



REGULAR BOARD OF EDUCATION MEETING

Monday, April 24, 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. Members of the Venezuelan Partnership
 - B. Mr. Edward Gregorki, Director of School Counseling
 - C. West Point Appointments
 1. Anna Morris
 2. Jarrod Cosalan
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 of April Budget Revisions to the Approved 2022-2023 Board of Education Budget
 - B. Approval of IDEA B Grant 2023-2025
 - C. Acceptance of Glastonbury Public Schools Communication Plan 2023-2026 for First Reading
 - D. Leasing Space Temporarily to Expand Early Learning Center and LINKS
 - E. Acceptance for First Reading Board of Education Policy #5141.3 - Student Health Services
 - F. Acceptance for First Reading Board of Education Policy #9330 - Board/School System Records
 - G. Acceptance for First Reading New Board of Education Policy #9327.1 - Board Member Use of Internet Social Networks
 - H. Meeting Minutes of March 27, 2023
7. Reports and Discussion
 - A. School Reports
 1. Nayaug School

- B. Sixth Generation Strategic Plan 2023-2028 Update
- C. Spring Professional Development 2023
- D. Glastonbury Education Foundation
- 8. Committee Reports
- 9. Chairman's Reports
- 10. Superintendent's Report
 - A. Self-Insurance Reserve Update, March 2023
 - B. School Enrollment Report, April 2023
 - C. Student Suspension Report, March 2023
 - D. Staff Resignations
 - 1. Christopher Balda
 - 2. Howard Breinan
 - 3. John Dickman
 - 4. Veronica Hanlon
 - 5. Jerome Maas
 - 6. Craig Piskura
 - 7. Karen Stearns
 - 8. Kendra Veneziano
 - 9. Deborah Viens
 - 10. Ilene Viner
 - 11. Tierney Zuba
 - E. Dates to Remember
- 11. 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.
4/18/2023 12:25:06	Audrey Yellen Quinlan	90 Candlelight Dr	Sorry, I'm late with my comment. Please replace the term stakeholder which, to me, connotes a business with a more appropriate term such as partner. Thank you for your consideration.
			Regarding the logo, yes it's "just" a logo but it was chosen for its historical significance. If we continue to remove logos because they are "just" logos, what will be next? Maybe a building because it is "just" a building. I know some Board members are actively involved in the Historical Society and successfully preserved the Gaines Hotel and Wright Curtis House but they are "just" buildings. Our town has started down the slippery slope. Let's not continue the slide by changing the logo or, in time, the Historical Society will also be irrelevant. Thank you.
4/24/2023 10:41:24	Audrey Yellen Quinlan	90 Candlelight DR	
4/24/2023 11:47:47	Heather Simon	807 Main St	I am writing in regards to a bill that was passed at our state level referencing bathrooms/products at our schools. Do we have menstrual products in boys bathrooms in our district? Are we planning to do this if we haven't yet? And at what grade levels? I'm also wondering about our bathrooms in general. Do all schools have gender neutral bathrooms? Are boys allowed to use the girls bathrooms? Again, at what grade levels and schools? Many parents are in the dark about this and given the past few years and limited time spent in the buildings we'd simply like to know how this is all being handled. Thank you.

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

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Title of Report: FY2022-2023 Spring Revised Budget

Board Meeting Date: April 24, 2023

Action: XX Report: Information: Discussion:

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Overview:

As we do each year, enclosed you will find the *FY2022-2023 Education Budget April Revisions*, for your review and approval. The revisions include reallocation of dollars based on personnel absences, savings in various line items and any known or projected additional expenditures since the Fall Revisions were approved in October, 2022.

Some of the line items that have been impacted since the last revisions include:

- Certified and classified salaries in all programs have been updated to reflect increased costs/savings due to terminations and leaves for maternity and illness
- Magnet School savings due to increased funding from Open Choice
- Special Projects due to the Nayaug chiller and greenhouse repairs
- Fuel, repairs and parts, lubricants and tires/tubes for the Transportation Department will need additional funding due the increased costs of these items
- Equipment in the transportation budget has been adjusted to reflect the actual costs
- Special Education tuition has been reduced due to savings from students returning to district from out of district placements
- Supplies/Uniforms is being increased for Athletics & Clubs due to increased costs and purchase of uniforms
- New/Replacement Equipment in Systemwide Support is being increased for security cameras and athletic needs
- Health insurance savings due to employee changes and leaves
- Decrease to Unemployment Compensation due to reduced claims

Submitted By: Karen Bonfiglio

Reviewed By: Alan Bookman

2022 - 2023

***BOARD OF EDUCATION
APPROVED BUDGET***

SPRING REVISED

April 24, 2023

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

PROGRAM 0200: ART

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	11.60	12.20	12.20	14.20	14.20
SALARIES					
ADMINISTRATIVE	102,742	106,021	111,484	111,484	111,484
TEACHERS	1,054,216	1,113,361	1,146,895	1,303,412	1,328,843
FIELD TRIPS	0	0	500	500	500
SUBTOTAL	1,156,957	1,219,382	1,258,879	1,415,396	1,440,827
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	74,563	37,562	35,000	35,000	35,000
OTHER					
DUES/FEES	435	378	1,600	1,600	1,600
TOTAL	1,231,955	1,257,322	1,295,479	1,451,996	1,477,427

PROGRAM 0300: ELEMENTARY EDUCATION K - 6

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	1.80	1.80	1.80	1.80	1.80
TEACHERS	148.00	149.00	150.00	152.00	152.00
SALARIES					
ADMINISTRATIVE	292,277	298,123	304,084	304,084	304,084
TEACHERS	13,795,548	14,121,237	14,725,954	14,698,709	14,698,709
PARAPROFESSIONALS, P-T, SCIENCE	0	21,986	16,598	22,700	22,700
IN-CLASS TUTORS/PARAS	71,208	73,548	168,913	168,913	168,913
SUMMER SCHOOL (AE)	3,234	1,378	10,000	10,000	10,000
LANG.ARTS/MATH -TUTORS/PARAS	709,968	732,073	662,886	662,886	662,886
DRIVERS/EARLY LITERACY PROGRAM (NA)	0	904	3,000	3,000	3,000
FIELD TRIPS	0	3,260	15,000	15,000	15,000
SUBTOTAL	14,872,235	15,252,509	15,906,435	15,885,292	15,885,292
PURCHASED SERVICES					
EXPLORING THE ARTS (GW)	7,515	5,515	8,000	8,000	8,000
MAGNET SCHOOL	40,824	42,828	60,000	30,000	0
SUBTOTAL	48,339	48,343	68,000	38,000	8,000
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	246,015	384,799	329,665	329,665	329,665
TECHNOLOGY - SOFTWARE	4,375	9,869	13,000	13,000	13,000
SUBTOTAL	250,390	394,668	342,665	342,665	342,665
OTHER					
DUES/FEES	0	1,760	7,200	7,200	7,200
TOTAL	15,170,964	15,697,280	16,324,300	16,273,157	16,243,157

PROGRAM 0400: ENGLISH 7-12/READING & LANGUAGE ARTS K-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.50	0.50	0.50	0.50	0.50
TEACHERS (ENGLISH)	29.00	29.00	29.00	28.00	28.00
TEACHERS (READING)	13.00	13.00	13.00	13.00	13.00
SALARIES					
ADMINISTRATIVE	81,188	241,076	84,468	84,468	84,468
TEACHERS (ENGLISH)	2,969,317	2,902,536	3,163,871	3,052,801	3,052,801
TEACHER (READING)	1,350,748	1,379,064	1,408,586	1,408,586	1,408,586
TUTORS	0	0	31,104	31,104	31,104
FIELD TRIPS (ENGLISH)	0	183	300	300	300
SUBTOTAL	4,401,253	4,522,859	4,688,329	4,577,259	4,577,259
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS (ENGLISH)	7,076	5,717	4,000	4,000	4,000
INSTRUCTIONAL MATERIALS (READING)	7,880	5,411	4,000	4,000	4,000
TESTING MATERIALS (READING)	4,215	0	7,335	7,335	7,335
TECHNOLOGY SOFTWARE (ENGLISH)	12,075	11,618	20,000	20,000	20,000
SUBTOTAL	31,246	22,746	35,335	35,335	35,335
OTHER					
DUES & FEES	0	0	500	500	500
TOTAL	4,432,499	4,545,605	4,724,164	4,613,094	4,613,094

PROGRAM 0500: MATHEMATICS 7-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.60	0.60	0.60	0.60	0.60
TEACHERS	27.20	27.20	27.20	27.20	27.20
SALARIES					
ADMINISTRATIVE	97,426	99,374	101,362	101,362	101,362
TEACHERS	2,618,334	2,732,809	2,815,133	2,780,451	2,755,020
TUTORS	36,815	37,520	31,104	31,104	31,104
MATH LAB SUPV.	4,500	4,500	4,500	4,500	4,500
FIELD TRIPS	0	0	200	200	200
SUBTOTAL	2,757,075	2,874,203	2,952,299	2,917,617	2,892,186
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	11,553	7,467	6,000	6,000	6,000
TECHNOLOGY - SOFTWARE	5,919	3,160	16,000	16,000	16,000
SUBTOTAL	17,472	10,627	22,000	22,000	22,000
OTHER					
DUES/FEES	1,649	1,905	2,500	2,500	2,500
TOTAL	2,776,196	2,886,735	2,976,799	2,942,117	2,916,686

PROGRAM 0600: SCIENCE 7-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.50	0.50	0.50	0.50	0.50
TEACHERS	33.00	32.00	32.00	32.00	32.00
PARAPROFESSIONALS	3.00	3.00	3.00	3.00	3.00
SALARIES					
ADMINISTRATIVE	81,188	82,812	84,468	84,468	84,468
TEACHERS	3,232,363	3,308,244	3,458,994	3,454,053	3,447,854
PARAPROFESSIONALS	94,878	97,549	100,647	90,036	90,036
FIELD TRIPS	0	1,279	3,000	3,000	3,000
TUTOR CREST LAB	31,544	31,707	31,104	31,104	31,104
SUBTOTAL	3,439,973	3,521,591	3,678,213	3,662,661	3,656,462
PURCHASED SERVICES					
TRANSPORTATION/MENTOR PROGRAM	625	5,322	16,000	16,000	16,000
PRINTING	695	1,242	800	800	800
SUBTOTAL	1,320	6,564	16,800	16,800	16,800
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	109,367	47,503	55,000	55,000	55,000
TECHNOLOGY SOFTWARE	10,260	8,197	10,000	10,000	10,000
SUBTOTAL	119,627	55,700	65,000	65,000	65,000
OTHER					
DUES/FEES	750	1,055	2,500	2,500	2,500
TOTAL	3,561,671	3,584,910	3,762,513	3,746,961	3,740,762

PROGRAM 0700: HISTORY & SOCIAL SCIENCE 7-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.60	0.60	0.60	0.60	0.60
TEACHERS	22.40	22.40	22.40	22.40	22.40
SALARIES					
ADMINISTRATIVE	97,426	99,374	101,362	101,362	101,362
TEACHERS	2,227,826	2,271,151	2,392,766	2,366,982	2,366,982
FIELD TRIPS	0	0	2,000	2,000	2,000
SUBTOTAL	2,325,252	2,370,525	2,496,128	2,470,344	2,470,344
PURCHASED SERVICES					
RESOURCE SPEAKERS	0	0	1,500	1,500	1,500
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	5,750	23,617	6,000	6,000	6,000
TECHNOLOGY SOFTWARE	9,501	12,468	12,500	12,500	12,500
SUBTOTAL	15,251	36,085	18,500	18,500	18,500
OTHER					
DUES/FEES	0	0	2,000	2,000	2,000
TOTAL	2,340,502	2,406,610	2,518,128	2,492,344	2,492,344

PROGRAM 0900: CAREER & TECHNICAL EDUCATION

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.90	0.90	0.90	0.90	0.90
TEACHERS	14.20	14.20	14.20	17.20	17.20
SALARIES					
ADMINISTRATIVE	146,138	149,061	152,042	152,042	152,042
TEACHERS	1,382,313	1,422,676	1,457,836	1,638,164	1,643,689
TRANSPORT/TECHNICAL SCHOOLS	16,611	28,101	32,310	32,310	32,310
FIELD TRIPS	0	111	1,000	1,000	1,000
SUBTOTAL	1,545,062	1,599,949	1,643,188	1,823,516	1,829,041
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	81,735	62,353	59,500	59,500	59,500
TECHNOLOGY SOFTWARE	4,500	5,406	15,000	15,000	15,000
SUBTOTAL	86,235	67,759	74,500	74,500	74,500
TOTAL	1,631,297	1,667,708	1,717,688	1,898,016	1,903,541

PROGRAM 1000: COMMUNITY SERVICES

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
CUSTODIANS	2.50	2.50	2.50	2.50	2.50
SECRETARIAL	0.75	0.75	0.75	0.75	0.75
SALARIES					
CUSTODIAL, HIGH SCHOOL	134,094	150,988	137,005	141,158	141,158
SECRETARIAL	49,469	50,437	51,419	51,419	51,419
PART-TIME/OVER-TIME, SYSTEMWIDE	18,476	98,896	170,197	170,197	170,197
AUDIO-VISUAL SERVICES	10,379	17,212	28,526	28,526	28,526
SUBTOTAL	212,418	317,533	387,147	391,300	391,300
SUPPLIES/MATERIALS					
SUPPLIES	17,235	4,982	16,000	16,000	16,000
TOTAL	229,653	322,515	403,147	407,300	407,300
CUSTODIAL FEE OFFSET	0	0	(30,000)	(30,000)	(30,000)
BUDGET TOTAL	229,653	322,515	373,147	377,300	377,300

PROGRAM 1100: PACE/MATH & SCIENCE RESOURCE

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
TEACHERS	6.00	6.00	6.00	6.00	6.00
SALARIES					
TEACHERS	596,257	624,530	637,384	637,384	637,384
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	4,933	1,454	2,000	2,000	2,000
OTHER					
DUES/FEES	0	1,490	2,000	2,000	2,000
TOTAL	601,190	627,474	641,384	641,384	641,384

