

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

Minutes of the Board of Education meeting held on September 19, 2023 at 6:15 p.m. in the Council Chambers, 3 Primrose Street.

D. Zukowski, Chair	C. Melillo
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	4 Staff
A. Plante	14 Public
T. Higgins	1 Press
S. Tomai	
I. Khazadian	
G. Peteronjes (absent)	

MOTION: Mr. Ramsey moved that the Board of Education go into executive session to discuss the attorney-client privileged communication regarding legal advice pertaining to possession of deadly weapons and firearms on school property and invite Mr. Melillo, Mark Pompano, Director of Security, Newtown Police Chief Dave Kullgren, and Deputy Chief Bishop. Mr. Higgins seconded. Motion passes unanimously.

Item 1 – Executive Session

Executive session began at 6:15 p.m.

Ms. Zukowski called the meeting to order at 7:03 p.m.

Item 2 – Pledge of Allegiance

MOTION: Mr. Ramsey moved to add discussion and possible action pertaining to authorization of school officials to allow off-duty police officers to carry a weapon on school grounds, after the first public participation. Mr. Higgins seconded. Motion passes unanimously

Item 3 – Consent Agenda

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

Item 4 – Public Participation

Suzanne Hurley, 28 Washbrook Road, spoke about the draft policy being presented to the Board tonight. As the Library Media Specialist at Middle Gate School and representative of the Library Media Specialists in the district, she feels that the draft policy does not correct any perceived flaws of Newtown's existing policy. She asked the Board to include discussion on transparency and diversity, equity and inclusion.

Sara Wasley, 8, Adams Hill Lane, also spoke on behalf of the Library Media Specialists regarding the draft policy being presented to the Board tonight. She believes that the creation of this policy is moving very quickly. It would be beneficial for the community to see the form before the policy gets approved.

MOTION: Mr. Ramsey moved to ratify the memorandum of understanding signed by the Superintendent and Chief of Police on July 20, 2022. Mr. Higgins seconded.

Mr. Melillo said that Connecticut General Statute 53a-217b requires the authorization of school officials for off-duty police officers to carry weapons on school grounds. Pursuant to the statute, the Newtown Police Department and school officials engaged in an agreement on July 22, 2022 for that purpose. Mr. Melillo continued by stating that the purpose of this request is that off-duty police officers may act if a crime is committed in their presence.

Motion passes unanimously.

Item 5 – Reports

Student Report: Ms. Khazadian reported that as school has kicked off, many clubs have started to prepare for fall events and activities. The Student Government held their first meeting and are now in the process of electing new executive board members. Students are celebrating Hispanic Heritage Month across the school. Six students were presented with nationally recognized awards including the National Hispanic Recognition Award, The National Indigenous Award, and the National African American Recognition Award. As for Athletics, Newtown High School Athletics Department was recently awarded the Michaels Jewelers Achievement Cup. Student support across all grades has continued to grow for all sports.

Chair Report: Ms. Zukowski reported that she would like to clarify concerns that she expressed in the previous meeting when discussing the issues related to heat in our classrooms. In the previous meeting, Ms. Zukowski mentioned that she saw something about recent legislation that could impact how districts deal with the heat in the future. The Shipman and Goodwin 2023 Education Legislation summary included a section on temperature range guidelines that reads “Section 45 of Public Act 23-167 requires the Commissioner of the Department of Public Health to develop guidelines by July 1, 2024 on the optimal temperature comfort range of 65 to 80 degrees Fahrenheit for school building and facilities. The act permits a larger comfort range for gymnasiums and pools.” It is unclear what the public guidelines will entail or if the state will assist districts in providing the full modern HVAC systems needed to meet the standards.

Superintendent Report: Mr. Melillo reported that he had an executive board meeting of the PTA Presidents today. The group is currently working on more collaborative programming for the entire district. The first full executive board fundraiser is all of the PTAs selling Krispy Kreme donuts. Profits for these sales will go back to each school. Everyone is looking forward to having more collaborative activities as the year moves forward. He continued by saying that our elementary principals play a crucial role in shaping the future of our schools. They are collaboratively developing school success plans that attach to our strategic plan. These plans encompass strategies and goals aimed at enhancing educational outcomes and fostering a supportive learning environment for our students. The principals will present their drafts to our administrative team on Thursday.

Committee Report:

Mr. Cruson reported that the policy committee met last Wednesday. The committee passed the revisions for two of our bylaws regarding filling vacancies. They will come to the Board soon for approval. The committee also started working on the 6000 series which is the Instructional section. An instructional policy, school calendar policy and revision of our graduation requirements policy will come to the Board for approval at a future meeting. The selection of library media resources policy was moved from the policy committee to the Board for tonight's meeting.

Mr. Ramsey reported that Communications subcommittee met on Monday, September 11th. They discussed the October edition of the district highlights, including the theme of the arts.

Mr. Ramsey noted that they were a bit delayed in getting the newsletter out due to many special events that took place last spring. He believes the timing is better in the beginning of the year. There was discussion regarding the election coming up and that this particular issue of the district highlights will be the last one for this particular board.

Mr. Ramsey reported that he went to the 7th grade open house and it was a wonderful event. The parents heard a thorough overview about policies and practices from Mr. Ross and Mr. Walsh. There was great enthusiasm from all of the teachers.

Mr. Cruson reported that CABE had its first board of directors meeting for the school year. The State Board of Education and Department of Education were there and everyone got a chance to talk with the Chair of the State Department of Education as well as Commissioner Russell Tucker. They are sorting through a lot of legislation and working on guidelines. Mr. Cruson also reported that the DPH and Department of Education had a call regarding Covid and what that could mean for schools. There wasn't a lot of talk about needing to change things but just a conversation about what we need to watch out for in regards to Covid, Flu and RSV.

Ms. Plante reported that the Middle Gate playground is up and installed. Mr. Geissler said that the children are thrilled and the PTA is very grateful for the Board's partnership in getting this together.

Financial Report:

MOTION: Mr. Ramsey moved that the Board of Education approve the financial report and transfers for the month ending August 31, 2023. Mr. Cruson seconded.

Mrs. Vadas spoke about the financial report and transfers.
Motion passes unanimously.

Item 6 – Presentation

Safe School Climate Survey Results:

Mrs. Uberti presented the Safe School Climate survey results which were administered last spring. The survey was sent out to all non-certified and certified staff as well as families and students in grades 3-12. In 2012, the CT State legislature passed a statute that made substantial changes to the prior bullying laws that had been in place. In addition to broadening the definition of bullying, the new laws mandated that schools create safe school climate plans. Newtown's safe school climate plan stipulates that we conduct a climate assessment bi-annually. However, Newtown has always conducted the survey annually. It is important to offer stakeholders the opportunity to provide anonymous feedback each year. It also provides an opportunity to better analyze data.

Mrs. Uberti shared general information about surveys with the Board. It is important to remember that surveys should not replace face to face conversation but they often do for many people. People who feel very strongly about something will open up in a survey about something that they've never discussed with an administrator. Research also shows that 5% of people responding to a survey will typically leave a comment, and people are more likely to add a comment if they have had a negative response to a question. All survey answers matter and we want people to have their voices heard. The participation rate for the multiple choice question is much higher and a more accurate representation. School leaders are encouraged to let the survey tell an overall story.

Mr. Higgins asked for any takeaways from the survey.

Mrs. Uberti answered that in one building in particular, there was an overwhelming agreement among parents that communication was happening at a very high level. However, non-certified staff did not agree. There are now plans specifically geared toward non-certified staff to find time for more meetings with the group, sit down and have lunch with them as a group and make sure they know of any kind of new initiatives that are going on in the building.

Mr. Ramsey appreciated the statement that generally speaking, people seem to be happy. He hopes that they are happier than the year before and asked Ms. Uberti if that is a safe statement to make.

Mrs. Uberti said that she can't make a comparison because the survey was administered very late the year before so participation rate was much lower.

Ms. Tomai is very happy to see that the sense of belonging section is bright green across the district. However, it is hard to reconcile that the safety section, which appears to be red, shows that bullying is a massive concern.

Mrs. Uberti said that it was very confusing to her and the principals because the students noted that it was easy to get help from an adult but also said they weren't aware about how to report mean behavior.

Ms. Tomai suggests that the students could be answering that they are noticing bullying happening with other people.

Ms. Plante asked Ms. Uberti to provide the results to Nixon and Co.

Mrs. Uberti said she sent the report to them that day.

Mrs. Uberti clarified that the question about violence is not color coded properly.

Mr. Vouros thanked Mrs. Uberti and Mr. Melillo for including discipline on the next A-Team agenda.

Ms. Zukowski encouraged the Board to reach out to Mr. Melillo and Mrs. Uberti if they have any more questions or concerns regarding the survey results.

Item 7 – Old Business

Item 8 – New Business

2024-2025 Budget Calendar:

MOTION: Mr. Ramsey moved that the Board of Education approve the 2024-2025 budget calendar. Ms. Plante seconded.

Mrs. Vadas presented the 2023-2024 budget calendar draft. She explained that October is a really busy month for the business office and for the administrators. They will be collecting all their budget information and by November, they will be compiling all of this information along with our salaries and start building our budget. Mrs. Vadas said that the budget book will be hand delivered to the board on January 11th. Mrs. Vadas will submit the budget to our finance director who will then submit it to the Board of Finance for review on February 2nd.

Ms. Zukowski voiced her concern about the tight turnaround.

Mrs. Vadas said that there is no more flexibility in changing the dates. The Board of Finance meets on February 5th so we must submit it by February 2nd.

Mr. Cruson said he thinks the schedule is more even than in prior years. It is a tight turnaround but it evened out the length of the meetings. He believes it will work out.

Motion passes unanimously.

BOE Budget Assumptions and Priorities:

MOTION: Mr. Ramsey moved that the Board of Education approve the Board of Education Budget Assumptions and Priorities. Mr. Cruson seconded.

Mr. Higgins is concerned about the lack of conversation about the budget assumptions and priorities.

Mr. Melillo said that they looked at past assumptions and priorities and also looked at our strategic plan and used that as a guide to create the priorities. As for the assumptions, Mr. Melillo worked with the board chair and they decided they wanted the budget to 'hammer home' like addressing class sizes and providing opportunities aimed at supporting our educators like professional development. Mr. Melillo reminded the board that this is a draft and does not need to be approved tonight.

Mr. Higgins said that he reviewed the assumptions and priorities from the last five years and does not find this to be particularly informative of what our actual priorities are. He reviewed the Q&A from last year's budget and noticed a question asking what Newtown was doing to get back to 'Blue Ribbon' status. He said it is important to know how we are going to make our choices in our priorities that align with what we are trying to accomplish.

Mr. Ramsey wondered about if the Blue Ribbon status only applies to the high school.

Mr. Melillo said that the high school had Blue Ribbon status in 1999. No school holds onto that designation for more than a year. He continued by saying that it is something Newtown can apply for if it is important to the community but he believes that it will take time away from the strategic plan. It is a federal designation and does not say much about the quality or quantity of the school in general. Newtown elementary schools are labeled as Schools of Excellence by the State Department of Education and in the top 5% of schools in the nation.

Mr. Higgins said he believes it to be a good thing to have a more robust conversation about performance and to get on the same page. It is important to have agreed upon language around what our goals are for improvement.

Ms. Zukowski said that the school success plans are the plans that will be diving down more into the operational aspects of the strategic plan for this coming year. She asked when they will be able to use them to be able to draw our priorities for the budget.

Mr. Melillo answered that they are in the process of creating their school success plans. The four elementary principals are presenting their school success plans on Thursday and provide feedback. In two weeks, the secondary principals, including Reed will present their school success plan.

Ms. Zukowski recommends postponing this discussion and final decision until after they have input from the school success plans.

Mr. Melillo agreed.

This motion is postponed.

First Read of Policy 6163.1 – Selection of Library Media Resources:

Mr. Cruson said the policy committee had their first look at Policy 6163.1 – Selection of Library Media Sources at their last meeting. Ms. Uberti put in a lot of work into this policy. This policy will replace our existing 8-302 policy. It was not a unanimous decision to move it to the board so quickly.

Ms. Zukowski said that given what happened over the past several months, she felt it was important to bring all of the board members into the process earlier rather than later.

Mr. Higgins reminded the community that these issues arose in March and it is time that the Board has this discussion and approve a rational, fair and appropriate policy. Mr. Higgins believes that the policy that Ms. Uberti created is a thoughtful, reasonable policy and supports it.

Mr. Cruson agreed that there is a lot of good in this draft policy, and agrees that it is hard to make a perfect policy, however, there is still work that needs to be done.

Mrs. Uberti reminded the Board that they made the motion on June 1st. Unfortunately, that was right around the time that school was getting out and felt very strongly that she would not want to see a policy move forward without having our library media specialists weigh in. Over the summer months, Mrs. Uberti did seek the input of stakeholders, parents, administrators in the district and other people who have been impacted by the entire process. Mrs. Uberti maintains that the strength of this draft policy is the selection criteria. The reconsideration process is a dramatic shift from the way the policy is currently written, however, it is a policy and everyone who is named in the policy is obligated to comply. Ms. Uberti said that the library media specialists did provide a great deal of feedback and she knows they do not agree with some aspects of the policy and she understands why.

Mr. Higgins believes that the policy should incorporate express language that if a library material is subject of a reconsideration request, it cannot be resubmitted again for a certain amount of time.

Mrs. Uberti agrees.

Mr. Higgins said that he also believes the policy should include transparency which includes the rationales that the Library Media Specialists are required to create if a material is being reconsidered. He suggested publishing it on our district website.

Ms. Plante asked if our legal counsel reviewed this policy.

Mrs. Uberti said that she consulted with the attorney and she provided input. Mrs. Uberti said that she spoke in depth with counsel about who can file a reconsideration request.

Ms. Plante feels that the language is far too broad regarding a community member submitting a reconsideration request. She is concerned it will open them up to outside influences beyond the community.

Mrs. Uberti said that legal counsel did not cite any legal reason for not doing that and that the Library Media Specialists would agree to narrow the language. Mrs. Uberti would also agree.

Mr. Ramsey said that this is a complex issue and believes that having the absence of the selection criteria and different interpretations of law made the meetings fall short of the greater aspirations of stability for Newtown. He said he was very happy with the conversation that happened at the subcommittee meeting last week and gives a lot of credit to Mrs. Uberti.

Mr. Ramsey asked if the Board can get involved if the person bringing the challenge is not satisfied with the Superintendent's decision.

Mrs. Uberti said that the policy as written gives the final determination to the Superintendent. The Board creates policy and then gives the Superintendent the authority to implement the policy.

Ms. Tomai agrees that the policy committee should limit the definition of community to parents whose children are in a certain school or will attend within a couple of years. She believe the policy is in place to help protect our Library Media Specialists and their decision making process. The general community at large shouldn't take up our resources. Ms. Tomai also

believes that the committee should take a look at where they can add the concept of transparency that our Library Media Specialists talked about tonight.

Mr. Ramsey said he is a big believer in a vested interest in community members such as grandparents and other people that truly have the best interest of our students in mind.

Ms. Plante suggests limiting it to parents and/or guardians of children in that school or will be attending that school in the next 2 or 3 years. If the requester is unhappy with the Superintendent's decision, Newtown already has the backstop of the process where a parent can still remove access for their particular child.

Mr. Higgins said if there is nothing that prevents them from defining who has standing under this policy then he would be in favor of a much narrower base for who is going to be able to file these requests.

Mrs. Uberti said that it makes sense to make a rationale publicly available but she does not feel it is the same if a parent submits a reconsideration request for material that does not meet the criteria.

Ms. Tomai answered that it is important that the Library Media Specialists are 100% on board about what the selection criteria is because if that is solid, then there shouldn't be a situation where they would disagree with taking material off the shelf that does not meet the selection criteria.

Mr. Cruson told the Board that he is in favor of sharing the titles of books that are being challenged. He believes that it would provide transparency and also help the Superintendent to make a well-rounded decision.

Mr. Higgins agreed with Mr. Cruson.

Mr. Cruson would like to change the language back to the original text about promoting diversity. He reminded the Board that the Library Media Specialists pointed out that it is direct language from the ALA.

Mr. Higgins and Ms. Plante agree to change the language back to the original text.

Ms. Zukowski is concerned with the word promote. She wonders if it is the job of the Library Media Specialists to promote particular topics.

Mrs. Uberti said that the word promote is important to the Library Media Specialists because of the work they were asked to do in the library to increase the representation of people in our libraries. They are promoting inclusion in our libraries by making sure they are representing different perspectives, different people, and materials by authors and illustrators that were underrepresented.

Ms. Tomai suggested adding promote to other bullet points so it is consistent.

Ms. Zukowski asked the Board for their vote on the following items to be discussed at the policy subcommittee:

There should be a clock for previously reconsidered material: Unanimous

Transparency of book titles being reconsidered: Unanimous

Changing the definition of community (too broad): Unanimous

If a petitioner is unhappy with the Superintendent's decision, adding the role of the Board:

1 (Mr. Ramsey)

Making the rationales public: Unanimous

Making the list of books that are being removed/retained public: Unanimous

Changing the language back to promote: Unanimous

Mr. Ramsey moved that the Board of Education approve the minutes of September 5, 2023. Mr. Cruson seconded. Motion passes unanimously.

Item 9 – Public Participation

Don Lococo, 27 Hi Barlow Road, spoke about the discussion regarding diversity, equity and inclusion. He reminded the Board that they have a Resolution around this topic. He believes they should not change the language in the draft policy.

Jennifer Nicoletti, Newtown, does not believe the Board should narrow the definition of community too much. All parents have a vest in the schools. She also spoke about loop holes in the 'opt out' system currently in place.

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

Item 10 – Adjournment

The meeting adjourned at 9:28 p.m.

Respectfully submitted:

Donald Ramsey
Secretary

TO: Mr. Chris Melillo
FROM: Dr. Kim Longobucco
DATE: September 13, 2023
RE: Donation to Newtown High School

Please accept the donation of a Brass trumpet from Joseph Ruololo at an estimated value of \$200. This is a very generous donation that will definitely benefit the students in the music department.

Thank you.

Dr. Longobucco

Joseph Ruotolo
5 Newbury Rd
Newtown, CT 06470



Correspondence Report
09/05/2023 – 09/18/2023

Date	Name	Subject
09/05/2023	Donald Ramsey	Correspondence Report for the BOE Meeting 09/05/2023
09/05/2023	June, Kathy	BOE Meeting Reminder
09/05/2023	Michelle Doyle via Newtown	Plan for extreme heat in the future
09/05/2023	Melillo, Christopher	Fwd: Hot Weather Trends
09/05/2023	June, Kathy	Message from John Vouros
09/05/2023	K Stetson	Co-teaching Classes
09/05/2023	Melissa Martucci Gomez via	Surveys
09/07/2023	Christopher Melillo	Full Day of School Tomorrow
09/08/2023	June, Kathy	Revised CIP
09/08/2023	Higgins, Todd	Follow-up on Middle School Visit
09/08/2023	Gottschalk, Kiley	9-11-23 BOF Agenda
09/08/2023	Melillo, Christopher	Bus Incident
09/08/2023	Cruson, Daniel	Fwd: Connor Kwarcinski & Governor Ned Lamont at the Labor Day Parade
09/10/2023	Melillo, Christopher	9/10 Superintendent's Sunday Update
09/10/2023	Zukowski, Deborra	September 10, 2023 Week in Prview
09/11/2023	Zukowski, Debbora	Fwd: Opportunity to Provide Input
09/11/2023	Zukowski, Debbora	Fwd: So You Want to Be A

**NEWTOWN BOARD OF EDUCATION
MONTHLY FINANCIAL REPORT
AUGUST 31, 2023**

SUMMARY

Information for the second financial report of fiscal year 2023-24 continues to be limited. During the month of August, the Business Office will verify and load all remaining employee salary encumbrances, including teacher salary contracts, non-certified unions and non-union salary schedules. Adjustments to these encumbrances are still underway as all of the salaries are typically finalized in September/October after teacher and staff re-assignments have been made. However, this report does include a transfer request for salary adjustments found within our non-certified staff.

