

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

Minutes of the Board of Education meeting held on October 5, 2021 at 7:00 p.m. in the Council Chambers, 3 Primrose Street.

M. Ku, Chair	L. Rodrigue
D. Delia, Vice Chair	A. Uberti
D. Cruson, Secretary	1 Staff
D. Leidlein (7:34 p.m.)	17 Public
J. Vouros	1 Press
R. Harriman	
D. Zukowski	
C. Savo	
M. Irvine	

Dr. Ku called the meeting to order at 7:01 p.m.

Item 1 – Pledge of Allegiance

Dr. Ku noted that in Newtown the 14 day Covid average is above the 10 per 100,000 cases per day and based on the Connecticut Department of Public Health recommendation she encouraged everyone to wear a mask.

Item 2 – Consent Agenda

MOTION: Mr. Delia moved that the Board of Education approve the consent agenda which includes the donation to Sandy Hook School and the correspondence report. Mr. Cruson seconded. Motion passes unanimously.

Item 3 – Public Participation

Jessica Velasco, 103 Brushy Hill Road, said there was much talk about CRT and misinformation. It is a theory taught at a college level to law students. She asked for a culturally responsible education with acceptance as part of the curriculum. Our teachers need to know they have support of principals and administrators. This curriculum gives students a sense of belonging. The continued belief is we are all created equal.

Christine Miller 72 Forest Drive, is an alumnae of Newtown Public Schools and worked as a counselor in Danbury for 28 years where she promotes inclusion. This requires support from the top down. Our administrators with the support of the Board of Education must set the tone in prioritizing an education that promotes inclusion. We need to eliminate exclusion and also examine the hiring process.

Item 4 – Reports

Superintendent's Report: Dr. Rodrigue was thrilled to introduce Wesley Johnson, who was named as the Coordinator of Diversity, Equity and Inclusion. Members of the interview committee included staff and Newtown leaders, and the final interview strongly endorsed Wesley. In speaking to others who worked with Wesley including a superintendent, a State Senator, a First Selectman, and a high school principal, their words to describe him spoke volumes about his expertise, experience, character, along with being collaborative, balanced, smart, effective, a relationship builder, a humanist, great with students and families and is a listener and mediator. Wesley is now the director of pastoral care at Children's Village in Dobbs Ferry. He has also worked with students in Danbury and Bethel public schools. Currently, he is working on his Ph.D. in Transformational Leadership from the New York Theological Seminary at Columbia.

Mr. Johnson stated he was excited about the opportunity to enter into this space. The interview process was thorough and well planned and was the most engaging process he has ever been through. He hopes to have conversations where we can be transparent and is looking forward to having equity chats. He hopes to create a culture rooted in respect and sensitivity.

Dr. Ku thanked him for being here and taking on this position. The Board is very much in support of what he will be doing and are here for him.

Mr. Johnson said intention can be healthy when the intent is pure, right and good, and good things come out of that.

Chair Report: Dr. Ku noted that the Board of Selectmen applied for American Rescue Plan funding for the Hawley HVAC project. Newtown received three Bonnie B. Carney Awards of Excellence for Educational Communications from CABE this year. One award was an honorable mention for the Communications Committee newsletter and the second was for the annual budget book. The third is a CABE Board leadership award which will be awarded at the CABE/CAPSS Conference.

Committee Reports:

Mr. Cruson said the Communications Committee met yesterday and discussed the newsletter about student success. They also discussed the next newsletter focused on curriculum coming out in January or February.

Mr. Delia noted that he did not attend the Non-lapsing meeting but they are getting close to a resolution.

Student Representatives Report:

Ms. Savo reported that college reps have been meeting with students. The Athletic Department has been selling shirts. Students are advocating for diversity. The Class of 2024 met to plan ways to support the sophomore class. Homecoming was last Saturday.

Mr. Irvine noted that a great deal of athletic events were held and he said the Football Team is now 2 and 2, Field Hockey is 5 and 2, and the Girls' Swim Team is undefeated.

Item 5 – Presentation

Resolution Promoting Diversity, Equity and Inclusion:

Dr. Rodrigue read the resolution and gave a brief overview of the work they have been doing which is critical to building a safe and supportive environment for all of our students and staff. We continue to embrace courses and instruction that address culturally responsive concepts and content. The ultimate goal is to continue to ensure that Newtown Public Schools is a safe, equitable, and inclusive place for all of our K-12 students. We will also be reviewing curriculum in grades K-12 through the lens of multicultural and diverse perspectives. Training will be provided for all staff aimed at maintaining a safe, inclusive, and equitable learning environment.

Mrs. Harriman said there was nothing in the resolution about our hiring practices and would like an update on our practices in hiring more diverse candidates.

Dr. Rodrigue said it was a priority and every hire we made we went to places in the tristate area to open up the search.

Dr. Ku asked at what point the Board will know whose lens is looking at the curriculum.

Mrs. Uberti stated that our district is focused on curriculum. We are trying to identify our own protocol and make sure it has met what we want.

Mr. Cruson asked how the coordinator will fit into the resolution and support it.

Dr. Rodrigue wants him to look at training which has to be embedded in the instruction. We had a lot of discussion and the new coordinator will help with this in how curriculum is conveyed to students.

Ms. Zukowski wants to make sure what we do is measurably successful with qualitative and quantitative data. How will we know the work we are doing is working?

Dr. Rodrigue said we have Educlimber to store that data. There are a lot of resources on CASEL and we are also looking at social emotional pieces.

Mr. Vouros said he was hopeful that Wes will look at this resolution and what we have done up to this point. He assumes he comes with a tremendous amount of resources.

Dr. Rodrigue said in the performance task we provided the resolution and other documents so the finalists could get acquainted with the district. They had to come up with a plan and his was just amazing.

Dr. Ku said the resolution incorporates a lot of work and doesn't rest on the shoulder of one single person. The Board needs to be involved in a workshop to understand what it takes to move the district forward.

Mr. Johnson said that based on conversations tonight it was important to recognize our biases and blind spots and be clear on what it is you don't know, but should know. This is a tiered layered approach but one person can function as the point. It will be a collective effort.

Dr. Ku noted that having a following up in three to six months would be good.

Item 6 – Old Business

MOTION: Mr. Delia moved that the Board of Education approve the Budget Calendar for 2022-2023. Mr. Cruson seconded. Motion passes unanimously.

Mrs. Vadas said we added January 25 and 27 as budget meetings. The Board of Finance is still working on dates.

Motion passes unanimously.

