



## REGULAR BOARD OF EDUCATION MEETING

Monday, October 28, 2024 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. Community Partners - Glastonbury Transition Academy
  - B. Jessica D'Agnese, Glastonbury Public Schools Food Service Director
4. Special Report
  - A. Compost Update
5. Student Representatives' Report
  - A. Hayley Lemieux, Class of 2025
  - B. Amalia Baird, Class of 2027
6. Information Session for Public Comment
7. Business Requiring Action
  - A. Approval of October Budget Revisions to the Approved 2024-2025 Board of Education Budget
  - B. Acceptance of the Capital Improvement (CIP) Plan 2026-2030 for First Reading
  - C. Approval of the October 7, 2024 Meeting Minutes
8. Reports and Discussion
  - A. Program Reports
    1. English/Language Arts/Reading Program Report
    2. Library Media Program Report
    3. World Language/Multilingual Learner Program Report
  - B. Fall Professional Development
  - C. Glastonbury Education Foundation
9. Committee Reports
10. Chairman's Reports
  - A. Ethics Finding Opinion
11. Superintendent's Report
  - A. Self-Insurance Reserve Update, September 2024
  - B. Donation Thank You

C. Student Suspension Report, September 2024

D. Dates to Remember

12. Adjournment

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

GLASTONBURY BOARD OF EDUCATION  
**EXECUTIVE SUMMARY REPORT**

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**Title of Report:** Composting Update

**Board Meeting Date:** October 28, 2024

**Action:**

**Report:** X

**Information:**

**Discussion:**

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We began composting this school year at all elementary schools in Glastonbury. We modeled our approach off a pilot conducted at Eastbury School last year. This work would not be possible without the strong partnership between Food Services and our elementary school leadership teams.

At the start of the year, each school was introduced to composting and its benefits. Administrators and cafeteria staff members helped students identify where to dispose of their waste using color coated receptacles. In addition, visuals were created to hang on the receptacles and walls. Students were educated at the start of the school year about the importance of composting. This education reinforced composting practices and reiterated the “why” behind this sustainable effort.

At the end of each week, Blue Earth, our composting vendor, picks up our waste and then processes it into renewable and nutrient-rich compost for farmers and families. Blue Earth provides monthly reports that reflect the total pounds of composted material collected.

As we move forward, we will continue to assess the impact of our composting initiative across the six schools participating. By engaging in sustainable efforts within our schools, we not only reduce waste, we also educate and inspire our students to think more critically about environmental responsibility.

**Submitted By:** Jessica D’Agnese

**Reviewed By:** Alan B. Bookman

## **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) 2024

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.
10/7/2024 12:01:28	Rachelle Rohan	107 Great Pond Rd South	<p>My son has played football since he was 7 years old and played for Eric Hennessey for all 4 years of high school. Over the course of those four years, he went from loving the game of football and intending to play in college to deciding he never wanted to play again – despite being recruited by a number of D2 college programs. The reason for his change of heart was the environment Eric Hennessey created as head coach of the program. Eric Hennessey on several occasions told my husband that Glastonbury kids are “soft, weak, and spoiled”. It’s unsurprising that his contemptuous attitude towards the kids he was coaching affected his coaching style and created a culture of negativity and unprofessional conduct. There are numerous examples I’m familiar with from the 4 years I was around the program involving many different players, but I will only mention a few I was directly involved in:</p> <ul style="list-style-type: none"> <li>-Eric berated my son in front of the team calling him “Fat, lazy, and a disappointment”</li> <li>-Eric mocked my son’s plan to play football in college both in front of his peers both at practice and during film review sessions.</li> <li>-Eric routinely referred to my son derisively as “country club” during offseason conditioning calling back to his</li> <li>-Off the field, Eric also displayed unprofessional behavior – at one point shouting in the face of a female booster club volunteer who was helping distribute uniforms, reducing her to tears.</li> </ul> <p>The job of a coach is to shape the players under their control. Over the years, we’ve had an opportunity to experience some great coaching both in the GHS system and at Xavier. Those coaches maintained high standards and discipline for their teams in a way that demonstrated respect for themselves and for the kids in their charge. Those coaches understood the principles of leadership. They didn’t demean their players, resort to personal attacks, or rely on aggression to meet their objectives. Sadly, the same can not be said of Coach Hennessey and it is a disservice to his players and to the Glastonbury community at large to tolerate that behavior.</p>
10/7/2024 12:01:49	Lynn Bisi	310 Eastbury Hill Road	<p>I am writing this feedback to the board of education about the matter of boys varsity soccer coach Chris Vozzolo’s suspension for the remaining of the soccer season. I disagree around the severity of the punishment that was given because of his actions. Chris is a coach that has spent many years supporting high school teams in coaching roles with a very good reputation amongst children and families within Glastonbury. Chris genuinely cares for the kids on his team and treats them with respect and acts as a good role model to them. By suspending Chris for the rest of the season, you were doing a disservice to the kids that deserve to have them as a coach. These kids look up to Chris and truly enjoy working with him on their teams. While, I understand a mistake was made, I feel the punishment is too harsh for this incident and I’m asking for reconsideration for him to be able to coach again.</p>
10/7/2024 12:13:20	Chelsea Cooper	18 Tall Timbers Drive	<p>My name is Chelsea Cooper. I am a parent of three children in town and also the Girls Coordinator of the Glastonbury Lacrosse Club. I’ve known Chris Vozzolo for about six years. My children have attended his clinics run for youth basketball in town, he has coached basketball the same seasons as my husband, I have coached his daughter in lacrosse and his wife has coached my daughters’ field hockey team. Since the first day I met Chris Vozzolo, I have been impressed by his work ethic and the sportsmanship that he exudes with every practice and game he coaches. He has supported lacrosse in this town as a parent and a spectator. He is always positive and supportive on the sidelines, so much so that we asked him and his wife to be our sportsmanship coordinators to ensure that parents were on their best behavior on the sidelines during our playoff games each spring. He has volunteered for hours, giving back to this community and I think that every athlete and student in this town would benefit from having him as a leader. He leads with positivity and guides the students on the court and field to be amazing athletes, but also even better human beings. He teaches first and foremost to be a good sport and secondly to be a good athlete. I came here to speak on behalf of Coach Chris Vozzolo. I’ve seen nothing but positivity and leadership on and off the field from him in the six years I have known him. He is an amazing coach and supporter of youth athletics throughout this town. He is an asset to this community and we could all benefit from having his guidance and leadership with our children, students, and athletes.</p>

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

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**Title of Report: FY2024-2025 Education Budget Fall Revisions**

**Board Meeting Date: October 28, 2024**

**Action: X**

**Report:**

**Information:**

**Discussion:**

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**Overview of Budget Revisions:** As we do each year, below you will find the FY2024-2025 October Revisions for the Educational Budget for your review and approval. The budget revisions focused on salary accounts as they were adjusted to reflect additional staffing needs, retirements, resignations, degree changes, wage increases and new hires. Liability Insurance accounts were also adjusted after the bills were paid to reflect actual costs.

Some of the line items that have been impacted in addition to the salary accounts include reductions and increases to the following accounts:

- Program 2100 Operations & Maintenance – LINKS Revenue Offset
- Program 2300 Program & Staff Development – Test Scoring and Testing Supplies were reduced since they are no longer needed
- Program 2400 Transportation – Equipment was increased for lifts to be installed in the mechanics bay that were failing and unsafe
- Program 2700 Special Education – One (1) LINKS teacher and six (6) paraeducators positions were added to support the student needs as required by law
- Program 2700 Special Education – Tuition was increased because of increased costs
- Program 2800 Athletics & Clubs – Additional Athletic Trainer position and Leased Space was added for lease of weight training facility through December
- Program 3300 Systemwide Support Services – Money needed for school enrollment study
- Program 3400 Fringe Benefits/Substitutes – Actual costs for employee benefits now used

**Submitted By:** Karen Bonfiglio

**Reviewed By:** Alan B. Bookman

**2024 – 2025**

***BOARD OF EDUCATION  
APPROVED BUDGET***

*Fall Revised*

**October 28, 2024**

**GLASTONBURY PUBLIC SCHOOLS  
GLASTONBURY, CONNECTICUT**

# PROGRAM 0200: ART

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.80	0.80	0.80	0.80
TEACHERS	14.20	14.20	14.20	13.20
<b>SALARIES</b>				
ADMINISTRATIVE	111,484	117,123	122,944	122,944
TEACHERS	1,314,371	1,329,115	1,384,871	1,300,184
FIELD TRIPS	87	326	500	500
SUBTOTAL	1,425,941	1,446,564	1,508,315	1,423,628
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	50,425	47,320	50,000	50,000
<b>OTHER</b>				
DUES/FEES	440	1,895	2,000	2,000
<b>TOTAL</b>	<b>1,476,807</b>	<b>1,495,779</b>	<b>1,560,315</b>	<b>1,475,628</b>

# PROGRAM 0300: ELEMENTARY EDUCATION K - 6

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	1.80	1.80	1.80	1.80
TEACHERS	152.00	151.00	153.00	155.00

**SALARIES**

ADMINISTRATIVE	301,498	299,803	307,536	307,536
TEACHERS	14,658,182	15,019,261	15,723,239	15,737,265
PARAEDUCATOR, P-T, SCIENCE	20,216	24,736	25,313	25,313
IN-CLASS TUTORS/PARAS	98,355	90,234	116,724	116,724
SUMMER SCHOOL (AE)	9,817	18,821	10,000	20,000
LANG.ARTS/MATH -TUTORS/PARAS	685,440	699,037	762,878	762,878
DRIVERS/EARLY LITERACY PROGRAM (NA)	478	799	3,000	3,000
FIELD TRIPS	11,001	13,482	15,000	15,000
SUBTOTAL	15,784,987	16,166,173	16,963,690	16,987,716

**PURCHASED SERVICES**

EXPLORING THE ARTS (GW)	7,890	9,445	9,500	9,500
MAGNET SCHOOL	0	0	(125,000)	(125,000)
SUBTOTAL	7,890	9,445	(115,500)	(115,500)

**SUPPLIES/MATERIALS**

INSTRUCTIONAL MATERIALS	372,077	384,109	353,030	353,030
TECHNOLOGY - SOFTWARE	13,420	14,317	15,000	15,000
SUBTOTAL	385,497	398,426	368,030	368,030

**OTHER**

DUES/FEES	8,731	9,713	12,000	12,000
<b>TOTAL</b>	<b>16,187,105</b>	<b>16,583,757</b>	<b>17,228,220</b>	<b>17,252,246</b>

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

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.50	1.50	1.50	1.50
TEACHERS (ENGLISH)	28.00	26.00	26.00	25.00
TEACHERS (READING)	13.00	13.00	13.00	12.00
<b>SALARIES</b>				
ADMINISTRATIVE	245,866	233,067	263,642	263,642
TEACHERS (ENGLISH)	2,891,561	2,833,901	2,906,196	2,741,976
TEACHER (READING)	1,399,947	1,438,970	1,468,337	1,352,805
TUTORS	13,235	15,247	33,048	33,048
FIELD TRIPS (ENGLISH)	156	23	300	300
SUBTOTAL	4,550,765	4,521,209	4,671,523	4,391,771
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS (ENGLISH)	6,470	5,117	4,000	4,000
INSTRUCTIONAL MATERIALS (READING)	583	1,738	4,000	4,000
TESTING MATERIALS (READING)	7,335	2,120	3,000	3,000
TECHNOLOGY SOFTWARE (ENGLISH)	19,999	7,774	20,500	20,500
SUBTOTAL	34,388	16,749	31,500	31,500
<b>OTHER</b>				
DUES & FEES	430	277	500	500
<b>TOTAL</b>	<b>4,585,582</b>	<b>4,538,235</b>	<b>4,703,523</b>	<b>4,423,771</b>

## PROGRAM 0500: MATHEMATICS 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.60	0.60	0.60	0.60
TEACHERS	27.20	27.20	27.20	27.20
<b>SALARIES</b>				
ADMINISTRATIVE	101,362	103,389	105,457	105,457
TEACHERS	2,765,364	2,795,461	2,900,753	2,870,811
TUTORS	49,296	53,636	33,048	49,572
MATH LAB SUPV.	4,500	4,500	4,500	4,500
FIELD TRIPS	184	154	200	200
SUBTOTAL	2,920,705	2,957,141	3,043,958	3,030,540
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	8,055	8,766	8,000	8,000
TECHNOLOGY - SOFTWARE	15,963	11,044	13,000	13,000
SUBTOTAL	24,017	19,810	21,000	21,000
<b>OTHER</b>				
DUES/FEES	2,372	2,449	2,500	2,500
<b>TOTAL</b>	<b>2,947,095</b>	<b>2,979,399</b>	<b>3,067,458</b>	<b>3,054,040</b>

## PROGRAM 0600: SCIENCE 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.50	0.50	0.50	0.50
TEACHERS	32.00	31.00	31.00	31.00
PARAEDUCATOR	3.00	3.00	3.00	3.00
<b>SALARIES</b>				
ADMINISTRATIVE	84,468	86,157	87,881	87,881
TEACHERS	3,445,428	3,424,133	3,505,474	3,434,908
PARAEDUCATOR	91,693	93,876	96,066	85,080
FIELD TRIPS	4,199	2,314	3,000	3,000
TUTOR CREST LAB	34,602	24,856	33,048	33,048
SUBTOTAL	3,660,390	3,631,335	3,725,469	3,643,917
<b>PURCHASED SERVICES</b>				
TRANSPORTATION/MENTOR PROGRAM	17,999	7,960	20,000	20,000
PRINTING	1,638	1,586	1,500	1,500
SUBTOTAL	19,637	9,546	21,500	21,500
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	82,257	54,603	70,000	70,000
TECHNOLOGY SOFTWARE	7,288	6,736	12,000	12,000
SUBTOTAL	89,545	61,338	82,000	82,000
<b>OTHER</b>				
DUES/FEES	1,455	2,200	3,000	3,000
<b>TOTAL</b>	<b>3,771,026</b>	<b>3,704,420</b>	<b>3,831,969</b>	<b>3,750,417</b>

# PROGRAM 0700: HISTORY & SOCIAL SCIENCE 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.60	0.60	0.60	0.60
TEACHERS	22.40	22.00	22.00	22.00

**SALARIES**

ADMINISTRATIVE	101,362	87,842	92,208	92,208
TEACHERS	2,366,983	2,409,041	2,465,438	2,352,659
FIELD TRIPS	0	361	2,000	2,000
SUBTOTAL	2,468,345	2,497,244	2,559,646	2,446,867

**PURCHASED SERVICES**

RESOURCE SPEAKERS	0	775	1,500	1,500
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**SUPPLIES/MATERIALS**

INSTRUCTIONAL MATERIALS	30,129	7,891	8,000	8,000
TECHNOLOGY SOFTWARE	13,286	13,476	12,000	14,000
SUBTOTAL	43,415	21,367	20,000	22,000

