

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

Minutes of the Board of Education meeting on January 15, 2019 at 7:30 p.m. in the Council Chambers at 3 Primrose Street.

M. Ku, Chair	L. Rodrigue
R. Harriman-Stites, Vice Chair	J. Evans Davila
D. Cruson, Secretary	R. Bienkowski
D. Leidlein	19 Staff
J. Vouros (absent)	4 Public
A. Clure	1 Press
D. Delia	

Mrs. Ku called the meeting to order at 7:30 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Superintendent’s Proposed 2019-2020 Budget Presentation

Dr. Rodrigue began her budget presentation by thanking the administrators and central office staff for their work in its preparation.

Mrs. Harriman-Stites asked for clarification about the grant information on pages 8 and 9 and requested information on where the other grants were listed such as the NOVO grant.

Dr. Rodrigue would get that information to the Board.

Mr. Delia asked if it was possible to see our achievement scores relative to the DRG and how much we were investing per pupil.

Dr. Rodrigue would provide that information.

Mr. Delia questioned if it was typical for every grade to go up when we predict enrollment.

Dr. Rodrigue said part of that is the persistence factor where we predict the number of students.

Mr. Bienkowski said the persistence ratio takes into account five years of previous data and creates a factor which is applied to the current enrollment to predict what next years would be. Factors move forward every year.

Item 3 – Elementary School Budgets

Chris Geissler, Middle Gate School Principal, said the focus is on the social emotional program which is a priority. The interventionist position is very valuable. Another point of pride is the Board’s and Dr. Rodrigue’s support in looking at class size guidelines. This budget does not touch programming or staff at Middle Gate School.

Tim Napolitano, Head O’ Meadow School Principal, said there were not a lot of changes in our budget. He appreciates the additional hours for paraeducators in the math department as well as having in-house professional development for them.

Kathy Gombos, Sandy Hook School Principal, said they were all in favor of the Director of Teaching and Learning as an important position. We have added paraeducator hours in the reading and math areas. They are focusing on social emotion learning by doing a series of responsive classrooms in-house this year and she appreciates the support with guidance counselors. She has no additional changes in staffing and instruction. We are using our technology in grades 3 and 4 in every subject.

Chris Moretti, Hawley School Principal, has an increase in enrollment next year which has caused him to add to his budget and hopes to have additional professional development. We are increasing some paraeducator hours to give us scheduling freedom and will allow them to attend professional development. SEL is a big push and we are continuing to focus on our tier one instruction and how teachers can best meet the needs of our children. Also, the behavioral paraeducator position has had tremendous benefits.

Mr. Delia asked Dr. Gombos to elaborate on her support for this new position. Dr. Gombos said they were looking at additional math support for next year but we decided to put those funds into the director position which will allow for us to have real leadership to help push us instructionally and align our curriculum K-6. That position would support our reading and math specialists.

Mrs. Leidlein asked the elementary principals their reactions to the achievement data presented to the Board.

Mr. Geissler said math is a sharp focus for us and they are taking a close look at that data. We thought we had closed the gap.

Dr. Gombos said we have an exceptional teaching staff in the district but there is always room for improvement. We are not performing in our DRG how we should be. We have the ability to sharply focus on classroom instruction. We also have parents support and brilliant young minds.

Mrs. Ku asked Mrs. Leidlein how this question related to the budget.

Mrs. Leidlein wanted to know their reaction to the data and if there is anything altered in the budget to make adjustments to where we thought we would land and where we did land.

Mr. Moretti said they were not given much of an explanation of how students performed. The director could oversee that on our part. We have been trying to filter our focus to instruction but it's a struggle figuring out how to do that.

Dr. Gombos said para support will also help us. There is a value to sending teachers to reading and math conferences. We take our data very seriously.

Mrs. Leidlein doesn't disagree that we have a staff of exceptional teachers in Newtown.

Mr. Delia said that Head O'Meadow has the most significant increase in enrollment.

Mr. Napolitano stated that they have additional funds for staff. He expected to move from three to two sections in third grade.

Mr. Clure asked for feedback regarding the effectiveness of classroom size and teacher-to-student ratio.

Mr. Geissler said he received support last year. The number of students in a class doesn't mean they have the same needs as other classes. There is also a partnership with parents. The smaller the class size allows better looking at student needs.

Dr. Gombos said it's easier to manage less to meet the needs of individual learners. A class size of around 18 students from grades two and up is better.

Mr. Moretti said that instruction takes more time with larger classes. Small class size allows teachers to spend more quality time with students and groups of students.

Mr. Napolitano feels that smaller class size also helps the development of relationships in the class with students and parents.

Mrs. Harriman-Stites was concerned about a jump in the enrollment numbers between second and third grade. Going from 15 students to 23 is a large jump in third grade because that's a big year for these students and would like us to take another look at that. She has seen that personal impact with the jump from 15 to 23 students. That seems to be the most significant in the district.

Dr. Rodrigue said we also have to look at the needs. If we know there is a higher number of student needs we would address those issues.

Mr. Clure asked Dr. Gombos if Sandy Hook was the only school that doesn't have an early interventionist.

Dr. Rodrigue said only Hawley and Middle Gate have that position

Mrs. Leidlein asked about the student travel and staff mileage which has almost doubled. Mr. Moretti said he increased the amount for Hawley because money would be needed for professional development expenses for travels and meals. Mrs. Evans Davila said her mileage account is depleted so the schools have to pay these expenses.

Dr. Gombos said we have told the staff we have money for professional development but not for the additional costs.

Mr. Moretti said we have done more in-house workshops so we didn't need to budget as much for staff travel. His increase for student travel is because he would like his fourth grade students to do more outside the building and hold an NYA project adventure event at the start of the school year.

Item 4 – Reed Intermediate School

Mrs. Uberti, Reed Principal, summarized the highlights of her budget. A major focus has been to develop consistency in curriculum and instruction. We have the new stem course this year and are looking to develop an actual curriculum for it along with some science units. She stands in strong support for director of teach and learning as there is a lack of cohesion and consistency in multiple content areas. We feel it because we get students from four schools. Their overall numbers are pretty consistent. The biggest requests are around support staff reductions that happened last year. A psychologist was reduced last year and we have been able to bring in a social worker but it is difficult to have support staff not in the building consistently. Also, it has impacted how we use our social worker. She requested that position be reinstated as a 1.0.

Mrs. Harriman-Stites asked if the social worker would support the psychologist which she would support as consistency is important. She asked if the one social worker was enough.

Mrs. Uberti said it was.