The August financial statement shows a limited amount of anticipated obligations (or estimates) as we have not yet begun our account-by-account analysis. This will typically take place sometime in September/October when our financial forecasts can capture a few months' worth of data. Typically, the October statement will display more of a realistic snapshot of our projected year-end balance. Until then, it should be noted that the projected year-end balance in this report will be reduced as new encumbrances are entered into our system and anticipated obligations have been updated.

As mentioned last month, we have included the budgeted excess cost grant within our anticipated obligations. This is displayed as a negative number (incoming revenue) and found in object 500; Other Purchased Services for out-of-district transportation and tuition.

During the month of August, the district spent approximately \$3.8M for operations. The largest area of expenditures occurred in salaries, expending \$2.3M with the remaining balance of \$1.5M spent in all other objects.

TRANSFER REQUEST

The total transfer request is in the amount of \$142,129. The majority of this request accounts for non-certified salary adjustments to cover salaries found in various departments (more of these to come). We are also requesting a transfer in the amount of \$10,000 from contracted services to cover extra work in our tech department. If you recall, a portion of our budget reduction was found in our tech department where we eliminated a position. As a result, we hired an outside service to perform this work in conjunction with our in-house techs. This work will be performed throughout the year and is above and beyond their job duties (as outlined by contract); therefore, justifying a stipend.

All major objects are currently displaying a positive position and appear to be within normal ranges for this time of year. A few salary accounts are showing negative balances; however, some of these accounts will be addressed with the August transfer request and the remaining will be adjusted as required.

The budget will be monitored closely with important and or significant issues identified as quickly as we become aware of them.

Tanja Vadas
Director of Business
September 12, 2023

**NEWTOWN BOARD OF EDUCATION
2023-24 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2023**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2022-2023	2023-2024 APPROVED BUDGET	YTD TRANSFERS 2023-2024	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
GENERAL FUND BUDGET											
100	SALARIES	\$ 53,194,333	\$ 55,194,736	\$ 160,000	\$ 55,354,736	\$ 3,113,260	\$ 49,396,542	\$ 2,844,934	\$ -	\$ 2,844,934	94.86%
200	EMPLOYEE BENEFITS	\$ 11,895,679	\$ 12,775,678	\$ 21,500	\$ 12,797,178	\$ 3,401,114	\$ 7,361,897	\$ 2,034,167	\$ -	\$ 2,034,167	84.10%
300	PROFESSIONAL SERVICES	\$ 606,860	\$ 597,698	\$ -	\$ 597,698	\$ 126,117	\$ 30,017	\$ 441,564	\$ -	\$ 441,564	26.12%
400	PURCHASED PROPERTY SERV.	\$ 1,770,926	\$ 1,807,982	\$ -	\$ 1,807,982	\$ 359,674	\$ 526,001	\$ 922,307	\$ -	\$ 922,307	48.99%
500	OTHER PURCHASED SERVICES	\$ 10,671,028	\$ 10,779,567	\$ -	\$ 10,779,567	\$ 1,141,173	\$ 6,142,174	\$ 3,496,220	\$ (1,832,349)	\$ 5,328,569	50.57%
600	SUPPLIES	\$ 3,195,208	\$ 3,177,330	\$ -	\$ 3,177,330	\$ 406,001	\$ 240,267	\$ 2,531,061	\$ -	\$ 2,531,061	20.34%
700	PROPERTY	\$ 540,847	\$ 560,749	\$ (181,500)	\$ 379,249	\$ 97,201	\$ 24,336	\$ 257,712	\$ -	\$ 257,712	32.05%
800	MISCELLANEOUS	\$ 75,483	\$ 75,911	\$ -	\$ 75,911	\$ 52,895	\$ 4,197	\$ 18,819	\$ -	\$ 18,819	75.21%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
TOTAL GENERAL FUND BUDGET		\$ 81,950,365	\$ 85,069,651	\$ -	\$ 85,069,651	\$ 8,697,434	\$ 63,725,431	\$ 12,646,786	\$ (1,832,349)	\$ 14,479,135	82.98%

900 TRANSFER NON-LAPSING (amandated) \$ 184,274
this amount has been recommended for transfer into the BoE's Non-Lapsing Fund

GRAND TOTAL	\$ 82,134,639	\$ 85,069,651	\$ -	\$ 85,069,651	\$ 8,697,434	\$ 63,725,431	\$ 12,646,786	\$ (1,832,349)	\$ 14,479,135	\$ 82.98%
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**NEWTOWN BOARD OF EDUCATION
2023-24 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2023**

OBJECT CODE	EXPENSE CATEGORY	2023-2024		YTD		CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
		EXPENDED 2022 - 2023	APPROVED BUDGET	TRANSFERS 2023-2024	2023-2024							
100	SALARIES											
	Administrative Salaries	\$ 4,208,912	\$ 4,253,224	\$ 20,970	\$ 4,274,194	\$ 4,274,194	\$ 566,194	\$ 3,745,565	\$ (37,565)	\$ -	\$ (37,565)	100.88%
	Teachers & Specialists Salaries	\$ 33,987,611	\$ 35,332,530	\$ (16,025)	\$ 35,316,505	\$ 35,316,505	\$ 1,422,077	\$ 33,616,276	\$ 278,151	\$ -	\$ 278,151	99.21%
	Early Retirement	\$ 89,000	\$ 13,000	\$ -	\$ 13,000	\$ 13,000	\$ -	\$ -	\$ 13,000	\$ -	\$ 13,000	0.00%
	Continuing Ed./Summer School	\$ 100,943	\$ 112,606	\$ -	\$ 112,606	\$ 112,606	\$ 66,333	\$ 45,988	\$ 285	\$ -	\$ 285	99.75%
	Homebound & Tutors Salaries	\$ 184,211	\$ 198,460	\$ -	\$ 198,460	\$ 198,460	\$ -	\$ 94,902	\$ 103,558	\$ -	\$ 103,558	47.82%
	Certified Substitutes	\$ 787,241	\$ 760,023	\$ -	\$ 760,023	\$ 760,023	\$ 1,373	\$ 251,580	\$ 507,070	\$ -	\$ 507,070	33.28%
	Coaching/Activities	\$ 719,019	\$ 688,567	\$ -	\$ 688,567	\$ 688,567	\$ 1,120	\$ 4,000	\$ 683,448	\$ -	\$ 683,448	0.74%
	Staff & Program Development	\$ 128,011	\$ 130,250	\$ -	\$ 130,250	\$ 130,250	\$ 13,038	\$ 2,484	\$ 114,729	\$ -	\$ 114,729	11.92%
	CERTIFIED SALARIES	\$ 40,204,949	\$ 41,488,660	\$ 4,945	\$ 41,493,605	\$ 41,493,605	\$ 2,070,134	\$ 37,760,795	\$ 1,662,676	\$ -	\$ 1,662,676	95.99%
	Supervisors & Technology Salaries	\$ 1,000,730	\$ 1,020,284	\$ 1,295	\$ 1,021,579	\$ 1,021,579	\$ 136,309	\$ 830,096	\$ 55,174	\$ -	\$ 55,174	94.60%
	Clerical & Secretarial Salaries	\$ 2,326,236	\$ 2,420,059	\$ 1,028	\$ 2,421,087	\$ 2,421,087	\$ 225,781	\$ 2,097,335	\$ 97,971	\$ -	\$ 97,971	95.95%
	Educational Assistants	\$ 2,885,257	\$ 3,023,349	\$ -	\$ 3,023,349	\$ 3,023,349	\$ 23,246	\$ 2,515,296	\$ 484,807	\$ -	\$ 484,807	83.96%
	Nurses & Medical Advisors	\$ 892,743	\$ 957,221	\$ -	\$ 957,221	\$ 957,221	\$ 38,526	\$ 848,627	\$ 70,068	\$ -	\$ 70,068	92.68%
	Custodial & Maint. Salaries	\$ 3,247,428	\$ 3,391,717	\$ 2,379	\$ 3,394,096	\$ 3,394,096	\$ 479,872	\$ 2,945,939	\$ (31,716)	\$ -	\$ (31,716)	100.93%
	Non-Certified Adj & Bus Drivers Salaries	\$ -	\$ 191,783	\$ 148,524	\$ 340,307	\$ 340,307	\$ -	\$ -	\$ 340,307	\$ -	\$ 340,307	0.00%
	Career/Job Salaries	\$ 158,051	\$ 180,335	\$ -	\$ 180,335	\$ 180,335	\$ 12,301	\$ 195,299	\$ (27,264)	\$ -	\$ (27,264)	115.12%
	Special Education Svcs Salaries	\$ 1,378,049	\$ 1,437,033	\$ 1,829	\$ 1,438,862	\$ 1,438,862	\$ 82,554	\$ 1,568,465	\$ (212,157)	\$ -	\$ (212,157)	114.74%
	Security Salaries & Attendance	\$ 652,247	\$ 700,574	\$ -	\$ 700,574	\$ 700,574	\$ 14,853	\$ 626,104	\$ 59,617	\$ -	\$ 59,617	91.49%
	Extra Work - Non-Cert.	\$ 123,294	\$ 115,721	\$ -	\$ 115,721	\$ 115,721	\$ 26,091	\$ 8,587	\$ 81,043	\$ -	\$ 81,043	29.97%
	Custodial & Maint. Overtime	\$ 290,185	\$ 236,000	\$ -	\$ 236,000	\$ 236,000	\$ 2,929	\$ -	\$ 233,071	\$ -	\$ 233,071	1.24%
	Civic Activities/Park & Rec.	\$ 35,166	\$ 32,000	\$ -	\$ 32,000	\$ 32,000	\$ 663	\$ -	\$ 31,337	\$ -	\$ 31,337	2.07%
	NON-CERTIFIED SALARIES	\$ 12,989,385	\$ 13,706,076	\$ 155,055	\$ 13,861,131	\$ 13,861,131	\$ 1,043,126	\$ 11,635,747	\$ 1,182,258	\$ -	\$ 1,182,258	91.47%
	SUBTOTAL SALARIES	\$ 53,194,333	\$ 55,194,736	\$ 160,000	\$ 55,354,736	\$ 55,354,736	\$ 3,113,260	\$ 49,396,542	\$ 2,844,934	\$ -	\$ 2,844,934	94.86%
200	EMPLOYEE BENEFITS											
	Medical & Dental Expenses	\$ 8,772,698	\$ 9,556,747	\$ -	\$ 9,556,747	\$ 9,556,747	\$ 2,460,879	\$ 7,066,134	\$ 29,734	\$ -	\$ 29,734	99.69%
	Life Insurance	\$ 89,281	\$ 88,000	\$ -	\$ 88,000	\$ 88,000	\$ 14,137	\$ -	\$ 73,863	\$ -	\$ 73,863	16.07%
	FICA & Medicare	\$ 1,651,662	\$ 1,702,277	\$ -	\$ 1,702,277	\$ 1,702,277	\$ 141,064	\$ -	\$ 1,561,213	\$ -	\$ 1,561,213	8.29%
	Pensions	\$ 905,844	\$ 931,687	\$ 21,500	\$ 953,187	\$ 953,187	\$ 664,695	\$ 750	\$ 287,742	\$ -	\$ 287,742	69.81%
	Unemployment & Employee Assist.	\$ 52,413	\$ 81,600	\$ -	\$ 81,600	\$ 81,600	\$ -	\$ -	\$ 81,600	\$ -	\$ 81,600	0.00%
	Workers Compensation	\$ 423,781	\$ 415,367	\$ -	\$ 415,367	\$ 415,367	\$ 120,338	\$ 295,013	\$ 16	\$ -	\$ 16	100.00%
	SUBTOTAL EMPLOYEE BENEFITS	\$ 11,895,679	\$ 12,775,678	\$ 21,500	\$ 12,797,178	\$ 12,797,178	\$ 3,401,114	\$ 7,361,897	\$ 2,034,167	\$ -	\$ 2,034,167	84.10%

**NEWTOWN BOARD OF EDUCATION
2023-24 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2023**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2022 - 2023	2023-2024 APPROVED BUDGET	YTD TRANSFERS 2023-2024	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
300	PROFESSIONAL SERVICES										
	Professional Services	\$ 497,713	\$ 436,643	-	\$ 436,643	\$ 57,587	\$ 19,555	\$ 359,501	\$ -	\$ 359,501	17.67%
	Professional Educational Serv.	\$ 109,147	\$ 161,055	-	\$ 161,055	\$ 68,530	\$ 10,462	\$ 82,063	\$ -	\$ 82,063	49.05%
	SUBTOTAL PROFESSIONAL SERV.	\$ 606,860	\$ 597,698	-	\$ 597,698	\$ 126,117	\$ 30,017	\$ 441,564	\$ -	\$ 441,564	26.12%
400	PURCHASED PROPERTY SERV.										
	Buildings & Grounds Contracted Svc	\$ 691,410	\$ 691,550	-	\$ 691,550	\$ 286,743	\$ 287,647	\$ 117,160	\$ -	\$ 117,160	83.06%
	Utility Services - Water & Sewer	\$ 122,590	\$ 135,620	-	\$ 135,620	\$ 5,952	\$ -	\$ 129,668	\$ -	\$ 129,668	4.39%
	Building, Site & Emergency Repairs	\$ 507,151	\$ 475,000	-	\$ 475,000	\$ 39,072	\$ 32,548	\$ 403,380	\$ -	\$ 403,380	15.08%
	Equipment Repairs	\$ 218,088	\$ 249,170	-	\$ 249,170	\$ 25,697	\$ 21,115	\$ 202,359	\$ -	\$ 202,359	18.79%
	Rentals - Building & Equipment	\$ 231,687	\$ 256,642	-	\$ 256,642	\$ 2,210	\$ 184,692	\$ 69,740	\$ -	\$ 69,740	72.83%
	Building & Site Improvements	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	SUBTOTAL PUR. PROPERTY SERV.	\$ 1,770,926	\$ 1,807,982	-	\$ 1,807,982	\$ 359,674	\$ 526,001	\$ 922,307	\$ -	\$ 922,307	48.99%
500	OTHER PURCHASED SERVICES										
	Contracted Services	\$ 1,299,344	\$ 904,744	-	\$ 904,744	\$ 291,548	\$ 272,229	\$ 340,967	\$ -	\$ 340,967	62.31%
	Transportation Services	\$ 4,596,980	\$ 4,907,573	-	\$ 4,907,573	\$ 154,878	\$ 3,586,128	\$ 1,166,567	\$ (408,408)	\$ 1,574,975	67.91%
	Insurance - Property & Liability	\$ 443,316	\$ 446,219	-	\$ 446,219	\$ 147,535	\$ 261,854	\$ 36,831	\$ -	\$ 36,831	91.75%
	Communications	\$ 179,879	\$ 174,170	-	\$ 174,170	\$ 35,129	\$ 113,314	\$ 25,728	\$ -	\$ 25,728	85.23%
	Printing Services	\$ 23,262	\$ 22,966	-	\$ 22,966	\$ 2,617	\$ 139	\$ 20,210	\$ -	\$ 20,210	12.00%
	Tuition - Out of District	\$ 3,883,847	\$ 4,072,363	-	\$ 4,072,363	\$ 503,296	\$ 1,845,782	\$ 1,723,286	\$ (1,423,941)	\$ 3,147,227	22.72%
	Student Travel & Staff Mileage	\$ 242,400	\$ 251,532	-	\$ 251,532	\$ 6,172	\$ 62,729	\$ 182,630	\$ -	\$ 182,630	27.39%
	SUBTOTAL OTHER PURCHASED SERV.	\$ 10,671,028	\$ 10,779,567	-	\$ 10,779,567	\$ 1,141,173	\$ 6,142,174	\$ 3,496,220	\$ (1,832,349)	\$ 5,328,569	50.57%
600	SUPPLIES										
	Instructional & Library Supplies	\$ 944,749	\$ 792,074	-	\$ 792,074	\$ 140,263	\$ 176,293	\$ 475,518	\$ -	\$ 475,518	39.97%
	Software, Medical & Office Supplies	\$ 221,527	\$ 198,452	-	\$ 198,452	\$ 61,936	\$ 21,845	\$ 114,672	\$ -	\$ 114,672	42.22%
	Plant Supplies	\$ 398,008	\$ 365,600	-	\$ 365,600	\$ 68,630	\$ 17,239	\$ 279,731	\$ -	\$ 279,731	23.49%
	Electric	\$ 303,101	\$ 950,982	-	\$ 950,982	\$ 99,044	\$ -	\$ 851,938	\$ -	\$ 851,938	10.41%
	Propane & Natural Gas	\$ 472,827	\$ 469,981	-	\$ 469,981	\$ 14,406	\$ -	\$ 455,575	\$ -	\$ 455,575	3.07%
	Fuel Oil	\$ 93,031	\$ 94,098	-	\$ 94,098	\$ -	\$ -	\$ 94,098	\$ -	\$ 94,098	0.00%
	Fuel for Vehicles & Equip.	\$ 130,729	\$ 238,356	-	\$ 238,356	\$ 2,548	\$ -	\$ 235,808	\$ -	\$ 235,808	1.07%
	Textbooks	\$ 631,236	\$ 67,787	-	\$ 67,787	\$ 19,175	\$ 24,891	\$ 23,721	\$ -	\$ 23,721	65.01%
	SUBTOTAL SUPPLIES	\$ 3,193,208	\$ 3,177,330	-	\$ 3,177,330	\$ 406,001	\$ 240,267	\$ 2,531,061	\$ -	\$ 2,531,061	20.34%

**NEWTOWN BOARD OF EDUCATION
2023-24 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2023**

OBJECT CODE	EXPENSE CATEGORY	2023-2024		CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
		EXPENDED 2022-2023	APPROVED BUDGET							
700	PROPERTY									
	Technology Equipment	\$ 355,440	\$ 422,996	\$ 241,496	\$ 96,351	\$ 18,414	\$ 126,731	\$ -	\$ 126,731	47.52%
	Other Equipment	\$ 185,407	\$ 137,753	\$ -	\$ 850	\$ 5,922	\$ 130,981	\$ -	\$ 130,981	4.92%
	SUBTOTAL PROPERTY	\$ 540,847	\$ 560,749	\$ (181,500)	\$ 97,201	\$ 24,336	\$ 257,712	\$ -	\$ 257,712	32.03%
800	MISCELLANEOUS									
	Memberships	\$ 75,483	\$ 75,911	\$ -	\$ 52,895	\$ 4,197	\$ 18,819	\$ -	\$ 18,819	75.21%
	SUBTOTAL MISCELLANEOUS	\$ 75,483	\$ 75,911	\$ -	\$ 52,895	\$ 4,197	\$ 18,819	\$ -	\$ 18,819	75.21%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
	TOTAL LOCAL BUDGET	\$ 81,950,365	\$ 85,069,651	\$ -	\$ 8,697,434	\$ 63,725,431	\$ 12,646,786	\$ (1,832,349)	\$ 14,479,135	82.98%
900	Transfer to Non-Lapsing									
	GRAND TOTAL	\$ 81,950,365	\$ 85,069,651	\$ -	\$ 8,697,434	\$ 63,725,431	\$ 12,646,786	\$ (1,832,349)	\$ 14,479,135	82.98%

