



REGULAR BOARD OF EDUCATION MEETING

Monday, November 11, 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. Time Traveling Techies
 - B. Dr. Leah Post and Mr. McRae Williams
4. Student Representatives' Report
 - A. Hayley Lemieux, Class of 2025
 - B. Amalia Baird, Class of 2027
5. Information Session for Public Comment
6. Special Reports
 - A. Buttonball Lane Elementary School Enrollment
7. Business Requiring Action
 - A. Acceptance of the Final Completion of State Grant Project #054-001 HVAC - Gideon Welles Auditorium HVAC Improvement Project
 - B. Acceptance of the Completion of the Architectural Plans for State Grant Project #054-0100, Gideon Welles Roof Replacement Project
 - C. Approval of the Capital Improvement Plan (CIP) 2026-2030
 - D. Approval of Board of Education 2025-2026 Budget Workshop Dates, Monday, January 6, 2025 and Wednesday, January 8, 2025
 - E. Approval of Submission of the Perkins V Grant
 - F. Approval of the October 28, 2024 Meeting Minutes
8. Reports and Discussion
 - A. Program Reports
 1. Art Program Report
 2. History and Social Sciences Program Report
 3. Music Program Report
 - B. Election Day Professional Development
 - C. Glastonbury Education Foundation
9. Committee Reports

10. Chairman's Reports
11. Superintendent's Report
 - A. School Enrollment Report, November 2024
 - B. Staff Appointments
 1. Brianna Colangelo, Nayaug Special Education Teacher
 - C. Staff Resignations
 1. Susan Anton
 - D. Donation Thank You
 - E. Dates to Remember
12. Adjournment
 - A. Please note: It is possible that the Board of Education may go into Executive Session

How to Participate in Board of Education Meeting Public Comments

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

1) In-Person Comment.

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

2) Written Comment.

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

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



Glastonbury Board of Education

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033
Tel: 860-652-7951, www.glastonburyus.org

There were no public comments submitted via the online Google Form for the November 11, 2024 Glastonbury Board of Education Meeting.

The link to the "Public Comments for BOE Meeting" Form is posted on the [BOE Meeting page](#). Public comments submitted via the Google Form will be attached to the [Board Agenda](#) after 12:00 pm on the day of the meeting.

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

Title of Report: To Accept the Final Completion of State Grant Project #054-001 HVAC Gideon Welles Auditorium HVAC Improvement Project

Board Meeting Date: November 11, 2024

Action: X	Report:	Information:	Discussion:
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The State School Construction Grant process involves many steps at appropriate stages of a project and per the requirements of the State Department of Administrative Services, Office of School Construction Grants (DAS/OSCG). These are requirements are under the provisions of Chapter 173 of the C.G.S.

At this time, the renovation project is complete and final payments have been made to the Contractors. The project Engineer and Building Officials have signed off on the project.

In order for the Town to receive the reimbursement costs for the project the Board of Education must accept the project as complete and direct administration to submit all required documents to the State for final audit.

Submitted By: Al Costa

Reviewed By: Alan B. Bookman

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DISTRICT NAME Glastonbury	FACILITY NAME AND ADDRESS Gideon Welles School 1029 Neipsic Rd	STATE PROJECT NUMBER 054-001 HVAC
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Date project accepted as complete by applicant November 11, 2024 (Final application must be filed within one year of this date.)

FINAL PROJECT FINANCING

General Fund/Bonding:	
General fund - Progress payments	<u>\$158,900</u>
General fund - Other	<u>\$330,100</u>
Current Bonds/Notes* (*Complete	
Bonds Issued schedule on page 2)	<u> </u>
Future Bonds/Notes	<u> </u>
Sub-Total General Fund/Bonding	<u>\$489,000</u>
Other Funding:	
Rebates	<u> </u>
Insurance Proceeds	<u> </u>
Federal/Other State Grants	<u> </u>
Other Financing	<u> </u>
Describe: _____	
Sub-Total Other Funding	<u> </u>
TOTAL FINAL PROJECT FINANCING	<u>\$489,000</u> **

ELIGIBLE AUDITORIUM SEATING AREA COSTS COMPUTATION:

a1 Total square footage of auditorium	<u>N/A</u>
a2 Square footage of seating area	<u> </u>
a3 Total construction cost of auditorium (excluding seats and installation)	<u> </u>
a4 Construction cost of seating area ((Item a2 / Item a1) x Item a3)	<u> </u>
a5 Costs of seats and installation (not included in Item a4)	<u> </u>
a6 ELIGIBLE AUDITORIUM SEATING AREA COSTS (Item a4 + Item a5)	<u> </u>
Auditorium seating capacity	<input type="text"/>

FINAL PROJECT COSTS:

ELIGIBLE COSTS

Architectural Design	<u> </u>
Site Acquisition	<u> </u>
Facility Purchase	<u> </u>
Other professional fees	<u> </u>
Construction (Fully eligible)	<u> </u>
Bonus area - School Readiness	<u> </u>
Bonus area - Full day K/Class size reduction	<u> </u>
Equipment/Furnishings	<u> </u>
Eligible Costs Sub-Total	<u> </u>

LIMITED ELIGIBLE COSTS

Outdoor Athletic Facilities and Tennis Courts	<u> </u>
Natorium	<u> </u>
Eligible auditorium seating area (from Item a6)	<u> </u>
Eligible gymnasium seating area costs	<u> </u>
Limited Eligible Costs Sub-Total	<u> </u>

INELIGIBLE COSTS

Ineligible site acquisition costs	<u> </u>
Ineligible facility purchase costs	<u> </u>
Ineligible construction costs	<u> </u>
Ineligible bonus area-School Readiness	<u> </u>
Ineligible bonus area-Full day K/Class size	<u> </u>
Unauthorized cost increase	<u> </u>
Other ineligible costs	<u> </u>
Describe: _____	
Ineligible Costs Sub-Total	<u> </u>

TOTAL FINAL PROJECT COSTS **\$489,000** **

** NOTE: "TOTAL FINAL PROJECT FINANCING" MUST AGREE WITH "TOTAL FINAL PROJECT COSTS".

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DETAIL FOR BONDS ISSUED:

Bonds or Notes: (by issue date)	NONE
/ /	
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TOTAL BONDS ISSUED _____ *

* **NOTE: "TOTAL BONDS ISSUED" MUST AGREE WITH "CURRENT BONDS/NOTES" ON PAGE 1.**

CERTIFICATIONS:

The Board of Education approves as complete and accepts the school building project herein identified for public school purposes and certifies that:

- a. The project has been accepted by the architect and construction management firms;
- b. All change orders for this project have been approved by the State Department of Administrative Services;
- c. The grant received for this project does not represent a duplication of funding, and that funds received do not exceed 100% of the total cost of the project;
- d. All bills for the project have been paid or funds to pay such bills are deposited in a separate escrow account;
- e. The total sum noted in this application was expended for the school building project herein described;
- f. All applicable provisions of Chapter 173 of the Connecticut General Statutes have been met in the completion of the project described herein,
- g. All the statements contained in this application are true and correct to the best of my knowledge and belief, and
- h. Application is hereby made under C.G.S. Section 10-287(d) for payment of the school building project grant due based on the completion of the project described herein.

