

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

Minutes of the Board of Education meeting held on July 9, 2024 at 7:00 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	J. Paddyfote
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Gouveia
S. Tomai (absent)	1 Public
C. Gilson	1 Press
D. Linnetz	
B. Leonardi	

Mrs. Plante called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Legislative Update

Representatives Mitch Bolinsky and Marty Foncello provided a legislative update.

Representative Bolinsky provided information excerpts from the Office of Legislative Research containing the major public acts regarding education. Representative Foncello spoke about education and early childhood issues with the need for providing funding to have better services for children, which will attract companies to locate in Connecticut.

Representative Bolinsky spoke about the serious problem with the childcare shortage and the importance of special education services for children with disabilities. The major public acts discussed were the Mandate Review Council, the grant for magnet schools and vo-ag centers, the Pledge to Advance CT (PACT) Program, teacher certification changes which makes it easier for teachers from out of state to transfer to Connecticut schools, Child Sexual Abuse Prevention, measures related to disconnected youth to help children reconnect to attending school, and new laws related to early childhood care and education.

Representative Foncello feels we need to make high school students aware of three options they have after graduating which are going to college, joining the military, or other career paths where they can have a career, for example, at Sikorsky's where they provide training. It's important that students be identified as to what path they go on.

Representative Bolinsky agreed that skilled trades need to be developed. Curtis Packaging is also an example of a business that trains their employees.

Mr. Vouros commented that we have many students following the three choices after high school.

Item 3 – Consent Agenda

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

Item 4 – Public Participation

Item 5 – Reports

Chair Report: Mrs. Plante welcomed Dr. Paddyfote and appreciated her being here.

Superintendent's Report: Dr. Paddyfote said she was learning everyone's roles and responsibilities in central office and meeting with the principals in their schools. We will be sure to have a smooth and successful opening.

Committees and Liaison Reports:

Mr. Gilson noted that CABA is having a new board member orientation and leadership conference on August 8. He attended one which he found was very helpful and would share the information with Mr. Leonardi.

Mrs. Plante reported that CABA is also running workshops on school finances if anyone is interested.

Item 6 – Old Business

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 6114 Security and Safety. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 6114.1 Fire Emergency Drills/Crisis Response Drills/Bus Safety Drills. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education rescind Policy 6114.7 School Security and Safety. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 6115 Pledge of Allegiance. Mr. Vouros seconded.

Mrs. Linnetz explained that the alternate language was discussed at the last Board meeting and we decided to add it to the policy.  
Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 6121 Nondiscrimination in the Instructional Program. Mr. Ramsey seconded. Motion passes unanimously.

Item 7 – New Business

2024-2025 Tuition:

MOTION: Mrs. Linnetz moved that the Board of Education set the tuition for the 2024-2025 school year at \$23,282. Mr. Ramsey seconded.

Ms. Gouveia said each year the Board sets the non-resident tuition rate, which is based on our budget, the Board of Education debt, and divided by our projected enrollment. Full-time employees who are not residents receive a 25% discount on the amount. If we increased it by 3%, which is more consistent with the previous increases, the amount would be \$22,145.

Mr. Leonardi asked if the tuition rate offsets any expense the town incurs as a result of having that additional student.

Ms. Gouveia said we could use the per pupil expenditure but wasn't sure if that was the exact cost per pupil. She surveyed other district and they have many different amounts. Some have a set rate but they vary and many use a similar formula or have a static rate. If students needed

special education services parents would have to pay for them also. We currently have seven students of employees. This money goes to the town.

Mr. Gilson asked if the amount could be more predictable so parents have the amount for planning.

Ms. Gouveia said it could be a policy change for the percentage.

Mr. Ramsey spoke about the correlation between absenteeism of teachers and if having the benefit of students going to school here that might reduce that burden and help employees.

Mrs. Gouveia felt that would be a hard analysis. The Board can set a rate to put in the policy as a consistent percentage each year.

Mrs. Linnetz doesn't think we have a policy related to this and is reluctant to look at a policy for seven students out of our 4,000. She is sensitive to what Mr. Ramsey was talking about and sensitive to the people who live here and pay taxes to send their children to our schools.

Ms. Gouveia said we have a tuition policy but it doesn't address the percentage increases. Mr. Ramsey suggested reviewing the policy and possibly modifying it.

Mrs. Linnetz said her concerns are the factors that change on an annual basis. We can discuss it with the policy committee.

Ms. Gouveia would look at another calculation some district are using and bring it to the Policy Committee.

MOTION: Mr. Gilson moved to amend the motion to set the tuition rate to \$22,145. Mr. Ramsey seconded.

Mr. Leonardi wasn't clear on what the cost per student is for those who are residents of the town so he isn't sure what percentage is appropriate. There are incremental costs with having additional students in the district. He wants a better understanding of what it costs per resident and how the calculation is proportionate to that. He needs a comparison for town residents and out of district residents.

Ms. Gouveia said we have to look at the debt number in the budget. The per pupil expenditure is close to our tuition amount.

Mr. Leonardi stated that we went through a contentious budget process this year and its difficult for him to have a defensible argument with a resident that an employee is paying less to educate their child.

Mr. Ramsey said the point of optics is caring for staff and that the Board sensitive to their plight. There's a very low number of staff we are dealing with and hopes the public understands.