SPECIAL REVENUES

EXCESS COST GRANT REVENUE	EXPENDED 2022-2023	APPROVED BUDGET	STATE PROJECTE I- Jan	ESTIMATE Total	VARIANCE to Budget	% TO BUDGET #DIV/0!
Special Education Svcs Salaries ECG	\$ (7,750)	\$ -	\$ -	\$ -	\$ -	100.00%
Transportation Services - ECG	\$ (489,642)	\$ (408,408)	\$ (408,408)	\$ -	\$ -	100.00%
Tuition - Out of District ECG	\$ (1,373,396)	\$ (1,423,941)	\$ (1,423,941)	\$ -	\$ -	100.00%
Total	\$ (1,870,788)	\$ (1,832,349)	\$ (1,832,349)	\$ -	\$ -	100.00%
SDE MAGNET TRANSPORTATION GRANT	\$ (13,000)	\$ (15,600)	\$ (15,600)	\$ -	\$ -	100.00%

OTHER REVENUES

BOARD OF EDUCATION FEES & CHARGES - SERVICES	APPROVED BUDGET	ANTICIPATED	RECEIVED	BALANCE	% RECEIVED
LOCAL TUITION	\$37,620	\$37,620	\$0	\$37,620	0.00%
HIGH SCHOOL FEES FOR PARKING PERMITS	\$30,000	\$30,000	\$0	\$30,000	0.00%
MISCELLANEOUS FEES	\$6,000	\$6,000	\$0	\$6,000	0.00%
TOTAL SCHOOL GENERATED FEES	\$73,620	\$73,620	\$0	\$73,620	0.00%
OTHER GRANTS					
ESSER II - 9/30/2023	\$625,532	\$573,735	\$48,297	\$3,500	99.44%
ESSER III (estimated \$809k for 21-22 use) 9/30/2024	\$1,253,726	\$709,840	\$522,691	\$21,195	98.31%

**2023 - 2024
 NEWTOWN BOARD OF EDUCATION
 DETAIL OF TRANSFERS RECOMMENDED
 AUGUST 31, 2023**

FROM		TO	
OBJECT CODE	AMOUNT	OBJECT CODE	AMOUNT
100	\$132,129	100	\$1,583
	NON-CERTIFIED ADJ		CONTINUING ED./SUMMER SCHOOL
	\$132,129 001840880000-51271		\$1,583 001940840000-51143 DISTRICT - CONT. ED.
	DISTRICT - OTHER SERV		SUPERVISORS/TECHNOLOGY SALARIES
	NON-CERT SALARY ADJ		\$14,761 001810850000-51210 DISTRICT - TECH
			\$5,264 001840860000-51210 DISTRICT - BUS SERV
			\$5,737 001900920000-51210 B&G - ADMIN.
			\$52,088 CLERICAL & SECRETARIAL SALARIES
			\$4,012 001200010000-51221 S.H. - ADMIN.
			\$4,349 001300010000-51221 M.G. - ADMIN.
			\$4,349 001400010000-51221 HOM. - ADMIN.
			\$2,602 001450340000-51221 RIS. - LIBRARY
			\$2,993 00145040000-51221 RIS. - GUIDANCE
			\$2,602 001500340000-51221 M.S. - LIBRARY
			\$1,457 00150040000-51221 M.S. - GUIDANCE
			\$1,316 00160010000-51221 H.S. - ENGLISH
			\$1,316 001600280000-51221 H.S. - SCIENCE
			\$2,602 001600340000-51221 H.S. - LIBRARY
			\$6,306 00160040000-51221 H.S. - GUIDANCE
			\$9,562 00175050000-51221 SP ED - ADMIN.
			\$4,790 001770410000-51222 HEALTH/MED. - ADMIN.
			\$1,619 001810850000-51222 DISTRICT - TECH
			\$1,693 001840860000-51222 DISTRICT - BUS SERV
			\$520 001900920000-51222 B&G - ADMIN.
			\$24,255 CUSTODIAL & MAINT. SALARIES
			\$11,255 001900940000-51258 B&G - MAINTENANCE
			\$7,295 001900960000-51252 B&G - CUSTODIAL
			\$5,705 001900960000-51253 B&G - CUSTODIAL
			\$1,714 CAREER/JOB SALARIES
			\$1,714 001600320000-51261 H.S. - SPORTS
			\$26,727 SPECIAL EDUCATION SVCS SALARIES
			\$2,255 001750510000-51262 SP ED - SERV FOR BLIND
			\$18,983 001750510000-51263 SP ED - SERV FOR BLIND
			\$5,489 001750610000-51263 SP ED - PREK-8 SP ED
			\$10,000 EXTRA WORK - NON-CERT.
			\$10,000 001810850000-51423 DISTRICT - TECH
			\$142,129 TOTAL TRANSFER REQUEST
500	\$10,000	100	\$10,000
	CONTRACTED SERVICES		EXTRA WORK - NON-CERT.
	\$10,000 001810850000-54000		\$10,000 001810850000-51423
	DISTRICT - TECH		DISTRICT - TECH
	CONTRACTED SERV		EXTRA WORK - NON-CERT
	\$142,129 TOTAL TRANSFER REQUEST		\$142,129 TOTAL TRANSFER REQUEST

**2023 - 2024
 NEWTOWN BOARD OF EDUCATION
 TRANSFERS RECOMMENDED
 AUGUST 31, 2023**

AMOUNT	FROM		TO		REASON
	CODE	DESCRIPTION	CODE	DESCRIPTION	
ADMINISTRATIVE					
\$1,583	100	NON-CERTIFIED ADJ	100	CONTINUING ED./SUMMER SCHOOL	TO ADJUST SALARY BUDGETS FOR NEW CONTRACTS AND STAFFING CHANGES
\$25,762			100	SUPERVISORS/TECHNOLOGY SALARIES	
\$52,088			100	CLERICAL & SECRETARIAL SALARIES	
\$24,255			100	CUSTODIAL & MAINT. SALARIES	
\$1,714			100	CAREER/JOB SALARIES	
\$26,727			100	SPECIAL EDUCATION SVCS SALARIES	
\$132,129					
\$10,000	500	CONTRACTED SERVICES	100	EXTRA WORK - NON-CERT.	TO ADJUST BUDGET FOR TECHNOLOGY STIPENDS
\$142,129	TOTAL TRANSFER REQUEST				

**NEWTOWN PUBLIC SCHOOLS
NEWTOWN, CONNECTICUT**

2024-2025 SCHOOL BUDGET DEVELOPMENT CALENDAR

	<u>Activity</u>	<u>Responsibility</u>	<u>Date</u>	<u>Day</u>	<u>Meeting Type</u>
ADMINISTRATION					
1.	Discussion and Expectations / Goals of Budget Process	Supt & Director of Business	09/08/23	Fri	A Team
2.	Distribution of Budget Manual to Administrators	Director of Business	9/18-22/23	Mon-Fri	CO Internal
3.	Submission of All Budget Requests	Principals / Directors	10/27/23	Fri	CO Internal
4.	Submission of Salaries	Business Office	10/31/23	Tues	CO Internal
5.	Preliminary Update and Discussion of Budget in Progress	Superintendent	11/03/23	Fri	A Team
6.	Individual Administrative Budget Meetings	Superintendent	11/13 - 12/4	Mon-Mon	Cost Center Leaders
7.	Distribute Superintendent's Proposed Budget	Superintendent	01/11/24	Thurs	Hand Delivery
BOARD OF EDUCATION					
8.	Superintendent's Overview of Proposed Budget to BOE	Superintendent	01/16/24	Tues	Regular BOE Mtg
9.	Budget Workshop - <i>Elementary, Reed, Middle School</i>	Board of Ed	01/18/24	Thurs	Workshop Mtg
10.	Budget Workshop - <i>High School, Athletics, Special Ed, Pupil Pers, Health, Curric</i>	Board of Ed	01/23/24	Tues	Workshop Mtg
11.	Budget Workshop - <i>Tech, Cont. Ed, Plant, Benefits, Gen Serv & Trans</i>	Board of Ed	01/25/24	Thurs	Workshop Mtg
12.	Budget Workshop - <i>Public Hearing & Discussion and Adoption of Budget</i>	Board of Ed	01/30/24	Tues	Budget BOE Mtg
13.	BOE Budget Submitted to Finance Director <i>(Feb 14th submission deadline per Town Charter)</i>	Director of Business	02/02/24	Fri	Finance Internal <i>(Delivery)</i>
BOARD OF FINANCE					
14.	Board of Finance - Budget Review with Board of Ed <i>(At least 5 days prior to Public Hearing per Town Charter)</i>	Finance Director	02/05/24	Mon	Finance Board
15.	Budget Proposals Published in Newspaper <i>(at least 5 days prior to Public Hearing per Town Charter)</i>	Board of Finance	02/07/24	Wed	Newspaper
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	02/15/24	Thurs	Public Hearing
17.	Schools Closed - Winter Recess	2/16/24 through 2/20/24		Fri - 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	02/28/24	Wed	Finance Board
19.	Budget Proposals Published in Newspaper <i>(At least 5 days prior to Public Hearing per Town Charter)</i>	Finance Director	03/08/24	Fri	(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	03/13/24	Wed	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	04/03/24	Wed	Legislative Council
	Schools Closed - Spring Recess	4/15/24 through 4/19/24		Mon - Fri	
23.	LC Budget Proposal Published in Newspaper	Finance Director	4/12/2024	Fri	(Newspaper)
24.	Town Budget Referendum <i>(4th Tuesday in April per Town Charter)</i>	Town Charter	04/23/24	Tue	Referendum Vote

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

ASSUMPTIONS
2024-2025 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 via actively seeking input and providing rationale for decision making with the community and the municipal boards throughout the budget process and the year.
3. Maintain transparency throughout the budgeting process by providing budget documents that are clear and understandable along with regular updates.
4. Evaluate existing programs and services for fiscal efficiency without compromising quality.
5. Ensure that the budget aligns with the district's strategic plan and educational priorities focusing on initiatives that have the most impact, as outlined in our school success plans.
6. Include funding for development opportunities aimed at supporting educators continuous growth and improvement in their practice.
7. Student learning depends on the allocation of resources for maintenance, safety upgrades, and facility improvements.
8. Existing programs and services will be evaluated based on both qualitative and quantitative data and adjusted in response, based on the needs of students.
9. Ensure that ethical standards and legal requirements are followed throughout the budgeting process, including compliance with labor agreements and financial regulations.
10. Superior academic success of our students is dependent upon a budget built using close collaboration with district administrators to develop a budget that reflects our educational priorities.

PRIORITIES
2024-2025 BOARD OF EDUCATION BUDGET

1. 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.
2. Include appropriate funding for special education to meet anticipated enrollment and needs.
3. Allocating resources to support staff professional growth and training.
4. Continue to enhance and build career pathways to meet the post-graduation needs of our students.
5. Investing in the development of curriculum and instructional materials to enhance learning outcomes.
6. Offering social and emotional services for students overall well being.
7. Foster a school climate that prioritizes the overall well being of students and staff.
8. Support a range of extracurricular activities, clubs, and sports including arts, music, and other enrichment activities that will promote the overall development of students.
9. Addressing disparities in outcomes among the student population is vital.

Instruction

Selection of Library Media Resources

The Newtown Board of Education (the “Board”) is legally responsible for all matters relating to the operation of its schools, including the library media centers. The Board delegates to the Superintendent of Schools the authority and responsibility for library materials in all formats. Responsibility for selection and maintenance of library materials rests with professionally trained library personnel (“library media specialists”) acting under the supervision of the building administrator, Assistant Superintendent, and Superintendent, using the Board’s selection and weeding criteria and procedures as described in this policy.

Selection Criteria

The Board has developed library materials selection criteria with the following goals:

- To implement the educational goals and instructional objectives of the Newtown Public Schools (the “District”);
- To assist library media specialists in the selection of library materials;
- To inform the public about criteria upon which library selections are made;
- To maintain a well-balanced and broad collection of materials for information, reference, and research;
- To represent differing viewpoints on controversial issues;
- To provide a diverse global perspective and promote diversity by including materials by from authors and illustrators of all across cultures;
- To promote critical thinking and a love of lifelong learning by offering students a wide array of print and non-print materials; and
- To provide recreational media resources.

Selection of library media materials will be based upon consideration of the following:

- Relevancy or permanent value;
- Accuracy;
- Readability;
- Clear presentation and format;
- Educational significance;
- Need and value to the collection;
- Such other resources, including recommended reading lists, as determined by the library media specialists; and
- Age appropriateness, in alignment with existing, Board-approved curricula, for:
 - Elementary (grades PK-4, generally ages 0-10);
 - Intermediate (grades 5-6, generally ages 10-12);
 - Middle School (grades 7-8, generally ages 12-13); and
 - High School (grades 9-12, generally ages 13-17).

6163.1(b)

In evaluating age appropriateness, the following criteria will apply:

- Recommendations set forth by the following organizations (“Library Review Resources”) will be consulted when determining age appropriateness including but not limited to:
 - School Library Journal
 - Kirkus
 - Booklist
 - Young Adult Library Services Association (YALSA) Best Books for Young Adults (YALSA)
 - Common Sense Media
 - NovelList
- If there is agreement as to age appropriateness from at least two Library Review Resources and the material under consideration aligns with District curricular offerings for the relevant school level (*i.e.*, elementary, intermediate, middle, or high school), then the library media specialist may follow the age appropriateness recommendation of the Library Review Resources.
- In the event that there is no requisite agreement among Library Review Resources about the age appropriateness of the material, the building administrator will determine the age appropriateness in consultation with the Assistant Superintendent.
- In the event that library materials are not rated by the Library Review Resources (*e.g.*, if they are newly published or classics), the library media specialist will conduct an examination of the book and make a recommendation, including a rationale, to the building administrator and Assistant Superintendent for determination as to whether to include the material in the school library collection at that school (“School Library Collection”).
- Finally, if the material under consideration contains graphic and/or excessive violence, explicit sexual content, excessive use of expletives, or hate speech, then the library media specialist shall follow the process outlined below.

The Board believes that school library media materials that (1) contain graphic and/or excessive violence, explicit sexual content, excessive use of expletives, or hate speech, and (2) lack overall literary or educational merit should not be included in the District’s library media centers. If, based on the overall literary or educational merit of a particular resource, the library media specialist determines it is appropriate to include in the School Library Collection material containing graphic and/or excessive violence, explicit sexual content, excessive use of expletives, or hate speech, the library media specialist will conduct an examination of the material and prepare a written rationale for selection. The rationale for selection will then be

6163.1(c)

presented to the building administrator and Assistant Superintendent to determine whether to include the material in the School Library Collection. If, after reviewing the material and the proposed rationale, the building administrator and Assistant Superintendent decide that inclusion in the school library is appropriate, the rationale will be approved (with or without revision) and will remain on record with the school (“Rationale for Selection”).

Gifts and Donated Materials

Gifts or donated materials will be subject to the same selection criteria as purchased materials. Gifted or donated materials will only be accepted after being reviewed by District staff in accordance with the above selection procedures. If the gifted or donated material does not meet the criteria identified above, it will not be placed in the school library collection.

Collection Maintenance and Weeding

Library media specialists will conduct an inventory of the School Library Collection and equipment on an ongoing basis. The inventory can be used to determine losses and remove damaged or worn materials that can then be considered for replacement.

Library media specialists will engage in systematic inspection of materials that may result in weeding in accordance with this policy. Considerations for weeding shall include but are not limited to:

- Worn and damaged materials,
- Superseded editions,
- Unnecessary duplications (based on circulation),
- Material that is factually inaccurate,
- Age appropriateness (as described above), and/or
- Materials that have had little to no circulation over an extended period of time.

Book Reconsideration Requests

The Board acknowledges that, despite the care taken to select library media resources, occasional requests to reconsider a library media selection (“Material for Reconsideration”) may be made by a member of the community (“Requestor”). Such requests should be referred to the library media specialist of the school in which the library media material is housed using the Initial Reconsideration Request form. The Material for Reconsideration will remain in circulation during the reconsideration process.

Initial Reconsideration Request

Upon receiving an Initial Reconsideration Request form, the library media specialist will notify the building administrator and Assistant Superintendent and, then, conduct an

6163.1(d)

examination of the material to determine whether or not it meets the selection criteria set forth in this policy (“Selection Criteria”). Additionally, the library media specialist will notify the building administrator and Assistant Superintendent of the outcome of any reconsideration requests. Requests will be addressed in the order in which they are received and in accordance with the time frames established below, provided that such time frames may be reasonably extended based on the number of pending requests at any given time and/or other extenuating circumstances.

- If the library media specialist determines that the Material for Reconsideration does not meet the Selection Criteria, then it will be removed from the School Library Collection and the Requestor will be notified of this decision within ten (10) school days of the original request.
- If the library media specialist determines that the Material for Reconsideration meets the Selection Criteria and will therefore be retained in the School Library Collection, the Requestor will be notified of this decision within ten (10) school days of the original request.
- If the Material for Reconsideration contains graphic and/or excessive violence, explicit sexual content, excessive use of expletives, or hate speech, and has been retained on the basis of the material’s overall literary or educational merit pursuant to a previously approved Rationale for Selection, then upon notification that the material will be retained in the School Library Collection, the library media specialist will also provide the Requestor with a copy of the previously approved Rationale for Selection for such library material.
- If the Material for Reconsideration contains graphic and/or excessive violence, explicit sexual content, excessive use of expletives, or hate speech, but the Material for Reconsideration does not have a previously approved Rationale for Selection and the library media specialist determines that it should continue to be included in the School Library Collection based on its overall literary or educational merit, then the library media specialist will conduct an examination of the material, prepare a written rationale for selection, and present it to the building administrator and Assistant Superintendent for their review within five (5) school days of the original request. Within ~~five~~ ten (10) school days of receiving the rationale, the building administrator and Assistant Superintendent will review both the material and the rationale to determine whether or not the library material shall remain in the School Library Collection. If the building administrator and Assistant Superintendent decide that inclusion in the School Library Collection is appropriate, the rationale will be approved (with or without revision) and will remain on record with the school. The Requestor will be notified of this decision within fifteen (15) school days of the original request and provided with a copy of the approved Rationale for Selection. If the building administrator and Assistant Superintendent determine that the rationale does not sufficiently support the inclusion of such material in the School Library Collection, the Material for Reconsideration will be removed from the School Library Collection, and the Requestor will be notified of this decision within fifteen (15) school days of the original request.

