



## REGULAR BOARD OF EDUCATION MEETING

Monday, January 23, 2023 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Awards and Recognition
  - A. Student Calendar Artists
4. Student Representatives' Report
  - A. Jade Wong, Class of 2023
  - B. Jachimma Anaedo, Class of 2024
5. Information Session for Public Comment
6. Business Requiring Action
  - A. Approval to Combine the Regular Board of Education Meeting of February 13, 2023 and February 27, 2023, to be held on February 27, 2023, at 7:00 pm, in Town Council Chambers, at Town Hall
7. Reports and Discussion
  - A. School Report
    1. Glastonbury High School
  - B. Open Choice
  - C. Glastonbury Education Foundation
8. Approval of Minutes
  - A. Meeting Minutes of January 9, 2023
9. Committee Reports
10. Chairman's Reports
11. Superintendent's Report
  - A. Self-Insurance Reserve Update, December 2022
  - B. Student Suspension Report, December 2022
  - C. Dates to Remember
12. Legal Settlement
13. Adjournment
  - A. Please note: It is possible that the Board of Education may go into Executive Session



## **How to Participate in Board of Education Meeting Public Comments**

At this time, there are two options for participating in public comment during Board of Education meetings.:

### **1) In-Person Comment.**

The Board sets aside thirty (30) minutes for public comments. Comments are limited to 3 minutes per speaker and a person may speak only once. Each speaker must start by stating their name and address. There will be a sign-up sheet in the back of the room. In-person meetings are held in the Town Hall Town Council Chambers, 2155 Main Street, Glastonbury, unless otherwise noted on the [Board of Education Meeting webpage](#) and the Board Meeting agenda.

### **2) Written Comment.**

Use the form below to submit a written comment before 12 noon on the meeting day. Written comments are attached to the BOE Meeting Agenda.

[Public Comments for Glastonbury Board of Education Meeting](#)

Public Comments for BOE Meeting (Responses) 2023

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/17/2023 12:02:24	Elizabeth Mansolillo	225 Bell St.	<p>Hello. I am very much against replacing actual turf with artificial turf. The health risks to athletes are well established. The environmental risks are well established. In fact, HB5070 currently being debated in CT would prohibit artificial turf as early as October. I hope Glastonbury can remain a leader in environmental protection, athlete protection, and student athletics in the state.</p> <p>Thank you.</p>
1/17/2023 13:20:33	Daniel Boughton	35 Checkerberry Lane	<p>Much has been said and written about the drawback of installing Artificial turf fields (ATF's) in Glastonbury. Most of the information is rather compelling and it has significant scientific data to back it up. I understand the argument for ATF's and how the demand for fields is great in town and how ATF's stand up better than natural turf to the wear and tear on the fields. I am not an expert in this area, but it seems to be that the pushback against ATF's is substantial and valid.</p> <p>I urge you to look reject ATF's in Glastonbury. At a minimum, you need to reconsider your choice to make this a priority in your Capital Items Expenditures. Do your homework, look at all the scientific data, look at how other towns and professional sports organizations have banned any further construction of ATF's. Consider taking those funds to build ATF's and put them into significantly improving out natural turf fields. You can meet the needs of our childrens sports and recreation desires, along with protecting their health and safety.</p>
1/18/2023 17:01:42	William Marut	264 Carriage Drive	<p>Please do not install additional artificial turf at the High School.</p> <p>There are significant health and environmental dangers associated with the use of artificial turf that must be considered.</p> <p>One of the primary health concerns is the potential for injury. Artificial turf is often made with hard, rubber pellets called "crumb rubber," which can be abrasive and cause skin irritation and injuries such as cuts and scrapes. Additionally, the turf itself can be harder than natural grass, which can increase the risk of injuries from falls and collisions.</p> <p>Another concern is the potential for exposure to toxic chemicals. Artificial turf is often made with various chemicals, including lead and other heavy metals, which can be harmful if ingested or inhaled. There have also been concerns about the potential for exposure to chemicals used to treat the turf, such as pesticides and fungicides. These chemicals can be released into the air and can be breathed in by players, coaches and other people in the surrounding areas.</p> <p>Furthermore, artificial turf can become extremely hot in the sun, which can cause heat-related illnesses such as heat stroke, heat exhaustion, and heat cramps. This is especially concerning for children and older adults who may be more sensitive to heat. This also causes an increase in the urban heat island effect, making the surrounding areas even hotter.</p> <p>Additionally, artificial turf is not biodegradable, and it can take hundreds of years to break down in a landfill. It also creates a lot of plastic waste and is considered as an environmental hazard. The synthetic fibers can also be harmful to the wildlife and aquatic life when it enters the waterways.</p> <p>There is also a concern that artificial turf may not be as effective as natural grass in absorbing and filtering rainwater. This can lead to runoff and increased flooding in the surrounding area. Natural grass is a natural filter and can absorb water, while artificial turf is known to channel the water in one direction and can cause flooding.</p> <p>One argument in favor of artificial turf is that Glastonbury athletes need experience playing on it in order to build competitive skills when playing "away" games where the other town does have artificial turf. The trade-off is obvious. Please do not trade off their near-term AND LONG-TERM health for competitive skills.</p> <p>Please do not install additional artificial turf at the High School.</p> <p>Thank you.</p>