NAME OF SUPERINTENDENT	SIGNATURE	DATE
Alan B. Bookman, Ph.D.		

All legislative and regulatory requirements, including C.G.S. Sections 10-287(b) and 49-41, have been met in the awarding of contracts for this school building project.

NAME OF APPLICANT'S ATTORNEY	SIGNATURE	DATE
ANDREW A. D. VINCENTIS, Esq. Attorneys: SAGE LLP		10/31/24.

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

Title of Report: To Accept the Completion of Architectural Plans for State Grant Project #054-0100
Gideon Welles Roof Replacement Project

Board Meeting Date: November 11, 2024

Action: X **Report:** **Information:** **Discussion:**

The State School Construction Grant process involves many steps at appropriate stages of a project and per the requirements of the State Department of Administrative Services, Office of School Construction Grants (DAS/OSCG). These requirements are under the provisions of Chapter 173 of the C.G.S.

At this time, the architectural plans have been completed and reviewed by the Town Building Code Officials and the Public Building Commission. Attached is State Form SCG-042 for review and signature by the Board Chairperson. This task is a requirement prior to a final Plan Review by the State School Construction Grants Division. After their plan review approval, the State will provide the district approval to place the project out to bid. We anticipate this occurring between December and January. The project is expected to begin at the end of school 2025 and completed by start of school.

Submitted By: Al Costa

Reviewed By: Alan B. Bookman



DEPARTMENT OF ADMINISTRATIVE SERVICES (DAS)

Office of School Construction Grants & Review (OSCG&R)

REQUEST FOR REVIEW OF FINAL PLANS FORM SCG-042

STATUTORY REF: C.G.S. Sections 10-282, 10-283, 10-291, 10-294, 10-292

DISTRICT NAME: Glastonbury	FACILITY NAME AND ADDRESS: Gideon Welles School 1029 Neipsic Rd Glastonbury, CT 06033	STATE PROJECT NUMBER: 054-0100 RR
		PHASE NUMBER: 1 of 1

Estimated date* to begin construction June 2025 Estimated date to complete construction August 2025

* NOTE: Construction must begin within 2 years of grant commitment date to maintain grant eligibility.

Certification of Approval dates:

	Final Plans & Prof. Cost Estimate	Site Approval (if applicable)
Local Board of Education	<u> / / </u>	<u>N/A / /</u>
School Building Committee	<u>11 / 6 / 24</u>	<u> / / </u>

We hereby certify that these final plans and project manual(s) as prepared for bidding and dated July 31, 2024 and the professional cost estimate, completed in accordance with Level 3 of ASTM International Standard E1557, Standard Classification of Building Elements and Related Sitework-UNIFORMAT II for this project, dated 6/17/24, have been reviewed and approved for this project on the dates shown above.

For the Town or Regional Board of Education:

Douglas C. Foyle, Ph.D., Chair Chairperson's Name (Type or print)	_____ Signature	_____ Date
For the School Building Committee		
Charles Monzeglio Chairperson's Name (Type or print)	<u>Charles Monzeglio</u> Signature	<u>11/6/2024</u> Date

** Signature dates cannot precede the date on the submitted plans.

For the Project Architect/Engineering Firm:

Chris Nardi, Silver Petrucelli & Associates Firm Name (Type or print)	_____ Signature	<u>203-230-9007 ext 209</u> Telephone No.
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We hereby request a review of the final Project Plans, Project Manual, Ineligible and Limited Eligible Costs Worksheet (ICW) FORM SCG-4000, and professional cost estimate as noted above. Copies of all the above referenced documents are either attached, or available.

Alan B. Bookman, Ph.D. Superintendent's Name (Type or print)	_____ Signature	_____ Date
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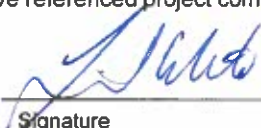



NOTE: NO PHASE OF THIS SCHOOL CONSTRUCTION PROJECT SHALL GO OUT TO BID, AND NO PURCHASE ORDER OVER \$10,000.00 SHALL BE ISSUED, UNTIL YOU HAVE RECEIVED WRITTEN NOTIFICATION FROM THE STATE DEPARTMENT OF ADMINISTRATIVE

FORM SCG-042 Request for Review of Final Plans

Project Name: **Gideon Welles School Roof Replacement**

State Project No. 054- 0100 RR

Name of Contact Person: Albert Costa	Telephone: 860-652-7992	Date: 10/18/24
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Certifications of Local Approval:		
I certify that I have local jurisdiction over the State Building Code and that the plans and project manual dated <u>July 31, 2024</u> for the above referenced project comply with all applicable building codes.		
Lincoln White		<u>10-17-24</u>
Local Building Official's Name	Signature	Date
I certify that I have local jurisdiction over the State Fire Safety Code and that the plans and project manual dated <u>July 31, 2024</u> for the above referenced project comply with all applicable fire codes.		
Mike Makuch		<u>10/16/24</u>
Local Fire Marshal's Name	Signature	Date
I certify that I have local jurisdiction over the State Health Code and that the plans and project manual dated <u>July 31, 2024</u> for the above referenced project comply with all applicable health codes.		
Wendy Mis		<u>10/17/24</u>
Local Health Official's Name	Signature	Date
I certify that I have local jurisdiction over Section 504 of the Rehabilitation Act of 1973 , and the Uniform Federal Accessibility Standards (UFAS). I further certify that the plans and project manual dated <u>July 31, 2024</u> for the above referenced project comply with all applicable accessibility codes.		
Sherri Tanguay		<u>10/17/24</u>
Local Federal 504 Official's Name	Signature	Date

- NOTES:**
- 1.) THE CERTIFICATIONS OF LOCAL APPROVAL NOTED ABOVE MUST BE OBTAINED, AND ARE REQUIRED TO BE PROVIDED, PRIOR TO RECEIVING APPROVAL-TO-BID BY THE STATE DEPARTMENT OF ADMINISTRATIVE SERVICES (DAS) FOR THIS PROJECT. IF THESE CERTIFICATIONS CANNOT BE OBTAINED LOCALLY, PLEASE CONTACT THE DAS, OFFICE OF SCHOOL CONSTRUCTION GRANTS & REVIEW (OSCG&R) FOR ASSISTANCE.
 - 2.) THE OFFICE OF SCHOOL CONSTRUCTION GRANTS & REVIEW (OSCG&R) APPROVED PROJECT PLANS, PROJECT MANUAL AND COST ESTIMATE MUST BE KEPT ON FILE AT THE LOCAL BOARD OF EDUCATION OFFICE UNTIL THE FINAL GRANT PAYMENT HAS BEEN MADE AND THE DAS AUDIT IS COMPLETE ON THIS PROJECT.
 - 3.) ORIGINAL SIGNATURES ARE REQUIRED ON THIS FORM. IF ORIGINAL SIGNATURES ARE NOT AVAILABLE AT THE PLAN REVIEW MEETING, MAIL OR OVERNIGHT DELIVER THIS COMPLETED FORM TO:
The Office of School Construction Grants & Review
450 Columbus Blvd., Suite 1503
Hartford, CT 06103

GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT

Title of Report: Approval of CIP 2026-2030

Board Meeting Date: November 11, 2024

Action: X

Report:

Information:

Discussion:

Each year, the Board prioritizes the CIP requests as they vote on final approval. Each year, we provide recommendations from staff before the Board votes on their priorities.