Final Reconsideration Request

If, after the process outlined above is complete, it has been determined that the Material for Reconsideration shall remain in the School Library Collection, the Requestor may choose to submit a Final Reconsideration Request form to the Superintendent. Within ten (10) school days of receiving the written request, the Superintendent ~~or designee~~ will consult with stakeholders from the school community, including appropriate school staff, the Requester and other parent/guardian representation, as appropriate, to fairly and fully evaluate the decision to retain the Material for Reconsideration subject to the Final Reconsideration Request. The Superintendent ~~or designee~~ will review relevant information pertaining to the request in order to make a final determination as to whether the Material for Reconsideration should be retained in the School Library Collection (the school library in which it is housed), moved to a different level (e.g., from the middle school to the high school), or removed from the District's library circulation entirely. This decision will be communicated in writing to the Requestor, the Assistant Superintendent, the building administrator and library media specialist within fifteen (15) school days of receiving the Final Reconsideration Request form, provided that such time frame may be reasonably extended based on the number of pending requests at any given time and/or other extenuating circumstances. The Superintendent will report to the Board any decisions resulting from Final Reconsideration Requests.

Library Media Resource Restriction Requests

The Board values its partnership with parents and guardians. As such, each parent/guardian may determine the appropriateness of library resource materials for their children and should afford the same right to other families. Parents/guardians who want to restrict their children's access to specific library media materials can submit the NPS Library Media Resource Restriction form to the library media specialist of the school in which their child is enrolled. Requests that library materials concerning general topics or themes will be restricted will not be honored. Parents who choose this option are expected to let their child know, in advance, that there are some materials they may not be allowed to check out from the library.

The Board authorizes the administration to develop Administrative Regulations in furtherance of this policy.

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

Minutes of the Board of Education meeting held on September 5, 2023 at 6:45 p.m. in the Reed Intermediate School library, 3 Trades Lane.

D. Zukowski, Chair	C. Melillo
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	4 Staff
A. Plante	
T. Higgins	
S. Tomai	
I. Khazadian	
G. Peteronjes	

Ms. Zukowski called the meeting to order at 6:45 p.m.

MOTION: Mrs. Tomai moved that the Board of Education go into executive session regarding a personnel leave of absence request and to discuss the attorney-client privileged memorandum regarding legal advice pertaining to a nonresident student admission request. Mrs. Plante seconded. Motion passes unanimously.

Item 1 – Executive Session

The Board discussed the items and returned to public session at 7:00 p.m.

Item 2 – Pledge of Allegiance

Item 3 – Vote on Executive Session Items

MOTION: Mrs. Tomai moved that the Board of Education approve the one-year leave of absence request for Annette Barbour. Mrs. Plante seconded. Motion passes unanimously.

MOTION: Mrs. Tomai moved that the Board of Education deny the out-of-district parents request for a tuition waiver for their two children. Mrs. Plante seconded. Motion passes unanimously.

Item 4 – Consent Agenda

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

Item 5 – Public Participation

Item 6 – Reports

Chair Report: Ms. Zukowski welcomed Isabel Khazadian and Gabriel Peteronjes, the high school student representatives for this school year. Students started school and she hopes each one is engaged and participates happily.

Superintendent's Report: Mr. Melillo reported we had a successful opening and visited each school the first day. This Friday he will be at Middle Gate School for their ice cream social and will then attend the high school's first football game this year in the Blue and Gold Stadium. He spoke about the decision to shorten schools days this week due to the heat which he did after monitoring our buildings Friday and Monday. Friday they found rooms were 17 degrees hotter than outside. Monday the temperature in the middle school and Middle Gate School hovered around 88 degrees with no one in the schools. Knowing parents have to look at day care he reached out to the Community Center and EdAdvance for help. Head O'Meadow has 10 classrooms not air conditioned because air handlers need to be replaced but because of the

supply chain we can't replace it until October. We are looking at other options to try to increase instructional hours. He made this decision in the best interest of the students.

Mr. Ramsey said he made a well thought out decision and appreciated that.

Mr. Vouros agreed with Mr. Ramsey having spent 35 years in the middle school upper A-wing. It's impossible to have learning when it's that hot. He thanked Mr. Melillo for this decision.

Mr. Higgins knew this was a difficult decision and asked if there were any take-aways from this decision and if he would do something different the next time.

Mr. Melillo said this decision was made from hours of discussion. He believes schools impacted by heat need to close early but not every school would need to close. We didn't have these issues last year. He will work with our unions and bus company and find a way to maximize instructional hours and look for a plan to make that happen.

Mrs. Tomai thanked him for looking at schools that have air conditioning and rotating students out of the hot rooms such as at Head O'Meadow. It's hard for parents to see money going into HVAC and closing all of them.

Mrs. Plante thanked everyone for monitoring the situation.

Ms. Zukowski thought there was a legislative action for classrooms if they are above 85 degrees.

Mr. Higgins said there are significant challenges in closing some schools and keeping some open and asked why there would be issues doing that.

Mr. Melillo said transportation wise we need to know if we have enough turnaround time without bus routes. Will would have to pay for additional routes because of the two-tier system.

There were no committee reports.

Student Representatives Report:

Mr. Peteronjes reported on the start of school. The Link Crew supported incoming freshmen school photos are scheduled. He is a senior, participates in soccer and swimming, and looks forward to college.

Ms. Khazadian said she was also a senior, participates in track and field, and is applying to colleges. She reported that the class council of 2024 elected a new president and fall sports have begun. The athletics department has also begun to set up student-run media shoots for the senior athletes of each varsity sport this year.

Item 7 – Presentations

Hawley School Update:

Hawley Principal, Chris Moretti, spoke about the long journey for Hawley School this past school year. He thanked the town for approving our project for improved air quality and thanked the Board of Education for their support. He thanked Sandy Hook School and Reed Intermediate School for welcoming his entire staff and making them feel at home. The PTA's were very inclusive and extremely cooperative. The Hawley PTA was extraordinary. There were always two sets of plans, volunteers and events for our students in two locations. Hawley parents were amazing. The Hawley staff displayed professionalism and thanked Marianne Grimaldi who packed and unpacked in two separate locations. The custodial staff spent most of the summer making sure everyone had everything they needed. Central office helped navigate our return. The tech department spent countless hours making sure we had everything upon our return.

Carla Tischio was instrumental in the daily operation of Hawley School and supporting all the needs of our students. He is proud to be a Hawley educator.

Mr. Ramsey thanked him for such detail in what the staff did for this project and he thanked each staff member.

Mrs. Plante was proud of everyone who contributed. She asked what lessons were learned from this experience.

Mr. Moretti said it was very well planned by a committee. If this should occur again, it should be organized the same way. Each school included us immediately in things we never did at Hawley. We also enjoyed being at Sandy Hook because teachers were with their counterparts.

Ms. Zukowski said it was wonderful leadership and planning. She asked to tell all staff how impressed the Board was with the move out, time outside of their school, the move back, and keeping the spirit as they move forward.

Mr. Melillo said we ran into significant issues along the way and this was almost day to day. Throughout the process, Mr. Moretti never had a can't do attitude and always said we can make it work. Without that attitude he doesn't think it would have happened. He thanked him for his leadership and always positive influence.

Superintendent's Goals:

Mr. Melillo presented his goals, which were broken out into four areas and tied to the strategic plan. Goal 1 is the Expansion of Learning Walks, which connects to Strategic Priority 1 to ensure stimulating, engaging, and challenging learning opportunities. This year we will expand the learning walks to bring teachers in to view lessons and be able to share ideas.

Goal 2 is Strengthening Career Pathways, which connects to Strategic Priority 2 to prepare students for life beyond graduation. The food truck project at Newtown High School will involve various departments coming together as a team to make this happen. We expect it to be ready for the Earth Day celebration.

Goal 3 is Communication, which connects to Strategic Priority 4 to strengthen district, family, and community partnership. He will open up communication with the administrators, students, parents and the broader community to be sure they are well informed.

Goal 4 is District Budgetary Process, which connects to Strategic Priority 1, 2, 3 and 4. This involves creating a budget, career pathways for students beyond graduation, building partnerships with other boards, and attending PTA meetings.

Mr. Melillo stated that the administrators are having goals tied into the strategic plan along with the central office administrators. He has weekly meetings with principals to see where they are with their goals and uses our A-Team meetings to share and adjust goals. Our cabinet also meets weekly.

Mr. Ramsey asked for a summation of the plans during the year.

Mr. Higgins appreciated bringing information to the school for students not going to college. The Board discussed the objective of the plan, what we are trying to accomplish, where we want to be, and how we are getting there. The main take-away is the plan was a work in progress and part of the retreat. He asked if the Board should expect a more comprehensive form of the document to see where they are.

Mr. Melillo said at this Friday's A-Team meeting we will discuss the parent piece and he, Mrs. Uberti and Mrs. DeBartolo will model their goals with them. The administrators will present their success plans in two meetings and a month from now we will have our plan in place. He wants the plan to be a living document. We need to monitor where we are and see what is working.

Mrs. Plante was thrilled with the volume of learning walks last year and asked about the new elementary language arts curriculum rollout.

Mrs. Uberti said this was a huge undertaking as we are also piloting two reading programs. We are getting materials in and planning PD and had 150 teachers in the K-5 Imagine Learning training. The teachers were very comfortable and confident in beginning teaching the program. The language arts consultants spent a lot of time working with teachers on the science of reading. Grades 6-8 are being piloted and we also have PD for them. We're in a good place.

Ms. Zukowski said the last page of the strategic plan addressed the communications committee which will be a mouthpiece for what is happening. The superintendent will provide updates three times per year with qualitative and quantitative data.

Item 8 – Old Business

CIP:

Mrs. Vadas noted that nothing has changed since the last meeting.

Mr. Cruson noted that the old version of the CIP was sent to the Board. The correct version was shared.

MOTION: Mrs. Tomai moved that the Board of Education approve the CIP as presented at the last meeting. Mrs. Plante seconded.

Mr. Higgins said they spent time talking about the \$12M for the middle school but that number has no basis. There is an urgent need to discuss a proper facilities study because we don't know what it will take for that building. He's not comfortable with a plan that has a number not grounded in fact and will not support it. He would have put in a bigger number and it's important to be communicating to the rest of the community that someone we hired had concerns about what it would take to get the middle school to where it should be. He would be in favor with a bigger number.

Mrs. Vadas said the design build is this year. A larger amount would be misleading and will cost double or triple. We want a placeholder.

Mr. Higgins stated we have no idea of the cost but we have a building that needs a substantial investment. Putting any number would be pretend and misleading. If we thought it important to put a placeholder he could be comfortable that \$25M is directionally right.

Mrs. Plante suggested having a footnote indicating this was pending a facilities study and will have commentary when delivered to other boards. \$12M is the range for her with a footnote.

Mr. Higgins would be in favor of the footnote indicating it could cost substantially more.

Ms. Zukowski suggest the \$12M for a design and build study footnote indicate the actual price could be 2 to 3 times more. The facilities study is to go through each building.

MOTION: Mr. Cruson moved to amend the motion to allow our Director of Business to add a footnote to the CIP specifically for the middle school HVAC project referencing the price is contingent on the design study being completed the end of the 2023-24 school year and that the actual price could be 2 to 3 times greater than presented. Mr. Higgins seconded. Amendment passes unanimously.

Vote on the main motion passes unanimously.

Policies:

MOTION: Mr. Cruson moved that the Board of Education approve Policy 4148.1/4248.1 First Aid and Emergency Care and the Role of the School Nurse. Mr. Higgins seconded. Motion passes unanimously.

MOTION: Mr. Cruson moved that the Board of Education rescind Policy 4-607 Safety, First Aid and Emergency Care. Mr. Higgins seconded. Motion passes unanimously.

MOTION: Mr. Cruson moved that the Board of Education rescind Policy 4-607.1 Safety, First Aid and Emergency Care Procedures. Mr. Higgins seconded. Motion passes unanimously.

MOTION: Mr. Cruson moved that the Board of Education approve Policy 4152.6/4252.6 Family and Medical Leave. Mr. Higgins seconded. Motion passes unanimously.

MOTION: Mr. Cruson moved that the Board of Education rescind Policy 4-112 Family and Medical Leave.

Mr. Higgins seconded. Motion passes unanimously.

Item 9 – New Business

Minutes of August 22, 2023:

MOTION: Mrs. Tomai moved that the Board of Education approve the minutes of August 22, 2023. Mr. Ramsey seconded. Motion passes unanimously.

Item 10 – Public Participation

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

Item 11 – Adjournment

The meeting adjourned at 8:35 p.m.

Respectfully submitted:

Donald Ramsey
Secretary

Newtown Public Schools Climate Survey Results

22-23

Family School Climate Questions 22-23

School Climate

Perceptions of the overall social and learning climate of the school.

1 to 5 Scale

1. To what extent do you think students enjoy going to your child's school?
2. How fair or unfair is the school's system for dealing with disciplinary issues?
3. How well do administrators at your child's school create a school environment that helps children learn?
4. Overall, how much respect do you think the children at your child's school have for the staff?
5. Overall, how much respect do you think the staff at your child's school have for the children?

School Safety

Perceptions of student physical and psychological safety at school.

1 to 5 Scale

1. How often do you worry about violence at your child's school?
2. How likely is it that someone from your child's school will be mean to or bully your child?
3. If your child was a victim of mean behavior or bullying, how likely is it that you or your child would report it to the school?
4. If a student is treated meanly or bullied at your child's school, how difficult is it for him/her to get help from an adult?
5. To what extent are illegal substances a problem at your child's school? (5-12 Only)
6. Overall, how safe does your child feel at school?

School Fit

1. How often do you have conversations with your child about what they are learning at school?
2. How well do you feel your child's school is preparing your child for the next academic year?
3. How well do the activities offered at your school match your child's interests?
4. How comfortable is your child asking for help from adults at school?
5. How well does the teaching styles of your child's teachers match your child's learning style?
6. Overall, how good a fit is your child's school for your child?

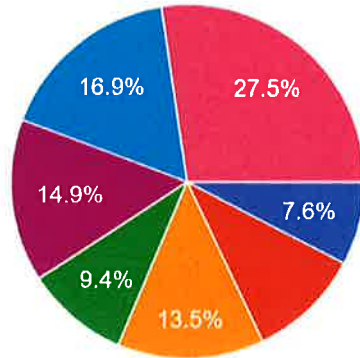
Free Response Question:

1. In what ways might the school support your child more effectively?
2. What are two things that this school does well and should continue to do? Please be as specific as possible.
3. In what ways do you prefer to receive school communications?

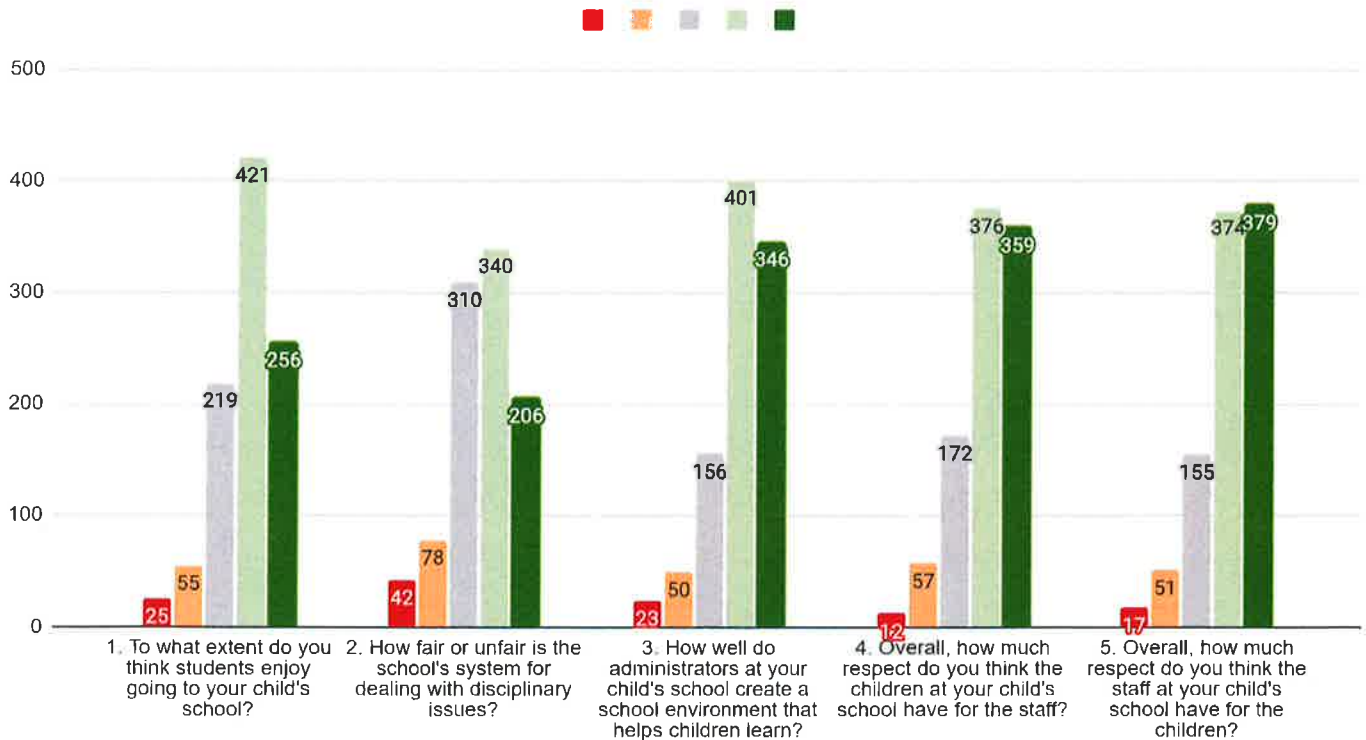
Newtown Public Schools - Family Survey

My child attends:

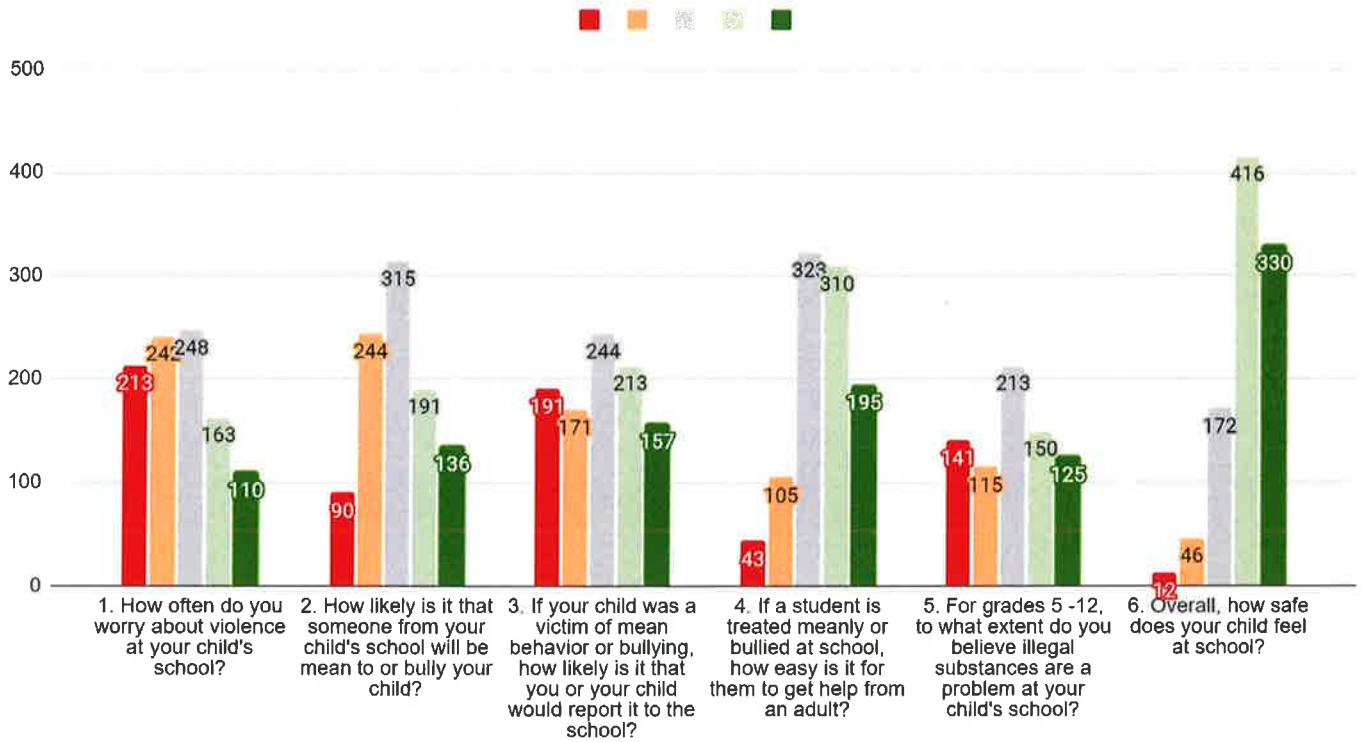
976 responses



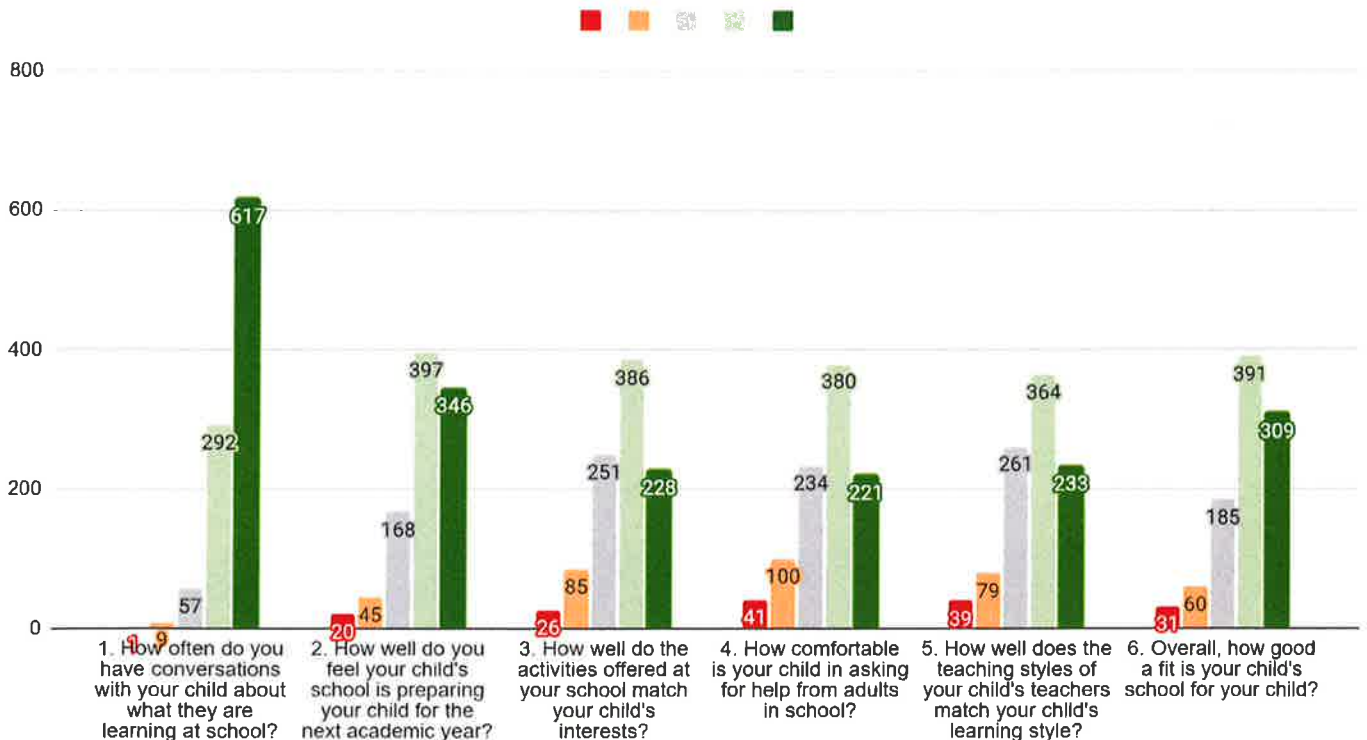
NPS Families - School Climate 22-23



NPS Families - Safety 22-23



NPS - School Fit 22-23



Newtown Public Schools
School Climate Survey Questions - Grades 3-6
Spring 2023

School Climate and Belonging

Perceptions of the overall climate and sense of belonging to the school community.

1. How much support do the adults at your school give you?
2. How much respect do students in your school show you?
3. How excited would you be to have your teachers again?
4. At your school, how much does the behavior of other students distract from your learning?
5. How positive is the energy or feeling of your school?
6. Overall, how much do you feel like you belong at your school?

School Safety

Perceptions of student physical and psychological safety while at school.

1. How often are people disrespectful to others at your school?
2. How likely is it that someone from your school will be mean to you or bully you?
3. How aware are you about the ways that mean behavior or bullying can be reported at your school?
4. If you were aware that someone was being treated meanly or bullied, how likely would you be to report it?
5. If a student is treated meanly or bullied in school, how easy is it for them to get help from an adult?
6. At your school, how fairly do the adults treat the students?
7. How often do you worry about violence at your school?

Social Awareness

How well students consider the perspectives of others and empathize with them.

1. During the past month, how carefully did you listen to other people's points of view?
2. During the past month, how much did you care about other people's feelings?
3. During the past month, how often did you compliment others' accomplishments?
4. During the past month, how well do you get along with students who are different from you?
5. During the past month, when you disagreed with others, how clearly were you able to describe your feelings/views?
6. During the past month, when others disagreed with you, how respectful were you of their feelings/views?
7. During the past month, to what extent were you able to stand up for yourself without putting others down or arguing?
8. During the past month, how often did you pay attention and ignore distractions?

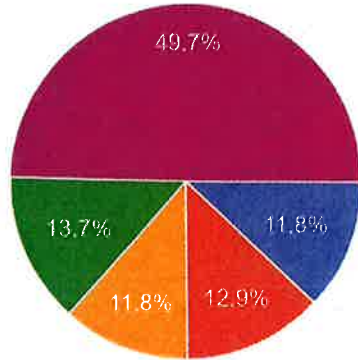
Optional Open-Ended Questions

1. What can teachers or other adults at your school do to better support you?
2. What are one or two things this school does well and should continue to do?

Newtown Public Schools - Student Survey - Grades 3 - 6

What school do you attend?

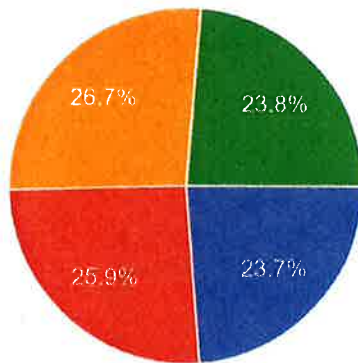
1,056 responses



- Hawley
- Head O'Meadow
- Middle Gate
- Sandy Hook
- Reed

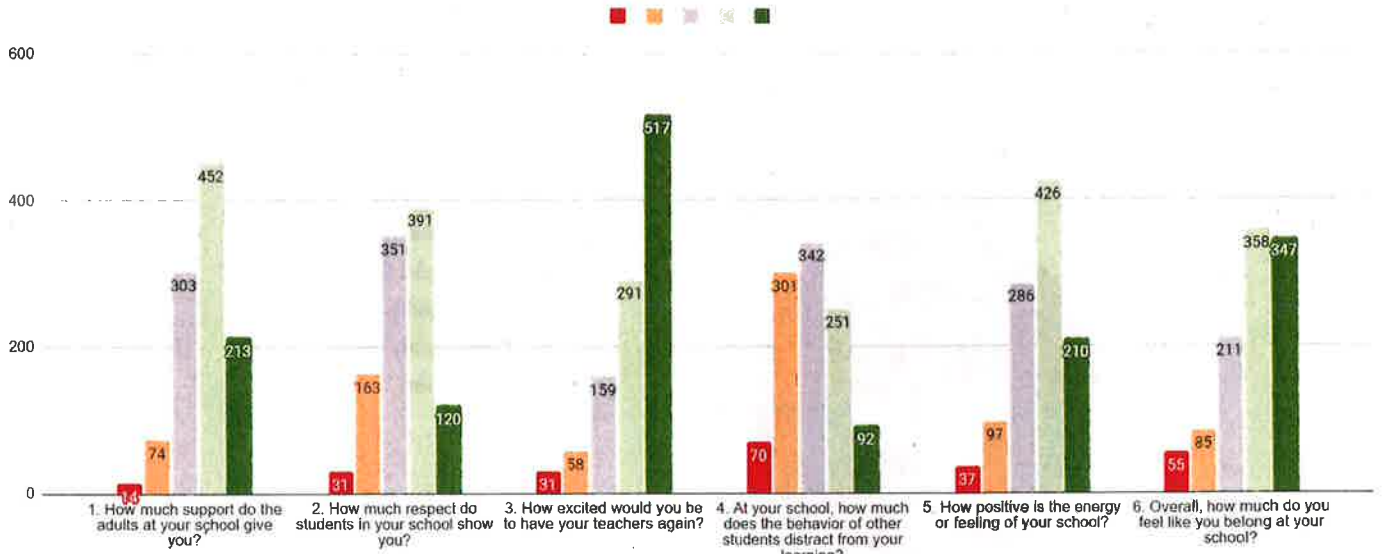
What grade are you currently in?

1,056 responses

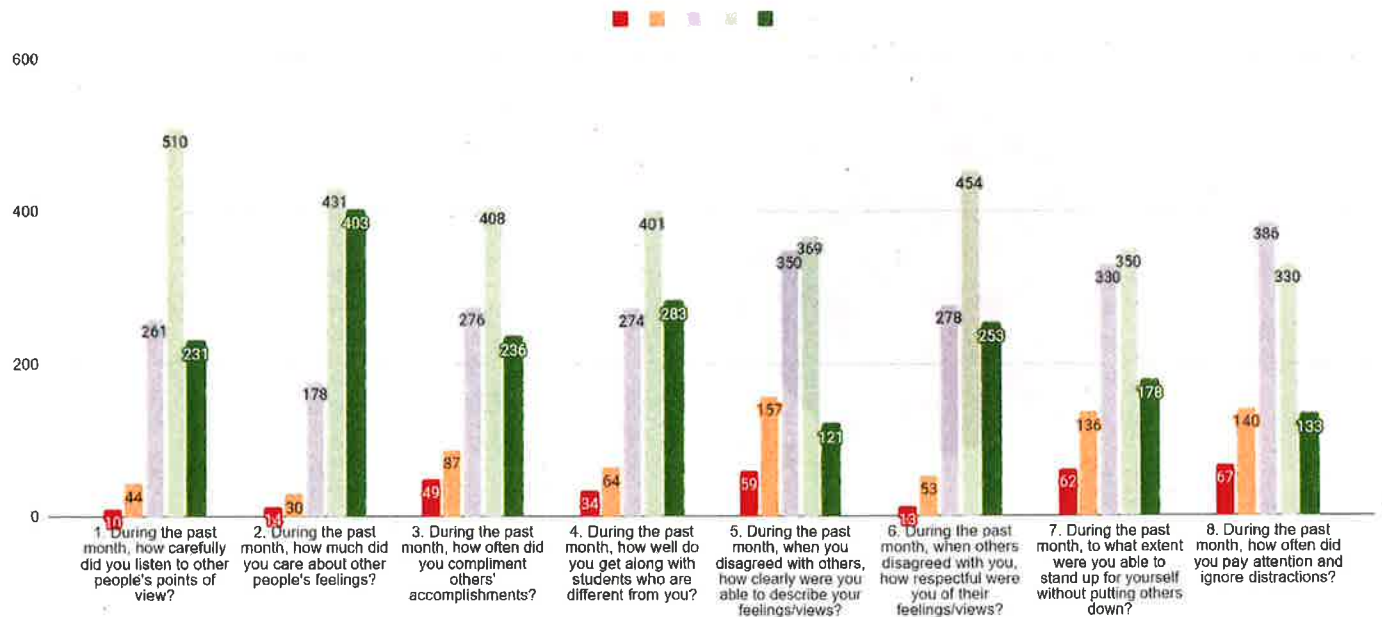


- Grade 3
- Grade 4
- Grade 5
- Grade 6

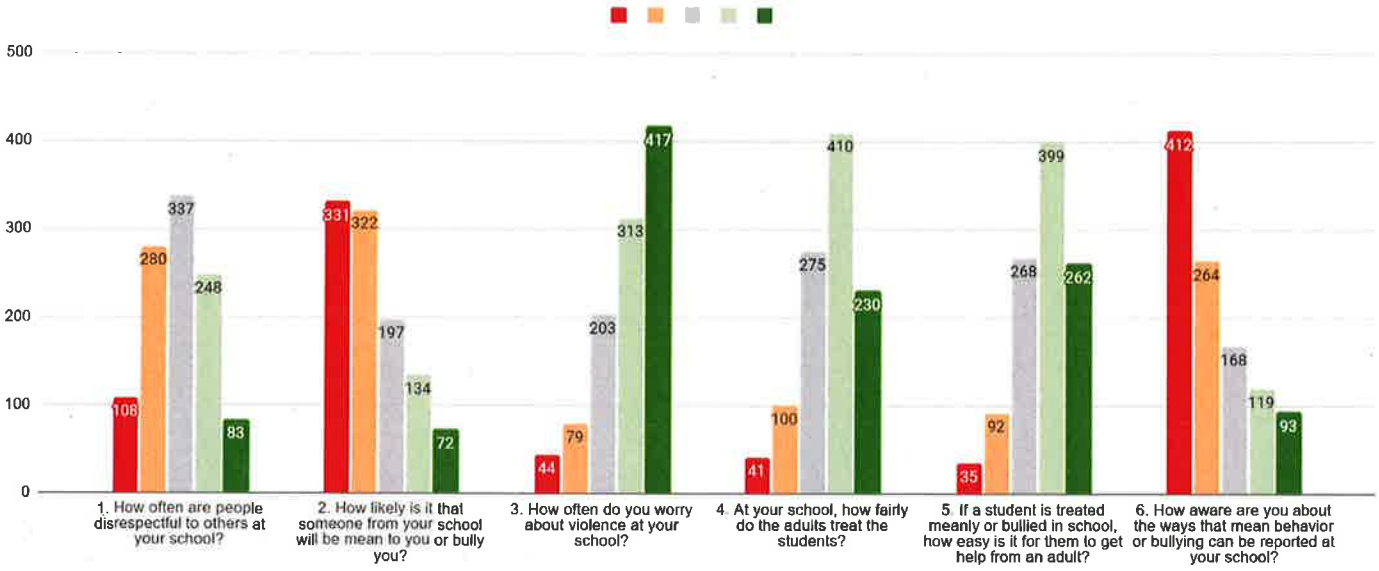
3-6 - School Climate and Belonging 22-23



3-6 - Social Awareness 22-23



3-6 - School Safety 22-23



Newtown Public Schools
School Climate Survey Questions - Grades 7-12
Spring 2023

School Climate and Belonging

Perceptions of the overall climate and sense of belonging to the school community.

1. How connected do you feel to the adults at your school?
2. How much respect do students in your school show you?
3. How many of your teachers would you be excited to have you again in the future?
4. At your school, how much does the behavior of other students distract from your learning?
5. How positive is the energy or feeling of your school?
6. Overall, how much do you feel like you belong at your school?

School Safety

Perceptions of student physical and psychological safety while at school.

1. How often are people disrespectful to others at your school?
2. How likely is it that someone from your school will be mean to you or bully you?
3. How aware are you about the ways that mean behavior or bullying can be reported at your school?
4. If you were aware that someone was being treated meanly or bullied, how likely would you be to report it?
5. If a student is treated meanly or bullied in school, how easy is it for them to get help from an adult?
6. At your school, how fairly do the adults treat the students?
7. How often do you worry about violence at your school?

Social Awareness

How well students consider the perspectives of others and empathize with them.

1. During the past month, how carefully did you listen to other people's points of view?
2. During the past month, how much did you care about other people's feelings?
3. During the past month, how often did you compliment others' accomplishments?
4. During the past month, how well do you get along with students who are different from you?
5. During the past month, when you disagreed with others, how clearly were you able to describe your feelings/views?
6. During the past month, when others disagreed with you, how respectful were you of their feelings/views?
7. During the past month, to what extent were you able to stand up for yourself without putting others down or arguing?
8. During the past month, how often did you pay attention to others and resist distractions such as cell phones?

Inclusion

How inclusive is school for students of different genders, races, ethnicities, or cultures.

1. At your school, how often do students from different races, ethnicities or cultures hang out with each other?
2. How fairly do students at your school treat people from different races, ethnicities or cultures?
3. How often are you given opportunities to learn about the achievements of women?
4. How often are you given opportunities to learn about the achievements of different races, ethnicities or cultures?
5. How often are you given opportunities to learn about the achievements of people with disabilities?

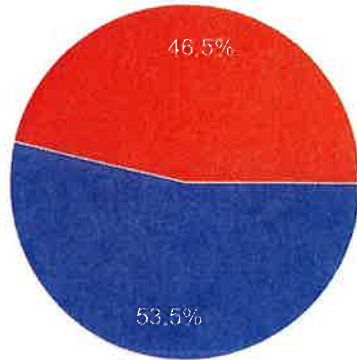
Open-Ended Responses (Optional)

1. What can teachers or other adults at your school do to better support you?
2. What are one or two things this school does well and should continue to do?
3. What do you wish your teachers knew about your experiences of race, ethnicity, culture, religion or identity at your school?

Newtown Public Schools - Student Survey - Grades 7-12

What school do you attend?