Mrs. Plante noted the actual out of pocket with the 8% increase is \$284 per student for a difference of only \$1,900. Another option is to make it 5% to get the numbers back in line again.

Mr. Vouros said they are bringing their children here because of the quality of education and should come for free.

MOTION: Mr. Gilson moved to amend the motion to set the tuition at \$22,575. Mr. Ramsey seconded. Vote: 5 ayes, 1 nay (Mr. Leonardi) Motion passes.

Action on Minutes:

MOTION: Mrs. Linnetz moved that the Board of Education approve the minutes of June 18, 2024. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve the minutes of June 24, 2024. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve the minutes of June 27, 2024. Mr. Ramsey seconded. Motion passes unanimously.

Item 8 – Public Participation

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

Item 9 - Adjournment

8:29 p.m.

Respectfully submitted:

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Donald Ramsey  
Secretary

## Education and Higher Education

### ***Mandate Review Council***

New legislation establishes a 10-member Education Mandate Review Advisory Council to advise and provide annual reports to the Education Committee on the (1) cost and implementation of existing education mandates on local and regional boards of education and (2) impact of proposals to add to or revise these mandates. The council's annual reports may include a review of education mandates on school boards in state law and regulations to identify those that may be burdensome or limit or restrict providing student instruction or services. The council must also make recommendations on repealing or amending any statutes or regulations (PA 24-45, § 1, and PA 24-81, § 108, effective July 1, 2024).

### ***New FY 25 Grant for Magnets and Vo-Ag Centers***

A new law replaces grants for (1) interdistrict magnet schools and (2) regional agricultural science and technology centers (i.e., "vo-ag centers") with grants under the new choice program for FY 25. The legislation also replaces the existing grant for any magnet school operated by an entity that is not a board of education, such as an independent institution of higher education.

Generally, the new law uses student need weightings in the new grants, mirroring existing law's weighting for education cost sharing (ECS) grants and charter school grants. This gives additional weight (and funding) for students eligible for free or reduced-priced meals or free milk or designated as an English language learner.

The new law also includes a hold-harmless provision intended to guarantee that magnet schools and vo-ag operators receive at least the same grant amount that they did in FY 24. The grants are for FY 25 only; the act does not make them ongoing annual grants and the law does not revert to the old grants for the following years.

In a related provision, the same act specifies how \$150 million in education funds that were appropriated in last year's budget act will be spent in FY 25. As under prior law, the funds primarily go to the new choice grants, ECS, and charter school grants. But it also allocates specific smaller amounts to a variety of programs, schools, and towns (PA 24-81, §§ 112-121, effective July 1, 2024).

### ***Pledge to Advance CT (PACT) Program***

A new law extends eligibility for the state's debt-free community college program to transition program students who are (1) state residents, (2) have not graduated from high school, (3) are enrolled in a transition program under their individualized education program, and (4) enroll in one or more courses at a regional community-technical college. The act also increases the PACT program's minimum awards from \$250 to \$500 for full-time students and from \$150 to \$300 for part-time students (PA 24-81, § 75, effective July 1, 2024).

### ***Teacher Certification Changes***

This session, the legislature made significant changes to the teacher certification laws that, among other things, (1) simplify how certain applicants qualify for an initial educator certification and (2) reduce the number of teacher certification levels from three to two.

The new law does so by eliminating the provisional educator certificate, the middle level of Connecticut's three levels of certification, while retaining the initial and professional levels. It makes an initial educator certification valid for 10 years, rather than three as under the prior law, and allows an educator who holds this certification to apply for professional certification if they have certain teaching experience and either (1) a master's degree or (2) completed an alternate pathway to professional certification.

The legislation also expands those eligible for the alternate route to certification (ARC) program certification to candidates with a bachelor's degree or advanced degree from an accredited higher education institution after completing an ARC program. It eliminates prior law's requirement that ARC program graduates also satisfy the requirements of a temporary 90-day certificate or a resident teacher certificate (PA 24-41, §§ 1-6, effective July 1, 2024).

## **Children and Families**

### ***Child Sexual Abuse Prevention***

This session, the legislature passed legislation making various changes to laws relating to the protection of children from sexual abuse. Primarily, it (1) requires DPH to include a sexual abuse and assault awareness prevention survey for high school administrators in the existing Connecticut School Health Survey, starting July 1, 2026; (2) replaces the term "child pornography" with "child sexual abuse material" in statutes and criminalizes the possession, importation, and transmission of this material; (3) establishes a task force to study the responsiveness of certain state agencies and the judicial branch to child sexual abuse issues; and (4) requires the Office of the Child Advocate to review and report on state agency practices and procedures for ensuring the care and protection of minors in probate court guardianship proceedings (sHB 5262, as amended, various effective dates).

### ***Disconnected Youth***

This session the legislature enacted several measures relating to "disconnected youth" (generally, people ages 14-26 who are neither employed nor enrolled in school). It required the Connecticut Preschool through Twenty and Workforce Information Network (P20 WIN) to develop a plan to establish a statewide data intermediary to provide technical support, create data-sharing agreements, and build and maintain the infrastructure needed to share data between nonprofit organizations serving disconnected youth. The P20 WIN executive board must submit (1) the plan to the Education Committee by January 1, 2025, and (2) a report on disconnected youth annually, beginning by January 1, 2025, to various legislative committees (PA 24-45, §§ 21 & 22, effective upon passage).