**OTHER**

DUES/FEES	0	0	2,000	2,000
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<b>TOTAL</b>	<b>2,511,760</b>	<b>2,519,387</b>	<b>2,583,146</b>	<b>2,472,367</b>
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# PROGRAM 0900: CAREER & TECHNICAL EDUCATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.90	0.90	0.90	0.90
TEACHERS	17.20	17.00	17.00	17.00
<b>SALARIES</b>				
ADMINISTRATIVE	152,043	155,084	158,185	158,185
TEACHERS	1,636,377	1,619,615	1,718,497	1,715,630
TRANSPORT/TECHNICAL SCHOOLS	30,155	30,328	34,896	34,896
FIELD TRIPS	856	542	1,000	1,000
SUBTOTAL	1,819,430	1,805,569	1,912,578	1,909,711
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	98,060	130,208	152,563	152,563
TECHNOLOGY SOFTWARE	16,926	13,583	13,158	13,158
SUBTOTAL	114,986	143,791	165,721	165,721
<b>OTHER</b>				
DUES/FEES	0	100	4,500	4,500
<b>TOTAL</b>	<b>1,934,416</b>	<b>1,949,460</b>	<b>2,082,799</b>	<b>2,079,932</b>

## PROGRAM 1000: COMMUNITY SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
CUSTODIANS	2.50	2.50	2.50	2.50
SECRETARIAL	0.75	0.75	0.75	0.75
<b>SALARIES</b>				
CUSTODIAL, HIGH SCHOOL	143,970	147,650	149,583	149,583
SECRETARIAL	51,419	42,667	42,588	42,588
PART-TIME/OVER-TIME, SYSTEMWIDE	134,638	141,817	182,592	182,592
AUDIO-VISUAL SERVICES	29,416	28,867	30,322	30,322
SUBTOTAL	359,443	361,001	405,085	405,085
<b>SUPPLIES/MATERIALS</b>				
SUPPLIES	24,161	12,664	16,000	16,000
<b>TOTAL</b>	<b>383,604</b>	<b>373,665</b>	<b>421,085</b>	<b>421,085</b>
CUSTODIAL FEE OFFSET	0	0	(30,000)	(30,000)
<b>BUDGET TOTAL</b>	<b>383,604</b>	<b>373,665</b>	<b>391,085</b>	<b>391,085</b>

# **PROGRAM 1100: PACE: MATH/SCIENCE RESOURCE**

	<b>ACTUAL 2022-2023</b>	<b>ACTUAL 2023-2024</b>	<b>BOARD APPROVED 2024-2025</b>	<b>FALL REVISED 2024-2025</b>
<b>POSITIONS (FTE)</b>				
TEACHERS	6.00	6.00	6.00	6.00
<b>SALARIES</b>				
TEACHERS	636,964	649,984	663,086	663,086
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	1,971	1,757	2,000	2,000
<b>OTHER</b>				
DUES/FEES	1,688	1,685	2,000	2,000
<b>TOTAL</b>	<b>640,623</b>	<b>653,426</b>	<b>667,086</b>	<b>667,086</b>

## PROGRAM 1300: WORLD LANGUAGES (1-12) & ML

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	1.00	1.00	1.00	1.00
TEACHERS	40.70	40.90	40.90	40.90
TEACHERS (ML)	1.40	1.20	1.20	1.20
<b>SALARIES</b>				
ADMINISTRATIVE	139,355	146,404	153,680	153,680
TEACHERS	3,977,629	4,261,146	4,387,085	4,346,666
TEACHERS (ML)	154,068	140,492	143,516	143,516
FOREIGN LANGUAGE SUPV.	3,376	3,726	4,597	4,597
TUTORS (ML)	172,217	160,574	190,026	190,026
FIELD TRIPS	897	1,959	3,000	3,000
FIELD TRIPS (ML)	0	0	1,000	1,000
SUBTOTAL	4,447,543	4,714,301	4,882,904	4,842,485
<b>PURCHASED SERVICES</b>				
NATIONAL COMPETITION	4,298	5,304	5,500	5,500
RESOURCE SPEAKERS/ARTISTS	220	0	5,250	5,250
INTERPRETER SERVICES	13,984	19,750	30,000	30,000
SUBTOTAL	18,503	25,053	40,750	40,750
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	23,533	14,396	22,000	22,000
INSTRUCTIONAL MATERIALS/ML	26,725	17,558	24,000	24,000
TECHNOLOGY SOFTWARE	12,219	7,790	12,000	12,000
SUBTOTAL	62,476	39,744	58,000	58,000
<b>OTHER</b>				
DUES/FEES	80	33,872	36,048	36,048
<b>TOTAL</b>	<b>4,528,602</b>	<b>4,812,970</b>	<b>5,017,702</b>	<b>4,977,283</b>

# PROGRAM 1400: SCHOOL COUNSELING

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	1.00	1.00	1.00	1.00
COUNSELORS	21.00	21.00	21.00	21.00
PSYCHOLOGISTS	14.00	17.00	17.00	17.00
SECRETARIAL	5.00	5.00	5.00	5.00
PARAEDUCATOR	3.00	3.00	3.00	3.00
<b>SALARIES</b>				
ADMINISTRATIVE	168,936	172,315	175,761	175,761
COUNSELORS	2,052,160	2,024,539	2,153,795	2,161,022
PSYCHOLOGISTS	1,385,845	1,648,438	1,712,877	1,712,877
SUMMER HELP, CERTIFIED	67,238	74,929	70,800	75,000
SECRETARIAL	271,771	275,312	281,544	266,880
PARAEDUCATOR	84,617	87,858	90,694	90,694
PARA, P-T/SMITH SCHOOL	12,176	12,256	13,132	13,132
SUBTOTAL	4,042,742	4,295,647	4,498,603	4,495,366
<b>PURCHASED SERVICES</b>				
SCHOLASTIC APTITUDE TEST	3,861	3,500	3,500	3,500
COLLEGE PLANNING PROGRAMS	4,354	3,653	6,000	6,000
SUBTOTAL	8,215	7,153	9,500	9,500
<b>SUPPLIES/MATERIALS</b>				
SUPPLIES	6,477	8,357	11,500	9,000
50-YEAR REUNION	1,697	1,760	1,500	1,800
TECHNOLOGY - SOFTWARE	26,286	28,407	32,191	28,500
SUBTOTAL	34,460	38,524	45,191	39,300
<b>OTHER</b>				
DUES/FEES	0	0	500	500
<b>TOTAL</b>	<b>4,085,417</b>	<b>4,341,325</b>	<b>4,553,794</b>	<b>4,544,666</b>

# **PROGRAM 1500: HEALTH EDUCATION & PHYSICAL EDUCATION**

	<b>ACTUAL 2022-2023</b>	<b>ACTUAL 2023-2024</b>	<b>BOARD APPROVED 2024-2025</b>	<b>FALL REVISED 2024-2025</b>
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.80	0.80	0.80	0.80
TEACHERS	21.20	21.20	21.20	21.20
<b>SALARIES</b>				
ADMINISTRATIVE	132,149	134,420	140,609	140,609
TEACHERS	2,083,862	2,153,612	2,246,672	2,246,672
LIFEGUARD	5,275	7,257	6,217	6,217
FIELD TRIPS	0	0	700	700
SUBTOTAL	2,221,286	2,295,289	2,394,198	2,394,198
<b>PURCHASED SERVICES</b>				
HUMAN GROWTH SEMINAR	4,147	3,554	4,150	4,150
RESOURCE SPEAKERS	0	0	1,000	1,000
PRINTING	411	0	500	500
SUBTOTAL	4,558	3,554	5,650	5,650
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	16,583	12,740	14,000	14,000
TECHNOLOGY - SOFTWARE	398	398	1,297	1,297
SUBTOTAL	16,980	13,137	15,297	15,297
<b>OTHER</b>				
DUES/FEES	3,999	3,891	4,000	4,000
<b>TOTAL</b>	<b>2,246,823</b>	<b>2,315,871</b>	<b>2,419,145</b>	<b>2,419,145</b>

## PROGRAM 1600: HEALTH SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
NURSES	14.50	14.50	15.00	15.00
<b>SALARIES</b>				
NURSES	894,891	910,086	975,093	957,303
PARAEDUCATOR	12,499	8,949	9,597	9,597
NURSES, P-T	47,828	56,706	63,288	63,288
SUMMER HELP	0	1,259	10,000	10,000
SUBTOTAL	955,218	976,999	1,057,978	1,040,188
<b>PURCHASED SERVICES</b>				
MEDICAL ADVISOR	2,000	2,000	2,000	2,000
LIABILITY INSURANCE	846	903	1,034	1,034
SUBTOTAL	2,846	2,903	3,034	3,034
<b>SUPPLIES/MATERIALS</b>				
SUPPLIES	7,980	5,599	9,500	9,500
PUBLICATIONS	63	0	225	225
SUBTOTAL	8,043	5,599	9,725	9,725
<b>OTHER</b>				
TRAVEL	0	0	900	900
<b>TOTAL</b>	<b>966,107</b>	<b>985,501</b>	<b>1,071,637</b>	<b>1,053,847</b>

## **PROGRAM 1900: LIBRARY MEDIA**

	<b>ACTUAL 2022-2023</b>	<b>ACTUAL 2023-2024</b>	<b>BOARD APPROVED 2024-2025</b>	<b>FALL REVISED 2024-2025</b>
<b>POSITIONS (FTE)</b>				
MEDIA SPECIALISTS	7.00	9.00	9.00	9.00
PARAEDUCATOR	11.00	11.00	11.00	11.00
<b>SALARIES</b>				
LIBRARIANS/MEDIA SPECIALISTS	731,200	945,434	995,830	995,830
PARAEDUCATOR	329,798	347,806	348,731	348,731
SUMMER, CERTIFIED/CLASSIFIED	10,239	9,783	12,967	12,967
SUBTOTAL	1,071,238	1,303,022	1,357,528	1,357,528
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	65,645	49,314	65,000	65,000
TECHNOLOGY - SOFTWARE	43,440	41,404	39,500	44,711
SUBTOTAL	109,085	90,718	104,500	109,711
<b>OTHER</b>				
DUES/FEES	660	693	1,000	1,000
<b>TOTAL</b>	<b>1,180,983</b>	<b>1,394,434</b>	<b>1,463,028</b>	<b>1,468,239</b>

## PROGRAM 2000: MUSIC

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.80	0.80	0.80	0.80
TEACHERS	17.70	17.50	17.50	17.60
<b>SALARIES</b>				
ADMINISTRATIVE	135,149	137,852	140,609	140,609
TEACHERS	1,711,987	1,797,220	1,845,854	1,846,088
FIELD TRIPS	2,838	3,291	3,600	3,600
SUBTOTAL	1,849,974	1,938,364	1,990,063	1,990,297
<b>PURCHASED SERVICES</b>				
GUEST CONDUCTORS	2,750	1,814	2,800	2,800
ARTIST IN RESIDENCE	6,549	3,750	5,000	5,000
SUBTOTAL	9,299	5,564	7,800	7,800
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	16,252	18,702	20,475	20,475
TECHNOLOGY SOFTWARE	5,106	3,030	2,380	2,380
SUBTOTAL	21,358	21,733	22,855	22,855
<b>OTHER</b>				
ENTRANCE FEES/DUES	624	647	1,710	1,710
<b>EQUIPMENT</b>				
NEW	9,420	11,535	14,114	14,114
REPLACEMENT	20,347	15,590	16,194	16,194
SUBTOTAL	29,767	27,125	30,308	30,308
<b>TOTAL</b>	<b>1,911,022</b>	<b>1,993,432</b>	<b>2,052,736</b>	<b>2,052,970</b>

# PROGRAM 2100: OPERATIONS & MAINTENANCE

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
SUPERVISION	3.00	3.00	3.00	3.00
SECRETARIAL	1.00	1.00	1.00	1.00
CUSTODIANS	58.50	58.50	59.50	59.50
MAINTAINERS	12.00	12.00	13.00	13.00

**SALARIES**

SUPERVISION	301,835	349,668	338,449	333,299
SECRETARIAL	73,678	49,231	56,784	56,784
CUSTODIAL	3,311,167	3,109,548	3,658,273	3,658,273
CUSTODIAL, PART-TIME	82,856	0	0	0
MAINTENANCE	840,008	948,642	988,359	986,509
SUMMER/ PART-TIME	54,300	178,593	80,000	80,000
COVERAGE	221,522	306,824	255,000	255,000
SUBTOTAL	4,885,366	4,942,506	5,376,865	5,369,865

**PURCHASED SERVICES**

TESTING/INSPECTION/MONITOR	217,821	123,214	126,160	126,160
CONTRACTED SVCS.-BY BUILDING	569,029	625,961	524,500	524,500
CONTRACTED SVCS.-SYSTEMWIDE	239,500	268,205	245,000	245,000
MAINTENANCE PROJECTS, CONTR.	256,883	81,478	127,000	127,000
INSURANCE-PROPERTY/BOILER	208,712	226,838	234,867	178,015
VEHICLE MAINTENANCE	11,084	13,438	9,000	9,000
LEASED OFFICE SPACE	254,651	268,471	270,152	270,152
SUBTOTAL	1,757,680	1,607,605	1,536,679	1,479,827

**SUPPLIES/MATERIALS**

CUSTODIAL SUPPLIES	303,203	278,542	217,200	217,200
MAINTENANCE SUPPLIES	156,805	154,306	150,000	150,000
MAINTENANCE PROJECTS, SUPL.	127,744	112,566	90,000	90,000
TECHNOLOGY - SOFTWARE	16,543	17,370	18,500	18,500
SUBTOTAL	604,295	562,784	475,700	475,700

**OTHER**

TRAVEL REIMBURSEMENT	10,800	7,200	10,800	10,800
SPECIAL PROJECTS	270,528	1,484,584	290,000	290,000
DUES/FEES	2,090	1,248	2,000	2,000
SUBTOTAL	283,418	1,493,032	302,800	302,800

**EQUIPMENT**

NEW	18,854	6,354	5,000	5,000
REPLACEMENT	125,701	82,501	67,087	67,087
SUBTOTAL	144,555	88,855	72,087	72,087

**TOTAL** **7,675,313** **8,694,782** **7,764,131** **7,700,279**

**LINKS REVENUE OFFSET** **0** **0** **(50,000)** **0**

**BUDGET TOTAL** **7,675,313** **8,694,782** **7,714,131** **7,700,279**

## **PROGRAM 2200: UTILITIES**

	<b>ACTUAL 2022-2023</b>	<b>ACTUAL 2023-2024</b>	<b>BOARD APPROVED 2024-2025</b>	<b>FALL REVISED 2024-2025</b>
WATER	190,199	165,386	214,378	214,378
SEWER	26,636	31,368	27,430	27,430
POWER	1,203,861	1,433,497	1,598,825	1,598,825
GAS, MISC.	22,942	16,769	26,472	26,472
HEAT (OIL/GAS)	565,887	435,472	646,819	646,819
ENERGY CONSERVATION INITIATIVES	66,812	10,740	65,300	65,300
TELEPHONE	171,187	154,793	173,513	173,513
TELECOMMUNICATIONS	33,228	33,228	45,000	45,000
TELECOM REPAIR/MNTC	31,388	22,824	16,600	16,600
TELECOMMUNICATIONS/NEW EQUIPMENT	1,121	1,260	2,000	2,000
<b>TOTAL</b>	<b>2,313,260</b>	<b>2,305,335</b>	<b>2,816,337</b>	<b>2,816,337</b>