Mrs. Leidlein asked her about Reed scores for standardized tests

Mrs. Uberti said one area was a surprise for 5th grade math performance. We started looking at giving interim assessments to students. Some is the lack of consistent coherent articulated curriculum and seeing how each teacher is approaching grammar and writing. It's hard to

Analyze the data. We need more time with the test. In February our fifth grade math teachers are meeting with fourth grade math teachers. She has also been talking with Tom Einhorn. Mrs. Leidlein said we spent a lot of time talking about data transitioning with the students to other schools.

Mrs. Uberti said that is happening and we can get the data from Alpine. We have to look at the data and tie it to instruction.

Mrs. Leidlein asked if there were other data sources. We have spent a great deal of money and time. What data are we looking at and what is it showing?

Mrs. Uberti said NWEA is a tool we can look at. Current assessments across grade levels are not as consistent as they could be.

Mr. Clure asked how the extracurricular activities are determined.

Mrs. Uberti said we can't offer a club unless we have a teacher interested. We monitor the enrollment and take student suggestions. We talked about planning our clubs the end of this school year and present to staff in the spring.

Item 5 – Newtown Middle School

Tom Einhorn, Newtown Middle School Principal, said he has been looking at declining enrollment but we want to continue programs and always ask students their interests. He feels we can reduce one staff member. He thanked the Board for the social workers at the middle school. This year we piloted a program of robotics which students are enjoying. There was a lot of time used in the design portion and now we are developing the automation and robotics class. Stem is important and we also have a computer class for 8th graders to be able to expand. Family and consumer science classes are enjoyed and we will offer a culinary class next year. Middle school teachers are in collaboration with the high school staff.

We have been trying to focus on professional development with a focus on social emotional learning, SBAC, NGSS and the SRBI process to help students. They are working on interim assessments in SBAC which allows students to answer questions. We can get the results almost immediately. With that information, teachers were starting to immerse students more in vocabulary.

Mrs. Harriman-Stites noted the .25 reduction of a teacher in core subject areas.

Mr. Einhorn said he looked at the declining enrollment and our cluster configuration. We wanted to look at those most impacted by the tragedy to be sure they would have consistent class size and receive the support they need.

Mr. Clure noted that the reading teachers' salaries more than doubled from last year which was \$131,000 and asked the reason.

Mrs. Harriman-Stites said Title I is not a grant you lose.

Mr. Bienkowski said Title I is based on free and reduced lunch. The school can shift based on population which is done by the State. The teacher previously funded by Title I at the middle school was no longer eligible to be funded because Middle Gate became the Title I school.

Mr. Clure asked about the difference in salary for the middle school library media specialist on page 114.

Mr. Einhorn said the library media specialist left in February last year so there was a time it was filled with someone at a reduced salary.

Dr. Rodrigue said that was correct. We hired someone with a higher salary.

Item 6 – Public Participation - none

MOTION: Mr. Cruson moved to go into executive session to discuss a personnel matter and invite Dr. Rodrigue. Mrs. Harriman-Stites seconded. Motion passes unanimously.

Item 7 – Executive Session

Executive session began at 9:59 p.m.

Item 8 – Public Session for Possible Vote

MOTION: Mr. Cruson moved that the Board of Education support, as recommended by the Superintendent, Pia Ledina's request pertaining to Article 31.2 of the teachers contract. Mrs. Harriman-Stites seconded. Motion passes unanimously.

MOTION: Mrs. Harriman-Stites moved to adjourn. Mr. Cruson seconded. Motion passes unanimously.

Item 9 – Adjournment

The meeting adjourned at 10:10p.m.

Respectfully submitted:

Daniel J. Cruson, Jr.
Secretary

NEWTOWN PUBLIC SCHOOLS

SUPERINTENDENT'S PROPOSED OPERATING BUDGET PLAN



2019-2020



January 15, 2019

Proposed Budget 2019-2020



Newtown High School

Newtown Middle School

Thomas Einhorn
Principal
Jim Ross
Assistant Principal

Kim Longobucco
Principal
Assistant Principals
Dana Manning
David Roach
Christopher Siano

Reed Intermediate School

Anne Uberti
Principal
Jill Bontatibus Beaudry
Assistant Principal

Athletic Director
Matthew Memoli

Hawley Elem School

Christopher Moretti
Principal

Jenna Connors
Lead Teacher

Sandy Hook Elem School

Dr. Kathy Gombos
Principal

Kelly MacLaren
Lead Teacher

Middle Gate Elem School

Christopher Geissler
Principal

John Sullivan
Lead Teacher

Head O'Meadow Elem School

Tim Napolitano
Principal

Carol Danenberg
Lead Teacher

Proposed Budget 2019-2020



BOARD OF EDUCATION

Dr. Michelle Ku ~ Chair

Rebekah Harriman-Stites ~ Vice-Chair

Dan Cruson ~ Secretary

Debbie Leidlein 

John Vouros 

Andrew Clure 

Dan Delia 

CENTRAL OFFICE

Dr. Lorrie Rodrigue ~ Superintendent of Schools

Jean Evans Davila ~ Assistant Superintendent of Schools

Ron Bienkowski
Director, Business & Finance

Deborah Mailloux-Petersen
Director, Pupil Services

Carmella Amodeo
Director, Technology

Gino Faiella
Director, Operations

Bret Nichols
Director, K-12 Counseling

Michelle Hiscavich
**Director, Performing
and Fine Arts**

Suzanne D'Eramo
Director, Human Resources

Mark Pompano
Director, Security

Keeping Our Students in Mind...



