

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

Minutes of the Board of Education meeting held on May 17, 2022 at 6:30 p.m. in the Reed Intermediate School Library, 3 Trades Lane.

D. Zukowski, Chair	L. Rodrigue
J. Vouros, Vice Chair (absent)	A. Uberti
D. Ramsey, Secretary	T. Vadas
R. Harriman	25 Staff
D. Cruson	40 Public
J. Kuzma	1 Press
J. Larkin	
C. Savo	
M. Irving	

Ms. Zukowski called the meeting to order at 6:30 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Celebration of Excellence

Dr. Rodrigue spoke about the profiles in professionalism program which recognizes staff and community members who have made a positive impact on someone in our schools. Those receiving this award includes Sabeena Ali, Parent Volunteer, Hope Bray, Social Worker, Reed Intermediate School, Kathy Gramolini, Teacher, Sandy Hook School, Justine Hensey, Speech/Language Pathologist, Head O'Meadow School, Wesley Johnson, Coordinator of Diversity, Equity and Inclusion, Dr. Kimberly Longobucco, Principal, Newtown High School, Jennifer Padilla, Hawley PTA President & Newtown Middle School PTA Co-Vice President, Richard Paloian, Maintenance Department Electrician, Shannon Pierce, Teacher, Middle Gate School, James Ross, Assistant Principal, Newtown Middle School, Amy Santoro, Paraprofessional, Hawley School, Susan Steimel, Attendance Secretary, Newtown High School, and Rachel Torres, Teacher, Newtown High School.

Dr. Rodrigue spoke about the Weller Foundation award which was given to Katie Mauro, library media specialist at Sandy Hook School. Ms. Mauro spoke about her winning lesson.

Item 3 – Discussion and Possible Action Regarding the Appointment of the Superintendent of Schools

Ms. Zukowski thanked Janet Kuzma and Dan Cruson, the search committee co-chairs who ensured that the search process was well organized and effective.

MOTION: Mrs. Larkin MOVED, in accordance with Section 10-157 of the Connecticut General Statutes, that the Board of Education appoint Christopher Melillo as Superintendent of Schools, effective July 1, 2022 and continuing through June 30, 2024, subject to the following conditions:

1. approval of the Commissioner of Education in accordance with Section 10-157 of the Connecticut General Statutes;
2. satisfactory completion of all statutory requirements concerning the hiring of Board of Education employees;
3. completion of satisfactory negotiations on the terms of conditions of his employment.

MOVED FURTHER that the Board Chair be authorized to negotiate, finalize and execute the proposed employment contract with Christopher Melillo on behalf of the Board.

Mrs. Harriman seconded. Motion passes unanimously.

Mr. Cruson spoke to the motion and said that NESDEC conducted the hiring search. Chris Melillo was chosen the best candidate after the second round of interviews.

Mrs. Kuzma was impressed with his entry plan and that he will be invested in a strong working relationship with the community with a focus on our students reaching their highest potential.

Mrs. Harriman said he was kind, empathetic, smart and funny and the right person for this district.

Mr. Ramsey noted that he captivated us with his quiet strength and command of what the superintendent has to do.

Mrs. Larkin said this was a very bittersweet process for her because she wanted to be on the Board to work with Dr. Rodrigue. Chris rose to the top and was a standout. He is looking forward to being part of the community and wants to work with faculty, parents and students.

Ms. Zukowski shared what Mr. Vouros said which was to extend to Chris a heartfelt welcome to our community and stellar school system and he looks forward to assisting him as he challenges all of us to new heights. She agreed and stated that he outshined his recommendations and it will be a pleasure working with him.

Motion passes unanimously.

Mr. Melillo said it was an honor to be the next superintendent and appreciated the Board giving him a chance to lead one of the premier school districts in the state. He cares about the community and children he serves. He thanked his wife Diane and sons Chris and Thomas and Dr. Rodrigue and her team for what they did during the pandemic. He will work to build transparency and trust. His door is always open and he appreciated this opportunity.

Item 4 – Consent Agenda

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

Item 5 – Public Participation

Item 6 – Reports

Chair Report: Ms. Zukowski reported that Mr. Vouros will be representing the Board on the search committee for the Newtown Middle School Principal. We will also have to organize a contract negotiations committee for the teachers' contract.

Superintendent's Report: Dr. Rodrigue thanked the Board and staff during the time she was out due to the loss of her father and appreciated the condolences. Last night she attended the Western Connecticut Superintendent's Award ceremony along with Dr. Longobucco and Mr. Einhorn where two middle school students, Madeline Norrett and Benjamin Fitzgerald, and two high school students, Ali McCarthy and Matt Irving, received this award and will be recognized at a future board meeting. We will also honor the top 5%, CAFE student leadership award winners, and our retirees at that meeting. "US News and World Report" ranked Newtown High School in the top 25 in the State of Connecticut. There has been an uptick in Covid cases which has impacted staffing and we are still monitoring cases. Hospitalizations remain relatively low and we continue working with our director of health. Anne Dalton will be sending a newsletter to parents with tips to keep everyone safe. The Covid screening program tested 1,129 individuals since the beginning of May and only found 15 cases. Congratulations to Chris Melillo. He is going to love the students, staff and entire community.

Committee Reports:

Mrs. Harriman reported that the DEI Subcommittee met last week and discussed professional development for subcommittee members and then a roll out to the board. Equity and sustainability planning was also discussed. We will be meeting the second Tuesday of the month at 9:30 in central office.

Mr. Cruson noted that the Policy Committee met last Wednesday. They discussed three policies that need to be approved by July 1.

Mrs. Larkin said the CFF Committee met this week and discussed the financial position of the budget and the out-of-district tuition. The transportation contract is with legal and will be presented to the Board in June. Mr. Gerbert spoke about the service contract and the upgrade and replacement of Newtown High School parking lot lights.

Mrs. Kuzma noted she attended the Reed art show last week. The PTA was also involved and it was a great event.

Mr. Cruson added the art show was well put together and congratulated everyone involved.

Mrs. Larkin said Middle Gate had an art show also and held a fundraiser called Middle Gate Madness which is like a carnival. They had a Mr. Rick day also for one of the custodians who is a most amazing person. Also, kudos to Mr. Geissler for being in the dunk tank.

Student Reports:

Ms. Savo reported that AP testing concluded last week. The junior and senior award ceremony will be held May 25 at 6 p.m. Senior spirit week starts next week. The Choir will be traveling to Disney on June 19. Congratulations to teachers of the year Ms. Gonski and Ms. Gabriel.

Mr. Irving reported there was a chorus concern tonight and a band and orchestra concert this week. He congratulated Christina Savo and Rayna Toth for receiving the CAFE Student Leadership Award.

Financial Report:

MOTION: Mrs. Larkin moved that the Board of Education approve the financial report and transfers for the month ending April 30, 2022. Mr. Cruson seconded.

Mrs. Vadas spoke about the financial report and transfers.

Motion passes unanimously.

Item 7 – Presentations**PEAC Presentation:**

Dr. Rodrigue said the goal of PEAC is to promote a partnership between educators and parents. The committee work is timely and never ending and is always to support families and staff needs. She will miss everyone and thanked them for their dedication.

The presentation began with the Budget Committee of which Tanja Vadas is the facilitator and Chris Geissler and Dr. Christianne Golesky are members. Their goals are to increase community engagement, community awareness, increase voter turnout, and support our schools through the budget.

The Communications Committee facilitator is Janice Gabriel with members Monica Kwarcinski, Nadia Papalia, Deborah Petersen and Denise Strong who spoke about the Blackboard app and the mission statement revision.

The Diversity, Equity and Inclusion Subcommittee facilitator is Wesley Johnson and includes members Katherine Abrego, Suzanne Hurley, Dr. Frank Purcaro, Rachel Torres, Sara Wasley, Sabeena Ali, Satra Arokium, Jess Velasco, Jennifer Padilla, David Weiss and Christine Wilford. The mission statement is to cultivate, nurture, and sustain a safe, respectful, and inclusive culture across the district. The vision statement is to recognize the integrity of diversity and use this to inspire dialogue and forge community bonds. The Anonymous Alert app was also discussed.

The Partnership Committee is facilitated by Deborah Lubin and members are Kelly Chokbengboun, Kim Hettenbach, Mary Murphy, Jennifer Arnold, Anne Dalton, Cynthia McArthur and Michelle Hiscavich. The goals are to support, nurture, and assist in maintaining positive relationships between the Newtown Public Schools and our surrounding community. Accomplishments include an after school social/emotional learning group pilot program called Kids Core, a March multicultural Reading Palooza, developed a database of permanent senior and volunteer readers for grades K-4 students, and launched a parent emotional support survey.

Item 8 – Old Business

MOTION: Mrs. Larkin moved that the Board of Education approve policy 4112.6/4212.6 Personnel Records. Mr. Cruson seconded and stated there were no questions on this policy. Motion passes unanimously.

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 4112.8 Nepotism. Mr. Cruson seconded with no questions on this policy. Motion passes unanimously.

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 4114/4214 Assignment/Transfer/Reassignment. Mr. Cruson seconded with no questions on this policy. Motion passes unanimously.

Item 9 – New Business

Mr. Gerbert spoke about the two service contracts for approval. He reported that Eastern Mechanical Services was the low bidder and that prices are in line with what we budgeted next year.

MOTION: Mrs. Larkin moved that the Board of Education award the HVAC service contract to Eastern Mechanical Services Inc. for Year 1 with the option to renew for Years 2 and 3. Mr. Cruson seconded. Mrs. Larkin noted this was discussed and passed through the subcommittee. Motion passes unanimously.

Mr. Gerbert spoke about the waste hauling and recycling bid being awarded to Associated Refuse Haulers who we have been using. They have been very generous to the district and donate services to the drama club or other groups when requested. They have not passed on any gas charges.

MOTION: Mrs. Larkin moved that the Board of Education award the waste and recycling services contract to Associated Refuse Haulers for a period of three years. Mr. Cruson seconded. Mrs. Larkin noted that the subcommittee also supported this recommendation. Motion passes unanimously.

Minutes of May 3, 2022:

MOTION: Mrs. Larkin moved that the Board of Education approve the minutes of May 3, 2022. Mr. Cruson seconded.

Ms. Zukowski made a request to the Policy Committee to discuss whether correspondence be appended to our minutes because a speaker requested his statement be attached.

Mr. Cruson said in the past we discussed that at the Board level. The policy does not allow or deny being able to do that. Ultimately, it rests on the decision of the Board and not policy.

Ms. Zukowski felt that the Policy Committee should investigate if there is a set of guidelines to be presented to the Board for a vote.

Motion passes unanimously.

Item 10 – Public Participation

Sabeena Ali, 8 Quail Hollow Lane, was are in support of Wesley Johnson, DEI Coordinator.

She spoke about her daughters who dealt with bullying issues in school.

She wants the DEI Coordinator to be a full time position and not a grant-funded position.

Konrad Miller, 72 Forest Drive, spoke about his son's assignment on World War II. His lesson did not include anything about atomic bombs and it should have told about the bombings. The only way to actively work against these misrepresentations is to continue to support our DEI initiative.

Tony Keating, Oak Ridge Drive, said at the last board meeting there was a discussion about a new student app to report discrimination and bullying. He stated reasons why DEI violates student, teacher, and parental rights. He urged the Board to consider the facts going forward.

Matthew Brody, 9 Old Lone Meadows, was concerned about notification sent Friday to parents regarding a security breach. He researched this breach and expected the Board to launch a full inquiry into this matter. The schools should protect our children including their identity.

Linda O'Sullivan, 3 Farmery Lane, spoke about white parents' messages to children about black people and about our expectation of violence by black people. She referred to the State-mandated policy from the last meeting and asked the Board to look at their own ideologies.

Trey Hazzard, 10 Arthur's Court, offered congratulations to our new superintendent. By attending this meeting and seeing the different perspectives that you are either racist or anti-racist he hopes he witnessed the dynamics in Newtown and that this can be a fresh foot forward on taking a strong stance against allowing those views to flourish in our community.

MOTION: Mrs. Larkin moved that the Board of Education go into Executive Session to discuss the incoming superintendent's contract. Mrs. Harriman seconded. Motion passes unanimously.

Item 11 – Executive Session

Discussion of the Incoming Superintendent's Contract

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

Item 12 – Adjournment

The meeting adjourned at 9:45 p.m.

Respectfully submitted:

Donald Ramsey
Secretary

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

Sandy Hook School

Memo

To: Dr. Rodrigue
From: Erin Ardino
cc:
Date: May 11, 2022
Re: Donation from Newtown Education Foundation

Sandy Hook School received the attached \$900 donation from the Newtown Education Foundation. This donation is to be used towards STEM materials for each grade level.

We are asking for approval of this donation. Once approved, we will deposit the check into the SHS Activity Account to be spent appropriately.

If you have any questions, please contact our office.

Thank you!

Correspondence Report
05/03/2022 – 05/16/2022

Date	Name	Subject
05/03/2022	Bronwen, Albert	5 th Grade Math Plus Elimination
05/03/2022	Norling, Donna	Curriculum and Instruction Minutes April 26, 2022
05/03/2022	Ryan Knapp	Public Comments to BOE 3 May 22 regarding transportation contract
05/04/2022	June, Kathy	Fwd: Sad New
05/04/2022	Deborra Zukowski	Mr Einhorn's retirement
05/05/2022	Liza Leuallen	DEI Concern
05/06/2022	Cruson, Dan	Dinner for May 12 th
05/06/2022	Dr. Lorrie Rodrigue	Profiles in Professionalism Honorees
05/06/2022	June, Kathy	Fwd: Graduation
05/06/2022	June, Kathy	April Enrollment Report
05/06/2022	Shannon Tomai	DEI curriculum concern
05/07/2022	Angela Maiolo	Concern about DEI Coordinator
05/07/2022	Carrie Grummons' via Newtown BOE	Tuesday's meeting and support for Wes Johnson and DEI
05/07/2022	Danielle Lozer	Profiles in Professionalism honorees
05/07/2022	J Padilla	Excited to see Wes Johnson celebrated for his valuable contributions
05/08/2022	Laura Main	Excellent choice in Wesley Johnson
05/08/2022	Rodrigue, Lorrie	Fwd: CABA Policy Highlights 4- 29-2022
05/08/2022	John Oldi	In Support of Mr. Johnson
05/08/2022	Deborra Zukowski	Fwd: Notice of Negotiations -- Newtown Federation of Teachers
05/08/2022	Deborra Zukowski	May 8, 2022 Week in Preview
05/08/2022	Christine Miller	Profile in Professionalism Award

		Well Deserved
05/09/2022	Kate	Professionalism Award
05/09/2022	Wendy Leon Gambe...	Wes Johnson and Rachel Torres Profiles in Professionalism
05/09/2022	Deborra Zukowski	NMS Principal Search
05/09/2022	Connie Sullivan	DEI
05/09/2022	Jess Celina	Thank you to Mr. Wesley Johnson
05/10/2022	Kim Weber	Congratulations on the Wes Johnson Hire
05/10/2022	Kathleen Yeaton	Wes Johnson
05/10/2022	Symstar' via Newto...	Diversity and Inclusion
05/10/2022	Cynthia Marinez' via	The importance of DEI and coordinator Wesley Johnson
05/11/2022	L K	Social media post
05/11/2022	Tricia' via Newtown...	Thank You Wesley Johnson!
05/11/2022	Kuzma, Janet	Tomorrow's interviews
05/11/2022	Christine McAndrew...	Important DEI work
05/11/2022	Linda O'Sullivan	Profiles in Professionalism Honorees
05/12/2022	June, Kathy	Message to Staff
05/12/2022	Allison Elkow	In support of Wesley Johnson
05/13/2022	Caroline Farrell	Thrilled!
05/13/2022	Stiewing, Glenn	Fwd: Board of Ed
05/13/2022	Morris, Joanne	BOE CFF/CIP Sub Committee Agenda
05/13/2022	June, Kathy	BOE Mailing – May 17, 2022
05/13/2022	June, Kathy	Budget Summary Detail
05/13/2022	Stephen Maddox	Profiles in professionalism
05/13/2022	David Weiss	Congratulations to Wes Johnson
05/14/2022	Christina Lye	Profiles in Professionalism