# PROGRAM 2300: PROGRAM & STAFF DEVELOPMENT

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>PROGRAM DEVELOPMENT</b>				
CURRICULUM DEVELOPMENT	134,384	94,180	125,000	125,000
TEST SCORING	3,150	2,800	38,000	2,800
TESTING SUPPLIES	3,782	0	15,000	3,500
SUPPLIES	148	0	5,000	5,000
RECRUITMENT	1,063	803	1,000	1,000
SUBTOTAL	142,527	97,783	184,000	137,300
<b>STAFF DEVELOPMENT</b>				
PROF.MTGS., ADMINISTRATORS	8,236	7,019	6,000	6,000
PROF.MTGS., CERTIFIED	98,275	83,963	130,000	130,000
PROF.MTGS., CLASSIFIED	7,800	9,560	9,000	9,000
TEACHERS COLLEGE PROJECT	16,969	0	0	0
PROFESSIONAL DUES	15,865	17,771	6,500	18,000
TUITION REIM.-TEACHERS	143,826	121,704	187,500	187,500
TUITION REIM.-ADMINS.	5,400	0	25,000	25,000
TUITION REIM.-SECY/PARA/NON-CONTRACT	12,343	7,599	7,000	7,000
SUBTOTAL	308,713	247,616	371,000	382,500
<b>OTHER</b>				
PUBLICATIONS	2,315	1,909	10,000	2,500
<b>TOTAL</b>	<b>453,555</b>	<b>347,308</b>	<b>565,000</b>	<b>522,300</b>

# PROGRAM 2400: TRANSPORTATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
SUPERVISION	1.00	2.00	2.00	2.00
SECRETARIAL	1.00	1.00	1.00	1.00
BUS YARD PERSONNEL	6.00	5.00	5.00	5.00
<b>SALARIES</b>				
SUPERVISION	95,065	172,485	190,661	193,751
SECRETARIAL	54,375	59,030	55,099	55,099
DAY RATE DRIVERS	1,784,211	1,869,088	1,903,889	1,903,889
MISC. DRIVER ACTIVITIES	47,943	56,818	65,968	65,968
OVERTIME	36,881	44,651	30,273	30,273
SCHOOL CROSSING GUARDS	130,466	130,477	138,411	138,411
IN-SERVICE TRAINING	19,945	19,879	36,719	24,648
BUS YARD PERSONNEL	375,908	324,610	323,651	321,301
MAGNET SCHOOL DRIVERS	13,737	8,759	16,573	16,573
SUBTOTAL	2,558,531	2,685,797	2,761,244	2,749,913
<b>PURCHASED SERVICES:</b>				
VEHICLE RENTAL	26,132	25,636	55,260	55,260
MEDICAL ADVISOR	12,225	15,875	15,000	15,000
PUPIL/BUS SAFETY EDUC.	5,625	12,837	8,239	8,239
REPAIRS/PARTS	352,601	271,661	350,000	320,000
MAGNET SCHOOL VEH. RENTAL	19,620	19,740	26,640	26,640
INSURANCE/VEHICLE	138,280	147,486	162,234	112,781
CONTRACTED TRAINING	4,295	3,735	2,250	4,000
SUBTOTAL	558,777	496,970	619,623	541,920
<b>SUPPLIES/MATERIALS</b>				
FUEL	472,825	418,069	511,357	435,276
MAGNET SCHOOL FUEL	6,857	5,906	14,975	8,253
LUBRICANTS	25,736	23,086	29,800	29,800
TIRES/TUBES	76,203	57,584	70,250	70,250
SUPPLIES/UNIFORMS	12,838	12,550	16,000	16,000
PUBLICATIONS	65	0	200	200
TECHNOLOGY - SOFTWARE	47,679	58,122	64,080	64,080
SUBTOTAL	642,201	575,317	706,662	623,859
<b>OTHER</b>				
TRAVEL	6,445	6,811	7,150	7,150
DUES/FEES	4,180	5,210	5,000	5,000
SUBTOTAL	10,625	12,021	12,150	12,150
<b>EQUIPMENT</b>				
NEW	45,596	1,111	550	550
REPLACEMENT	505,686	466,012	526,000	651,000
SUBTOTAL	551,282	467,123	526,550	651,550
<b>TOTAL</b>	<b>4,321,417</b>	<b>4,237,229</b>	<b>4,626,229</b>	<b>4,579,392</b>
<b>MAGNET SCHOOL OFFSET</b>			(15,600)	(6,500)
<b>BUDGET TOTAL</b>	<b>4,321,417</b>	<b>4,237,229</b>	<b>4,610,629</b>	<b>4,572,892</b>

## PROGRAM 2700: SPECIAL EDUCATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	7.60	9.00	9.00	9.00
SPECIAL ED TEACHERS	53.90	58.00	57.00	58.00
SPEECH TEACHERS	9.80	11.80	11.80	11.80
SOCIAL WORKER / BCBA	4.00	4.00	4.00	4.00
SECRETARIAL	5.00	5.00	5.00	5.00
PARAEDUCATORS	62.00	81.00	78.00	84.00
GENERAL SERVICES DRIVERS	2.00	2.00	2.00	2.00
CERTIFIED - IDEA B GRANT	5.00	5.00	5.00	5.00
CLASSIFIED - IDEA B GRANT	9.50	9.50	9.50	9.50
TEACHER - PRE-SCHOOL GRANT	0.50	0.50	0.50	0.50
<b>SALARIES</b>				
ADMINISTRATIVE	1,110,953	1,316,210	1,413,939	1,406,800
TEACHERS (SPECIAL ED)	5,064,567	5,408,877	5,681,487	5,614,921
TEACHERS (SPEECH)	971,449	1,171,665	1,229,175	1,217,575
SOCIAL WORKER / BCBA	64,737	277,223	353,110	353,110
SECRETARIAL	251,540	247,063	291,882	276,095
PARAEDUCATORS	1,689,096	2,160,299	2,262,672	2,436,939
TUTORS	539,180	546,970	578,340	578,340
PARAEDUCATORS, P-T	775,772	584,372	672,428	672,428
OCCUP./PHYS. THERAPY	585,742	603,791	668,867	731,867
VAN DRIVERS/MONITORS	685,017	776,864	750,849	750,849
DRIVERS(GENERAL SERVICES)	111,925	108,276	117,238	117,238
ALT. AFTER-SCHOOL PROGRAMS	52,861	69,565	60,000	60,000
SUMMER PROGRAMS	241,856	285,538	250,000	298,836
FIELD TRIPS	8,893	12,336	10,000	15,000
SUBTOTAL	12,153,588	13,569,047	14,339,987	14,529,998
<b>PURCHASED SERVICES</b>				
VEHICLE RENTAL	182,313	187,044	222,060	222,060
TUITION	3,353,526 <sup>1</sup>	3,202,805 <sup>2</sup>	3,298,805 <sup>3</sup>	3,420,106 <sup>4</sup>
AUDIOLOGICAL MNTC.	11,360	54,877	15,000	15,000
COCHLEAR IMPLANT SUPPORT	8,264	8,023	8,500	8,500
INTERPRETER SERVICES	3,724	5,504	4,500	4,500
HEARING IMPAIRED	51,038	4,986	55,000	55,000
EVALUATIONS	153,271	66,714	65,000	65,000
LEGAL FEES	78,541	75,683	150,000	150,000
SUBTOTAL	3,842,037	3,605,635	3,818,865	3,940,166
<b>SUPPLIES/MATERIALS</b>				
SUPPLIES	92,605	84,613	80,000	80,000
<b>OTHER</b>				
DUES & FEES	1,282	0	1,500	1,500
EXCESS COST OFFSET			(1,400,000)	(1,400,000)
<b>BUDGET TOTAL</b>	<b>16,089,511</b>	<b>17,259,295</b>	<b>16,840,352</b>	<b>17,151,664</b>

**Links Revenue Offset:**

1. \$1,177,940
2. \$1,735,017
3. \$1,260,000 Projected (used in addition to tuition)
4. \$1,260,000 Projected (used in addition to tuition)

# PROGRAM 2800: ATHLETICS & CLUBS

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	1.00	1.00	1.00	1.00
SUPPORT STAFF	2.50	2.50	2.50	4.50
<b>SALARIES</b>				
SUPERVISION	168,936	172,315	175,761	175,761
SUPPORT STAFF	151,974	151,641	166,220	313,485
COACHES	693,398	715,210	750,044	750,044
SUMMER COACHES	0	0	0	48,960
LIFEGUARDS	8,018	7,218	8,000	8,000
INTRAMURALS	20,884	26,064	16,000	16,000
STUDY HALL MONITORS	0	0	1,000	12,000
ACTIVITY ADVISORS	362,008	367,349	390,000	390,000
TRANSPORTATION/ATHLETIC	62,168	68,595	65,277	65,277
TRANSPORTATION/ACTIVITY	21,923	19,844	30,788	30,788
TRANSPORTATION/CLUBS	145	97	2,000	2,000
SUBTOTAL	1,489,454	1,528,333	1,605,090	1,812,315
<b>PURCHASED SERVICES</b>				
PHYSICIAN	0	1,538	500	500
GAME/PRACTICE EXPENSES	210,870	220,278	203,851	203,851
RECONDITIONING/REPAIRS	8,410	12,558	23,600	23,600
OFFICIALS	55,204	53,662	54,272	54,272
G.H.S. NEWSPAPER	704	1,290	2,500	2,500
LITERARY MAGAZINE	3,300	3,300	3,300	3,300
ATHLETIC TRAINING SERVICES	41,390	43,500	45,000	0
MATH LEAGUE	0	0	1,200	1,200
VEHICLE RENTAL	113,343	87,685	115,000	115,000
INSURANCE	23,484	21,999	27,510	21,450
LEASED SPACE	53,000	44,000	0	24,000
SUBTOTAL	509,704	489,810	476,733	449,673
<b>SUPPLIES/MATERIALS</b>				
SUPPLIES/UNIFORMS	133,560	77,969	90,850	90,850
TECHNOLOGY - SOFTWARE	20,000	26,000	33,000	33,000
ELEMENTARY ACTIVITY CLUB	1,492	629	1,500	1,500
SMITH MIDDLE ACTIVITY CLUB	1,900	3,104	4,000	4,000
HIGH SCHOOL ACTIVITY CLUB	4,883	2,926	6,000	6,000
SUBTOTAL	161,835	110,628	135,350	135,350
<b>OTHER</b>				
LEAGUE DUES/EXPENSES	3,135	6,617	6,442	6,442
<b>TOTAL</b>	<b>2,164,128</b>	<b>2,135,389</b>	<b>2,223,615</b>	<b>2,403,780</b>

# PROGRAM 3000: AGRISCIENCE & TECHNOLOGY 9-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	0.10	0.10	0.10	0.10
TEACHERS	4.00	4.00	4.00	4.00
<b>SALARIES</b>				
SUPERVISION	16,894	17,232	17,576	17,576
TEACHERS	303,371	330,523	350,234	350,834
SECRETARIAL, P-T	16,043	13,223	17,912	17,288
STUDENT HELP, P-T	2,086	2,490	2,575	2,575
FIELD TRIPS	1,301	2,557	1,000	1,000
SUBTOTAL	339,694	366,025	389,297	389,273
<b>PURCHASED SERVICES</b>				
TRANSPORTATION/MENTOR PROGRAM	0	0	10,000	10,000
<b>SUPPLIES/MATERIALS</b>				
INSTRUCTIONAL MATERIALS	28,911	34,024	41,636	41,636
PRINTING/PUBLICATIONS	1,000	0	1,500	1,500
TECHNOLOGY SOFTWARE	0	0	4,500	4,500
SUBTOTAL	29,911	34,024	47,636	47,636
<b>OTHER</b>				
STUDENT SUPERVISION	0	0	1,200	1,200
TEACHERS TRAVEL/MEETINGS	0	0	1,000	1,000
DUES/FEES	0	350	1,500	1,500
SUBTOTAL	0	350	3,700	3,700
<b>EQUIPMENT</b>				
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	0	0	0	0
<b>TOTAL</b>	<b>369,605</b>	<b>400,399</b>	<b>450,633</b>	<b>450,609</b>

# PROGRAM 3100: ELEMENTARY OPERATIONS K-6

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	6.00	6.00	6.00	6.00
SECRETARIAL	6.00	6.00	6.00	6.00
PARAEDUCATORS	12.00	12.00	12.00	12.00
<b>SALARIES</b>				
ADMINISTRATIVE	1,048,424	1,069,232	1,090,454	1,090,454
SECRETARIAL	394,768	381,052	383,120	383,120
CLERICAL, P-T	12,653	7,053	22,190	8,000
PARAEDUCATORS	329,399	333,126	334,988	336,755
GREETERS	141,435	123,272	150,048	150,048
TEAM LEADERS STIPENDS (GW)	15,345	15,134	15,965	15,965
PARAPROFESSIONALS, P-T	346,581	379,934	347,162	362,652
SUBTOTAL	2,288,605	2,308,803	2,343,927	2,346,994
<b>PURCHASED SERVICES</b>				
PRINTING	604	163	750	750
COPIERS	157,791	131,518	145,000	145,000
SUBTOTAL	158,395	131,681	145,750	145,750
<b>SUPPLIES/MATERIALS</b>				
PUBLICATIONS	208	293	500	500
SUPER STAR PROGRAM (GW)	0	0	500	500
SCHOOL FUNCTION COSTS	6,083	3,418	17,500	17,500
WELCOME DAY/COMM CONNECTORS	0	0	5,000	5,000
SUBTOTAL	6,291	3,712	23,500	23,500
<b>OTHER</b>				
TRAVEL REIMBURSEMENT	11,948	17,459	18,000	18,000
DUES/FEES	0	0	500	500
SUBTOTAL	11,948	17,459	18,500	18,500
<b>TOTAL</b>	<b>2,465,240</b>	<b>2,461,655</b>	<b>2,531,677</b>	<b>2,534,744</b>