Budget Assumptions and Priorities:

MOTION: Mr. Delia moved that the Board of Education approve the Budget Assumptions and Priorities for 2022-2023. Mr. Cruson seconded.

Ms. Zukowski referred to #6 in the Priorities which refers to the non-lapsing fund for special education to be on a five year average for enrollment needs or will we stay with the \$100,000 as in the past.

Dr. Ku said the past practice was to include \$100,000 and that has not changes. The idea was to cover the average and everyone agreed to leave it as is.

Dr. Ku went over her suggested change which are in the following two motions.

MOTION: Mr. Delia moved that Assumption #3 of the 2022-2023 Board of Education Budget read, "State and Federal financial support of education may fluctuate and the budget request should be adjusted as much as possible to provide even funding over the long term."

Mr. Cruson seconded. Motion passes unanimously,

MOTION: Mr. Delia moved that Priority #2 of the 2022-2023 Board of Education Budget read, "Provide a funding plan that reassesses the changing needs in technology, while also looking forward to the expansion and sustainability with access and equity for all students.

Mr. Cruson seconded. Motion passes unanimously.

Vote on the main motion: Passes unanimously.

Item 7 –New Business

Remote Learning Days:

Dr. Rodrigue said we won't be able to utilize remote learning days according to the State of Connecticut. Our internal committee met last year and approved using 3 days. She proposed that since we have 182 school days to consider the possibility of using 2 days of remote learning so we don't tack on days at the end of the year. It won't count at the State level but does in terms of learning for students.

Mr. Delia clarified that we would not get credit from the State for the 2 days to which Dr. Rodrigue said was correct. They would be additional learning days for students.

Mrs. Harriman asked what those days would look like for teachers.

Dr. Rodrigue said it would be a compacted day. They would start an hour later and end an hour earlier. This would allow teachers to get to their classrooms if they wanted to. We can only use these on days when we know something is coming and students take devices home and if there are no power outages. There would be no impact on professional development or non-learning days. If a student doesn't participate, they will be marked absent for that day.

Dr. Ku verified that all students have access to technology to which Mrs. Uberti said they do.

Mrs. Harriman asked if we were going to vote at a future meeting.

Dr. Ku said we would and requested any questions to be sent to her.

Minutes of September 21, 2021:

MOTION: Mr. Delia moved that the Board of Education approve the minutes of September 21, 2021. Mr. Cruson seconded.

MOTION: Mrs. Harriman moved to amend the motion to add the correct spelling for Nerlande Foote. Mr. Cruson seconded. Motion passes unanimously.

Vote on main motion: Passes unanimously.

Item 8 – Public Participation

Janet Kuzma, 12 The Boulevard, was disappointed that in the middle of a pandemic there was no Covid update and questions about students quarantining. She was disappointed in the Covid policy and postponing events. Why are we postponing outdoor events such as at the school social at Reed? With only one parent at open houses it doesn't make sense to limit parents at events when concerts are being held. It's time to reconsider this overly cautious policy.

Nicole Maddox, 14 Night Hawk Lane, thanked the Board for the overly cautious move to keep our children safe so far. She is tired of dealing with covert racism our children have had to deal with and tired of people complaining about CRT being taught here but we are not teaching it here. We are advocating to teach history in the right way. She is grateful for the Coordinator of Diversity, Equality and Inclusion and everyone is committed to having him succeed. She urged the Board to consider putting a concrete deadline on the goals.

MOTION: Mr. Cruson moved to adjourn. Mr. Vouros seconded.

Item 9 – Adjournment

The meeting adjourned at 8:58 p.m.

Respectfully submitted:

Daniel J. Cruson, Jr.
Secretary

12 Dickinson Drive
Sandy Hook, CT 06482
(203) 426-7657

Sandy Hook School

Memo

To: Newtown Board of Education
From: Erin Ardino
cc:
Date: September 22, 2021
Re: Donation from Schweitzer Engineering Laboratories

Sandy Hook School received the attached \$100 donation from Schweitzer Engineering Laboratories. This donation is to be used towards math and/or science materials for students.

We are asking the Board to please approve the donation. Once approved, we will deposit the check into the SHS Activity Account to be spent appropriately.

If you have any questions, please contact our office.

Thank you!



SCHWEITZER ENGINEERING LABORATORIES, INC.

2350 NE Hopkins Court • Pullman, WA 99163-5603 USA

Phone: +1.509.332.1890 • Fax: +1.509.332.7990

www.selinc.com • info@selinc.com

September 8, 2021

Sandy Hook Elementary School
12 Dickinson Dr
Sandy Hook, CT 06482-1218

Dear Sandy Hook Elementary School,

Each year, employees of Schweitzer Engineering Laboratories select an educational institution to receive a corporate gift. We are delighted to inform you that the following employee(s) chose Sandy Hook Elementary School.

- Matthew Marotti

SEL employees support schools and universities around the world with scholarships, donations of SEL products for teaching laboratories, mentoring, and gifts such as this one. Please accept this donation for \$100 to help inspire a lifelong love of learning in math and science in your students.

SEL is a high-tech manufacturer, headquartered in Pullman, Washington. We invent, design and build products in the USA that protect power grids around the world. We are committed to developing the next generation of innovators and inventors through the support of science, technology, engineering, and math education.

We welcome the opportunity to learn more about your programs, students and successes. If you would like to share how you used this donation, please contact McKenzie Brumet at (509) 334-5076 or McKenzie_Brumet@selinc.com.

Warm regards,

A handwritten signature in black ink that reads "Edmund O. Schweitzer, III".

Edmund O. Schweitzer, III
President and Chief Technical Officer

Check num 535949

Vendor num VN-0025745

Invoice number	PO num	SO num	Invoice date	Currency	Gross amount	Cash disc	Payment amount	Invoice remarks
2021SD1142		2021School	8/31/2021	USD	\$100.00	\$0.00	\$100.00	School Donation-2021

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND • THIS PAPER CONTAINS FLUORESCENT FIBERS AND OTHER SECURITY FEATURES



SCHWEITZER ENGINEERING LABORATORIES, INC.