05/14/2022	Bas Gozer	Profiles in Professionalism
05/14/2022	Ryan Doss	In support of Wes Johnson and DEI Coordinator
05/15/2022	Cathy Collado' via Newtown B...	Letter to the Board
05/15/2022	Micah Foote	Thank you
05/15/2022	Rodrigue, Lorrie	Sunday Highlights
05/15/2022	Michelle Lamb	A Note of Hope from a Newtown Resident
05/15/2022	Zukowski, Deborra	May 15 2022 Week in Preview
05/16/2022	Chris McGrady	Profiles in Professionalism
05/16/2022	Morgan Main	Support for Wesley Johnson
05/16/2022	Melissa Houston	In Support of DEI Efforts in Newtown Schools
05/16/2022	Greenfield, Terri	You're Invited
05/16/2022	Paul D'Agostino	Well-Deserved Recognition for Wesley Johnson
05/16/2022	Carrie Grummons' vi..	Tuesday's meeting and support for Wes Johnson and DEI
05/16/2022	Cynthia Guzman' via Newtown...	DEI efforts
05/16/2022	Connell, Sarah	Redacted Anonymous Alert Data
05/16/2022	Trey Hazard	Profiles in Professionalism
05/16/2022	Marivic Dayrit Bo...	In Support of Dr. Johnson DEI

**NEWTOWN BOARD OF EDUCATION
MONTHLY FINANCIAL REPORT
APRIL 30, 2022**

SUMMARY

The tenth report of the 2021-22 school year begins our fourth quarter and continues to provide year to date expenses, active encumbrances and anticipated obligations. Many of the accounts have been forecasted as a “full budget spend” in order to determine an estimated full year position. These estimates are captured in the “anticipated obligations” column and are adjusted throughout the year.

During the month of April, the Board of Education spent approximately \$8.0M; \$4.2M on salaries and approximately \$3.8M on all other objects (includes \$2M final installment for employee benefits).

Changes in anticipated obligations have resulted in an additional amount of \$156,466; adding to our year-end balance.

The current year-end projected balance is now showing a positive position of \$456,791. This balance has increased over the prior month projection with the majority of this change coming from the release of anticipated salaries and balance adjustments.

TRANSFERS

This report does include budget transfers in the amount of \$278,110.

A portion of the request is from object 100 to object 100 (salaries) and is for the realignment of Middle School teacher salaries. These positions were identified in the budget process and have now been correctly recorded. The total transfer amount for this object code is \$98,110.

We are also requesting a transfer of \$80,000 from object 500 (transportation) to object 500 (contracted services). This transfer is required to cover the costs of the i-ready program. During the budget process, a decision was made to reclass a portion of our transportation credit towards the cost of the i-ready program. *The credit is for buses that have not run this year due to not having drivers.*

There is also a request to transfer \$100,000 from the special education contingency account to cover the deficit that we are experiencing in contracted services. Because we have had unfilled positions in our behavioral therapist group, we had to hire an outside agency to cover these required student services. The current deficit in the special education contracted services account is \$78,212. This is subject to change before year-end.

MAJOR MOVERS

➤ **SALARIES**

Once again, the salary balances have increased over the prior month with the majority of this change being found in certified salaries.

Salaries - Certified

Adjustments were made in our anticipated obligations that resulted in an additional \$115,000 over the projected balance increase. The majority of change was found in the teacher, tutor and sub accounts.

- The adjustments that were made in the teacher accounts were for positions that we anticipated filling this year; however, they will not be filled until the beginning of next year.
- We also experienced additional savings from hiring replacements at a lower rate resulting in savings in turnover.
- As we close in on year-end, the chances of filling open sub positions as well as tutoring positions becomes less. Therefore, we have adjusted these accounts accordingly.

Salaries – Non-Certified

Similar to the non-certified salary accounts, adjustments were made in our anticipated obligations, releasing over \$34,000.

- Extra work accounts were adjusted to reflect projections in secretarial and nursing overtime.
- Adjustments were also made in the custodial salary account for employee turnover and open positions.
- Behavioral Therapist unfilled positions were also adjusted to reflect the reality of filling these positions before the close of the year.

➤ PROFESSIONAL SERVICES

This object contains two sub-objects that experienced a release in anticipated obligations, resulting in an increased year-end projected balance. The additional balance found here was \$53,134.

- Professional service accounts contain expenditures for legal, consulting and services for our special education students. However, the majority of this change was due to the release in anticipated obligation for special education testing services. Because many of these professionals have experienced scheduling delays (due to the pandemic), we were unable to utilize these services. Many testing dates have been pushed into next year.
- Professional educational services contain expenditures associated with staff training. Again, due to scheduling and compounded by the lack of subs, we were unable to provide additional training to our staff. Therefore, releasing approximately \$24,000.

➤ BENEFITS

Unemployment

Unemployment charges have been extremely difficult to track this year. We have recently experienced an increase in charges for employees that resigned last year; again, making this account very difficult to project.

We are anticipating this account to end the year with a deficit of approximately \$15,000.

➤ **PURCHASED PROPERTY SERVICES**

Building Site & Emergency Services

These accounts are very difficult to predict due to the nature of the services. Considered contingent accounts, they are budgeted and projected based on past experience. They typically experience a full budget spend, and at times are over budget.

This year we have included the cost of the Hawley move. As of now, these accounts show a deficit of just over \$87,000; however, this is subject to change depending on emergency services and other building requests that may arise.

➤ **OTHER PURCHASED SERVICES**

Tuition – Out-of-District

Special education out-of-district tuition has been extremely difficult to predict this year. Many of these services were delayed; therefore, resulting in an additional \$74,000 to our fund balance. This includes anticipated outplacements, adjustments to current services, adjustments to attendance and delays in PPT's.

Another factor in the increase to this balance was the additional funding that was provided in our excess cost grant. Our budget accounts for a 75% state reimbursement rate for high cost out-of-district tuition. However, this year the state funded 81.98% which provided an additional \$116,683 in revenue offset to this account. Historically, the state has been funding this grant between 70% - 75%. However, again due to educational disruptions that were experienced throughout the state, the reimbursement rate was not anticipated to be this high.

However, new regulation is anticipated for next year which may present a lower rate of return than what was budgeted.

➤ **REVENUE**

Revenue received in the month of April totals \$1,010 for student tuition.

All accounts will be closely monitored and any issues that arise will be reported to the Board immediately.

Tanja Vadas
Director of Business & Finance
May 12, 2022

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING APRIL 30, 2022**

OBJECT CODE	EXPENSE CATEGORY	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<u>GENERAL FUND BUDGET</u>								
100	SALARIES	\$ 52,183,415	\$ 37,680,133	\$ 13,708,440	\$ 794,842	\$ 305,363	\$ 489,479	99.06%
200	EMPLOYEE BENEFITS	\$ 11,665,232	\$ 11,215,825	\$ 2,160	\$ 447,247	\$ 544,355	\$ (97,107)	100.83%
300	PROFESSIONAL SERVICES	\$ 687,417	\$ 354,578	\$ 51,895	\$ 280,945	\$ 230,621	\$ 50,324	92.68%
400	PURCHASED PROPERTY SERV.	\$ 1,847,678	\$ 1,312,193	\$ 267,965	\$ 267,521	\$ 344,525	\$ (77,004)	104.17%
500	OTHER PURCHASED SERVICES	\$ 9,429,686	\$ 7,045,669	\$ 2,139,114	\$ 244,903	\$ 203,809	\$ 41,094	99.56%
600	SUPPLIES	\$ 3,381,039	\$ 2,467,886	\$ 293,157	\$ 619,996	\$ 659,794	\$ (39,798)	101.18%
700	PROPERTY	\$ 329,112	\$ 65,845	\$ 139,533	\$ 123,734	\$ 134,178	\$ (10,444)	103.17%
800	MISCELLANEOUS	\$ 74,119	\$ 55,874	\$ 1,361	\$ 16,884	\$ 16,637	\$ 247	99.67%
910	SPECIAL ED CONTINGENCY	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
TOTAL GENERAL FUND BUDGET		\$ 79,697,698	\$ 60,198,001	\$ 16,603,625	\$ 2,896,072	\$ 2,439,281	\$ 456,791	99.43%
TRANSFER NON-LAPSING								
GRAND TOTAL		\$ 79,697,698	\$ 60,198,001	\$ 16,603,625	\$ 2,896,072	\$ 2,439,281	\$ 456,791	99.43%
100 SALARIES								
	Administrative Salaries	\$ 4,236,559	\$ 3,494,987	\$ 735,012	\$ 6,560	\$ 12,798	\$ (6,238)	100.15%
	Teachers & Specialists Salaries	\$ 32,891,949	\$ 22,667,021	\$ 10,043,094	\$ 181,834	\$ 18,029	\$ 163,805	99.50%
	Early Retirement	\$ 81,000	\$ 81,000	\$ -	\$ -	\$ -	\$ -	100.00%
	Continuing Ed./Summer School	\$ 94,233	\$ 86,294	\$ 7,939	\$ -	\$ -	\$ -	100.00%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING APRIL 30, 2022**

OBJECT CODE	EXPENSE CATEGORY	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
	Homebound & Tutors Salaries	\$ 159,858	\$ 81,004	\$ 14,413	\$ 64,440	\$ 44,841	\$ 19,599	87.74%
	Certified Substitutes	\$ 642,310	\$ 497,976	\$ 81,173	\$ 63,162	\$ 78,200	\$ (15,038)	102.34%
	Coaching/Activities	\$ 662,356	\$ 646,272	\$ 1,333	\$ 14,750	\$ 14,009	\$ 742	99.89%
	Staff & Program Development	\$ 150,083	\$ 102,186	\$ 100,515	\$ (52,619)	\$ 5,780	\$ (58,399)	138.91%
	CERTIFIED SALARIES	\$ 38,918,348	\$ 27,656,741	\$ 10,983,480	\$ 278,127	\$ 173,657	\$ 104,470	99.73%
	Supervisors & Technology Salaries	\$ 1,101,338	\$ 859,402	\$ 164,405	\$ 77,531	\$ 12,002	\$ 65,530	94.05%
	Clerical & Secretarial Salaries	\$ 2,318,762	\$ 1,809,372	\$ 490,481	\$ 18,909	\$ 600	\$ 18,309	99.21%
	Educational Assistants	\$ 2,939,688	\$ 2,100,868	\$ 621,296	\$ 217,524	\$ 42,813	\$ 174,711	94.06%
	Nurses & Medical Advisors	\$ 927,175	\$ 651,572	\$ 283,467	\$ (7,864)	\$ 5,000	\$ (12,864)	101.39%
	Custodial & Maint. Salaries	\$ 3,331,418	\$ 2,558,544	\$ 666,575	\$ 106,299	\$ 15,876	\$ 90,423	97.29%
	Non-Certified Adj & Bus Drivers Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
	Career/Job Salaries	\$ 134,711	\$ 86,717	\$ 45,517	\$ 2,477	\$ (7,281)	\$ 9,758	92.76%
	Special Education Svcs Salaries	\$ 1,449,812	\$ 1,020,657	\$ 307,329	\$ 121,826	\$ 8,897	\$ 112,929	92.21%
	Security Salaries & Attendance	\$ 676,153	\$ 535,791	\$ 144,881	\$ (4,519)	\$ 1,500	\$ (6,019)	100.89%
	Extra Work - Non-Cert.	\$ 118,010	\$ 82,335	\$ 1,010	\$ 34,665	\$ 14,800	\$ 19,865	83.17%
	Custodial & Maint. Overtime	\$ 236,000	\$ 292,851	\$ -	\$ (56,851)	\$ 35,500	\$ (92,351)	139.13%
	Civic Activities/Park & Rec.	\$ 32,000	\$ 25,283	\$ -	\$ 6,717	\$ 2,000	\$ 4,717	85.26%
	NON-CERTIFIED SALARIES	\$ 13,265,067	\$ 10,023,392	\$ 2,724,960	\$ 516,715	\$ 131,706	\$ 385,009	97.10%
	SUBTOTAL SALARIES	\$ 52,183,415	\$ 37,680,133	\$ 13,708,440	\$ 794,842	\$ 305,363	\$ 489,479	99.06%
200	EMPLOYEE BENEFITS							
	Medical & Dental Expenses	\$ 8,532,018	\$ 8,530,735	\$ 1,660	\$ (377)	\$ 5,335	\$ (5,712)	100.07%
	Life Insurance	\$ 86,760	\$ 73,821	\$ -	\$ 12,939	\$ 15,000	\$ (2,061)	102.38%
	FICA & Medicare	\$ 1,641,519	\$ 1,225,629	\$ -	\$ 415,890	\$ 415,890	\$ -	100.00%
	Pensions	\$ 869,471	\$ 898,061	\$ 500	\$ (29,090)	\$ 45,000	\$ (74,090)	108.52%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING APRIL 30, 2022**

OBJECT CODE	EXPENSE CATEGORY	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
	Unemployment & Employee Assist.	\$ 102,000	\$ 51,213	\$ -	\$ 50,787	\$ 63,130	\$ (12,343)	112.10%
	Workers Compensation	\$ 433,464	\$ 436,365	\$ -	\$ (2,901)	\$ -	\$ (2,901)	100.67%
	SUBTOTAL EMPLOYEE BENEFITS	\$ 11,665,232	\$ 11,215,825	\$ 2,160	\$ 447,247	\$ 544,355	\$ (97,107)	100.83%
300	PROFESSIONAL SERVICES							
	Professional Services	\$ 518,402	\$ 282,255	\$ 36,870	\$ 199,277	\$ 170,864	\$ 28,413	94.52%
	Professional Educational Serv.	\$ 169,015	\$ 72,323	\$ 15,024	\$ 81,668	\$ 59,757	\$ 21,911	87.04%
	SUBTOTAL PROFESSIONAL SERV.	\$ 687,417	\$ 354,578	\$ 51,895	\$ 280,945	\$ 230,621	\$ 50,324	92.68%
400	PURCHASED PROPERTY SERV.							
	Buildings & Grounds Contracted Svc.	\$ 678,563	\$ 573,325	\$ 90,848	\$ 14,390	\$ 18,547	\$ (4,157)	100.61%
	Utility Services - Water & Sewer	\$ 151,157	\$ 73,866	\$ -	\$ 77,291	\$ 77,291	\$ -	100.00%
	Building, Site & Emergency Repairs	\$ 475,000	\$ 314,409	\$ 116,505	\$ 44,086	\$ 131,114	\$ (87,028)	118.32%
	Equipment Repairs	\$ 275,366	\$ 149,472	\$ 21,498	\$ 104,396	\$ 90,062	\$ 14,333	94.79%
	Rentals - Building & Equipment	\$ 267,592	\$ 201,120	\$ 39,113	\$ 27,359	\$ 27,511	\$ (152)	100.06%
	Building & Site Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	SUBTOTAL PUR. PROPERTY SERV.	\$ 1,847,678	\$ 1,312,193	\$ 267,965	\$ 267,521	\$ 344,525	\$ (77,004)	104.17%
500	OTHER PURCHASED SERVICES							
	Contracted Services	\$ 831,975	\$ 642,210	\$ 178,932	\$ 10,833	\$ 122,731	\$ (111,898)	113.45%
	Transportation Services	\$ 4,461,980	\$ 3,391,136	\$ 703,739	\$ 367,104	\$ 277,104	\$ 90,000	97.98%
	Insurance - Property & Liability	\$ 385,500	\$ 425,660	\$ -	\$ (40,160)	\$ -	\$ (40,160)	110.42%
	Communications	\$ 128,815	\$ 150,385	\$ 15,947	\$ (37,517)	\$ (4,670)	\$ (32,848)	125.50%
	Printing Services	\$ 26,169	\$ 8,018	\$ 7,980	\$ 10,171	\$ 9,316	\$ 855	96.73%
	Tuition - Out of District	\$ 3,373,676	\$ 2,280,164	\$ 1,201,229	\$ (107,716)	\$ (221,308)	\$ 113,592	96.63%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING APRIL 30, 2022**