## PROGRAM 3200: SECONDARY OPERATIONS 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	8.00	8.00	8.00	8.00
SECRETARIAL	13.50	13.50	13.50	13.50
PARAEDUCATORS	7.00	7.00	7.00	7.00
IN-SCHOOL SUSPENSION MONITOR	1.00	1.00	1.00	1.00
SECONDARY STAFFING	0.00	0.00	(1.00)	0.00
<b>SALARIES</b>				
ADMINISTRATIVE	1,413,850	1,395,272	1,469,337	1,402,065
SECRETARIAL	838,517	843,030	871,089	869,254
PARAEDUCATORS	194,491	200,516	219,402	212,590
IN-SCHOOL SUSPENSION MONITOR	38,924	39,718	42,213	42,213
SATURDAY PROGRAM (GHS)	8,286	8,900	10,000	10,000
SATURDAY SCHOOL SUPV. (SMITH)	4,604	4,143	4,500	4,500
TEAM LEADERS (SMITH)	27,621	28,179	28,737	28,737
SECONDARY STAFFING	0	0	(75,000)	0
SUBTOTAL	2,526,293	2,519,758	2,570,278	2,569,359
<b>PURCHASED SERVICES</b>				
PRINTING	829	806	1,500	1,500
MANDATED STUDENT TESTING	140	0	500	500
CULTURAL ARTS/GHS	5,000	1,148	5,000	5,000
SCHOOL CLIMATE/SMITH	1,545	1,051	2,000	2,000
NEASC EVALUATIONS	0	0	0	0
COPIERS	140,819	139,691	155,000	155,000
SECONDARY MAGNET	11,520	0	(125,000)	(125,000)
SUBTOTAL	159,852	142,696	39,000	39,000
<b>SUPPLIES/MATERIALS</b>				
SUPPLIES	60,542	54,539	32,000	32,000
PUBLICATIONS	105	70	1,275	1,275
GRADUATION EXPENSES	70,111	76,010	78,000	78,000
SCHOOL FUNCTION COSTS	14,283	14,224	15,500	15,500
SUBTOTAL	145,041	144,843	126,775	126,775
<b>OTHER</b>				
TRAVEL REIMBURSEMENT	14,870	16,718	18,000	18,000
NE & CT ASSOCIATION DUES	10,150	10,300	11,000	11,000
SUBTOTAL	25,020	27,018	29,000	29,000
<b>TOTAL</b>	<b>2,856,206</b>	<b>2,834,316</b>	<b>2,765,053</b>	<b>2,764,134</b>

# PROGRAM 3300: SYSTEMWIDE SUPPORT SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
ADMINISTRATIVE	5.00	5.00	5.00	5.00
OSHA SAFETY OFFICER	0.32	0.32	0.32	0.32
COMMUNICATION STAFF	1.00	1.50	1.50	1.50
ADMIN/BUSINESS SUPPORT STAFF	9.00	9.00	9.00	9.00
SECURITY SERVICES	16.00	16.00	16.00	16.00
<b>SALARIES</b>				
ADMINISTRATIVE	1,101,206	1,154,609	1,180,269	1,174,252
ADMIN/BUSINESS SUPPORT STAFF	714,998	684,146	751,509	724,050
COMMUNICATION STAFF	111,450	139,921	147,405	155,645
SECURITY SERVICES	779,598	798,643	834,683	839,471
SECRETARIAL, PART-TIME	8,865	8,190	9,405	9,405
SECRETARIAL, OVER-TIME	0	7	8,000	4,000
TUTOR STEAM LAB	0	32,257	34,660	34,660
SUBTOTAL	2,716,116	2,817,774	2,965,931	2,941,483
<b>PURCHASED SERVICES</b>				
AUDIT	30,150	29,125	35,000	35,000
LEGAL FEES	30,504	12,944	30,000	30,000
EQUIPMENT MAINTENANCE	24,752	22,723	40,000	40,000
COPIERS	51,452	37,561	60,000	60,000
LIABILITY INSURANCE	205,910	223,960	235,908	288,650
FIDELITY BOND	3,494	3,722	4,098	3,241
INSURANCE DEDUCTIBLES	0	45,719	40,000	40,000
PUBLIC INFORMATION	17,010	18,289	14,000	18,500
RESEARCH	0	0	0	41,539
POSTAGE	44,751	45,780	50,000	50,000
ADVERTISING/RECRUITING	1,329	3,219	3,500	3,500
PRINTING	18,193	13,528	18,000	18,000
ADULT EDUCATION (MANDATED)	85,906	86,054	86,347	86,347
SUBTOTAL	513,450	542,625	616,853	714,777
<b>SUPPLIES/MATERIALS</b>				
PUBLICATIONS	0	0	1,000	1,000
SUPPLIES	60,601	66,672	40,000	40,000
SECURITY SUPPLIES	5,448	3,958	7,000	7,000
SUBTOTAL	66,049	70,630	48,000	48,000
<b>OTHER</b>				
BOARD OF EDUC. EXPENSES	23,223	24,390	25,000	25,000
SUPT. OFFICE EXPENSES	350	0	2,000	2,000
SCHOOL FOODS SERVICE DEPT.	0	0	0	0
PROFESSIONAL MEMBERSHIP/SY	9,990	9,745	12,000	12,000
PROFESSIONAL EXPENSES	355	554	7,500	7,500
TRAVEL	19,080	19,099	20,000	20,000
CABE DUES	24,984	25,613	24,000	24,000
CREC DUES	1,140	1,133	1,750	1,750
SUBTOTAL	79,122	80,533	92,250	92,250
<b>EQUIPMENT</b>				
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	591,324	20,039	225,000	225,000
STEAM	322,313	25,788	100,000	100,000
SUBTOTAL	913,636	45,827	325,000	325,000
<b>TOTAL</b>	<b>4,288,374</b>	<b>3,557,389</b>	<b>4,048,034</b>	<b>4,121,510</b>

# PROGRAM 3400: FRINGE BENEFITS & SUBSTITUTES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
CLASSROOM/SUBS (FT PARAS)	15.00	15.00	15.00	15.00
<b>SALARIES</b>				
SUBSTITUTES (TEACHER)	668,139	593,016	719,250	719,250
SUBSTITUTES (NURSE)	20,717	33,661	40,000	40,000
CLASSROOM/SUBS (FT PARAS)	232,481	350,188	371,336	371,336
ILLNESS COVERAGE (CLASSIFIED STAFF)	0	0	10,000	10,000
CONTRACTUAL RETIREMENT/RESIGN	163,554	182,989	125,000	125,000
SABBATICAL	82,215	0	0	0
NEGOTIATIONS	0	0	0	0
DEGREE CHANGES	0 <sup>1</sup>	0 <sup>2</sup>	100,000 <sup>3</sup>	0
PERSONNEL TURNOVER	0 <sup>4</sup>	0 <sup>5</sup>	(200,000) <sup>6</sup>	0
SUBTOTAL	1,167,106	1,159,854	1,165,586	1,265,586
<b>EMPLOYEE BENEFITS</b>				
DISABILITY INSURANCE	54,567	61,170	59,043	63,430
LIFE INSURANCE	189,763	251,690	213,840	256,335
HEALTH INSURANCE	13,792,892	14,675,620	15,331,998	15,331,998
RETIREMENT/CLASSIFIED	2,739,111	2,794,085	2,922,000	2,904,487
SOCIAL SECURITY/EMPLOYER SHARE	2,680,451	2,720,884	2,850,759	2,814,912
WORKERS COMPENSATION	291,051	312,627	339,890	401,935
UNEMPLOYMENT COMPENSATION	10,951	42,302	35,000	35,000
EMPL. MANDATED SCREENING	7,240	0	500	500
PROFESSIONAL TECHNICAL SERVICES	0	0	0	0
EMPLOYEE RELATIONS	43,277	42,340	28,000	28,000
SUBTOTAL	19,809,303	20,900,718	21,781,030	21,836,597
<b>TOTAL</b>	<b>20,976,408</b>	<b>22,060,572</b>	<b>22,946,616</b>	<b>23,102,183</b>

**Footnotes:**

***Degree Changes***

1. \$95,983
2. \$106,888
3. \$126,762

***Personnel Turnover***

4. (477,495)
5. (196,901)
6. (340,103)

# PROGRAM 3600: TECHNOLOGY SUPPORT SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025
<b>POSITIONS (FTE)</b>				
COORDINATORS	6.00	6.00	6.00	6.00
TECHNOLOGY SPECIALISTS	15.00	12.00	12.00	13.00
SECRETARIAL	2.00	2.00	2.00	1.00
<b>SALARIES</b>				
COORDINATORS	409,467	414,004	543,118	565,679
TECHNOLOGY SPECIALISTS	1,001,647	969,192	854,023	868,049
TECHNOLOGY MAINTENANCE, P-T	146,470	174,706	80,000	80,000
SECRETARIAL	68,907	69,725	125,284	71,263
SUBTOTAL	1,626,491	1,627,627	1,602,425	1,584,991
<b>PURCHASED SERVICES</b>				
TECHNOLOGY SUPPORT	199,300	136,857	200,000	200,000
EQUIPMENT MAINTENANCE/AV	38,973	36,460	40,000	40,000
COMPUTER MAINTENANCE	39,392	44,916	45,000	45,000
SUBTOTAL	277,664	218,233	285,000	285,000
<b>SUPPLIES/MATERIALS</b>				
SOFTWARE	709,923	785,117	823,000	823,000
SUPPLIES (SYSTEMWIDE)	55,546	65,236	63,000	63,000
SUBTOTAL	765,469	850,352	886,000	886,000
<b>PROGRAM/STAFF DEVELOPMENT</b>				
IN-SERVICE, CLASSIFIED	281	0	3,000	3,000
PROF. MTGS., CLASSIFIED	0	25	3,000	3,000
SUBTOTAL	281	25	6,000	6,000
<b>OTHER</b>				
DUES/FEES	1,155	1,130	2,500	2,500
VEHICLE LEASE	0	0	0	0
SUBTOTAL	1,155	1,130	2,500	2,500
<b>EQUIPMENT</b>				
TECHNOLOGY REPLACEMENT PROGRAM	1,275,179	1,379,817	1,220,000	1,220,000
REPLACE/REPAIR	44,554	46,895	47,000	47,000
NEW/AV EQUIPMENT	45,991	56,873	57,000	57,000
NEW TECHNOLOGY RELATED EQUIPMENT	27,197	41,600	42,100	42,100
REPLACEMENT/AV EQUIPMENT	49,801	117,771	118,000	118,000
SUBTOTAL	1,442,722	1,642,955	1,484,100	1,484,100
<b>TOTAL</b>	<b>4,113,783</b>	<b>4,340,323</b>	<b>4,266,025</b>	<b>4,248,591</b>



# Capital Improvement Plan

## Fiscal Years

**2026**

**2027**

**2028**

**2029**

**2030**

BOE Approved:

# Capital Improvement Projects (CIP) Form

October 28, 2024

Summary by Fiscal Year			
YR	Location	Description	Est. Cost
<b>Projects for Fiscal Years 2026-2030</b>			
2026	GHS	Two New Multi-Use Synthetic Turf Fields	TBD
2026	GHS	Replace Synthetic Turf Field Surface and Quarry Stone Base	\$900,000
2026	GHS	Pool Filter System Replacement (37 yrs.)	\$675,000
2026	GHS	Resurface Rubber Gym Floor & Line Painting (26,400 sf @\$10/sf)	\$260,000
2026	GHS	Repave Parking Surfaces – Area 2 (Junior Lot)	\$200,000
2026	GHS	Resurface & Reline Outdoor Track	\$275,000
		<b>Sub Total Year 2026:</b>	<b>\$2,310,000</b>
2027	GHS	Replace (8) Tennis Court Surfaces - Reclamation and New Asphalt	\$1,500,000
2027	Buttonball	Repave Parking Surfaces	\$200,000
2027	GHS	Roof Replacement **(1991 Areas) 277,000 SF	\$6,000,000
2027	Naubuc	Design Boiler and Heating System	\$75,000
		<b>Sub Total Year 2027:</b>	<b>\$7,775,000</b>
2028	Naubuc	Roof Replacement** (1929, 1949 & 1969 Wings)	\$1,200,000
2028	Naubuc	Replacement Boiler and Heating System	\$950,000
2028	Hebron Ave	Repave Parking Surfaces	\$290,000
2028	Various	Refurbish Rubber Gym Floors – HO, HE, BB, EA (\$60K ea.) GW \$75K	\$315,000
		<b>Sub Total Year 2028:</b>	<b>\$2,755,000</b>
2029	Smith Middle	Design & Replacement Roof** (150,000 SF BUR) (28,000 SF Shingles)	\$4,000,000
2029	GHS	Restore Exterior Fascia Panels	\$500,000
		<b>Sub Total Year 2029:</b>	<b>\$4,500,000</b>
2030	Smith	Chiller Replacement (2)	\$760,000
2030	GHS	Chiller Replacement (2)	\$900,000
2030	GHS	Repave Parking Surfaces – Area 4 (Baldwin, Front Entrance)	\$200,000
		<b>Sub Total Year 2030:</b>	<b>\$1,860,000</b>
<b>**Roof Replacements &gt;20 years are eligible for State School Construction Grant (Non-Priority Projects have no application deadlines)</b>			

**Estimated Costs:**

*Cost estimates listed are indicative of current market conditions. The construction industry has seen significant material and labor price increases due to global supply shortages, labor shortages and inflation. It is difficult to determine with any accuracy how future construction costs, at the time of bidding, will compare to market costs of today.*

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School New Synthetic Turf Field
<b>Priority:</b>	



## Project Description and Status

Two new Multi-Purpose Synthetic Turf fields are proposed at field #12 and #13. These turf structures require specially designed under drains and base material to meet each different manufacturer’s recommended installation requirements. A survey of the location has been studied and a synthetic turf contractor was contacted for budget numbers. There are many types of grade levels of synthetic fields which impact the cost, i.e. a practice surfaces all the way to a premium turf like at our football complex.

These new proposed Fields will be designed and specified from Turf Companies that do not use PFAS and crumb rubber that is not made from recycled tires.

The plan is to bid and replace the field turf with companies that manufacture fields which do not use PFAS and crumb rubber that is not made from recycled tires. Strict design specifications during bidding will require lab certifications from companies that can ensure these substances are not used through their engineering, material procurement, production process and from supplier controls. Only companies that meet this requirement will be considered.

Additionally, this request for two new fields is important to ensure the extended life of the existing turf field as well as the future new fields. It allows us to spread out the heavy demand of our athletic fields used by both, the school programs and community programs.

## Estimated Capital Costs

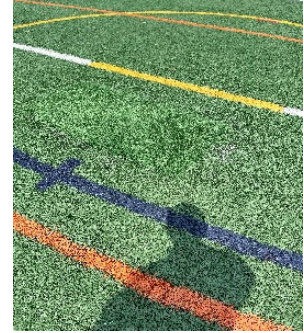
2026 Budget	2026	2027	2028	2029	2030	Total
	TBD	-	-	-	-	TBD

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School Replace Existing Turf Field
<b>Priority:</b>	



## Project Description and Status

The existing Multi-Purpose Field is near its useful life. This field is widely used by all school athletics teams, PE Classes and by town athletic programs throughout the year. The field has been maintained around activities but it is utilized daily and weekends except during snow events. The field remains safe to play on but plans to replace it are needed.