The year, we separated CIP projects into three (3) categories. Within each category, we are recommending the prior order.

Programmatic Needs

1. Replace Turf Field
2. Two (2) Turf Fields

Critical Infrastructure Needs

1. Pool Filtration System Replacement
2. Gym Floor - Glastonbury High School

Town Projects

1. Outdoor Track - Glastonbury High School
2. Repave Junior Parking

Submitted By: Alan B. Bookman



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
Projects for Fiscal Years 2026-2030			
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
		Sub Total Year 2026:	\$2,310,000
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
		Sub Total Year 2027:	\$7,775,000
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
		Sub Total Year 2028:	\$2,755,000
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
		Sub Total Year 2029:	\$4,500,000
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
		Sub Total Year 2030:	\$1,860,000
**Roof Replacements >20 years are eligible for State School Construction Grant (Non-Priority Projects have no application deadlines)			

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

Department:	Board of Education
Project Title:	High School New Synthetic Turf Field
Priority:	



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

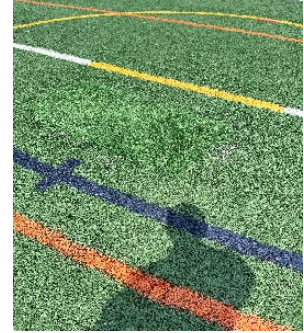
2026 Budget	2026	2027	2028	2029	2030	Total
	TBD	-	-	-	-	TBD

Capital Improvement Projects (CIP) Form

October 28, 2024

Overview

Department:	Board of Education
Project Title:	High School Replace Existing Turf Field
Priority:	



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

Department:	Board of Education
Project Title:	High School Pool Replacement - Pool Filtration System
Priority:	



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

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



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

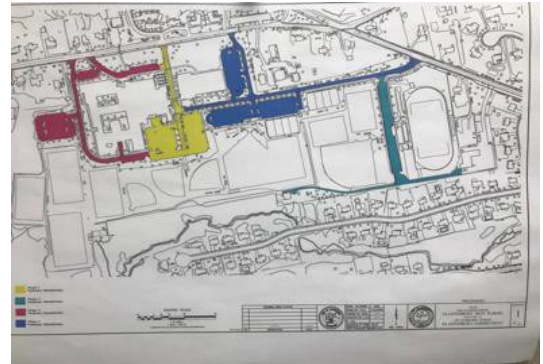
No additional maintenance costs anticipated.

Capital Improvement Projects (CIP) Form

October 28, 2024

Overview

Department:	Board of Education
Project Title:	High School Pavement Rehabilitation
Priority:	



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

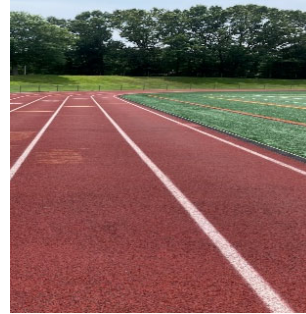
A proportional budget is recommended for all completed paving projects to address crack filling and asphalt seal coating to preserve and extend the life of the paved surfaces. Maintenance is recommended every 5 years.

Capital Improvement Projects (CIP) Form

October 28, 2024

Overview

Department:	Board of Education
Project Title:	High School Re-Surface Outdoor Track
Priority:	



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

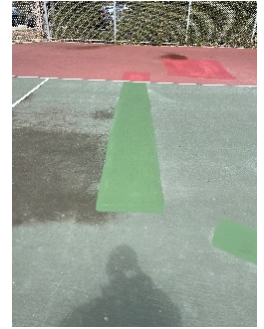
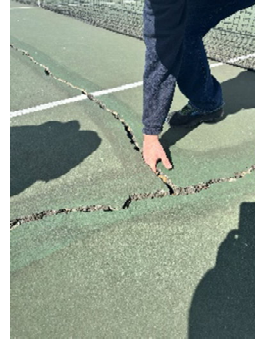
Estimated Operating Budget Requirements

Capital Improvement Projects (CIP) Form

October 28, 2024

Overview

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



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

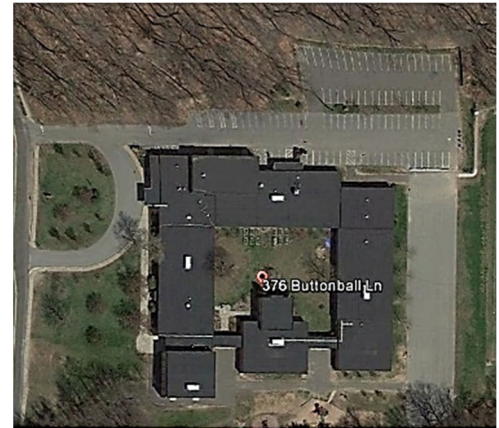
Estimated Operating Budget Requirements

Capital Improvement Projects (CIP) Form

October 28, 2024

Overview

Department:	Board of Education
Project Title:	Buttonball School Re-Pavement Parking Surfaces
Priority:	



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

Department:	Board of Education
Project Title:	High School Roof Replacement
Priority:	



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

Department:	Board of Education
Project Title:	Naubuc School Replacement Boiler System
Priority:	



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

Department:	Board of Education
Project Title:	Naubuc School Roof Replacement
Priority:	



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

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



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

Department:	Board of Education
Project Title:	Smith Middle School Design & Replacement Roof
Priority:	



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

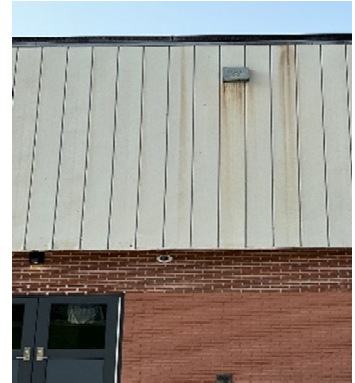
Estimated Operating Budget Requirements

Capital Improvement Projects (CIP) Form

October 28, 2024

Overview

Department:	Board of Education
Project Title:	GHS Restore Exterior Fascia Panels
Priority:	



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

Department:	Board of Education
Project Title:	GHS and Smith School Chiller Replacements
Priority:	



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. EUL¹ 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.

¹ 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.