NEWTOWN MISSION

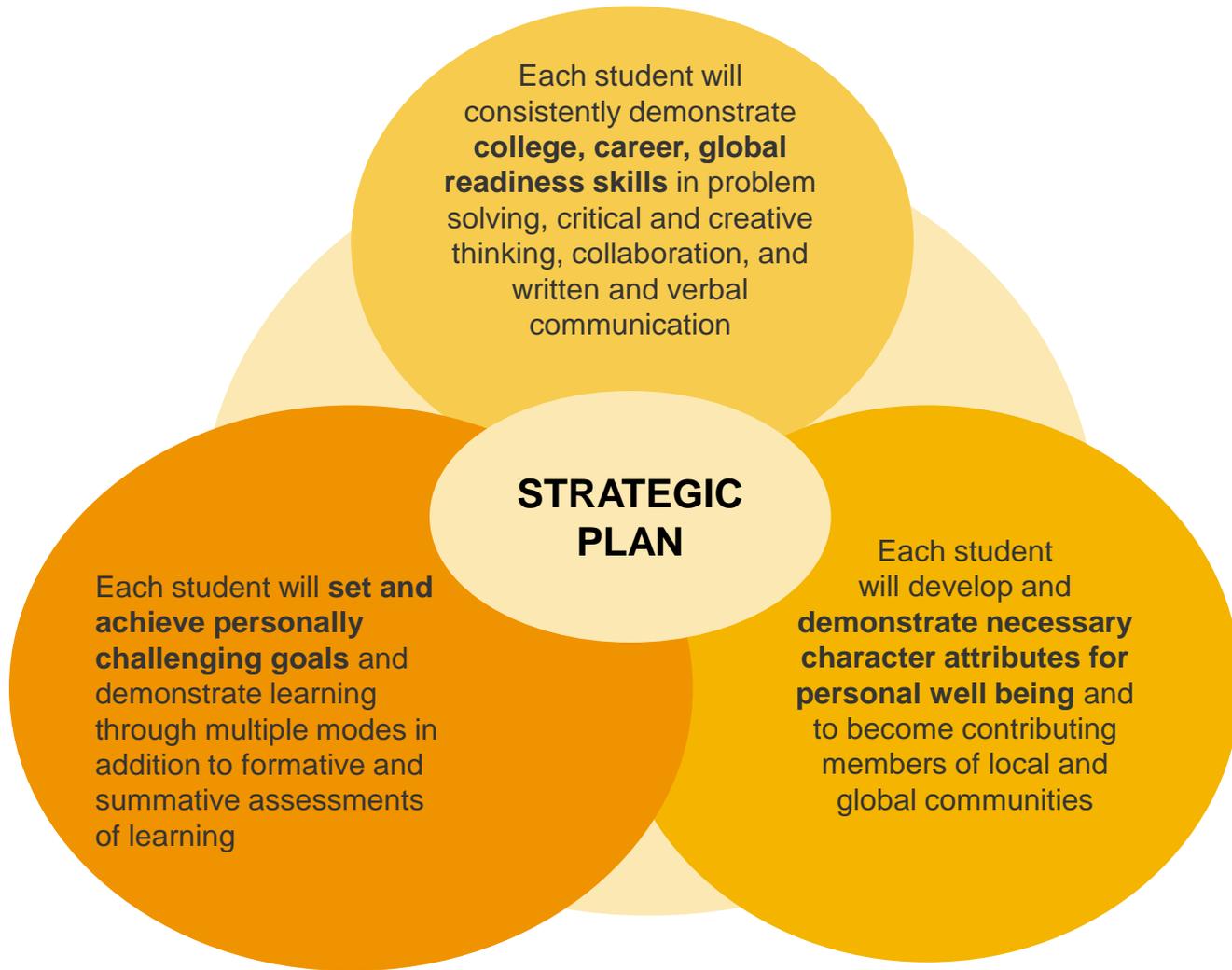


The mission of the Newtown Public Schools, a partnership of students, families, educators and community, is to **INSPIRE EACH STUDENT TO EXCEL** in attaining and applying the knowledge, skills and attributes that lead to personal success while becoming a contributing member of a dynamic global community.

We accomplish this by creating an unparalleled learning environment characterized by

- **High expectations** · **Quality instruction** · **Continuous improvement** · **Civic responsibility**





Objective 1: College, Career, and Global Readiness



Strategy: Expand the multiple pathways that afford opportunities for personalized learning.

- Strengthen and expand district science, technology, engineering, and mathematics (STEM) offerings.
- Continue to build a cohesive K-8 World Languages program that prepares students for success in language learning opportunities at the high school level.
- Expand opportunities for experiential learning, such as internships and community service.

Objective II: Rigorous Social Curriculum



Strategy: We will develop and implement a rigorous social curriculum....promote and model social emotional wellness and positive behaviors

- Develop a consistent plan for implementation of existing social-emotional curriculum and resource to leverage effectiveness.
- Raise awareness and improve accountability for social emotional wellness practices at every level, including a structure to identify and support students.
- Utilize school-wide resources and staff to promote positive behaviors at every level.
- Use the Scientific Research-based Intervention (SRBI) model to monitor the effectiveness of social-emotional interventions and the improvement of student behaviors over time.

Focused Programs

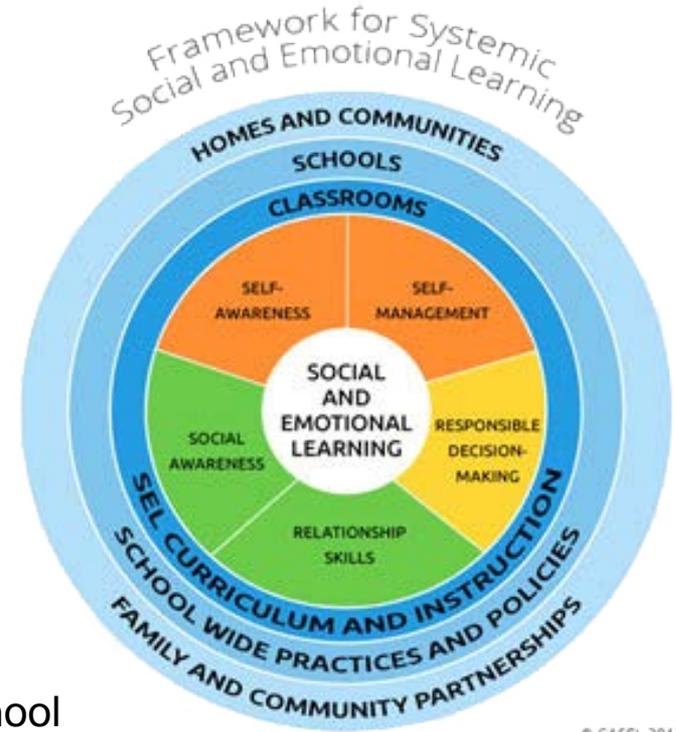
SEL

Social & Emotional Learning

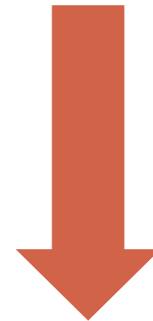


Student Gains

- Social-emotional skills
- Improved attitudes about self, others and school
- Positive classroom behavior
- Improved performance in academics



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Reduced Risks for Failure

- Conduct problems
- Aggressive behavior
- Emotional distress

Objective III: Personally Challenging Goals



Strategy: We will provide students with the opportunity to be co-collaborators in their learning

- Continue to support school counselors in the implementation and development of Student Success Plans (SSP) in grades 5-12.
- Begin a process to identify specific elements of SSPs that are developmentally appropriate for students in grades K-4 (i.e., goal-setting) and create a model that reviews and celebrates student accomplishments.
- Provide opportunities for students to demonstrate learning through multiple modes that encourage students to develop and capitalize on their talents and interests.