The plan is to bid and replace the field turf with companies that manufacture fields which do not use PFAS and crumb rubber made from recycled tires. Strict design specifications during bidding will require lab certifications from companies that can ensure these substances are not used through their engineering, material procurement, production process and from supplier controls. Only companies that meet this requirement will be considered.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	\$900,000	-	-	-	-	\$900,000

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School Pool Replacement - Pool Filtration System
<b>Priority:</b>	



## Project Description and Status

The existing Glastonbury High Aquatic Filtration System was last replaced in 1987 and is beyond its useful life. While it has been maintained for the last 37 plus years it is time to replace the system. The system currently is a dual tank unit made of steel. After a recent inspection of the internal lining, there are signs of wear. This is not a failure of the tank but is of concern and why we are elevating the time for replacement. The pool filtration operates 24/7/365 and is used by school athletics and town community. The pool water is monitored several times per day per health code and there is no issue with the water quality. The pool is 212,000 gallons and filtration is working correctly at this time.

The new tank system design will be constructed of high strength fiberglass more commonly used in current Swimming Pool Filtration Systems. A new system will include all equipment including Filter Tank, Backwash Tank, piping, pumps, drives, valves, chemical feeds, UV sanitizer, computer controls and alarms. Additionally, the mechanical space will be updated to meet current code standards.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	\$675,000	-	-	-	-	\$675,000

## Estimated Operating Budget Requirements

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	Refurbish Rubber Gym Floor GHS, HO, HE, BB, EA and GW.
<b>Priority:</b>	



## Project Description and Status

All Glastonbury Schools have rubberized gym floor surfaces which are widely used twelve months a year. Due to the use, it is important to perform professional gym floor resurfacing services every 10 years to help prolong the life of a gym floor. This is recommended over a complete replacement as it is a significant cost savings as well as environmentally prudent.

The work for 2026 would be at GHS.

The work in 2028 would be for HO, HE, BB, EA and GW.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	\$260,000	-	\$315,000	-	-	\$575,000

## Estimated Operating Budget Requirements

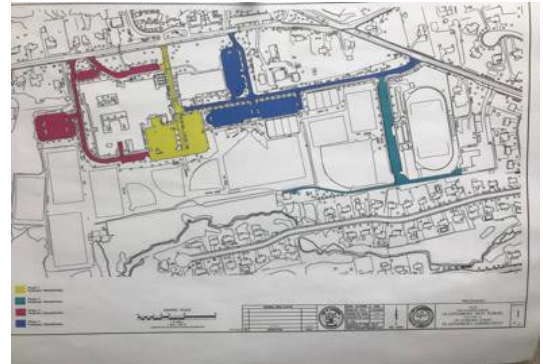
No additional maintenance costs anticipated.

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School Pavement Rehabilitation
<b>Priority:</b>	



## Project Description and Status

The High School campus has approximately 392,000 square feet of parking. In coordination with the Town annual repaving plan, a multi-year reclamation and repave of parking lots was established based on conditions. A budget of \$200K for each area of the site map was prepared by Town Engineering. The multi-year plan has been in place to anticipate current and future needs that will address the entire site.

At this time the following has been completed:

- In 2019 Phase 1 (Entrance "C" Area)
- In 2022, the Senior Lot (Entrance "D" Area)

In 2026, we propose to complete the Junior Lot as we await the completion of the Strength & Conditioning Center. Due to Field House construction and now the Strength and Conditioning Center, this parking lot is a priority.

Finally, the Baldwin and Front Entrance parking lots are the newest lots completed during the addition of the science wing in 2006. Those areas are in good condition and the 2030 request is a placeholder in the event we anticipate the need to do them.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	\$200,000	-	-	-	\$200,000	\$400,000

## Estimated Operating Budget Requirements

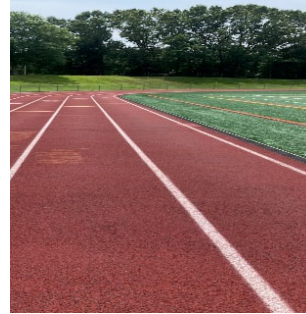
A proportional budget is recommended for all completed paving projects to address crack filling and asphalt seal coating to preserve and extend the life of the paved surfaces. Maintenance is recommended every 5 years.

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School Re-Surface Outdoor Track
<b>Priority:</b>	



## Project Description and Status

The existing outdoor track is approximately 5,000 SY of rubber track surface, six lanes wide. Resurfacing materials must be compatible with existing rubber surface and shall be applied in compliance to manufacturers recommendations. Track damage will be repaired followed by two layers of ultraviolet resistant pigmented EPDM granules. Track lines will be marked by a surveyor and then lines and markings will be painted back to original layouts and color.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	\$275,000	-	-	-	-	\$275,000

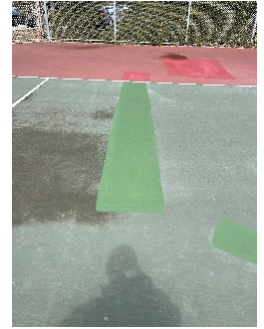
## Estimated Operating Budget Requirements

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School Replace (8) Outdoor Tennis Courts
<b>Priority:</b>	



## Project Description and Status

The existing Tennis Courts were constructed during the 2005 renovations. The existing outdoor courts have been repaired over the past several years. However, winters have created significant expansion with large gaps to the concrete and finish surface. We have filled and made repairs but a long-term solution is needed such as reclamation and/or complete replacement with post tension concrete or other methods.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	\$1,500,000	-	-	-	\$1,500,000

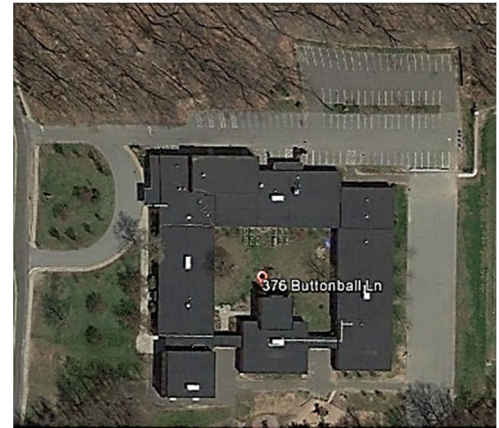
## Estimated Operating Budget Requirements

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	Buttonball School Re-Pavement Parking Surfaces
<b>Priority:</b>	



## Project Description and Status

This property has approximately 80,000 square feet of parking and this request will consist of an overlay or reclamation and re-pave of areas of the parking lot and driveways that need repair for safety to pedestrians and vehicles.

Upon completion, a preventative maintenance program to crack-fill and asphalt coat every 3-5 years would be recommended to preserve and extend the life of the bituminous concrete surfaces.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	\$200,000	-	-	-	\$200,000

## Estimated Operating Budget Requirements

A proportional budget is recommended for all completed paving projects to address crack filling and asphalt seal coating to preserve and extend the life of the paved surfaces. Maintenance is recommended every 5 years.

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	High School Roof Replacement
<b>Priority:</b>	



## Project Description and Status

Roof replacement projects greater than 20 years old will be eligible for a State School Construction Grant reimbursement. Due to timelines with the grant process, design was funded in 2025 and construction is anticipated in 2027. This timeline factors in the local regulatory process for State Grant as well as the School Construction Grant review and plan approval process.

The entire roof surface is comprised of (31) roof areas totaling 352,000 square feet. In 1991, all roofs were replaced, except Building A (newest addition) and the Gym/Pool roof. These (29) roof areas are all built-up, multi ply, hot asphalt roofs covered by pea stone ballasts (BUR). These BUR roof areas are approximately 277,000 square feet and currently 33 years old. The physical appearance is in fair to poor condition. There are multiple signs of erosion of the ballast, alligatored surfaces, shrinkage and cracking of the felts, delamination of expansion joints and flashing components. Repairs have been performed over the years and continues as needed. However, a built up and stone ballasted roof system has a “limited-service life” due to thermal changes, given the fact that its primary component is hot asphalt. Included in the budget is an estimated \$250,000 for removal and reinstallation of the solar panels.

This recommendation includes the design and replacement of all areas last completed in 1991 and to replace these roof areas in 2027. The recommended system is an EPDM — (ethylene propylene diene monomer) a single ply rubber roof system that is fully adhered over a tapered insulation board. EPDM can be installed in large sections, limiting the number of seams, and does not crack or split with temperature changes as it has a high level of elasticity. The system does not use hot asphalt for installation, which is an issue with schools due to the VOC in the air, which makes an EPDM roof installation possible in an occupied building. Seams are adhered using adhesives which permanently bonds the seams. EPDM is also resistant to atmospheric pollution as it is not made from organic materials. EPDM is very low maintenance and repairs can be made with a trained general maintenance staff rather than a roof specialist. This roof system provides the longest life cycle in the industry and is the recommended system by Silver Petrucelli + Associates who completed our roof survey back in November 2019.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2028	2030	Total
	-	\$6,000,000	-	-	-	\$6,000,000

## Estimated Operating Budget Requirements

No additional maintenance costs anticipated.

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	Naubuc School Replacement Boiler System
<b>Priority:</b>	



## Project Description and Status

The design funding requested in 2027 will consist of engineering plans and specifications for the replacement of all heating systems including the boilers, piping and energy management controls.

The new heating system replacement proposed in 2028, will replace the original 1983 steam heating plant and conversion to a hydronic hot water pipe system. This will provide higher efficiency, reduced energy costs and the modern mechanical infrastructure for a long-term life cycle and optimal occupant comfort.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	\$75,000	\$950,000	-	-	\$1,025,000

## Estimated Operating Budget Requirements

Annual operating costs (primarily electric utilities) will be quantified.

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	Naubuc School Roof Replacement
<b>Priority:</b>	



## Project Description and Status

Roof replacement projects greater than 20 years old will be eligible for a State School Construction Grant reimbursement. Due to timelines with the grant process, we are proposing design funding in 2025 and construction in or around 2028. This timeline factors in local regulatory process for state grant as well as the School Construction Grant review and plan approval process.

The roof surface that is a built-up (BUR) is approximately 59,000 square feet and was replaced in 1990 making it 34 years old. These roof areas are all built-up, multi ply, hot asphalt roofs covered by pea stone ballasts. The physical appearance is in in good condition as maintenance has been performed over the years. Additionally, the K-Wing is a “Hip-Roof” design and the pitched portion of the roof is asphalt shingle previously replaced in 1996. However, in keeping with the anticipated roof replacement schedule, we are recommending replacement of all the BUR areas (59K sf) and shingle section (18K sf) to be done in 2028.

The recommended system for the BUR areas is an EPDM (ethylene propylene diene monomer) — a single ply rubber roof system that is fully adhered over a tapered insulation board. EPDM can be installed in large sections, limiting the number of seams, and it does not crack or split with temperature changes as it has a high level of elasticity. The system does not use hot asphalt for installation, which is an issue with schools due to the VOC in the air, which makes an EPDM roof installation possible in an occupied building. Seams are adhered using adhesives which permanently bonds the seams. EPDM is also resistant to atmospheric pollution as it is not made from organic materials. EPDM is very low maintenance and repairs can be made with a trained general maintenance staff rather than a roof specialist. This roof system provides the longest life cycle in the industry and is the recommended system by Silver Petrucelli + Associates who completed our roof survey back in November 2019. The areas of the existing asphalt shingles are recommended to be replaced with a 50-year architectural shingle.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	-	\$1,200,000	-	-	\$1,200,000

## Estimated Operating Budget Requirements

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	Hebron Ave School Re-Pavement Parking Surfaces
<b>Priority:</b>	



## Project Description and Status

This property has approximately 117,000 square feet of parking. This request will consist of an overlay or reclamation and re-pave of areas of the parking lot and driveways that need repair for safety of pedestrians and vehicles.

Upon completion, a preventative maintenance program to crack-fill and asphalt coat every 3-5 years would be recommended to preserve and extend the life of the bituminous concrete surfaces.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	-	\$290,000	-	-	\$290,000

## Estimated Operating Budget Requirements

A proportional budget is recommended for all completed paving projects to address crack filling and asphalt seal

# Capital Improvement Projects (CIP) Form

**October 28, 2024**

coating to preserve and extend the life of the paved surfaces. Maintenance is recommended every 5 years.

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	Smith Middle School Design & Replacement Roof
<b>Priority:</b>	



## Project Description and Status

Roof replacement projects greater than 20 years old will be eligible for a State School Construction Grant reimbursement.

The roof surface that is a built-up (BUR) is approximately 150,000 square feet originally built in 2000. These roof areas are all built-up, multi ply, hot asphalt roofs covered by pea stone ballasts. The physical appearance is in in good condition as maintenance has been performed over the years. Additionally, a “Hip-Roof” consists of the pitched portion with asphalt shingles approximately 28,000 sf. Some repairs have been made over the years. It is recommended to plan for Design in 2029 and Replacement in 2030.

The recommended system for the BUR areas is an EPDM (ethylene propylene diene monomer) — a single ply rubber roof system that is fully adhered over a tapered insulation board. EPDM can be installed in large sections, limiting the number of seams, does not crack or split with temperature changes as it has a high level of elasticity. The system does not use hot asphalt for installation, which is an issue with schools due to the VOC in the air, which makes an EPDM roof installation possible in an occupied building. Seams are adhered using adhesives which permanently bonds the seams. EPDM is also resistant to atmospheric pollution as it is not made from organic materials. EPDM is very low maintenance and repairs can be made with a trained general maintenance staff rather than a roof specialist. This roof system provides the longest life cycle in the industry and is the recommended system by Silver Petrucelli + Associates who completed our roof survey back in November 2019. The areas of the existing asphalt shingles are recommended to be replaced with a 50-year architectural shingle.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	-	-	\$75,000	\$3,925,000	\$4,000,000

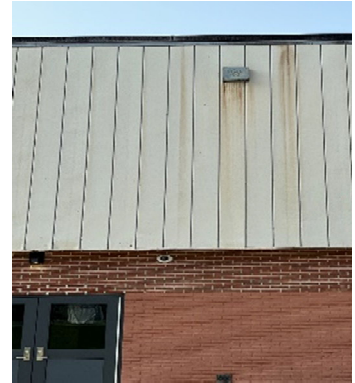
## Estimated Operating Budget Requirements

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	GHS Restore Exterior Fascia Panels
<b>Priority:</b>	



## Project Description and Status

This project will consist of repairing damaged metal panels and respraying the entire metal panels with a coating that will seal and re-color coat the surface with an electro-static application designed to bond to the metal. We will explore with various engineering methods that considers cost effectiveness and lifespan.

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	-	-	-	\$500,000	\$500,000

## Estimated Operating Budget Requirements

# Capital Improvement Projects (CIP) Form

October 28, 2024

## Overview

<b>Department:</b>	Board of Education
<b>Project Title:</b>	GHS and Smith School Chiller Replacements
<b>Priority:</b>	



## Project Description and Status

This project will consist of engineering plans and specifications followed by the replacement of ground mounted and roof mounted chillers listed below. EUL<sup>1</sup> is 20 years with this type of major equipment. Service, maintenance and repairs have been performed over the years. Some of the major units may be eligible for energy grants through Eversource.