PROGRAM 1300: WORLD LANGUAGES (1-12) & MLL

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
TEACHERS	40.40	40.60	40.80	40.70	40.70
TEACHERS (ELL)	1.40	1.40	1.40	1.40	1.40
SALARIES					
ADMINISTRATIVE	162,376	165,624	168,936	139,355	139,355
TEACHERS	3,833,024	3,926,858	4,112,148	4,014,540	4,014,540
TEACHERS (MLL)	148,064	151,086	154,068	154,068	154,068
FOREIGN LANGUAGE SUPV.	0	3,923	4,007	4,007	4,007
TUTORS (MLL)	172,538	155,864	202,176	202,176	202,176
FIELD TRIPS	0	142	3,000	3,000	3,000
FIELD TRIPS (MLL)	0	0	1,000	1,000	1,000
SUBTOTAL	4,316,002	4,403,497	4,645,335	4,518,146	4,518,146
PURCHASED SERVICES					
NATIONAL COMPETITION	5,280	5,165	5,500	5,500	5,500
RESOURCE SPEAKERS/ARTISTS	904	438	5,250	5,250	5,250
INTERPRETER SERVICES	6,820	6,800	12,000	12,000	12,000
SUBTOTAL	13,004	12,403	22,750	22,750	22,750
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	37,446	16,598	22,000	22,000	22,000
INSTRUCTIONAL MATERIALS/MLL	25,707	19,994	24,000	24,000	24,000
TECHNOLOGY SOFTWARE	6,993	3,760	12,000	12,000	12,000
SUBTOTAL	70,146	40,352	58,000	58,000	58,000
OTHER					
DUES/FEES	32,439	27,448	36,048	36,048	36,048
TOTAL	4,431,591	4,483,700	4,762,133	4,634,944	4,634,944

PROGRAM 1400: SCHOOL COUNSELING

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
COUNSELORS	18.00	18.00	21.00	21.00	21.00
PSYCHOLOGISTS	14.00	14.00	14.00	14.00	14.00
SECRETARIAL	5.00	5.00	5.00	5.00	5.00
PARAPROFESSIONALS	0.00	0.00	3.00	3.00	3.00
SALARIES					
ADMINISTRATIVE	162,376	165,624	168,936	168,936	168,936
COUNSELORS	1,731,896	1,799,316	2,092,250	2,149,418	2,087,472
PSYCHOLOGISTS	1,306,559	1,299,082	1,392,421	1,371,109	1,387,964
SUMMER HELP, CERTIFIED	54,721	58,921	60,559	60,559	60,559
SECRETARIAL	249,641	264,482	270,287	270,287	270,287
PARAPROFESSIONALS	0	22,946	63,736	83,042	83,042
PARA, P-T/SMITH SCHOOL	11,589	12,015	12,077	12,406	12,406
SUBTOTAL	3,516,782	3,622,386	4,060,266	4,115,757	4,070,666
PURCHASED SERVICES					
SCHOLASTIC APTITUDE TEST	3,500	3,500	3,500	3,500	3,500
COLLEGE PLANNING PROGRAMS	975	0	5,450	5,450	5,450
SUBTOTAL	4,475	3,500	8,950	8,950	8,950
SUPPLIES/MATERIALS					
SUPPLIES	5,613	7,412	11,500	11,500	11,500
50-YEAR REUNION	0	1,055	1,000	1,000	1,000
TECHNOLOGY - SOFTWARE	22,345	25,006	28,034	28,034	28,034
SUBTOTAL	27,958	33,473	40,534	40,534	40,534
OTHER					
DUES/FEES	0	0	500	500	500
TOTAL	3,549,215	3,659,359	4,110,250	4,165,741	4,120,650

PROGRAM 1500: HEALTH EDUCATION & PHYSICAL EDUCATION

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	21.20	21.20	21.20	21.20	21.20
SALARIES					
ADMINISTRATIVE	115,854	132,499	135,149	135,149	135,149
TEACHERS	1,944,312	1,982,528	2,077,165	2,080,848	2,080,848
LIFEGUARD	1,610	1,099	2,760	2,760	2,760
FIELD TRIPS	0	0	686	686	686
SUBTOTAL	2,061,776	2,116,126	2,215,760	2,219,443	2,219,443
PURCHASED SERVICES					
HUMAN GROWTH SEMINAR	4,147	4,147	4,147	4,147	4,147
RESOURCE SPEAKERS	0	0	1,000	1,000	1,000
PRINTING	0	67	500	500	500
SUBTOTAL	4,147	4,214	5,647	5,647	5,647
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	32,020	9,078	14,000	14,000	14,000
TECHNOLOGY - SOFTWARE	1,715	900	1,297	1,297	1,297
SUBTOTAL	33,735	9,978	15,297	15,297	15,297
OTHER					
DUES/FEES	3,488	3,987	4,000	4,000	4,000
TOTAL	2,103,146	2,134,305	2,240,704	2,244,387	2,244,387

PROGRAM 1600: HEALTH SERVICES

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
NURSES	12.80	14.80	14.80	14.50	14.50
SALARIES					
NURSES	703,775	849,788	868,275	878,401	878,401
PARAPROFESSIONAL	11,151	11,322	10,660	10,660	10,660
NURSES, P-T	18,933	30,883	20,563	85,400	85,400
SUMMER HELP	0	6,992	9,800	9,800	9,800
SUBTOTAL	733,860	898,985	909,298	984,261	984,261
PURCHASED SERVICES					
MEDICAL ADVISOR	1,000	1,000	1,200	2,000	2,000
LIABILITY INSURANCE	741	796	876	876	876
SUBTOTAL	1,741	1,796	2,076	2,876	2,876
SUPPLIES/MATERIALS					
SUPPLIES	6,136	5,743	8,000	8,000	8,000
PUBLICATIONS	0	27	225	225	225
SUBTOTAL	6,136	5,770	8,225	8,225	8,225
OTHER					
TRAVEL	0	0	900	900	900
TOTAL	741,737	906,551	920,499	996,262	996,262

PROGRAM 1900: LIBRARIES/MEDIA CENTERS

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
MEDIA SPECIALISTS	7.00	7.00	7.00	7.00	7.00
PARAPROFESSIONALS	11.00	11.00	11.00	11.00	11.00
SALARIES					
LIBRARIANS/MEDIA SPECIALISTS	696,443	709,317	731,200	731,200	731,200
PARAPROFESSIONALS	321,140	312,563	320,057	316,403	316,403
SUMMER, CERTIFIED/CLASSIFIED	2,969	8,883	5,000	9,576	9,576
SUBTOTAL	1,020,551	1,030,763	1,056,257	1,057,179	1,057,179
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	90,246	45,175	65,000	65,000	65,000
TECHNOLOGY - SOFTWARE	38,869	37,038	38,870	38,870	38,870
SUBTOTAL	129,115	82,213	103,870	103,870	103,870
OTHER					
DUES/FEES	660	660	1,000	1,000	1,000
TOTAL	1,150,327	1,113,636	1,161,127	1,162,049	1,162,049

PROGRAM 2000: MUSIC

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	17.20	17.40	17.40	17.70	17.70
SALARIES					
ADMINISTRATIVE	129,901	119,131	135,149	135,149	135,149
TEACHERS	1,618,845	1,614,315	1,730,862	1,745,726	1,745,726
FIELD TRIPS	0	1,101	3,600	3,600	3,600
SUBTOTAL	1,748,746	1,734,547	1,869,611	1,884,475	1,884,475
PURCHASED SERVICES					
GUEST CONDUCTORS	600	2,500	2,800	2,800	2,800
ARTIST IN RESIDENCE	200	1,975	6,500	6,500	6,500
SUBTOTAL	800	4,475	9,300	9,300	9,300
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	20,362	20,058	18,475	18,475	18,475
TECHNOLOGY SOFTWARE	4,662	1,638	4,542	4,542	4,542
SUBTOTAL	25,024	21,696	23,017	23,017	23,017
OTHER					
ENTRANCE FEES/DUES	490	634	1,610	1,610	1,610
EQUIPMENT					
NEW	0	0	11,635	11,635	11,635
REPLACEMENT	26,418	14,250	20,674	20,674	20,674
SUBTOTAL	26,418	14,250	32,309	32,309	32,309
TOTAL	1,801,478	1,775,602	1,935,847	1,950,711	1,950,711

PROGRAM 2100: OPERATIONS & MAINTENANCE

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
SUPERVISION	4.00	4.00	4.00	3.00	3.00
SECRETARIAL	1.00	1.00	1.00	1.00	1.00
CUSTODIANS	55.50	57.50	57.50	58.50	58.50
MAINTAINERS	12.00	12.00	12.00	12.00	12.00

SALARIES

SUPERVISION	337,178	349,506	354,212	302,820	302,820
SECRETARIAL	54,204	56,898	67,059	72,904	72,904
CUSTODIAL	2,979,967	3,136,452	3,210,459	3,362,188	3,362,188
CUSTODIAL, PART-TIME	162,551	125,686	0	0	0
MAINTENANCE	808,271	826,101	839,442	864,698	864,698
SUMMER/ PART-TIME	66,752	54,512	80,000	80,000	80,000
COVERAGE	200,103	222,990	170,000	215,000	215,000
SUBTOTAL	4,609,027	4,772,145	4,721,172	4,897,610	4,897,610

PURCHASED SERVICES

TESTING/INSPECTION/MONITOR	105,747	116,257	118,780	118,780	118,780
CONTRACTED SVCS.-BY BUILDING	433,137	440,806	488,500	488,500	583,500
CONTRACTED SVCS.-SYSTEMWIDE	196,939	244,783	228,100	228,100	243,100
MAINTENANCE PROJECTS, CONTR.	133,928	45,172	127,000	127,000	127,000
INSURANCE-PROPERTY/BOILER	182,695	196,256	215,880	208,712	208,712
VEHICLE MAINTENANCE	5,077	4,373	10,000	10,000	10,000
LEASED OFFICE SPACE	429,684	220,364	264,992	264,992	264,992
SUBTOTAL	1,487,207	1,268,011	1,453,252	1,446,084	1,556,084

SUPPLIES/MATERIALS

CUSTODIAL SUPPLIES	289,982	323,004	196,000	196,000	196,000
MAINTENANCE SUPPLIES	145,042	171,891	130,000	130,000	130,000
MAINTENANCE PROJECTS, SUPL.	99,595	122,442	90,000	90,000	90,000
TECHNOLOGY - SOFTWARE	13,656	15,039	15,100	15,100	15,100
SUBTOTAL	548,275	632,376	431,100	431,100	431,100

OTHER

TRAVEL REIMBURSEMENT	10,800	10,800	10,800	10,800	10,800
SPECIAL PROJECTS	1,413,110	1,006,393	290,000	290,000	560,000
DUES/FEES	1,994	1,952	2,000	2,000	2,000
SUBTOTAL	1,425,904	1,019,145	302,800	302,800	572,800

EQUIPMENT

NEW	22,050	0	45,484	45,484	45,484
REPLACEMENT	3,492	86,324	43,600	43,600	43,600
SUBTOTAL	25,542	86,324	89,084	89,084	89,084

TOTAL	8,095,955	7,778,001	6,997,408	7,166,678	7,546,678
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LINKS REVENUE OFFSET	0	0	(50,000)	(50,000)	(50,000)
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BUDGET TOTAL	8,095,955	7,778,001	6,947,408	7,116,678	7,496,678
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PROGRAM 2200: UTILITIES

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
WATER	135,477	151,567	174,734	174,734	174,734
SEWER	24,326	23,597	26,945	26,945	26,945
POWER	1,301,291	1,300,257	1,596,155	1,596,155	1,596,155
GAS, MISC.	18,512	21,702	24,958	24,958	24,958
HEAT (OIL/GAS)	376,214	548,899	624,127	624,127	624,127
ENERGY CONSERVATION INITIATIVES	69,621	52,281	67,500	67,500	67,500
TELEPHONE	164,795	170,007	167,295	167,295	167,295
TELECOMMUNICATIONS	15,584	28,284	45,000	45,000	45,000
TELECOM REPAIR/MNTC	13,424	12,536	20,000	20,000	20,000
TELECOMMUNICATIONS/NEW EQUIPMENT	0	0	2,000	2,000	2,000
TOTAL	2,119,244	2,309,130	2,748,714	2,748,714	2,748,714

PROGRAM 2300: PROGRAM & STAFF DEVELOPMENT

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
PROGRAM DEVELOPMENT					
CURRICULUM DEVELOPMENT	190,807	153,310	125,000	125,000	125,000
TEST SCORING	16,428	17,072	38,000	38,000	38,000
TESTING SUPPLIES	21,547	12,500	15,000	15,000	15,000
INSTRUCTIONAL SUPPLIES	248	166	5,000	5,000	5,000
RECRUITMENT	717	739	1,000	1,000	1,000
SUBTOTAL	229,746	183,787	184,000	184,000	184,000
STAFF DEVELOPMENT					
PROF.MTGS., ADMINISTRATORS	3,688	6,600	6,000	6,000	6,000
PROF.MTGS., CERTIFIED	92,915	133,762	140,000	140,000	140,000
PROF.MTGS., CLASSIFIED	2,624	2,587	9,000	9,000	9,000
TEACHERS COLLEGE PROJECT	62,931	20,231	20,000	20,000	20,000
PROFESSIONAL DUES	7,771	8,831	6,500	6,500	6,500
TUITION REIM.-TEACHERS	98,823	132,324	187,500	187,500	187,500
TUITION REIM.-ADMINS.	16,612	6,645	25,000	25,000	25,000
TUITION REIM.-SECY/PARA/NON-CONTRACT	1,050	8,400	7,000	7,000	7,000
SUBTOTAL	286,415	319,380	401,000	401,000	401,000
OTHER					
PUBLICATIONS	18,270	10,588	10,000	10,000	10,000
TOTAL	534,430	513,755	595,000	595,000	595,000