OBJECT CODE	EXPENSE CATEGORY	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
	Student Travel & Staff Mileage	\$ 221,571	\$ 148,096	\$ 31,286	\$ 42,189	\$ 20,636	\$ 21,554	90.27%
	SUBTOTAL OTHER PURCHASED SERV.	\$ 9,429,686	\$ 7,045,669	\$ 2,139,114	\$ 244,903	\$ 203,809	\$ 41,094	99.56%
600	SUPPLIES							
	Instructional & Library Supplies	\$ 773,786	\$ 580,181	\$ 127,953	\$ 65,652	\$ 98,504	\$ (32,852)	104.25%
	Software, Medical & Office Supplies	\$ 214,816	\$ 124,821	\$ 41,371	\$ 48,624	\$ 50,903	\$ (2,279)	101.06%
	Plant Supplies	\$ 391,100	\$ 329,279	\$ 45,642	\$ 16,179	\$ 42,049	\$ (25,870)	106.61%
	Electric	\$ 1,043,970	\$ 804,516	\$ -	\$ 239,454	\$ 228,454	\$ 11,000	98.95%
	Propane & Natural Gas	\$ 416,899	\$ 335,597	\$ -	\$ 81,302	\$ 77,302	\$ 4,000	99.04%
	Fuel Oil	\$ 63,000	\$ 67,438	\$ -	\$ (4,438)	\$ 1,859	\$ (6,297)	109.99%
	Fuel for Vehicles & Equip.	\$ 202,401	\$ 148,511	\$ -	\$ 53,890	\$ 41,390	\$ 12,500	93.82%
	Textbooks	\$ 275,067	\$ 77,542	\$ 78,192	\$ 119,334	\$ 119,334	\$ -	100.00%
	SUBTOTAL SUPPLIES	\$ 3,381,039	\$ 2,467,886	\$ 293,157	\$ 619,996	\$ 659,794	\$ (39,798)	101.18%
700	PROPERTY							
	Technology Equipment	\$ 130,960	\$ 24,255	\$ 28,710	\$ 77,996	\$ 77,996	\$ -	100.00%
	Other Equipment	\$ 198,152	\$ 41,590	\$ 110,824	\$ 45,738	\$ 56,183	\$ (10,444)	105.27%
	SUBTOTAL PROPERTY	\$ 329,112	\$ 65,845	\$ 139,533	\$ 123,734	\$ 134,178	\$ (10,444)	103.17%
800	MISCELLANEOUS							
	Memberships	\$ 74,119	\$ 55,874	\$ 1,361	\$ 16,884	\$ 16,637	\$ 247	99.67%
	SUBTOTAL MISCELLANEOUS	\$ 74,119	\$ 55,874	\$ 1,361	\$ 16,884	\$ 16,637	\$ 247	99.67%
910	SPECIAL ED CONTINGENCY	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%

**NEWTOWN BOARD OF EDUCATION
2021-22 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING APRIL 30, 2022**

OBJECT CODE	EXPENSE CATEGORY	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
	TOTAL LOCAL BUDGET	\$ 79,697,698	\$ 60,198,001	\$ 16,603,625	\$ 2,896,072	\$ 2,439,281	\$ 456,791	99.43%

SPECIAL REVENUES

EXCESS COST GRANT REVENUE	STATE PROJ 18-Jan	PROJECTED 1-Mar	ESTIMATED Total	VARIANCE to Budget	FEB DEPOSIT	MAY DEPOSIT	% TO BUDGET
51266 <i>Special Education Svcs Salaries ECG</i>	\$ (2,857)	\$ (7,170)	\$ (7,170)	\$ (29,540)	\$ (5,860)	\$ (1,310)	19.53%
54116 <i>Transportation Services - ECG</i>	\$ (339,660)	\$ (333,218)	\$ (333,218)	\$ (29,399)	\$ (259,137)	\$ (74,081)	91.89%
54160 <i>Tuition - Out of District ECG</i>	\$ (1,270,593)	\$ (1,193,144)	\$ (1,193,144)	\$ (68,349)	\$ (944,836)	\$ (248,308)	94.58%
Total	\$ (1,613,110)	\$ (1,533,532)	\$ (1,533,532)	\$ (127,288)	\$ (1,209,833)	\$ (323,699)	92.34%
	Variance Jan - March	\$ 79,578			Total*	\$ (1,533,532)	
					*75% of Jan Proj		

SDE MAGNET TRANSPORTATION GRANT

\$ (13,000)	\$ (9,100)	\$ (9,100)	\$ (11,700)	\$ (6,500)	\$ (2,600)	43.75%
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OTHER REVENUES

BOARD OF EDUCATION FEES & CHARGES - SER

APPROVED BUDGET	ANTICIPATED	RECEIVED	BALANCE	% RECEIVED
LOCAL TUITION	\$32,430	\$38,882	(\$6,452)	119.89%
HIGH SCHOOL FEES FOR PARKING PERMITS	\$30,000	\$30,000	\$0	100.00%
MISCELLANEOUS FEES	\$6,000	\$2,148	\$3,852	35.79%
TOTAL SCHOOL GENERATED FEES	\$68,430	\$71,029	(\$2,599)	103.80%

OTHER GRANTS

21-22 BUDGET	YTD EXPENSE	ENCUMBER	BALANCE
ESSER II	\$625,532	\$208,151	\$48,447
ESSER III (estimated \$809k for 21-22 use)	\$809,095	\$229,357	\$107,086

**2021 - 2022
 NEWTOWN BOARD OF EDUCATION
 TRANSFERS RECOMMENDED
 MAY 17, 2022**

AMOUNT	FROM		TO		REASON
	CODE	DESCRIPTION	CODE	DESCRIPTION	
ADMINISTRATIVE					
\$98,110	100	TEACHERS & SPECIALISTS SALARIES	100	TEACHERS & SPECIALISTS SALARIES	TO ADJUST TEACHER BUDGETS FOR REALLOCATION OF MIDDLE SCHOOL TEACHERS
\$80,000	100	TRANSPORTATION SERVICES	500	CONTRACTED SERVICES	TO USE TRANSPORTATION CREDIT TO PURCHASE I-READY SOFTWARE
\$100,000	900	SPECIAL ED CONTINGENCY	500	CONTRACTED SERVICES	TO COVER THE DEFICIT IN SPECIAL ED CONTRACTED BEHAVIORAL THERAPIST SERVICE

Personnel Certified/NonCertified

Personnel Records

Personnel records shall be kept on all current employees and shall include information usually expected in good personnel administration.

A file shall be kept for all resigned or retired employees, including such essential information as shall seem appropriate to the administration as specified by state and federal laws.

The Superintendent, on behalf of the Board, shall notify an employee and a collective bargaining representative, if any, in writing when a request is made for disclosure of the employee's personnel, medical or similar files, if the Superintendent reasonably believes disclosure would invade the employee's privacy.

~~The records will be disclosed unless written objection is received from the teacher or employee's collective bargaining representative, within seven business days from the receipt by employee or collective bargaining representative.~~

~~The records may be disclosed when the Superintendent does not believe such disclosure would legally constitute an invasion of privacy. The records, in such a situation, shall first be disclosed to the requestor, followed within a reasonable time after disclosure, with the sending of a written or electronic copy or brief description of such request to the employee and any applicable collective bargaining representative. Disclosure shall only be considered an invasion of privacy where (1) such records do not pertain to a legitimate matter of public interest and (2) disclosure of such records would be highly offensive to a reasonable person.~~

~~Records maintained or kept on file by the State Department of Education or the Board of Education that are records of a teacher's performance and evaluation shall not be released without the written consent of the teacher. Such records are not public records subject to FOI.~~

~~Records maintained or kept on file by the State Department of Education or the Board, that are records of a teacher's personal misconduct shall be deemed to be public records, and subject to disclosure under the Freedom of Information Act. Disclosure of such records of a teacher's personal misconduct shall not require the consent of the teacher. (*"Teacher" includes all certified employees below the rank of Superintendent.*)~~

~~Each employee's own file shall be available for his or her inspection at reasonable times, and, upon request, employees will be provided a copy of information contained in his or her file.~~

The Superintendent shall comply with state and federal law, including the Freedom of Information Act (FOIA), when a request is made for disclosure of an employee's personnel, medical or similar files.

Files containing medical information regarding an employee will be kept separate from other personnel files.

Personnel Certified/NonCertified

Personnel Records (continued)

In accordance with federal law, (ESSA), the District shall notify parents at the beginning of each school year of their right to request information regarding the professional qualifications and degrees of teachers and the qualifications of paraprofessionals for any teacher or paraprofessional who is employed by a school receiving Title I funds and who provides instruction to their child at that school. The District will provide such information on request in a timely manner. The District shall also provide notification to the parent/guardian of a child who has been assigned or has been taught for four or more consecutive weeks by a teacher not meeting applicable state certification at the grade level and subject area in which the teacher has been assigned.

NOTE: The information to be provided upon request regarding teachers shall indicate whether the student's teacher has met state certification for the grade level and/or subjects taught. Information pertaining to a paraprofessional should indicate the educational background of the individual, including secondary school diploma or its equivalent, study at an institution of higher education and any degree earned.

Legal Reference: Connecticut General Statutes

- 1206 Denial of access to public records or meetings.
- 1213 Agency administration. Disclosure of personnel, birth and tax records.
- 1-214 Objection to disclosure of personnel or medical files (as amended by PA 18-93)
- 1-215 Record of arrest as public record
- 10151a Access of teacher to supervisory records and reports in personnel file.
- 10151c Records of teacher performance and evaluation not public records. (as amended by PA 02-138 and PA 13-122)
- Perkins v. Freedom of Information Commission*, 228 Conn. 158 (1993)
- The Americans with Disabilities Act
- ~~Section 1112(c)(6) The Every Student Succeeds Act (ESSA)~~
- ~~Section 1112(e)(1)(B) The Every Student Succeeds Act (ESSA)~~

Policy adopted:

**NEWTOWN PUBLIC SCHOOLS
Objection to Release of Personnel Records**

The Newtown Public Schools shall provide notice to an employee and the employee's collective bargaining representative, if any, whenever the District receives a request to inspect or copy records contained in an employee's personnel or medical files and similar files, and the Superintendent or designee reasonably believes that the disclosure of such records would legally constitute an invasion of privacy (the "Notice"). The employee or the employee's collective bargaining representative, if any, may object to the release of records that the Superintendent or designee has determined legally constitute an invasion of privacy.

This form shall be used by an employee or employee's collective bargaining representative who is objecting to the release of information that the Superintendent or designee has deemed to be an invasion of privacy. Such records will be disclosed to the requesting party UNLESS this form is received by the District within seven (7) business days from the receipt by the employee or the employee's collective bargaining representative, if any, of the Notice or, if there is no evidence of receipt of written notice, not later than nine (9) business days from the date the Notice is actually mailed, sent, posted or otherwise given.

Date: _____

Name, address and phone number of employee concerned:

Name, address and phone number of employee's collective bargaining representative, if any:

Description of the records that the Superintendent reasonably believes would legally constitute an invasion of privacy and the disclosure of which the employee or representative objects.

Under the penalties of false statement, to the best of my knowledge, information and belief, there are good grounds to support my objection to the release of the records described above and my objection is not intended to delay the process.

Signature of employee or employee's collective bargaining representative

Print name

Date

Personnel – Certified

Nepotism

Purpose

It is the policy of the Board to recruit and hire qualified applicants for employment within the Newtown Public Schools, while avoiding both nepotism and the appearance of nepotism.

Definitions

“**Immediate family**” means a spouse, child, parent, sister, brother, half-sister or half-brother.

“**Relative**” means a sister-in-law, brother-in-law, mother-in-law, father-in-law, daughter-in-law, son-in-law, step parent, aunt, uncle, niece, nephew, first cousin, grandparent, step child, foster child, grandchild or individual living in the same household.

“**Familial relationship**” means a relationship between a member of one’s immediate family or a relative, as defined within this policy.

Prohibitions on Hiring

No relative or immediate family member of the Superintendent shall be hired to any position of employment by the Board of Education.

No immediate family members of a Board member or any other district level administrator shall be hired to any position of employment by the Board of Education.

Restrictions on Employment of Relatives or Immediate Family Members

No individuals shall be hired in a position of employment that would result in a supervisory or evaluative relationship between a current employee and a relative or immediate family member.

No employee may be involved in the process of screening for advancement in the application process, interviewing or hiring his or her relatives or immediate family members.

Employees will not be hired, promoted, transferred or assigned to work in positions in the same school or work unit or department in which a relative or immediate family member is already employed, unless the Superintendent of Schools approves such an assignment ~~in writing.~~

No administrator or supervisor shall supervise any of his or her relatives or immediate family members.

~~Employees will not be hired, promoted, transferred or assigned to work in positions in which they will have access to confidential information regarding a relative, such as, but not limited to, information regarding benefits selections, confidential medical information or personnel records that are not subject to public disclosure.~~

P4112.8(b)

Personnel – Certified

Nepotism (continued)

Restrictions on Employment of Immediate Family Members

~~No individuals shall be hired in a position of employment that would result in a supervisory or evaluative relationship between a current employee and an immediate family member.~~

~~No employee may be involved in the process of screening for advancement in the application process, interviewing or hiring of an immediate family member.~~

~~Employees will not be hired, promoted, transferred or assigned to work in positions in the same school or work unit or department in which an immediate family member is already employed, unless the Superintendent of Schools approves such an assignment in writing.~~

~~No person who is a member of the immediate family of a building administrator or department supervisor may be nominated for or transferred or otherwise assigned to any position within that administrator's building or supervisor's department.~~

~~No administrator or supervisor shall supervise any member of his or her immediate family.~~

~~Employees will not be hired, promoted, transferred or assigned to work in positions in which they will have access to confidential information regarding an immediate family, such as, but not limited to, information regarding benefits selections, confidential medical information or personnel records that are not subject to public disclosure.~~

Disclosure Requirements

A Board member or administrator who has an existing familial relationship with an employee, as defined above, or who has had a change in circumstances which creates a familial relationship with any employee of the Newtown Public Schools, shall declare such relationship to the Superintendent or Chair of the Board immediately.