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

Title of Report: Perkins V

Board Meeting Date: November 11, 2024

Action: X

Report:

Information:

Discussion:

The *Strengthening Career and Technical Education for the 21st Century Act (2018)* amended the *Carl D. Perkins Career and Technical Education Act of 2006* (Perkins IV) which is now known as *Perkins V*. The passage of Perkins V provides new opportunities to improve Career and Technical Education (CTE) and enables more flexibility for Connecticut to meet the unique needs of our students, educators, and employers.

“Today’s Skills, Tomorrow’s Careers” (Perkins V) is organized into sixteen clusters at the national level, twelve of which have been designated by Connecticut as “best fit” for the needs of our state. These twelve clusters will drive the pathways and programs (or programs of study) which can be funded, supported, developed, or improved at the State and local levels under Perkins V. Glastonbury Public Schools currently offers a wide variety of programming/courses through our Career Technology Education (CTE) and AgriScience departments in addition to various STEAM courses at Smith Middle School and Glastonbury High School which are eligible for Perkins V support.

Perkins funding for the 2024-25 school year will be requested to support the continued development of our College Career Pathways programming with CT State. This programming allows us to articulate eligible courses between Glastonbury High School and the CT State Community College system. These articulations may result in free college credit, industry certifications and/or student eligibility for certifications upon completion of coursework at GHS. Specifically, we are exploring offering a two-course sequence that could result in six (6) credits towards a veterinary technician certification in addition to CAD, blueprint reading and other trade/STEAM opportunities. Perkins V funding continues to support professional training for teachers and continued development of STEAM experiences for students across grades 7-12.

Perkins funding for the 2024-25 school year is \$53,284.00

Submitted By: Elizabeth Cole

Reviewed By: Alan B. Bookman

Regular Board of Education Meeting

Monday, October 28, 2024 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh: Present

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 7:00 pm.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Community Partners - Glastonbury Transition Academy

3.B. Jessica D'Agnese, Glastonbury Public Schools Food Service Director

4. Special Report

4.A. Compost Update

Jessica D'Agnese, Food Service Director, highlighted areas of her report for the Board.

5. Student Representatives' Report

5.A. Hayley Lemieux, Class of 2025

Student Representative, Hayley Lemieux, Class of 2025, shared with the Board events happening at GHS.

5.B. Amalia Baird, Class of 2027, was unable to attend the meeting.

6. Information Session for Public Comment

Megan Abernathy, 59 Pilgard Lane, Glastonbury, shared with the Board her thoughts regarding measurement of EDI success and the need for spaces and opportunities for marginalized communities to share experiences with the Board.

Jenn Jennings, 34 Cranesbill Drive, Glastonbury, shared her agreement with Mrs. Abernathy's statement to the Board. She also addressed the Board concerning the response to the Soccer Coach's suspension.

7. Business Requiring Action

7.A. Approval of October Budget Revisions to the Approved 2024-2025 Board of Education Budget
Board approves the October budget revisions to the Approved 2024-2025 Board of Education Budget. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea
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.B. Acceptance of the Capital Improvement (CIP) Plan 2026-2030 for First Reading
Board accepts the Capital Improvement Plan (CIP) 2026-2030 for First Reading. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea
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 the October 7, 2024 Meeting Minutes
Board approves the meeting minutes of Monday, October 7, 2024. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea
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. Reports and Discussion

8.A. Program Reports

8.A.1. English/Language Arts/Reading Program Report

Christina O'Brien, Director of Language Arts and Library Media (K-5) and Tracey DeDonato, Director of English/Language Arts and Library Media (Gr. 6-12) highlighted areas of their report for the Board.

8.A.2. Library Media Program Report

Christina O'Brien, Director of Language Arts and Library Media (K-5) and Tracey DeDonato, Director of English/Language Arts and Library Media (Gr. 6-12) highlighted areas of their report for the Board.

8.A.3. World Language/Multilingual Learner Program Report

Amanda Robusteli-Price, Director of World Languages/Multilingual Learners highlighted areas of her report for the Board.

8.B. Fall Professional Development

Kate Lund, Assistant Superintendent, shared an overview of the Fall Professional Learning opportunities offered to the staff this year.

8.C. Glastonbury Education Foundation

Julie Thompson reminded the Board of the GEF Gala scheduled on November 15th, being held at Saint Clements Castle in Portland.

9. Committee Reports

The following was shared:

- A Budget Committee meeting was held on October 21, 2024 to review the fall revisions to the 2024-2025 Approved Board of Education Budget.
- A Curriculum Committee meeting was held on October 16, 2024. Dave Peniston shared highlights of the meeting with the Board.

10. Chairman's Reports

10.A. Ethics Finding Opinion

Dr. Foyle shared the following:

- The Ethics Commission Advisory Opinion, that the Board request Dr. Foyle to file, is attached.
- The proposed budget workshop dates, to review the 2025-2026 Budget are Thursday, January 2, 2025, Monday, January 6, 2025, and Tuesday, January 7, 2025, with a Board of Education Meeting being held on Monday, January 13, 2025, to approve the budget.

11. Superintendent's Report

Dr. Bookman shared the following:

- An introduction of Salvador Escobales, Dr. Bookman's intern for the 2024-2025 school year
- Red Ribbon Week is being sponsored at Glastonbury High School, by Peer Education and ribbons were shared with Board Members
- A thank you note from, Carol Lemieux, the GPS Teacher of the Year, expressing her gratitude for the Board's support

11.A. Self-Insurance Reserve Update, September 2024

11.B. Donation Thank You

11.C. Student Suspension Report, September 2024

11.D. Dates to Remember

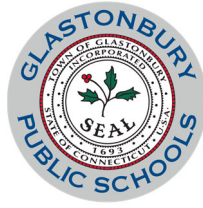
12. Adjournment

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried. The meeting adjourned at 9:14PM.

Ms. Jenn Jennings: Nay
Mrs. Kali Cavanaugh: Yea
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

12.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: Art

Director: Holly Constantine

Date: November 11, 2024

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

- Students participated in:
 - *iCreate* 2024 exhibition at the Bruce Museum in Greenwich, CT
 - The Manchester Art Award
 - A UCONN publicity campaign
 - The Connecticut Regional Scholastics Art Competition, earning nine awards with two Arnini Best in Show Awards for Ceramics and Mixed Media
 - The Welles Turner Memorial Library for an exhibition of the Calendar Art
 - Glastonbury Arts on the Green Art Show, the Congressional Award Competition, and all District art shows.
- GHS AP students attended the Yale Art Gallery to engage as docents to classmates and all Grade 5 students.
- National Art Honor Society (NAHS) students created Be Well Meditative Coloring Books for Student Support Centers across the district K-12
- Students engaged in learning opportunities through artist talks and workshops with new professionals including Dr. Katharine Owens - Environmental Artist; Motoko - Asian Storytelling; and Shanna Melton- Visual/Poet.
- Developed Collaborative Connections in Art course at GHS to address and meet student needs.
- Added Early College Experience (ECE) opportunities for students in STEAM elective courses: Digital Art & Media and Film & Video Production.
- Teachers demonstrated leadership at the state and national level through:
 - Connected Arts Networks (CAN) in association with the National Art Education Association
 - UCONN STEM OP Conference
 - Connecticut Art Association Fall Conference – STEAM
- Earned the CABE Communications Award for 2023-2024 District Calendar.