PROGRAM 2400: TRANSPORTATION

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
SUPERVISION	1.00	1.00	1.00	1.00	1.00
SECRETARIAL	1.00	1.00	1.00	1.00	1.00
BUS YARD PERSONNEL	6.00	6.00	6.00	6.00	6.00
SALARIES					
SUPERVISION	90,569	92,346	94,159	95,065	95,065
SECRETARIAL	56,048	58,186	67,059	49,754	49,754
DAY RATE DRIVERS	1,717,530	1,690,762	1,794,598	1,794,598	1,794,598
MISC. DRIVER ACTIVITIES	66,806	47,976	63,990	63,990	63,990
OVERTIME	34,046	39,283	28,536	28,536	28,536
SCHOOL CROSSING GUARDS	120,563	112,756	120,763	120,763	120,763
IN-SERVICE TRAINING	14,137	18,093	35,650	35,650	35,650
BUS YARD PERSONNEL	358,547	365,992	363,389	373,468	373,468
MAGNET SCHOOL DRIVERS	8,707	17,854	20,321	20,321	20,321
SUBTOTAL	2,466,952	2,443,248	2,588,465	2,582,145	2,582,145
PURCHASED SERVICES:					
VEHICLE RENTAL	21,504	46,544	39,890	28,890	28,890
MEDICAL ADVISOR	14,379	14,560	14,000	14,000	14,000
PUPIL/BUS SAFETY EDUC.	7,584	7,614	7,766	7,766	7,766
REPAIRS/PARTS	263,892	337,414	300,000	300,000	335,685
MAGNET SCHOOL VEH. RENTAL	11,928	15,774	13,330	20,120	20,120
INSURANCE/VEHICLE	121,043	130,027	143,030	138,280	138,280
CONTRACTED TRAINING	0	17,659	6,775	6,775	6,775
SUBTOTAL	440,330	569,592	524,791	515,831	551,516
SUPPLIES/MATERIALS					
FUEL	218,458	456,188	431,200	431,200	471,000
MAGNET SCHOOL FUEL	15,062	11,935	15,000	15,000	15,000
LUBRICANTS	13,823	24,651	16,790	16,790	20,900
TIRES/TUBES	34,300	46,922	48,000	48,000	55,800
SUPPLIES/UNIFORMS	20,420	11,321	16,000	16,000	16,000
PUBLICATIONS	846	0	200	200	200
TECHNOLOGY - SOFTWARE	42,211	43,900	57,212	57,212	57,212
SUBTOTAL	345,119	594,917	584,402	584,402	636,112
OTHER					
TRAVEL	4,409	6,484	7,051	7,051	7,051
DUES/FEES	5,179	3,972	6,000	6,000	6,000
SUBTOTAL	9,588	10,456	13,051	13,051	13,051
EQUIPMENT					
NEW	1,850	2,623	39,545	39,545	41,621
REPLACEMENT	426,878	397,674	523,355	523,355	501,380
SUBTOTAL	428,728	400,297	562,900	562,900	543,001
TOTAL	3,690,717	4,018,510	4,273,609	4,258,329	4,325,825
MAGNET SCHOOL OFFSET			(7,800)	(7,800)	(7,800)
BUDGET TOTAL	3,690,717	4,018,510	4,265,809	4,250,529	4,318,025

PROGRAM 2700: SPECIAL EDUCATION PRE K-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	7.60	7.60	7.60	7.60	7.60
SPECIAL ED TEACHERS	48.80	49.90	50.90	53.90	53.90
SPEECH TEACHERS	9.80	9.80	9.80	9.80	9.80
SOCIAL WORKER	0.00	1.00	1.00	2.00	2.00
SECRETARIAL	5.00	5.00	5.00	5.00	5.00
PARAPROFESSIONALS	38.00	39.00	57.00	62.00	62.00
GENERAL SERVICES DRIVERS	2.00	2.00	2.00	2.00	2.00
CERTIFIED - IDEA B GRANT	6.00	5.00	5.00	5.00	5.00
CLASSIFIED - IDEA B GRANT	10.25	9.50	9.50	9.50	9.50
TEACHER - PRE-SCHOOL GRANT	0.50	0.50	0.50	0.50	0.50
SALARIES					
ADMINISTRATIVE	1,045,444	1,084,315	1,129,009	1,128,970	1,128,970
TEACHERS (SPECIAL ED)	4,337,176	4,609,940	4,818,785	5,070,215	5,070,215
TEACHERS (SPEECH)	981,616	1,004,075	1,028,861	981,043	981,043
SOCIAL WORKER	0	70,581	75,367	134,323	100,613
SECRETARIAL	265,920	276,102	281,486	268,891	268,891
PARAPROFESSIONALS	1,069,429	1,368,416	1,569,884	1,696,651	1,696,651
TUTORS	627,723	524,483	641,365	544,320	544,320
PARAPROFESSIONALS, P-T	917,729	755,002	868,910	850,966	850,966
OCCUP./PHYS. THERAPY	493,344	501,276	535,500	535,500	535,500
VAN DRIVERS/MONITORS	492,660	560,625	633,984	684,191	684,191
DRIVERS(GENERAL SERVICES)	104,108	104,645	108,330	110,582	110,582
ALT. AFTER-SCHOOL PROGRAMS	22,908	41,006	60,000	60,000	60,000
SUMMER PROGRAMS	151,734	209,544	215,000	215,000	215,000
FIELD TRIPS	168	89	10,000	10,000	10,000
SUBTOTAL	10,509,958	11,110,099	11,976,481	12,290,652	12,256,942
PURCHASED SERVICES					
VEHICLE RENTAL	157,136	170,765	166,050	180,547	180,547
TUITION	3,794,458 #	3,707,667 ²	4,543,805 ³	4,543,805	4,315,916 ⁴
AUDIOLOGICAL MNTC.	32,794	1,970	30,000	30,000	30,000
COCHLEAR IMPLANT SUPPORT	7,934	8,253	8,000	8,000	8,000
INTERPRETER SERVICES	2,026	2,134	4,500	4,500	4,500
HEARING IMPAIRED	40,940	35,292	50,000	50,000	50,000
EVALUATIONS	179,927	170,136	165,000	165,000	165,000
LEGAL FEES	62,049	31,917	200,000	200,000	200,000
SUBTOTAL	4,277,264	4,128,134	5,167,355	5,181,852	4,953,963
SUPPLIES/MATERIALS					
SUPPLIES	70,927	75,039	80,000	80,000	80,000
OTHER					
DUES & FEES	0	0	1,520	1,520	1,520
EXCESS COST OFFSET			(1,690,000)	(1,690,000)	(1,690,000)
BUDGET TOTAL	14,858,149	15,313,272	15,535,356	15,864,024	15,602,425

Links Revenue Offset:

1. \$888,649
2. \$857,979
3. \$800,000 Projected
4. \$800,000 Projected

PROGRAM 2800: ATHLETICS & CLUBS

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
SUPPORT STAFF	2.50	2.50	2.50	2.50	2.50
SALARIES					
SUPERVISION	162,376	165,624	168,936	168,936	168,936
SUPPORT STAFF	124,054	134,939	140,109	157,101	157,101
COACHES	661,250	663,191	723,997	723,997	723,997
LIFEGUARDS	4,208	9,214	8,000	8,000	8,000
INTRAMURALS	4,941	19,977	16,000	16,000	16,000
STUDY HALL MONITORS	0	0	1,000	1,000	1,000
ACTIVITY ADVISORS	250,986	299,275	308,000	308,000	308,000
TRANSPORTATION/ATHLETIC	30,251	49,702	50,000	50,000	50,000
TRANSPORTATION/ACTIVITY	17,839	22,680	25,783	25,783	25,783
TRANSPORTATION/CLUBS	0	206	2,000	2,000	2,000
SUBTOTAL	1,255,905	1,364,808	1,443,825	1,460,817	1,460,817
PURCHASED SERVICES					
PHYSICIAN	0	0	500	500	500
GAME/PRACTICE EXPENSES	79,626	210,430	195,689	195,689	195,689
RECONDITIONING/REPAIRS	10,320	6,278	23,300	23,300	23,300
OFFICIALS	36,185	51,259	60,593	60,593	60,593
G.H.S. NEWSPAPER	0	1,290	2,500	2,500	2,500
LITERARY MAGAZINE	2,965	3,000	3,300	3,300	3,300
ATHLETIC TRAINING SERVICES	40,400	41,490	46,000	46,000	46,000
MATH LEAGUE	0	0	1,200	1,200	1,200
VEHICLE RENTAL	31,840	148,352	55,000	55,000	55,000
INSURANCE	23,265	22,729	23,265	23,265	23,265
LEASED SPACE	0	0	0	63,000	63,000
SUBTOTAL	224,601	484,828	411,347	474,347	474,347
SUPPLIES/MATERIALS					
SUPPLIES/UNIFORMS	145,019	93,314	63,776	63,776	143,900
TECHNOLOGY - SOFTWARE	26,000	13,000	22,000	22,000	22,000
ELEMENTARY ACTIVITY CLUB	746	1,215	1,500	1,500	1,500
SMITH MIDDLE ACTIVITY CLUB	138	2,911	4,000	4,000	4,000
HIGH SCHOOL ACTIVITY CLUB	1,515	4,933	6,000	6,000	6,000
SUBTOTAL	173,418	115,373	97,276	97,276	177,400
OTHER					
LEAGUE DUES/EXPENSES	2,405	3,135	3,380	3,380	3,380
TOTAL	1,656,329	1,968,144	1,955,828	2,035,820	2,115,944

PROGRAM 3000: AGRISCIENCE & TECHNOLOGY 9-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	0.10	0.10	0.10	0.10	0.10
TEACHERS	3.00	3.00	3.00	4.00	4.00
SALARIES					
SUPERVISION	16,238	16,563	16,894	16,894	16,894
TEACHERS	255,912	257,090	279,179	303,371	303,371
SECRETARIAL, P-T	14,333	15,208	16,000	16,000	16,000
STUDENT HELP, P-T	1,920	2,307	2,500	2,500	2,500
FIELD TRIPS	123	268	1,000	1,000	1,000
SUBTOTAL	288,526	291,436	315,573	339,765	339,765
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	22,072	35,856	24,000	24,000	24,000
PRINTING/PUBLICATIONS	330	0	800	800	800
SUBTOTAL	22,403	35,856	24,800	24,800	24,800
OTHER					
STUDENT SUPERVISION	0	0	1,200	1,200	1,200
TEACHERS TRAVEL/MEETINGS	0	0	800	800	800
SUBTOTAL	0	0	2,000	2,000	2,000
EQUIPMENT					
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	0	104,248	0	0	0
TOTAL	310,929	431,540	342,373	366,565	366,565

PROGRAM 3100: ELEMENTARY OPERATIONS K-6

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	6.00	6.00	6.00	6.00	6.00
SECRETARIAL	6.00	6.00	6.00	6.00	6.00
PARAPROFESSIONALS	12.00	12.00	12.00	12.00	12.00
SALARIES					
ADMINISTRATIVE	1,008,020	1,028,024	1,048,424	1,048,424	1,048,424
SECRETARIAL	394,630	387,655	394,752	394,752	394,752
CLERICAL, P-T	11,302	12,246	21,544	21,544	21,544
PARAPROFESSIONALS	298,857	311,167	322,313	309,935	309,935
GREETERS	117,202	134,633	144,082	144,082	144,082
TEAM LEADERS STIPENDS (GW)	14,750	15,045	15,045	15,345	15,345
PARAPROFESSIONALS, P-T	300,354	310,423	259,539	259,539	349,800
SUBTOTAL	2,145,116	2,199,193	2,205,699	2,193,621	2,283,882
PURCHASED SERVICES					
PRINTING	0	276	750	750	750
COPIERS	158,890	186,285	145,000	145,000	145,000
SUBTOTAL	158,890	186,561	145,750	145,750	145,750
SUPPLIES/MATERIALS					
PUBLICATIONS	232	163	500	500	500
SUPER STAR PROGRAM (GW)	0	0	500	500	500
SCHOOL FUNCTION COSTS	1,732	2,318	17,500	17,500	17,500
SUBTOTAL	1,964	2,481	18,500	18,500	18,500
OTHER					
TRAVEL REIMBURSEMENT	6,209	11,544	18,000	18,000	18,000
DUES/FEES	0	0	500	500	500
SUBTOTAL	6,209	11,544	18,500	18,500	18,500
TOTAL	2,312,179	2,399,779	2,388,449	2,376,371	2,466,632

PROGRAM 3200: SECONDARY OPERATIONS 7-12

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	8.00	8.00	8.00	8.00	8.00
SECRETARIAL	13.50	13.50	13.50	13.50	13.50
PARAPROFESSIONALS	7.00	7.00	7.00	7.00	7.00
IN-SCHOOL SUSPENSION MONITOR	1.00	1.00	1.00	1.00	1.00
SECONDARY STAFFING	(2.00)	0.00	5.00	0.00	0.00
SALARIES					
ADMINISTRATIVE	1,331,566	1,371,494	1,413,218	1,413,218	1,413,218
SECRETARIAL	796,195	818,493	835,788	828,127	828,127
PARAPROFESSIONALS	226,605	216,543	206,226	206,226	206,226
IN-SCHOOL SUSPENSION MONITOR	0	36,925	38,550	38,935	38,935
SATURDAY PROGRAM (GHS)	295	8,124	10,000	10,000	10,000
SATURDAY SCHOOL SUPV. (SMITH)	4,425	4,273	3,000	3,000	3,000
TEAM LEADERS (SMITH)	26,550	27,081	27,081	27,621	27,621
SECONDARY STAFFING	0	0	375,000	0	0
SUBTOTAL	2,385,636	2,482,933	2,908,863	2,527,127	2,527,127
PURCHASED SERVICES					
PRINTING	0	0	1,500	1,500	1,500
MANDATED STUDENT TESTING	0	0	500	500	500
CULTURAL ARTS - SMS/GHS	73	11,520	5,000	5,000	5,000
AWARENESS WEEK/SMITH	1,908	985	1,000	1,000	1,000
NEASC EVALUATIONS	0	0	0	0	0
COPIERS	123,189	136,833	155,000	155,000	155,000
SECONDARY MAGNET	102,141	92,910	110,000	110,000	0
SUBTOTAL	227,311	242,248	273,000	273,000	163,000
SUPPLIES/MATERIALS					
SUPPLIES	41,129	98,220	32,000	32,000	32,000
PUBLICATIONS	224	300	1,275	1,275	1,275
GRADUATION EXPENSES	78,375	68,408	78,000	78,000	78,000
SCHOOL FUNCTION COSTS	2,878	9,361	15,500	15,500	15,500
SUBTOTAL	122,606	176,289	126,775	126,775	126,775
OTHER					
TRAVEL REIMBURSEMENT	7,276	10,912	18,000	18,000	18,000
NE & CT ASSOCIATION DUES	9,910	10,005	11,000	11,000	11,000
SUBTOTAL	17,186	20,917	29,000	29,000	29,000
TOTAL	2,752,740	2,922,387	3,337,638	2,955,902	2,845,902