### GHS

- (2) Pad Mounted Air-Cooled Chillers (2004) 180 Tons Ea. (\$380K Ea.) in 2030

### Smith Middle

- (2) McQuay Rooftop Air-Cooled Chillers (2000) 300 Tons Ea. (\$450K Ea.) in 2030

Total estimated project cost including design is \$1,660,000.

<sup>1</sup> Estimated Useful Life

## Estimated Capital Costs

2026 Budget	2026	2027	2028	2029	2030	Total
	-	-	-	-	\$1,660,000	\$1,660,000

## Estimated Operating Budget Requirement

Annual operating costs (primarily electric utilities) will be quantified.

## **Regular Board of Education Meeting**

Monday, October 7, 2024 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh:	Absent
Mrs. Alison Couture:	Present
Mrs. Jennifer Faust:	Present
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent  
Scott Hurwitz, Assistant Superintendent  
Kate Lund, Assistant Superintendent  
Citizens and Staff Members, representatives of the press

### **1. Call to Order**

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

### **2. Pledge of Allegiance**

### **3. Awards and Recognition**

3.A. Zeal Darbar, State Middle School Stock Market Game Award Winner

3.B. Cassandra Murphy, Director of Special Education

### **4. Student Representatives' Report**

4.A. Hayley Lemieux, Class of 2025

Hayley Lemieux was unable to attend the meeting.

4.B. Amalia Baird, Class of 2027

Amalia Baird, Student Representative Class of 2027, shared with the Board events happening at Glastonbury High School.

### **5. Information Session for Public Comment**

Luis Marquez, 3514 Hebron Avenue, Glastonbury, shared with the Board his support for the boys' soccer team and reconsideration of the recent suspension of the coach.

Timothy McGuire, 107 Pond Circle, Glastonbury, addressed the Board regarding the recent suspension of the coach and spoke about his character.

Kathy McGuire, 107 Pond Circle, Glastonbury, addressed the Board with her concern regarding the suspension of the boys' soccer coach.

Matthew McGuire, 107 Pond Circle, Glastonbury, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Andrew Ethier, 30 Bell Street, Glastonbury, thanked the Board for approving the proposed policy changes and shared his support of a trade curriculum at GHS.

Griffin Szalkiewicz, 580 Weir Street, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Patrick Butler, 119 Morgan Drive, Glastonbury, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Joani Kepsu, 56 Hickory Drive, Glastonbury, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Vedhik Dsari, 225 Wolfe Point Road, Glastonbury addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Andrew Ossino, 120 Chatam Hill Road, Glastonbury, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Jackson Margues, 3514 Hebron Avenue, Glastonbury, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Frank Ossino, 120 Chatham Hill Road, Glastonbury, addressed the Board regarding his concern related to the suspension of the boys' soccer coach.

Jenn Jennings, 34 Cranesbill Drive, Glastonbury, addressed the Board regarding items that are important to her as a parent and active community member.

Mary Damato, 232 Datton Road, Glastonbury, addressed the Board regarding the football coach and his actions towards students.

Leslie Golemba, 804 Neipsic Road, Glastonbury, addressed the Board regarding the football coach and his actions towards students.

Kim Finocchiaro, 83 Bittersweet Lane, Glastonbury, addressed the Board regarding her support for trade courses being offered at GHS.

Ethan Reid, 37 Strickland Street, Glastonbury, addressed the Board regarding his support of the football coach.

Lisa Pearlman, 93 Duck Pond Road, Glastonbury, addressed the Board regarding her concern related to the suspension of the boys' soccer coach.

Camden Combs, 36 Riverview Road, Glastonbury, addressed the Board regarding his support for the football coach.

Jameson Barry, 199 Cavan Lane, Glastonbury, addressed the Board regarding his support for the football coach.

Connor Finnerty, 130 Carriage Drive, Glastonbury, addressed the Board regarding his support for the football coach.

Maddie Galemzga, 67 Country Lane, Glastonbury, addressed the Board regarding her concern related to the suspension of the boys' soccer coach

Mark Landers, 22 Carriage Drive, Glastonbury addressed the Board regarding his support for the boys' soccer coach.

Megan Dobaldo, 226 Woodhaven Road, Glastonbury, addressed the Board concerning her support of trade courses at Glastonbury High School, the recent suspension of the boys' soccer coach, and her support for the football coach.

Athletic Director, Trish Witkin, provided the Board with an update on the CIAC issue at Glastonbury High School.

The Board took a ten (10) minute recess at 8:15 pm and returned at 8:25 pm.

## **6. Reports and Discussion**

### **6.A. Program Reports**

#### **6.A.1. Athletics Program Report**

Trish Witkins, Director of Athletics, highlighted areas of the report for the Board.

6.A.2. Career and Technical Education (CTE) and Agriscience Program Report

Elizabeth Cole, Director of Career and Technical Education, shared highlights from the report with the Board.

6.A.3. Special Education Program Report

Kimberly Brown, Administrator for Pupil Services, highlighted areas of the report for the Board.

6.B. Glastonbury Education Foundation

Julie Thompson reminded the Board of the upcoming Education Foundation Gala scheduled for Friday, November 15, 2024, at St. Clements Castle.

The Board took a five (5) minute recess at 9:55 pm and returned at 10:00 pm.

**7. Business Requiring Action**

7.A. Approval of Bid for Modular Classrooms at Eastbury School

Board approves option A for modular classrooms at Eastbury School without the add alternate of a pitched roof. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Ms. Jenn Jennings:	Nay
Mrs. Alison Couture:	Yea
Mrs. Jennifer Faust:	Yea
Dr. Douglas Foyle:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

7.B. Approval of Revised Board of Education Policy and Regulation #5131.9 Bullying Prevention and Intervention

Board approves revised Board of Education Policy and Regulation #5131.9 Bullying Prevention and Intervention. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture:	Yea
Mrs. Jennifer Faust:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

7.C. Approval of Revised Board of Education Policy and Regulation #4118.11/4218.11 Non-discrimination

Board approves revised Board of Education Policy and Regulation #4118.11/4218.11 Non-discrimination. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Ms. Jenn Jennings:	Nay
Mrs. Alison Couture:	Yea

Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

7.D. Approval of Revised Board of Education Policy and Regulation #4118.12/4218.12 and 5141.6 Sexual Harassment

Board approves revised Board of Education Policy and Regulation #4118.12/4218.12 and 5141.6 Sexual Harassment. This motion, made by Ms. Julie Thompson and seconded by Ms. Jenn Jennings, Carried.

Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

7.E. Approval of Revised Board of Education Policy #3000 Concept and Roles in Business and Non-Instructional Operations

Board approves revised Board of Education Policy #3000 Concept and Roles in Business and Non-Instructional Operations. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Jennifer Faust: Nay  
Ms. Jenn Jennings: Nay  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

7.F. Approval of Revised Board of Education Policy #2131 Superintendent of Schools - Recruitment and Appointment

Board approves revised Board of Education Policy #2131 Superintendent of Schools - Recruitment and Appointment. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Ms. Jenn Jennings: Nay  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

#### 7.G. Approval to Go Out for School Bus Bids

The Board moves to approve to go out for school bus bids. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea

Mrs. Jennifer Faust: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

#### 7.H. Approval of Smith Middle School Student Trip to Quebec City, Quebec

Board approves the Smith Middle School student trip to Quebec City, Quebec reserving the right to cancel the trip if there are government advisories against travel to this destination or any other serious threats or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea

Mrs. Jennifer Faust: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

#### 7.I. Approval of the September 23, 2024 Meeting Minutes

Board approves the meeting minutes of Monday, September 23, 2024. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Alison Couture: Yea

Mrs. Jennifer Faust: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

### 8. Committee Reports

#### Upcoming Committee Meetings:

- A Curriculum Committee meeting is scheduled for Wednesday, October 16, 2024, at 10:00 am
- A Budget Committee meeting is scheduled for Monday, October 21, 2024, at 9:00 am

**9. Chairman's Reports**

Dr. Foyle shared that the Agenda Setting Committee has sent Policy #9130, Committees - Standing and Special, back to the Policy Committee for review.

**10. Superintendent's Report**

Dr. Bookman, Superintendent of GPS, shared the following with the Board:

- Letters from CABE to those Board members that attended CABE workshops
- Afterschool Activity Brochures for Gideon Welles and Smith Middle School students

10.A. School Enrollment Report, October 2024

10.B. Staff Appointments

10.B.1. Alexis Egan, Smith Middle School, Special Education Teacher

10.B.2. Rachel Mendes, LINKS, Special Education Teacher

10.B.3. Cassandra Murphy, Director of Special Education

10.C. Gideon Welles School After School Activities 2024-2025

10.D. Smith Middle School Clubs 2024-2025

10.E. Dates to Remember

**11. Adjournment**

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. David Peniston, Jr., Carried. The meeting adjourned at 10:37 pm.

- Mrs. Alison Couture: Yea
- Mrs. Jennifer Faust: Yea
- Dr. Douglas Foyle: Yea
- Ms. Jenn Jennings: Yea
- Mr. David Peniston, Jr.: Yea
- Mr. Matthew Saunig: Yea
- Ms. Julie Thompson: Yea

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

Respectfully Submitted,

Kali Cavanaugh, Secretary

Approved:



## Annual Program Report

**Academic Program:** English Language Arts Grades K-5

**Director:** Christina O'Brien

**Date:** October 28, 2024

1. *Highlight program events and summarize the key achievements of the program that are unique to the past year.*
  - 14 students, ranging in grades Kindergarten through fifth, received Gold (3), Silver (5), or Honorable Mention (6) awards for submitting fiction, non-fiction, poetry and artwork selections for the Connecticut Student Writers Magazine contest.
  - All elementary schools participated in the One District One Book community-wide shared reading of *Fenway and Hattie* by Victoria Coe; each school culminated the conclusion of the shared reading experience with a school-wide celebration.
  - The Welles Turner Memorial Library Summer Reading Program drew 765 readers to the library to participate in the environmentally themed program "READ-RENEW-REPEAT," and 6,823 books were read by our students.
  - Select literacy staff participated in the CSDE *Right to Read* professional learning series, which spanned ten (10) days over the course of the 2023-2024 school year.
2. *Outline any revisions made to the curriculum within the past year and identify areas for curriculum development for the 2024-2025 SY.*

Grade-Level / Course	Area of Development / Revision	Next Steps / Progress
K-3	Implemented the <i>Wilson Foundations</i> phonics program.	<ul style="list-style-type: none"> <li>• Implement grade level <i>Foundations</i> lessons in grade three in 25-26 SY; include formal cursive instruction in Gr. 3.</li> <li>• Continue to use data to support instructional next steps.</li> </ul>
4-5	Incorporated <i>Words Their Way</i> , increasing allocated time for instruction.	<ul style="list-style-type: none"> <li>• Continue to use data to support instructional next steps.</li> <li>• Implement <i>Wilson Foundations Just Words</i> for students who need Tier 2 support and targeted intervention.</li> <li>• Support Tier 2 students with numerous opportunities within text to practice segmenting and blending skills.</li> </ul>

K-3	Used DIBELS to screen all students in the areas of phonemic awareness, alphabetic principle, fluency and comprehension at three benchmark points in the school year.	<ul style="list-style-type: none"> <li>• Continue to monitor student data to support instructional next steps.</li> </ul>
K-2	Incorporated the <i>Foundations Readers</i> and the <i>Jump Rope Readers</i> to help students apply phonics skills to decode text.	<ul style="list-style-type: none"> <li>• Implement <i>Wilson Fun in Focus</i> for students who need Tier 2 support and targeted intervention.</li> <li>• Support Tier 2 students with numerous opportunities within text to practice segmenting and blending skills.</li> </ul>

3. *Share plans for change and direction in accordance with the most recent 5-year Program Review and 6th Generation Strategic Plan. Include progress towards goals and district initiatives.*

- Incorporate decodable texts aligned to phonics instruction
- Continue to align Tier 2/Tier 3 intervention resources with the Science of Reading and CSDE approved programs/curricula.
- Fully implement *UFLI Foundations* in Tier 2 and Tier 3 services.
- Implement a Multi-Tiered System of Supports (MTSS) to enhance student outcomes and ensure equitable access to high-quality literacy instruction.
- Partner with HILL for Literacy and the District Literacy Leadership Team (DLLT) to conduct a comprehensive review of the K-5 reading and writing instructional resources and curriculum, identifying necessary updates and improvements.
- Continue to support K-3 staff implementation of *Foundations* with targeted professional learning and collaborative planning opportunities.

4. *Detail the financial needs associated with the program, inclusive of curriculum hours, instructional resources, staffing, and professional development.*

- Continue to fund high quality print texts to support reading and writing units.
- Continue to fund professional learning and training to support implementation of foundational literacy resources.
- Provide funds to purchase evidence-based materials to support core curriculum and multi-tiered instruction.
- Provide funds to purchase CSDE-approved core reading program following recommendations from the HILL for Literacy / DLLT review.



## Annual Program Report

**Academic Program:** English Language Arts Grades 6-12

**Director:** Tracey DeDonato

**Date:** October 28, 2024

1. *Highlight program events and summarize the key achievements of the program that are unique to the past year.*

- 23 students were recognized for their writing by the Connecticut Writing Project (CWP)/The Connecticut Student Writers Magazine Contest. Award winners placed in the following categories: GOLD Award (2), SILVER Award (13), and Honorable Mention (8).
- The English department extended its partnership with *The Globe Reads* organization by providing students in one GHS *English 9* class with the opportunity to collaborate remotely with English classes in Zimbabwe, Rwanda, and India.
- The GHS English Department partnered with the Welles-Turner Library to present its eighth annual *Evening of Rhyme and Rhetoric* with over 100 people in attendance
- SAT *Evidence-Based Reading/Writing* (School Day test)
  - Average score: 565 (CT average score: 491)
- Advanced Placement:
  - *AP Language and Composition*
    - 92.3% (24/26 students) achieved a score of 3 or higher
    - Average score: 3.62 (CT average score: 3.06)
    - 4 students achieved the highest possible score of 5
  - *AP Literature and Composition*
    - 86.4% (38/44 students) achieved a score of 3 or higher
    - Average score: 3.64 (CT average score: 3.35)
    - 7 students achieved the highest possible score of 5

### **Gideon Welles School**

- Acclaimed author, Jack Gantos, delivered a motivational presentation to all sixth graders. His visit was organized by the Literacy Committee and coincided with the personal narrative writing unit.
- Hungarian Holocaust survivor, Endre “Andy” Sarkany, visited sixth grade Team Congo to share his story of survival and hope. Sponsored by the *Voices of Hope* organization, his visit coincided with our historical fiction unit.