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1/21/2023 11:22:05	Richard Eldridge	108 S Mill Drive South Glastonbury, CT 06073	<p>I would like to comment on two topics: Artificial Turf fields and Open Choice. Although there are many negative issues regarding Artificial Turf (AT) fields, I would like to focus on the environmental impact. Replacing a natural grass field with 40,000 pounds of plastic will not meet the town's stated purchasing policy. Turf fields are not recyclable in the U.S. and will end up in a land fill in another state. The plastics in the AT contains PFAS compounds which will be released over time as the field degrades, also exposing players on the field to them. The material also emits high levels of methane, a potent greenhouse gas, and sheds micro plastics and other chemicals into waterways. Turf fields are not maintenance free. Here is a list of the recommended maintenance:</p> <ul style="list-style-type: none"> <li>•Regular cleaning to get rid of debris</li> <li>•Sanitation and disinfection to protect the health of the players</li> <li>•Upkeep to keep the field from wearing out more quickly</li> <li>•Watering to reduce temperature on hot days</li> <li>•Maintenance and testing of the surface hardness to protect against concussions</li> <li>•Infill replacement</li> <li>•Irrigation</li> <li>•Repairs</li> </ul> <p>NFL players are pressuring the league to ban artificial turf because of injuries, and the U.S. national soccer teams will only play on natural grass for the same reason.</p> <p>The Glastonbury Public School system should consider expanding the Open Choice program to include new students in other grades.</p>
1/21/2023 11:34:51	Elizabeth Eldridge	108 South Mill Drive South Glastonbury	<p>I would like to comment on two topics: Artificial Turf fields and Open Choice. While I admit that we are joining the conversation about artificial turf fields a bit late in the process, it is because we only recently learned about the proposal. After doing some research we have come to the conclusion that artificial turf fields are not in the best interest of the town due to the issues with player safety and the negative environmental impacts. Let's continue forward with our SustainableCT silver award and climate leader status and focus on how we can improve our natural grass fields.</p> <p>Our Open Choice program is committed to providing students with equitable and inclusive educational experiences through the Glastonbury Public School system. Please consider expanding this program to include new students in other grades.</p>
1/21/2023 13:31:41	William Marut	264 Carriage Drive	<p>I have read the Glastonbury Board of Education Executive Summary Report Form; Title: Open Choice; Board Meeting Date: January 23, 2023; Submitted By: Dr. Tonya Claiborne; Reviewed By: Alan Bookman. The Report says "Our recommendation is to increase our numbers in Kindergarten from 10 to 15 students for 2023-2024 pending confirmation of CREC financial support." Although I applaud what Glastonbury has done to date, and what Dr. Clairborne is recommending, I would like to see Glastonbury go even further. One big step in going further would be to inboard students in additional grades beyond Kindergarten. I understand that there are challenges to doing this. For example, a student who has progressed through the Hartford School System all the way up through Grade X, and who is now looking to enter the Glastonbury School System at Grade X+1, would probably find him/herself inadequately prepared. I challenge the Education and Political Professionals in Glastonbury to find a solution. I am not an Education Professional, but I do know that my starting point would be to see how other school systems have solved this. One primitive solution might be testing students wishing to enter Grade X+1 to determine their goodness of fit. And for those who are a close fit, applying appropriate remedial measures. In conclusion, the Executive Summary Report lists the benefits of Open Choice to the students already in the Town, and to the students who come to the Town. It also lists what has been done and what is being done. It also lists some of the challenges. However, the thought I would like to leave you with comes from the movie "Unforgiven" where the hero (Clint Eastwood) says the following line "It's a hell of a thing, killing a man. Take away all he's got and all he's ever gonna have." The connection is that there are a lot of children / humans / souls out there who desperately want and need a chance. Don't take it away from them by failing to avail them of it. It may be their best chance at getting "everything they're ever gonna have."</p>
1/22/2023 19:58:08	Theresa Velenzas	91 Grandview Drive	<p>Esteemed Board Members,</p> <p>Thank you for the opportunity to express my concerns about the proposal to install new additional Artificial Turf fields. I would like to share an overview on research I have found that strongly indicates that the installation of Artificial Turf Fields is not in our Town's best interest as it is detrimental to the health of both students and the community at large. I would like to also clearly emphasize that I wholeheartedly support funding for athletics and programs that promote the wellbeing of individuals and the community. Synthetic fields directly oppose these values as a substantial body of expert findings suggest, and I ask you to examine the data and revise planning accordingly. I heard you say during the CIP presentation that this has been a plan years in the making, with funding allocated solely for this purpose, and I understand that this discussion is at the very least inconvenient. I appreciate that a lot of energy has been put into this and would like to offer that perhaps this is one good outcome of the red tape involved in capital improvements. Because of this elapsed time, we now know better. We have a responsibility to amend our course if we now know that this plan was originally based on misguided information years ago. I clearly hear that the intention was for improvement. Synthetic Turf does not help accomplish this as scientific findings suggest. This leaves us no recourse but to adapt and change plans if we are to remain leaders aligned with our values.</p>