2350 NE Hopkins Court • Pullman, WA 99163-5603 USA
Phone: +1.509.332.1890 • Fax: +1.509.332.7990
www.selinc.com • info@selinc.com

US Bank
19-10
1250

Check #
00535949
August 31, 2021

\$100.00

*** One Hundred and 00/100 US dollar

Pay to
the order
of

Sandy Hook Elementary School
12 Dickinson Dr
Sandy Hook, CT 06482-1218
USA

Joseph Rustigord
Signature Line

380-0035

⑈00535949⑈ ⑆125000105⑆ 153596035060⑈

Correspondence Report
09/08/2021 – 09/20/2021

Date	Name	Subject
9/21/21	Michelle Ku	BOE Meeting
9/21/21	Dan Delia	October 7 EdAdvance Invitation
9/21/21	Luke McKay	Snow Day Data Request for the Town of Newton
9/22/21	Kiley Gottschalk	BOF 9-23-21 Agenda
9/22/21	Kiley Gottschalk	Re: BOF 9-23-21 Agenda
9/22/21	Donna Norling	Curriculum and Instruction Minutes
9/22/21	John Vouros	Re: Curriculum and Instruction Minutes
10/1/21	Lorrie Rodrigue	Request for Non-lapsing Funds
10/1/21	Kathy June	BOE Mailing – October 5, 2021
10/1/21	Kate McGrady	Request for Information
10/4/21	Lorrie Rodrigue	Diversity Powerpoint

TO: Lorrie Rodrigue, Superintendent
FROM: Suzanne D'Eramo, Director of Human Resources
RE: Superintendent's Report – Certified Staffing Update for SEPTEMBER 2021
DATE: September 30, 2021

SEPTEMBER 2021

CERTIFIED RESIGNATIONS:

None

CERTIFIED NEW HIRES:

RIS

Melissa Janco – SPED

Shannon Ottowell – classroom teacher

NMS

Kerry Begin – SPED (starting Sept. 27)

CERTIFIED OPEN POSITIONS:

HAW/HOM – .5 FTE Spanish

MGS – SPED (PAL program)

ADDITIONAL DISTRICT HIRING NOTES:

Here is a recap of all certified and non-certified staff hired for September:

Certified teachers = 3

Building subs/LT subs = 4

Paraeducators/para sub/Job coaches = 6

Of the 13 newly hired employees, all identify as white/not Hispanic.

**Resolution
Newtown BOE – 7/7/20**

Promoting Diversity & Equity

WHEREAS, we believe that ALL students should be inspired to attain and apply the knowledge and skills and attributes that lead to personal success while becoming a contributing member of a dynamic global society;

WHEREAS, we know that every student in our care has the right to an equitable educational experience - regardless of race, religion, ability, ethnicity, identity, socioeconomic status, or gender;

WHEREAS, we agree that institutional racism and bias promote barriers to student learning, create academic gaps, and directly conflict with the core values and beliefs of Newtown Public Schools;

WHEREAS, we must vow to confront all incidents of inherent bias and racism in our schools and hold all individuals accountable for their actions;

WHEREAS, we value differences in others' beliefs, intellectual ideas, and backgrounds;

WHEREAS, we promote an appreciation of diverse cultures, groups, people, and perspectives;

WHEREAS, we celebrate the individual academic, social, and civic contributions of individuals within our school community;

WHEREAS, student, parent, staff, and community voices are integral in building a climate of trust, respect, and dignity while creating opportunities that minimize disparities in educational outcomes;

WHEREAS, we believe that continuous improvement requires the courage to change long-standing biases and institutional norms;

Now, therefore, the Newtown Board of Education RESOLVES to:

- support the development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that promote a richer awareness of culture and racial diversity;
- review and monitor policies on diversity, inclusion, and equity;
- review curriculum in grades K-12 through the lens of multicultural and diverse perspectives;

- establish a clear protocol that records and reports incidents of racism occurring within the schools and holds all staff and students accountable for their actions;
- review and employ mechanisms (e.g., anonymous tips, trusted adults) to allow students and staff to share sensitive or confidential information that will help in the investigation of acts of bullying, harassment, and racism;
- continue to support best practices and social/emotional programs and resources to ensure that every student feels safe in a supportive environment;
- provide training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students, including students of color;
- support the Superintendent's initiatives in creating community conversations in diversity and equity that will lead to systemic improvements.

Newtown Resolution
Diversity, Equity, and Inclusion

October 2021

Now, therefore, the Newtown Board of Education **RESOLVES** to:

- Support the development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that promote a richer awareness of culture and racial diversity;
- Review and monitor policies on diversity, inclusion, and equity;
- Review curriculum in grades K-12 through the lens of multicultural and diverse perspectives;
- Establish a clear protocol that records and reports incidents of racism occurring within the schools and holds all staff and students accountable for their actions;
- Review and employ mechanisms (e.g., anonymous tips, trusted adults) to allow students and staff to share sensitive or confidential information that will help in the investigation of acts of bullying, harassment, and racism;
- Continue to support best practices and social/emotional programs and resources to ensure that every student feels safe in a supportive environment;
- Provide training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students, including students of color;
- Support the Superintendent's initiatives in creating community conversations in diversity and equity that will lead to systemic improvements.

**Academic
Pathways,
Instructional
Activities,
Extracurricular**

Courses and instruction that address culturally responsive concepts and content

World language opportunities K-12 that include culture

Continue to build academic opportunities for all students

Capstone (Seniors) project that encourages voice and choice in learning and presenting understanding

Variety of before and after-school programs that encourage teamwork, collaboration, and networking

**Review and monitor policies on diversity, inclusion,
and equity**

Policy 0523 - Equity and Diversity

Policy 5131.911 - Bullying Prevention and Intervention

Policy 5131.914 - Safe School Climate

Policy 5145.42 - Racial Harassment of Students

Policy 5145.5 - Sexual Discrimination and Sexual Harassment

Policy 5145.53 - Transgender and Gender Non-Conforming Youth



**Review
curriculum in
grades K-12
through the
lens of
multicultural
and diverse
perspectives**

Ongoing review and revision of curriculum to be culturally responsive, relevant, and inclusive of diverse voices and perspectives.

Student Advisory to share input on curriculum

Presentations to the C & I BOE subcommittee for input prior to BOE approval

Classroom instruction on topics and themes appropriate to age-level and culturally responsive (K-12)

[Newtown Public School Curriculum & Instruction Newsletter](#)

As part of our commitment to continuous improvement, the District has begun to take the following steps:

- Conduct a review of non-fiction core reading, Kindergarten through high school, in order to ensure students learn about the positive contributions of underrepresented and/or marginalized groups, particularly in the sciences and history
- Increase the representation of diverse characters and authors in literature, Kindergarten through high school
- Revise social and emotional learning lessons that allow students to explore multicultural perspectives and address topics related to diversity, as developmentally appropriate
- Revise social studies curriculum, beginning with grades 3 through 8, to align with [CJ Elementary and Secondary Social Studies Framework](#) and ensure accurate representation of historical events, inclusive of the positive contributions of diverse peoples.