District Leadership Goals



- ❑ Develop a systemic approach to **social-emotional learning** that includes the use of data and communication to staff, students, parents and community.
- ❑ Continue to develop a culture of **student-driven learning** to enhance student engagement.
- ❑ Analyze and utilize assessment data to ensure the implementation of **effective curricula, instructional practices, and intervention strategies** to improve academic performance.



Budget Approach & Priorities

- Support funding for appropriate class sizes at all levels of instruction.
- Maintain a contingency item in the budget for Special Education enrollment changes.
- Continue a level funding plan for expansion and sustainability of technology with access and equity for all students.
- Create a plan for maintenance of facilities and vehicles that includes a budget increase to provide air-conditioning capacity in the identified schools.
- Continue to pursue opportunities to share services, where appropriate, between the Board of Education and all town departments and participate in regional services when they are beneficial to the district.
- Ensure adequate funding for mental health resources to meet student needs.
- Ensure adequate funding for special education that meets needs including those that are identified in the self-study.
- Evaluate funding for all extracurricular activities to determine an appropriate level of support.

Impacts to the Budget

- Enrollment
- State budget cuts and uncertainty with State aid
- Graduation requirements (new mandates)
- SPED and support services
- Curriculum and Instruction (viable and consistent)
- Contractual obligations (certified and non-certified)
- Facilities and Maintenance

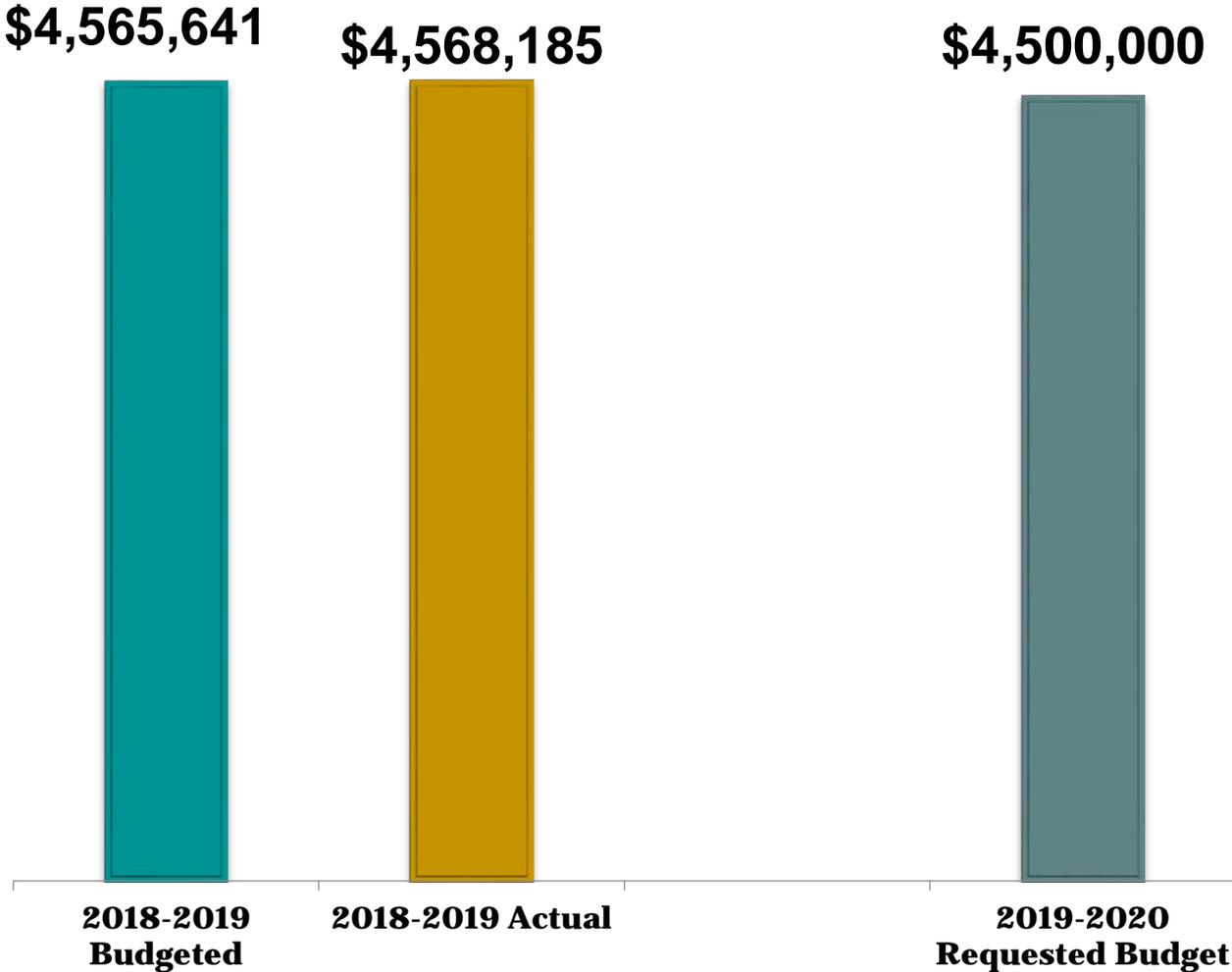
Revenue



Budget Revenue Sources

	2018		2019	
	Revenue \$	% of Total Budget	Revenue \$	% of Total Budget
Tax Revenue	71,424,846	93.91%	73,521,990	94.13%
Educational Cost Sharing	4,568,185	6.00%	4,500,000	5.77%
Other Grants	22,777	0.03%	23,000	0.03%
Local Tuition	38,745	0.05%	38,950	0.05%
Parking Permits	20,000	0.03%	20,000	0.03%
Miscellaneous Fees	5,000	0.01%	5,000	0.01%
Total Funding Sources	76,054,231		78,108,940	

Educational Cost Sharing (ECS)



Excess Cost Grant

\$1,513,308



**2018-2019
Budgeted**

\$1,478,189



**2018-2019
Estimated**

\$1,507,875



**2019-2020
Requested Budget**



Staff Positions Supported by Grants in 2019-20

Position	Budget Impact
2 Elementary School Counselors	\$126,372
RIS Part-time Social Worker	\$40,804
NMS Social Worker	\$78,591
NMS Psychologist	\$75,587
K-12 Director of Counseling & Guidance	\$21,666
NMS Teaching Asst. for ARC Program	\$16,653
NHS Kids in Crisis/Teen Talk Counselor	\$85,000
NHS Social Worker	\$67,815
NHS SpED Teacher/SAIL Program	\$55,867
NHS TAP Social Worker Stipend	\$ 3,000
NMS Student Support Clinician	\$61,593*
Family Assistance Coordinator	\$59,459*
Total	\$692,407

*The above positions are currently supported by the NoVo Foundation and Sandy Hook Foundation but will be supported by the new VOCA grant moving forward.