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1/22/2023 20:00:05	Theresa Velenzas	91 Grandview Drive	<p>The summary of information I am sharing comes backed by scientists at esteemed universities such as Mt. Sinai in New York, UMASS and The National Center for Health Research with references below. A lot of this was presented at the New Haven City Plan Commission, and once the compelling research was reviewed, the Commission decided against Artificial Turf Fields and instead went with creating natural, cost effective turf fields as seen in Massachusetts best practices issued by the UMASS Toxic Reduction Institute (TURI). It makes sense for us to do the same. A noteworthy finding in the UMASS TURI studies showed that Artificial Turf fields provided no significantly different playing time for sports participants, which is also a main argument primarily promulgated by the synthetic turf industry's marketing for a push in favor. Even if this were true, the question remains as to why our school system would advocate for students to be exposed to these very dangerous toxins for sport. It would beg the question as to why the school system would promote the ideal of winning at all costs over wellbeing for its students and responsible stewardship for the environment. It would make good sense that our education system considering investing in infrastructure would heed the research and be guided by foundational principles for wellness and vitality both for the person and for the environment. This nuanced inference is really important. I don't think the BOE has ever had disregard for this at all yet, this is the impact of a decision in favor of synthetic turf.</p> <p>Let's examine some of the health implications. Outdoor time in nature provides an opportunity for fresh air and oxygen. Yet, the area in and around the field emits CO2 especially on warmer days. The air that athletes breathe deeply into their lungs while active is filled with respiratory irritants like formaldehyde, benzothiazole, hexane and toluene which are known as Volatile Organic Compounds (VOC). Artificial Turf contains high amounts of Per- and Polyfluorinated Substances (PFAS) &amp; Perfluorooctane sulfonic acid (PFOS) which the EPA has determined NO amount to be safe. In addition they contain lead, zinc, cadmium, phthalates, latex, and other toxic particular matter that gets ingested through the airways, sport contact, skin abrasions, and by handling snacks. These chemicals are known to be neurotoxins, carcinogens, reproductive toxicants, and respiratory irritants.</p>
1/22/2023 20:01:25	Theresa Velenzas	91 Grandview drive	<p>These chemicals are brought into athletes' cars and homes on their clothing, shoes, and gear which prolongs exposure. Children's exposure has been a focal point of the research. This is especially crucial to emphasize in deliberations.</p> <p>Athletes playing on these fields have a greater risk of heat stroke which is a leading injury in high school athletes. Artificial Turf fields generate temperatures up to up to 60°F higher, creating a heat island effect with temperatures exceeding 160°F per measurements in nationwide studies. Artificial Turf is associated with increased knee injuries and skin abrasions with increased risk to staph and MRSA infections. This is based on data that has been verified repeatedly. It is not anecdotal and poses a very real threat.</p> <p>And finally on this point, please note that the NFL and other professional teams like the national US Women's Soccer team have petitioned to play on Natural Grass citing these very concerns. The NFL launched the #FlipTheTurf campaign supported by many and the US Women's team filed a lawsuit to advocate for playtime on natural turf citing health concerns.</p> <p>After decades of trying Artificial Turf, we have science and data demonstrating that this has been a very bad idea. Our youth depends on the adults and their education system especially, to have resources that promote their health and wellbeing. Synthetic turf is not one of them. In recent years marketing of Artificial Turf companies have tried to greenwash their components and yet none of these terms are regulated. They are at best ambiguous. All layers of artificial turf, are coated in chemicals especially the ones students come into contact with. Using these will need to at the very least require an additional notification in the stack of consent forms to parents. Such a notification would essentially also imply that the authorities making the decision to use these sporting facilities are doing so despite the health risks and that students and their families must choose between exposure from participating in school sports or opting out. This is not aligned with the vision of growing our sports participation or strong teams.</p>
1/22/2023 20:02:44	Theresa Velenzas	91 Grandview drive	<p>All synthetic turf spread microplastics into the environment. All of them. There are also no recycling facilities in the United States equipped to recycle artificial turf and there are no documented instances of artificial turf being shipped overseas from the US to either of the only 2 existing recycling facilities in the world. In fact, recyclability, often touted by manufacturers has been challenged legally in a filing to the Federal Trade Commission.</p> <p>Artificial turf fields require expensive installation and ongoing maintenance costing hundreds of thousands of dollars each time. They experience problems with draining, require maintenance, cleaning and replacement, while creating pollution, heat islands, increased risk of injury, and eventually end up in landfills. By contrast, natural turf fields engineered for sports and with organic maintenance cost a fraction of this (tens of thousands as opposed to hundreds). They do not pollute the environment nearly as much, they produce oxygen instead of CO2, they cool naturally, are associated with reduced risk of injury comparatively, and require no disposal.</p> <p>Glastonbury has an opportunity to benefit from this wealth of scientific and financial cost-benefit information, to be ahead of the curve, and avoid such a decision that would have a disastrous effect on the health of its citizens and community. With this information it makes sense to allocate funds for the professional installation of organic natural turf fields. We can invest remaining funds in making our infrastructure, programming and choices greener while reinforcing these values so that our graduates carry them into the world that is facing an environmental crisis. Given our intention is to promote a solid sporting foundation for the success, health and wellness of our youth, then we must invest in the health conscious, ecologically friendly, lower cost of organic turf fields.</p>