Establish a clear protocol that records and reports incidents of racism

PEAC subgroup (DEI) – development of initial form

Expansion and appropriate communication of Anonymous Alert app (K-12)

Ongoing training of all staff on reporting incidents and protocols that include communication with administrators; BOE policy

Review of incidents and consistent response – admin level (review of practice)

**Review and
employ
mechanisms to
allow students
and staff to share
sensitive or
confidential
information**

Trusted adult – parents,
teachers, coaches, admin

(Anonymous Alert app (K-12))

Hope Squad (peer to peer)

Individual and Small group –
school support staff, counselors

**Continue to
support best
practices and
social/emotional
programs and
resources**



SEL (CASEL))



SECOND
STEP/PROJECT
ADVENTURE/
EMPOWER



SAFE SCHOOL
CLIMATE
ASSESSMENTS/
SURVEYS



AFTER
SCHOOL
PROGRAMS
AND
ACTIVITIES



DISCOURSE IN
CLASSROOM MEETINGS,
ADVISORY, AND OTHER
SETTINGS TO
ENCOURAGE STUDENT
VOICE

Provide training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment

- Staff professional development on DEI (Center for School Change, Re-Center, outside speakers and consultants)
- Groups trained in restorative practices
- Paraprofessionals and NMS group – piloted Second Step for Adults (focused on DEI)
- Ongoing professional opportunities for staff and leaders related to DEI, bullying, other areas associated with social-emotional teaching and learning
- DEI teams at NHS – potential for a team at all schools to provide a district-wide structure for each other and new Coordinator of Diversity, Equity and Inclusion

**Support the
Superintendent's
initiatives in
creating
community
conversations**

BOE Discussion and approval of new programs, services, staffing, and other opportunities

PEAC – Parent Educator Advisory Committee

Ongoing venues for meeting (student alum, parent groups, PTA events, and more.

Coordinator of Diversity, Equity and Inclusion

NEWTOWN PUBLIC SCHOOLS
NEWTOWN, CONNECTICUT

REVISED - 9/24/21
2022-2023 SCHOOL BUDGET DEVELOPMENT CALENDAR

	<u>Activity</u>	<u>Responsibility</u>	<u>Date</u>	<u>Day</u>	<u>Meeting Type</u>
ADMINISTRATION					
1.	Commencement of Budget Process Calendar & Materials Distributed	Supt & Director of Business	09/10/21	Fri	Distribution
2.	Discussion and Expectations / Goals of Budget Process	Superintendent	09/10/21	Fri	A Team
3.	Submission of All Budget Requests	Principals / Directors	10/29/21	Fri	CO Internal
4.	Submission of Salaries	Business Office	11/02/21	Tues	CO Internal
5.	Preliminary Update and Discussion of Budget in Progress	Superintendent	11/05/21	Fri	A Team
6.	Individual Administrative Budget Meetings	Superintendent	11/15-12/3	Mon-Fri	Cost Center Leaders
7.	Distribute Superintendent's Proposed Budget	Superintendent	01/11/22	Tue	Hand Delivery
BOARD OF EDUCATION					
8.	Superintendent's Overview of Proposed Budget to BOE, <i>Elem, Reed, MS</i>	Superintendent	01/18/22	Tues	Regular BOE Mtg
9.	Budget Workshop - <i>High School, Athletics, Special Ed, Pupil Pers, Health, Curriculum</i>	Board of Ed	01/20/22	Thurs	Workshop Mtg
10.	Budget Workshop - <i>Tech, Cont.Ed, Plant, Benefits, Gen Serv & Trans</i>	Board of Ed	01/25/22	Tues	Workshop Mtg
11.	Budget Workshop - <i>Public Hearing & Discussion</i>	Board of Ed	01/27/22	Thurs	Workshop Mtg
12.	Budget Workshop - Adoption of Budget	Board of Ed	02/01/22	Tues	Regular BOE Mtg
13.	BOE Budget Submitted to Financial Director <i>(Feb 14th submission deadline per Town Charter)</i>	Director of Business	02/07/22	Mon	Finance Internal <i>(Delivery)</i>
BOARD OF FINANCE					
14.	Budget Proposals Published in Newspaper <i>(At least 5 days prior to Public Hearing per Town Charter)</i>	Finance Director	02/09/22	Wed	(Newspaper)
15.	Board of Finance - Budget Review with Board of Ed	Board of Finance	TBD		Finance Board
16.	Board of Finance Public Budget Hearing for the Town <i>(Not later than the first Wednesday in March, per Town Charter)</i>	Board of Finance	TBD		Public Hearing
17.	Schools Closed - Winter Recess	2/21/22 through 2/22/22		Mon - Tue	
18.	Board of Finance recommends Budget to Legislative Council <i>(Not later than March 14th, per Town Charter) (BOF Vote)</i>	Board of Finance	TBD		Finance Board
19.	Budget Proposals Published in Newspaper <i>(At least 5 days prior to Public Hearing per Town Charter)</i>	Finance Director	TBD		(Newspaper)
LEGISLATIVE COUNCIL					
	L.C. Education Sub-committee deliberations	Legislative Council	TBD		L.C. Sub-committee
20.	Legislative Council Public Budget Hearing <i>(Not later than last Wednesday in March, per Town Charter)</i>	Legislative Council	03/28/22		Public Hearing
21.	Legislative Council Budget Meeting	Legislative Council Discussion	TBD		Legislative Council
22.	Legislative Council adopts a Town Budget <i>(Not later than the 2nd Wednesday in April, per Town Charter)</i>	Legislative Council	03/30/22	Wed	Legislative Council
	Schools Closed - Spring Recess	4/11/22 through 4/15/22		Mon - Fri	
23.	LC Budget Proposal Published in Newspaper	Finance Director	TBD	Fri	(Newspaper)
24.	Town Budget Referendum <i>(4th Tuesday in April per Town Charter)</i>	Town Charter	04/26/22	Tue	Referendum Vote

NOTE: Activities from 14. - 23. are subject to change at the discretion of the respective Board.