The legislature also allocated \$175,000 each for grants to the Hartford and New Haven boards of education in FY 25 to purchase bus passes for state-owned or -controlled bus public transportation service for public high school students (PA 24-81, § 120, effective July 1, 2024).

### ***Early Childhood Care and Education and Early Start CT***

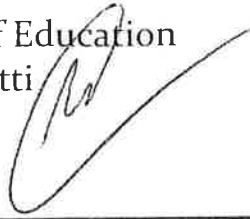
New laws make various changes relating to early childhood care and education. One new law makes the Office of Early Childhood (OEC) responsible for operating and administering a state-funded early care and education system to coordinate and facilitate efficient delivery of early childhood care (i.e., “Early Start CT”). It requires OEC, under the program, to (1) provide open access for infants and toddlers and pre-school age children to high-quality early care and education programs that promote the health and safety of children and prepare them for school and (2) prevent or minimize the potential for developmental delay in children under age five.

Among other things, the law also (1) generally requires any program receiving financial assistance under Early Start CT to be accredited within three years of entering into an OEC contract, and (3) sets a schedule for OEC-funded early care and education programs to require certain qualifications for designated staff members (PA 24-78, §§ 24-33, effective July 1, 2025).

Another new law renames the Early Childhood Education Fund, created in the FY 24-25 budget act, the Early Childhood Care and Education Fund and establishes a framework for the fund’s deposits and investments and the state treasurer’s authority and powers on behalf of the fund. It also requires the OEC commissioner to do the following:

1. within available appropriations, establish a Tri-Share Child Care Matching Program serving New London County in which child care costs are shared equally among participating employers, employees, and the state;
2. for FY 25, set up and administer a wage supplement payment program that provides one-time payments of at least \$1,800 to eligible early childhood education teachers and assistants; and
3. consult with a nonprofit organization to develop a document explaining the benefits of childcare centers and homes maintaining liability insurance coverage and the potential consequences of not having coverage (sHB 5002, as amended, most provisions effective July 1, 2024).

**To:** Newtown Board of Education  
**From:** Christopher Moretti  
**Date:** June 13, 2024  
**Re:** PTA Donation



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The Hawley PTA is donating the funds raised from the Islanders hockey fundraiser (\$1075.00) as well as this check for \$925.00. The Islanders check was received in the business office and made payable to Town of Newtown BOE. The total of the two checks amounts to the \$2000 donation for the Hawley Beautification/Outdoor Classroom project that was approved by the PTA.

I am requesting that the Board accept this generous gift on Hawley's behalf.





## Instruction

### Security and Safety

#### Emergencies and Disaster Preparedness

The Board of Education shall establish a District Security and Safety Committee (“DSSC”) composed of the Superintendent, the Director of Security and other designated district personnel as the Superintendent may determine. The DSSC shall develop and maintain the District’s Emergency Operations Plan (“EOP”) including district-level and individual school-level security and safety plans.

The crisis management plan for each school shall be developed within the context of the four recognized phases of crisis management:

**Mitigation/Prevention** addresses what schools and the District can do to reduce or eliminate the risk to life and property

**Preparedness** focuses on the process of planning for the worst-case scenario

**Response** is devoted to the steps to take during a crisis.

**Recovery** pertains to how to restore the learning and teaching environment after a crisis.

Such security and safety plans shall utilize an all-hazards approach and utilize the School Security and Safety Plan standards made available by the Department of Emergency Services and Public Protection and the Department of Emergency Management and Homeland Security (DESPP/DEMHS). The district-level and individual school-level security and safety plans shall be in compliance with the National Incident Management System (NIMS), incorporate the National Incident Command System, and adhere to the requirements of state law.

The DSSC shall meet on a regular basis and will rely on community involvement, including but not limited to the chief executive officer of the municipality, law enforcement, fire, public health, and emergency medical services to develop and maintain the EOP. At least one Board of Education member shall serve as a Board liaison to the DSSC, and the Superintendent shall report to the full Board of Education on matters of security and safety promptly following each meeting of the DSSC.

Each school shall establish a school security and safety committee (“SSSC”), to meet at least twice annually, that will assist in the development and implementation of the school’s security and safety plan. In accordance with statutory requirements, each SSSC shall consist of a local police officer, a local first responder, a teacher, an administrative employee of the school, a mental health professional, a parent or guardian of a student enrolled at the school, and any other person the Board deems necessary. Similar to the DSSC, the SSSC should invite subject matter experts to participate in the committee as needed, including, for example, the public works director, the high school student council president, and/or the food services director. The Director of Security shall work closely with school principals and their respective SSSC to develop the district wide and individual school security and safety plans. Each individual school security and safety plan

## **Instruction**

### **Security and Safety**

#### **Emergencies and Disaster Preparedness**

and any subsequent changes shall be approved in writing by the Superintendent. Each individual school security and safety plan shall be reviewed annually, and updated, as necessary.

Each school security and safety plan shall include an overview of emergency response procedures and violence prevention training. Each school employee shall receive an orientation to such plan and shall receive such violence prevention training on an annual basis. The violence prevention training shall be conducted in cooperation with each school's SSSC. The Board of Education shall direct the Superintendent, or designee, to conduct a security and vulnerability assessment of each school every two years, the results of which shall be incorporated into the EOP, as may be necessary, including district-level and individual school security and safety plans, and reported to the DESPP/DEMHS Regional Coordinator. By November 1st of each year, the Board shall submit to the DESPP/DEMHS Coordinator a copy of its plan for that year.