Budget Reductions

From Administrators → Superintendent → Board of Education → Board of Finance → LC

**Administrators' Initial
Budget Request**

\$79,665,361

4.75%

**Superintendent's Total
Budget Reduction**

(\$1,556,421)

(2.05%)

**Superintendent's Budget
Request Spending Plan**

\$78,108,940

2.70%



Superintendent's Budget 2019-2020

Salaries	\$50,008,821
Employee Benefits	\$ 11,149,407
Purchased Professional Services	\$ 797,835
Purchased Property Services	\$ 2,348,742
Other Purchased Services	\$ 9,174,485
Supplies	\$ 3,768,768
Property & Equipment	\$ 691,752
Other Objects	\$ 69,130
Special Education Contingency	\$ 100,000

TOTAL OPERATING BUDGET	\$78,108,940
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OPERATING BUDGET INCREASE

2.70%



Driving the 2019-20120 Budget

	Cost Increase	% of Budget Increase
Salaries	\$1,708,435	83.1%
Purchased Property Services	\$ 168,045	8.2%
Other Purchased Services	\$ 200,714	9.8%
Property - Equipment	\$ 95,505	4.6%
Reductions <small>(Benefits, Purchased Professional Services & Energy)</small>	(\$ 117,990)	(5.7)%
Total	\$2,054,709	100%

Salaries



- Salaries and benefits combined equal 78.3% of the total budget
- Teachers will receive 1.25% wage increase with step movement
- Administrators will receive a 2.25% wage increase for the upcoming year
- Nurses will receive a 1.5% wage increase with step movement (Nurses on step 6 will receive a 2% increase)
- Paraeducators will receive a 1.5% increase plus step movement
- Secretaries and Custodians are to be negotiated
- **The total change in salaries after adjustments is \$1,708,435 or 3.54%.**

Purchased Property Services



- This area is expected to increase by \$168,045
- The major driver in this area is building and site maintenance projects with an increase of \$120,900
- Repair and maintenance services has an increase of \$31,495, with the majority of increase coming from technology.
- All other accounts total \$15,650

Other Purchased Services



- These services have increased by \$200,714
- The major drivers in this area are transportation and out-of-district tuition with an increase of \$119,087 and \$39,350 respectively
- All other accounts total \$42,277

Property ~ Equipment



- This area of the budget is expected to increase by \$95,505
- New maintenance truck \$55,000
- Security equipment upgrade \$39,362
- Other miscellaneous accounts \$1,143

GOING GREEN!



- We have installed solar panels on the rooftops of the Middle School, Reed and the recent completion of Sandy Hook School.
- In 2014 a trend began to replace all oil boilers with high efficiency gas burners. Natural gas has been economically stable and provides clean and efficient heat. The high efficiency gas burners are also much more reliable and require less maintenance & repair.
- Propane buses are on the rise and by the 2019-20 fiscal year, we will no longer be using diesel & gasoline powered vehicles to transport our students.
- Recycling program – we are working with local agencies to work more collaboratively on recycling efforts. Next year, the elementary schools will be training students to separate their trash as part of a recycling plan.

SMART DECISIONS



- **Benefits** – due to the restructuring of our plan, a decision we made years ago, we've been able to self-sustain a reasonable balance in our benefit account after moving to a self-insured administrator.
- **Energy** – although energy costs are always on the rise, through diligence and collaborative efforts, we have maintained a level of certainty & stability for our District with competitive third party pricing for electricity.
- **Facilities** - our facilities consistently undergo evaluation and ultimately replacement of lighting fixtures, boilers, switches and other mechanicals that helps us control and reduce the cost of energy.
- **Professional Services** – collaborative efforts with our Special Ed Department and parents have resulted in students having appropriate access to services by utilizing our own staff.

Enrollment and Staffing



ENROLLMENT OVERVIEW

District Enrollment

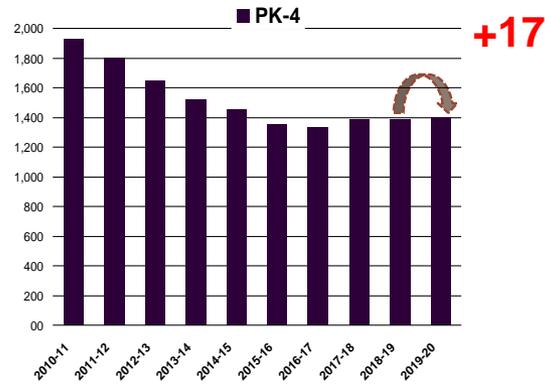
2017-18 total: **4,369**

2018-19 projected: **4,263**

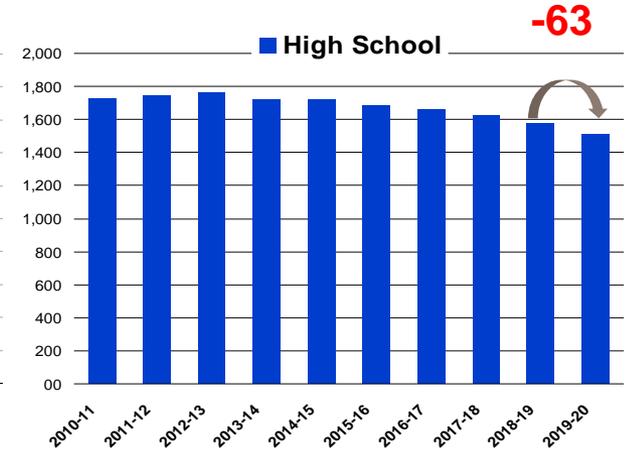
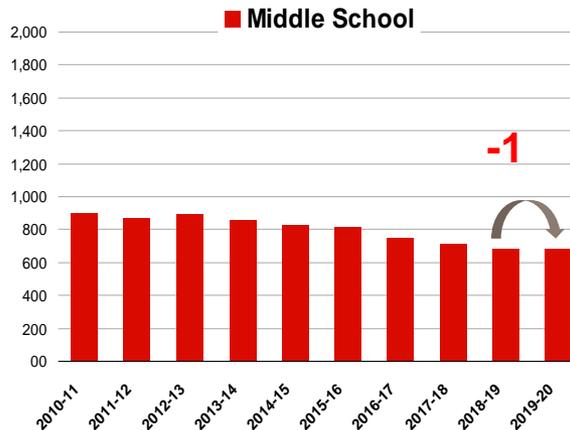
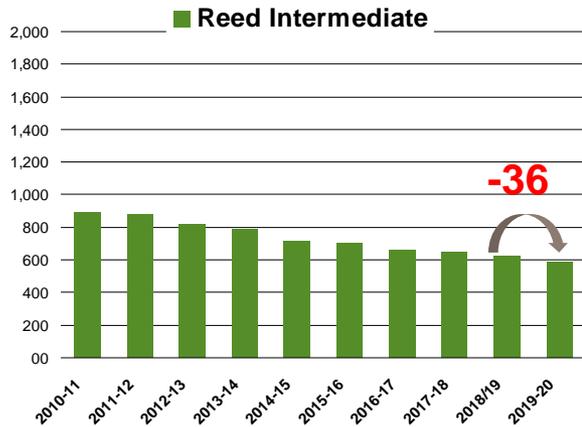
2018-19 actual: **4,268**

