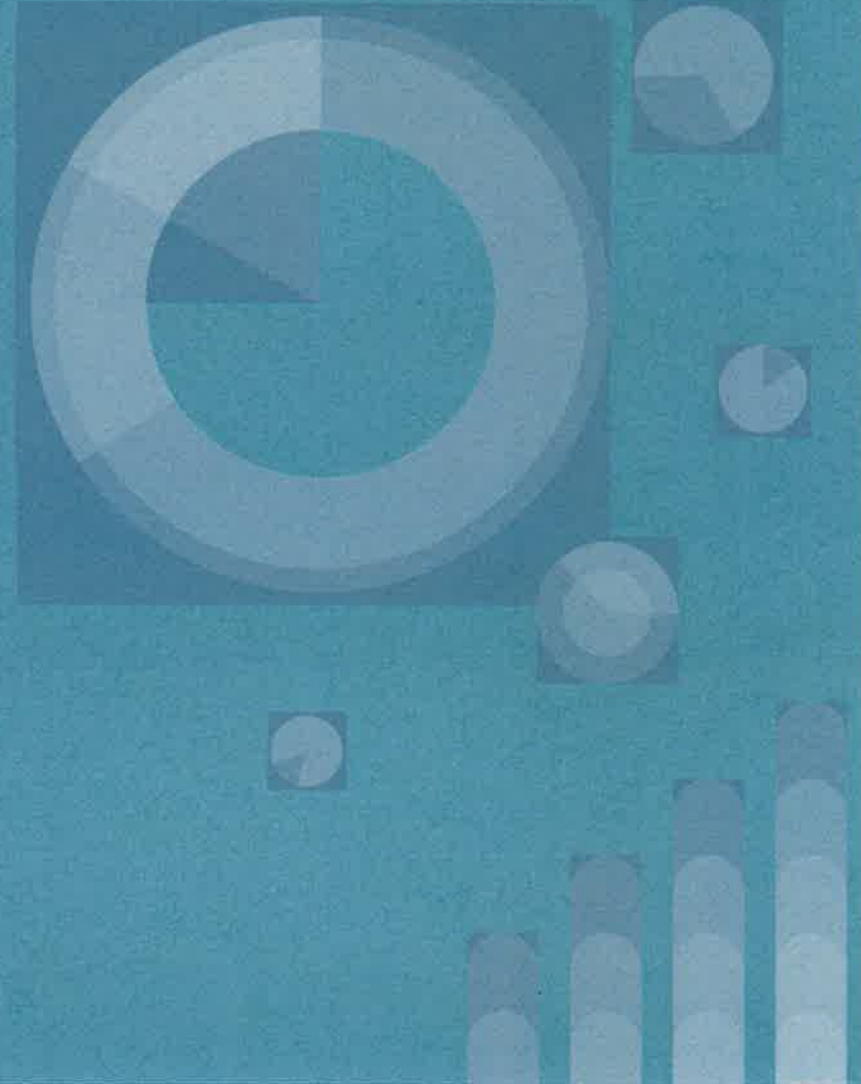
State will provide their estimate and reimbursement rate sometime in January