PROGRAM 3300: SYSTEMWIDE SUPPORT SERVICES

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
ADMINISTRATIVE	5.00	5.00	5.00	5.00	5.00
OSHA SAFETY OFFICER	0.32	0.32	0.32	0.32	0.32
COMMUNICATION STAFF	1.00	1.00	1.00	1.00	1.00
ADMIN/BUSINESS SUPPORT STAFF	8.00	9.00	9.00	9.00	9.00
SECURITY SERVICES	16.00	16.00	16.00	16.00	16.00
SALARIES					
ADMINISTRATIVE	992,659	1,143,069	1,093,861	1,101,206	1,101,206
ADMIN/BUSINESS SUPPORT STAFF	603,881	650,383	690,143	706,884	706,884
COMMUNICATION STAFF	88,478	90,230	92,017	111,450	111,450
SECURITY SERVICES	589,528	668,846	699,922	785,127	785,127
SECRETARIAL, PART-TIME	8,244	8,577	7,000	7,000	7,000
SECRETARIAL, OVER-TIME	9,796	9,107	10,000	10,000	10,000
SUBTOTAL	2,292,585	2,570,212	2,592,943	2,721,667	2,721,667
PURCHASED SERVICES					
AUDIT	30,797	16,416	35,000	35,000	35,000
LEGAL FEES	9,758	53,471	30,000	30,000	30,000
EQUIPMENT MAINTENANCE	31,941	22,459	40,000	40,000	40,000
COPIERS	50,193	50,458	60,000	60,000	60,000
LIABILITY INSURANCE	165,513	178,325	206,124	203,724	203,724
FIDELITY BOND	2,803	2,938	3,232	2,494	2,494
INSURANCE DEDUCTIBLES	58,471	0	40,000	40,000	40,000
PUBLIC INFORMATION	13,261	20,298	14,000	14,000	14,000
POSTAGE	47,603	16,996	50,000	50,000	50,000
ADVERTISING/RECRUITING	1,124	1,185	3,500	3,500	3,500
PRINTING	16,719	14,011	18,000	18,000	18,000
ADULT EDUCATION (MANDATED)	86,809	87,372	96,598	91,152	91,152
SUBTOTAL	514,990	463,929	596,454	587,870	587,870
SUPPLIES/MATERIALS					
PUBLICATIONS	324	324	1,000	1,000	1,000
SUPPLIES	21,866	30,497	40,000	40,000	40,000
SECURITY SUPPLIES	12,193	6,905	7,000	7,000	7,000
SUBTOTAL	34,383	37,726	48,000	48,000	48,000
OTHER					
BOARD OF EDUC. EXPENSES	10,910	14,675	14,500	14,500	14,500
SUPT. OFFICE EXPENSES	0	0	2,000	2,000	2,000
SCHOOL FOODS SERVICE DEPT.	350,000	0	0	0	0
PROFESSIONAL MEMBERSHIP/SY	9,060	8,275	12,000	12,000	12,000
PROFESSIONAL EXPENSES	6,415	6,796	7,500	7,500	7,500
TRAVEL	13,580	16,452	20,000	20,000	20,000
CABE DUES	23,339	24,123	24,000	24,000	24,000
CREC DUES	1,242	1,152	1,750	1,750	1,750
SUBTOTAL	414,545	71,473	81,750	81,750	81,750
EQUIPMENT					
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	380,679	560,673	40,000	40,000	195,000
STEAM	250,296	318,635	300,000	300,000	300,000
SUBTOTAL	630,975	879,308	340,000	340,000	495,000
TOTAL	3,887,478	4,022,648	3,659,147	3,779,287	3,934,287

PROGRAM 3400: FRINGE BENEFITS/SUBSTITUTES

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
PARAPROFESSIONALS	0.00	0.00	0.00	11.00	11.00

SALARIES

SUBSTITUTES (TEACHER)	486,618	603,157	665,000	665,000	665,000
SUBSTITUTES (NURSE)	32,445	36,818	40,000	40,000	40,000
CLASSROOM/SUBS (FT PARAS)	0	0	0	244,178	244,178
ILLNESS COVERAGE (CLASSIFIED STAFF)	0	0	10,000	10,000	10,000
CONTRACTUAL RETIREMENT/RESIGN	117,003	116,136	125,000	125,000	125,000
SABBATICAL	0	80,618	0	82,215	82,215
NEGOTIATIONS	0	0	171,000	0	0
DEGREE CHANGES	0 #	0 ²	100,000 ³	0	0
PERSONNEL TURNOVER	0 #	0 ⁵	(310,000) ⁶	0	0
SUBTOTAL	636,066	836,729	801,000	1,166,393	1,166,393

EMPLOYEE BENEFITS

DISABILITY INSURANCE	50,630	45,952	53,500	53,500	53,500
LIFE INSURANCE	190,764	174,378	198,000	198,000	198,000
HEALTH INSURANCE	16,289,133	15,516,165	14,938,000	14,085,817	13,785,300
RETIREMENT/CLASSIFIED	2,610,100	2,832,235	2,739,235	2,739,235	2,739,235
SOCIAL SECURITY/EMPLOYER SHARE	2,345,073	2,497,818	2,555,925	2,555,925	2,555,925
WORKERS COMPENSATION	255,836	267,529	292,816	292,816	292,816
UNEMPLOYMENT COMPENSATION	21,823	38,677	50,000	50,000	25,000
EMPL. MANDATED SCREENING	0	0	500	500	500
PROFESSIONAL TECHNICAL SERVICES	39,981	0	0	0	0
EMPLOYEE RELATIONS	54,497	18,999	28,000	28,000	28,000
SUBTOTAL	21,857,838	21,391,753	20,855,976	20,003,793	19,678,276
TOTAL	22,493,904	22,228,482	21,656,976	21,170,186	20,844,669

Footnotes:

Degree Changes

1. \$77,394
2. \$98,979
3. \$95,983

Personnel Turnover

4. (326,135)
5. (316,987)
6. (477,495)

PROGRAM 3600: TECHNOLOGY SUPPORT SERVICES

	ACTUAL 2020-2021	ACTUAL 2021-2022	BOARD APPROVED 2022-2023	FALL REVISED 2022-2023	SPRING REVISED 2022-2023
POSITIONS (FTE)					
COORDINATORS	6.00	6.00	6.00	6.00	6.00
TECHNOLOGY SPECIALISTS	15.00	15.00	15.00	15.00	15.00
SECRETARIAL	2.00	2.00	2.00	2.00	2.00
SALARIES					
COORDINATORS	441,349	391,751	500,105	519,156	519,156
TECHNOLOGY SPECIALISTS	852,818	985,026	904,637	921,607	921,607
TECHNOLOGY MAINTENANCE, P-T	69,323	121,621	80,000	80,000	80,000
SECRETARIAL	81,337	67,004	107,179	118,479	118,479
SUBTOTAL	1,444,826	1,565,402	1,591,921	1,639,242	1,639,242
PURCHASED SERVICES					
TECHNOLOGY SUPPORT	178,882	192,135	200,000	200,000	200,000
EQUIPMENT MAINTENANCE/AV	40,211	39,186	40,000	40,000	40,000
COMPUTER MAINTENANCE	43,678	43,311	45,000	45,000	45,000
SUBTOTAL	262,771	274,632	285,000	285,000	285,000
SUPPLIES/MATERIALS					
SOFTWARE	561,904	561,217	720,000	720,000	720,000
SUPPLIES (SYSTEMWIDE)	52,939	59,332	50,000	50,000	50,000
SUBTOTAL	614,843	620,549	770,000	770,000	770,000
PROGRAM/STAFF DEVELOPMENT					
IN-SERVICE, CLASSIFIED	0	65	3,000	3,000	3,000
PROF. MTGS., CLASSIFIED	1,047	0	3,000	3,000	3,000
SUBTOTAL	1,047	65	6,000	6,000	6,000
OTHER					
DUES/FEES	1,254	1,155	2,500	2,500	2,500
VEHICLE LEASE	0	0	0	0	0
SUBTOTAL	1,254	1,155	2,500	2,500	2,500
EQUIPMENT					
TECHNOLOGY REPLACEMENT PROGRAM	1,349,550	1,270,720	1,200,000	1,200,000	1,200,000
REPLACE/REPAIR	45,117	50,206	47,000	47,000	47,000
NEW/AV EQUIPMENT	30,711	30,010	46,000	46,000	46,000
NEW TECHNOLOGY RELATED EQUIPMENT	41,175	13,030	42,100	42,100	42,100
REPLACEMENT/AV EQUIPMENT	55,953	48,510	50,000	50,000	50,000
SUBTOTAL	1,522,506	1,412,476	1,385,100	1,385,100	1,385,100
TOTAL	3,847,246	3,874,279	4,040,521	4,087,842	4,087,842



Central Operations

628 Hebron Avenue, PO Box 191, Glastonbury, CT 06033
Tel: (860) 652-7945 Fax: (860) 652-7978

TO: Alan Bookman, Ph.D., Superintendent

FROM: Karen Bonfiglio, Business Manager

RE: Individuals with Disabilities Education Act (IDEA) Grants for 2023-2025

DATE: April 10, 2023

The purpose of these special education grant programs is to provide federal entitlement funds to assist with the costs of special education and related services for children with disabilities. The IDEA-B Section 611 funding amount provided to us by the State Department of Education for this two-year grant is \$1,240,928. The preschool special education portion of the grant, IDEA Section 619, is \$31,886. The IDEA grants are awarded each year for a two-year period. The federal funding is projected to remain the same as the previous year's actual amount awarded.

Glastonbury will allocate IDEA funds to the salaries of teachers, administrators, paraprofessionals, tutors, and other personnel assisting students identified as requiring special education services. A portion of this funding will be used to provide in-service opportunities for teachers and for on-going paraprofessional training in the district. Funding will also be used to provide professional consultation services when recommended by a Planning and Placement Team (PPT), and the services of school psychologist interns. Designating funding for construction services providing flexibility to cover costs associated with renovations to meet the needs of students with disabilities. The following pages provide the proposed budget with additional details.

**GLASTONBURY PUBLIC SCHOOLS
SPECIAL EDUCATION
IDEA: PART B, SECTION 611 GRANT
2023-2025**

111B – INSTRUCTIONAL SALARIES – \$1,095,428

To hire personnel to assist students identified as special education in the least restrictive Environment

5.0 Teachers/Administrators, 2.5 Nurses, 7.0 Paraprofessionals, 1 Vocational Specialist, part-time tutors

Provide teaching, nursing to special education students

Provide special education services through educational aides

322 – IN SERVICE - \$5,000

To provide professional development for staff members

323 – PUPIL SERVICES - \$70,000

To provide students with appropriate related services when their needs cannot be met through current available staff

Provide consultation in the following areas: Language, Autism

324 – FIELD TRIPS - \$500

To provide off-site educational opportunities

330 – OTHER PROFESSIONAL TECHNICAL SERVICES -\$65,000

To provide professional and technical services for our staff

To provide professional and technical services that is not directly related to instructional activities (including data processing, management consultants, legal services etc.)

611 – INSTRUCTIONAL SUPPLIES & PROPERTY - \$5,000

To provide supplies to meet the individualized educational needs of identified special education students

To provide supplies in the area of: computer software, mandated forms, testing materials and specialized instructional programs

TOTAL - \$1,240,928

**SPECIAL EDUCATION IDEA
PART B, SECTION 619
2023-2025**

111B – TEACHERS - \$31,886

To hire personnel to provide educational services for special education preschool students

TOTAL - \$31,886

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

Title of Report: Communications Framework and Plan

Board Meeting Date: April 24, 2023

Action: X Report: Information: Discussion:

The attached draft Glastonbury Public Schools Communications Plan was developed to enhance communication both within our school system and throughout our community. It will help guide communication efforts and initiatives for the next three years. The draft was recently reviewed by the Board of Ed Communications Committee.

The last district communications plan was completed over six years ago. Since that time we have continued to increase our capacity and efforts to meet the growing needs of the school community. This plan will help support continued improvement.

The communications plan for 2023-2026 has two main goals: 1) to engage our target audience with quality communications regarding student learning and school operations and 2) to build stakeholder ownership in the District by promoting trust, goodwill, and a positive environment for teaching and learning.

Communication strategies in the plan are organized by audience. Providing more effective school-to-home communications for families is a major goal. We intend to change our current parent notification system (School Messenger) to a new system that will enhance communication with parents and the school community. This work is already in progress. We have researched other platforms and discussed this initiative with teachers, parents, administrators, and other districts. We have identified a new platform and are excited about its capabilities for sharing and receiving information across the district. Our goal is to begin implementation in the 2023-2024 school year.

The communications plan also includes a variety of new initiatives to engage and connect with staff, the Glastonbury community, and town leaders. The district has many positive students and staff stories to share. We look forward to continuing to support student learning through effective school communication.

Submitted By: Matthew Dunbar

Reviewed By: Alan Bookman



Glastonbury Public Schools
2023-2026 Communications Plan Working Doc



School District Communication

Effective school communication promotes student learning by engaging all Glastonbury Public School stakeholders. The district strives to provide accurate, timely, relevant, and understandable information. We look to build understanding and trust as we foster relationships within a supportive school community.

To share our story with stakeholders, we research, write, edit, design, and publish. We create videos, customize graphics, and share photographs with the school community. We meet with, talk with, and, most importantly, listen to our stakeholders.

Presented here are [draft] communication goals and objectives designed to improve the effectiveness of our communication with a variety of stakeholders over the next three years.

*Information is giving out;
communication is getting
through.*

—Sydney J. Harris



Glastonbury Public Schools
2023-2026 Communications Plan Working Doc

Communication Goals 2023-2026

1. To engage our target audience with quality communications regarding student learning and school operations.
2. To build stakeholder ownership in the District by promoting trust, goodwill, and a positive environment for teaching and learning.

Communication Strategies 2023-2026

Families: Improve school-to-home communications. (In progress)

- Research and consider a change to our current school communication/parent notification system (School Messenger) to improve two-way communication, translations for families that speak another language at home, ease of use for parents and staff, and overall engagement.
- Include stakeholders as part of the process.
- Implement platform/new features.

Community: Engage the Glastonbury community.

- Explore ways to engage the broader community via a new communication system and other platforms.
- Collaborate with Glastonbury Senior Services, senior living facilities, and community groups to invite the broader community to school events.
- Increase sharing of stories that celebrate students and staff in public media.