TBD = To Be Determined as they move along in the process

Process of Budget Preparation 2021-2022

November 2021

SUN	MON	TUE	WED	THU	FRI	SAT	
		1	2	3	4	5	
		Final Budget Submissions - Salaries & Department Expense					6
		Loading of Budget Book					
7	8	9	10	11	12	13	
		Individual Administrative Budget Meetings 11/15 - 12/3/21					
14	15	16	17	18	19	20	
		Individual Administrative Budget Mtngs 11/5 - 12/3/21					
				Holiday Office Closed			
21		23	24	25	26	27	
		Individual Administrative Budget Mtngs 11/5 - 12/3/21					
28	29	30					

December 2021

SUN	MON	TUE	WED	THU	FRI	SAT
			Individual Admin. Budget Mtngs 11/5 - 12/3/21			
			1	2	3	4
		Preparation of Budget Book				
5	6	7	8	9	10	11
		Preparation of Budget Book				
12	13	14	15	16	17	18
	Start of Superintendent's Presentation (continue budget book updates)					Holiday Office Closed
19	20	21	22	23	24	25
	Holiday Week Schools Closed					Holiday Office Closed
26	27	28	29	30	31	

Process of Budget Preparation 2021-2022

January 2022

SUN	MON	TUE	WED	THU	FRI	SAT
						1
	Review Superintendent's Presentation (continued budget book updates)					
2	3	4	5	6	7	8
	Assembly of Budget Books	Distribution of Budget Books		Printing of Budget Books		
9	10	11	12	13	14	15
		Superintendent Budget Presentation				
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

ASSUMPTIONS
2021-2022 BOARD OF EDUCATION BUDGET

1. The Newtown Board of Education's mission to inspire every student to excel will be the foundation of all decision making.
2. Open and honest communication and cooperation will be maintained with other municipal boards and the community throughout the budget process.
3. State and Federal financial support of education will not keep pace with increased programming mandates and will be further reduced by legislation and reductions of grants and other supports to local communities.
4. Safety, security and health standards will be supported.
5. Salaries and benefits will be based on commitments incurred through collective bargaining and other employment agreements.
6. Existing programs and services will be reviewed, evaluated, maintained or adjusted as the educational needs of students change.
7. Overall certified and classified staffing levels will be adjusted based on enrollment, programming, safety factors and facility considerations.
8. Policies, curriculum, and professional development will be reviewed and revised with the goal of eliminating institutional racism and bias that could promote barriers to student learning, create academic gaps, or conflict with the core values and beliefs of Newtown Public Schools.

PRIORITIES
2021-2022 BOARD OF EDUCATION BUDGET

1. Support funding for appropriate class sizes at all levels of instruction
2. Provide a funding plan that reassesses the changing needs in technology resulting from the pandemic, while also looking forward to the expansion and sustainability of technology with access and equity for all students
3. Update and support the five-year plan for the ongoing maintenance of buildings, grounds and equipment
4. 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
5. Ensure adequate funding for mental health resources to meet student needs
6. Include adequate funding for special education to meet anticipated enrollment and needs, as well as maintain a contingency item in the budget based on a five year average difference to budget for unanticipated changes in enrollment or needs
7. Ensure continued consistency in the support for all extracurricular activities in the district
8. Support professional development and staffing that help to maintain a safe, inclusive, and equitable learning environment for all students
9. Support the development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that support the needs of all students and that promote a richer awareness of culture and racial diversity
10. Include additional supports needed to address learning deficits that result from the interruptions to student learning due to the COVID pandemic

**Board of Education
Newtown, Connecticut**

Minutes of the Board of Education meeting held on September 21, 2021 at 7:00 p.m. in the Council Chamber, 3 Primrose Street.

M. Ku, Chair	L. Rodrigue
D. Delia, Vice Chair	A. Uberti
D. Cruson, Secretary	8 Staff
D. Leidlein	6 Public
J. Vouros (absent)	1 Press
R. Harriman (absent)	
D. Zukowski	

Mrs. Ku called the meeting to order at 7:00 p.m. The meeting could be accessed by phone and was being live-streamed.

Item 1 – Pledge of Allegiance

Item 2 – Celebration of Excellence

Dr. Rodrigue congratulated the Paraeducator of the Year, Dorothy Kelly on an outstanding and deserving award. Dr. Rodrigue continued by stating that Dorothy is simply a kind and caring para who makes connections with students and staff. Dorothy is an integral member of the Hawley family and brings a level of compassion to her work.

Dr. Rodrigue continued by congratulating the Teacher of the Year, Jill Gonski. Jill is a beloved member at Newtown High School and has grown her program into what it is today. Dr. Rodrigue noted that anyone that visits Jill's classroom feels the positivity. We could not be prouder of Jill. Congratulations!

Item 3 – Consent Agenda

MOTION: Mr. Delia moved that the Board of Education approve the consent agenda which includes the donation to Middle Gate School and the correspondence report. Mr. Cruson seconded. Motion passes unanimously.

Item 4 – Public Participation

Don Lococo, 27 Hi Barlow Road, Newtown, expressed his support for the discussion and consideration of the free speech policy that will be discussed. He stated that it is important for the Board to set some perimeters on what is appropriate.

Item 5 – Reports

Chair Report: Dr. Ku reported that after surveying the Board for possible dates for the new Board Member Workshop, it looks like December 16th is the best date. The workshop will be from 6 pm – 8 pm. Dr. Ku said that the Legislative Council did approve the roughly \$27,000 deposit into the education non-lapsing account. Dr. Ku would be participating in a press conference with CABE/CAPPSS on Thursday regarding school ventilation projects.

Superintendent's Report: Dr. Rodrigue welcomed the new student representatives, Christina Savo and Matthew Irving. Dr. Rodrigue stated that they are continuing to work on implementing the vaccination mandates for all of the staff based on the Governor's Executive Order. It includes some exemptions including getting tested weekly. The data is being collected through the Human Resource Department. Dr. Rodrigue suggested that everyone check out the new renovated turf and bleachers at Newtown High School. She thanked Mr. Gerbert for an incredible job and it looks fabulous!

The second round of interviews for the new Coordinator of Diversity and Inclusion position will be held on Friday. There are two finalists that will be meeting with the committee which consists of Dr. Rodrigue, three students, and a parent. The salary was posted at \$90,000, based on review of salaries in other districts. This is a 10 month position and will be grant funded for two years.

Committee Reports:

Mr. Cruson reported that the Communications Committee met on Monday, September 13. The committee discussed the upcoming student success newsletter. The committee is aiming to have this newsletter to the Board late October and released in November. This newsletter will focus on ways that we help students succeed beyond high school and will include scholarship opportunities. The next one will be in January and focus on the curriculum budget.