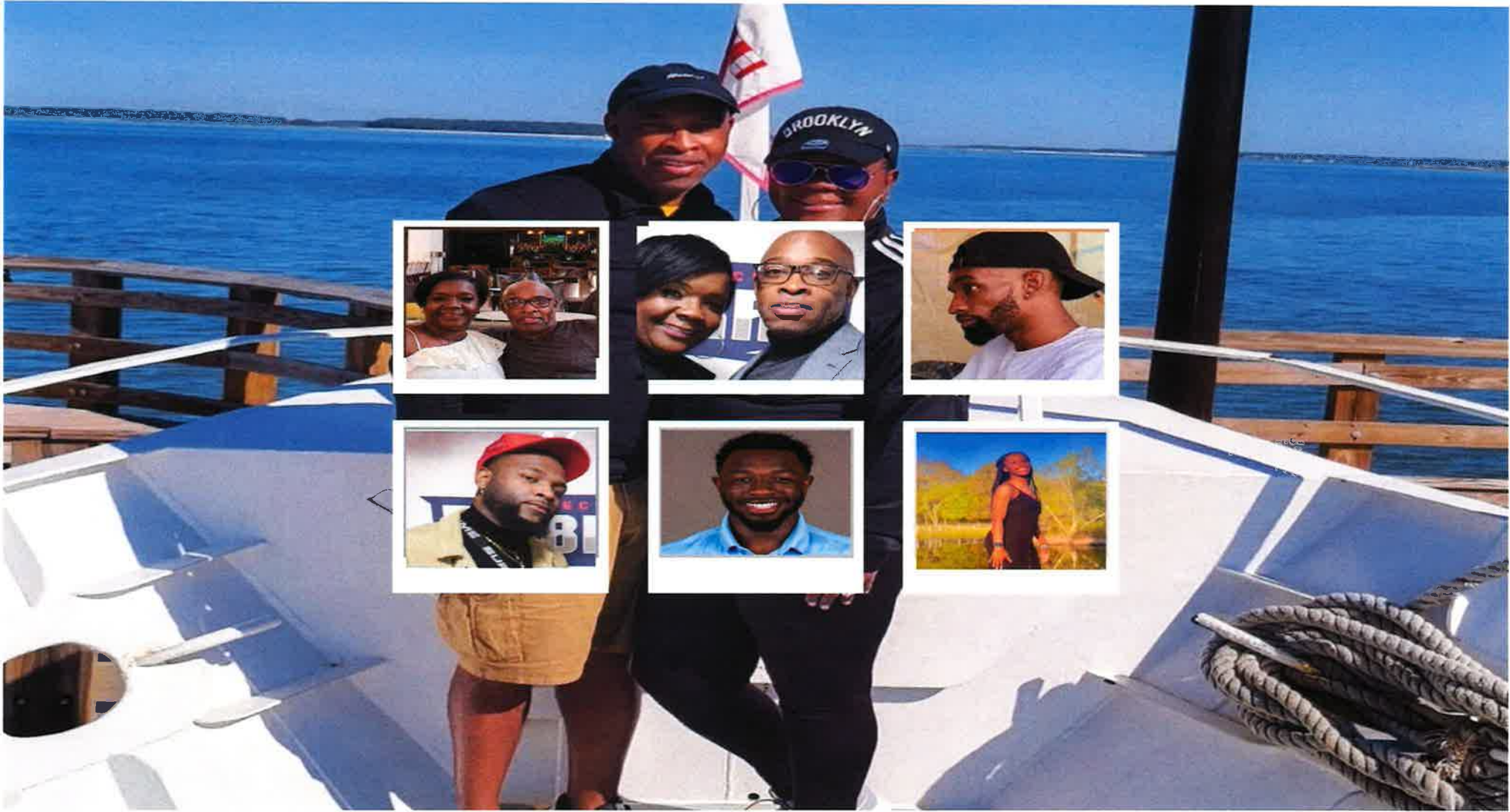
DIVERSITY EQUITY INCLUSION

Support of District, Staff and Families

Board of Education Presentation

Wesley A. Johnson II
Coordinator for Diversity, Equity and Inclusion





Avanade Diversity Tree

broadening understanding visually



Collective Mixture of Human beings and their identities coexisting in a space



It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.
~ Audre Lorde

Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed.
~ Mary Parker Follett

Our ability to reach unity in diversity will be the beauty and the test of our civilization.
~ Mahatma Gandhi

It is time for parents to teach young people early on that in diversity, there is beauty, and there is strength.
~ Maya Angelou

Diversity is about all of us and about us having to figure out how to walk through this world together.
~ Jacqueline Woodson

An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.
~ Martin Luther King, Jr

Diversity: the art of thinking independently together.
~ Malcolm Forbes

WHAT IS DEI ANYWAY?

- DIVERSITY = Difference(s)
- EQUITY = Access/Fairness
- INCLUSION = Belonging





DEI Resolution

[The intent is to] Support the development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that promote a richer awareness of culture and racial diversity

DEI COORDINATOR ROLE

- To provide strategic leadership in the areas of Diversity, Equity and Inclusion for/to district staff, students, families and the community.
- To serve as a resource and support for content in the areas of Diversity, Equity and Inclusion regarding curriculum and instruction
- To facilitate conversations, foster initiatives and collaborations that promote a richer awareness of culture and racial diversity for school community