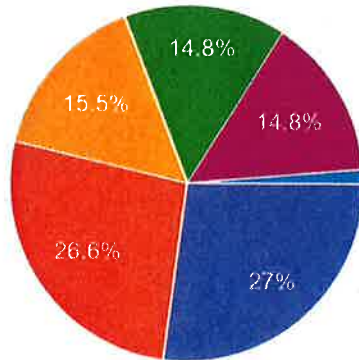
988 responses



- Newtown Middle
- Newtown High

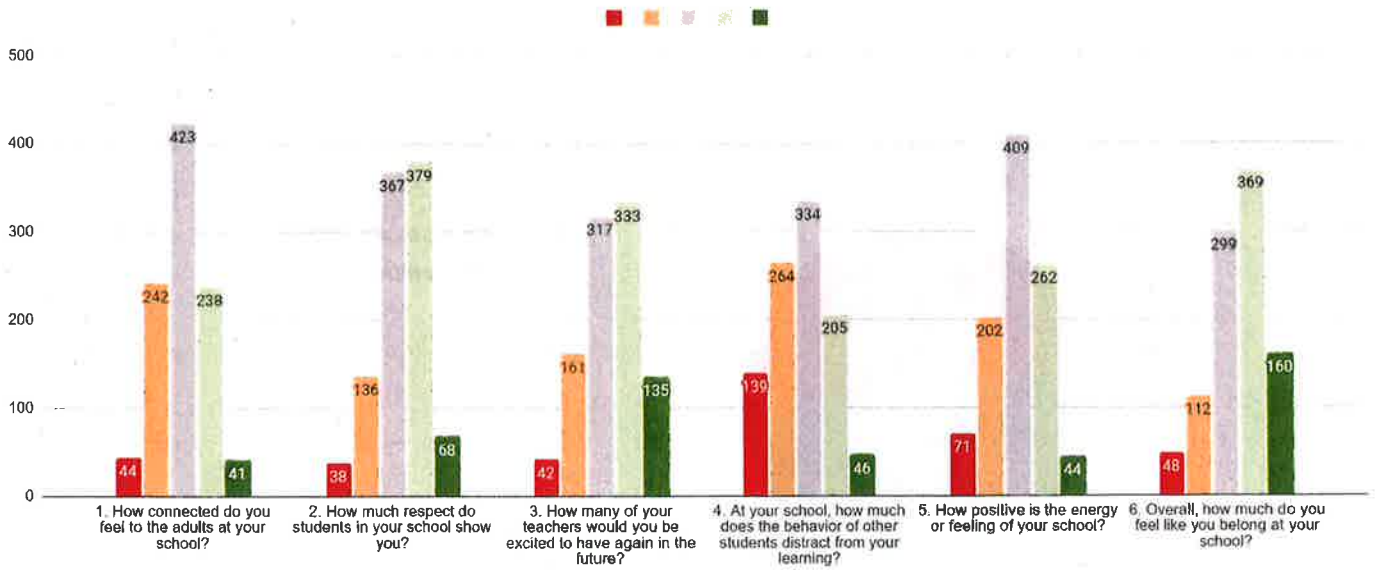
What grade are you currently in?

988 responses

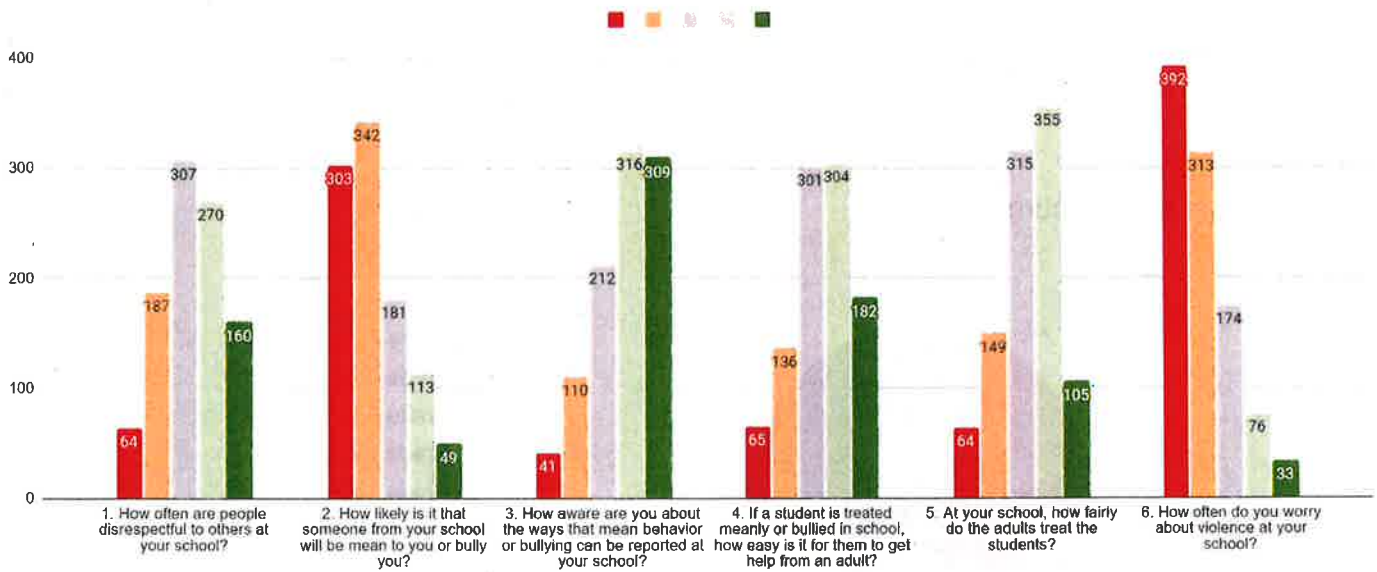


- Grade 7
- Grade 8
- Grade 9
- Grade 10
- Grade 11
- Grade 12

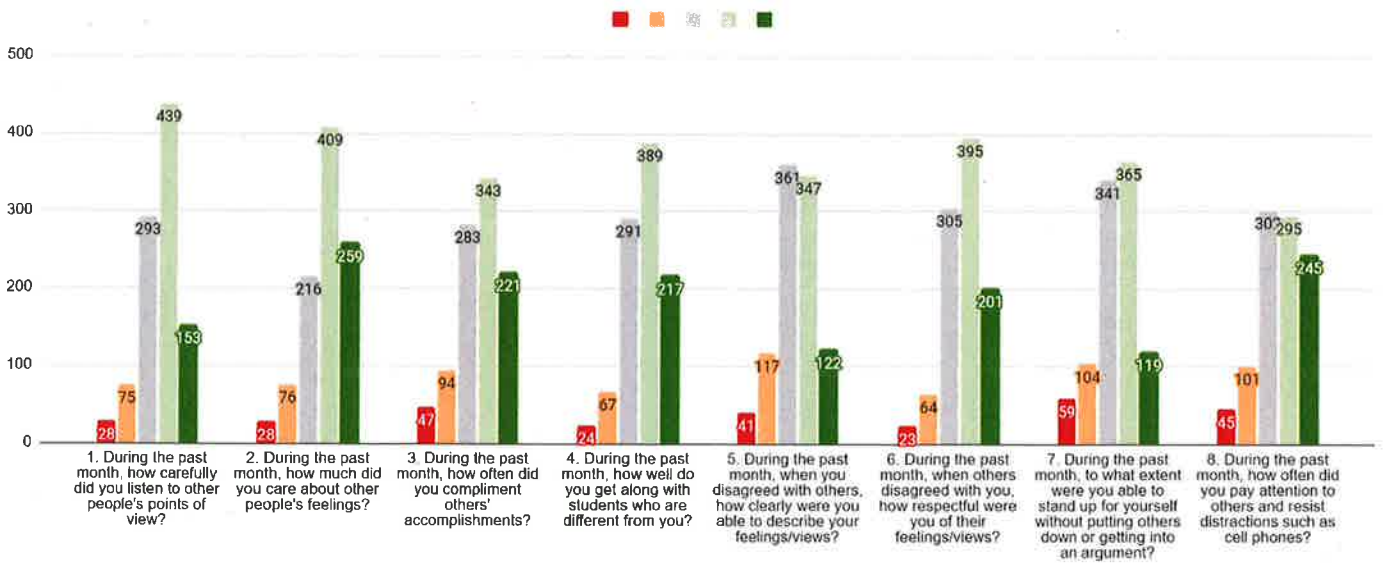
7-12 - School Climate and Belonging 22-23



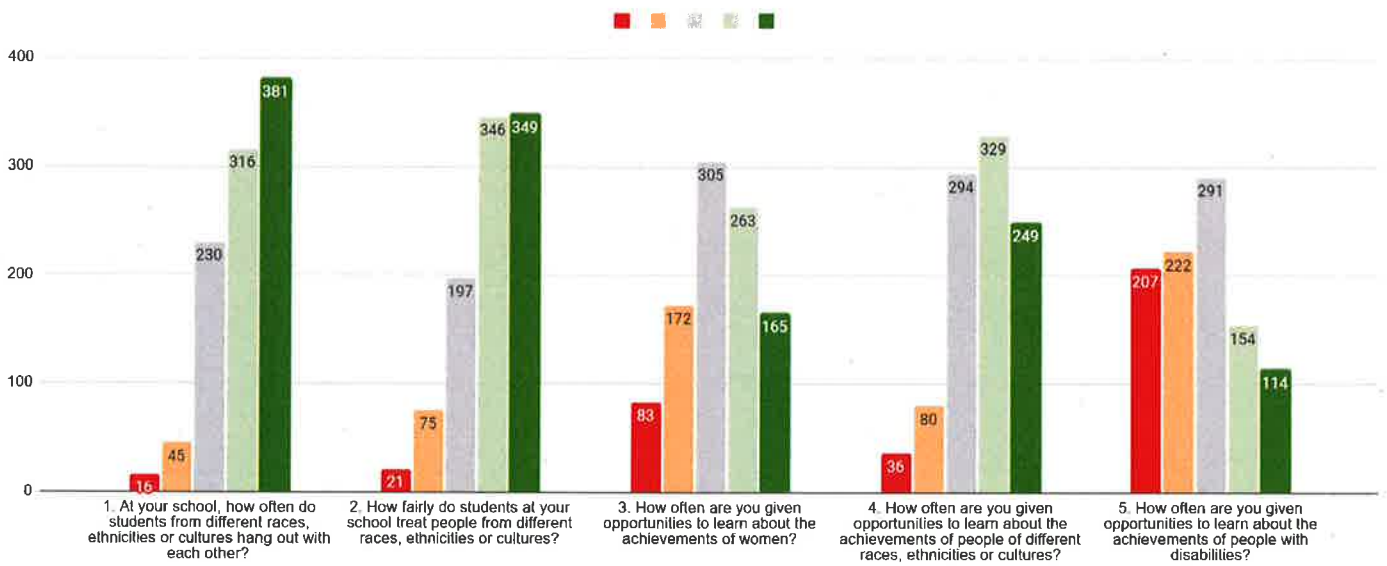
7-12 - School Safety 22-23



7-12 - Social Awareness 22-23



7-12 - Inclusion 22-23



Certified Staff Climate Survey Questions 22-23

All questions (except open-ended) on a 1 to 5 scale

Belonging

How much faculty feel that they are valued members of the school community.

1. How well do your colleagues at school understand you as a person?
2. How connected do you feel to other adults at your school?
3. How much respect do colleagues in your school show you?
4. How much do you matter to others at your school?
5. Overall, how much do you feel like you belong at your school?

School Climate

Faculty perceptions of the overall school and learning climate of the school.

1. On most days, how enthusiastic are the students about being at school?
2. How positive are the attitudes of your colleagues?
3. How supportive are students in their interactions with each other?
4. How respectful are the relationships between teachers (certified staff) and students?
5. How often do you see students helping each other without being prompted?
6. When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?
7. Overall, how positive is the working environment at your school?

Leadership

Teacher (certified staff) perceptions of the school leadership's effectiveness.

1. How clearly do your school leaders identify their goals for teachers (certified staff)?
2. How positive is the tone that the school leaders set for the culture of the school?
3. How effectively do school leaders communicate important information to teachers (certified staff)?
4. How knowledgeable are your school leaders about what is going on in teachers' classrooms?
5. How responsive are school leaders to your feedback?
6. For your school leaders, how important is teacher (certified staff) satisfaction?
7. When the school makes important decisions, how much input do teachers (certified staff) have?
8. How effective are the school leaders at developing rules for students that facilitate their learning?
9. Overall, how positive is the influence of the school leaders on the quality of your work with students?

Staff-Leadership Relationships

Perceptions of faculty relationships with school leaders.

1. How friendly are school leaders towards you?
2. At your school, how motivating do you find working with leadership?
3. How much trust exists between school leaders and staff?
4. How much do your school leaders care about you as an individual?
5. How confident are you that your school leaders have the best interests of the school in mind?
6. How fairly does the school leadership treat the staff?
7. When you face challenges at work, how supportive are your school leaders?
8. How respectful are your school leaders towards you?
9. When challenges arise in your personal life, how understanding are your school leaders?

Educating All Students

Faculty perceptions of their readiness to address issues of diversity.

1. How easy do you find interacting with students at your school who are from a different cultural background than your own?
2. How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?
3. If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?
4. How easy would it be for you to teach a class with groups of students from very different religions, ethnicities, races or cultures?
5. How comfortable would you be having conversations about race-related topics with your students?
6. How comfortable would you be having a student who could not communicate with anyone in class because their home language was unique?
7. When a sensitive issue of diversity arises in class, how easily can you think of strategies to address the situation?
8. How prepared do you feel you are to teach social-emotional learning lessons to your students?
9. How often are students given the opportunities to learn about people from different races, religions, ethnicities or cultures?
10. How often are students given opportunities to learn about the achievements of women and girls?
11. How often are students given opportunities to learn about the achievements of people with disabilities?
12. How well does your school help students understand and denounce religious, ethnic, gender and racial discrimination?

Open-ended Questions

When answering open-ended response questions, please avoid answers that include personally identifiable information if you prefer to remain anonymous.

What type(s) of professional development learning do you need to better support your work?

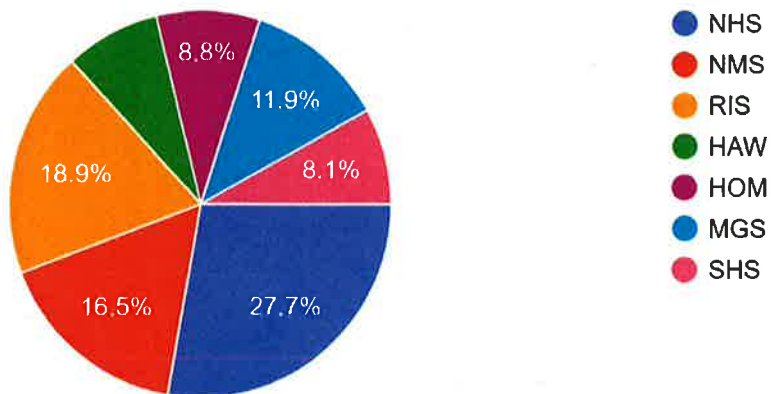
What is the most important thing your school can do to support students of different races, ethnicities, cultures, religion or gender identity at your school?

If you could change one thing about working at your school, what would you change?