A crisis management plan shall be developed and maintained as part of the EOP and included in each school's security and safety plan to ensure an established set of directives to guide the actions of those involved and responsible for the safety of students and property. The crisis management plan shall be developed and maintained within the context of the four recognized plans for crisis management (1) Preparedness, (2) Response, (3) Recovery, and (4) Mitigation. In accordance with Policy 6114.1, district-level and school-level emergency response drill activities related to fire safety and other emergencies will be conducted by the District to ensure adherence to the EOP and individual school security and safety plan processes and procedures, incident command, internal and external communication, and the orderly movement and placement of students to the safest available space(s) should an emergency occur, including, but not limited, to the following:

- Severe weather
- Fire
- Flood
- Terrorism
- Missing student(s)
- Suicide
- Threatening person(s)
- Weapons/ explosives found on school site
- Any other situation the Safe Schools Committee deems appropriate

The Superintendent, or designee, is responsible for maintaining communication with other community agencies to share information on preparedness and planned emergency response procedures set forth in the EOP. The Superintendent shall also ensure that each school in the district works in cooperation with these other community agencies during such emergencies.

## **Instruction**

### **Security and Safety**

#### **Emergencies and Disaster Preparedness**

Emergency preparedness and response procedures should be periodically discussed with teachers, parents/guardians and students as deemed appropriate by the district and/or individual school-level administrators. All District personnel shall receive training on such school security plan and violence prevention training as prescribed in the school security plan. Each classroom shall have ready access to emergency response procedures, including, but not limited to fire, safe school mode, shelter in place, and evacuation (“Classroom Emergency Materials”) and such Classroom Emergency Materials shall be made readily accessible to parents/guardians at the start of each school year and thereafter at any time upon request. All District personnel shall make themselves familiar with these procedures.

Crisis management must be viewed as a continuous process in which all phases of the EOP are being reviewed and revised. The EOP must be continuously updated based upon experience, research and changing vulnerabilities.

(cf. 3516 – Safety)

(cf. 5142 – Student Safety)

(cf. 6114.1 – Fire Emergency (Drills)/Crisis Response Drills/Bus Safety Drills)

(cf. 6114.3 – Bomb Threats and Explosive Devices)

#### Legal References:

##### Connecticut General Statutes

10-221 Boards of education to prescribe rules

10-231 Fire drills

52-557b Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render.

10-222m – School security and safety plans. School security and safety committees

10-222n – School security and safety plan standards

#### State Standards:

Connecticut Department of Emergency Services and Public Protection, *All Hazards School Security and Safety Plan Standards*.

Policy adopted: 6/3/2014

Policy amended:

## **Instruction**

### **Fire Emergency Drills/Crisis Response Drills/Bus Safety Drills**

A fire drill shall be held at least once a month in each school building. The initial fire drill must be held not later than ten days after the first day of school each year. In addition to the initial fire drill, each school shall conduct a safe school mode drill, shelter in place drill, fire/ campus evacuation drill and a lockdown drill no later than thirty days after the first day of school. Afterwards, a crisis response drill shall be substituted for one of the required monthly school fire drills every three months. All emergency response drills shall be scheduled and the results documented in the district's emergency exercise software.

Each Building Principal shall prepare a comprehensive fire emergency plan, as to route and manner of exit and furnish it to all staff and students. Fire drills shall be planned and conducted to accomplish the evacuation of school buildings in the shortest possible time and in the most efficient and orderly fashion.

The Board shall develop crisis response drill protocols in consultation with the appropriate law enforcement agency and the District Security and Safety Committee (DSSC). Such protocols shall meet the statutory requirements. Further, a representative of the local law enforcement agency, fire department, and/or town emergency management team may supervise and participate in any of the required crisis response drills. Such drills shall incorporate the basic protocols of fire evacuation, safe school mode lockdown, campus evacuation and shelter-in-place responses. The activation and utilization of the Incident Command System shall also be a part of these crisis response drills.

The school bus transportation company (contractor) shall conduct a minimum of two (2) bus safety drills each school year. The purpose of these drills is to educate students in safe riding practices, and how to safely and expeditiously evacuate a school bus during an emergency incident. At least one of these drills shall require students to actually physically perform the evacuation procedures. The transportation company shall coordinate the dates and times of bus safety drills in advance with each school principal to ensure that local first responders have the opportunity to evaluate, score, and provide feedback. The Board's contract with the transportation company shall require these bus safety drills to be completed.

Principals shall maintain a record of all fire and crisis response and bus safety drills held in their schools in the district's emergency exercise software, stating the date and time the drill was held, the time required to complete the drill utilizing the appropriate response procedures, actions taken prior to the drill to notify parents/ students of the drill (if needed), as well as actions taken following the drill to address opportunities for improvement.

As required by Connecticut General Statutes § 10-222n, local law enforcement and other local public safety officials shall evaluate, score and provide feedback on fire drills and crisis response drills conducted pursuant to Connecticut General Statutes § 10-231. "Public Safety Officials" include the local emergency management director, fire marshal, building inspector and emergency medical services representative. Each of the named officials shall evaluate and provide feedback on a representative sampling of fire/crisis response drills each year. The Board of Education shall annually submit reports to the Department of Emergency Services and Public Protection regarding such fire drills and crisis response drills.