What Does That Look Like

- Facilitating Professional Development Days for District staff
- Facilitating Meetings for District staff
- Participating in Departmental Conversations/Meetings
- Supporting the DEI initiatives that are currently in place
- Monitor and review the effectiveness of school-based and district wide programs
- Review policy that impact students of color, LGBTQIA, SPED, and other populations that have been historically impacted by institutional inequities.
- Developing initiatives that will promote the District's resolution on Diversity, Equity and Inclusion
- Serve on the PEAC Team (DEI subcommittee)

Timelines:

December:

- Facilitated professional development (NHS) and staff development at NMS
- Conducted school visits with administrators
- Engaged in a listening tour with staff, students, and community/

January:

- Develop S.A.T. (Systemic Advisory Team) to provide oversight for district DEI initiatives, assess the effectiveness and inclusivity of programs, and act as a resource for the district staff, students, and families
- Survey students and staff on the use of the Anonymous Alert Application
- Report to BOE and community on existing and new program opportunities that address our commitment (PEAC DEI, GSA, Unified Sports, 2nd Step, Anonymous Alert, S.A.T., School/building based DEI initiatives, community wide event/conversation)

February

- Survey/feedback on the use of the of the Discrimination Complaint Form
- Track and review incidents of bullying and discrimination

April

- Program report and update to BOE on existing programs and newer initiatives that address our commitment (see above)
- Follow-up survey on the use of the Anonymous Alert Application



The deliverables?

Revisions to curriculum and instructional materials that demonstrate a richer cultural awareness and a more inclusive environment

School climate survey(s) with a focus on Diversity, Equity and Inclusion

Review of district incidents, reports and resolutions around bullying and discrimination

DIVERSITY

EQUITY

INCLUSION

NOT A BOX WE CHECK BUT A POSTURE WE TAKE



“Diversity is good. Pass it down.”

Proposed Standing Committee Assignments

1/1/2022 – 12/31/2022

CIP/Facilities/Finance Committee

Jennifer Larkin – Chair

Deborra Zukowski

Don Ramsey

Communication Committee

Don Ramsey – Chair

Dan Cruson

Janet Kuzma

Contract Negotiation Committee

Dan Cruson

Don Ramsey

Deborra Zukowski

Rebekah Harriman

Curriculum and Instruction Committee

John Vouros – Chair

Don Ramsey

Jennifer Larkin

Policy Committee

Dan Cruson – Chair

Deborra Zukowski

Janet Kuzma

Liaisons

Schools

NHS: John Vouros

NMS: Don Ramsey

RIS: Janet Kuzma

HAW: Rebekah Harriman

HOM: Dan Cruson

MG: Deborra Zukowski

SHS: Jennifer Larkin

Other Boards/Committees

Hawley HVAC – CFF Committee members

NFT Climate and Culture Committee

Rebekah Harriman (primary)

John Vouros

Para Climate and Culture Committee

John Vouros (primary)

Janet Kuzma

District Safety and Security Team
Dan Cruson

EdAdvance
Rebekah Harriman

CABE
Dan Cruson

Diversity, Equity and Inclusion Committee

1. Meet quarterly with the Coordinator of Diversity, Equity and Inclusion to support his work and make the Board aware of any needs
2. Work with the Superintendent and Coordinator of Diversity, Equity and Inclusion to ensure that actionable items they have developed are addressed while reflecting the Board of Education's mission, beliefs and objectives.
3. Recommend to the Board of Education any action that needs their approval to support the Diversity, Equity and Inclusion needs of staff and students

Social Emotional Health & Wellness Committee

Newtown public schools recognize that there are beneficial long term and short term outcomes from implementing Social Emotional Health & Wellness programs within our district. Research has shown benefits that include improved academic performance, college readiness, career readiness, positive mental health, positive social behaviors, and healthy adult relationships. The district's social emotional framework outlines 5 competencies that are monitored and measured throughout the school year - self awareness, social awareness, relationship skills, self management, and responsible decision making. School leadership teams analyze data at the school level to determine areas in need of improvement and develop action plans. School counselors also review data to inform decisions regarding types of lessons to offer in the classroom and types of support they can offer to students throughout the year.

1. Work with the Superintendent and Health and Wellness Coordinator to prioritize social-emotional programs and practices that impact students' well being.
2. Establish and sustain a culture that supports mental health services for all staff, students, and families.
3. Assess district and community resources to ensure mental health services are accessible to all members of the school community.
4. Monitor and evaluate the implementation and impact of district health and wellness policies and protocols.
5. Provide regular feedback to the Board of Education and recommend changes or modifications to the district's health and wellness program for board approval.