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
GHS / ECE Film & Video Production; ECE Digital Art & Media	Developed ECE opportunity	Develop and pilot learning experiences; develop At-A-Glance Guide, Unit Outlines, and assessments

GHS - Sculpture	Aligned course curriculum to media standards and STEAM integration	Continue developing assessments
GHS - Collaborative Connections in Art	Established application process and reviewed curriculum from districts.	Develop curriculum in collaboration with Special Education staff
GHS / Animation, Ceramics, Fashion Design	Created/revised At-A-Glance and Unit Outlines	Implement new units and develop assessments
SMS / Animation, 3-D Art, Sculpture, Digital Art & Media, and Studio Art & Media	Refined curriculum and created At-A-Glance Guides.	Continue writing other elective At-A-Glance Guides. Write Unit Outlines, and assessments across all electives
Gr. 6 / Art	Created At-A-Glance Guide and Unit Guides.	Continue developing assessments for all units
Gr. 3 / Art	Create STEAM-integrated unit for Stamp Design	Revise unit based on year-one implementation
Elementary	Refine vertical alignment K-6 and revise At-A-Glance Guides and Unit Outlines.	Continue vertical articulation and assessment development

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.*

- 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 align program opportunities with the National Arts Standards and Glastonbury's Vision of the Graduate.
- Continue to incorporate the Studio Habits of Mind to teach thinking strategies and behaviors that benefit students in support of play-based learning, Tier 1 instruction, restorative practices, and the Glastonbury Vision of a Graduate.
- Continue to explore options for Early College Experience, professional certifications, and real-world experiences through art.
- Continue to reflect and refine vertical alignment and develop resources for communication of art offerings.
- Develop the K-12 STEAM program through staff PD opportunities, interdisciplinary collaboration, and curriculum development.
- Curate the Vignone Gallery to include diverse artists, current themes from across the community, and the representation of Visual, Media, and STEAM artists.
- Examine and revise our curriculum and pedagogy to be culturally responsive, free of bias, and ensure it supports equity and inclusion by offering diverse voices and representation.
- Continue to generate initiatives focused on interdisciplinary, community-based, and civic involvement projects.

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

- Provide funding for materials and supplies for authentic Visual Art/STEAM experiences.
- Provide funding to update GHS art studios and the SMS Computer Lab to support function and safety.
- Continue to provide funding to support curriculum development projects at all levels.
- Provide funding to support high-quality professional development to support the continued growth and development of teacher knowledge and skill.
- Continue to provide art-specific apps, industry-standard subscriptions, and equipment such as digital resources libraries, industry-standard Mac-based Art labs, high-resolution monitors, and large format printers.
- Provide funding to support program-based field trips and student exhibition opportunities across courses and grade levels.
- Provide funding to support membership and participation in the National Art Honor Society.
- Continue to provide support for the expansion of STEAM opportunities for all students K-12 through curricular development, equipment, and instructional supply funds.



Annual Program Report

Program: History / Social Sciences

Director: Brendan Callahan

Date: November 11, 2024

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

- 23 GHS students were inducted into the Rho Kappa National Honor Society for Social Studies.
- 12 Smith students from the “Time Travelling Techies” club served as docents for 5th Grade field experiences at the Historical Society of Glastonbury’s Welles-Shipman-Ward Property (Fall) and Museum on the Green (Spring).
- All Grade 7 World History students at Smith participated in “Rome Day,” an interdisciplinary collaboration with GHS Latin students and teachers.
- 45 Gideon Welles students earned perfect scores to advance to the final rounds of the revamped 6th Grade Geography Bee held in the school auditorium.
- Criminal Law course at GHS had a successful first year in the department, with enrollment expanding by 35% year-over-year (from 78 students in 2023-24 to 105 students in 2024-25).
- 265 GHS students earned qualifying score of 3 or above on Advanced Placement exams; this represents a 60% jump from 165 students the year before as a result of increases in both participation rates and passing rates:
 - AP U.S. History: 95% (151/159) scored 3 or higher (global avg. 72%)
 - Enrollment up 37% from 116 to 159
 - Mean score up 23% from 3.09 to 3.81
 - AP Psychology: 82% (79/96) scored 3 or higher (global avg. 61%)
 - Enrollment up 43% from 67 to 96
 - Mean score up 3% from 3.36 to 3.46
 - AP European History: 100% (35/35) scored 3 or higher (global avg. 71%)
 - Enrollment down 3% from 36 to 35
 - Mean score up 18% from 3.31 to 3.89

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
Grade 2	Created a “pilot” unit titled “Community Leaders” to better align with state guidance for grade-level theme.	Implement the “pilot” unit in Spring 2025.
Grade 11 (U.S. History)	Revised research paper units for U.S. History and AP U.S. History.	Implement units and revise after Y1 implementation.

Criminal Law (GHS Elective)	Revised unit documents to support course move from CTE department to HSS department.	Course completed a successful first year in the department.
Grade 6 (Geography) and Grade 7 (World History)	Created At-A-Glance and Unit Overview documents, ensuring alignment to new state standards.	

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 line with actions outlined in the 6th Generation Strategic Plan:
 - Continue to update curriculum “At-A-Glance” guides for all required courses, K-12 and create K-12 “Vertical Articulation” documents.
 - Continue to develop performance tasks to establish shared, high expectations for learning while integrating elements of student voice and choice.
 - Continue to review and revise curriculum to ensure content and resources are inclusive and free of bias, particularly the incorporation of Native American and AAPI into Grades 8 and 11.
 - Support Kindergarten cohort in professional learning to integrate play-based learning into the social studies curriculum.
 - Leverage GHS technology coach to promote effective use of technology and incorporation of AI by teachers.
 - Continue to support the implementation of restorative practices in department meetings and through the teacher supervision process.

- In line with recommendations from the H/SS Curriculum Review Report:
 - Continue to promote “active learning” in Grade 12 Current Issues instruction by integrating *Poll Everywhere* to collect and share student responses and by piloting breakout sessions in each unit.
 - Partner with the LMC team at GHS to review and revise the Grade 11 U.S. History research paper unit and will continue partnering with LMC teams at Smith to address the Grade 8 U.S. History research project.
 - Strengthen collaboration with K-5 ELA department by formalizing meeting patterns between H/SS and ELA departments.
 - Leverage K-12 Professional Learning opportunities to continue strengthening application of the social studies “Inquiry Arc,” a student-centered instructional approach that promotes “active learning” in social studies classrooms.
 - Explore revisions to elementary report cards to align K-5 HSS curriculum and improve family communication.

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

- Maintain funding for instructional materials, including books, maps, manipulatives, and other curricular supports for elementary and secondary social studies curriculum.