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1/22/2023 20:04:16	Theresa Velenzas	91 Grandview Drive	<p>Thank you for your dedication to promoting resources for our students to thrive in our school system. I realize this topic has caused townwide division and really appreciate that we are having this discussion and sharing information to allow for updating decisions as the approvals process is designed to do. I also believe we all have the best intentions for our students and community and while the issue may feel contentious at times, I feel we are all wholly invested in continuing to offer our students outstanding resources while improving our amazing town's reputation. I hear you when you say that you have already put a lot of effort into this and truly have a lot of appreciation that I can put my trust in our Board of Education to focus much more time than I can on the important task of ideating, planning, and realizing projects to help our students flourish. I am not an expert. I am a parent and as I read what the experts have to say, I am concerned and feel compelled to address you. Let's please examine this carefully as a community again, now that these important issues have surfaced.</p> <p>Thank you for your time and consideration.</p> <p>Respectfully,</p> <p>Theresa Velenzas 91 Grandview Drive Glastonbury CT 06033 (860) 478-7430</p> <p>References for Review  <a href="https://www.deseret.com/2022/2/16/22936010/synthetic-playing-field-seemed-like-a-good-idea-at-one-time-but-not-anymore-super-bowl-odell-beckham">https://www.deseret.com/2022/2/16/22936010/synthetic-playing-field-seemed-like-a-good-idea-at-one-time-but-not-anymore-super-bowl-odell-beckham</a>  <a href="https://www.ehhi.org/turf.php">https://www.ehhi.org/turf.php</a>  <a href="https://mountsinaiaexposomics.org/artificial-turf/">https://mountsinaiaexposomics.org/artificial-turf/</a>  <a href="https://nflpa.com/posts/only-natural-grass-can-level-the-nfls-playing-field">https://nflpa.com/posts/only-natural-grass-can-level-the-nfls-playing-field</a>  <a href="https://peer.org/wp-content/uploads/2022/03/3_7_22-Filed-FTC-Complaint-2.28.22.pdf">https://peer.org/wp-content/uploads/2022/03/3_7_22-Filed-FTC-Complaint-2.28.22.pdf</a>                      Synthetic Turf Environmental and Health Impact VIDEO for public information                      The Problem with Artificial Turf  <a href="https://www.turi.org/Our_Work/Community/Athletic_Playing_Fields">https://www.turi.org/Our_Work/Community/Athletic_Playing_Fields</a></p>
1/22/2023 22:51:40	Jennifer Hudner	105 Coach Road, Glastonbury	<p>I am writing to strongly support the expansion of the Open Choice Program to 15 students. As a matter of fact, I would urge the Board of Ed to welcome additional Open Choice students into our schools, where there is space.</p> <p>Open Choice is a benefit to all of us. The incoming students have the opportunities to partake of all the many programs in our schools, as well as benefit from great teaching. Our present student body has the opportunity to learn and play with kids of more diverse backgrounds so all can learn about the greater multicultural world we live in. Our families have a chance to get to know each other. And our teachers, with appropriate supports, have an opportunity to grow into even better teachers for all our students.</p> <p>The Board of Ed is now looking more carefully at why we've had some trouble keeping the students here in Glastonbury. Clearly, we need to improve this. I'm glad the Board of Ed is providing more training for the teachers and hopefully providing more supports. The teachers cannot be expected to do it all alone. The program takes commitment, time, creativity, administrative support and some additional pairs of hands as we initially embrace the incoming students as "our" students. We can do it and it is a very valuable project for all involved.</p>
1/23/2023 0:24:54	Patricia S. Beckett	295 A Dayton Rd. So Glastonbury.	<p>Thanks to the Bd. for proposing to increase the number of Open Choice students they are willing to accept into the coming school year. Why not further increase the number by admitting students into all of our elementary schools?</p> <p>Additionally, I urge the Board to seriously consider admitting students into the gateway years of 6th and 9th grades. Annually scores of students in these grade categories apply and are rejected. This dashes the hopes and dreams of young students who desire a quality and challenging education. We in Glastonbury can be morally responsible by helping to change the very trajectory of the lives of some of these children by offering them an opportunity to achieve success. Please consider making this a reality.</p>

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1/23/2023 6:43:12	Bruce Bowman	62 Morgan Drive	<p>I want to thank the Board of Education for all of their volunteer efforts for the betterment of Glastonbury schools. We live in a great town and have schools to be proud of, thank you for your hard work.</p> <p>I would like to take this opportunity to encourage the Board of Education and Glastonbury schools to begin working on an Environmentally Sustainable Policy. The state has mandated that climate change now be a part of the curriculum. There is a distinct greater level of understanding of the climate crisis and it is imperative and then we begin to change policies to minimize our impact on the environment.</p> <p>I would encourage the Board of education to include in an advisory panel with parents and other community stakeholders, science teachers that will be teaching the climate change curriculum and students. Shawnee Baldwin has already submitted the beginnings of great ideas for environmentally sustainable actions.</p> <p>A brainstorming list might include:            District wide composting            Elimination of plastic within the cafeterias and schools            Initiation of school gardens            Move faster on the procurement of electric buses            Education of parents and posting of signs to prohibit the idling of cars generating greenhouse gases while parents wait to pick up their children            Sustainable purchasing policy            Elimination of single use plastic water bottles within the school and at all events            Conduct an environmental impact study on the consequences of our current artificial turf field.            Perform soil tests and groundwater tests around the existing field and surrounding areas for PFAS and other contaminants that are emanating from the artificial turf.</p> <p>Thank you</p>
1/23/2023 10:48:21	Audrey Yellen Quinlan	90 Candlelight	<p>To help taxpayers understand the efficacy of the Open Choice [oc] program, I am requesting the following information for the 2018-2019 academic year.            Please provide the number of oc students who            a. Entered at each grade level and graduated.            b. Continued her/his education by attending college or trade school.            c. Withdrew from oc            i. Providing the number of years she/he attended oc.            ii. Reason for withdrawal.            iii. Current educational setting.            d. Were special ed or 504.</p>



## ***Report to Glastonbury Board of Education***

**School:** Glastonbury High School

**Prepared By:** Dr. Nancy Bean

**Date:** January 23, 2023

### **1. Notable school successes that have occurred within this past year**

With a graduation rate of 98.7% and numerous academic, service, arts, and athletic achievements, our students inspire us every day to provide the best education possible. These inspirational student achievements include:

- 91% of graduates attending two or four-year colleges and 9% going on to technical school, military, work, or postgraduate programs.
- Ten students nominated as National Merit Semifinalists. Four students recognized as Commended Students.
- Our Girls Indoor Track, Girls Outdoor Track and Girls Cross Country teams won the class LL State Championships. The Girls Cross Country team also won the CT State Open Championship as well as the New England Championship.
- One student received Honorable Mention for her submission to *The New York Time's* National "Invent a Word" Competition.
- Multiple students were published in the *Glastonbury Citizen's* "Poetry Here and Now" column and *Glastonbury Life's* "Student Voices" section.
- One hundred fifty-one members of the class of 2022 achieved the Seal of Biliteracy.
- One student who participated in the Connecticut Science and Engineering Fair earned PepsiCo Life Sciences Awards: Finalist, Life Science Senior High, CSF Medallion, and Pfizer Computational Biology and Bioinformatics Awards, 2<sup>nd</sup> Place High School.
- The GHS FIRST Robotics team was one of 20 teams to compete in local competitions and won the Jack Kamen Imagery Award, which celebrates attractiveness in engineering and outstanding visual aesthetic integration of machine and team appearance.
- Music students engaged in various community performances, including playing for the board of education last month.
- Two students won awards from the CT COLT Artwork Contest last spring.
- One student participated in a Chinese language song lyric contest and essay contest, and a video made by her showcasing her work was featured in a CT COLT tip of the week that was sent to all members of the CT COLT organization.
- GHS Art students and teachers showcased their work for the first time at the Annual Glastonbury Art Show on the Hubbard Green in the fall.
- The GHS Art Department showcased artwork from GHS Alumni in the Marilyn Q. Vignone Gallery at GHS. This was a great opportunity for current students to see how alumni are creating art within diverse careers spanning visual, academia, STEAM, and applied arts.

Glastonbury High School is fortunate to have an outstanding faculty and staff. A few of the honors awarded to them this year include:

- Dr. Tom Neagle, Assistant Principal, was honored in the spring by the CIAC Hockey Committee for his innumerable contributions to the sport over the past thirty years. He was presented with a plaque at the opening of the state championship game in March.
- GHS Chinese Teacher Xinyu Li was recognized with the 2022 CLASS Chinese Teaching Award for excellence in teaching Chinese language and culture to students at K-12 schools.
- Suzanne Hoyt, Boys' Swimming Coach, was selected as the Connecticut High School Coaches Association Coach of the Year Class of 2022.
- Maureen Perkins, GHS Social Sciences teacher and head coach of the Glastonbury High School field hockey team for nearly 25 years, is one of seven individuals elected to the Connecticut Field Hockey Hall of Fame Class of 2022.
- Arlette deKoning, French and Latin teacher, was presented with the ClassCon "Distinguished Service Award" in recognition for her work with the CT State Latin and Greek Day and her service on both the ClassConn and COLT Boards.
- The PTSO awarded GHS with four Mini-Grants for a variety of innovative and creative projects. Through these grants, students will have the opportunities to do things such as explore skills for stress resilience, grow fresh herbs for culinary classes, enhance their understanding of biology through embroidery, and use Lego Blocks to better understand meiosis.

This year our students have enjoyed being able to resume traditional activities in addition to new ones. Our students were able to partake in the Junior Prom and Senior Ball, as well as the fall Homecoming Dance, which sold out. Our Student Council continues to collaborate with GHS Administration and the community to organize and run various events that bring the GHS community together and benefit others in the process.

## **2. New school initiatives that were introduced recently**

Our work to implement initiatives aligned with the district's 5<sup>th</sup> Generation Strategic Goals is ongoing. We continue our focus on maintaining a safe and supportive learning environment for GHS students. Some new and ongoing initiatives include:

**Student Support.** At GHS we provide support centers for students in a variety of areas including the Reading and Writing Center, the World Language Multimedia Lab, the Math Center, the CREST Lab, and the College and Career Center. While we support the social, emotional, and mental health needs of students through the School Counseling Office, the implementation of our Student Support Center since January of 2022 has made a significant positive impact at GHS. Our Student Support Center has an average of 40-50 visits per day, ranging from brief check-ins to more in-depth support and assistance. Beginning in November, we welcomed Jackson, a facility dog, who visits once a week and helps assist students who are having difficulty managing their emotions, and supports and encourages students who struggle to get into class or the school building. The admin team continues to work closely with the SSC staff, the School Counseling Department, and the Special Education Department to refine protocols and supports.

**Block Schedule.** Over the past year, we collected both formal and informal feedback regarding our block schedule with the purpose of making adjustments and refinements to improve our existing model. At the start of the 2022-2023 year, we implemented various things to help streamline the schedule. One area we look closely at was our lunch schedule. With the elimination of the gymnasium as a lunch

location, we looked to maintain our four lunch waves while providing enough space and time for students to get lunch. We discontinued the use of the library as a lunch location and the use of the auditorium as a free period location during lunch. The auditorium lobby was added as a lunch location, which has afforded students the opportunity to eat in a smaller, less crowded area. We were also able to reintroduce our traditional Mentor Study Hall, with numerous sections running in order to accommodate freshmen who need the additional support, structure, and adult connections to encourage and increase their success at GHS. As we continue to look at our duty schedule, we are able to provide more assistance with maintaining building safety by having teachers on duty in halls as well as other areas to provide ongoing supervision and support. The Block Schedule provides more time for teachers to work individually with students. It also fosters deeper connections between teachers and students and between classmates.

**STEAM.** We began the process last winter for building the schedule for the STEAM space and how the various classes would be scheduled to use the space to implement their curriculum. Our STEAM lab is scheduled for eight courses per semester. These courses include Design Careers in STEAM, Principles of Applied Robotics and Engineering, and other exciting courses that utilize the variety of high-tech equipment in the lab. Students have collaborated with other classes on things such as designing an electric guitar and designing a door stop prototype for lock down drills. These real-world opportunities would not be nearly as meaningful without the equipment and technology that students are utilizing to create actual products in the STEAM lab.

### **3. Challenges and unique school level considerations**

**Mental Wellness.** The mental health needs of students and staff are greater than ever. The personal connections our staff members have with students and the support we provide daily are essential. We will continue to pivot and provide assistance, like the Student Support Centers and staff support groups, to care for students and colleagues whenever and wherever we can. While there are still challenges, there has been a renewed sense of optimism and positivity this year, and we have welcomed this and fostered it while continuing to acknowledge and attend to the needs of students and staff.