Mr. Cruson also reported that the Policy Committee met on Wednesday, September 15. In addition to bringing back the two policies for second read tonight, the committee discussed the Public Participation for Board Meetings policy and decided not to move forward with this policy at this time. Shipman and Goodwin sent the committee a Covid Vaccine policy and we will continue to look at that with feedback from legal counsel.

Dr. Ku reported that the Curriculum and Instruction Committee met this morning. Mrs. Uberti updated the committee on the Kitchen Science and Project Adventure Beyond courses that were incorporated in the new Middle School schedule. There is discussion to modify the Project Lead the Way course at the High School because it is difficult for students to schedule the lab portion of the class. The committee also received an updated on the new Bridges Math Program for K-5.

Mr. Delia reported that Ed Advance is having their annual meeting on October 7th in Litchfield and Board members are invited to attend.

Student Representative Report: Ms. Savo thanked the Board of Education for this opportunity and noted that Matt Irving will be at the next meeting. Ms. Savo gave an update on the Fall sports games and their outcomes.

MOTION: Mr. Delia moved that the Board of Education approve the financial report for the month ending August 31, 2021. Mr. Cruson seconded.

Financial Report: Mrs. Vadas reported that information available for the second financial report in fiscal year 2021-22 continues to be limited. All salaries are typically fully encumbered in September after teacher and staff re-assignments and other salary adjustments have been made. Our account-by-account analysis has not begun as this typically take place in September as well. During the month of August, the district spent approximately \$3.1M for operations. The largest area of expenditures occurred in Salaries and Other Purchased Services; expending \$1.7M in salaries and encumbering \$2.2M on out-of-district tuition. All accounts appear to be normal for this time of year. The budget will be monitored closely with important and/or significant issues identified as quickly as we become aware of them.

Dr. Ku asked if the transportation cost will change because of the reduced buses. Mrs. Vadas said that All-Star will send a credit.

Motion passes unanimously.

Item 6 – Presentations

Dr. Ku introduced Dr. Longobucco who will provide an update on NEASC process after it has come to a close after 8 years. Dr. Longobucco provided next steps for NEASC which include reviewing new standards, review and revise core values, beliefs, and vision of a graduate based on research.

Mr. Delia congratulated Dr. Longobucco and Dr. Rodrigue on a job well done.

Mr. Gerbert provided an update on summer 2021 Maintenance activity. Mr. Gerbert mentioned that it was a busy summer and the maintenance crew and summer helpers worked tirelessly to get the jobs finished before school started.

Ms. Zukowski thanked Mr. Gerbert for their hard work and asked if any projects were done in other months, not just over the summer.

Mr. Gerbert replied that summer is the best time because of the large window of time but other projects can be done in winter if possible. For example, the flooring at Reed will hopefully be done in the winter.

Ms. Zukowski asked if the work with Public Works and Park & Rec is an expansion of the collaboration we have with Town services.

Mr. Gerbert said they have a great relationship with all of the Town offices and we all team up for various projects.

Mr. Delia thanked Mr. Gerbert for his hard work which is noticed and very much appreciated. Mr. Gerbert said his staff deserves all the credit. They worked very hard over the summer.

Item 7 – Old Business

MOTION: Mr. Delia moved that the board of Education approve Policy 4118.237/4218.237/5141.8 Face Masks/Coverings. Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mr. Delia moved that the Board of Education approve Policy 4118.12 Freedom of Speech. Mr. Cruson seconded. Motion passes unanimously.

Item 8 – New Business

Dr. Rodrigue stated that during the renovation of the Newtown High School track, it was brought to her attention that there will be an additional cost that equaled \$55,000 beyond what was anticipated. The issue started with how the previous track was installed in 2009. The undercoat sealant was improperly implemented at the time. Dr. Rodrigue requested that Mr. Spreyer get involved with the issue. The process was already underway so it was decided to continue with the work.

Mr. Gerbert agreed that the issue was not discovered until the work had already started.

In a Northeast track, an unsealed track will cause a lot of problems.

Dr. Rodrigue said that after consideration, she is requesting funds from the Non-lapsing funds

Mr. Delia commented that this is an unexpected educational expense which is what the fund is meant for.

Ms. Zukowski asked the original cost.

Mr. Gerbert said \$795,000.

Ms. Zukowski asked if we are using the same company and Mr. Gerbert answered we were not as they weren't in business anymore.

MOTION: Mr. Delia moved that the Board of Education request of the Legislative Council to spend \$55,000 from the Non-Lapsing account for the purpose of payment on unexpected additional costs to the replacement of the High School stadium track, and notify the Board of Finance of the request. Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mr. Delia moved that the Board of Education approve the Newtown High School Band trip to the Memorial Day Parade in Washington, D.C. Mr. Cruson seconded.

Dr. Longobucco and Ms. Hiscavich shared a presentation on the upcoming Band trip to Washington, D.C. for the Memorial Day Parade.

Dr. Longobucco stated that Johana Hayes nominated Newtown to play in the 2022 National Memorial Day Parade. The potential itinerary shows that the Band would leave on May 28 and come back home on May 31.

Mrs. Leidlein asked if there is enough room on the coach bus with the equipment.

Dr. Longobucco said she does not anticipate needing another bus because of the equipment but she is looking at all of the options that are cost effective.

Mrs. Leidlein asked if there will be any school nurses on the trip.

Dr. Longobucco said school nurses only go if there is need and as of right now there is no need.

Mr. Delia asked if students wanted a premium insurance plan, are they able to privately obtain that. Dr. Longobucco said they could.

Ms. Zukowski asked the number of chaperones per student.

Dr. Longobucco said the groups per chaperone are around 10 students. The District only pays for the deposit and the parents cover the cost because this is not in the school budget.

Motion passes unanimously.

MOTION: Mr. Delia moved that the Board of Education approve the 2022-2023 Budget Calendar. Mr. Cruson seconded.

Mr. Cruson pointed out an error on the calendar. It currently says the same date for two items which are Public Hearing and Adoption of Budget.

Ms. Zukowski said that she is not comfortable adopting the budget the same day as the public hearing.

Mrs. Leidlein suggested that Mrs. Vadas bring back the proposed calendar to the Board after making any necessary edits. Mrs. Vadas agreed.

MOTION Mr. Delia moved that the Board of Education postpone approving the 2022-2023 Budget Calendar until next meeting. Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mr. Delia moved that the Board of Education approve the substitute pay increase to \$100 per day for full-time building substitutes and \$95 per day for general per diem substitutes. Mr. Cruson seconded.