- Maintain funding for digital subscriptions to curriculum and assessment resources that support “good teaching” and “active learning.”
- Maintain funding for standards-based elementary field experiences, which deepen student understanding of Glastonbury and Connecticut history, strengthen connections between our schools and the broader community, and promote excitement and passion for social studies.
- Maintain funding for curriculum development projects at the elementary and secondary levels.
- Continue to fund professional learning opportunities for staff to gain exposure to best practices related to curriculum and instruction.



Annual Program Report

Academic Program: Music

Director: Leslie Lopez

Date: November 11, 2024

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

- 182 GHS Band, Jazz Band, Chorus and Orchestra students participated in a variety of music festivals during the 2023-2024 school year: Eastern Region Music Festival, All-State Music Festival, New England Music Festival (NEMFA), American School Band Directors Association (ASBDA). Selection for participation is by student audition.
- 80 Smith Middle School and Gideon Welles students in Band, Chorus or Orchestra participated in the Eastern Region Middle School Music Festival in Hebron, CT, February 2024.
- The GHS Concerto Concert featured seven GHS seniors who performed on May 14, 2024. Selection for performance is through audition.
- This is the 12th consecutive year that Glastonbury has been recognized as a **Best Communities of Music Education** by the National Association of Music Merchants (NAMM) Foundation for being a leading community for music education.
- 89% of students who took the AP Music Theory exam achieved a score of 3 or higher
- 78 band and orchestra students traveled to Honolulu, HI and 73 chorus students went to New York City, NY in April 2024.
- SMS Grade 8 Band, Chorus, Select Chorus and Chamber Orchestra received ratings in the categories “superior” and “excellent” coming in as the top “overall” ensembles in the Music in the Parks adjudication in May 2024.
- Students participated in over 100 high quality performances from all grade levels to commemorate town-wide and district celebrations.
- Friends for Music (FFM) provided four scholarships to GHS students who declared a major or minor in music at a 4-year college.

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
Grade 4 & 5 Band - Percussion	Revised Grade 4 (Year 1) and Grade 5 (Year 2) percussion curriculum to clearly articulate a percussion sequence.	Implement Grade 4 sequence in Fall 2024 Review for effectiveness and impact.
Grade 4 & 5 General Music	Revised general music curriculum to align and update units, assessments and timeline.	Implement Fall 2024

Grade 6 General Music	Update Grade 6 curriculum to refresh unit guides and corresponding assessments	implement Fall 2025
Grade 6 Band	Update scope and sequence; revise final benchmarks; vertically align skills techniques	implement Fall 2025
Grade 7 Band	Update scope and sequence; revise final benchmarks; vertically align skills techniques	implement Fall 2025
GHS - Worlds of Music	Revise to align with ECE requirements	Revise as/if needed after first year implementation.
GHS - Foundations of Music Theory	Update e unit guides and course overview	Revise as/if needed after first year implementation

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.*

- Continue to support the Vision of the Graduate through multiple musical performances that support active and civic engagement through showcasing students’ talents in our Glastonbury community
- Provided financial assistance to beginning musicians (Gr. 4 & 5) for instruments in order to support access by students/families in need. This is a self-funded rental program that provides access to an instrumental music experience for beginner.
- Created music-specific “look-fors” in the classroom/ensemble that align with *Good Teaching & Active Learning* to support high-quality student-centered music instruction.
- Departmental goals continue to be strand-specific with professional development aligned in support of these targets as recommended in the recent Music Curriculum Review
- Transitioned to using district platforms (Google, ParentSquare, RevTrak, Vanco, etc.) to organize inventory and various processes, rather than CHARMS, which has provided a cost savings
- Continue to assess the quality of microphone and sound systems in music classrooms and performance spaces

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

- Continued funding for staffing and professional learning opportunities that are differentiated and strand specific
- Continued funding to support special guest artists, music clinicians, concert accompanists to support our curriculum and program
- Continued funding for the acquisition and replacement of school instruments and equipment inventory and special programming

GHS Music Department Calendar 2024-2025

Date	Time	Event	Location
9/19/2024		FfM Candy Sale Begins	
10/24/2024	7:30 PM	GHS Fall Ensembles Concert	GHS
10/25/2024		FfM Candy Sale Ends	
10/28/2024	7:30 PM	SD- GHS Fall Ensembles Concert	GHS
11/16/2024	All Day	ERHS Auditions	GHS
11/25/2024	3:00-8:00pm	FfM Candy Distribution	
11/26/2024	3:00-8:00pm	SD - FfM Candy Distribution	
11/27/2024	9:00 AM	K Harvest Festival	BB
11/27/2024	9:30 AM	K Harvest Festival	NA
12/3/2024	7:00 PM	SMS Band Winter Concert	SMS
12/4/2024	7:30 PM	GHS Orchestra Winter Concert	GHS
12/5/2024	7:00 PM	SMS Orchestra Winter Concert	SMS
12/6/2024	9:15 AM	NG Winter Concert Grade 4 parent	NG
12/6/2024	2:00 PM	NG Winter Concert Grade 5 parent	NG
12/7/2024		ERMS	SMS
12/9/2024	9:00 AM	BB Winter Concert student	BB
12/9/2024	6:30 PM	BB Winter Concert parent	SMS
12/9/2024	7:30 PM	GHS Band Winter Concert	GHS
12/10/2024	1:45 PM	SD-Buttonball Winter Concert student	BB
12/10/2024	2:00 PM	HE Winter Concert Student	HE
12/10/2024	9:00 AM	NA Winter Concert student	NA
12/10/2024	6:30 PM	NA Winter Concert parent	GW
12/10/2024	7:00 PM	SD- SMS Band Winter Concert	SMS

12/11/2024	10:00 AM	HE Winter Concert Grade 4 parent	HE
12/11/2024	2:00 PM	HE Winter Concert Grade 5 parent	HE
12/11/2024	9:00 AM	SD - BB Winter Concert Grade 4 parent	BB
12/11/2024	1:45 PM	SD - BB Winter Concert Grade 5 parent	BB
12/11/2024	7:00 PM	SMS Chorus Winter Concert	SMS
12/12/2024	9:30 AM	HO Winter Concert parent	HO
12/12/2024	2:00 PM	HO Winter Concert student	HO
12/12/2024	2:00 PM	SD- HE Winter Concert student	HE
12/12/2024	6:30 PM	5th Grade Winter Concert - Gideon Welles	GW
12/12/2024	7:00 PM	SD - SMS Chorus Winter Concert	SMS
12/12/2024	7:30 PM	SD- GHS Orchestra/Band Winter Concert	GHS
12/13/2024	9:15 AM	SD - NG Winter Concert Grade 4 parent	NG
12/13/2024	2:00 PM	SD - NG Winter Concert Grade 5 parent	NG
12/13/2024	9:30 AM	SD - HO Winter Concert parent	HO
12/13/2024	2:00 PM	SD - HO Winter Concert student	HO
12/13/2024	10:00 AM	SD-HE Winter Concert Grade 4 parent	HE
12/13/2024	2:00 PM	SD-HE Winter Concert Grade 5 parent	HE
12/14/2024	All Day	NEMFA Auditions	GHS
12/16/2024	7:30 PM	GHS Choral Concert	GHS
12/17/2024	9:00 AM	SD -NA Winter Concert student	NA
12/17/2024	6:30 PM	SD- NA Winter Concert parent	GW
12/17/2024	7:30 PM	SD-GHS Choral Winter Concert	GHS
12/18/2024	9:30 AM	GHS Music Assembly	GHS
12/18/2024	6:30 PM	SD-5th Grade Winter Concert - Gideon Welles	GW
12/18/2024	7:00pm	SD-SMS Orchestra Winter Concert	SMS