Staff: Support staff recruitment through communications. (In progress)

- Boost our recruitment efforts by expanding our HR/Employment webpage.
- Create engaging marketing materials for recruitment events.



Glastonbury Public Schools
2023-2026 Communications Plan Working Doc

Staff: Expand staff connections across the district.

- Improve internal communications to help staff understand and represent the district's vision, mission, and goals.
- Capitalize on staff energy and talents to support district initiatives.
- Provide staff with regular and timely information regarding district actions and initiatives impacting our school community.

Town Leadership: Engage and inform town leaders.

- Provide town leaders with targeted communications that include information on recent district achievements and initiatives.
- Inform town leaders of opportunities to attend school activities open to the public.

All Stakeholders: Create a new Glastonbury Public Schools logo/tagline.

- Replace the outdated seal with a new logo/tagline to represent our modern and forward-thinking district.



Glastonbury Public Schools 2023-2026 Communications Plan Working Doc

Recent School Communications Accomplishments

Communication Awards

Glastonbury Public Schools is regularly recognized by the Connecticut Association of Boards of Education for its communications. Most recently, the district received 2022 Awards of Excellence for 1) the [superintendent's 2022-2023 budget presentation](#), 2) the school year's theme and branding ([Be Kind, Be Curious, and Be Well](#)), and 3) the district's [STEAM website](#).

Videos, graphics, and photography

The influence of creative visual media has skyrocketed in the last decade. People are bombarded with a communications overload day after day. Our videos, graphics, and photography capture the attention of our audiences with engaging and relevant information.

Pandemic communications

Internal and external pandemic communications have been a priority for over two years. This included regular emails, websites, booklets, numerous staff, and parent surveys, data collection, newspaper columns, newsletter articles, presentations, and speeches. We have responded to national, state, and local information during rapidly changing times. We strive to provide accurate, informative, and clear communications tailored to our different stakeholders.

Communications on controversial topics

Our district has recently navigated a number of controversial issues. In a time of local, state, and national political discord, our communications in the midst of controversy have helped inform stakeholders, dispel inaccuracies, and drive our district's goals forward.

Virtual events

Numerous in-person events in our district pivoted abruptly to virtual events during the pandemic. This included everything from graduation celebrations to student awards and curriculum events. Schools and curricular departments were supported to provide clear communications, quality videos, and an engaging website presence to help their virtual events succeed.

School newsletter platform

In 2021, our schools transitioned to a modern digital school newsletter platform for parents (SMORE). This was a well-received improvement from the Microsoft Word and Publisher documents schools had been creating. This platform supports well-designed, streamlined, relevant, accessible, and readable communications for families and staff.

Website accessibility

School districts nationwide have faced lawsuits over website accessibility ADA compliance. Many districts hire outside consultants and website vendors to ensure equal access to information and to avoid legal issues. We have avoided the added expense of consultants and vendors. We have also expanded our caption translations (when possible) to the most common world languages spoken by our parents.



Glastonbury Public Schools 2023-2026 Communications Plan Working Doc

Annual Safety and Security Plan

This extensive plan, required by the state, is handled within our district. We annually update, organize, and disseminate this plan, which is over 330 pages. Again, some districts hire vendors for this work.

Teachers of the Year

We assist our Glastonbury Public Schools Teachers of the Year with their state of CT Teacher of the Year applications, convocation speeches, and state interviews (if selected as state semifinalists). Six out of our last eight Teachers of the Year have become state semifinalists. One was also selected as a Finalist.

School Logos

Over the last year, we have upgraded every school's logo. We looked to incorporate similar concepts, fonts, and colors so our logos look more like a "family." Each school and the Eastbury Programs now have professional quality logo versions to serve various purposes. They have a branding guide to help keep their brand consistent and recognizable. And they have a set of vector-quality logos to be used for commercial printing (school spirit gear, banners, etc.).



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

Title of Report: Leasing Space Temporarily to Expand ELC and LINKS

Board Meeting Date: April 24, 2023

Action: X

Report:

Information:

Discussion:

Given the demand for increased enrollment and space in both the LINKS Academy and the Early Learning Center (ELC) at Eastbury, we would like permission to pursue leasing additional space that will allow both programs to expand.

The number of students with needs that can be accommodated by our LINKS program continues to increase. As an example, during the 2022-2023 school year, the elementary program has more than doubled its enrollment. Moreover, our Glastonbury Transitions Academy for students ages 18-21, also located at Eastbury, now numbers over 20 students and will continue to grow. At this time, the LINKS Academy is nearing capacity and will not be able to service additional students.

The ELC currently services 64 children and their families, a majority of whom are Glastonbury teachers and staff. The program has been an incredible success and its popularity continues to soar. At a time when there is more competition than ever for quality teachers and staff, the ELC now plays an important role in our recruiting and retention efforts.

Currently, there are 72 children on the ELC waitlist and we are not able to accommodate all teachers and staff that are desperate to enroll their children. The waitlist also includes many community members that have not been able to find alternative childcare options. We receive calls on a daily basis from parents in town hoping to find a space. There simply are not enough daycare options available in the area and state.

We are looking at all available leasing options that, combined with classrooms at Eastbury, will allow both programs to expand. As we do so, we will ensure that any costs involved in leasing appropriate space are covered by the savings we realize by educating students at LINKS versus expensive outplacements, the tuition students at LINKS, and the tuition received for children at the ELC. Expanding these programs will continue to be a win-win proposition for Glastonbury Schools.

Submitted By: Matthew Dunbar

Reviewed By: Alan Bookman

Student Health Services

The Board of Education requires periodic physical examinations and school immunizations in accordance with state statutes.

School District Medical Advisor

The Board of Education shall appoint a school district medical advisor and appropriate medical support service personnel including nurses. The school district medical advisor, in cooperation with the Board and the Board of Health/Health Department for the school district, shall:

1. Advise on the provision of school health services,
2. Provide consultation on the school health environment, and
3. Perform any other duties as agreed between the advisor and the appointing board of education.

School health efforts shall be directed toward detection and prevention of health problems, emergency treatment and modification or removal of health related barriers to learning.

Health Records

A health record for each student enrolled in the school district shall be maintained in the school nurse's office. For purposes of confidentiality, records will be treated in the same manner as the student's cumulative academic record.

Student health records are covered by the Family Educational Rights and Privacy Act (FERPA) and are exempt from the Health Insurance Portability Act (HIPAA) privacy rule. However, it is recognized that obtaining medical information from health care providers will require schools to have proper authorization and to inform parents/guardians that such information once released by health care providers is no longer protected under HIPAA but is covered under FERPA.

Physical Examinations

Physical examinations performed by a legally qualified practitioner of medicine, an advanced practice registered nurse, or a physician assistant are required prior to enrollment and prior to entering grades 7 and 11. Students enrolling from out of state must present a physical exam no more than one year old at the time of enrollment.

If parents/guardians meet the eligibility requirements for free and reduced lunch under the National School Lunch Program, the Board of Education will provide for required physical examinations, including those for participants in athletics.

Student Health Services

Parents/guardians of students entering kindergarten and of students in grades 5 and 6 and grades 9 and 10 will be given information about Public Act 07-58 relative to mandated physical examinations required for school entry and for entry into grades 7 and 11. Students who are not compliant will not be permitted to begin their grade 7 or grade 11 school years until this mandated requirement is met.

Immunizations

Students are required to be immunized according to State Statutes.

No student will be allowed to begin or continue in district schools unless physical examinations and immunizations are performed as required. Students transferring into the district must provide evidence of required Connecticut vaccinations and physical examinations at enrollment and prior to school attendance.

~~Parents/guardians wanting their children excused from immunizations on religious grounds (prior to kindergarten entry and grade 7 entry) must request such exemption in writing to the Superintendent of Schools if such immunization is contrary to the religious beliefs of the student or of the parent/guardian of the student. The request must be officially acknowledged by a notary public or a judge, a clerk or deputy clerk of a court having a seal, a town clerk, a justice of the peace, a Connecticut licensed attorney or a school nurse.~~

Health Screenings

Parents/guardians will be given annual written notification in the school handbook and/or newsletter of all health screenings (vision, hearing, postural) to be conducted during the school year. Written notification will be sent for students who fail to meet the standards of screening tests and/or when a student appears to be in need of further medical evaluation.

Exemptions

Physical examinations, immunization requirements and health screening requirements are waived if the parent/guardian of the student, or emancipated minor, notifies school personnel in writing of their objection on ~~religious or~~ medical grounds. A medical exemption must be written and provided by a legally qualified practitioner of medicine.

Student Health Services

(cf. 5111 – Admission)

Legal Reference: Connecticut General Statutes
10-204c Immunity from liability
10-206a Free health assessments
10-208 Exemption from examination or treatment
10-209 Records not to be public
10-210 Notice of disease to be given parent or guardian
Vision, audiometric and postural screenings: when
required, notification of parents re defects; record of
results.
10-203 Sanitation.
10-204a Required immunizations (as amended by PA 15-174, **and**
PA 15-242, **and PA 21-6**).
10-205 Appointment of school medical advisors.
10-206 Health assessments, as amended by PA 07-58 and PA 11-179
10-207 Duties of medical advisers, (as amended by P.A. 12-198)
10-208a Physical activity of student restricted; Boards to honor notice.
10-212 School nurses and nurse practitioners.
10-212a Administration of medicines by school personnel.
Federal Family Educational Rights and Privacy Act of 1974 (section 438
of the General Education Provisions Act, as amended, added by section 513
of P.L. 93-568, codified at 20 U.S.C. 1232g)
42 U.S.C. 1320d-1320d-8, P.L. 104-191, Health Insurance Portability and
Accountability Act of 1996 (HIPAA)

Policy

Adopted: March, 1982

Revised: February 28, 2005

Revised: May 12, 2008

Revised: May 23, 2011

Revised: February 11, 2013

Revised: December 15, 2015

Revised:

Student Health Services

Physical Examinations, Screenings and Immunizations

Each student, prior to being enrolled in a Connecticut public school must have a physical examination by a legally qualified practitioner of medicine, advanced practice registered nurse, or a physician assistant.

Parents/guardians are responsible for providing the documentation of required physical examination.

If parents/guardians meet the eligibility requirements for free and reduced lunch under the National School Lunch Program, the Board of Education will provide for required physical examinations, including those for participants in athletics.

A student will not be allowed to begin or continue in district schools unless physical examination requirements are met. Students transferring into the district must provide evidence of required Connecticut physical examination at enrollment and prior to school attendance.

a. Frequency

1. Physical examinations are required prior to initial enrollment in a Connecticut public school; (transfer students from one Connecticut school district to another are not required to have an additional physical examination prior to enrollment in the new school district).
2. For each student prior to entering Grade 7; and
3. For each student prior to entering Grade 11

b. Time Tables

Pre-Kindergarten physicals must be done no more than one year before school entry.

Grade 7 - Students must have a physical exam after June 30th of the fourth grade and prior to entering the 7th grade.

Grade 11 - Students must have a physical exam after June 30th of their 8th grade year and prior to entering the 11th grade.

Out of State – Students enrolling from out of state must present a physical exam no more than one year old at the time of enrollment.

Student Health Services (continued)Procedures

Parents/guardians of students entering kindergarten and of students in grades 5 and 6 and grades 9 and 10 will be given information about Public Act 07-58 relative to mandated physical examinations required for school entry and for grades 7 and 11. The information will explain that students who are not compliant will not be allowed to begin their grade 7 or grade 11 school years until this mandated requirement is met.

Students participating in athletic programs at Glastonbury High School must complete a sports permission authorization form within one year prior to the first practice session for the sport or sports. Forms completed after June 30th will cover the student for the next school year.

Parents/guardians are responsible for obtaining any physical exams needed for completion of this form. Information on the sports forms is recorded and maintained by the athletic director's office. The form is filed in the student's health folder.

1. Scope of Physical Examination

Prior to enrollment and in grades 7 and 11: Physical examination shall include hematocrit or hemoglobin, weight, height and blood pressure, updating of immunizations; vision, hearing, postural, speech and gross dental screening; a chronic disease assessment; health and development history as appropriate; Tuberculin Risk, Sickle Cell Anemia, Cooley's Anemia screening and/or lead poisoning screening on recommendation of School District Medical Advisor and Town Health Director. A test for tuberculosis should be performed if any of the following risk factors prevail:

Birth, travel or residence for at least 1 month in a country with an elevated TB rate.

- Including any country other than the United States, Canada, Australia, New Zealand, or a country in western or northern Europe;
- If resources require prioritization within this group, prioritize patients with at least one medical risk for progressions (see the Connecticut Tuberculosis Risk Assessment User Guide for this list);
- IGRA is preferred over TST for non-U.S. born persons greater than 2 years old.

Immunosuppression, current or planned

- HIV infection, organ transplant recipient, treated with TNF alpha antagonist (e.g., infliximab, etanercept, others) steroids (equivalent of prednisone greater than 2mg/kg/day, or greater than 15mg/day for greater than 1 month) or other immunosuppressive medication.

Close contact to someone with infectious TB disease

- Should test if patient has never been tested for this exposure.

Any individual found to be positive shall have an appropriate medical management plan developed that includes a chest radiograph. Students not already known to have a positive test for tuberculosis shall be tested if they meet any of the risk factors for TB infection.

Student Health Services (continued)**2. Screenings**

Parents will be given annual written notification in the school handbook and/or newsletter of all health screenings (vision, hearing, postural) to be conducted during the school year. Written notification will be sent for students who fail to meet the standards of screening tests and/or when a student is in need of further medical evaluation. Parents/guardians need to notify the school nurse in writing if their student should be exempt from any of the above-mentioned screenings.

Type and Frequency

1. Vision: Grades: K, 1, 3, 4, 5
2. Audiometric: Grades K, 1, 3, 4, 5
3. Postural: Females: Grades 5, 7
Male: Grade 9

3. Immunizations

Glastonbury Public Schools, in compliance with C.G.S. 10-204a and the Department of Public Health, Public Health Code, 10-204a-2a, 10-204-3a and 10-204a-4 shall require each student to be adequately immunized against the following diseases: measles, rubella poliomyelitis, diphtheria, tetanus, pertussis, mumps, hemophilus influenza type B, hepatitis A, hepatitis B, varicella, pneumococcal, meningococcal, and any other vaccine required by the schedule for active immunization as determined by the Commissioner of Public Health pursuant to 19a-7f of Connecticut General Statutes, before being permitted to enroll in any program or school under its jurisdiction. In addition, pre-school students must be immunized for influenza.