Dr. Rodrigue stated that they are requesting a substitute pay increase of \$100 per day for full-time building substitutes and \$95 per day for general per diem substitutes. There is a shortage of substitutes across the state and Newtown needs to remain as competitive as possible. We are hoping to have this start November 1.

Mrs. Vadas confirmed that the increase would be around \$18,000 per year. There are numerous openings in the para union as well as unfilled intern positions.

Dr. Ku noted that there are unfilled positions in multiple categories.

Ms. Zukowski is concerned that it may put other positions at risk.

Mrs. Vadas noted that at this point, there is no indication that the unfilled intern positions will be filled this year.

Motion passes unanimously.

Budget Assumptions and Priorities 2022-2023:

There was no motion for this item as there were no questions or edits.

MOTION: Mr. Delia move that the Board of Education approve the minutes of September 8, 2021. 3 ayes, 2 abstained (Mr. Delia and Mrs. Leidlein). Motion passes.

Item 9- Public Participation

Melissa Mottola, 51 Charter Ridge Drive, Sandy Hook, stated that she is having an extremely hard time understanding the Board during the meeting because of the masks. She asked the Board to think about how the children feel at school for 7+ hours. She hopes the Governor's emergency mandate is removed soon.

Anthony Dilorenzo, 18 Flat Swamp Road, Newtown, is requesting that the children have more mask break time. It is 8 hours during the day with masks on. It is hard for them to hear and understand their teachers wearing the masks.

Stephen Maddox, 14 Night Hawk Lane, Sandy Hook, noted that he is a pediatrician and is sympathetic towards children who have developed anxiety, however, he has seen that children are extremely adaptable and has had no children have any medical issues due to wearing a mask.

Nerlande Foote, 14 Bear Hills Road, Newtown would like to thank the Board and contribute to the mask conversation. She is in support of the mask mandate and feels it is everyone's responsibility to keep their children safe and healthy. Not liking masks is minimal in the great scheme of things dealing with Covid. Ms. Foote is a mother of a 4 and 5 year old and knows that they do take mask breaks at Middle Gate.

Christopher Mottola, 51 Charter Ridge Drive, Sandy Hook asked where he could find the policies on the website. Mr. Motola also noted that it would be beneficial to find a middle ground with masks. He understands that this is a public school system and has to adhere to the State, however, more mask breaks would be beneficial.

Carrie Grummons, 5 Black Walnut Drive, Newtown, works in the school system and wants to assure everyone that the children get plenty of mask breaks.

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

Item 10 – Adjournment

The meeting adjourned at 9:08 p.m.

Respectfully submitted:

Daniel J. Cruson, Jr.
Secretary

NEWTOWN PUBLIC SCHOOLS
Newtown, Connecticut

Oct 1

ENROLLMENT REPORT AS OF OCTOBER 1, 2021 (Pre-Certified)

Current Monthly Enrollment

Cumulative Year-to-Date

<u>Grade</u>	<u>Sept 8th</u>			<u>Oct 1st</u>			<u>Sept 8th</u>			<u>Oct 1st</u>		
	<u>2020</u>	<u>Added</u>	<u>Left</u>	<u>2020</u>	<u>2020</u>	<u>Added</u>	<u>Left</u>	<u>2020</u>	<u>2020</u>	<u>Added</u>	<u>Left</u>	<u>2020</u>
K	284	0	1	283	284	0	1	283	284	0	1	283
1	275	0	0	275	275	0	0	275	275	0	0	275
2	265	0	2	263	265	0	2	263	265	0	2	263
3	282	1	0	283	282	1	0	283	282	1	0	283
4	271	0	0	271	271	0	0	271	271	0	0	271
Total Elementary	1,377	1	3	1,375	1,377	1	3	1,375	1,377	1	3	1,375
5	278	0	1	277	278	0	1	277	278	0	1	277
6	301	0	0	301	301	0	0	301	301	0	0	301
Total Intermediate	579	0	1	578	579	0	1	578	579	0	1	578
7	293	2	2	293	293	2	2	293	293	2	2	293
8	289	1	1	289	289	1	1	289	289	1	1	289
Total Middle	582	3	3	582	582	3	3	582	582	3	3	582
9	346	0	0	346	346	0	0	346	346	0	0	346
10	336	0	1	335	336	0	1	335	336	0	1	335
11	359	0	0	359	359	0	0	359	359	0	0	359
12	359	0	0	359	359	0	0	359	359	0	0	359
Total High	1,400	0	1	1,399	1,400	0	1	1,399	1,400	0	1	1,399
<u>Special Education</u>												
Pre-Kdg	63	4	0	67	63	4	0	67	63	4	0	67
NCP, PAL, RISE	33	0	1	32	33	0	1	32	33	0	1	32
Out-of-Town	39	0	0	39	39	0	0	39	39	0	0	39
TOTAL K-12	4,073	8	9	4,072	4,073	8	9	4,072	4,073	8	9	4,072
	=====	====	====	=====	=====	====	====	=====	=====	====	====	=====

ENROLLMENT BY SCHOOL

Hawley	301	0	0	301	301	0	0	301	301	0	0	301
Sandy Hook	372	0	0	372	372	0	0	372	372	0	0	372
Middle Gate	391	0	2	389	391	0	2	389	391	0	2	389
Head O' Meadow	313	1	1	313	313	1	1	313	313	1	1	313
Total	1,377	1	3	1,375	1,377	1	3	1,375	1,377	1	3	1,375
Reed Intermediate	579	0	1	578	579	0	1	578	579	0	1	578
Middle School	582	3	3	582	582	3	3	582	582	3	3	582
High School	1,400	0	1	1,399	1,400	0	1	1,399	1,400	0	1	1,399
<u>Special Education</u>												
Pre-Kdg	63	4	0	67	63	4	0	67	63	4	0	67
NCP, PAL, RISE	33	0	1	32	33	0	1	32	33	0	1	32
Out-of-Town	39	0	0	39	39	0	0	39	39	0	0	39
TOTAL K-12	4,073	8	9	4,072	4,073	8	9	4,072	4,073	8	9	4,072
	=====	====	====	=====	=====	====	====	=====	=====	====	====	=====

check 0 0 0 0 0 0 0 0

10/4/2021

NEWTOWN PUBLIC SCHOOLS
Newtown, Connecticut

Oct 1

ELEMENTARY CLASS SIZES AS OF OCTOBER 1, 2021 (Pre-Certified)