2019-20 projected: **4,185**

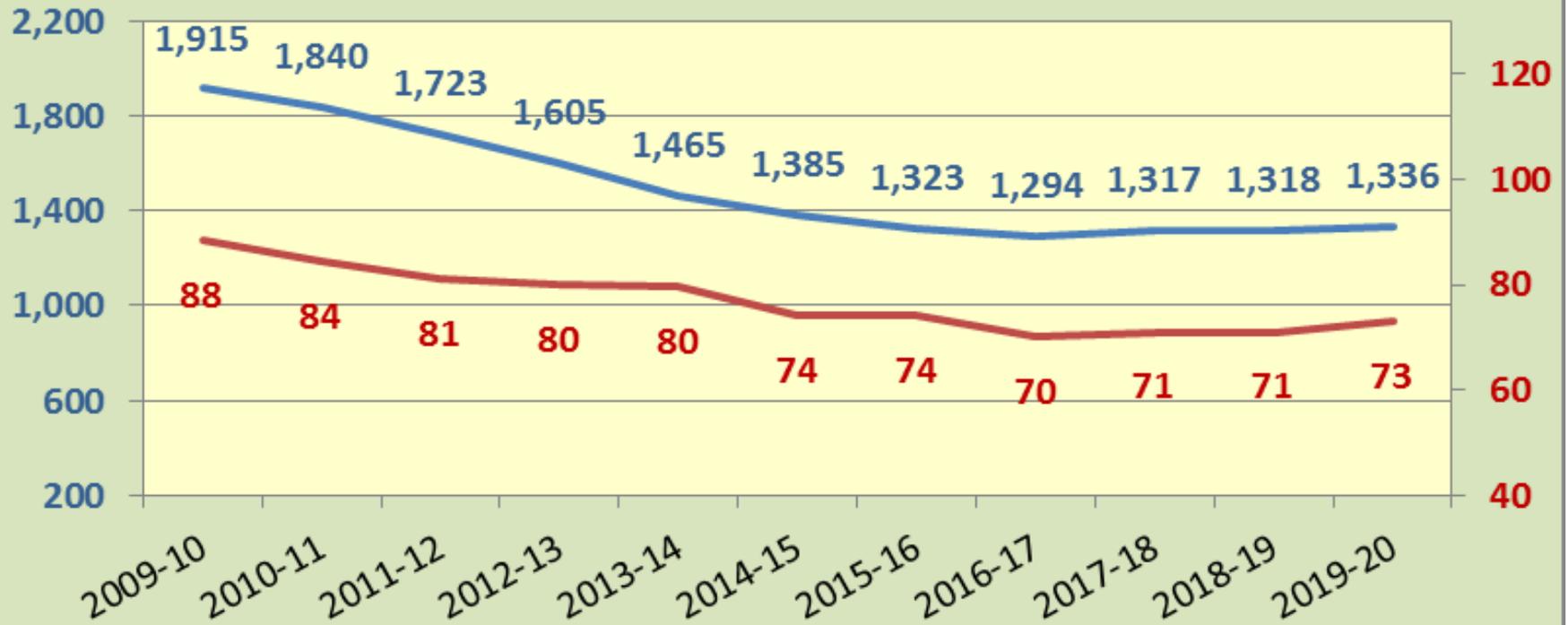
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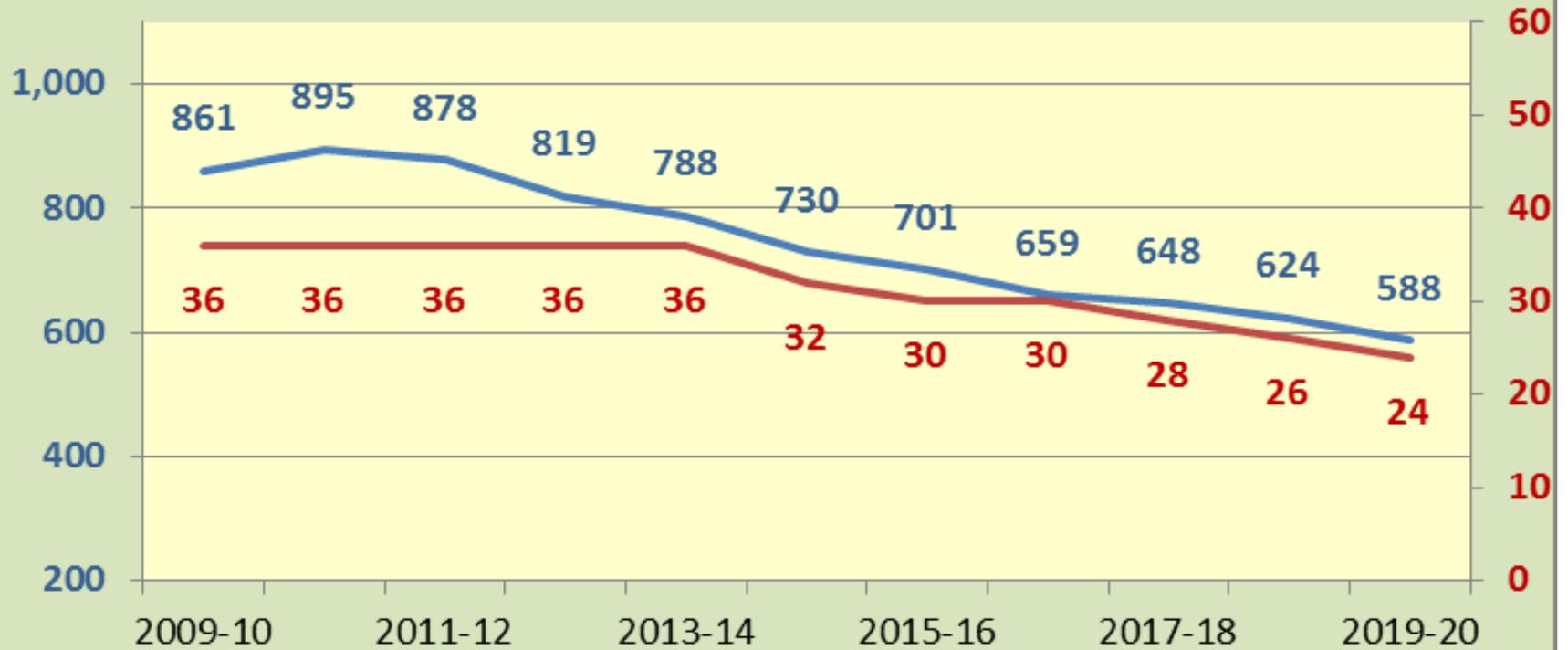
Hawley	315
Sandy Hook	369
Middle Gate	341
Head O'Meadow	311
PreK	69