If a change in circumstances creates a familial relationship between an employee and his or her supervisor, the Board, through its Superintendent, reserves the right to seek a transfer of any employee in order to resolve any concerns about the operations of the district with respect to nepotism or the appearance of nepotism. The Superintendent may also provide for the evaluation and/or supervision of the employee outside of the typical chain of command in order to resolve any concerns about nepotism or the appearance of nepotism.

A Board member or administrator who knows that a relative or immediate family member has applied for a position with the Newtown Public Schools shall declare such relationship to the Superintendent or the Chair of the Board as soon practicable.

In addition to the requirements set forth above regarding familial relationships, if a romantic relationship develops between an employee and (1) an administrator who has a supervisory or evaluative relationship with the employee, or (2) a member of the Board, the affected administrator or member of the Board shall declare such relationship to the Superintendent.

P4112.8(c)

Personnel – Certified

Nepotism (continued)

Recusal

~~A member of the Board should not vote on any action of the Board which will directly affect a relative or member of his or her immediate family.~~

Discharge and Denial of Re-Employment

No current employee will be discharged or denied re-employment pursuant to an applicable recall provision based on this Policy.

ADOPTED: _____

REVISED: _____

Personnel – Certified/Non-Certified

Assignment/Transfer/Reassignment

The assignment and transfer of all certified/support staff personnel shall be the responsibility of the Superintendent of Schools (Superintendent) or designee.

~~Requests for transfer within the school system may be made at any time and must be in writing. Transfers are subject to availability of position, vacancies, and qualifications of employee.~~

Transfers will be made in the best interests of the school system, subject to provisions of applicable employee organization agreements and Newtown Board of Education policies.

~~Not later than the November meeting of the Board of Education the Superintendent shall present the staff listing of regular assignments. Changes of regular assignments shall be reprinted periodically.~~

Policy adopted:
cps 5/04

HVAC Service at Newtown High & Reed Intermediate			
Bid Opening: May 5, 2022 - 2:00PM			
	Newtown High School		
	Yr 1	Yr 2	Yr 3
Eastern Mechanical Services, Inc.	\$81,500.00	\$83,900.00	\$86,500.00
Blizzard Mechanical, LLC	\$175,000.00	\$183,750.00	\$141,000.00
Harry Grodsky & Co, Inc.	\$105,400.00	\$180,562.00	\$111,818.86
	Reed Intermediate		
	Yr 1	Yr 2	Yr 3
Eastern Mechanical Services, Inc.	\$61,250.00	\$63,100.00	\$65,000.00
Blizzard Mechanical, LLC	\$128,000.00	\$134,400.00	\$141,000.00
Harry Grodsky & Co, Inc.	\$62,560.00	\$64,437.00	\$66,370.00
	Hourly Labor	Materials Markup	
Eastern Mechanical Services, Inc.	135	10%	
Blizzard Mechanical, LLC	115	25%	
Harry Grodsky & Co, Inc.	125	30%	

Low bidder is Eastern Mechanical Services, Inc. Recommend awarding HVAC service contract to vendor for Year 1 with option to renew for Year 2 & 3. All bidders attended in-person walkthrough to visit both locations on April 11, 2022. Service will start July 1, 2022.

Waste Hauling & Recycling Bid
Bid Opening: May 5, 2022 - 2:00PM

Associated Refuse Haulers

Year 1: \$107,580.00

Year 2: \$110,808.00

Year 3: \$114,132.00

Recommend awarding contract to Associated Refuse Haulers for a period of three years. Vendor currently provides our waste and recycling services. Vendor is registered with the Town of Newtown and HRRA as a waste hauler.

Budget Committee

Subgroup Facilitator

Tanja Vadas
Director of Business & Finance Newtown Public Schools

Group Members

Chris Geissler
Principal, Middle Gate Elementary School

Dr. Christianne Golesky
Newtown Parent



Budget Committee Goals

Community Awareness

to increase community awareness of the budget process

Increase Turnout

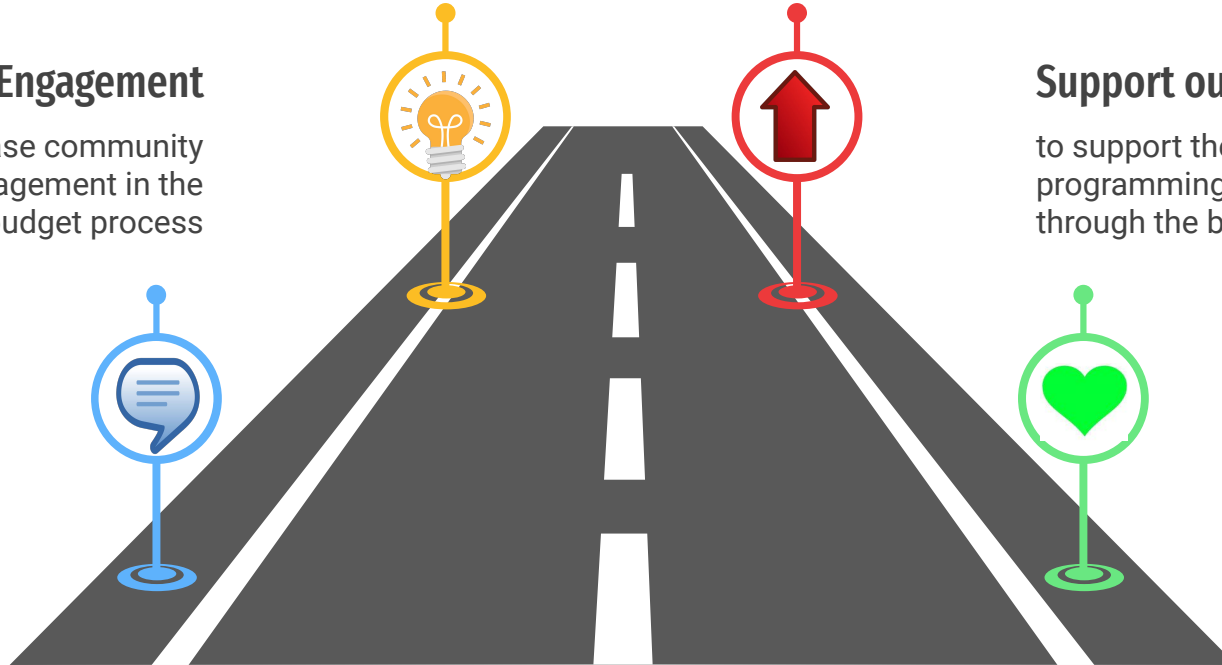
to increase community turnout at the budget vote each year

Community Engagement

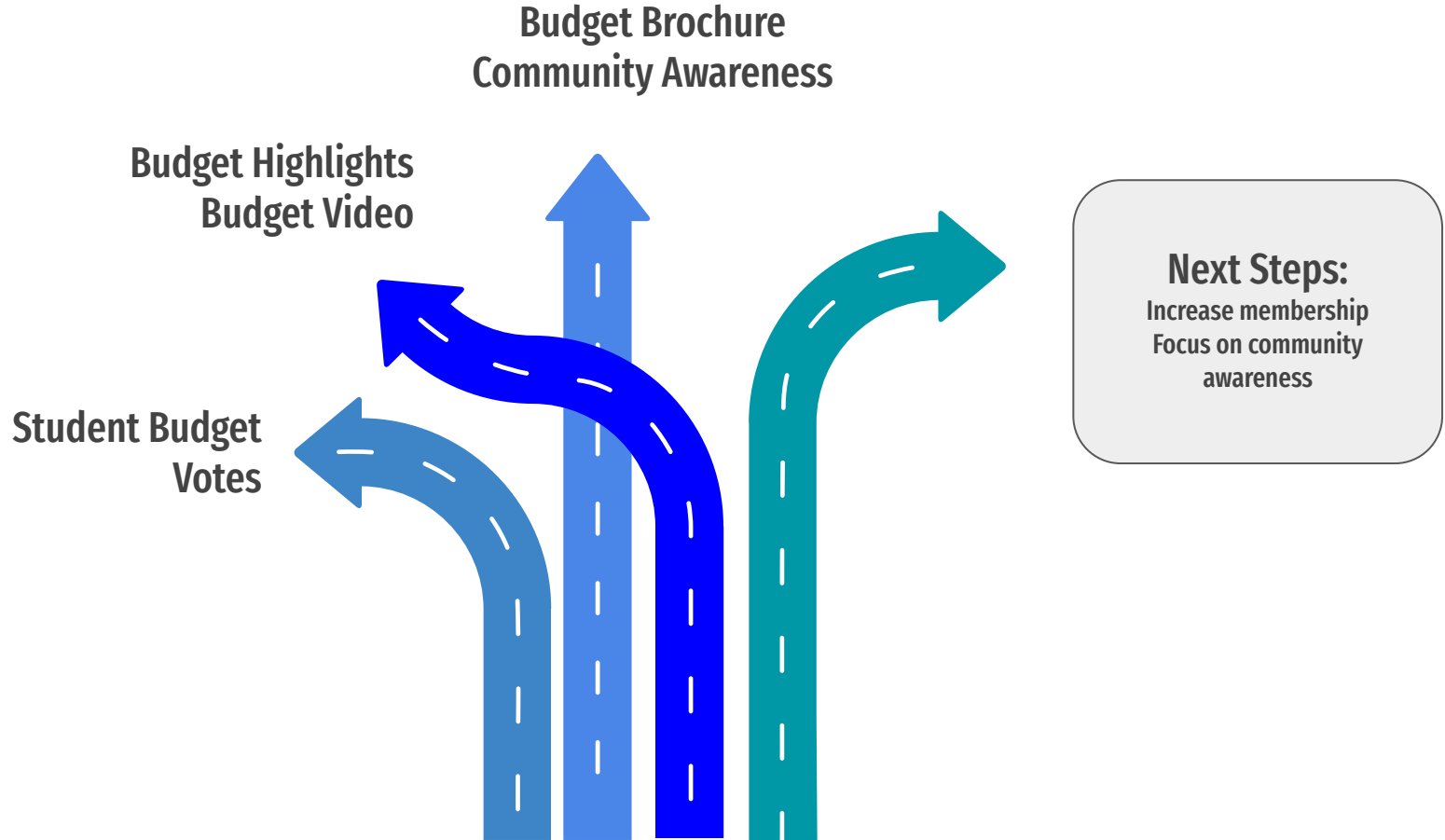
to increase community engagement in the budget process

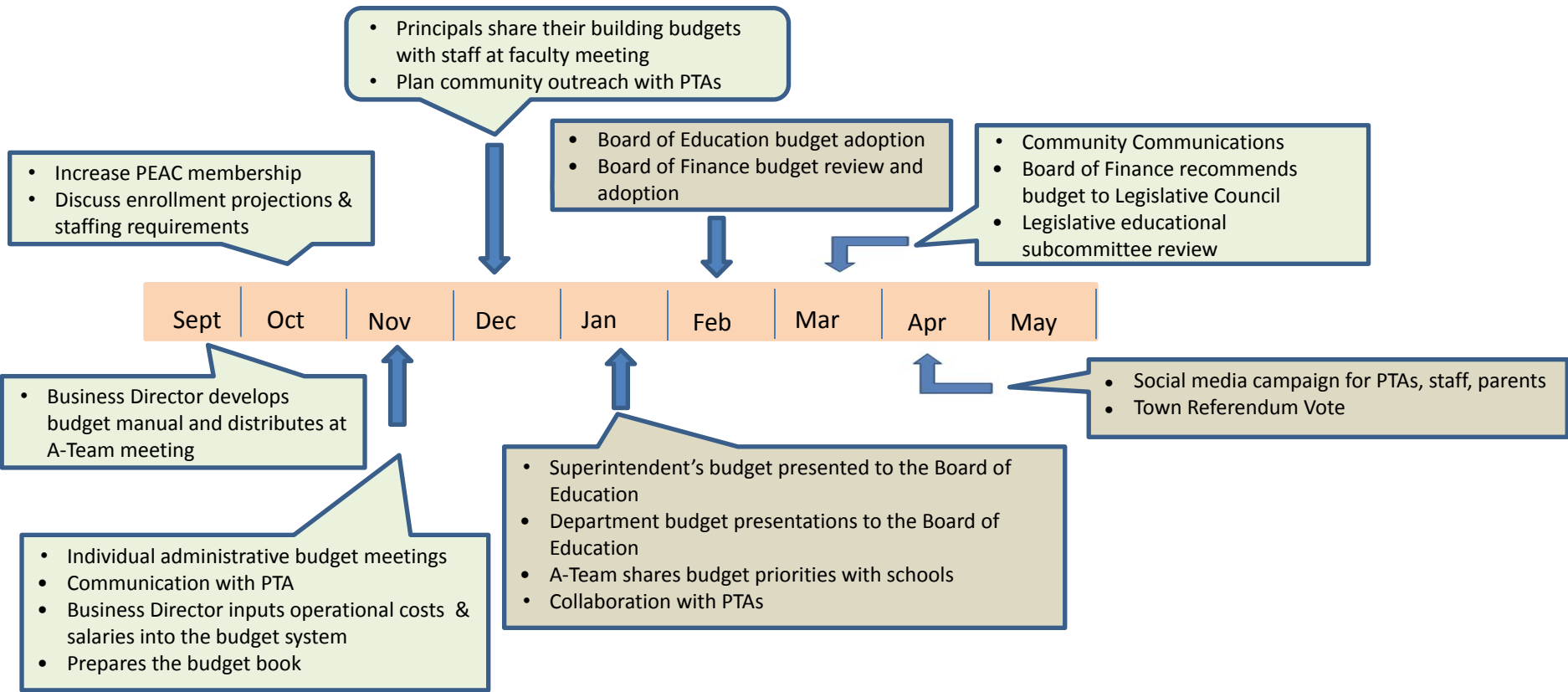
Support our Schools

to support the programming of NPS through the budget



Multi-Year Progress





Our Schools

Newtown High School
12 Berkshire Rd.
Sandy Hook, CT 06482
(203) 426-7646
Dr. Kim Longobucco,
Principal



Newtown Middle School
11 Queen St.
Newtown, CT, 06470
(203) 426-7642
Mr. Tom Einhorn, Principal



Reed Intermediate
3 Trades Lane
Newtown, CT 06470
(203) 270-4880
Dr. Matt Correia, Principal



Hawley Elementary
29 Church Hill Rd
Newtown, CT 06470
(203) 426-7666
Mr. Chris Moretti, Principal



Head O'Meadow
Elementary
94 Boggs Hill Rd.
Newtown, CT 06470
(203) 426-7670
Mr. Tim Napolitano,
Principal



Middle Gate Elementary
Cold Spring Rd.
Newtown, CT 06470
(203) 426-7662
Mr. Chris Geissler, Principal



Sandy Hook Elementary
12 Dickinson Dr.
Sandy Hook, CT 06482
(203) 426-7657
Dr. Kathy Gombos, Principal



Newtown Board of Education Members



Deb Zukowski
Chair



John Vouros
Vice Chair



Don Ramsey
Secretary



Dan Cruson
Member



Rebekah Harriman
Member



Janet Kuзма
Member



Jennifer Larkin
Member

Dr. Lorrie Rodrigue, Superintendent
(203) 426-7621

Anne Uberti, Assistant Superintendent
(203) 426-7617

Tanja Vadas, Director of Business
(203) 426-7619



At Our Core

*This communication is brought to you by the PEAC Budget Subcommittee in partnership with the office of the Superintendent of Newtown Public Schools



Newtown Public Schools Budget Brochure

The Budget Process

The planning Process for the Newtown Public School Budget begins as early as September. There is a tremendous amount of information to gather, analyze and discuss as each department will thoughtfully identify their areas of need.