Grade	Hawley	Sandy Hook	Middle Gate	Head O' Meadow	Reed	TOTAL	check
Pre K		67				67	0
K	15	17	18	17			
	16	18	16	18			
	16	17	18	18			
	16	17	14				
		15	17				
Total K	63	84	83	53		283	0
1	20	14	16	17			
	20	18	18	17			
	19	16	16	17			
		15	17	17			
			18				
Total 1	59	63	85	68		275	0
2	19	19	19	18			
	20	20	19	17			
	19	19	19	17			
		19	19				
Total 2	58	77	76	52		263	0
3	21	18	18	20			
	20	18	17	20			
	20	18	18	20			
		17	18	20			
Total 3	61	71	71	80		283	0
4	20	19	17	19			
	20	20	19	20			
	20	19	19	21			
		19	19				
Total 4	60	77	74	60		271	0
Total K-4	301	372	389	313		1,375	0

2021-22

Actual 10/1/2021 Data VS. CO Projections & Prowda for 2021-22

COMPARATIVE DATA ONLY - CURRENT YEAR

	10/1/2021	2021-22 CO Proj	Actual to CO Proj	2021-22 Prowda Projectio	Actual to Prowda
HAWLEY					
k	63	46	17	67	-4
1	59	49	10	57	2
2	58	61	-3	61	-3
3	61	63	-2	70	-9
4	60	60	0	63	-3
Total	301	279	22	318	-17
SANDY HOOK					
k	84	66	18	64	20
1	63	73	-10	86	-23
2	77	71	6	78	-1
3	71	74	-3	75	-4
4	77	78	-1	85	-8
Total	372	362	10	388	-16
MIDDLEGATE					
k	83	79	4	74	9
1	85	77	8	86	-1
2	76	76	0	71	5
3	71	67	4	66	5
4	74	74	0	75	-1
Total	389	373	16	372	17
HEAD O'MEADOW					
k	53	60	-7	41	12
1	68	61	7	56	12
2	52	48	4	58	-6
3	80	79	1	72	8
4	60	61	-1	61	-1
Total	313	309	4	288	25

ELEMENTARY SUMMARY

k	283	251	32	246	37
1	275	260	15	285	-10
2	263	256	7	268	-5
3	283	283	0	283	0
4	271	273	-2	284	-13
Total	1375	1323	52	1366	9

	10/1/2021	2021-22 CO Proj	Actual to CO Proj	2021-22 Prowda Projectio	Actual to Prowda
REED					
5	277	273	-4	284	-7
6	301	300	-1	312	-11
Total	578	573	-5	596	-18
MIDDLE					
7	293	293	0	288	5
8	289	286	-3	289	0
Total	582	579	-3	577	5
HIGH					
9	346	335	-11	341	5
10	335	338	3	336	-1
11	359	365	6	349	10
12	359	354	-5	370	-11
Total	1,399	1,392	-7	1,396	3

DISTRICT SUMMARY

HAW	301	279	22	318	-17
SHS	372	362	10	388	-16
MG	389	373	16	372	17
HOM	313	309	4	288	25
REED	578	573	5	596	-18
MIDDLE	582	579	3	577	5
HIGH	1,399	1,392	7	1,396	3
Total	3,934	3,867	67	3,935	-1

Pre Kdg	67	67	0	76	-9
NCP, PAL, RISE	32	32	0	31	1
Out of District	39	39	0	41	-2
Total	4,072	4,005	67	4,083	-11

2021-22 Prowda Budget vs. Actuals

ELEMENTARY SCHOOLS ENROLLMENT AND STAFFING

GUIDELINE	HAWLEY ELEMENTARY SCHOOL			SANDY HOOK ELEMENTARY SCHOOL			MIDDLE GATE ELEMENTARY SCHOOL			HEAD O'MEADOW ELEMENTARY SCHOOL		
	Prowda Budget 2021-22 STUDENTS	TEACHERS	CLASS	Prowda Budget 2021-22 STUDENTS	TEACHERS	CLASS	Prowda Budget 2021-22 STUDENTS	TEACHERS	CLASS	Prowda Budget 2021-22 STUDENTS	TEACHERS	CLASS
K 15 - 18 PER CLASS	67	4	17	84	5	17	74	5	16	41	3	14
			15			18			16			14
			16			17			14			13
			16			15			14			17
			Actual Change 1			Actual Change 1			Budget Change 0			Budget Change -1
			59	63	4	14	86	5	18	56	3	19
			20			18			17			19
			20			16			17			18
			19			15			17			17
			Actual Change 0			Actual Change 0			Budget Change +1			Budget Change 0
			58	77	4	19	71	4	18	58	3	20
			19			20			18			20
			20			19			18			18
			19			19			17			18
			Actual Change -1			Actual Change 0			Budget Change 0			Budget Change -1
			61	71	4	18	66	3	22	72	4	18
			21			18			22			18
			20			18			22			18
			20			17			22			18
			Actual Change 0			Actual Change 0			Budget Change -1			Budget Change +1
			60	77	4	19	75	4	19	61	3	21
			20			20			19			20
			20			19			19			20
			20			19			18			21
			Actual Change 0			Actual Change 0			Budget Change 0			Budget Change 0
			301	372	21	18.5	372	21	16.5	288	16	17.2
			K-2 Avg			K-2 Avg			3-4 Avg			K-2 Avg
			16	372	21	17.2	372	21	17.2	389	22	17.4
			18.0			3-4 Avg			3-4 Avg			3-4 Avg
			FTE CHG			FTE CHG			FTE CHG			FTE CHG
			0	1	+1	3-4 Avg	0	0	3-4 Avg	-1	-1	3-4 Avg
			20.2	20.0	18.5	20.0	20.1	18.1	19.0	19.0	19.0	20.0
			Actual Change -17			Actual Change -16			Actual Change 17			Actual Change 25
TOTAL	318	17	K-2 Avg	388	21	K-2 Avg	372	21	K-2 Avg	288	16	K-2 Avg
			16.8			17.5			17.2			17.3
			FTE CHG			FTE CHG			FTE CHG			FTE CHG
			1	1	+1	3-4 Avg	0	0	3-4 Avg	-1	-1	3-4 Avg
			22.2	20.2	18.5	20.0	20.1	18.1	19.0	19.0	19.0	20.0
			Actual Change -17			Actual Change -16			Actual Change 17			Actual Change 25
			Total Budget Change (over PY)			Total Budget Change (over PY)			Total Budget Change (over PY)			Total Budget Change (over PY)
			1.0			1.0			1.0			1.0
			2.0			2.0			2.0			2.0