(cf. 5142 – Student Safety)  
(cf. 6114 – Emergencies and Disaster Preparedness)

Legal References: Connecticut General Statutes

10-231 Fire drills. (as amended by PA 00-220 and PA 09-131)

P.A. 13-3 An Act Concerning Gun Violence Prevention and Children's Safety

10-222m – School security and safety plans. School security and safety committees

10-222n – School security and safety plan standards

Policy adopted: 6/3/2014

**Instruction**

**School Security and Safety**

The Board of Education is committed to the prevention of violence against people or property in the schools or at school activities, whether by students, staff, or others. While committed to the protection of each person's constitutional rights, including due process rights, the Board does not condone lawlessness. Any individual committing violent acts on school property will be disciplined according to applicable Board policy and regulations.

Staff members who implement this or any other Board policy will receive the full support of the Board and the administration.

Each school's School Security and Safety Committee will review specific policies, regulations, plans and procedures in order to ensure a comprehensive and effective program to prevent and punish vandalism and violence occurring in the schools and on district property. Simultaneously with the work of the committee, the Superintendent of Schools and appropriate school administrators shall review the practices at each school and shall submit a separate report to the Board including any findings and recommendations on the implementation of committee suggestions on these and other policies, regulations, plans and procedures concerning safety.

The advisory committee shall examine the policies, regulations, plans and procedures concerning:

1. student conduct and discipline;
2. the maintenance of public order on school property;
3. the banning of weapons on school property with the exception of approved security personnel;
4. drug and alcohol abuse;
5. school emergency management;
6. coordination efforts with law enforcement agencies;
7. searches and seizures by school officials;
8. training for staff and students in conflict resolution and violence prevention; and
9. building security measures including procedures governing visitors to the schools and access to school buildings.

The Board shall conduct a security and vulnerability assessment of each school annually and use the results to maintain the District's Emergency Operations Plan and each school's security and safety plan.

Development of the District's Emergency Operations Plan and each school's security and safety plan will be the responsibility of the Director of Security in partnership with the District Security and Safety Committee (DSSC). The DSSC includes a variety of professionals with expertise in emergency management, (e.g., chief executive officer of the municipality, police, fire, district security, superintendent, and emergency medical services personnel), as well as community partners such as public and mental health professionals and school based staff. The DSSC shall work closely with school-based crisis response teams to develop district-wide and building-specific emergency management plans. Such plans shall be compliant with the National Incident Management System (NIMS) and incorporate the Incident Command System (ICS), and remain compliant with the standards for such plans issued by the Department of Emergency Services and Public Protection (DESPP).

**Instruction****School Security and Safety (continued)**

The crisis management plan shall be developed within the context of the four recognized phases of crisis management:

- **Mitigation/Prevention** addresses what schools and the District can do to reduce or eliminate the risk to life and property.
- **Preparedness** focuses on the process of planning for the worst-case scenario.
- **Response** is devoted to the steps to take during a crisis.
- **Recovery** pertains to how to restore the learning and teaching environment after a crisis.

Crisis management must be viewed as a continuous process in which all phases of the plan are being reviewed and revised. The plan must be continuously updated based upon experience, research and changing vulnerabilities.

(cf. 5131 - Conduct at School and Activities)

(cf. 5131.5 - Vandalism)

(cf. 5131.6 - Drugs/Alcohol and Tobacco)

(cf. 5131.8 - Out of School Misconduct)

(cf. 5131.9 - Gang Action by or Association)

(cf. 5141.6 – Crisis Management Plan)

(cf. 5146 - Child Abuse and Neglect)

(cf. 5142 - Student Safety)

(cf. 5147 - Suicide Prevention)

(cf. 5143 - Student Health Assessments and Immunizations)

(cf. 5144 - Administering Medications)



**Instruction**

**School Security and Safety (continued)**

(cf. 5145 - Communicable and Infectious Diseases)  
(cf. 5114 - Suspension/Expulsion/Exclusion/Removal)  
(cf. 6114 - Emergencies)  
(cf. 6161.11 - Drugs/Alcohol and Tobacco)

Legal Reference: Connecticut General Statutes

4-176e through 4-185 Uniform Administrative Procedure Act.  
10-19 Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome. Training of personnel.  
10-221 Boards of education to prescribe rules.  
10-233a through 10-233f re in-school suspension, suspension, expulsion. (As amended by PA 95-304, An Act Concerning School Safety).  
52-572 Parental liability for torts of minors. Damage defined.  
53a-3 Firearms and deadly weapons.  
53-206 Carrying and sale of dangerous weapons.  
53a-217b Possession of firearms and deadly weapons on school grounds.  
PA 94-221 An Act Concerning School Safety.  
PA 95-304 An Act Concerning School Safety.  
PA 97-290 An Act Enhancing Educational Choices and Opportunities.  
GOALS 2000: Education America Act.  
18 U.S.C. 921 Definitions.  
Title III - Amendments to the Individuals with Disabilities Education Act.  
Sec. 314 (Local Control Over Violence).  
Elementary and Secondary Education Act of 1965 as amended by the Gun Free Schools Act of 1994.  
*New Jersey v. TLO.*, 469 U.S. 325; 1055. CT. 733.