Final considerations are then made made by the Superintendent and Business Department by January and our first budget book is produced.

Once the budget is adopted by the Board of Education, our operational plan will then be presented to the various Town Board's for review and approval.

Finally, in April, the Newtown Public School budget is ready for the community to cast their vote at our annual referendum.

“

A tremendous amount of time is spent planning all areas of the educational budget.

LET YOUR VOICES BE HEARD AT THE PUBLIC HEARING FOR THE BUDGET

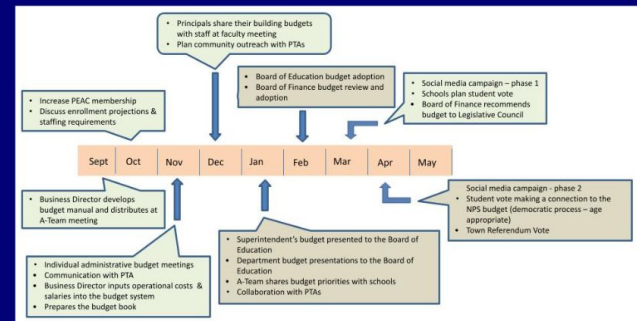
** MARCH 16 2022 @ 7:00**

Budget Categories

In order to build a solid educational spending plan, all areas must be considered. Listed below are some of the broad categories.

- Quantity and quality of educational programs, including teacher support and class sizes
- Social and emotional learning
- Interscholastic sports and activities
- Student transportation
- Maintenance of buildings
- Electricity & heating
- Staff salary increases (majority of union contracts) and benefits

Below is a timeline of our budget activities



PEAC

Communications and Branding Subcommittee 2021-2022 Update

Team Members:

Facilitator:

Janice Gabriel - NHS Theatre

Monica Kwarcinski - Newtown Parent

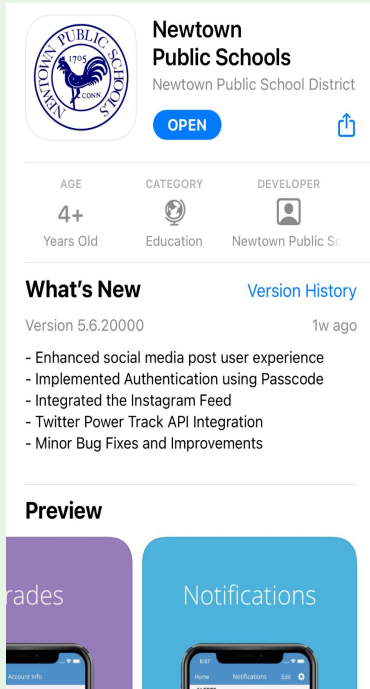
Nadia Papalia - NMS Language Arts Consultant

Deborah Petersen - Director of Pupil Personnel

Denise Strong - RIS 5th Grade Math & Science

BLACKBOARD ROLL OUT

- Rolled out Blackboard to the entire NPS community
- Positive feedback received



Newtown Public Schools
Newtown Public School District

OPEN

AGE: 4+ Years Old
CATEGORY: Education
DEVELOPER: Newtown Public Sc

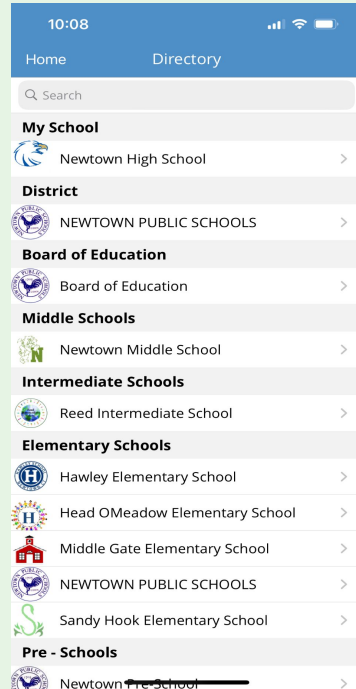
What's New [Version History](#)

Version 5.6.20000 1w ago

- Enhanced social media post user experience
- Implemented Authentication using Passcode
- Integrated the Instagram Feed
- Twitter Power Track API Integration
- Minor Bug Fixes and Improvements

Preview

Grades Notifications



10:08

Home Directory

Search

My School

- Newtown High School

District

- NEWTOWN PUBLIC SCHOOLS

Board of Education

- Board of Education

Middle Schools

- Newtown Middle School

Intermediate Schools

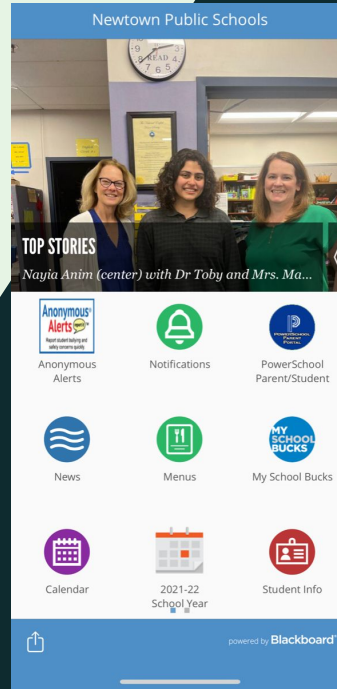
- Reed Intermediate School

Elementary Schools

- Hawley Elementary School
- Head Omeadow Elementary School
- Middle Gate Elementary School
- NEWTOWN PUBLIC SCHOOLS
- Sandy Hook Elementary School

Pre - Schools

- Newtown Pre-School



Newtown Public Schools

TOP STORIES

Najia Anim (center) with Dr Toby and Mrs. Ma...

Anonymous Alerts

Notifications

PowerSchool Parent/Student

News

Menus

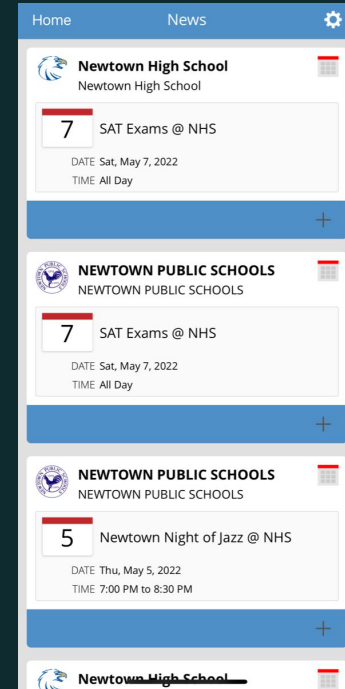
My School Bucks

Calendar

2021-22 School Year

Student Info

powered by Blackboard



Home News

Newtown High School
Newtown High School

7 SAT Exams @ NHS

DATE Sat, May 7, 2022
TIME All Day

NEWTOWN PUBLIC SCHOOLS
NEWTOWN PUBLIC SCHOOLS

7 SAT Exams @ NHS

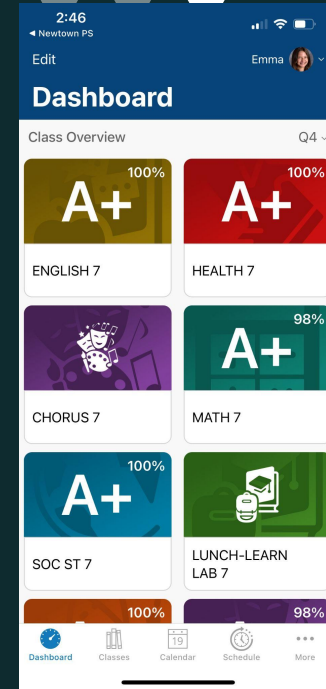
DATE Sat, May 7, 2022
TIME All Day

NEWTOWN PUBLIC SCHOOLS
NEWTOWN PUBLIC SCHOOLS

5 Newtown Night of Jazz @ NHS

DATE Thu, May 5, 2022
TIME 7:00 PM to 8:30 PM

Newtown High School



2:46
Newtown PS

Edit Emma

Dashboard

Class Overview Q4

A+ 100%	A+ 100%
ENGLISH 7	HEALTH 7
CHORUS 7	MATH 7
A+ 100%	LUNCH-LEARN LAB 7
100%	98%

Dashboard Classes Calendar Schedule More





MISSION STATEMENT REVISION

- Shared with faculty and staff, parents, and students
- Feedback requested
- As of May 11:
 - 97 parents provided feedback
 - 369 students provided feedback
 - 118 faculty/staff provided feedback
- Next steps
 - Compile feedback
 - Provide revised statement and feedback to strategic planning committee

DISTRICT VIDEO

- Held planning meetings to identify goals
- Next steps
 - Compile assets
 - Begin shooting video

PEAC
Diversity, Equity, &
Inclusion
Subcommittee
2021-2022



EDUCATORS

Katherine Abrego, World Language Teacher NHS

Suzanne Hurley, Library Media Specialist

Wesley Johnson, DEI Coordinator

Frank Purcaro, Director of Teaching & Learning

Rachel Torres, Social Studies Teacher NHS,
Parent

Sara Wasley, Library Media Specialist

PARENTS/ COMMUNITY

Sabeena Ali

Satra Arokium

Jess Velasco

Jennifer Padilla

David Weiss

Christine Wilford

WHAT DO WE BELIEVE?

Mission Statement:

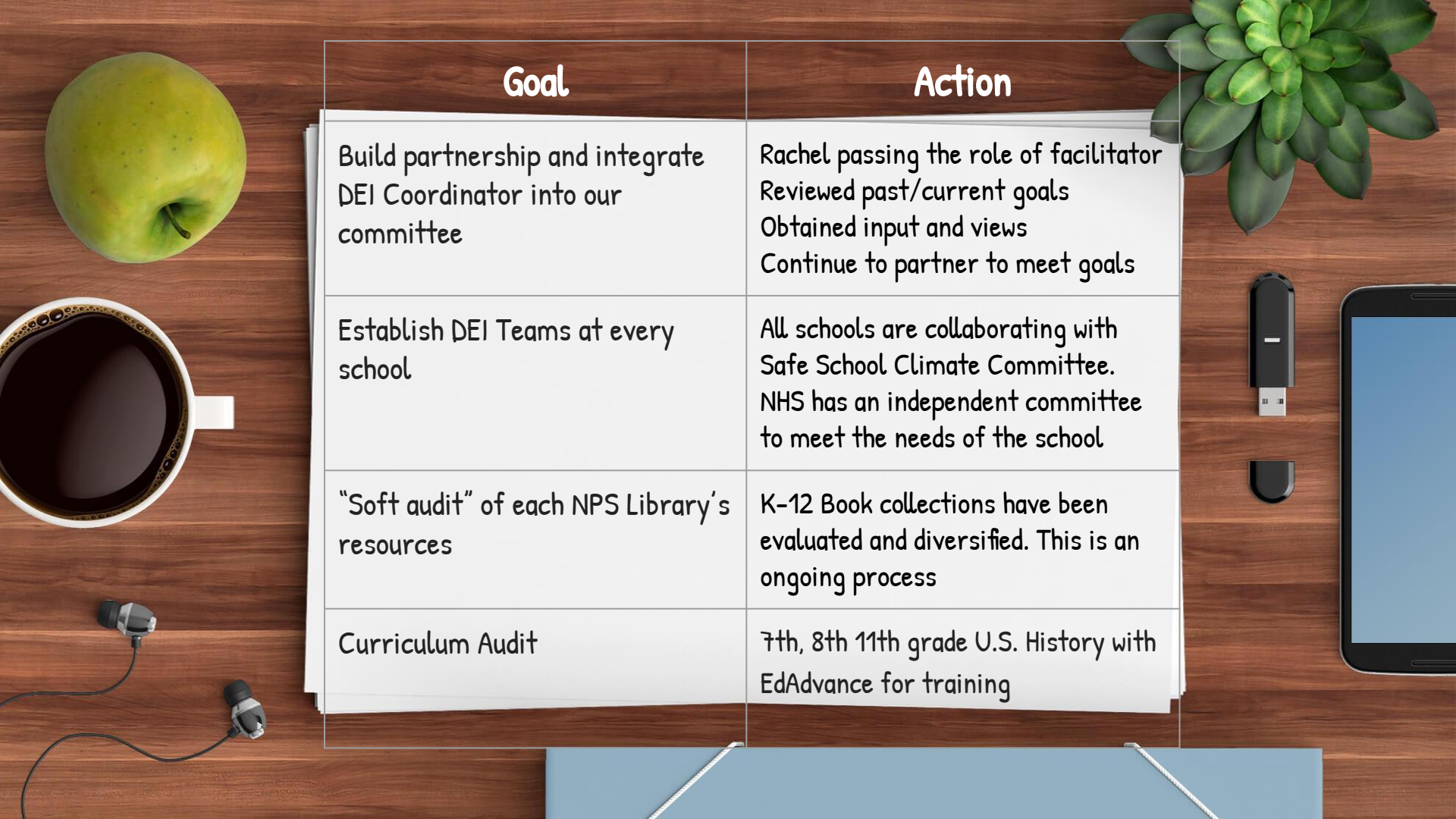
The PEAC Diversity, Equity & Inclusion sub-group commits to partnering with Newtown Public Schools in the journey to cultivate, nurture, and sustain a safe, respectful, and inclusive culture across the district.

Vision Statement:

We intend to recognize the integrity of diversity, and use this to inspire dialogue and forge community bonds.

Values:

- All voices are empowered, valued, consulted, and included
- Respect for people, communities, and cultures
- Systemic and Sustainable results
- Recognize and celebrate the richness inherent in differences
- All work and committee goals are student-centered
- Growth through meaningful experiences



Goal Cont.