Students shall be exempt for the appropriate provision of this regulation if such student:

1. presents a certificate from a physician or local health agency stating that initial immunizations have been given to such student and additional immunizations are in process under guidelines and schedules specified by the commissioner of Health Services; or
2. presents a certificate from a physician stating that in the opinion of such physician, such immunization is medically contraindicated because of the physical condition of such student; or
3. ~~presents a statement from the parents or guardian of such student that such immunization would be contrary to the religious beliefs of such student; or~~
4. in the case of measles, mumps and rubella, presents a certificate from a physician or from the Director of Health in such student's present or previous town of residence, stating that the student has had a confirmed case of such disease; or

Student Health Services *(continued)*

5. in the case of diphtheria, tetanus, and Pertussis, has a medical exemption confirmed in writing by a physician, physician assistant or advanced practice registered nurse (per C.G.S. 19a-7f); or

6. in the case of Hemophilis influenza B has passed his or her fifth birthday.

Prior to each January 1, children aged 24-59 months enrolled in the preschool program must show proof of receipt of at least one dose of influenza vaccine between August 1 and December 31 of the preceding year. All children aged 24-59 months who have not received vaccination against influenza previously must show proof of receipt of two doses of the vaccine the first influenza season that they are vaccinated. Children seeking to enroll in the preschool program between January 1 and March 31 are required to receive the influenza vaccine prior to being permitted to enter the program. Children who enroll in the preschool program after March 31 of any given year are not required to meet the influenza vaccine requirement until the following January.

A student will not be allowed to begin or continue in district schools unless immunization requirements are met. Students transferring into the district must provide evidence of required Connecticut immunizations at enrollment and prior to school attendance.

The Glastonbury Public Schools designates the Head Nurse as the representative for receipt of reports from health care providers concerning student immunizations.

In accordance with state law, the Board of Education/Glastonbury Public Schools shall not be liable for civil damages resulting from an adverse reaction to a vaccine required to be administered by state law.

4. Records

When a student transfers from the school system to another school within the state, the original records are sent to the new school system and copies of the records are kept in the district. When a student transfers out of state, original records are kept in the district and copies are sent to the new school.

5. Exemptions

Physical examinations, immunization requirements and health screening requirements are waived if the parent/guardian of the student, or emancipated minor, notifies school personnel in writing of their objection on ~~religious, or~~ medical grounds. A medical exemption must be written and provided by a legally qualified practitioner of medicine.

Student Health Services (continued)

(cf. 5111 – Admission)

Legal Reference: Connecticut General Statutes
10-204a Required immunizations, **as amended by PA 21-6**
10-204c. Immunity from liability
10-205 Health assessments, as amended by PA 07-58 and PA 11-179
10-206a Free health assessments
10-208 Exemption from examination or treatment
10-209 Records not to be public
10-210 Notice of disease to be given parent or guardian
10-214 Vision, audiometric and postural screenings: when required, notification of parents re defects; record of results.
10-203 Sanitation.
10-205 Appointment of school medical advisors.
10-207 Duties of medical advisers, (as amended by P.A. 12-198)
10-208a Physical activity of student restricted; Boards to honor notice.
10-212 School nurses and nurse practitioners.
10-212a Administration of medicines by school personnel.

CT Agency Regulations:

Department of Public Health, Public Health Code, 10-204a-2a, 10-204-3a and 10-204a-4.

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C. 1232g)

42 U.S.C. 1320d-1320d-8, P.L. 104-191, Health Insurance Portability and Accountability Act of 1996 (HIPAA)

Regulation

Adopted: March, 1982

Revised: February 28, 2005

Revised: May 12, 2008

Revised: May 23, 2011

Revised: February 11, 2013

Revised: May 15, 2014

Revised: November 8, 2019

Revised:

Any recorded information or data relating to the conduct of the public's business prepared, owned, used, received or retained by the Board of Education or the school system, whether handwritten, typed, emailed, tape-recorded, printed, photostatted, photographed or recorded by any other method is by definition a "public record," and access thereto during normal hours of business may be granted to any citizen. All such records shall be maintained at the office of the superintendent of schools, who shall be the custodian for all public records of the school system.

Not included in the category of public records to which the privilege of access is given are the following:

1. Preliminary drafts or notes provided the custodian of records or the Board of Education has determined that the public interest in withholding such documents clearly outweighs the public interest in disclosure.
2. Personnel or medical files and similar files, the disclosure of which would constitute an invasion of personal privacy.
3. Records pertaining to strategy and negotiations with respect to pending claims and litigation to which the school system is a party until such litigation or claim has been adjudicated or otherwise settled.
4. Trade secrets, as defined in Connecticut General Statutes 1-213.
5. Test questions, scoring keys and other examination data used to administer a licensing examination, examination for employment or academic examination.
6. The content of real estate appraisals, engineering or feasibility estimates and evaluations made for or by the district relative to the acquisition of property or to prospective public supply and construction contracts, until such time as all actions have been terminated (except that the law of public domain is not affected by this provision).
7. Records, reports and statements of strategy or negotiations with respect to collective bargaining.
8. Records, tax returns, reports and statements exempted by federal or state statutes or communications privileged by the attorney-client relationship.
9. Names or addresses of students enrolled in the public schools without the consent of each student whose name or address is to be disclosed who is eighteen or older and a parent or guardian of such minor student. (cf. 5125/5125.1 Confidentiality of Student Records)

10. Records including engineering and architectural drawings; security systems' operational specifications (except a general description, cost and quality of the system); training manuals that describe security procedures, emergency plans or security equipment; internal security audits; and logs and other documents containing information on security personnel movement or assignments if reasonable grounds exist to believe their release would pose a safety risk, including harm to anyone, a facility, or equipment.
11. Security manuals, emergency plans, emergency recovery or response plans and staff meeting minutes or records or portions of them that contain or reveal security information or otherwise exempt records.
12. Educational records not subject to disclosure under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 123g; as amended.
13. Records of standards, procedures, processes, software and codes not otherwise available to the public, the disclosure of which would compromise the security or integrity of an information technology system.

Availability of Records

Any person applying in writing shall receive promptly on request a plain or certified copy of any fifty cents per page. If any copy requested requires a printout or transcription of a public record, the fee shall not exceed the cost to the school system. The school system will require pre-payment of the fee. There will be no sales tax for this service. There will be no charge if the person requesting the record is an indigent, the record requested is exempt from disclosure, or if, in the judgment of the custodian of records, compliance with the request benefits the general welfare.

An additional charge may be made for certification of any records, or of any fact within the record, as permitted under Connecticut General Statute 1-212.

Disposition of Original Documents

Original documents, after having been reproduced on film, may be disposed of as permitted by law.

Legal reference: Connecticut General Statutes
~~1-16 Photographic Reproduction of Documents~~
~~1-17 Reproductions to Serve Purpose of Originals~~
~~1-18 Disposition of Original Documents~~
1-200 Definitions
1-210-213 Access to Public Records, Exempt Records, Copies of
Public Records, Fees (as amended by PA 02-113)
1-211 Access to computer stored records
1-212(g) Copies and scanning of public records
1-214 Public Employment Contracts as Public Records
1-225-232; 1-240 Meetings of Public Agencies
Paulsen v. Superintendent of Schools, Bethel Public Schools, #FIC
2015-663 (June 8, 2016)
Federal Rules of Civil Procedure – 2006 Amendments

Policy

Adopted: October, 1981

Revised: May 24, 2004

Revised:

Board Member Use of Internet Social Networks

Board Member Use of Internet Social Networks

The Board of Education (Board) recognizes that reliance on social media as a means of communication is rapidly becoming the norm for school districts. Many school board members are active users of social media, including, but not limited to, such online platforms as Facebook and Twitter, as well as other media such as blogs and personal websites. The Board understands that social media can be a positive tool for fostering community engagement with the school district. However, Board members need to operate with appropriate guidelines when they are communicating online about school district business.

While social networking sites can be an effective and efficient means of communication, Board members need to be aware of the obligations and requirements that arise when using this form of communication. Board members' personal use of social networking sites may be limited or prohibited because of the need to comply with Connecticut statutes pertaining to public records and open meetings as described in the Freedom of Information Act.

Compliance with Public Records Law

Any recorded data or information relating to the conduct of public's business prepared, owned, received, or retained by the Board or the school district, whether handwritten, typed, tape-recorded, printed, photo-stated, photographed or recorded by any other method is by definition a "public record" and access thereto during normal hours of business shall be granted to any citizen. This includes communication that school board members and district employees send or receive relating to the affairs of the school district and the official acts of school officials and employees. Electronically stored information generally constitutes a "record" within the meaning of the public records law provided such recorded information is created or kept in connection with school business. The substance of the information, not the format, controls whether it is a public record. As an elected official, a school board member's information contained on a social networking site or a blog, which is created or kept by the Board member regarding the affairs of the district is likely to be considered a public record.

Compliance with the Freedom of Information Act

Board members must be mindful of the Connecticut Freedom of Information Act (FOIA) when using social networking sites. The FOIA defines a "meeting" as any hearing or other proceeding of a public agency, any convening or assembly of a quorum of a multimember public agency, and any communication by or to a quorum of a multimember public agency, whether in person or by means of electronic equipment, to

BYLAWS OF THE BOARD

Policy: 9327.1(a)

Board Member Use of Internet Social Networks

discuss or act upon a matter over which the public agency has supervision, control, jurisdiction, or advisory power (C.G.S. 1-200(2)).

Board members use of a social networking site may be susceptible to violations of the FOIA due to the ease with which Board members can discuss school business in a manner that may determine the Board's course of action. An online discussion by Board members can result in agreement, tacitly or explicitly to act in a certain manner in number sufficient to reach a quorum.

Code of Ethics

Use of social media sites by Board members shall be consistent with the Board's Code of Ethics (Policy #9270).

Board members will refrain from inappropriate conduct in making public statements on Facebook and other social networking sites, and will refrain from any disparagement of fellow Board members or other on a personal, social, racial, or religious basis. Board members shall not send messages that contain material that may be defined by a reasonable person as profane or obscene; messages that are racist, sexist or promote illicit, illegal or unethical activity.

Board members will recognize that authority rests with the Board of Education and will make no personal promises on social media sites nor take any private action which may compromise the Board.

Maintaining Confidentiality

Board members will exercise care not to divulge confidential information about students, school employees, or Board business on social media sites. Board members who have access to student information, like District employees, are prohibited from disclosing that information without the consent of the adult student or parent/guardian of a minor. In general, all records related to the individual student maintained by a school constitute confidential student records.

Board members are not to expect that their online conversations will remain private. Discussion of investigations into school issues will not be conducted online. Extreme care must be taken not to disclose confidential information related to students or employees while interacting online.

Board Member Use of Internet Social Networks

Social Media Guidelines for Board Members

The following guidelines are for Board members to consider when using social media in their role as public officials. In using social media to communicate about school district activities, a Board member shall:

1. Clarify that the communication is as an individual member of the Board and not in the role of an official District spokesperson.
2. Avoid deliberating school district business with a quorum of the Board.
3. Direct complaints or concerns presented online from other individuals to the appropriate administrator.
4. Avoid posting content that indicated the reaching of an opinion on pending matters.
5. Ask for community input through appropriate channels, but will not allow the social network site to direct decisions as a Board member.
6. Post only content that the District has already released to the public.
7. Clarify, when attempting to restate what happened at a previous Board meeting, that the posting on the social media site is not an official record of such meeting. Share information only from the open portions of the meeting.
8. Conduct himself/herself online in a matter that reflects well on the District; avoid posting information that has not been verified and made public by the District; and never post anonymously about school business.
9. Report immediately harassing or defamatory communications to the Superintendent if they involve school officials, staff, students or District business.
10. Retain electronic records, including Board member's own posts and content others post to the Board members account, when required to do so by the District's retention policy.
11. Report immediately to the District any potential security breaches if the Board member loses control or possession of a District-issued or personal electronic device on which confidential District records could be accessed.
12. Comply with the District's acceptable use policy when using District-issued devices or technology resources, including District Internet access on a personal device.

BYLAWS OF THE BOARD

Policy: 9327.1(c)

Board Member Use of Internet Social Networks

(cf. 1100 - Communications with the Public)
(cf. 4118.51/4218.51 - Social Networking)
(cf. 5125 - Student Records)
(cf. 6141.2 - Acceptable Computer Use)
(cf. 6141.3 - Websites and Social Media)
(cf. 9270 - Board Code of Ethics)
(cf. 9329 - Electronic Mail Communications)
(cf. 9330 - Board/School District Records)

Legal Reference: Connecticut General Statutes
The Freedom of Information Act
1-200 Definitions.
10-209 Records not to be public.
1-210 Access to public records. Exempt records.
Public Law 94-553, The Copyright Act of 1976, 17 U.S.C. 101 et.seq.
Federal Family Educational Rights and Privacy Act of 1974
Dept. of Education. 34 CFR. Part 99 (May 9, 1980 45 FR 30802)
regs. implementing FERPA enacted as part of 438 of General
Education Provisions Act (20 U.S.C. 1232g) parent and student
privacy and other rights with respect to educational records, as
amended 11/21/96

Policy Adopted:

Policy
Adopted:

Regular Board of Education Meeting

Monday, March 27, 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:	Absent
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent
Matthew Dunbar, Assistant Superintendent
Cheri Burke, Assistant Superintendent
Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 7:00PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Board of Education Members

Dr. Bookman, Superintendent of Schools, recognized the Board for all their hard work and dedication.

4. Student Representatives' Report

4.A. Jade Wong, Class of 2023

4.B. Jachimma Anaedo, Class of 2024

Student Representative, Jachimma Anaedo, provided the Board with an overview of programs and activities at Glastonbury High School.

5. Information Session for Public Comment

Anne Bowman, 62 Morgan Drive, Glastonbury, addressed the Board regarding Open Choice.
Lisa Rouleau, 12 Conestoga Way, Glastonbury, addressed the Board regarding Open Choice.
Rob Dackers, 15 Farrell Circle, Glastonbury, addressed the Board regarding Open Choice.
Pam Lucas, 145 Moseley Terrace, Glastonbury, addressed the Board regarding Open Choice.