Policy adopted: June 3, 2014  
Policy revised: August 14, 2018

NEWTOWN PUBLIC SCHOOLS  
Newtown, Connecticut

**This policy is being replaced with Policy 6115 Pledge of Allegiance.**

8-401.1

#### SCHOOL CEREMONIES AND OBSERVANCES

Activities within our schools will conform to the first amendment of the constitution of the United States concerning the separation of church and state, as construed by decisions of the United States Supreme Court.

**Instruction****Pledge of Allegiance**

Each district school shall provide time each school day for students to recite the Pledge of Allegiance. Such recitation is voluntary. If, due to personal philosophy or belief, a student has made the personal decision not to recite the "Pledge," he/she/they may choose to remain seated and silent. Students may wish to use this time to reflect. All students must be courteous and respectful of the beliefs of others.

~~[Alternate language:~~ Non-participants are expected to maintain order and decorum appropriate to the school environment.

Legal Reference: Connecticut General Statutes

10-16a Silent meditation.

10-29a Certain days to be proclaimed by governor. Distribution and number of proclamations

10-230 Flags for schoolrooms and schools

PA 02-119, An Act Concerning Bullying Behavior in Schools and Concerning the Pledge of Allegiance

Policy adopted:

## **Instruction**

### **Nondiscrimination in the Instructional Program**

This school system pledges to avoid discriminatory actions and seeks to foster good human and educational relations which will help to attain:

1. equal right and opportunities for students and staff members in the school community.
2. equal opportunity for all students to participate in the total school program of the schools.
3. continual study and development of curricula toward improving human relations and understanding and appreciating cultural differences.
4. training opportunities for improving staff ability and responsiveness to educational and social needs.
5. opportunities in educational programs which are broadly available to all students.
6. an appropriate learning environment for students which includes (1) adequate instructional books, supplies, materials, equipment, staffing, facilities and technology, (2) equitable allocation of resources among district schools and (3) a safe school setting.

Students who are eligible for participation in school programs have a right to an equal opportunity to participate in such school programs without discrimination of any kind.

Legal Reference: Connecticut General Statutes

10-15 Towns to maintain schools.

10-15c Discrimination in public school prohibited.

10-18a Contents of textbooks and other general instructional materials.

10-226a Pupils of racial minorities.

10-145a(b) Certificates of qualification for teachers; Intergroup relations programs.

10-220 Duties of boards of education.

Title IX of the Education Amendments of 1972, 20 U.S.C., 1681 et seq.  
Section 504, U.S. Rehabilitation Act, 1973, 29 U.S.C. 791

Policy adopted:

**Newtown Public Schools**

**Non-Resident Tuition Rate**

**2024-2025**

Existing BOE Policy No. 5118 ( c )

...tuition is to be determined annually by the BOE...

	Calculated 2016-17	Calculated 2017-18	Calculated 2018-19	Calculated 2019-20	Calculated 2020-21	Calculated 2021-22	Calculated 2022-23	Calculated 2023-24	RECOMMENDED 2024-25
Board of Education Approved Operating Budget	\$73,665,065	\$72,995,957	\$76,054,231	\$78,104,410	\$78,651,776	\$78,651,776	\$82,134,639	\$85,069,651	\$87,409,066
Board of Education Approved Debt Service*	\$3,990,255	\$4,416,701	\$4,516,073	\$4,109,495	\$4,009,580	\$4,009,580	\$3,638,703	\$4,287,217	\$3,249,537
Total Approved Operations & Debt Service	\$77,755,320	\$77,412,658	\$80,570,304	\$82,213,905	\$82,661,356	\$82,661,356	\$85,773,342	\$89,356,868	\$90,658,603
Projected Enrollment for School Year (Pk-12)	4,404	4,270	4,263	4,185	4,086	4,011	4,025	3,912	3,894
Calculated Tuition = Budget & Debt divided by Enrollment	\$17,656	\$18,129	\$18,900	\$19,645	\$20,230	\$20,609	\$21,310	\$22,842	\$23,282
<b>BoE Approved Tuition Rate (Rounded)</b>	<b>\$17,600</b>	<b>\$18,100</b>	<b>\$18,900</b>	<b>\$19,600</b>	<b>\$20,200</b>	<b>\$20,200</b>	<b>\$20,900</b>	<b>\$21,500</b>	<b>\$23,282</b>
<i>Increases Year over Year</i>	4.14%	2.84%	4.42%	3.70%	3.06%	0.00%	3.47%	2.87%	8.29%

\*From Town Finance Office

Tuition Income Received	\$32,916	\$34,390	\$38,745	\$32,340	\$43,430	\$51,510	\$37,620	\$33,325	\$36,087
Non-Employee Receipts	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$18,297	\$0
Budget	\$4,400	\$4,525	\$4,725	\$4,900	\$5,050	\$5,050	\$5,225	\$5,375	\$5,820
Over/Under Budget	\$2,640	\$2,715	\$2,835	\$2,940	\$3,030	\$3,030	\$3,135	\$3,225	\$3,492
				\$0	\$11,090	\$19,170	\$5,280	-\$4,295	\$2,762

Employee Rate @ 25%	\$4,400	\$4,525	\$4,725	\$4,900	\$5,050	\$5,050	\$5,225	\$5,375	\$5,820
Additional Child Rate @ 15%	\$2,640	\$2,715	\$2,835	\$2,940	\$3,030	\$3,030	\$3,135	\$3,225	\$3,492

