



REGULAR BOARD OF EDUCATION MEETING

Monday, January 13, 2025 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 Recognitions
 - A. Charlotte Couture - Connecticut Conference of Municipalities Award Recipient
4. Student Representatives' Report
 - A. Hayley Lemieux, Class of 2025
 - B. Amalia Baird, Class of 2027
5. Information Session for Public Comment
6. Business Requiring Action
 - A. Buttonball Lane School 2025-2026
 - B. Approval of the 2025-2026 Board of Education Budget
 - C. Approval of Monday, December 9, 2024 Regular Board of Education Meeting Minutes
 - D. Approval of Monday, December 16, 2024 Board of Education Special Hearing Minutes
 - E. Approval of Monday, January 6, 2025 Budget Workshop Meeting Minutes
 - F. Approval of Wednesday, January 8, 2025 Budget Workshop Meeting Minutes
7. Reports and Discussion
 - A. Glastonbury Education Foundation
8. Committee Reports
9. Chairman's Reports
 - A. Strength and Conditioning Facility State Reimbursement Response
10. Superintendent's Report
 - A. Self-Insurance Reserve Update, December 2024
 - B. School Enrollment Report, January 2025
 - C. Staff Resignations
 1. Thomas Neagle
 - D. Adult and Continuing Education Courses for Winter/Spring 2025
 - E. Dates to Remember

11. Adjournment

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

How to Participate in Board of Education Meeting Public Comments

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

1) In-Person Comment.

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

2) Written Comment.

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

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



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 January 13, 2025 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.



**DRIVEN BY NEED.
POWERED BY PEOPLE.**

**SUPERINTENDENT'S
PROPOSED BUDGET
2025-2026**

January 2025

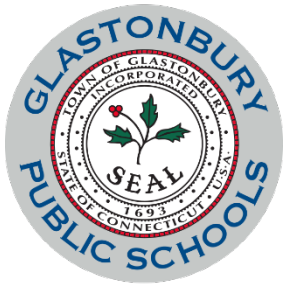


GLASTONBURY BOARD OF EDUCATION

Douglas C. Foyle Ph.D., Chair
Julie M. Thompson, Vice Chair
Kali Cavanaugh, Secretary
Alison Couture
Jennifer L. Faust
Jenn Jennings
David Peniston, Jr.
Matthew Saunig

CENTRAL OFFICE ADMINISTRATION

Alan B. Bookman, Ph.D., Superintendent
Scott Hurwitz, Ed.D., Assistant Superintendent
Kate Lund, Assistant Superintendent
Kimberly Brown, Administrator for Pupil Services
Karen Bonfiglio, Business Manager



Office of the Superintendent

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

January 2025

To: The Board of Education

The Superintendent's Proposed Budget for 2025-2026 is guided by our district's three strategic goals: 1) Promote active learning and high expectations for all students, 2) Provide safe, supportive, and inclusive learning environments, and 3) Prioritize the health and well-being of students and staff. These goals are our budget roadmap. They provide direction for our daily work.

The proposed budget is 4.88% higher than the current year's budget. The increase is tied directly to the needs of students and staff, with staff salaries and benefits accounting for 4.8% of the budget increase.

We propose several staffing changes to match student enrollment and meet academic needs. The addition of three LINKS Academy special education teachers, two elementary school teachers, and one middle school math teacher will meet instructional needs and maintain reasonable class sizes. Notably, the cost of the three special education teachers will be offset by the tuition from additional out-of-district students attending LINKS. We also plan to reduce our high school staff by two teachers.

To support the whole child, this budget includes staffing additions that will address the social and emotional needs of students. We propose the addition of two social workers, one building substitute, one multilingual tutor, and an EDI coordinator.

The budget also recognizes the cost of attracting and retaining a talented workforce. It allocates funds for the approved teacher contract, bargaining group adjustments, and non-affiliated staff salaries. It plans for anticipated increases for two groups entering contract negotiations this spring. Rising costs for health insurance (11% increase) and workers' compensation (20% increase) are also factored into the budget.