6. Business Requiring Action

6.A. Approval of Budget Adjustments to the Approved 2023-2024 Board of Education Budget
Board approves the budget adjustments to the approved 2023-2024 Board of Education Budget. 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
Ms. Julie Thompson:	Yea

6.B. Open Choice Participation 2023-2024

Board approves eighty-three (83) openings for Open Choice Program participation for the 2023-2024 school year. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried. The Board unanimously authorized Dave Peniston to reach out to peer Board members from other towns regarding Open Choice.

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
Ms. Julie Thompson:	Yea

6.C. Approval of Board of Education Planning Framework 2023-2024

Board approves the 2023-2024 Board of Education Planning Framework. 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
Ms. Julie Thompson:	Yea

6.D. Non-Renewal of Long Term Substitutes and Temporary Teaching Assignment Agreements

Board moves to accept the Superintendent's recommendation to non-renew seventeen (17) long-term-substitute agreements and four (4) temporary teaching assignments in accordance with the provisions of the Connecticut General Statutes 10-151 and that the

Superintendent be directed to advise each individual in writing of the Board action. 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
Ms. Julie Thompson:	Yea

6.E. Approval to Combine the Regular Board of Education Meetings of April 10, 2023 and April 24, 2023, to be held on April 24, 2023, at 7:00 pm, in Town Hall Chambers, Town Hall.

The board approves the combining of the Regular Board of Education meetings of April 10, 2023 and April 24, 2023, to be held on April 24, 2023, in Town Council Chambers, at Town Hall. 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

7. Reports and Discussion

7.A. School Reports

7.A.1. Hopewell School

Twana Shirden, School Principal, updated the Board on programs and activities happening at Hopewell Elementary School.

7.A.2. Buttonball Lane School

Janet Balthazar, School Principal, updated the Board on programs and activities happening at Buttonball Elementary School.

7.A.3. Hebron Avenue School

Dr. Linda Provost, School Principal, updated the Board on programs and activities happening at Hebron Avenue Elementary School.

7.B. Equity, Diversity, and Inclusion Update

Dr. Tonya Claiborne, Director of Equity, Diversity, and Inclusion (EDI) provided an overview to the Board based on her report.

7.C. Glastonbury Education Foundation

Julie Thompson shared with the Board that the 5K Education Foundation Run is scheduled for Saturday, May 13th, 2023.

8. Approval of Minutes

8.A. Meeting Minutes of March 13, 2023

The Board moves to approve the minutes from the Board of Education meeting from March 13th, 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
Ms. Julie Thompson:	Yea

9. Committee Reports

10. Chairman's Reports

11. Superintendent's Report

11.A. Staff Appointments

11.A.1. Amanda Bedson, LINKS, Special Education Teacher

11.A.2. Lindsay Meyer, Glastonbury High School and Glastonbury Transition Academy, Speech and Language Pathologist

11.B. Staff Resignations

11.B.1. Andrew Bauer

11.B.2. Lisa Cascio

11.B.3. Diane Catania

11.B.4. Patricia DeAngelis

11.B.5. Sandra Foley

11.B.6. Kerin Heemsoth

11.B.7. Nancy Lawlor

11.B.8. Mary Metheny

11.B.9. Frank Quinn

11.B.10. Edana Sullivan

11.C. Student Suspension Report, February 2023

11.D. Dates to Remember

Dr. Bookman shared the Coast Guard's Band will be playing at Glastonbury High School on Tuesday, April 4th, 2023.

12. 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
Ms. Julie Thompson:	Yea

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

Respectfully Submitted,

Ray McFall, Secretary

Approved:



Report to Glastonbury Board of Education

School: Nayaug Elementary School
Prepared By: Mrs. Kristine Garofalo
Date: April 24, 2023

1. Notable school successes that have occurred within the past year

Social-Emotional Learning & Wellness

- PBIS Framework - explicit instruction of school-wide expectations; Outstanding Owls & Bucket Fillers; collaborative problem-solving model and restorative practices; Chip Chats
- Second Step lessons - focus on skills for learning, empathy, emotion management, friendship skills, problem solving and bullying; GIZMO program - mental health plan
- Buddy Classes - purposefully planned school-wide activities:
- “Building Buddies” assembly; Buddy acrostics; February reading activity; Classroom celebrations; ODOB reveal and culminating activity; STEAM Celebration gallery walk; Field Day partners; EOY event
- GYFS Social Worker - increased hours to focus on more students
- Return of Before/After School Clubs and Experiences -
- Band; Orchestra; Kindness Club; Marathon Club; Be Well Runners; Unified Sports; Newspaper Club; March Madness; Drama Club
- Staff Wellness - CHEER and PTO continue to provide sweet treats, contests with prizes, fully stocked staff lounge; PRIDE Coffee Cart
- School-wide “mindfulness corner” up and running - funded by PTSO and Nayaug PTO

Student Academic Supports and SRBI Process

- Instructional tutors support key academic areas in primary classrooms
- Areas for small-group instruction identified by teacher teams
- Refined student intervention process - LART/PACE, grade-level teachers and administration participate in data teams to determine target areas and levels of intervention needed for whole class and individual students
- Four intervention cycles - explicit and targeted instruction based on student need, progress monitoring, team meetings to review progress
- LART, PACE, reading teachers, reading tutors and math tutors all support Tier 1 instruction and provide intervention and enrichment as needed

One District, One Book

- *Life According to Og the Frog* - shared reading experience across the school and Glastonbury community
- Fun activities throughout the month to celebrate the book:
- trivia questions, traveling Og the Frog, weekly frog challenges such as identifying famous frogs, frog riddles, frog poetry challenge
- Buddy classes enjoyed the video book reveal, read aloud of chapter one and an end-of-book buddy class activity

2. New School Initiatives that were recently introduced

Student-Centered Coaching

- PACE, LART, Administration participated in professional development to understand the purpose and shift in traditional coaching methods
- Student work aligned to grade-level standards is at the center of conversations, analysis, planning and next instruction steps taken by the coach and teacher
- Plan for meaningful student-centered coaching experiences in collaboration with grade levels to begin next school year

STEAM Initiatives & STEAM Celebration Month

- STEAM bins - integrated into some classrooms designed to challenge students and foster the opportunity to engage in innovative hands-on, real-world applications; students have the opportunity to be creative and apply personalized learning strategies to make changes to existing concepts or develop their own ideas, methods or products
- Special-area teachers collaborating to integrate content areas
- STEAM Celebration Month culminating in an in-person event promoting: engineering challenges, coding with BeeBots and robotics demonstrations, LEGO challenges, green screen with Og the Frog, origami frog olympics, fraction golf and more. Students created STEAM-related projects on display at the event: K-2 and 3-5 project menus - traditional science fair boards, QR Codes, pictures, displays

Full Implementation of New Instructional Tools

- San Francisco Math Resources - K-4
- Heggerty Phonological Awareness Lessons - K-2
- Teachers College Phonics Units of Study (K-2) and Words Their Way (3-5) word study for phonics, vocabulary and spelling instruction
- Piloting math fact-fluency programs

3. Challenges and unique school-level considerations

- PRIDE - facilitating and maintaining the district-wide program to ensure the high quality of education for all students

- Open Choice - continuing to engage, support and enrich our students from Hartford; connecting and partnering with families; collaborating with Dr. Claiborne and CREC to ensure student needs are met; continue professional learning for staff members
- Meeting the academic, social-emotional needs and mental wellness of students following the pandemic
- Identifying and teaching lagging social skills to support the social-emotional needs of students
- Maintaining the time and structure within the weekly schedule for high levels of collaborative discussion, planning of instructional strategies, differentiation, and pacing with all the necessary players

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

- Determine best delivery model for early intervention and student support through the analysis and discussion of formative and summative data
- Transform instruction and learning through meaningful technology integration
- Identify the social/emotional and academic development of each child
- Foster a culture and learning environment in which students feel safe, connected and empowered to meet rigorous standards
- Differentiate professional learning experiences for teachers, staff and administration
- Prioritize connections with families and explore new ways to engage families in school activities

Thank you to the Glastonbury Board of Education for all of your dedication and support to the students, staff and families of Glastonbury.

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

=====
Title of Report: Development of Five Year Strategic Plan 2023-2028

Board Meeting Date: April 24, 2023

Action:

Report: X

Information:

Discussion:

=====

The strategic planning process is essential to the district's commitment to continuous improvement. This is an important process to revise and update the district's vision, mission, goals and indicators of success. The development of a new 5 year plan requires honest assessment of our current practices to optimize growth across the district. The plan currently in place will conclude this summer and a new strategic action plan will be presented to the Board of Education for consideration this June.

Glastonbury Public Schools is working under the direction of Dr. Erin McGurk, a consultant from EASTCONN's Leading and Learning division. Erin is a long time educator, college professor and central office administrator. She has a rich background in educational leadership, professional learning, and curriculum, instruction, and assessment at the school and district level. Dr. McGurk is offering exceptional guidance through the process of strategic development.

In this first phase we have worked to examine our current organizational values and identify shared beliefs about teaching and learning. The members of the strategic planning committee have conducted a self-assessment to inform the goal setting process and set intentional priorities for the coming years.

We are now embarking on goal development, prioritization of goal components, and indicators of success. We are also designing a new district tagline to modernize our image and reflect current practice. The plan will include revisions that reflect changing expectations in teaching and learning, student and staff wellness, school climate and safety, innovation and future readiness. At the forefront of the plan, empowering students to achieve high expectations and to reach their individual goals will remain the primary district goal. As with previous generations, this plan will drive all district and school initiatives over the next five years. We look forward to sharing our continued process with you as it develops.

Submitted By: Cheri Burke

Reviewed By: Alan Bookman

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

Title of Report: Spring Professional Development 2023

Board Meeting Date: April 24, 2023

Action:

Report: X

Information:

Discussion:

Glastonbury Public Schools certified staff members have engaged in a range of outstanding professional learning opportunities throughout the school year. Professional learning sessions have been offered via zoom and in person. Teachers have appreciated the flexibility and efficiency of zoom and also enjoy the opportunity to collaborate and work side by side, when appropriate.

The spring series of Wednesday afternoon elementary workshops include grade level team meetings and self select options for teachers. This provides time to address specific student needs, meet with support professionals and plan for packing and moving at Naubuc school. All teachers in grades K-2 attended a workshop previously offered to grades four and five to explore meaningful ways to communicate with families focused on language that builds relationships. All faculty in grades K-5 engaged in a Collaborative Problem Solving workshop to identify lagging skills for students when facing problems with behavior in order to improve outcomes for all students and staff. In addition, the last four Wednesdays of the school year provide teachers with building level opportunities for end-of-the-year procedures, class placement, record keeping, and report card preparation. The Spring Workshop Calendar of Elementary Sessions and sample grade level/department offerings are attached.

Time was also provided for kindergarten teachers to hold kindergarten visitation for incoming students and families. Last year we had a very positive response from students, staff and families and therefore, again added it to our spring events and dedicated time to this important transition for families.

During the spring, secondary staff engaged in department and faculty meetings that focused on planning and preparation for end of the year concerts, events, and field experiences. In addition teachers have time to prepare for new fall courses, updated equipment and technology, and to prepare for exams and end of year assessments.

Our Art and Physical Education departments engaged in joint professional learning sessions to explore Collaborative Problem Solving and trauma informed teaching with Kate Johns-Glavin from LINKS. Our History and Social Sciences Department and Library Media staff continued their work with Artificial Intelligence and CHAT GPT technology. Please see the attached list of topics offered on March 22 for more details.

Submitted By: Cheri Burke

Reviewed By: Alan Bookman

Grade Level Professional Development & Meetings: SPRING 2023

SPRING 2023	Kindergarten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
March 1	Parent Conferences					
March 8	Parent Conferences					
March 15	Parent Conferences					
March 22	Parent Conferences					
March 29 Grade Level PD	EDI	EDI	EDI	ELA	STEAM	SF Math
April 5 Grade Level PD	Collaborative Problem Solving	Collaborative Problem Solving	Collaborative Problem Solving	Collaborative Problem Solving	Collaborative Problem Solving	Collaborative Problem Solving
April 12	Spring Vacation					
April 19 Grade Level PD	Self- Select	Self- Select	Self- Select	Self- Select	Self- Select	Math Placement (PACE)
April 26 Grade Level PD	Self- Select	Self- Select	Self- Select	Self- Select	Self- Select	Self- Select
May 3 Grade Level PD	K Orientation	Self- Select	Self- Select	Self- Select	Self- Select	Self- Select
May 10	Building Meeting/Class Placements					
May 17	Building Meeting/Class Placements					
May 24	Building Meeting/Class Placements					
May 31	Building Meetings					

PD – 2 Hours Start time within 30 minutes of school dismissal on early release days

Kindergarten Professional Learning & Meetings: SPRING 2023

SPRING 2023	TOPIC(S)	LEARNING OUTCOMES For Staff	Session Location
March 1	Parent Conferences		
March 8	Parent Conferences		
March 15	Parent Conferences		
March 22	Parent Conferences		
March 29 PL 1:35 pm-3:35 pm (1:55 pm-3:55 pm)	EDI	Communication Coming Through: Teachers will identify meaningful ways to communicate focused on language that builds relationships with students and families. Teachers will practice effective communication.	Zoom Link: https://glastonburyus-org.zoom.us/j/89349697425?pwd=WDI6MjkyVnNZRG1aR1FkV3ZaVGf1Zz09
April 5 PL 1:35 pm-3:35 pm (1:55 pm-3:55 pm)	Collaborative Problem Solving	Teachers will learn techniques and strategies to understand student behaviors, build and restore relationships and increase their tools for managing challenges in the classroom.	Home Schools
April 12	SPRING VACATION		
April 19 PL 2:00 pm-3:00 pm	SELF SELECT		
April 26 PL 1:35 pm-3:35 pm (1:55 pm-3:55 pm)	SELF SELECT		
May 3 PL 1:35 pm-3:35 pm (1:55 pm-3:55 pm)	K ORIENTATION	Teachers will engage with incoming kindergarten students.	Home Schools
May 10	Building Meetings/Class Placements		
May 17	Building Meetings/Class Placements		
May 24	Building Meetings/Class Placements		
May 31	Building Meetings		

PL: 2 hours Meetings: 1.5 hours
 PL/meetings start within 30 minutes of school release time