Students of Employees	5	7	7	6	8	9	6	5	5
Siblings	4	1	2	1	1	2	2	2	2
Total students	9	8	9	7	9	11	8	7	7

Total students	\$39,600	\$36,200	\$42,525	\$34,300	\$45,450	\$55,550	\$41,800	\$37,625	\$40,743
Sibling Discount	-\$7,040	-\$1,810	-\$3,780	-\$1,960	-\$2,020	-\$4,040	-\$4,180	-\$4,300	-\$4,656
Total	\$32,560	\$34,390	\$38,745	\$32,340	\$43,430	\$51,510	\$37,620	\$33,325	\$36,087

**Board of Education  
Newtown, Connecticut**

Minutes of the Board of Education meeting held on June 18, 2024 at 7:00 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	C. Melillo
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Gouveia
S. Tomai	2 Staff
C. Gilson	1 Public
D. Linnetz	
B. Leonardi	

Mrs. Plante called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Item 2 - Consent Agenda

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

Item 3 – Public Participation

Don Lococo, 27 Hi Barlow Road, is a member of the Newtown Allies for Change. They asked for nominations from the district for those involved in diversity, equity and inclusion and presented awards to two teachers. He thanked Mr. Melillo who participated and Mrs. Linnetz and Mr. Gilson for attending.

Item 4 – Reports

Chair Report: Mrs. Plante spoke about the celebrations of the middle school moving up ceremony and the high school graduation last week. She congratulated all of the graduates and thanked faculty and staff for their work during the year. She also thanked Mr. Melillo for his two years of service to Newtown and wished him well.

Superintendent's Report: Mr. Melillo said to the Board of Education, his cabinet, the staff, teachers and families of Newtown it has been an immense honor to serve as the Superintendent the Newtown Public Schools. Your support has been instrumental in driving the district forward. He wished everyone continued success. There were no committee or liaison reports.

Financial Report for the month ending May 31, 2024:

MOTION: Mr. Ramsey moved that the Board of Education approve the financial report and transfers for the month ending May 31, 2024. Mr. Vouros seconded.

Ms. Gouveia gave an overview of the financial report.  
Motion passes unanimously.

Item 5 – Old Business

Mrs. Uberti spoke about the status of the Kindergarten Readiness Program. Kindergarten students must be 5 years of age by September 1. We have 18 students who will be in this program. This was presented to parents by her, Deb Petersen and Kathy Gombos. We also identified the kindergarten teacher, Katie Freedman, who is currently a Sandy Hook kindergarten teacher. We also have a finalist for the special education co-teacher. We still have to finalize transportation and the curriculum.

Mr. Gilson asked if the curriculum would differ from a kindergarten class.

Mrs. Uberti hoped to pilot a program which will tie into the State standards. We want to focus on academic and social emotional skills which she can bring to C & I.

Mrs. Linnetz asked how we would assess the success of the pilot program.

Mrs. Uberti said the assessing will be difficult because we won't have a full year. She feels this program has tremendous potential. Regarding the staffing, we hoped to share a special education teacher with the preschool but in looking at the needs of preschool and kindergarten students we added a special education teacher.

Grade 6 Science Curriculum:

MOTION: Mr. Ramsey moved that the Board of Education approve the grade 6 science curriculum. Mr. Vouros seconded. Motion passes unanimously.

#### Item 6 – New Business

Reed School Stage Lighting Contract:

MOTION: Mr. Ramsey moved that the Board of Education award the Reed School stage lighting contract to Supertech, Inc. Mr. Vouros seconded.

John Barlow spoke about the project. There is also a requirement for training staff and students who will use the system. It's a phenomenal price and is in the budget.

Motion passes unanimously.

#### Item 6 – New Business

First Read of Policies:

Mrs. Linnetz spoke about the policies.

Policy 6114 Security and Safety came to the Board number of months ago.

Policy 6114.1 Fire Emergency Drills/Crisis Response Drills/Bus Safety Drill are related to our drills

Policy 6114.7 is to be rescinded because much of it is in Policy 6114.

Mr. Leonardi asked if there was a best practice for guidance in the DSSC meetings.

Mrs. Uberti said our DSSC meets more than once a year. The school based meetings are an advisory committee at the beginning of the year. In Newtown we are constantly reviewing best practice at the school level and they meet more frequently. Any time there is an event in the school there is always a debrief meeting with the team. We also meet prior to the end of the school year to discuss concerns.

Mr. Melillo said we organized the committee because it was too large. We also have ad hoc committees such as finance. We worked to reorganize the second half of the year.

Mr. Ramsey and Mr. Leonardi agreed that it would be helpful to have the school perceptions of the meetings in writing.

Policy 8-401.1 School Ceremonies and Observances will be replaced by Policy 6115 and is a required policy.

Mr. Leonardi feels we should keep the language that was crossed out but Mrs. Linnetz said the committee opted not to use it. He feels it ensures a level of decorum in the room and is about being respectful of others and should be kept.

Policy 6121 Nondiscrimination in the Instructional Program is required but does not exist in ours.

Mr. Leonardi if instructional program was a defined term and if it just encompassed the classroom.

Mrs. Linnetz said the 6000 series is focused on instruction in the classroom and not extracurricular. Nondiscrimination should apply to all areas.