### **Smith Middle School**

- The 2023-2024 SMS literary magazine, *Cosmic Chronicle*, was awarded the “Superior” rank in the National Council for Teachers of English REALM (Recognizing Excellence in Arts and Literature Magazine) contest, a step up from the “Excellent” rank earned the previous year.

## Glastonbury High School

- The school’s Chapter of Quill & Scroll National Honor Society inducted four students, who demonstrated initiative and achievement in scholastic journalism.
- Three GHS students were recognized as *Creepy Story Contest* winners; three GHS students were recognized in the 12th Annual *Spring Writing Contest*.

2. *Outline any revisions made to the curriculum within the past year and identify areas for curriculum development for the 2024-2025 SY.*

<b>Grade-Level / Course</b>	<b>Area of Development / Revision</b>	<b>Next Steps / Progress</b>
Grade 6/ELA	Revised course At-a-Glance document for nonfiction unit overview; updated 24-25 common and formative assessments schedule.	Revise expectations in the nonfiction writing unit, and revise as needed; update reading list.
Grade 7/ELA	Reconfigured Q3/Q4 timeline.	Review texts used within the Historical Fiction unit; update reading list.
Grade 8/ELA	Identified grammar lesson sequence; refined focus of Editorial Writing and Social Change unit.	Create infographic and integrate multimedia components within units; update reading list.
Grade 11/English	Revised units and assessments; updated vocabulary and grammar units to align with the recently revised SAT; created At-a-Glance guide.	Continue development of English 11 resources.
Grade 12/ American Literature World Literature Modern Literature Global Literature Journalism Introduction to Poetry	Revised 12th grade course curricula to include six semester-long courses; created At-a-Glance guides, unit outlines, and unit assessments for each course/level.	Revise course curriculum based on first-year course implementation; review guaranteed texts.

3. *Share plans for change and direction in accordance with the most recent 5-year Program Review and 6th Generation Strategic Plan. Include progress towards goals and district initiatives.*

- Complete At-a-Glance Guides for all units of study for Grades 6-12 courses.
- Add additional media and digital literacy opportunities for students to ensure that they are prepared for the digital demands of both higher education and the workforce.
- Continue to build and implement common assessments and rubrics and systematically review the data collected to inform curriculum and instructional decisions.

- Examine instructional practices and course curricula to ensure:
  - full representation and perspective within our guaranteed curriculum.
  - access to and supports within teaching and learning by and for all students.
- Continue to explore how AI may support teaching and learning.
- Continue to strengthen our partnership with the Welles-Turner Memorial Library.

4. *Detail the financial needs associated with the program, inclusive of curriculum hours, instructional resources, staffing, and professional development.*

- Maintain subscriptions for digital texts (*Actively Learn Premium*), electronic media, online assessment programs (*NoRedInk Premium*), and relevant iPad apps within courses of study.
- Maintain curriculum development funding to support the review, revision, and/or consolidation of course curriculum and related resources.
- Maintain professional development funding to support teacher growth and student learning.



## Annual Program Report

**Academic Program:** Library Media Grades K-5

**Director:** Christina O'Brien

**Date:** October 28, 2024

1. *Highlight program events and summarize the key achievements of the program that are unique to the past year.*

- Awarded PTSO mini grant funds were used to acquire essential instructional resources used to enhance the K-5 STEAM curriculum. The resources have been integrated into lessons that provide students experiences with problem-based learning, imaginative exploration, and self-discovery.
- STEAM Night was held at all elementary schools. LMS collaborated with the PACE and LART teachers to integrate all elements of STEAM.
- “Story and STEAM” lessons were conducted in all grade levels.
- Coding lessons were conducted in all grades, introducing students to these critical skills and concepts.
- Library media specialists delivered digital citizenship lessons to all grade levels during designated library times. The curriculum is designed to teach students about creative work, online safety, and the principles of being a responsible digital citizen.
- Library media specialists support the Birthday Book Program which is a fundraiser for new books.

2. *Outline any revisions made to the curriculum within the past year and identify areas for curriculum development for the 2024-2025 SY.*

Grade-Level / Course	Area of Development / Revision	Next Steps / Progress
K-5 / STEAM	Continued development of “Story and STEAM” Lessons.	<ul style="list-style-type: none"> <li>• Revision of lessons during Summer 2025 curriculum writing.</li> </ul>
K-5 / Coding	Increased opportunities for unplugged lessons with Story and STEAM and Legos to support coding. Develop district coding lessons in collaboration with Science Director.	<ul style="list-style-type: none"> <li>• Develop a comprehensive scope and sequence for K-12 coding skills and concepts.</li> <li>• Submit grants for additional funding to support Lego Education in STEAM.</li> </ul>

K-5 / ALL	Continue to collaborate with various departments, teachers and directors to align library resources with classroom needs, especially in regards to research skills, digital citizenship and STEAM.	<ul style="list-style-type: none"> <li>• Develop a comprehensive scope and sequence for K-12 coding skills and concepts.</li> <li>• Continued alignment of library resources with classroom needs, especially in regards to research skills, digital citizenship and STEAM.</li> </ul>
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3. *Share plans for change and direction in accordance with the most recent 5-year Program Review and 6th Generation Strategic Plan. Include progress towards goals and district initiatives.*

- Develop a comprehensive, updated K-12 standards map, inclusive of the CSDE-adopted American Association of School Librarians (AASL) standards, as well as International Society for Technology Education (ISTE) and GPS language and expectations.
- Continue to expand Science, Technology, Engineering, the Arts, and Mathematics (STEAM) opportunities and pathways for all students in the library media program, including coding and robotics.
- Explore the integration of keyboarding instruction in upper elementary grades.

4. *Detail the financial needs associated with the program, inclusive of curriculum hours, instructional resources, staffing, and professional development.*

- Increase technology software, equipment, and instructional materials budgets in order to:
  - Continue to review and expand eBook, audiobook and database collections.
  - Procure culturally responsive and diverse print and digital resources that support the needs of students, curriculum, and instruction, including author experiences.
  - Expand access to STEAM activities and supporting resources through the implementation of a mobile makerspace to incorporate the Design Thinking model within the grade level curriculum.
  - Update K-5 library media centers to future-ready learning spaces that include collaborative/flexible work spaces.
- Increase curriculum hours to allow for:
  - Articulation of the newly-adopted AASL standards by the CT SDE and development of a comprehensive, updated K-12 standards map, inclusive of the ISTE and GPS language and expectations.



## Annual Program Report

**Academic Program:** Library Media, 6-12

**Director:** Tracey DeDonato

**Date:** October 28, 2024

1. *Highlight program events and summarize the key achievements of the program that are unique to the past year.*

### **Gideon Welles School**

- Local author, Nancy Tandon, visited the school through the Author-in-Residence (AIR) program to help students improve their creative writing skills. Participating students contributed their work to a group ebook.
- Ten students competed in the annual *Kids' Lit Quiz* competition at Sedgwick Middle School.
- 20 authors visited remotely with 40 classes during *World Read Aloud Day* in February.
- The GWS library media specialist attended multiple days of SCRIPT Training to support new Computer Science initiatives.
- Circulation increased by 72% over the previous year.

### **Smith Middle School**

- The SMS World Historical Fiction collection was expanded and saw increased student use.
- SMS collaborated with Welles-Turner Young Adult Librarian, Megan Campbell, to conduct Nutmeg Book presentations and discussions with students.
- The library media specialist mentored two student teachers, both of whom now work in the district in other capacities.
- Circulation increased by 20% over the previous year through more dynamic collaboration with ELA teachers, resulting in 7,181 total checkouts, including 5,646 fiction and/or graphic novels, 700 nonfiction books for personal use, and 835 books for in-library research.

### **Glastonbury High School**

- GHS collaborated with Welles-Turner Young Adult Librarian, Megan Campbell, to form a student book club.
- The library media space was reconfigured into three library "zones" (community, collaboration, and quiet) to accommodate all students' needs.
- The library media specialists visited English classes throughout the year to conduct book talks related to independent reading projects and in May to conduct book talks and check out summer reading books to students.
- Updated furniture was added to the space to support collaboration amongst students and provide a more flexible and future-ready learning space.

2. *Outline any revisions made to the curriculum within the past year and identify areas for curriculum development for the 2024-2025 SY.*

<b>Grade-Level / Course</b>	<b>Area of Development / Revision</b>	<b>Next Steps / Progress</b>
Grade 6	<ul style="list-style-type: none"> <li>• Revised author study lessons and resources.</li> <li>• Revised historical fiction resources.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with Science and H/SS departments to update materials/lessons.</li> <li>• Update responsible users of information lessons.</li> <li>• Develop district-wide alignment of digital literacy materials.</li> </ul>
Grades 7/8	<ul style="list-style-type: none"> <li>• Collaborated with the Health department to update the seventh grade Health research modules and rubrics.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with H/SS Department to update “purpose of media types” materials/lessons.</li> <li>• Collaborate with Technology Education department on STEAM opportunities.</li> <li>• Develop district-wide alignment of digital literacy materials.</li> </ul>
Grades 9-12	<ul style="list-style-type: none"> <li>• Collaborated with the H/SS department to update the eleventh grade U.S. History research paper assignment/rubric.</li> <li>• Reviewed Digital Literacy materials to ensure relevance with evolving technology.</li> </ul>	<ul style="list-style-type: none"> <li>• Review and revise eleventh grade U.S. History research paper assignment/rubric.</li> <li>• Develop district-wide alignment of digital literacy materials.</li> </ul>

3. *Share plans for change and direction in accordance with the most recent 5-year Program Review and 6th Generation Strategic Plan. Include progress towards goals and district initiatives.*

- Collaborate with the History/Social Studies department to revise and pilot a new research experience at SMS and GHS.
- Promote and encourage readers of all levels, interest, and needs through weekly book talks at GWS.
- Continue to scaffold research materials and techniques to make research more accessible and successful for students with special needs.
- Continue to update the K-12 standards map, inclusive of the CSDE-adopted American Association of School Librarians (AASL) standards, as well as International Society for Technology in Education (ISTE) and GPS language and expectations.
- Continue to explore how AI may support teaching and learning.
- Continue to collaborate with various departments, teachers, and directors to align library resources with classroom needs, especially in regards to research skills, digital citizenship, and STEAM.
- Continue to build teacher resources to promote a culture of reading and responsible use of technology.
- Continue to strengthen our partnership with the Welles-Turner Memorial Library.

4. *Detail the financial needs associated with the program, inclusive of curriculum hours, instructional resources, staffing, and professional development.*

- Increase technology software, equipment, and instructional materials budgets in order to:
  - Continue to update 6-12 Library Media Centers to future-ready learning spaces that include collaborative/flexible work spaces.
  - Maintain the extensive database collections in grades 6-12.
  - Expand eBook and audiobook collections and newspaper and magazine publications.
  - Procure consumables for a library makerspace at Gideon Welles School.
  - Procure culturally responsive and diverse print and digital fiction.
- Increase curriculum hours to allow for:
  - Development of a district-wide infographic/newsletter template for K-12 Library Media Specialists to provide library news.
  - Continued interpretation of the newly adopted AASL standards by the CT SED and development of a comprehensive, updated K-12 standards map.



## Annual Program Report

**Academic Program:** World Language (WL) / Multilingual Learner (ML)

**Director:** Amanda Robustelli-Price

**Date:** October 28, 2024

1. *Highlight program events and summarize the key achievements of the program that are unique to the past year.*

### **World Language**

- All grade 7 students participated in the expanded “Rome Day” interdisciplinary collaboration between GHS Latin teachers and students and the SMS World History teachers.
- One-hundred and fifty-seven seniors earned the Seal of Biliteracy across 12 languages, with 16 students earning the seal in two additional languages.
- The STARTALK Discover Chinese / Russian Program welcomed 70 students and ten classroom teachers. The pre-program activities and summer programs had 90% participation.
- Twenty students competed in the 37<sup>th</sup> Annual 5<sup>th</sup> Grade Spanish Spelling Bee.
- Glastonbury families hosted 15 students and three chaperones from the Russian immersion school Tallinna Pae Gümnaasium, in Tallinn, Estonia.
- One hundred and three students from GHS and SMS participated in trips to France, Italy, Quebec, and Spain.
- Our district welcomed 20 students and three chaperones from our French exchange partner school, Collège le Bocage, for their twenty-sixth visit.
- SMS hosted six students and two teachers from Venezuela’s Colegio El Avila school.
- Students who achieved a 3 or higher on AP exams:
  - AP Chinese: 89% (*global score 89%*)
  - AP French: 100% (*global score 72%*)
  - AP Latin: 95% (*global score 57%*)
  - AP Russian (*National Examination in World Languages*): 100% (*global score N/A*)
  - AP Spanish: 96% (*global score 83%*)

### **Multilingual Learner Program**

- Engaged with families of students in our multilingual learner program about translation options in ParentSquare.
- Co-facilitated training for school security guards and greeters with the Director of Equity, Diversity, and Inclusion on welcoming all students and families.

- More than 40 students participated in our Multilingual Learner Camp in grades K-12.
- Six students participated in year 16 of the Multilingual Learner Preschool Storytime.
- Fifteen parents participated in year 14 of the Parents as Educational Partners program.

2. *Outline any revisions made to the curriculum within the past year and identify areas for curriculum development for the 2024-2025 SY.*

<b>Grade-Level / Course</b>	<b>Area of Development / Revision in 2023-2024</b>	<b>Next Steps / Progress 2024-2025</b>
<b>Elementary Spanish</b>	Revising the at-a-glance guides in grades 1-5, focusing on vertical alignment and the spiraling of key concepts, themes, and skills.	Finish revisions on the at-a-glance guides; create new units and revise formative assessments.
<b>6-8 Languages:</b> Chinese, French, Russian, and Spanish	Creating / revising common unit assessments.	Finish revisions on the assessments.
<b>Ancient Greek and Latin, 9-12</b>	Revising the at-a-glance guides, focusing on vertical alignment and meeting the needs of all learners.	Finish revisions on the at-a-glance guides; revise units and performance assessments.
<b>Chinese, 6-12</b>	Revising the at-a-glance guides, incorporating the UN Sustainable Development Goals.	Finish revisions on the at-a-glance guides; revise units and performance assessments.
<b>French, 6-12</b>	Revising the at-a-glance guides, expanding the focus on the francophone world.	Finish revisions on the at-a-glance guides; revise units and performance assessments.
<b>Russian, 6-12</b>	Revising the at-a-glance guides, expanding the focus on the Russian diaspora.	Finish revisions on the at-a-glance guides; revise units and performance assessments.
<b>Spanish, 6-12</b>	Revising the at-a-glance guides, focusing on vertical alignment and active learnings.	Finish revisions on the at-a-glance guides; revise units and performance assessments.
<b>Multilingual Learner Program</b>		Revise the structure and content of units in grades K-12.