Our Staff has created the Be Well Committee, which offers a wide variety of wellness activities to staff members. These activities include things such as coffee chats, fitness classes, and cookie decorating classes. This has been very well received and has been a wonderful opportunity for individuals to participate in something that meets their interests while connecting with colleagues.

**Block Schedule.** Over the past few years with the implementation of the block schedule at GHS as well as all students being required to complete 25 credits for graduation, and having a schedule that all students are guaranteed a lunch, we have seen an increase in students taking more classes. This resulted in the addition of various teaching positions last spring to accommodate the course numbers after the course selection process. This has been exciting and has required us to thoughtfully consider the use of classroom space, teacher schedules, and maximizing offerings for students. We work to accommodate as many schedule requests as possible in order to provide students with a variety of courses and experiences during their high school careers.

**EDI.** We continue to keep Equity, Diversity, and Inclusion at the forefront of creating a safe and inclusive school community at GHS. Our Safe School Climate Committee has continued their work to examine school policies and our school community through the lens of EDI. They are currently examining our student dress code, and continue to engage in important conversation about the

intersection of EDI and dress code. We have ongoing collaboration with the Director of EDI to ensure a safe and inclusive culture at GHS. Our priority is to continue to examine all things that we do or new things that we implement through the lens of EDI to ensure that they are inclusive and promote a sense of community and belonging for all.

#### **4. Long-term plans that support your school's interests and needs**

With the completion of our STEAM lab, we look forward to continuing to develop new curriculum pathways, organizing complex student projects, and continuing to train our teachers on specialized equipment. We also look forward to partnering with local businesses and organizations to engage with our students and their learning. As we do this, we anticipate continuing to create new courses that will engage students in unique and timely ways that will respond to the demands of the future.

We will continue to look at curriculum and learning opportunities through the lens of EDI. In addition, continuing to engage not only staff but students in this work is a key component to understanding the needs of students and responding to those needs in appropriate and engaging ways.

**GLASTONBURY BOARD OF EDUCATION  
EXECUTIVE SUMMARY REPORT FORM**

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**Title of Report:** Open Choice

**Board Meeting Date:** January 23, 2023

**Action:**

**Report: X**

**Information:**

**Discussion:**

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Glastonbury Public Schools is committed to providing students with equitable and inclusive educational experiences through our Open Choice Program. Our goals are to provide Open Choice students with a quality education based on their needs and to ensure they feel valued, welcomed, and part of the Glastonbury Public Schools community.

Historically, Glastonbury Public Schools has been an advocate of Open Choice. Our district recognizes that the program benefits both Open Choice students and those who reside in our district. Our community and our students are enriched by engagement with our many linguistically and culturally diverse families and students. To thrive in today's global world, it is essential that we embrace diversity and understand multicultural perspectives.

One of the many roles of the Director of Equity, Diversity, and Inclusion is to provide additional support and attention to the Open Choice program. We have worked to improve the program by focusing on communication, strengthening relationships with students and their families, and increasing staff cultural proficiency. Some highlights of the Open Choice Program this past year include:

- Held our first annual welcome day for our new Open Choice Families
- Counseled staff on concrete ways to engage families and build authentic relationships
- Strengthened our connection with CREC (Capitol Region Education Council) to work collaboratively to support students and families
- Opened direct lines of communication between families, CREC, and our district
- Developed strategies to support student academic and behavioral success

Our work has not come without challenges. We are growing in our understanding of differences and cultural perspectives while working to overcome significant barriers that include:

- **Transportation/Busing** - Open Choice students can experience a longer school day with a pickup time as early as 7:30 am and drop off as late as 5:00 pm. Buses are often late adding to the overall time for students.
- **Retention** - Families generally leave our district due to 1) dissatisfaction with transportation and distance from home, 2) a desire to be in a school with more diversity, 3) a family relocation outside of Hartford where they are no longer eligible for Open Choice, 4) transfer to competitive magnet schools in the area.
- **Enrollment** - We are not the first choice for many families because of the distance from Hartford and the number of school choice options closer to home. For this reason, we have not always filled our Open Choice kindergarten seats.

The space currently available in our schools limits our ability to increase numbers rapidly. Our recommendation is to increase our numbers in Kindergarten from 10 to 15 students for 2023-2024 pending confirmation of CREC financial support.

As we increase our numbers, we are committed to strengthening our Open Choice Program. By providing high-quality professional development for all staff working with our Open Choice families, we will continue to ensure staff and students alike can be successful and can experience all the benefits of this program. We will also carefully analyze relevant data, gather feedback from families and staff, and work collaboratively with CREC.

We look forward to continuing to build strong relationships with our Open Choice students and families as we help all students to become the best versions of themselves.

**Submitted By:** Dr. Tonya Claiborne

**Reviewed By:** Alan Bookman

**Regular Board of Education Meeting**

Monday, January 9, 2023 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Alison Couture: Present

Dr. Douglas Foyle: Present

Mr. Thomas Gorman: Present

Ms. Jenn Jennings: Present

Mr. Ray McFall: Present

Mr. David Peniston, Jr.: Present

Mr. Matthew Saunig: Present

Ms. Julie Thompson: Present

Also Present: Alan B. Bookman, Superintendent

Cheri Burke, Assistant Superintendent

Karen Bonfiglio, Business Manager

Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 7:00PM, followed by the Pledge of Alliance.

2. Pledge of Allegiance

3. Student Representatives' Report

3.A. Jade Wong, Class of 2023

Student representatives Jade Wong and Jachima Anaedo updated the Board on events at Glastonbury High School.

3.B. Jachimma Anaedo, Class of 2024

4. Information Session for Public Comment

Rob Dackers, 15 Trifiro Circle, addressed the Board regarding Open Choice enrollment numbers.