Mr. Ramsey said at the end of the year we have the premise that lessons are till the last day of school. A premise should be set that activities at the end of the year should not be disjointed from the curriculum.

Acceptance of the Superintendent's Resignation:

MOTION: Mr. Ramsey moved that pursuant to Section 9B of the Superintendent's contract, the Board of Education accept Superintendent Chris Melillo's resignation, effective June 30, 2024, and moved further that the Board reduce the 90-day period in Section 9B of the Superintendent's contract in order to release Chris Melillo from his contract, effective June 30, 2024. Mr. Vouros seconded.

Mr. Ramsey thanked Mr. Melillo for the heart that he has for students which included a ride on the bus and the learning walks. That type of personal attention is noteworthy and he wished him the best in Darien.

Motion passes unanimously.

Minutes of June 4, 2024:

MOTION: Mr. Ramsey moved that the Board of Education approve the minutes of June 4, 2024. Mr. Vouros seconded. Motion passes unanimously.

Item 7 – Public Participation

MOTION: Mr. Ramsey moved that the Board of Education go into executive session for discussion and action on the contract extension for the Assistant Superintendent and the Director of Business and the student matter and invite Chris Melillo. Mr. Vouros seconded.

Motion passes unanimously.

Item 8 – Executive Session

Executive session began at 8:13 p.m.

Item 9 – Public Session for Action on Executive Session Items

MOTION: Mr. Ramsey moved that the Board of Education support the superintendent's recommendation regarding discipline for student 2024-01. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mr. Ramsey moved to adjourn the meeting. Mr. Vouros seconded. Motion passes unanimously.

Item 10 – Adjournment

The meeting adjourned at 9:18 p.m.

Respectfully submitted:



Donald Ramsey  
Secretary



**Board of Education  
Newtown, Connecticut**

Minutes of the special Board of Education meeting held on June 24, 2024 at 6:30 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	1 Staff
J. Vouros, Vice Chair	2 Public
D. Ramsey, Secretary	1 Press
S. Tomai	
C. Gilson	
D. Linnetz	
B. Leonardi (absent)	

Mrs. Plante called the meeting to order at 6:36 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Appointment of Superintendent

MOTION: Mr. Ramsey moved that the Board appoint Dr. JeanAnn Paddyfote as Interim Superintendent of Schools, effective July 1, 2024 and continuing through December 31, 2024, or until such time as a new Superintendent of Schools begins work in Newtown, whichever occurs first, 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; and move further that the Board Chairperson be authorized to finalize and execute the proposed employment contract with Dr. JeanAnn Paddyfote on behalf of the Board. Mr. Vouros seconded.

Mrs. Plante welcomed Dr. Paddyfote to Newtown and stated that her experience will be an asset to the district with more than 33 years in the New Milford Schools. Since retiring in 2016 she has served as Interim Superintendent in numerous districts in Connecticut.

Mr. Ramsey welcomed Dr. Paddyfote, is grateful she is bringing her talents to the district, and looks forward to working with her.

Dr. Paddyfote thanked the Board and appreciates the opportunity to be part of the Newtown Public Schools as Interim Superintendent. This district has an outstanding reputation of excellence and is recognized for its wide array of programs and services provided to the students. The strategic plan is impressive and is a blueprint for the future and she looks forward to meeting and collaborating with administrators and staff.

Motion passes unanimously.

MOTION. Mr. Vouros moved to adjourn. Mr. Ramsey seconded. Motion passes unanimously.

Item 3 – Adjournment

The meeting adjourned at 6:42 p.m.

Respectfully submitted:



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Donald Ramsey  
Secretary

**Board of Education  
Newtown, Connecticut**

Minutes of the special virtual Board of Education meeting held on June 27, 2024 at 9:00 a.m.

A. Plante, Chair  
J. Vouros, Vice Chair  
D. Ramsey, Secretary  
C. Gilson  
D. Linnetz

C. Melillo

Mrs. Plante called the meeting to order at 9:02 a.m.

Item 1 – Pledge of Allegiance

MOTION: Mr. Gilson moved that the Board of Education go into executive session for a discussion and possible action on a personnel request and invite Mr. Melillo. Mr. Ramsey seconded. Motion passes unanimously.

Item 2 – Executive Session

The Board exited executive session at 9:07 a.m.

Item 3 – Public Session for Possible Action on Executive Session Item

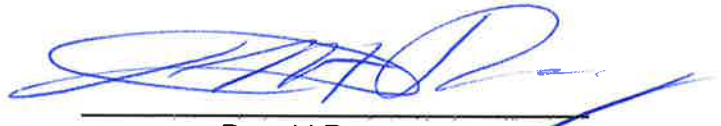
MOTION: Mr. Gilson moved that the Board of Education, in accordance with the provisions of Section 10-151 of the Connecticut General Statutes, terminate the contract of employment of Shelley Longo effective June 30, 2024, as a result of the elimination of the position to which Ms. Longo was appointed, and the lack of any position to which Ms. Longo can be appointed, and move further that the Superintendent of Schools is directed to advise Ms. Longo in writing of this action. Seconded by Mr. Vouros. Motion passes unanimously.

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

Item 4 – Adjournment

The meeting adjourned at 9:08 a.m.

Respectfully submitted:



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Donald Ramsey  
Secretary