12/19/2024	9:30 AM	SD - GHS Music Assembly	GHS
1/7/2025	7:00 PM	GW Orchestra Winter Concert	GW
1/8/2025	7:00 PM	SD- GW Orchestra Winter Concert	GW
1/10/2025	All day	ERHS	GHS
1/11/2025	All day	ERHS	GHS
1/15/2025	7:00 PM	GW Band Concert	GW
1/16/2025	7:00 PM	SD - GW Band Winter Concert	GW
1/22/2025	7:00 PM	GW 6th grade Chorus Winter Concert	GW
1/23/2025	7:00 PM	SD-GW 6th grade Chorus Winter Concert	GW
2/1/2025	All day	All State Auditions	GHS
2/2/2025	All day	SD-All State Auditions	GHS
2/3/2025	7:00 PM	GHS District Choral Festival	GHS
2/4/2025	7:00 PM	SD-GHS Choral Festival	GHS
2/12/2025	7:00 PM	Valentine Cabaret	GHS
2/13/2025	7:00 PM	SD - Valentine Cabaret	GHS
3/13/2025	All day	NEMFA	TBD
3/14/2025	All day	NEMFA	TBD
3/15/2025	All day	NEMFA	TBD
3/17/2025	7:30 PM	GHS Orchestra Spring Concert	GHS
3/19/2025	7:30 PM	GHS Band Spring Concert	GHS
3/21/2025	TBD	ERMS Festival	Coventry MS/HS
3/22/2025	TBD	ERMS Festival	Coventry MS/HS
3/24/2025	7:30 PM	SD-GHS Band Spring Concert	GHS
3/26/2025	7:30 PM	SD-GHS Orchestra Spring Concert	GHS
3/27/2025	All day	All State Festival	Wethersfield HS

3/28/2025	All day	All State Festival	Wethersfield HS
3/29/2025	All day	All State Festival	Wethersfield High School
4/8/2025	7:30 PM	GHS Choral Spring Concert	GHS
4/9/2025	4:00 PM	SMS Jazz Festival	SMS
4/9/2025	7:30 PM	SD-GHS Choral Spring Concert	GHS
4/24-4/26/25		All Eastern	GHS
4/28/2025	9:00 AM	BB Spring Concert Student	BB
4/29/2025	9:00 AM	BB Spring Concert Gr. 4 Parent	BB
4/29/2025	1:45 PM	BB Spring Concert Gr. 5 Parent	BB
4/30/2025	9:00 AM	SD-BB Spring Concert Student	BB
4/30/2025	7:00 PM	SMS Band Spring Concert	SMS
5/1/2025	9:00 AM	SD-BB Spring Concert Gr. 4 Parent	BB
5/1/2025	1:45 PM	SD-BB Spring Concert Gr. 5 Parent	BB
5/1/2025	7:00 PM	Glastonbury Choral Invitational Festival	GHS
5/5/2025	9:00 AM	NA Spring Concert Student	NA
5/5/2025	6:30 PM	NA Spring Concert Parent	GW
5/5/2025	7:00 PM	SD - SMS Band Spring Concert	SMS
5/6/2025	7:00 PM	SMS Orchestra Concert	SMS
5/7/2025	9:15 AM	HE Spring Concert Student	HE
5/8/2025	10:00 AM	HE Spring Concert Grade 4 Parent	HE
5/8/2025	2:00 PM	HE Spring Concert Grade 5 Parent	HE
5/9/2025	9:15 AM	NG Spring Concert Grade 4 Parent	NG
5/9/2025	2:00 PM	NG Spring Concert Grade 5 Parent	NG
5/9/2025	7:30 PM	Pops Concert	GHS

5/12/2025	9:00 AM	SD-NA Spring Concert Student	NA
5/12/2025	6:30 PM	SD-NA Spring Concert Parent	GW
5/12/2025	9:15 AM	SD-HE Spring Concert Student	HE
5/12/2025	7:00 PM	SMS Chorus Spring Concert	SMS
5/13/2025	10:00 AM	SD-HE Spring Concert Grade 4 parent	HE
5/13/2025	2:00 PM	SD-HE Spring Concert Grade 5 parent	HE
5/13/2025	7:00 PM	GHS Gents Concert	GHS
5/15/2025	9:30 AM	HO Spring Concert - Parent	HO
5/15/2025	2:00 PM	HO Spring Concert - Student	HO
5/15/2025	6:30 PM	GW 5th Grade Spring Concert	GW
5/16/2025	9:15 AM	SD-NG Spring Concert Grade 4 Parent	NG
5/16/2025	9:30 AM	SD-HO Spring Concert Student	HO
5/16/2025	2:00 PM	SD-HO Spring Concert Parent	HO
5/16/2025	2:00 PM	SD-NG Spring Concert Grade 5 Parent	NG
5/16/2025	All day	Music in the Parks -Band/Chamber/Chorus	SMS
5/19/2025	6:00 PM	FfM Banquet	Riverfront
5/19/2025	7:00 PM	SD- SMS Orchestra Spring Concert	SMS
5/20/2025	3:30 PM	Concerto Concert Rehearsal	GHS
5/20/2025	6:30 PM	GW 6th Grade Band Spring Concert	GW
5/21/2025	7:30 PM	Concerto Concert	GHS
5/21/2025	7:00 PM	SD-SMS Chorus Concert	SMS
5/22/2025	6:30 PM	6th Grade Chorus and Orchestra concert	GW
5/28/2025	6:30 PM	SD-GW 5th Grade Spring Concert	GW
5/29/2025	6:30 PM	SD-6th Grade Chorus and Orchestra or Band concert	GW

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

Title of Report: Election Day Professional Development 2024

Board Meeting Date: November 11, 2024

Action:

Report: X

Information:

Discussion:

On November 5, 2024, certified staff across PreK-12 gathered for a district-wide day of professional learning day crafted to support our commitment to safe, inclusive, and engaging learning environments. This day emphasized our district's core values and instructional goals, providing a "remix" of the exceptionally well-received offerings from August.