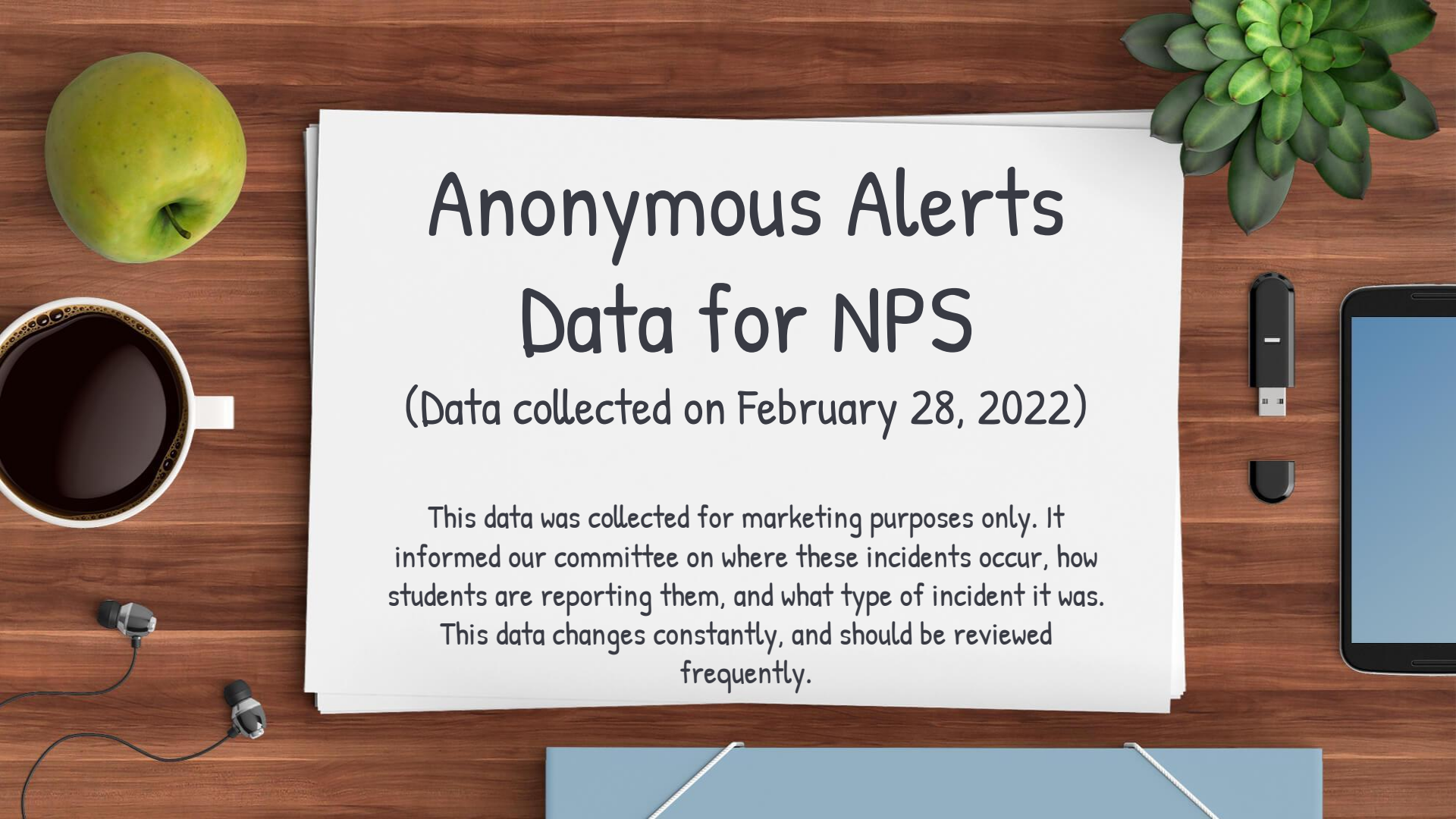
Support Safe School Climate Committees in developing survey questions

Anonymous Alerts Enhancements, Campaign, & Data
(Data on next slides)

Action Cont.

Provided a list of potential questions as well as general wording to specifically address diversity, equity, and inclusion

Increase to 1,000 character length to capture more information
Contribution to Anonymous Alert Survey for grades 6 - 12
Addition of "racial discrimination" to generic poster posted in schools



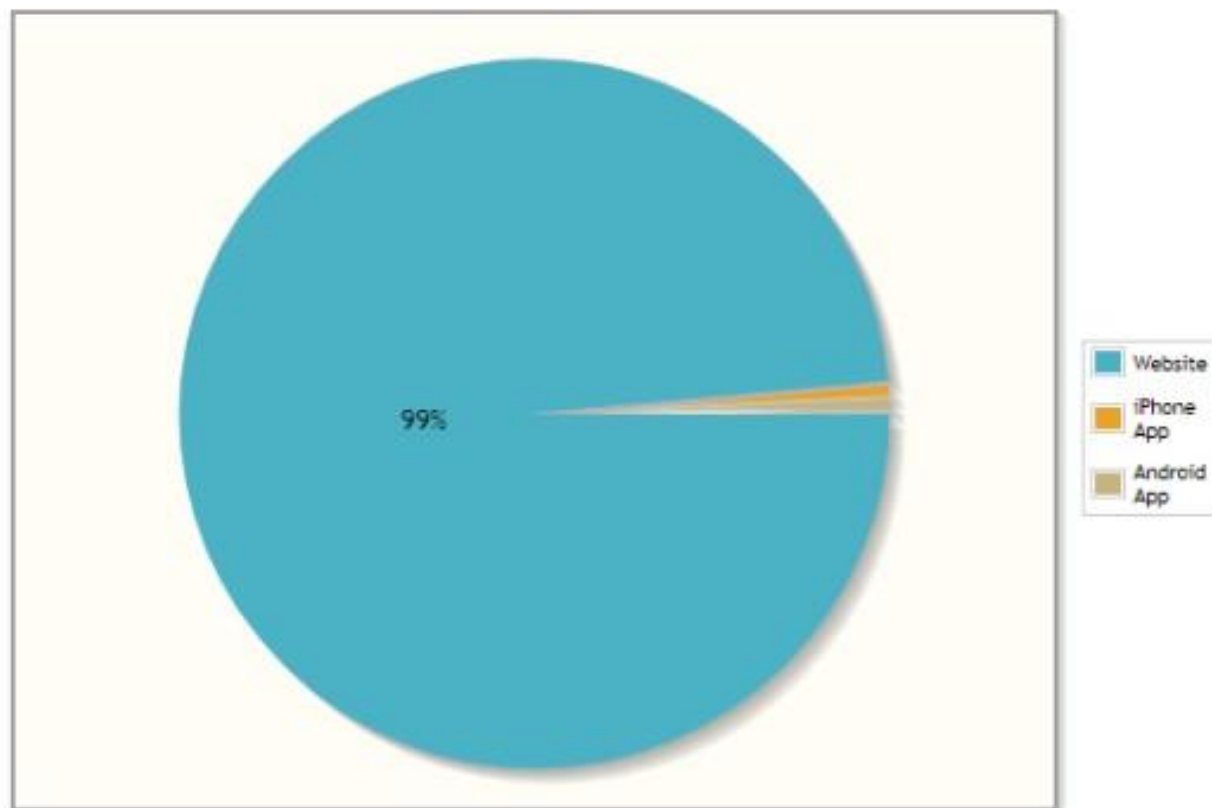
Anonymous Alerts Data for NPS

(Data collected on February 28, 2022)

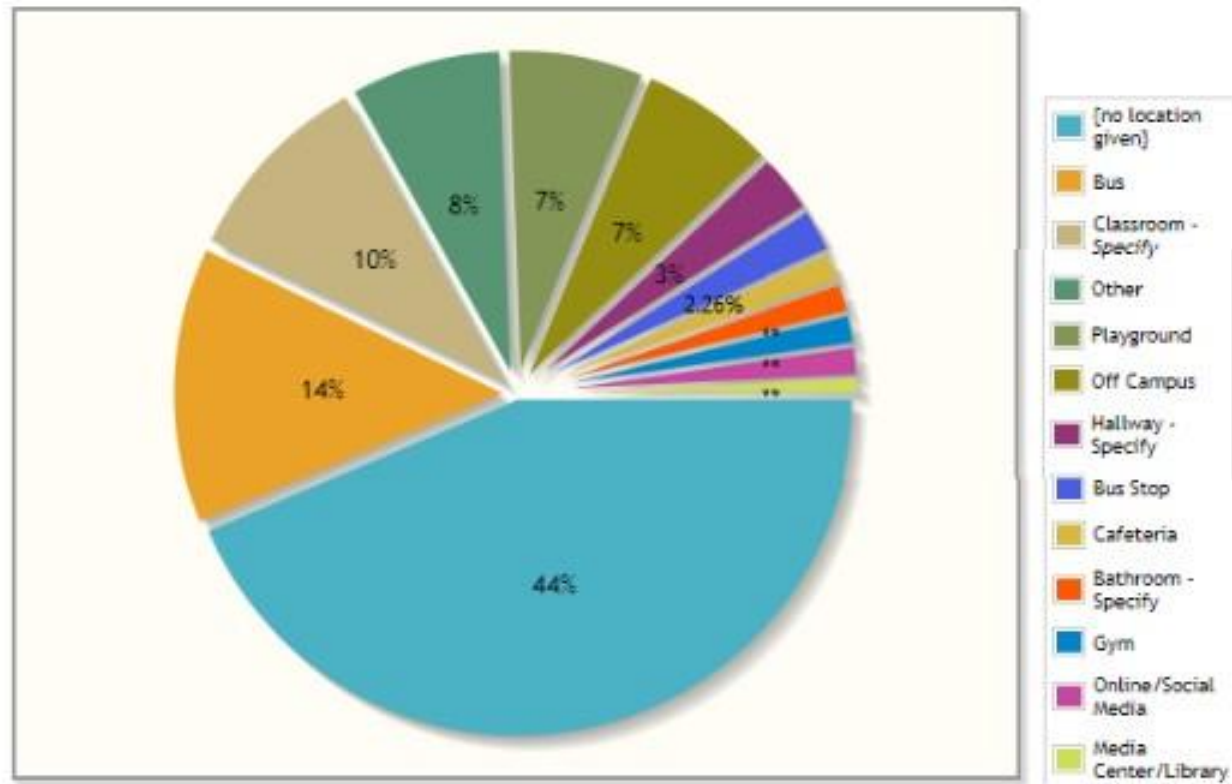
This data was collected for marketing purposes only. It informed our committee on where these incidents occur, how students are reporting them, and what type of incident it was.

This data changes constantly, and should be reviewed frequently.

Anonymous Alerts Submission Types to-date

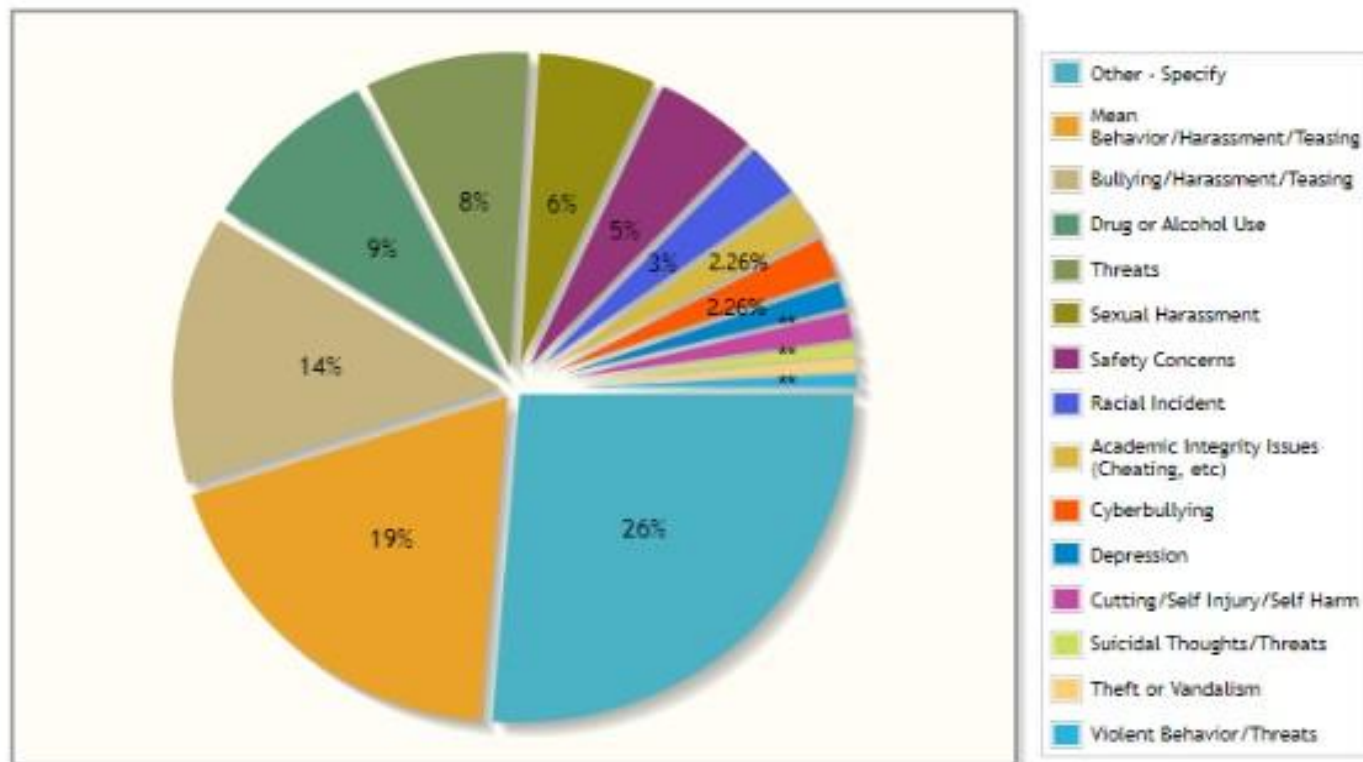


Anonymous Alerts Locations to-date



** Less than 1%

Anonymous Alerts Incidents to-date



** Less than 1%

NEXT STEPS

DEI Training

For all PEAC Committees to help foster a school community that moves forward together and that benefits all students

Equity Plan

Collaborate with DEI Coordinator to provide input and finalize

Establish goals and partner with DEI Coordinator to align with and support realization of equity/sustainability plan

Anonymous Alerts

Collaborate to make additional enhancements

Poster & Video Awareness Campaign individualized for K-12 schools based on data



THANK YOU!

PEAC GOALS



“To promote a partnership between educators and parents that will embrace core values, further a common language for all stakeholders, and support District priorities in the best interest of students.”

Dr. Lorrie Rodrigue, Superintendent

Partnerships Team



At Our Core

Facilitator - Deborah Lubin (Hawley Kindergarten Teacher & Newtown Parent)

Newtown Parents and PTA Reps:

- Kelly Chokbengboune
- Kim Hettenbach
- Mary Murphy

Newtown Educators:

- Jennifer Arnold: *Director* Newtown Continuing Education and Newtown Parent
- Anne Dalton: Coordinator of Health and Wellness
- Cynthia McArthur (SHS Language Arts Consultant)
- Michelle Hiscavich (Dir. of Visual and Performing Arts, NHS Orchestra)



Partnerships Team Goals: To support, nurture, and assist in maintaining positive relationships between the Newtown Public Schools and our surrounding community.

2021-2022 Accomplishments

- After school Social/Emotional Learning Groups Pilot Program- Kids Core
 - March Multicultural Reading Palooza
- Database of permanent Senior and Volunteer Readers Grades K-4
 - Launched parent emotional support survey

Information Gathered from Multicultural Storytelling Palooza Month



At Our Core

March 2022

Multicultural Storytelling-Palooza Month!

Connecting Cultures through

Literature, Music, and the Arts

Suggested activities

Week 1:

Literature Connections	Music Connections	Arts Connections
Listen to a book from the read aloud list Listen to a Bengali Folktale Listen to a Chinese Folktale Listen to a German Fairytale Have a Virtual Guest Reader Write a Fairy Tale (page 72)	Listen to Music from India Listen to Traditional Chinese Instrumental Music Listen to German Dance Music Synchronized Drumming from 2008 Olympics in China	Make Rangoli Art Learn Chinese Brush Painting Art Printing like German Artist Albrecht Durer

Week 2:

Literature Connections	Music Connections	Arts Connections
Listen to The First Music: A Folktale From Africa Listen to African and African-American Folktales Listen to Ghanaian Goldilocks Listen to a Norwegian Folktale	Listen to Traditional African Music Listen to African Folk Music Instrumental: Marimba, Kalimba, and Drums Listen to excerpts from Peer Gynt Suite No. 1	Learn African Dance Moves Make African Art Patterns Watch Traditional Norwegian Dancing Watch Russian Folk Dance: Kalinka

Information Gathered from Multicultural Storytelling Palooza Month

Multicultural Reading Palooza Calendar



Information Gathered from Multicultural Storytelling Palooza Month



Please continue to offer this opportunity in the future. It was a wonderful way to engage all readers creatively. Your many efforts are appreciated!

I would have loved to have used the materials, they looked great, but we had already planned reading activities through March. If I know this is happening again next year, I will be sure to incorporate it.