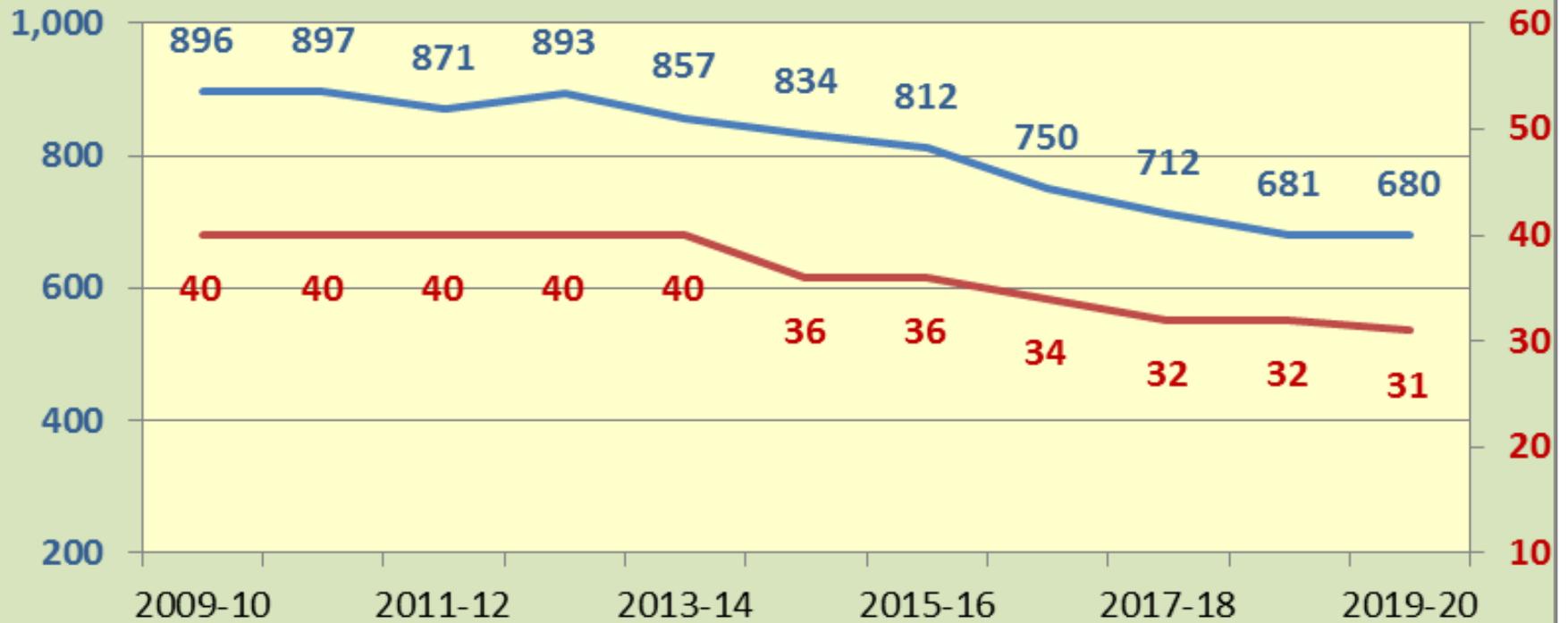
K-4 Enrollment & Classroom Teachers



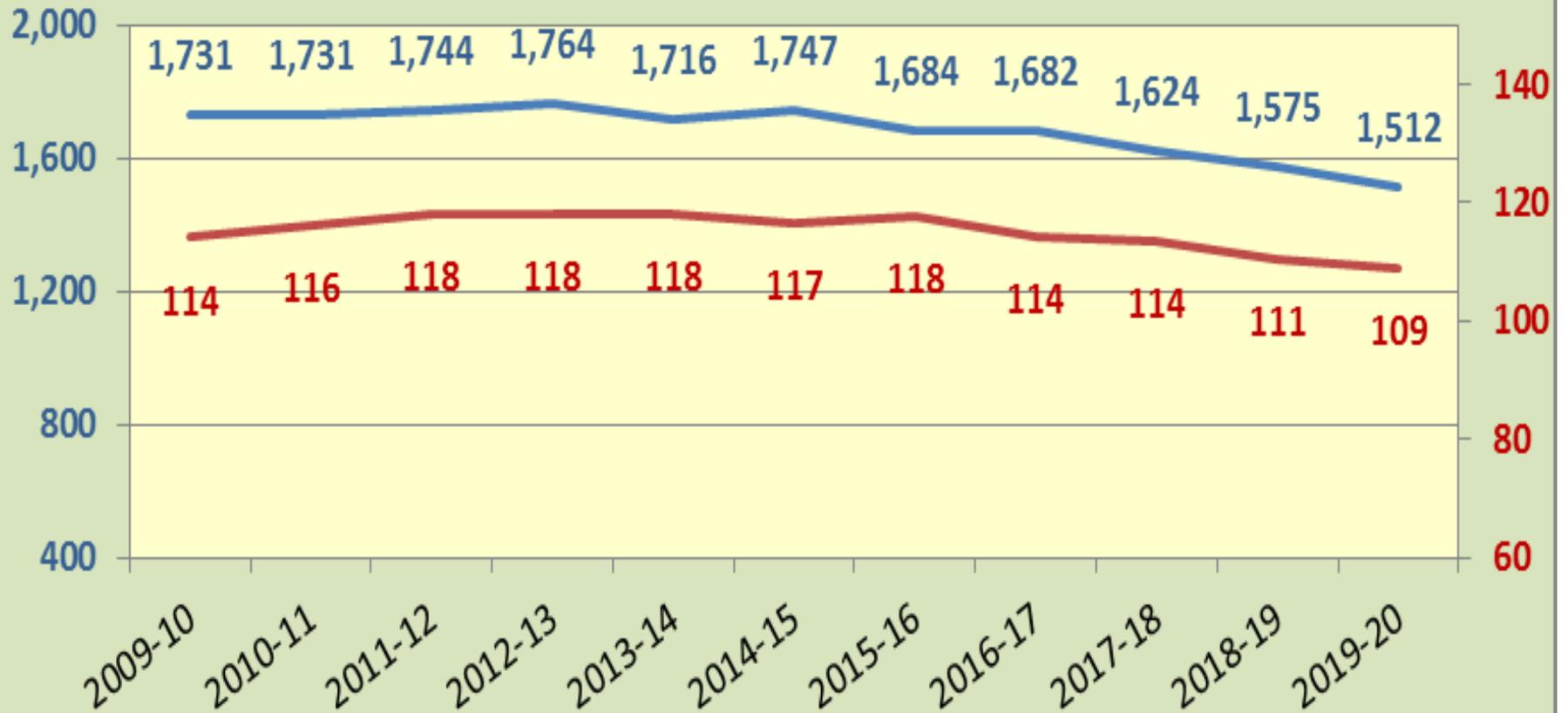
5-6 Enrollment & Cluster Teachers



7-8 Enrollment & Cluster Teachers



9-12 Enrollment & Certified Staff



Comparison of Classroom Teachers to Student Population

Year	Student Enrollment	Certified Staff FTE's	Change in Certified Staff
2009-10	5,490	452.40	-1.59
2010-11	5,451	452.50	.10
2011-12	5,298	449.36	-3.14
2012-13	5,126	450.28	.92
2013-14	4,880	449.83	-.45
2014-15	4,738	435.93	-13.9
2015-16	4,554	435.35	-.58
2016-17	4,422	424.68	-10.67
2017-18	4,369	420.79	-3.89
2018-19	4,268	421.65	-.86
2019-20*	4,185	421.38	-.27

*Proposed

REQUESTED STAFFING

Certified Staffing Requests

FTE

AMOUNT

STAFFING:

Certified Additions

Kindergarten Grade Teacher – HAW	1.00	\$ 60,156
1st Grade Teacher – HAW	1.00	\$ 60,156
Reading Interventionist - MG	.25	\$ 18,445
1 st Grade Teacher - HOM	1.00	\$ 60,156
Language Arts Specialist – MS (add'l 5 days)		\$ 2,613
Track Coach - HS		\$ 4,095
SPED SEAL/SAIL Teacher – NHS	1.00	\$ 60,156
Psychologist – RIS	0.40	\$ 25,266
Dir. Teaching, Learning & Assessment	0.50	\$ 76,450
Spanish Teacher – 4 th Grade – District Wide	0.50	\$ 30,078
Total	5.65	\$397,571

Certified Reductions

3 rd Grade Teacher – HOM	-1.00	-\$ 60,156
6 th Grade Teachers - RIS	-2.00	-\$120,312
MS Teacher	-1.00	\$ 60,156
World Language Italian & Latin – HS	-0.28	-\$ 26,844
Biology Teacher – HS	-0.14	-\$ 13,689
Fine Arts, Tech Ed, Classroom (.2 each) – HS	-0.60	-\$ 36,093
Science Teacher – HS	-0.50	-\$ 30,078
Math K-8 Curriculum Coordinator	-0.10	-\$ 9,576
Social Studies K-8 Curriculum Coordinator	-0.10	-\$ 9,405
L.A. K-8 Curriculum Coordinator	-0.10	-\$ 9,773
Science K-8 Curriculum Coordinator	-0.10	-\$ 9,998
Total	-5.92	-\$386,080

NET TOTAL

-0.27

\$11,491

REQUESTED STAFFING

Non-Certified Staffing Requests FTE AMOUNT

STAFFING:

Non-Certified Additions

Paraeducator Math +5 hr/wk – HAW	0.11	\$ 2,894
Paraeducator Reading 7 hr/wk – HAW	0.20	\$ 3,851
Paraeducator Reading 11.5 hr/wk – SH	0.33	\$ 6,326
Paraeducator Math +3 hr/wk – SH	0.08	\$ 1,650
Paraeducator Math +6 hr/wk – HOM	0.17	\$ 3,527