All of next year's proposed Capital Improvement Program (CIP) projects are located at Glastonbury High School. The existing turf field (nearly 9 years old) is at the end of its life. The turf surface and stone base need replacement. Additionally, we are again proposing the construction of two new multi-sport turf fields to benefit our student-athletes. This project has the support of the Town's Parks and Recreation Department. Environmentally safer turf products without PFAS are now available. Other CIP projects include replacing the 37-year-old pool filter system, resurfacing the gym floor and outdoor track, and repaving the "junior" parking lot.

The proposed budget supports our students' growing academic, social, and emotional needs. It supports Glastonbury Public Schools' most valuable resource: our dedicated employees. Lastly, it supports the Board's longstanding efforts to maintain an exceptional school system of which our community can be proud.

Alan B. Bookman, Ph. D.
Superintendent of Schools

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DRIVEN BY NEED. POWERED BY PEOPLE.

Meeting student needs is the driving force behind our school system's financial decisions. Student success is the essence of our work.

Throughout the district, highly skilled educators and staff connect with students and families to cultivate community, curiosity, joy in learning, achievement, and growth.

Education is a people-centered business. Our employees are our most valuable resource. This is clearly reflected in this proposed budget:

- **87%** of the total budget = staff salaries and benefits
- **4.88%** = the total budget increase requested by the Superintendent
- **4.8%** = the total budget increase due to an increase in staff salaries and benefits

GLASTONBURY PUBLIC SCHOOLS

STRATEGIC PLAN UPDATE

In July 2023, the Board of Education adopted three goals as part of a 5-year strategic plan. We are working to meet these goals as we empower students to be active learners, curious thinkers, resilient individuals, and compassionate citizens. Here are some examples of the progress we have made toward achieving each goal.

GOAL 1 PROMOTE ACTIVE LEARNING AND HIGH EXPECTATIONS FOR ALL STUDENTS.

- Created a shared vision of high-quality, student-centered instruction.
- Revised educator evaluation plans to align with that shared vision.
- Refined the curriculum development process to ensure continuous improvement and enhancement of active learning opportunities across all subjects and grade levels.

GOAL 2 PROVIDE SAFE, SUPPORTIVE, AND INCLUSIVE LEARNING ENVIRONMENTS.

- Increased translation and interpretation access for families.
- Trained faculty and staff in inclusive practices, restorative practices, and differentiated instruction.
- Introduced a multi-tiered system of support to assist students with academic, social, emotional, and behavioral needs.
- Developed a framework to assess representation, access, perspective, and supports across all grades and content areas, ensuring content is free of bias.

GOAL 3 PRIORITIZE THE HEALTH AND WELL-BEING OF STUDENTS AND STAFF.

- Enforced existing policies for phone-free schools/classrooms.
- Developed guidelines to reduce screen time and ensure purposeful use of technology.
- Launched a family digital citizenship webpage to assist families with at-home online activity.
- Offered wellness sessions for faculty during professional learning days.

2024-2025 Administrative Staff

Building Administration

Glastonbury High School	Nancy E. Bean, Ed.D., Principal
Smith Middle School	Bobby Skarvelas, Ed.D., Principal
Gideon Welles School	Kent M. Hurlburt, Principal
Buttonball Lane School	Janet P. Balthazar, Principal
Hebron Avenue School	Linda Provost, Ed.D., Principal
Hopewell School	Twana Shirden, Principal
Naubuc School	Michael E. Litke, Ed.D., Principal
Nayaug School	Kristine E. Garofalo, Principal

Programs & Support

Art	Holly Constantine
Athletics & Clubs	Patricia M. Witkin
Career & Technical Education	Elizabeth Cole
Communications	Patricia Renaud
Equity, Diversity, and Inclusion	Tonya Claiborne, Ed.D.
Language Arts/Library Media K-5	Christina O'Brien
Eng./Language Arts/Library Media 6-12	Tracey DeDonato
Food Service	Jessica D'Agnese
Health & Physical Education	Jennifer Spring
History & Social Sciences	Brendan Callahan
Mathematics	Brenda Gregorski
Music	Leslie Lopez
Operations & Maintenance	Albert Costa
Science	Christine Tedisky
School Counseling	Edward D. Gregorski
Special Education	Cassandra Murphy
Technology	Christopher Macca
Transportation	Angelo A. Balesano
World Language & ML	Amanda Robustelli-Price