You should distribute calendars every month that promote diversity and different social justice issues. Making it "one month" only is limiting, when we should be celebrating differences every day.

I think it should be monthly thing not just one month a year.

Information Gathered from Multicultural Storytelling Palooza Month



I teach Spanish level 2-3 this year. I like the resources you have and the calendar. I did not add any suggestions for this year; however, if you could have books about Costa Rica, Puerto Rico in Spanish with be helpful for us. I enjoyed the plan for March.

Thank you for setting this up for us, it was very helpful. Maybe we could have a section on the form where teachers can share what they did and how it worked with their classes. It would also be nice to have activities that require less prep. It would be great to have more mystery readers, but it was hard to get people to sign up.

More current selection of books. Please distribute suggestions earlier. It was released on such short notice it was hard to integrate into existing plans.

I would love more book choices. I shared almost all of the books with my class. I will use this every year with my students.

It was very helpful. Thank you.



Photos from Multicultural Storytelling Palooza Month



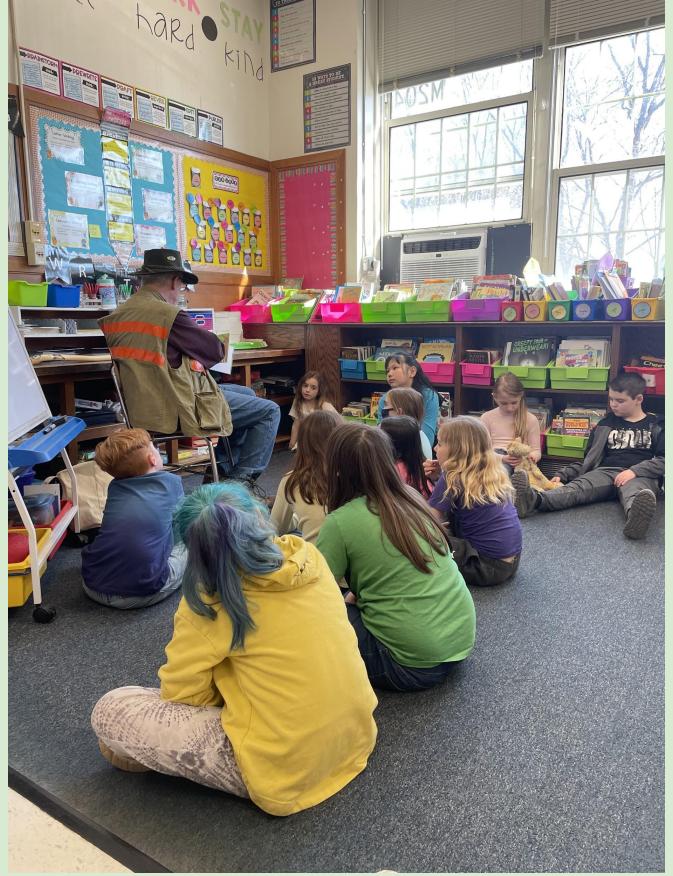
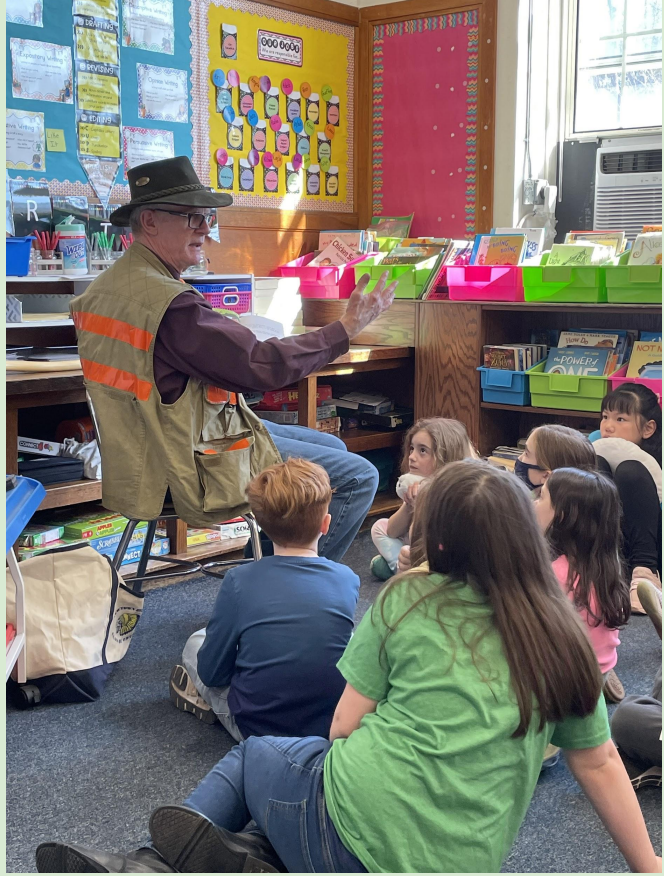


Photos from Multicultural Storytelling Palooza Month





Photos from Multicultural Storytelling Palooza Month





Photos from Multicultural Storytelling Palooza Month



Photos from Multicultural Storytelling Palooza Month





Photos from Multicultural Storytelling Palooza Month





Photos from Multicultural Storytelling Palooza Month



Kids Core 2021-22

- Registration through Newtown Adult & Continuing Education
 - Social Emotional Learning Groups (K-2) & (3-4)
 - Three, 8-week sessions offered throughout the year
 - Small group settings in elementary buildings
 - Engaging activities to promote socialization
 - No cost to Newtown families - grant funded



Photos from Kids Core



At Our Core





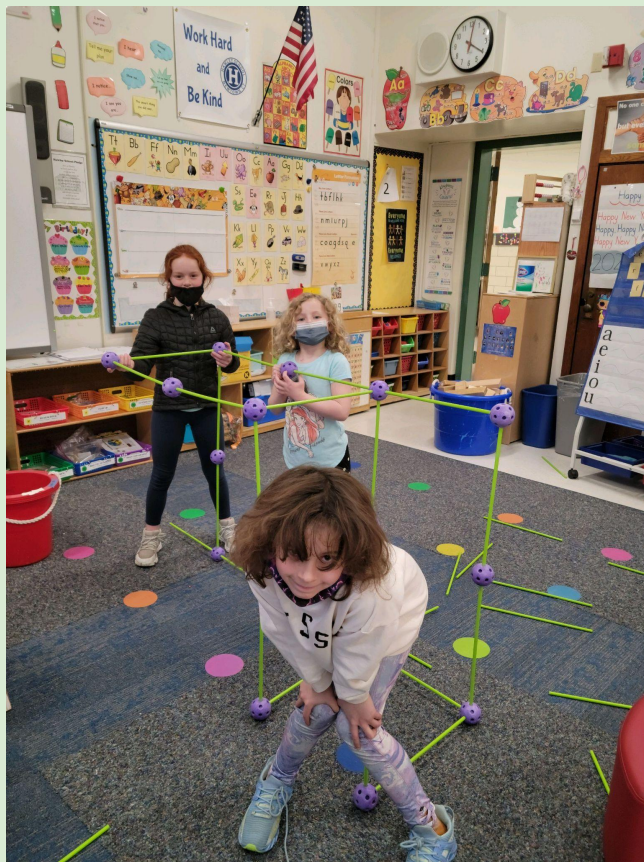
Photos from Kids Core





At Our Core

Photos from Kids Core



Photos from Kids Core



At Our Core





At Our Core

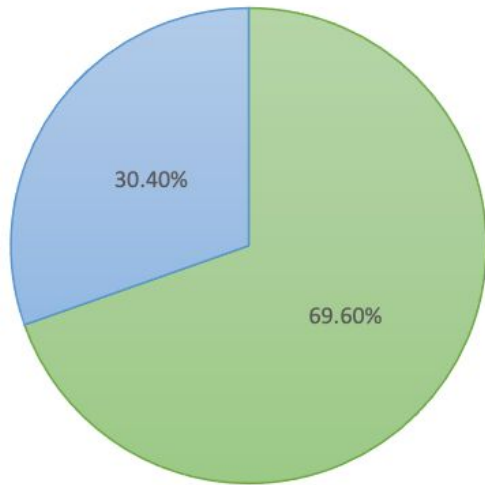
Photos from Kids Core



Parent Emotional Support Survey Results

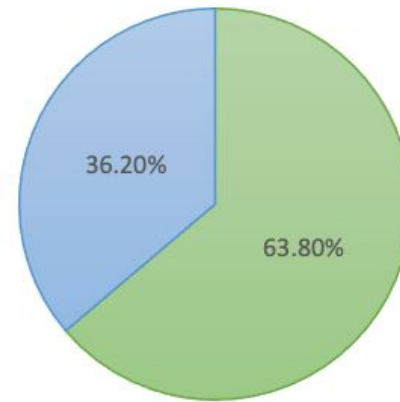
** Results based on 260 responses from Newtown parents

Do you feel you currently have access to adequate services for your emotional needs at this time?



■ Yes ■ No

Do you feel you currently have access to adequate services for your child's emotional needs at this time?

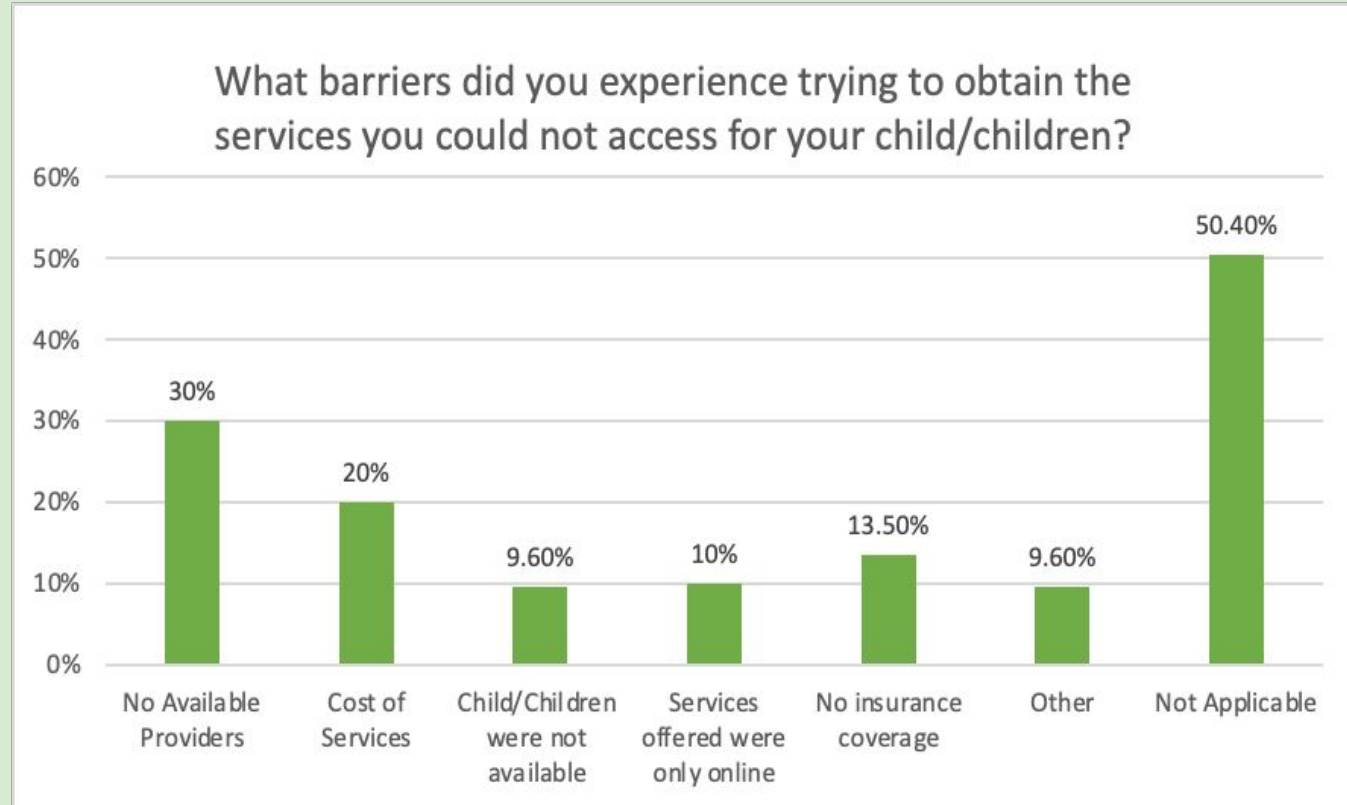


■ Yes ■ No

Barriers Reported in the Parent Emotional Support Survey

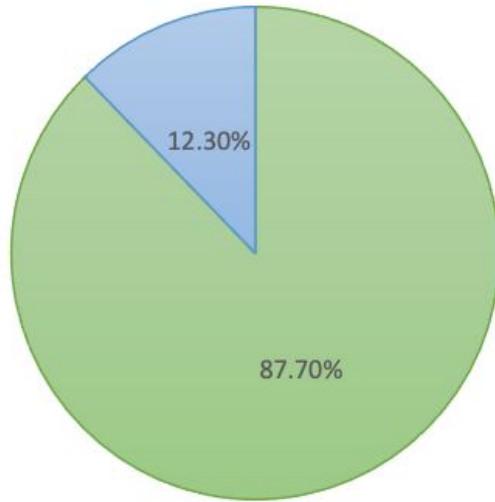
30% of parents could not find an available provider for their child's needs

34% of parents could not find an affordable / insurance covered provider



Plan: Newtown Mental Health Providers Directory

Would you be interested in having access to a detailed directory of mental health providers and supports made available to you through a public website?



■ Yes ■ No

Includes:

- Provider names / Credentials
- Address
- Email address
- Phone Number
- Services offered / specialties
- Ages they see
- Telehealth vs in person
- Insurances they take
- Bilingual
- Direct website links

To be continued

- Finalize Mental Health Resources Directory for parents (currently includes 100+ providers- therapists, medication prescribers, etc.)
- Post directory on school district website and promote widespread awareness of this resource
- Ongoing collaboration with community partners (Newtown-Sandy Hook Community Foundation, Resiliency Center, Newtown Youth & Family, etc.)
- Update directory by school district Wellness Coordinator



Partnership Team Future Visions:

- Kids Core Program through Continuing Education in all four Elementary Schools and possibly upper grades
- Newtown students begin visiting Senior Center again and welcome Seniors back to our schools
- Maintenance of provider directory

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

Minutes of the Board of Education meeting held on May 3, 2022 at 7:00 p.m. in the Council Chambers, 3 Primrose Street.

D. Zukowski, Chair	L. Rodrigue (absent)
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
R. Harriman	7 Staff
D. Cruson	30 Public
J. Kuzma	1 Press
J. Larkin	
C. Savo	
M. Irvine	

Ms. Zukowski called the meeting to order at 7:02 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Consent Agenda

MOTION: Mrs. Kuzma moved that the Board of Education approve the consent agenda which includes the donations to Hawley School and the correspondence report. Mr. Cruson seconded. Motion passes unanimously.

Item 3 – Public Participation

Laura Main, 42 The Old Road, is a parent of a NHS 2019 graduate. She explained that her son, who attends UConn, is unprepared. In addition to UConn, she credits Newtown Public Schools and his teachers for preparing him for the academic rigor for applying to medical school. However, she feels he is unprepared because of his lack of exposure to culturally relevant teaching. She encourages the BOE to take action to make sure all students are afforded culturally relevant teaching.