Newtown Public Schools - Certified Staff Survey

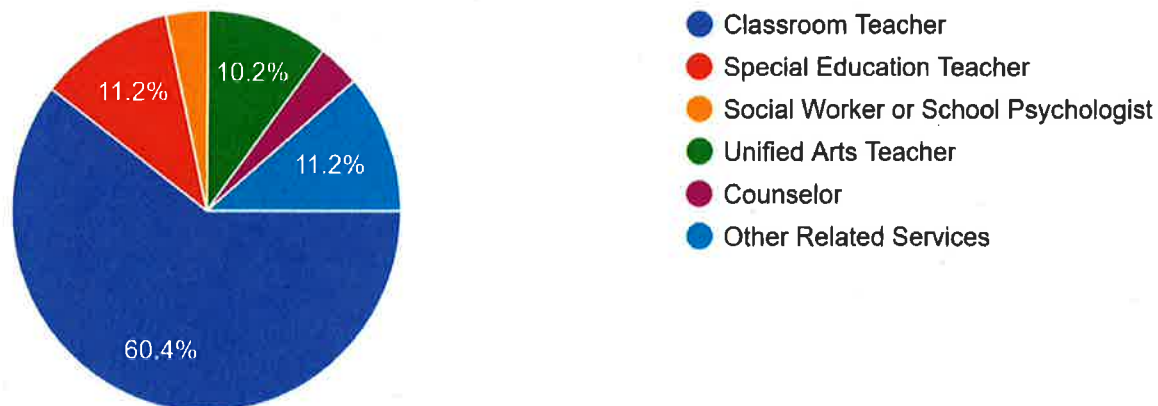
Building

285 responses

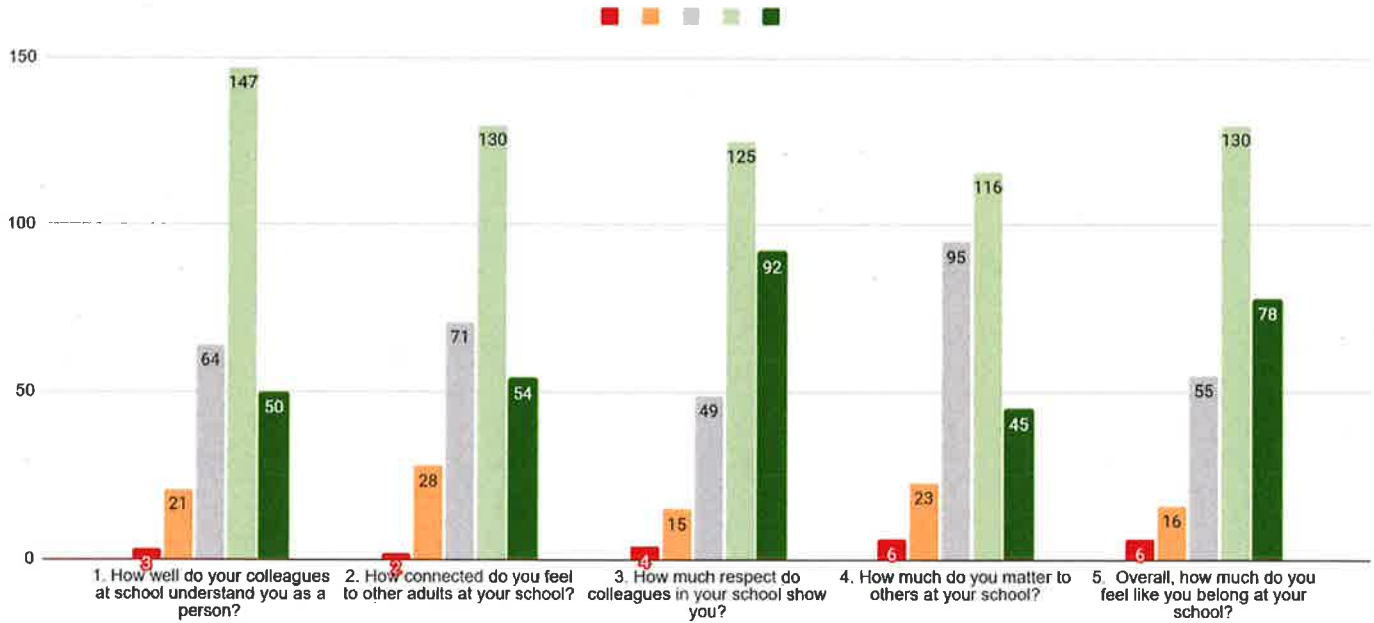


Role/Position

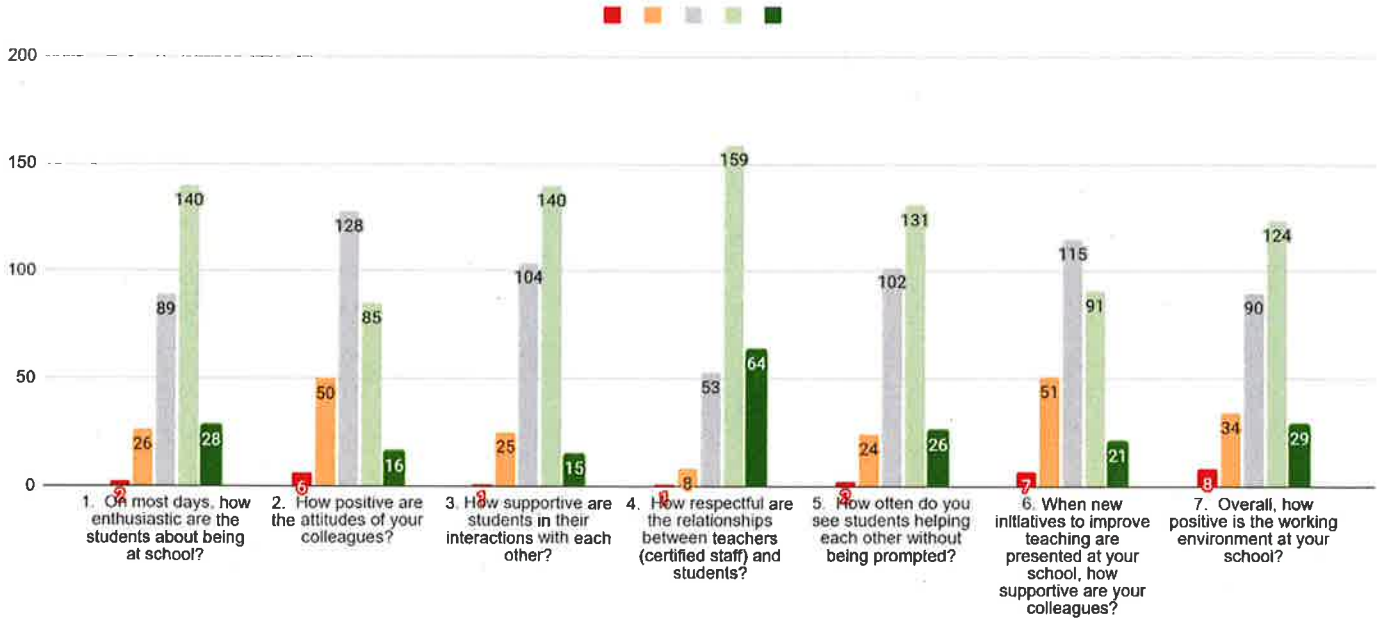
285 responses



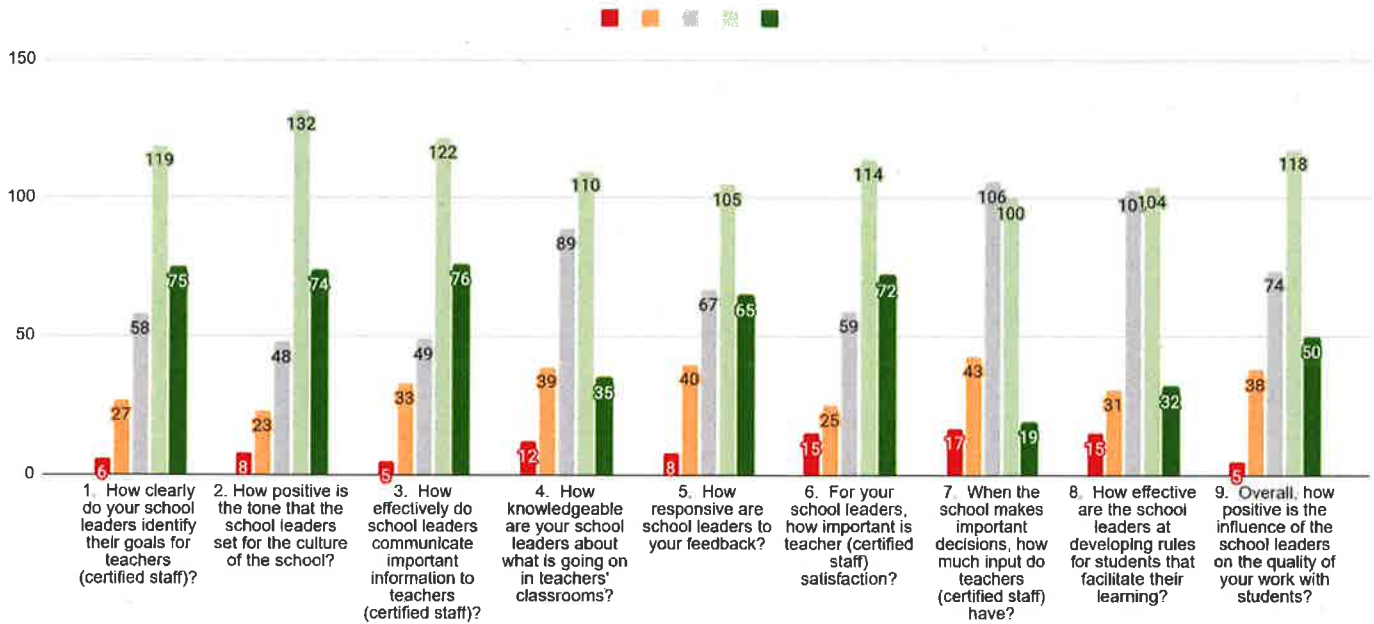
NPS Certified - Belonging 22-23



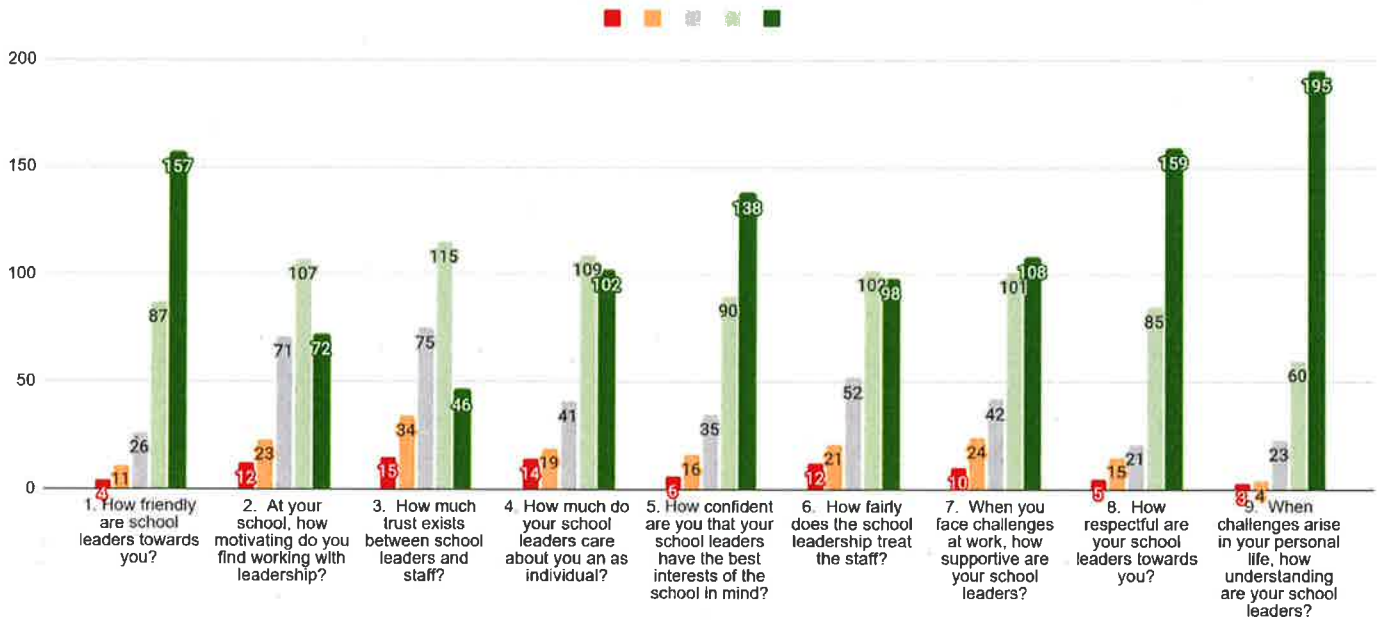
NPS Certified - School Climate 22-23



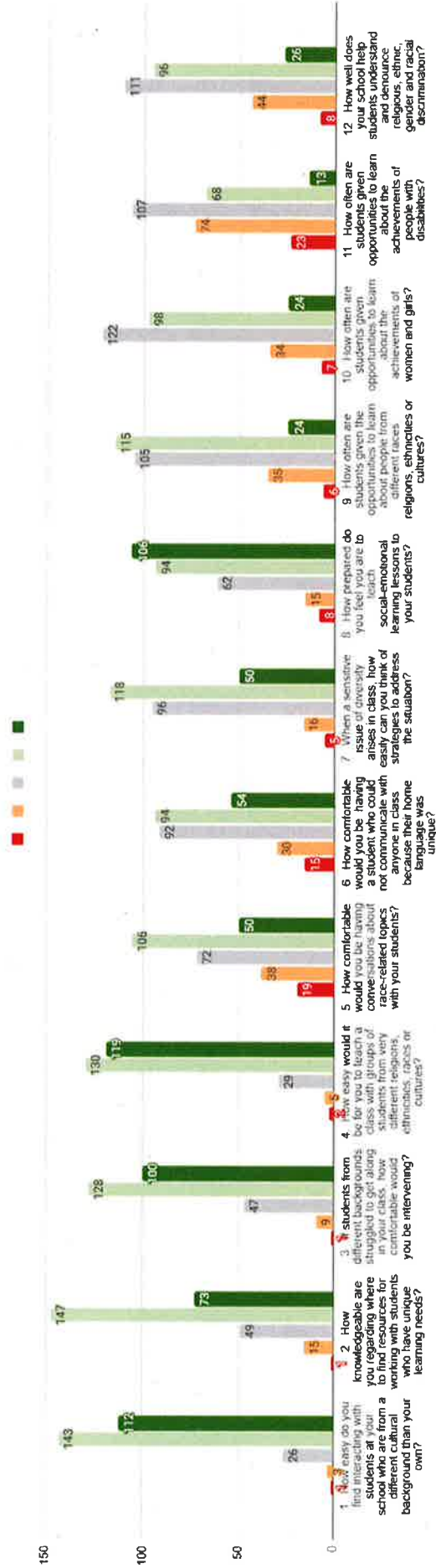
NPS Certified - School Leadership 22-23



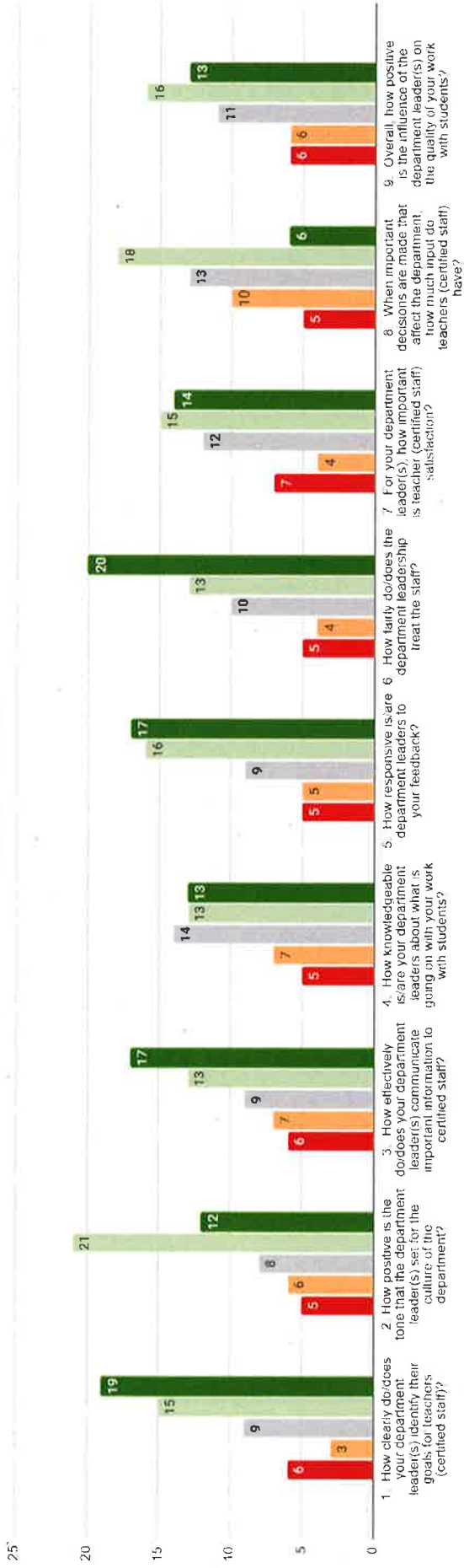
NPS Certified - Staff Leadership & Relationships 22-23



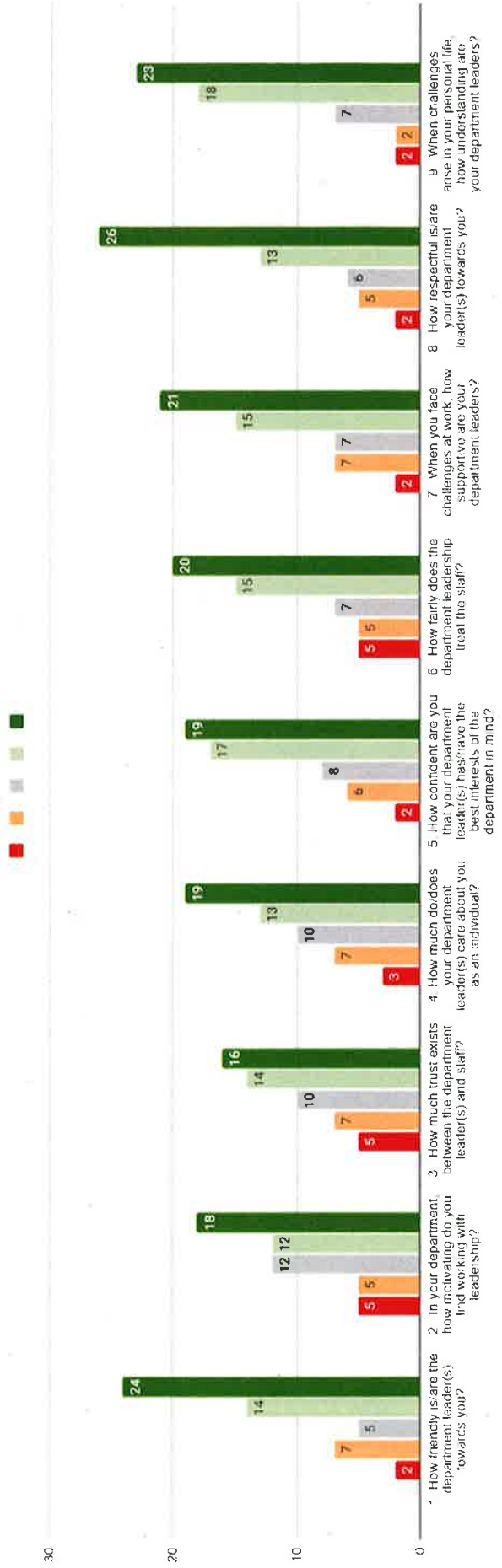
NPS Certified - Educating All Students 22-23



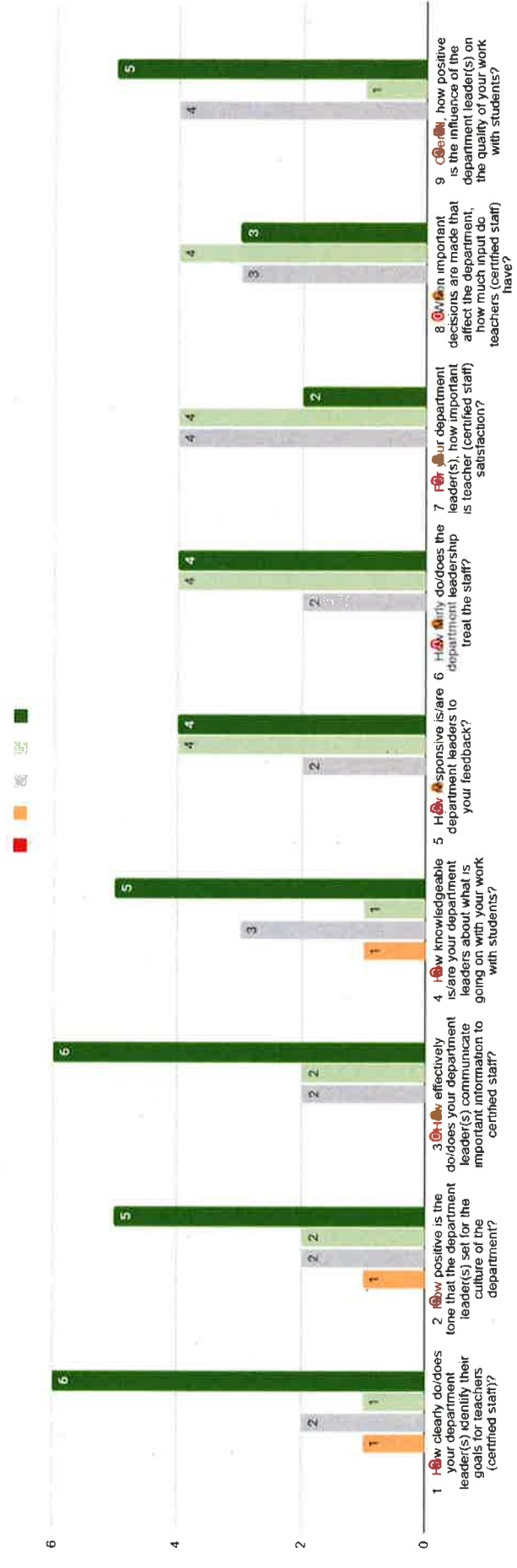
Special Education -Department Leadership



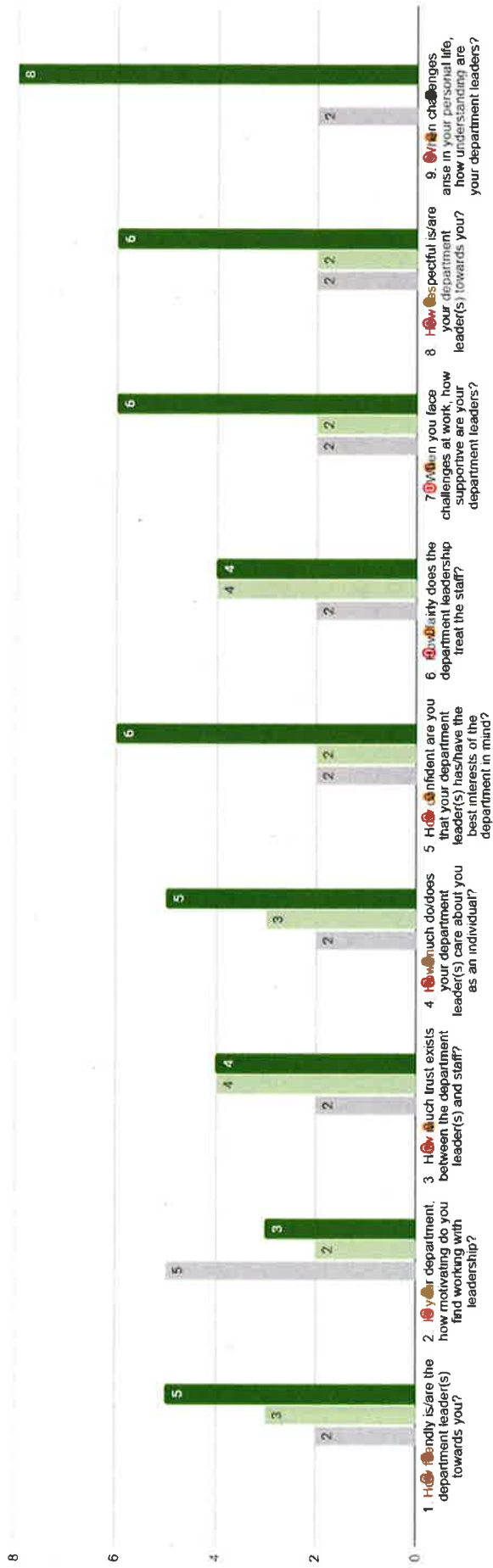
Special Education - Staff-Department Relationship



Fine Arts -Department Leadership



Fine Arts - Staff-Department Leadership Relationship



Non-Certified Staff Climate Survey 22-23

The following questions pertain to your experience within your school building with colleagues, students and school building leadership. There will be an opportunity later in the survey for those in the fine arts and special education departments to answer questions specific to those departments.