Grade 5 Professional Learning & Meetings: SPRING 2023

SPRING 2023	TOPIC(S)	LEARNING OUTCOMES For Staff	Session Location
March 1	Parent Conferences		
March 8	Parent Conferences		
March 15	Parent Conferences		
March 22	Parent Conferences		
March 29 PL 1:35-3:35 (1:55-3:55)	Introduction to San Francisco Math	Teachers will engage in conversations and review the start of the lesson guide scope and sequence for the new resource: San Francisco Math	Individual Schools: Run by PACE teacher
April 5 PL 1:35-3:35 (1:55-3:55)	Collaborative Problem Solving	Teachers will learn techniques and strategies to understand student behaviors, build and restore relationships and increase their tools for managing challenges in the classroom.	Home Schools
April 12	SPRING VACATION		
April 19 PL P1:35-3:35 (1:55-3:55)	Math Placement	Teachers will work with PACE teachers and team to review student and district scores to place students in 6-1 or 6-2 math.	Grade 5 Teams and PACE teachers work together at individual schools
April 26 PL 1:35-3:35 (1:55-3:55)	SELF SELECT		
May 3 PL 1:35-3:35 (1:55-3:55)	SELF SELECT		
May 10	Building Meetings/Class Placements		
May 17	Building Meetings/Class Placements		
May 24	Building Meetings/Class Placements		
May 31	Building Meetings		

PL: 2 hours

Meetings: 1.5 hours

PL/meetings start within 30 minutes of school release time

MUSIC Elementary Professional Development & Meetings: SPRING 2023

SPRING 2023	TOPIC(S)	LEARNING OUTCOMES For Staff	Session Location
March 1 Mtg 1:35-3:35 (1:55-3:55)	Opening Meeting	Set goals and outcomes for grade 3 curriculum reflections and revisions that will inform our work throughout the spring.	BB
March 8 Mtg 1:35-3:35 (1:55-3:55)	Grade 3 Revision and Refinement	Discuss and refine framework, pacing guide and structure of current Grade 3 units and skills as they relate to the National Music Standards (Creating, Performing, Responding, Connecting).	HE
March 15 Mtg 1:35-3:35 (1:55-3:55)	Grade 3 DRG and Area Research	Independent time to research elementary general music programs in our DRG and area, most specifically related to the inclusion of the recorder. Completion of Grade 3 Activity Bank Spreadsheet.	Independent/Collaborative Work
March 22 Mtg 1:35-3:35 (1:55-3:55)	K-3 Revision Overview	Final review of curriculum work throughout the year prior to officially revising curriculum. Review K-5 and discuss next steps.	HO
March 29 PD 1:35-3:35 (1:55-3:55)	EDI	Communication Coming Through: Teachers will identify meaningful ways to communicate focused on language that builds relationships with students and families. Teachers will practice effective communication.	Zoom Link: https://glastonburyus-org.zoom.us/j/89349697425?pwd=WDI6MjkuTnNZRG1aR1FkV3ZaVGF1Zz09
April 5 PD 1:35-3:35 (1:55-3:55)	Collaborative Problem Solving	Teachers will learn techniques and strategies to understand student behaviors, build and restore relationships and increase their tools for managing challenges in the classroom.	Home Schools
April 12	SPRING VACATION		
April 19 PD 1:35-3:35 (1:55-3:55)	Wrap-up	Reflection of work throughout the year. Discuss needs leading into concerts and end of year events.	Home Schools

April 26 PD 1:35-3:35 (1:55-3:55)	Instrumental Recruitment Assistance	Teachers will take time to assist in organizing instrumental recruitment with building-level instrumental teachers.	Home Schools
May 3 PD 1:35-3:35 (1:55-3:55)	Concert Prep	Teachers prepare and organize details (set-up, accompanist needs, programs, etc) for upcoming spring concert programs.	Home Schools
May 11	Building Meetings/Class Placements		
May 18	Building Meetings/Class Placements		
May 25	Building Meetings/Class Placements		
June 1	Building Meetings/Class Placements		

6-12 Department Professional Learning March 23, 2023

Department	Topic
ELA	Reading Strategies via zoom w/ <i>Gerrit Jones-Rooy</i> <u>Intended Outcomes:</u> Teachers will create a plan incorporating new strategies that will measurably improve student reading stamina
MATH	Building Thinking Classrooms, Zoom with Peter Liljedahl: What other activities? What next? Our Second Year will be Stronger!
SCIENCE	Analyze student performance data on unit summative assessments - aligned to grade 6 collaborative SLO. Collaboratively review and plan upcoming common curricular activities and assessments. Explore AI and CHAT GPT resources to enhance teaching and learning. Explore Formative resources.
CTE	AgriScience: Zspace Training Business: Final Exam collaborative work Family Consumer Science: ECE course Tech Ed: New equipment collaborative time STEAM Wazer support zoom with trainer
LIBRARY MEDIA	Chat GPT and AI Plagiarism and role of zero in grading
ART	Collaborative Problem Solving and trauma informed teaching
MUSIC	BAND: Nathan Lassell - Percussion repair fundamentals CHORUS: Alignment - discuss and share students that will be moving in different levels of instruction next year to provide transfer

	<p>ORCHESTRA: New Haven Symphony Cellist Cello tips and tricks</p>
PE and HEALTH	Collaborative Problem Solving and trauma informed teaching
WORLD LANGUAGE	<p><i>Why, What, How?</i> Shape vision of WL dept going forward: Reflect on your own experience as a learner The How of Good instruction What are curriculum and assessment areas of need?</p>
HISTORY & SS	<p>AI and CHAT GPT in the SS/H classroom Review and refine the Second Semester Common Exam bank.</p>
COUNSELING and PSYCHS	<p>Work Group Choices: School Refusal: Participants will create a school refusal intervention plan and protocol. Lagging Skills Interventions: Participants will review Ross Greene's ALSUP tool to design interventions for common student areas of need. Re-entry Planning: Participants will develop considerations for teams to use when planning for student re-entry after hospitalization.</p>
SPECIAL ED	<p><u>READING STRATEGIES:</u> Teachers will create a plan incorporating new strategies that will measurably improve student reading stamina. By the end of the session, teachers will have three new strategies to push “high fliers” <i>and</i> three strategies to rehabilitate resistant readers.</p>

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: April 11, 2023

SUBJECT: Self Insurance Reserve Update March 2023

The attached report summarizes the Self Insurance Reserve fund through March 31, 2023. The total reserve is \$16,558,534 allocated \$4,973,558 and \$11,584,977 between Town and Board of Education, respectively. As of March the fund is experiencing a \$490,458 gain for the fiscal year.

There are 18 large loss claims which are defined as any claims that exceed \$50,000. BOE has 13 while the Town has 5 large loss claims. There are 3, 2 for the BOE and 1 for the Town, 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: March 31, 2023

	Town	Education	Total
Contributions			
Employer	\$3,465,026	\$9,211,200	\$12,676,226
Employee	980,929	2,610,954	3,591,882
Stop Loss Reimbursement	76,207	712,947	789,155
Total Revenues	\$4,522,162	\$12,535,101	\$17,057,263
Expenditures			
Anthem			
ASO Fees	\$92,326	\$351,733	\$444,059
Claims	2,886,287	11,551,103	14,437,390
	\$2,978,613	\$11,902,835	\$14,881,449
Delta Dental			
ASO Fees	\$12,685	-	\$12,685
Claims	142,371	-	142,371
	\$155,055	-	\$155,055
Bank Fees/PCORI Fee	\$1,146	\$4,014	\$5,160
CT Prime	389,792	1,067,848	\$1,457,641
OneDigital Consultant Fees	13,500	54,000	67,500
	\$404,439	\$1,125,862	\$1,530,301
Total Expenditures	\$3,538,108	\$13,028,698	\$16,566,805
Current Year Revenues Less Expenses	\$984,055	(\$493,597)	\$490,458
Reserve July 1, 2022	\$3,989,503	\$12,078,573	\$16,068,076
Reserve at end of month	\$4,973,558	\$11,584,977	\$16,558,534

	Town	BOE	Total
Reserve at end of month	\$ 4,973,558	\$ 11,584,977	\$ 16,558,534
Recommended Minimum Reserve ^A	\$ 1,219,993	\$ 3,679,037	\$ 4,899,030
Variance Over/(Under) Reserved	\$ 3,753,565	\$ 7,905,940	\$ 11,659,504

A. As of December 2022. The next update will be provided in May 2023.

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

SCHOOL ENROLLMENT April 1, 2023

<u>Elementary</u>	<u>Pre-K = 91</u>	<u>K</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>Total</u>
Buttonball		86	62	77	60	84	82		451
Hebron Ave.		75	83	70	77	80	81		466
Hopewell		84	76	107	110	89			466
Naubuc		62	70	69	81	78	72		432
Naugaug		110	72	89	80	80	89		520
Elementary Subtotal		417	363	412	408	411	324	0	2335
Gideon Welles							99	409	508
	K-6 Totals								2843
Elementary Total		417	363	412	408	411	423	409	2843

<u>Middle</u>	<u>7</u>	<u>8</u>	<u>Total</u>
Smith Middle	426	437	863
Middle Total	426	437	863

<u>Secondary</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>Total</u>
Glastonbury High	434	462	445	461	1802
Secondary Total	434	462	445	461	1802

TOTAL 5508

	Pre-K	91
OUT OF DISTRICT (30 & GHS ALTERNATIVE PROGRAM (0))		30
	GRAND TOTAL	5629

RECAPITULATION

GRADE	4/1/2022	4/1/2023	Change Over Previous Years Enrollment All
	Enrollment All Without M	Enrollment All Without M	
Pre-K	69	91	22
K	362	417	55
1	403	363	-40
2	393	412	19
3	405	408	3
4	420	411	-9
5	413	423	10
6	420	409	-11
Subtotal Elementary	2885	2934	49
7	430	426	-4
8	433	437	4
9	468	434	-34
10	446	462	16
11	468	445	-23
12	481	461	-20
Subtotal Secondary	2726	2665	-61
TOTAL	5611	5599	-12
OUT OF DISTRICT & GHS ALTERNATE	39	30	-9
GRAND TOTAL	5650	5629	-21

School Enrollment by Class April 1, 2023

	GRADE K						TOTAL
Buttonball	18	17	17	17	17		= 86
Hebron	19	19	19	18			= 75
Hopewell	18	17	17	17	16		= 85
Naubuc	16	16	15	14			= 61
Nayaug	19	19	18	18	18	18	= 110
							417
	GRADE 1						
Buttonball	16	16	15	15			= 62
Hebron	21	21	21	20			= 83
Hopewell	20	19	19	18			= 76
Naubuc	18	18	18	16			= 70
Nayaug	19	19	18	16			= 72
							363
	GRADE 2						
Buttonball	20	19	19	19			= 77
Hebron	18	18	17	17			= 70
Hopewell	23	22	22	21	19		= 107
Naubuc	18	18	17	16			= 69
Nayaug	23	23	22	21			= 89
							412
	GRADE 3						
Buttonball	21	20	19				= 60
Hebron	20	19	19	19			= 77
Hopewell	22	22	22	22	22		= 110
Naubuc	21	20	20	20			= 81
Nayaug	21	21	20	18			= 80
							408
	GRADE 4						
Buttonball	22	22	21	19			= 84
Hebron	20	20	20	20			= 80
Hopewell	19	18	18	17	17		= 89
Naubuc	20	20	20	18			= 78
Nayaug	21	21	20	18			= 80
							411
	GRADE 5						
Buttonball	22	21	20	19			= 82
Gideon Welles	21	20	20	20	18		= 99
Hebron	21	20	20	20			= 81
Naubuc	19	18	18	17			= 72
Nayaug	23	22	22	22			= 89
							423

1. Total Number of Suspensions by Month	0	4	8	10	14	2	8	11				
In-School	0	2	6	8	12	1	6	8				
Out-of-School	0	2	2	2	2	1	2	3				
2. No. of 1 Day Suspensions	0	0	1	5	3	1	3	6				
3. No. of 2-4 Day Suspensions	0	4	6	5	10	1	3	4				
4. No. of 5-10 Day Suspensions	0	0	1	0	1	0	2	1				
5. * No. of Different Students Suspended for the Month	0	4	8	9	13	2	8	10				
6. * No. of Different Students Suspended this Year (Cumulative)	0	4	12	19	30	32	39	46				
7. * No. of Different Students Suspended More than Once this Month	0	0	0	1	1	0	0	0				
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	0	3	4	4	5	7				

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.

**Glastonbury Public Schools
Cumulative Summary of Suspensions**

School: Glastonbury High School

School Year: 2022-2023

Reason	Aug.	Sept.	Oct.	Nov	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
A. Alcohol Possession/Use/ Sale/Distribution/Manufacture			1		2			3			
B. Drugs Possession/Use/ Sale/Distribution/Manufacture		4	1	7	4		2				
C. Vandalism			1								
D. Fighting /Altercation		2		2	2		2	2			
E. Physical Attack on Student											
F. Physical Attack on Staff											
G. Threatening/Bullying			1								
H. Insubordination							2	2			
I. Cutting/Skipping Class			4	1	5	2	4	4			
J. Profanity					1			1			
K. Tardiness											
L. Harassment		3	2	6	1	2	2	2			
M. Weapon-Possession/Use											
N. Tobacco Possession/Use/ Sale/Distribution		2	4	2	2		1				
O. Theft											
P. Interference with school Safety/ Order/Discipline	1	1	3	2	3	1	1	7			
Q. Personal/Property Injury											
R. Motor Vehicle											
S. Failure to Attend Detention						1	2	1			

1. Total Number of Suspensions by Month	1	12	17	20	20	6	16	22				
In-School	1	12	17	20	20	6	15	22				
Out-of-School							1					
2. No. of 1 Day Suspensions	0	0	0	0	0	0	0	0				
3. No. of 2-4 Day Suspensions	1	7	10	11	13	5	10	17				
4. No. of 5-10 Day Suspensions	0	5	7	9	7	1	6	5				
5. * No. of Different Students Suspended for the Month	1	12	13	20	20	6	15	21				
6. * No. of Different Students Suspended this Year (Cumulative)	1	12	22	38	53	56	63	80				
7. * No. of Different Students Suspended More than Once this Month	0	0	4	0	0	0	2	1				
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	0	4	6	8	9	13	14				

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.

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8. This is a cumulative number and represents the number of students suspended more than once during this school year.