Board of Education Workshops

Public Comment Session Will Be Held Each Evening

Workshop/Meeting	Date & Time	Location
Superintendent Presents Proposed Budget Budget Workshop <i>(Program Changes and Budget Priorities)</i>	Monday, Jan. 6, 2025 6:00 PM	Town Council Chambers Town Hall 2155 Main Street
Budget Workshop <i>(Program Changes and Budget Priorities)</i>	Wednesday, Jan. 8, 2025 6:00 PM	Town Council Chambers Town Hall 2155 Main Street
Board of Education Meeting	Monday, Jan. 13, 2025 7:00 PM	Town Council Chambers Town Hall 2155 Main Street
CIP Workshops	Wednesday, Jan. 15, 2025 Thursday, Jan. 16, 2025 6:00 PM	Riverfront Community Ctr. 300 Welles Street
Annual Town Meeting	Wednesday, Jan. 22, 2025 6:00 PM	Town Council Chambers Town Hall 2155 Main Street
Final Budget Hearing	Wednesday, March 19, 2025 Wednesday, March 26, 2025 (If needed) 7:00 PM	Town Council Chambers Town Hall 2155 Main Street

Budget Calendar

September 2024

- Administrators and program managers develop budget requests
- Central office staff compile budget requests and justifications
- Superintendent reviews budget requests and justifications
- Superintendent discusses budget requests with administrators and program managers

October – November 2024

- Superintendent and central office staff review budget information
- Central office staff prepare superintendent's proposed budget and presentation
- Board of Education reviews, prioritizes, and approves Capital Improvement Plan

December 2024

- Superintendent distributes proposed budget to administrators and Board of Education members
- Board of Education members individually review superintendent's proposed budget

January 2025

- Board of Education holds public workshops
- Board of Education requests further information and discusses budget changes
- Superintendent and central office staff respond to questions
- Board of Education adjusts and approves budget
- Central office staff prepare Board of Education approved budget document and presentation for the Annual Town Meeting
- Town Council presents Capital Improvement Plan at workshop
- Superintendent and Board of Education Chair present approved education budget at Annual Town Meeting

February – March 2025

- Superintendent and Board of Education Chair respond to Town Council and Board of Finance questions
- Board of Finance makes school budget recommendation
- Town Council reviews and adopts the Capital Improvement Plan
- Town Council approves the town and education budgets

Budget Summary

Superintendent's Proposed 2025-2026 Budget

Board of Education Budget (2024-25)	\$124,471,745
Superintendent's Proposed (2025-26)	\$130,541,213
Increase	\$6,069,468
% Change	4.88%

Four-Year Budget Comparison

	2022-23	2023-24	2024-25	2025-26
Superintendent requested	\$117,860,881	\$121,048,065	\$126,058,745	\$130,541,213
Increase from previous year	\$4,311,197	\$4,110,684	\$5,790,680	\$6,069,468
Percent change from previous year	3.80%	3.52%	4.81%	4.88%
Board of Education Approved	\$117,237,381	\$120,728,065	\$124,946,745	
Increase from previous year	\$3,687,697	\$3,790,684	\$4,678,680	
Percent change from previous year	3.25%	3.24%	3.89%	
Town Appropriated	\$116,937,381	\$120,268,065	\$124,471,745	
Increase from previous year	\$3,387,697	\$3,330,684	\$4,203,680	
Percent change from previous year	2.98%	2.85%	3.50%	