5. Business Requiring Action

5.A. Approval of 2023-2024 Board of Education Budget

Board of Education approves Program 0200, Art, in an amount not to exceed \$1,510,899. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 0300, Elementary Education, K-6, in an amount not to exceed \$16,780, 865, as amended. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board moves to amend Elementary Supplies, to reduce by \$50, 000 in supplies. This motion, made by Mr. Matthew Saunig and seconded by Ms. Julie Thompson, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 0400, English 7-12/Reading and Language Arts K-12, in an amount not to exceed \$4,711,340. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 0500, Mathematics, in an amount not to exceed \$3,026,454. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 0600, Science, 7-12, in an amount not to exceed \$3,860,005. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 0700, History and Social Science, 7-12, in an amount not to exceed \$2,580,014. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 0900, Career & Technical Education, in an amount not to exceed \$2,032,145. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1000, Community Services, in an amount not to exceed \$388,960. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1100, PACE/Math and Science Resource, in an amount not to exceed \$653,984. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1300, World Languages, 1-12 and MLL, in an amount not to exceed \$4,865,748. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board moves to amend Program 1300, to reduce by \$5, 000 in speaker fees. This motion, made by Ms. Jenn Jennings, Unseconded.

Board of Education approves Program 1400, School Counseling, in an amount not to exceed \$4,310,417. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1500, Health Education and Physical Education, in an amount not to exceed \$2,314,542. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1600, Health Services, in an amount not to exceed \$1,028,775. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1900, Libraries/Media Centers, in an amount not to exceed \$1,356,995. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2000, Music, in an amount not to exceed \$2,005,895. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2100, Operations/Maintenance, in an amount not to exceed \$7,402,062. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2200, Utilities, in an amount not to exceed \$2,907,706. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2300, Program and Staff Development, in an amount not to exceed \$595,000. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2400, Transportation, in an amount not to exceed \$4,399,016. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2700, Special Education, PreK-12, in an amount not to exceed \$16,745,792. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board moves to amend Program 2700, to increase by \$87, 400 for additional Paraprofessionals. This motion, made by Mr. Thomas Gorman and seconded by Ms. Jenn Jennings, Failed.

Mrs. Alison Couture: Nay  
Dr. Douglas Foyle: Nay  
Mr. David Peniston, Jr.: Nay  
Mr. Matthew Saunig: Nay  
Ms. Julie Thompson: Nay  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea

Board moves to amend Program 2700, to increase by \$115, 000 in LINKS tuition revenue. This motion, made by Mr. Thomas Gorman and seconded by Ms. Jenn Jennings, Failed.

Mrs. Alison Couture:	Nay
Dr. Douglas Foyle:	Nay
Mr. Ray McFall:	Nay
Mr. David Peniston, Jr.:	Nay
Mr. Matthew Saunig:	Nay
Ms. Julie Thompson:	Nay
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea

Board of Education approves Program 2800, Athletics and Clubs, in an amount not to exceed \$2,114,496. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 3000, Agriscience and Technology, 9-12, in an amount not to exceed \$415,157. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 3100, Elementary Operations, K-6, in an amount not to exceed \$2,430,298. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 3200, Secondary Operations, 7-12, in an amount not to exceed \$2,817,626. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. Thomas Gorman:	Yea
Ms. Jenn Jennings:	Yea
Mr. Ray McFall:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board moves to amend Program 3200, to reduce by \$5, 000 in speaker fees. This motion, made by Ms. Jenn Jennings and seconded by Dr. Douglas Foyle, Failed.

Mrs. Alison Couture:	Nay
Dr. Douglas Foyle:	Nay
Mr. Thomas Gorman:	Nay
Mr. Ray McFall:	Nay
Mr. David Peniston, Jr.:	Nay
Mr. Matthew Saunig:	Nay
Ms. Julie Thompson:	Nay
Ms. Jenn Jennings:	Yea

Board of Education approves Program 3300, Systemwide Support Services, in an amount not to exceed \$3,876,302, as amended. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board moves to amend Program 3300, to reduce by \$100, 000 in equipment replacement. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board moves to amend Program 3300, to reduce by \$6, 000 in speaker Professional Memberships/SY. This motion, made by Ms. Jenn Jennings, Unseconded.

Board moves to amend Program 3300, to reduce by \$3,250 in Professional Expenses. This motion, made by Ms. Jenn Jennings, Unseconded.

Board moves to amend Program 3300, to reduce by \$10, 000 in Travel. This motion, made by Ms. Jenn Jennings, Unseconded.

Board of Education approves Program 3400 Fringe Benefits/Substitutes, in an amount not to exceed \$21,129,222, as amended. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board moves to amend Program 3400, to reduce by \$170, 000 in reserve. This motion, made by Mr. Ray McFall and seconded by Ms. Julie Thompson, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board of Education approves Program 3600, Technology Support Services, in an amount not to exceed \$4,468,350. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board approves Board of Education Budget for the 2023-2024 school year in an amount not to exceed \$120,728,065. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

#### 5.B. Approval of Student Trip to Boston, Massachusetts

Board approves the student trip to Boston, MA, reserving the right to cancel the trip if there are government advisories against travel to this destination or any other serious threats or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

#### 6. Reports and Discussion

##### 6.A. Glastonbury Education Foundation

Next Education Foundation meeting is on Wednesday.