Melissa Beylouni, 15 Equestrian Ridge, spoke to the BOE as a parent, not PTA President, about the Healthy Food Certification. After looking into this quite extensively, she spoke to Dr. Rodrigue about her concerns. It is a problem. Her son is only receiving 2 oz. of protein during lunch and not allowed to get two lunches at the same time. She stated that this is also a problem in the high school because they are no longer allowed to sell snacks in the school store. Not everything that is free is good and asks the BOE to review this program.

Tony Keating, 7 Oak Ridge Drive, spoke about the new African American/Black and Puerto Rican/Latino Course of Students. He stated that is clear that a lot of people were involved in creating this curriculum but what was not clear was how diverse, equitable, and inclusive the team was in terms of historical, social, political, and economic perspectives. He believes that academia has effectively cancelled objective and conservative perspectives.

Giselle Martinez, 101 Walnut Tree Hill Road, is a junior at Newtown High School. She felt compelled to tell the Board how important the new African American/Black and Puerto Rican/Latino Course is for students. Having an educational window into other's experiences while still in high school sets the students on a path of gratitude. This will make the students more thoughtful, insightful and appreciative of others. She praised Ms. Torres, teacher at NHS, who will be teaching this new course.

Cyrena Arokium, 28 Bradley Lane, is a junior at NHS and a member of SADE. She expressed the importance for the new African American/Black and Puerto Rican/Latino Course. She is saddened that many of the contributions made by African-American/Black and Puerto Rican/Latino men and women are not discussed or exhibited in the books that are read in school. This is not only her history, it is our history.

Ryan Knapp, 11 Jeremiah Road, is speaking to the Board as an individual, not on behalf of the Legislative Council of which he is a member. He raised his concerns about the Transportation bid and contract. He outlined the frustrating situations regarding bussing. Unhappy drivers, reports not being provided, drivers not being paid during the Pandemic, and driver shortages are some of the situations mentioned. Unfortunately the Board does not have three competitive bids to consider so it is not clear what savings could have been realized. He raised his concerns with the RFP process and what more could have been done.

Item 4 – Reports

Chair Report:

Ms. Zukowski reported that they will forego the Superintendent's report this week.

Dr. Rodrigue's father passed away and she is spending time with her family.

Committee Reports:

Mr. Cruson reported that the Policy Subcommittee continued to review the policy regarding face masks and communicable diseases with Dr. Rodrigue and Ms. Dalton. Three new policies were brought to the committee last meeting that need to be in place by July. The committee will start to review these policies at the next meeting and possibly add a special meeting if needed.

Mr. Ramsey reported that Communications Subcommittee had a debriefing about the format and content of the newsletter. New data has become available through the Smore Program which outlines how many people view and read the newsletter. He encouraged the public to read upcoming newsletters.

Mr. Vouros reported that Curriculum and Instruction Subcommittee met to discuss and answer questions regarding Math Pathways. They are prepared to move forward.

Mrs. Kuzma reported that Social Emotional Health & Wellness Subcommittee met and discussed a variety of things. Anne Dalton met with the Newtown Prevention Council and is working on a town-wide vaping campaign. Ms. Dalton also spoke with a Yale Senior research assistant about visiting health classrooms to speak about vaping. On May 25th, a mini health fair will be located in the lobby.

Mrs. Kuzma reported that Superintendent Search Committee narrowed down the candidates and is in the process of conducting the first round of interviews.

Mr. Cruson reported that he went to the Booth Library for the NHS SADE Club's read aloud for elementary students. They read "Our Skin – A First Conversation about Race". Mr. Cruson said it was a wonderful event and the kids were able to do arts and crafts after the read aloud. Everyone did a great job.

Mr. Vouros praised the Reed Drama Club with their performance of "Becky Thatcher". He also had the pleasure to be a volunteer and said it was pure joy. He encouraged the public to visit the school's art, theater and musical performances.

Mrs. Harriman attended a presentation by an organization called 15 For Life with the Boys & Girls Lacrosse team. May is Mental Health Awareness month and it is time to normalize talking about mental health. The website to read more about this organization is 15forlife.org.

Mr. Ramsey had the opportunity to observe two co-taught classes and was very happy to see how engaged the students and teachers were.

Ms. Zukowski thanked all the teachers on behalf of Teacher Appreciation Week.

Students:

Ms. Savo reported that the Environmental Club was at the Earth Day Festival at NMS on April 23rd and many students stopped by to support their fundraising for The Thirst Project. The Chess Club is hosting a spring tournament on May 20th.

Mr. Irving reported many exciting awards. Mark Deloughy and Curtis Shaw won the 2022 SWC Unified Sports Athlete and Partner Award. Will Eagleson and Nora Kliczewski won the 2022 CIAC Unified Sports Athlete and Partner Award. Chloe O'Connell and Mitchel Schrader won the 2022 SWC Scholar Athlete Awards. Ally McCarthy and Isaiah Williams won the 2022 CIAC Scholar Athlete Awards and Saahil Ray was chosen as one of the three winners of the George A. Coleman Excellence in Equity Award.

Item 5 – Presentations

DEI Update:

Mr. Johnson gave an update on Diversity, Equity & Inclusion. Mr. Johnson presented findings from a survey about students using Anonymous Alert App.

Mr. Cruson saw that there was a small group of students that had technical issues. He asked if there was a follow up question asking the students to elaborate.

Mr. Johnson said they did not have a follow up question but agreed that it would be beneficial to know what the technical issues were.

Mrs. Larkin asked if Mr. Johnson could speak, in the most general terms, what students reported and how the District handled the reports.

Mr. Johnson said this survey was about what the students, parents and teachers are reporting. Mr. Johnson is invited to be a part of some of the conversations if the report is around race and gender bullying. He believes the Administrators do a wonderful job with their investigation of the problem.

Mrs. Larkin commented that there was a question specific to race and gender but it was discussed that ability is also under the DEI umbrella. Mrs. Larkin asked if there will be any questions in the future about ability and special education.

Mr. Johnson said there would.

Mrs. Larkin mentioned that a parent reached out to her regarding the site being down so she referred the parent to Dr. Rodrigue.

Mrs. Larkin asked what Mr. Johnson's goals were in next 6 months.

Mr. Johnson answered that he is prepared to continue to fine tune how the anonymous alert app is serving our students. It is critical that if this app is going to be beneficial to all of our students then it is important to get data on the younger students as well. Mr. Johnson also mentioned the school-based teams and how it is important to train people to be able to have the conversations and navigate when situations arise.

Mr. Ramsey complimented Mr. Johnson on his magnetic personality and work he has been doing with the students.

Mr. Ramsey and Mr. Johnson agreed to have a private conversation regarding some comments from the public.

Mrs. Harriman commented that she finds that there is a lack of knowledge that this Anonymous Alert App exists. She hopes to see a question asking if they knew we had this app before this survey.

Mr. Johnson agreed.

Item 6 – Old Business

MOTION: Mrs. Kuzma moved that the Board of Education approve the African American/Black and Puerto Rican/Latino Course of Studies. Mrs. Harriman seconded.

Mr. Cruson asked why this item is on the agenda for action since it is a curriculum mandated by the State. Mr. Cruson approved the curriculum but is questioning why the Board has to take action on a State mandated curriculum that is provided by the State with no input from the Board.

Mrs. Uberti said every curriculum that is taught in Newtown Public Schools is reviewed and voted on.

Mrs. Kuzma stated that she does not support the process in which this was done. She approves the content of the course but she thinks the State is setting a bad precedent to mandate a curriculum where we have no input or ability to change.

Mr. Ramsey agrees with the opinion of Mrs. Kuzma. He stated that he deeply supports the teachers and students for this course; however, he will be providing a no vote on a procedural issue.

Mrs. Harriman stated that she is proud to vote yes on this curriculum. She is excited for her son to take this course.

Mr. Vouros reported that 20 students have already signed up for this course and he believes it will be an overwhelmingly popular course.

Ms. Zukowski said she will be voting yes in support of this course but understands the procedural concerns.

VOTE: 6 ayes, 1 nay (Mr. Ramsey). Motion passes.

MOTION: Mrs. Kuzma moved that the Board of Education approved the proposed changes to Math Pathways. Mr. Vouros seconded.

Mrs. Uberti provided a summary of where we are since this is a continuation of a discussion that began on April 5th. At the April 5th meetings, the C&I Subcommittee reconvened on April 26th to engage in further discussion regarding the proposal to make two changes to the existing NPS Math Pathways. The first change would be to defer placement into an advanced math class until grade 6 and the second is to eliminate the math accelerated class in grade 7.

Mr. Ramsey mentioned that he received concerns from parents so he spoke to math coordinators, teachers and Principals. He saw enthusiasm in the children's faces.

Ms. Zukowski has some concerns and questions regarding this new program. She finds it worrisome to have parents trust this program with no knowledge.

Mrs. Uberti said that this is a new program but the standards that we are teaching are the same. It provides teachers with all different types of activities to bring the standards to life.

Mrs. Uberti continued to say that if this program is approved they will change “Math 6+” to “Math 6/7” which will be much more descriptive of what it will be because it will be all of 6th grade and half of 7th. “Math 7/8” will be the rest of 7th grade and all of 8th grade.

Mrs. Harriman commented that she remembers this program has been talked about since pre-pandemic so it gives her comfort and she will be supporting this program.

Mrs. Kuzma had some concerns, especially after talking to parents. The misconception going around is that a program is going away/getting cut. Mrs. Kuzma suggests better explaining to parents, especially the ones thinking that a program that will be beneficial to their child will be cut. Mrs. Kuzma also mentioned that it makes her more comfortable knowing that this will be evaluated regularly.

Mrs. Uberti said if this program is supported then they are fully prepared to send communication to the parents and take time to speak with parents that are concerned.

Mrs. Larkin said she cannot support this because there are too many parts in this for her. She said her recommendation would be to wait one more year.

Ms. Zukowski said that the goal is to get everyone prepared to take Algebra in 8th grade so they would open up to a wider variety of math courses in the high school. Ms. Zukowski believes that the learning loss from the pandemic is a key factor in why some students are not as ready for advancement. She does not have the confidence in it yet.

Mrs. Uberti said there are factors that are present but delaying advancement gives the students more opportunity. She would expect to see the majority of students who would have qualified if the pandemic never happened be able to qualify in 5th grade.

VOTE: 5 ayes, 2 nays (Ms. Zukowski, Mrs. Larkin). Motion passes.

Item 7 – New Business

Ms. Zukowski suggested waiting on a motion until Mrs. Vadas is finished with her presentation.

Mrs. Vadas presented two options for the Board to take action on regarding the transportation contract. Newtown received one bid from All Star. There are two options for the contract. The first option is a one year contract extension. The financial impact carries a high cost with an additional \$350,000. The second option is a five year contract. The five year contract meets the budget expectations.

Mr. Cruson does not support either of these options. The retention and recruitment options are unsettling. He hopes that if rewarded the contract, they would look at the problem of retention. Mr. Cruson also suggested bringing buses to “Touch-A Truck” events. Mr. Cruson’s biggest concern is ending up with five years of status quo again and won’t make any improvements.

Mrs. Larkin does not support either option. It looks like options that All-Star presented to Newtown and not Newtown’s options. Newtown did nothing wrong and holds the risk. She wishes she could see other options with different payment options. Mrs. Larkin is not comfortable signing up for another five years. A one year contract gives Newtown the opportunity to move away from All-Star next year.

Mrs. Vadas said there is a lot of risk with a one year contract.

Mrs. Kuzma does not agree with either option. She feels that we are rewarding five years' worth of bad service that Newtown has received. Mrs. Kuzma asked if a two or three year contract was discussed.

Mrs. Vadas said no because the RFP already went out and there is no incentive to do so.

Mrs. Vadas reminded the Board that the past couple of years have been hard on bus companies with the pandemic.

Mr. Ramsey supports the five year contract and has faith that All-Star will be held accountable.

Mr. Vouros asked if the 5 year contract is supported and we are not happy with the service, is there anything we can do legally.

Mrs. Vadas said it would have to be clearly defined in the contract.

Mr. Cruson believes that communication is a big part of the problem.

Mr. Vouros suggested having a Board Liaison to All Star. He also volunteered to be the Liaison.

Ms. Zukowski said that she agrees that these are not good options. She believes the one year contract gives Newtown leverage because it gives All-Star one year to change. However, she feels that the five-year contract is the way to go. She believes that the driver shortage will continue until next year and we will have a new Superintendent dealing with a transition.

MOTION: Mrs. Kuzma moved that the Board of Education accept the current transportation bid. Mr. Cruson seconded. 5 ayes, 2 nays (Mrs. Kuzma, Mrs. Larkin). Motion passes.

First Read of Policies:

Mr. Cruson spoke about three policies Policy 4112.6/4212.6 – Personnel Records, Policy 4112.8 – Nepotism, and Policy 4114/4212 Assignment/Transfer/Reassignment. Our HR Director, Suzanne D'Eramo, reviewed these policies.

Mrs. Larkin asked if Policy 4112.8 – Nepotism refers to colleagues that are not family now but meet at work and become family.

Mr. Cruson said yes.

Mr. Cruson asked the Board to send any questions to him via email before the next policy subcommittee meeting.

MOTION: Mrs. Kuzma moved that pursuant to C.G.S. Section 10-215f, the Board of Education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2022, through June 30, 2023. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups. Mr. Cruson seconded.

Mr. Cruson asked if this is something the Board has to vote on every year.

Mrs. Vadas said yes, any school that participates under the National School Lunch Program have to either agree or disagree to this motion. However, Districts that are fully on the National School Lunch Program, this motion would provide the District with an additional 10 cents for reimbursement meals.

Mrs. Kuzma asked if this applies to school parties or bake sales.

Mrs. Vadas said that is correct but that is why there is a second part to the motion.

Mr. Cruson said there is a policy that governs food that can be brought into school.

Mrs. Larkin asked where the 10 cents goes.

Mrs. Vadas said it stays in the District.

Mrs. Kuzma asked if the students or parents were surveyed regarding this program.

Mrs. Vadas said she is not aware of any survey. She reminded the Board that Newtown is out for bid for food service. It does help the District to be on this program.

Motion passes unanimously.

MOTION: Mrs. Kuzma moved that the Board of Education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales.

Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mrs. Kuzma moved that the Board of Education approve the minutes of April 19, 2022. Mr. Cruson seconded. Motion passes unanimously.

Item 8 – Public Participation

Tony Keating, 7 Oak Ridge Road, spoke about the DEI initiative and would like to ask the Board to consider its track record and not its vocabulary. He said his comments are not based on opinion but on the track record.

Carrie Grummons, 5 Black Walnut Drive, attended the SADE Read-Aloud at the Booth Library. There were about 20 students in attendance and all the high school students were great with the children and led them in an age appropriate conversation. She is thankful for Rachel Torres and Wes Johnson.

Phil Carroll, 1 Fieldstone Drive, respectfully disagrees with some of the comments about the transportation contract. He believes that Newtown is being over bussed if Newtown is able to get the job done with 9 less buses. He believes that All-Star has had a bad attitude from the beginning.

John Feder, 27 Poverty Hollow Road, is a father of three and showed support for the math program.

Nicole Maddox, 14 Nighthawk Lane, stated that to her knowledge, it has been a month since her children heard a racial slur. It is a big deal for her family. Families in the town are looking to

move because the discrimination. She urges the Board to continue the reporting structure to ensure that these incidents are being reported to the proper authorities.

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

Item 9 - Adjournment

The meeting adjourned at 10:11 pm.

Respectfully submitted:

Donald Ramsey
Secretary