2025-2026 Budget Increases

Salaries	3.33%
Benefits	1.47%
Equipment	0.09%
Other	(0.01%)
Total Increase	4.88%

Superintendent Proposed Budget Increases

Comparison of Past 20 Years				
2005-2006	6.85%		2015-2016	3.78%
2006-2007	7.92%		2016-2017	2.89%
2007-2008	7.34%		2017-2018	3.10%
2008-2009	6.75%		2018-2019	2.20%
2009-2010	4.91%		2019-2020	3.60%
2010-2011	3.29%		2020-2021	3.60%
2011-2012	3.83%		2021-2022	2.48%
2012-2013	2.67%		2022-2023	3.80%
2013-2014	4.88%		2023-2024	3.52%
2014-2015	4.41%		2024-2025	4.81%

Requests Not Granted

Program	Item	Amount
Art	Field trips & instructional materials	\$8,900
Elem. Education	Exploring the Arts & dues/fees	\$4,500
Language Arts & Reading	Instructional materials	\$701,246
English	Field trips & instructional materials	\$5,500
Mathematics	Instructional materials	\$4,000
Science	Instructional materials	\$21,000
Career & Technical Education	Field trips & dues/fees	\$6,000
World Lang. & ML	2 ML Teachers & instructional materials	\$208,140
School Counseling	SMS FT Secretary to replace PT Para	\$62,000
Health Education & Physical Education	0.6 Elementary Teacher & instructional materials	\$52,000
Library Media	Technology software & instructional materials	\$25,000
Operations & Maintenance	Van	\$62,000
Program & Staff Development	Curriculum development	\$50,760
AgriScience & Technology	Instructional materials	\$3,682
Elem. Operations	Summer clerical hours	\$2,000
Systemwide Support	New replacement equipment	\$200,000
Fringe Benefits	Workers compensation	\$80,000
Technology	Software & equipment	\$200,000
Total Requests NOT Granted		\$1,696,728

2025-2026

Budget by Program

Program	Amount	% of Budget	% Increase
0200 ART	\$ 1,547,633	1.19%	4.88%
0300 ELEMENTARY EDUCATION	\$ 17,852,043	13.68%	3.48%
0400 ENGLISH/LANGUAGE ARTS	\$ 4,664,888	3.57%	5.45%
0500 MATHEMATICS	\$ 3,334,343	2.55%	9.18%
0600 SCIENCE	\$ 3,977,885	3.05%	6.07%
0700 HISTORY & SOCIAL SCIENCE	\$ 2,632,113	2.02%	6.46%
0900 CAREER & TECHNICAL EDUCATION	\$ 2,161,445	1.66%	3.92%
1000 COMMUNITY SERVICES	\$ 403,087	0.31%	3.07%
1100 PACE: MATH/SCIENCE RESOURCE	\$ 686,998	0.53%	2.98%
1300 WORLD LANGUAGE & ML	\$ 5,190,691	3.98%	4.29%
1400 SCHOOL COUNSELING	\$ 4,743,995	3.63%	4.39%
1500 HEALTH EDUCATION & PHYSICAL EDUCATION	\$ 2,494,375	1.91%	3.11%
1600 HEALTH SERVICES	\$ 1,092,644	0.84%	3.68%
1900 LIBRARY MEDIA	\$ 1,504,989	1.15%	2.50%
2000 MUSIC	\$ 2,159,078	1.65%	5.17%
2100 OPERATIONS & MAINTENANCE	\$ 8,017,412	6.14%	4.12%
2200 UTILITIES	\$ 2,621,127	2.01%	-6.93%
2300 PROGRAM & STAFF DEVELOPMENT	\$ 522,300	0.40%	0.00%
2400 TRANSPORTATION	\$ 4,828,991	3.70%	5.60%
2700 SPECIAL EDUCATION	\$ 18,314,594	14.03%	6.78%
2800 ATHLETICS & CLUBS	\$ 2,465,443	1.89%	2.57%
3000 AGRISCIENCE & TECHNOLOGY	\$ 470,533	0.36%	4.42%
3100 ELEMENTARY OPERATIONS	\$ 2,587,979	1.98%	2.10%
3200 SECONDARY OPERATIONS	\$ 2,658,497	2.04%	-3.82%
3300 SYSTEMWIDE SUPPORT SERVICES	\$ 4,270,463	3.27%	3.61%
3400 FRINGE BENEFITS & SUBSTITUTES	\$ 25,034,503	19.18%	8.36%
3600 TECHNOLOGY SUPPORT SERVICES	\$ 4,303,164	3.30%	1.28%
TOTALS	\$ 130,541,213	100.00%	4.88%