The day was bookended with early morning and post-lunch wellness activities that allowed staff to nurture their well-being. Staff participated in a variety of offerings, including puppy cuddles, self-guided mindfulness sessions, and physical activities such as pickleball and instructor-led Barre classes. Staff also contributed to a community food drive organized by our Glastonbury Transition Academy (GTA) students, who later inventoried and delivered nearly 350 items to the Glastonbury Social Services Food Pantry. Those who donated or engaged in formal wellness offerings earned additional entries in our Wellness Rewards Raffle, with prizes funded by Anthem Blue Cross Blue Shield.

Staff engaged in workshops and collaborative sessions that focused on building relationships, fostering curiosity, and promoting inclusive learning practices. Curriculum directors, building administrator, and teacher leaders, along with members of our District Restorative Practices Scout Team, facilitated sessions. Staff were empowered to select from a variety of workshops aligned with our district's instructional priorities. These workshops included:

- *Elementary Circles - Social and Restorative Practices*
- *Secondary Circles - Academic Focus*
- *Restorative Conferences and Restorative Chats (Tier 2 & Tier 3)*
- *Rituals, Charters, and Social Contracts within the Classroom*
- *Primary: Developmental Expectations for Inclusive Classrooms*
- *Getting to Know PSQ (ParentSquare)*
- *Welcoming Students who Transition from Alternative Placements*
- *Restorative Practices 101: An Independent Discovery*
- *Problems in Practice Round Table (K-5, 6-8, 9-12)*

As part of our ongoing commitment to cultural competency, we also offered *Cultural Competencies Part II: Interrupting Microaggressions*. This training was offered in August and will run throughout the year as a required component for all staff, reinforcing our district's dedication to inclusive learning environments.

To assess the effectiveness of the day, a survey was conducted. Preliminary results indicate that:

- 91% of respondents strongly agree/agree that the professional learning provided individualized opportunities for engagement and new learning.
- 92% of respondents strongly agree/agree that the professional learning experience was meaningful and aligned with the district's strategic plan.

The November 5 professional learning day underscored our commitment to high-quality development that prioritizes educational excellence and staff well-being. Staff feedback reflected high engagement and satisfaction with the diverse offerings, each thoughtfully designed to advance our district goals and support our dedicated team.

Submitted By: Kate Lund

Reviewed By: Alan B. Bookman

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

SCHOOL ENROLLMENT November 1, 2024

Elementary	Pre-K = 79	K	1	2	3	4	5	6	Total
Buttonball		82	75	87	71	79	70		464
Hebron Ave.		63	66	85	85	79	80		458
Hopewell		91	86	89	83	109			458
Naubuc		63	67	68	80	79	86		443
Naugaug		81	87	112	77	91	87		535
Elementary Subtotal		380	381	441	396	437	323	0	2358
Gideon Welles							107	445	552
	K-6 Totals								2910
Elementary Total		380	381	441	396	437	430	445	2910
Middle			7	8					Total
Smith Middle	Middle Subtotal	439	435						874
Middle Total		439	435						874
Secondary			9	10	11	12			Total
Glastonbury High	Secondary Subtotal	412	438	428	458				1736
Secondary Total		412	438	428	458				1736
	TOTAL								5520
							Pre-K	79	
	OUT OF DISTRICT (29 & GHS ALTERNATIVE PROGRAM (0))							29	
	GRAND TOTAL								5628

GRADE	RECAPITULATION		
	11/1/2023	11/1/2024	Change Over
	Enrollment All Without M	Enrollment All Without M	Previous Years Enrollment All
Pre-K	82	79	-3
K	368	380	12
1	435	381	-54
2	378	441	63
3	421	396	-25
4	414	437	23
5	427	430	3
6	434	445	11
Subtotal Elementary	2959	2989	30
7	419	439	20
8	421	435	14
9	447	412	-35
10	435	438	3
11	457	428	-29
12	439	458	19
Subtotal Secondary	2618	2610	-8
TOTAL	5577	5599	22
OUT OF DISTRICT & GHS ALTERNATE	27	29	2
GRAND TOTAL	5604	5628	24

School Enrollment by Class November 1, 2024

				GRADE K			TOTAL	
Buttonball	17	17	16	16	16	=	82	
Hebron	16	16	16	15		=	63	
Hopewell	20	18	18	18	17	=	91	
Naubuc	16	16	16	15		=	63	
Nayaug	17	17	16	16	15	=	81	
							<u>380</u>	
				GRADE 1				
Buttonball	19	19	19	18		=	75	
Hebron	17	17	16	16		=	66	
Hopewell	18	17	17	17	17	=	86	
Naubuc	17	17	17	16		=	67	
Nayaug	19	18	17	17	16	=	87	
							<u>381</u>	
				GRADE 2				
Buttonball	18	18	17	17	17	=	87	
Hebron	22	21	21	21		=	85	
Hopewell	18	18	18	18	17	=	89	
Naubuc	18	17	17	16		=	68	
Nayaug	20	20	19	18	18	17	=	112
							<u>441</u>	
				GRADE 3				
Buttonball	19	18	17	17		=	71	
Hebron	22	21	21	21		=	85	
Hopewell	21	21	21	20		=	83	
Naubuc	21	20	20	19		=	80	
Nayaug	20	19	19	19		=	77	
							<u>396</u>	
				GRADE 4				
Buttonball	20	20	20	19		=	79	
Hebron	20	20	20	19		=	79	
Hopewell	23	22	22	22	20	=	109	
Naubuc	20	20	20	19		=	79	
Nayaug	23	23	23	22		=	91	
							<u>437</u>	
				GRADE 5				
Buttonball	24	23	23			=	70	
Hebron	20	20	20	20		=	80	
Naubuc	22	22	21	21		=	86	
Nayaug	23	22	22	20		=	87	
Gideon	22	22	21	21	21	=	107	
							<u>430</u>	

Naubuc Elementary School

84 Griswold St
Glastonbury, Ct 06033

Phone (860)652-7918
Fax (860)652-7930



Michael Litke, Ed.D.

Principal

Alicia Farris, Ed.D.

*Assistant Principal
Special Education Supervisor*

October 22, 2024

Dear Jon Monty-Carbonari and Members of the Glastonbury Elks Lodge,

On behalf of the students, staff, and families of Naubuc Elementary School, I want to express our heartfelt gratitude to you for volunteering your time and efforts to install the Gaga Pit at our school. Your generosity and dedication have truly made a lasting impact on our school community.

The Gaga Pit is already a huge hit with our students, providing them with a fun and engaging way to be active and socialize during recess. It is heartwarming to see their enthusiasm and excitement, which would not have been possible without your kindness and hard work.

We are incredibly fortunate to have such caring partners like the Elks, who are always ready to lend a hand and make a difference in the lives of children. Your commitment to supporting local schools and communities does not go unnoticed, and we are deeply appreciative of all that you do.

Once again, thank you for your generosity, dedication, and for helping to create a special space where our students can thrive and play.

With deepest gratitude,

A handwritten signature in blue ink, appearing to read "Michael Litke", written over a horizontal line.

Dr. Michael Litke

Principal of Naubuc Elementary School