Position:

General Ed Para

Special Ed Para

BT or BCBA

Belonging

How much staff feel that they are valued members of the school community.

1. How well do your colleagues at school understand you as a person?
2. How connected do you feel to other adults at your school?
3. How much respect do colleagues in your school show you?
4. How much do you matter to others at your school?
5. Overall, how much do you feel like you belong at your school?

School Climate

Staff perceptions of the overall school and learning climate of the school.

1. On most days, how enthusiastic are the students about being at school?
2. How positive are the attitudes of your colleagues?
3. How supportive are students in their interactions with each other?
4. How respectful are the relationships between staff and students?
5. How often do you see students helping each other without being prompted?
6. When new initiatives are presented at your school, how supportive are your colleagues?
7. Overall, how positive is the working environment at your school?

School Leadership

Staff perceptions of the school leadership's effectiveness.

1. How clearly do your school leaders identify their goals for the staff?
2. How positive is the tone that the school leaders set for the culture of the school?
3. How effectively do school leaders communicate important information to staff?
4. How knowledgeable are your school leaders about what is going on in the school?
5. How responsive are school leaders to your feedback?
6. For your school leaders, how important is teacher staff satisfaction?
7. When the school makes important decisions, how much input does staff have?
8. How effective are the school leaders at developing rules for students that facilitate their learning?
9. Overall, how positive is the influence of the school leaders on the quality of your work with students?

Staff-Leadership Relationships

Perceptions of staff relationships with school leaders.

1. How friendly are school leaders towards you?
2. At your school, how motivating do you find working with leadership?
3. How much trust exists between school leaders and staff?

4. How much do your school leaders care about you as an individual?
5. How confident are you that your school leaders have the best interests of the school in mind?
6. How fairly does the school leadership treat the staff?
7. When you face challenges at work, how supportive are your school leaders?
8. How respectful are your school leaders towards you?
9. When challenges arise in your personal life, how understanding are your school leaders?

Open-ended Response Questions

When answering open-ended response questions, please avoid answers that include personally identifiable information if you prefer to remain anonymous.

What type(s) of professional development learning do you need to better support your work?

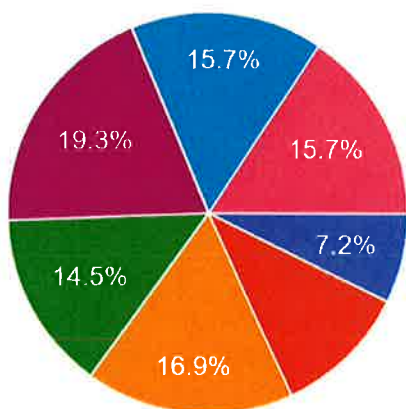
What is the most important thing your school can do to support students of different races, ethnicities, cultures, religion or gender identity at your school?

If you could change one thing about working at your school, what would you change?

Newtown Public Schools -Paras, BTs, BCBA Staff Survey

Building

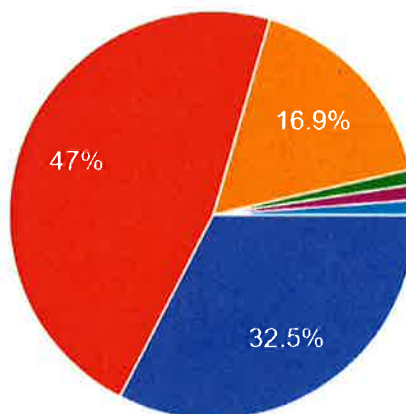
83 responses



- NHS
- NMS
- RIS
- HAW
- HOM
- MGS
- SHS

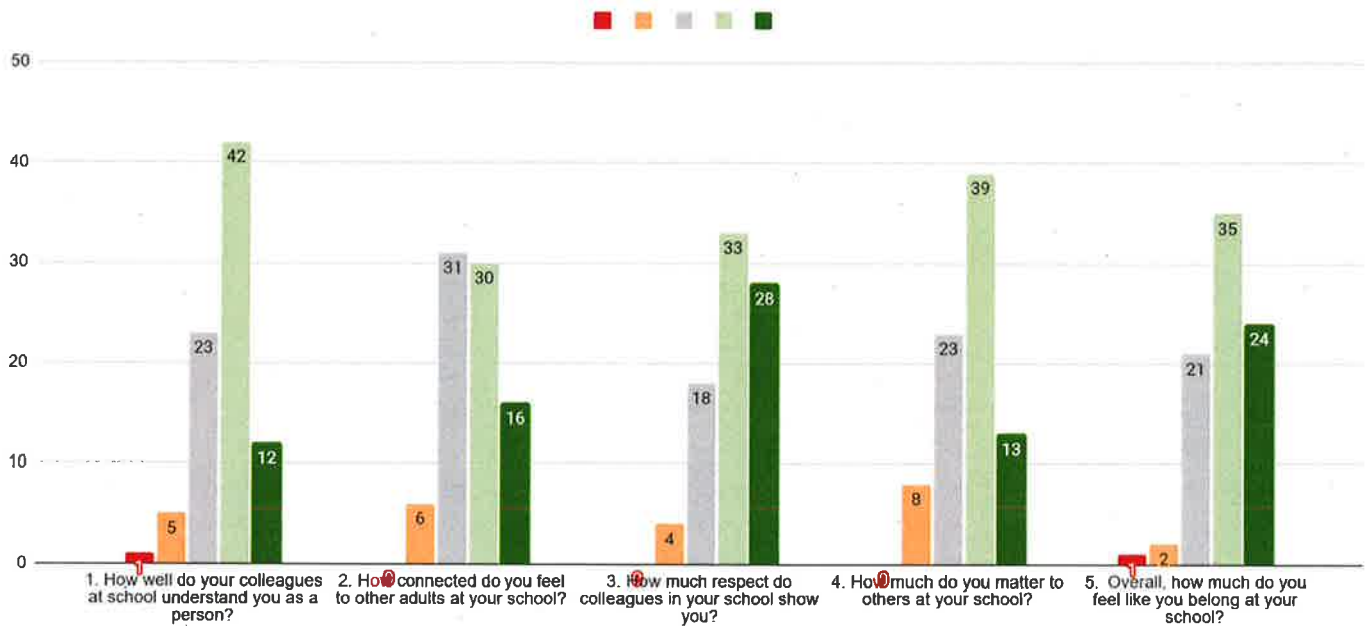
Role/Position

83 responses

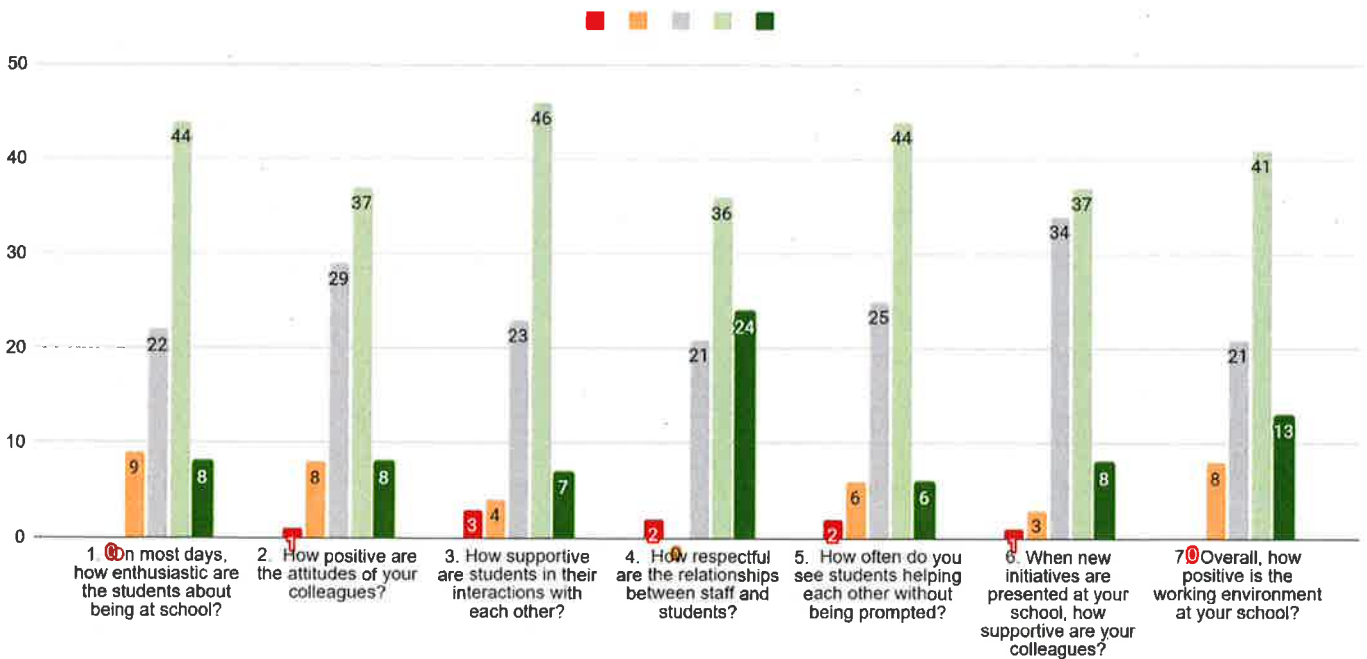


- General Education Para
- Special Education Para
- BT or BCBA
- library para
- behavior intervention para
- Para/Behavior Interventionist

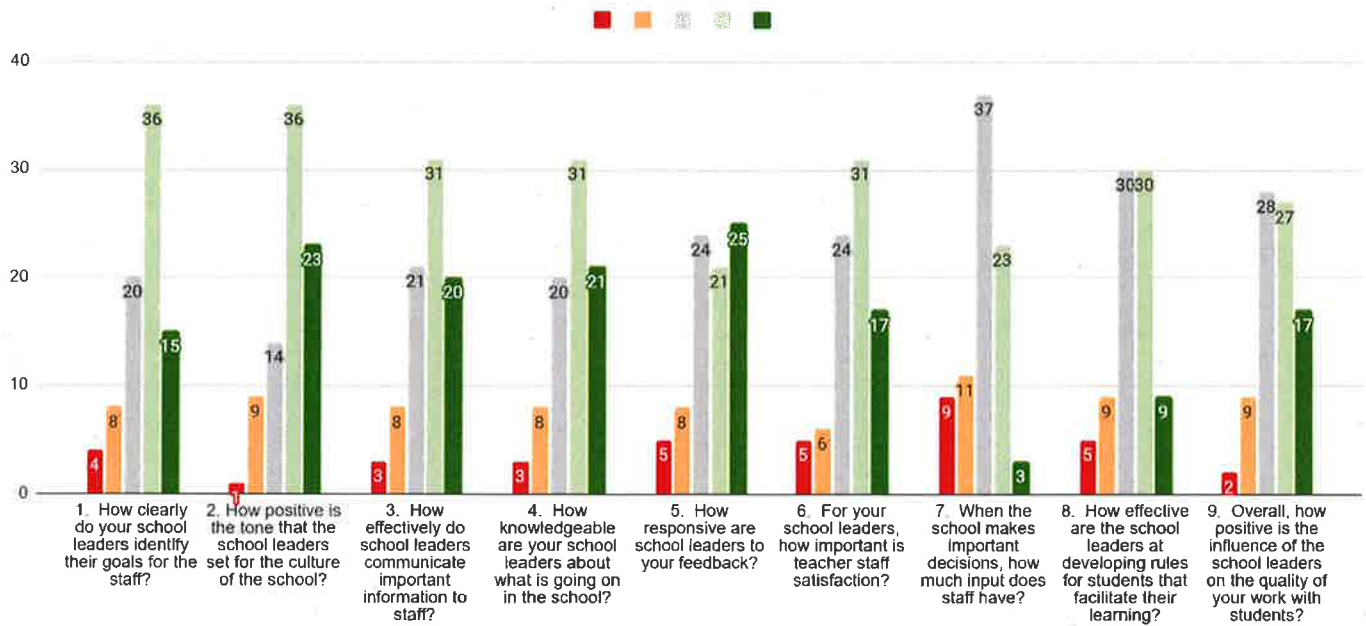
NPS Non-Certified - Belonging 22-23



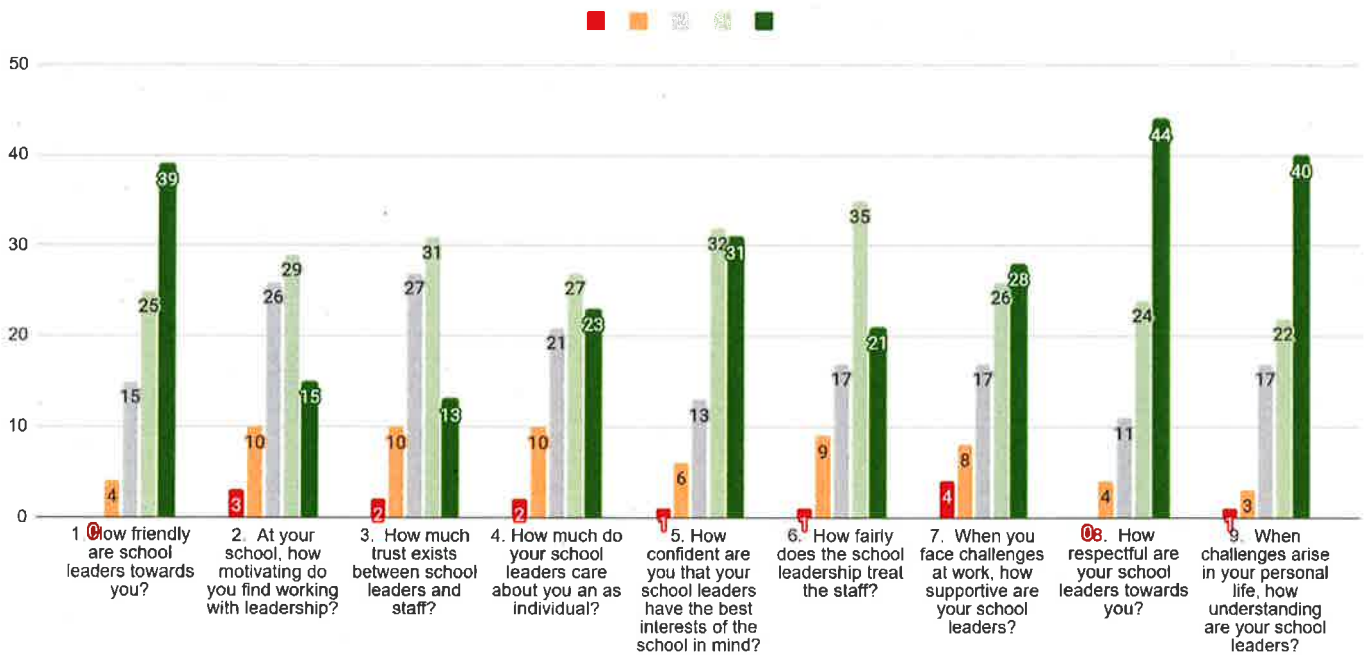
NPS Non-Certified - School Climate 22-23



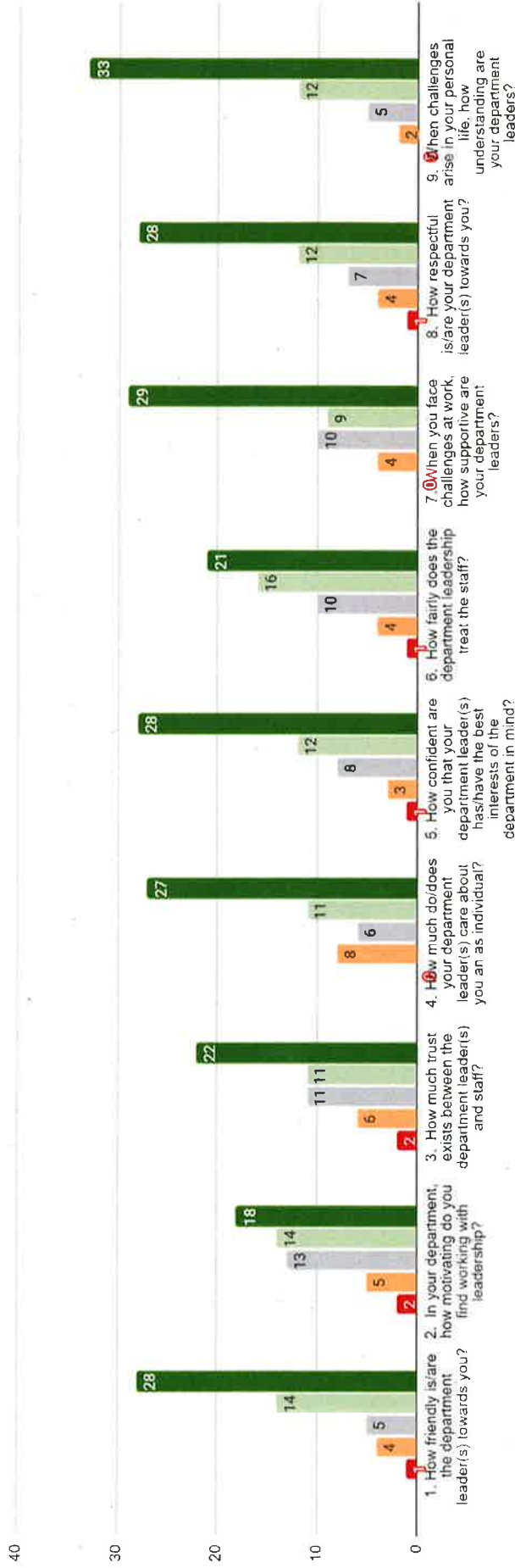
NPS Non-Certified - School Leadership 22-23



NPS Non-Certified - Staff Leadership & Relationships 22-23



Special Education Non-Certified - Staff Leadership & Relationships



Special Education Non-Certified - Department Leadership