#### 7. Approval of Minutes

##### 7.A. Meeting Minutes of December 12, 2022

Board approves the meeting minutes on 12/12/2023. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

##### 7.B. Budget Workshop Meeting Minutes of January 3, 2023

Board approves the meeting minutes on 01/03/2023. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. Thomas Gorman: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

#### 7.C. Budget Workshop Meeting Minutes of January 4, 2023

Board approves the meeting minutes on 01/04/2023. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea  
Mr. Ray McFall: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

#### 8. Committee Reports

##### 9. Chairman's Reports

CIP Workshop January 19th, 2023 at 6:00PM

Annual Town Meeting January 24th, 2023 at 6:30PM

#### 10. Superintendent's Report

##### 10.A. Staff Appointments

10.A.1. Kendra Veneziano - Nayaug School, Special Education Teacher

##### 10.B. School Enrollment Report, January 2023

##### 10.C. Home Language Numbers and Immigrant Survey Information

##### 10.D. Adult and Continuing Education Courses for Winter/Spring 2023

##### 10.E. Dates to Remember

#### 11. Adjournment

Motion to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. Thomas Gorman: Yea  
Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Motion to adjourn the meeting at 8:28PM.

11.A. Please note: It is possible that the Board of Education may go into Executive Session

Respectfully Submitted,  
Ray McFall, Secretary  
Approved:

**TOWN OF GLASTONBURY****MEMORANDUM****DEPARTMENT OF ADMINISTRATIVE SERVICES****FINANCIAL ADMINISTRATION**

TO: Board of Finance  
Richard J. Johnson, Town Manager

FROM: Keri Rowley, Director of Finance & Administrative Services *KJR*

DATE: January 6, 2023

SUBJECT: Self Insurance Reserve Update December 2022

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The attached report summarizes the Self Insurance Reserve fund through December 31, 2022. The total reserve is \$15,660,292 allocated \$4,954,320 and \$10,705,971 between Town and Board of Education, respectively. As of December the fund is experiencing a \$407,785 loss for the fiscal year.

There are 7 large loss claims which are defined as any claims that exceed \$50,000. BOE has 5 while the Town has 2 large loss claims. There are 2, both for BOE, that have exceeded the individual Stop Loss limit. The Individual Stop Loss limit is \$200,000 for BOE and \$150,000 for the Town.

Enc.

cc: Dr. Alan Bookman, Superintendent  
Karen Bonfiglio, Business Manager

**SELF INSURANCE RESERVE FUND**

YTD Balances As of: December 31, 2022

	Town	Education	Total
<b>Contributions</b>			
Employer	\$2,439,164	\$4,953,501	\$7,392,665
Employee	653,236	1,455,174	2,108,410
Stop Loss Reimbursement	76,207	366,452	442,660
<b>Total Revenues</b>	<b>\$3,168,607</b>	<b>\$6,775,127</b>	<b>\$9,943,735</b>
<b>Expenditures</b>			
<b>Anthem</b>			
ASO Fees	\$61,521	\$232,168	\$293,689
Claims	1,765,992	7,165,587	8,931,579
	\$1,827,513	\$7,397,755	\$9,225,268
<b>Delta Dental</b>			
ASO Fees	\$8,435	-	\$8,435
Claims	101,058	-	101,058
	\$109,494	-	\$109,494
Bank Fees/PCORI Fee	\$1,146	\$4,014	\$5,160
CT Prime	256,637	709,960	\$966,597
OneDigital Consultant Fees	9,000	36,000	45,000
	\$266,784	\$749,974	\$1,016,758
<b>Total Expenditures</b>	<b>\$2,203,790</b>	<b>\$8,147,730</b>	<b>\$10,351,519</b>
Current Year Revenues Less Expenses	\$964,817	(\$1,372,602)	(\$407,785)
Reserve July 1, 2022	\$3,989,503	\$12,078,573	\$16,068,076
Reserve at end of month	\$4,954,320	\$10,705,971	\$15,660,292

	Town	BOE	Total
Reserve at end of month	\$ 4,954,320	\$ 10,705,971	\$ 15,660,292
Recommended Minimum Reserve <sup>A</sup>	\$ 1,195,859	\$ 3,682,791	\$ 4,878,650
Variance Over/(Under) Reserved	\$ 3,758,461	\$ 7,023,180	\$ 10,781,642

A. As of November 2022. The next update will be provided in March 2023.



1. Total Number of Suspensions by Month	1	12	17	20	20							
In-School	1	12	17	20	20							
Out-of-School												
2. No. of 1 Day Suspensions	0	0	0	0	0							
3. No. of 2-4 Day Suspensions	1	7	10	11	13							
4. No. of 5-10 Day Suspensions	0	5	7	9	7							
5. * No. of Different Students Suspended for the Month	1	12	13	20	20							
6. * No. of Different Students Suspended this Year (Cumulative)	1	12	22	38	53							
7. * No. of Different Students Suspended More than Once this Month	0	0	4	0	0							
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	4	6	8							

Revised 11.15.05

\*See Reverse Side

The building administrator reviews suspension notices. Copies of all suspension notices detailing the problem and the consequences are sent to the Superintendent. This information is reviewed in compliance with special education legislation and may result in a student's program being modified by a school team when appropriate.

5. No student is counted more than once per month.
6. No student is counted more than once during the school year. This number is cumulative.
7. Only students who have been suspended on more than one occasion this month are included.
8. This is a cumulative number and represents the number of students suspended more than once during this school year.



1. Total Number of Suspensions by Month	0	4	8	10	14							
In-School	0	2	6	8	12							
Out-of-School	0	2	2	2	2							
2. No. of 1 Day Suspensions	0	0	1	5	3							
3. No. of 2-4 Day Suspensions	0	4	6	5	10							
4. No. of 5-10 Day Suspensions	0	0	1	0	1							
5. * No. of Different Students Suspended for the Month	0	4	8	9	13							
6. * No. of Different Students Suspended this Year (Cumulative)	0	4	12	19	27							
7. * No. of Different Students Suspended More than Once this Month	0	0	0	1	1							
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	0	3	4							

Revised 11.15.05

\*See Reverse Side

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