SpEd SEAL/SAIL Paraeducator	0.93	\$17,878
TOTAL	1.82	\$36,126

Non-Certified Reductions

School to Career – NHS	-0.50	-\$32,803
Reduction one day school calendar (security officers)		-\$ 7,706
TOTAL	-0.50	-\$40,509

NET TOTAL 1.32 -\$4,383

Director, Teaching and Learning

Elementary teachers

Spanish Teacher, 4th grade

Strengthen and expand district science, technology, engineering, and mathematics (STEM) offerings.

Continue to build a cohesive K-8 World Languages program that prepares students for success in language learning

Paraprofessional hours for literacy and math support

Language Arts Specialist (MS hours)

RIS - Psychologist

STRATEGIC PLAN

Reading Interventionist

Each student will set and achieve personally challenging goals and demonstrate learning through multiple modes in addition to formative and summative assessments of learning

Each student will develop and demonstrate necessary character attributes for personal well being and to become contributing members of local and global communities

Para, SEAL program

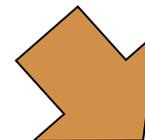
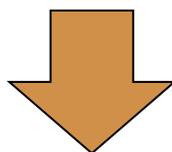
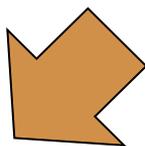
Track Coach

SPED Teacher, SEAL Program (elementary level)



BUDGET BREAKDOWN

Budget increase
request is 2.70%



Regular Instruction

Regular Education, Curriculum
and Technology

\$1,123,992

Student Support and Special Programming

Special Education, Pupil Personnel

\$657,158

All Other Services

General Services, Benefits,
Transportation, Plant

\$273,559

Net Current Expenditure per Pupil DRG-B

2017-18 NCEP Data by Town

Greenwich	\$ 21,609
Madison	\$ 19,171
Bethany	\$ 18,432
Orange	\$ 18,227
Middlebury	\$ 17,763
Southbury	\$ 17,763
Fairfield	\$ 17,534
Woodbridge	\$ 17,498
Guilford	\$ 17,440
Glastonbury	\$ 17,291
Monroe	\$ 17,264
Avon	\$ 17,190
Simsbury	\$ 17,147
Newtown	\$ 17,084
New Fairfield	\$ 16,899
Farmington	\$ 16,752
South Windsor	\$ 16,699
West Hartford	\$ 16,445
Trumbull	\$ 16,108
Cheshire	\$ 16,013
Granby	\$ 15,455
Brookfield	\$ 15,184

A Budget Commitment



“An investment in knowledge pays the best interest”.

- Benjamin Franklin