3. *Share plans for change and direction in accordance with the most recent 5-year Program Review and 6th Generation Strategic Plan. Include progress towards goals and district initiatives.*

In accordance with the 6<sup>th</sup> Generation Strategic Plan:

- Continue to revise curriculum documents with new district curriculum templates, including the At-a-Glance documents and the vertical alignment K-12 documents.
- Continue to revise common performance tasks in grades 6-8 to reflect the diverse needs and interests of students.
- Provide world-language specific professional learning opportunities around inclusive practices and differentiated instruction
- Integrate the needs of multilingual learners into revised documents used by teams for multi-tiered systems of support (MTSS).
- Increase community involvement and engagement in the upcoming “Kaleidoscopes of Languages and Cultures” event in April.
- Support restorative practices through department meetings and the teacher evaluation process.
- Continue to analyze student data to drive revisions to language offerings and curriculum.
- Offer additional professional learning about supporting multilingual learners.

In accordance with the 5-Year Program Review:

- At Gideon Welles, explore students beginning the study of French as a second world language or taking Chinese as the only world language.
- Analyze curricular offerings to ensure that the needs of diverse learners are met.
- Explore expanding programs, including Spanish in Kindergarten and Russian in grade 6.

4. *Detail the financial needs associated with the program, inclusive of curriculum hours, instructional resources, staffing, and professional development.*

- Continue to fund professional learning opportunities for staff to drive revisions to curriculum.
- Add a 1.0 TESOL teacher to teach .2 at Gideon Welles, .5 at Buttonball Elementary, and .3 at Hopewell.
- Increase the limit of department teachers allowed to attend world-language specific conferences: ACTFL, CT COLT, MAFLA, NECTFL, and NNELL.
- Add .7 WL teacher at LINKS to provide opportunities for all students in the district to study world languages.
- Continue to provide curriculum funds to support curriculum revision.
- Provide additional technology funding for tools for world language learning and vocabulary practice, such as WordWall or Padlet.

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

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**Title of Report:** Fall 2024 Professional Development

**Board Meeting Date:** October 28, 2024

**Action:**

**Report: X**

**Information:**

**Discussion:**

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Glastonbury Public Schools continues its commitment to providing high-quality professional learning opportunities that align with the district’s mission and goals outlined in the 6th Generation Strategic Plan. These opportunities, developed in collaboration with the Professional Development and Evaluation Committee (PDEC), support our educators in fostering high achievement for all students, building meaningful relationships, and integrating restorative practices into everyday learning environments.

The PDEC convened in early September to guide the development of the fall professional learning topics. As a committee that includes administrators, teachers, and staff from all levels, PDEC remains a key advocate for providing educators with choice opportunities and workshops that are tailored to meet the specific needs of content areas and individual educators. The committee will continue to meet throughout the year to assess and adjust offerings as needed.

This year’s fall Wednesday afternoon professional learning series for elementary (K-5) staff focuses on district initiatives. Key topics include play-based learning for kindergarten teachers, continued Foundations training for K-3, and content-specific strategies to support active learning across all subjects. These sessions are designed to deepen teachers’ capacity to implement engaging instructional practices that support our youngest learners.

The K-5 series will include a district-wide workshop that promotes educator growth in understanding Tier 1 strategies and multi-tiered systems of support (MTSS). This collaborative session, co-facilitated by our assistant principals/special education supervisors, school psychologists, principals, and curriculum directors, will engage educators in developing a shared district-wide bank of Tier 1 strategies. These strategies will be key in supporting differentiated instruction across all buildings.

For secondary (6-12) educators, professional learning is aligned with the district’s strategic focus on good teaching and active learning. Director-led, department-specific sessions are helping teachers deepen their expertise in content knowledge while aligning practices with our district’s vision for student-centered instruction.

Later this fall, secondary staff will be guided by special education supervisors through professional learning focused on the implementation of MTSS in their buildings. Additionally, the district’s 6-12 restorative practices "scouts" will continue their formal training as part of our broader initiative to foster safe, supportive, and inclusive learning environments. Secondary staff members will also participate in required cultural competency training, with a focus on understanding and addressing microaggressions, building on our August district-wide professional learning.

Finally, our beginning teachers holding initial educator certificates will continue to engage in the TEAM process throughout the year, supported by their mentor teacher partners, to ensure their professional growth and success.

**Submitted By:** Kate Lund

**Reviewed By:** Alan Bookman

**PreK-5 Professional Learning & Meetings: FALL 2024**

FALL 2024	PreK	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Reading	Spec. Ed SLPs/Psych	LMS	Art	Music	HPE	WL
Aug 26	Convocation / Staff Meetings													
Aug 27	All Staff Full Day Professional Learning													
Aug 28	Teacher Work Day													
Sept 4	Building Day													
Sept 11	Building Day													
Sept 18	Building Day													
Sept 25	Standards-based IEPs using ELDS and CTDOTS @ EA	Purposeful Play Pilot Group w/ PACE @ BBL LMC	Foundations Assessment Scoring @ Home Schools	Foundations Assessment Scoring @ Home Schools	Foundations Assessment Scoring @ Home Schools	Culturally Responsive Strategies to Support Diverse Literature @ CO Conf Rm A/B	Just Words: Tier 2 Review K-2 Foundations Intervention resources @ HO	Progress Monitoring Using the CUBED-3 via Zoom	Collaboration Time: Nov. Elections Prep @ NA LMC	Opening Meeting @ BB	Opening Meeting @ BB	Opening Meeting CO Conference Rm C	Opening Meeting @NG	
		Foundations with school-based teams @ Home Schools												
Oct 2	Standards-based IEPs using ELDS and CTDOTS @ EA	Foundations with district grade-level team @ NA	Foundations with district grade-level team @ HAS	Foundations with district grade-level team @ HO	Foundations with district grade-level team @ BBL	Self-Select	Math - Multiplication / Division Progression @ Home Schools	If Then Documents Alignment to assessment calendar @ NA	Progress Monitoring Using the CUBED-3, LETRs, PAST via Zoom	Self-Select	Ed Eval/ Good Teaching & Active Learning @ BBL	Neurodiversity in the Music Classroom w/ Dr. Jacequeline Smith @ HE	Ed Eval/ Good Teaching & Active Learning @ CO Conf Rm C	Vertical alignment @NA
Oct 9	Standards-based IEPs using ELDS and CTDOTS @ EA	Foundations with school-based teams @ Home Schools	Foundations Assessment Scoring @ Home Schools	Foundations Assessment Scoring @ Home Schools	Foundations Assessment Scoring @ Home Schools	Math - BTC and SBAC Data w/ PACE @ Home Schools		If Then Documents Alignment to assessment calendar @ NA	Structured Literacy Reading Intervention aligned to SoR via Zoom	Lego Elementary Steam Kits @ HAS	A/M/PE Collaborative Be Curious Think Tank @ BBL		WL -12 meeting @GW	

Oct 16	Standards-based IEPs using ELDS and CTDOTS @ EA	Fundations with school-based teams @ Home Schools <b>OR self select</b>	Fundations with school-based teams @ Home Schools <b>OR self select</b>	Fundations with school-based teams @ Home Schools <b>OR self select</b>	Fundations with school-based teams @ Home Schools <b>OR self select</b>	Math - Progress Monitoring & Tier 1 @ Home Schools	<b>Self-Select</b>	If Then Documents Alignment to assessment calendar @ NA	Reading Intervention using Secret Stories @ EA Cafe	Story and Steam lessons @ CO Conf. Room B	Purposeful Play in the Art Studio @ BBL	Ed Eval & Technology @NA	Fitness Test Score/PS Input CO Conference Rm C	Curriculum revisions with HSS director @HAS
Oct 23	<b>MTSS Launch / Tier 1 Supports</b>													
Oct 30	<b>Parent Conferences</b>										A/M/PE Wellness @ TBD		Vertical Alignment @NG	
Nov 5	<b>K-12 Full Day Professional Learning</b>													
Nov 6	<b>Parent Conferences</b>										<b>Self-Select</b>	<b>Self-Select</b>	<b>Self-Select</b>	<b>Self-Select</b>
Nov 13	<b>Parent Conferences</b>										Collaborative Conversation @ BBL	Instrument Repair @ HO	Health: Human Growth and Development Lessons	Using tech to support active learning @HAS
Nov 20	<b>Parent Conferences</b>										PACE & Art Pre-Planning STEAM Night	Concert Prep @ Home Schools	Winter Planning	Vertical Alignment @NA
Nov 27	<b>Early Dismissal Day – Thanksgiving Recess</b>													

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

\*When bringing Gr. 5 together across schools, formal PD must begin at 2:00 and end by 3:00 to accommodate travel and early release start/stop times. Self-guided tasks may be given prior to/after the formal PD hour.

	Early Release Dismissal Time	Early Release PD Start Time	Early Release PD End Time
NG, HO, HA, EA	1:25	1:55	3:55
NA, BB	1:05	1:35	3:35
GW (Gr. 5)	12:30	1:00	3:00

GLASTONBURY ETHICS COMMISSION

Glastonbury, Connecticut

**ADVISORY OPINION**

Issued in response to Request for Advisory Opinion dated September 10, 2024 submitted by Douglas Foyle (#24-2)

Date: October 8, 2024

This Advisory Opinion is provided in response to the Request submitted by Douglas Foyle, dated September 10, 2024, a copy of which is attached hereto (hereafter, "the Request").

The Ethics Commission met on October 7, 2024 to review and discuss the Request.

The Ethics Commission voted unanimously on October 7, 2024 to approve the following Motion:

*This Opinion assumes that neither Ms. Jenn Jennings nor her employer nor her family members sells curriculum or specific courses.*

*Based upon the facts presented in the Request, the Glastonbury Ethics Commission recommends the following:*

- 1. No conflict of interest exists for Ms. Jennings in voting, as a member of the Board of Education, to refer the matter of including the trades to the Curriculum Committee.*
- 2. However, in the future, if the matter of an HVAC training program (specifically) being included in the curriculum comes before the Board of Education while Ms. Jennings is employed by the Connecticut Heating and Cooling Contractors Association, she should recuse herself from participation in deliberations and voting on this item.*

The Ethics Commission thanks Douglas Foyle for making the Request for an Advisory Opinion.

Dated at Glastonbury, Connecticut, on October 8, 2024.

GLASTONBURY ETHICS COMMISSION

Brooke Oppenheimer, Chair

James Hagen, Vice Chair

Al Herzog, Member

Angela Bull, Member

10/11/2024

BOF 10/16/24  
Item # 7

**TOWN OF GLASTONBURY**

**MEMORANDUM**

**DEPARTMENT OF ADMINISTRATIVE SERVICES**

**FINANCIAL ADMINISTRATION**

TO: Board of Finance  
Jonathan Luiz, Town Manager

FROM: Keri Rowley, Director of Finance & Administrative Services 

DATE: October 11, 2024

SUBJECT: Self Insurance Reserve Update September 2024

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The attached report summarizes the Self Insurance Reserve fund through September. The total reserve is \$9,493,877 allocated \$5,015,272 and \$4,478,605 between Town and Board of Education, respectively. As of September, the fund is experiencing a \$3,583,142 loss for the fiscal year. This large loss is related to the Board of Education's significantly lower contribution in July and August compared to other months of the year due to faculty summer vacation. As of the end of September, we are expecting to receive reimbursement of \$1,500,722 from CT Prime for FY2024 large loss claims (\$869,729 for BOE and \$630,993 for the Town). This balance due is not reflected in the financial summary

There are 5 large loss claims which are defined as any claims that exceed \$50,000. There are three large loss claims for the BOE and two for the Town. There are three claims that have exceeded the individual Stop Loss limit; two for the BOE and one for the Town. The Individual Stop Loss limit is \$200,000 for BOE and \$150,000 for the Town.

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

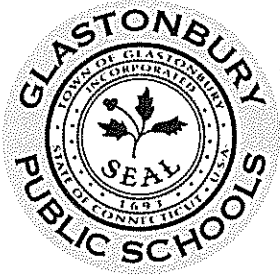
**SELF INSURANCE RESERVE FUND**

YTD Balances As of September 30, 2024

	Town	Education	Total
<b>Contributions</b>			
Employer	\$946,903	\$1,494,666	\$2,441,569
Employee	317,071	283,721	600,792
Stop Loss Reimbursement	-	5,727	5,727
<b>Total Revenues</b>	<b>\$1,263,974</b>	<b>\$1,784,114</b>	<b>\$3,048,088</b>
<b>Expenditures</b>			
<b>Anthem</b>			
ASO Fees	\$16,810	\$61,414	\$78,225
Claims	1,080,698	4,818,677	5,899,375
	<u>\$1,097,509</u>	<u>\$4,880,091</u>	<u>\$5,977,600</u>
<b>Delta Dental</b>			
ASO Fees	\$3,105	-	\$3,105
Claims	24,540	-	24,540
	<u>\$27,645</u>	<u>-</u>	<u>\$27,645</u>
Bank Fees/PCORI Fee	\$0	\$0	\$0
CT Prime	154,123	449,361	\$603,484
OneDigital Consultant Fees	4,500	18,000	22,500
	<u>\$158,623</u>	<u>\$467,361</u>	<u>\$625,984</u>
<b>Total Expenditures</b>	<b>\$1,283,777</b>	<b>\$5,347,452</b>	<b>\$6,631,229</b>
Current Year Revenues Less Expenses	(\$19,803)	(\$3,563,338)	(\$3,583,142)
Reserve July 1, 2024	\$5,035,075	\$8,041,943	\$13,077,018
Reserve at end of month	<u>\$5,015,272</u>	<u>\$4,478,605</u>	<u>\$9,493,877</u>

	Town	BOE	Total
Reserve at end of month	\$ 5,015,272	\$ 4,478,605	\$ 9,493,877
Recommended Minimum Reserve <sup>A</sup>	\$ 1,137,961	\$ 3,917,305	\$ 5,055,266
Variance Over/(Under) Reserved	\$ 3,877,311	\$ 561,300	\$ 4,438,611

A. As of August 2024. The next update will be provided in November 2024.



**Elizabeth Cole**

Director, Career Technology Education

330 Hubbard Rd. Glastonbury CT 06033

860-652-7200 ext. x12002, [www.glastonburyus.org](http://www.glastonburyus.org)

[colee@glastonburyus.org](mailto:colee@glastonburyus.org)

October 10, 2024

Dear Ms. Ruff and Members of Glastonbury Grange #26,

On behalf of the Glastonbury FFA program, I would like to extend our deepest gratitude for your generous donation of \$6,000. Your support means the world to us and will help provide our students with invaluable opportunities to grow as leaders and develop essential skills for their futures.

Your kindness makes a lasting impact on our program, and we are incredibly fortunate to have such a supportive community standing behind us. Thank you for believing in our mission and helping us continue to inspire the next generation of agricultural leaders.

With heartfelt thanks,

A handwritten signature in cursive script, appearing to read "Elizabeth A. Cole".

Elizabeth A. Cole

CTE Director

Glastonbury FFA



7. * No. of Different Students Suspended More than Once this Month	0	1									
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	1									

Revised 11.15.05

\*See Reverse Side

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

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



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

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.