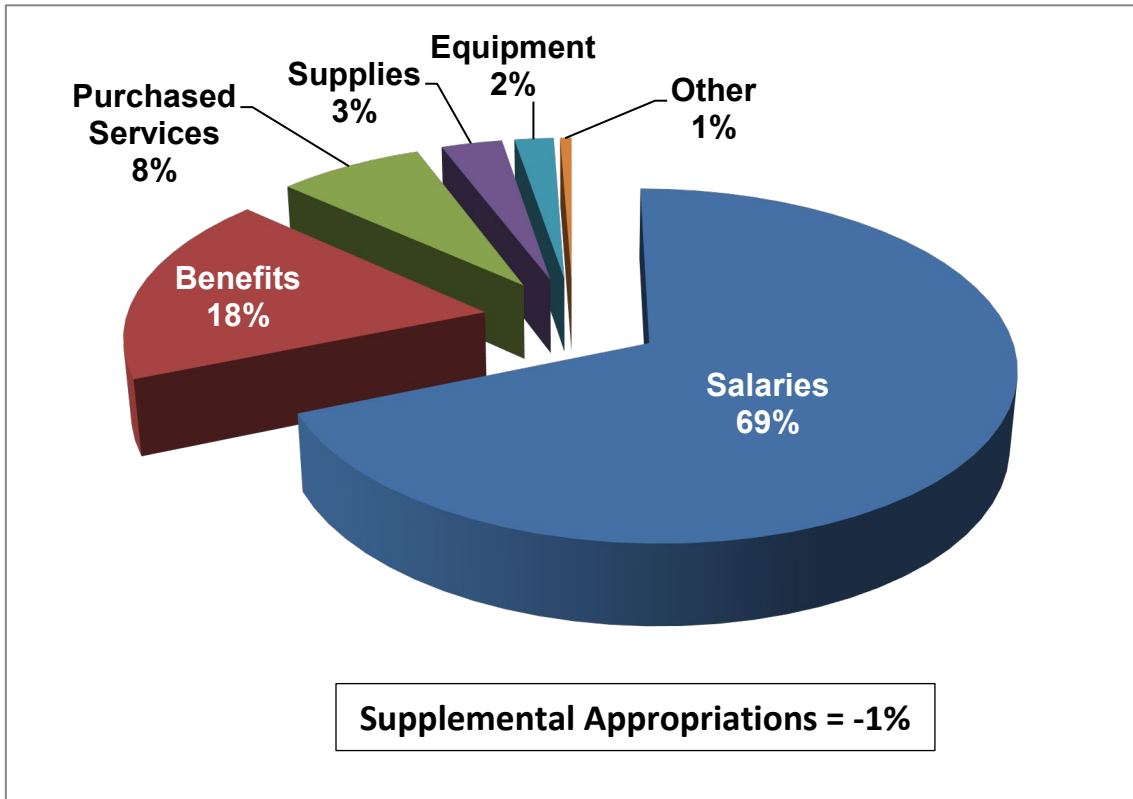
Summary by Object

Account	2024-2025 Fall Revised Budget	2025-2026 Supt. Proposed	Change	Budget Impact
Salaries	\$86,582,160	\$90,721,192	\$4,139,032	3.33%
Benefits	\$21,836,597	\$23,672,070	\$1,835,473	1.47%
Services	\$10,027,665	\$9,949,173	-\$78,492	-0.06%
Supplies	\$4,115,278	\$4,175,104	\$59,826	0.05%
Equipment	\$2,565,045	\$2,678,639	\$113,594	0.09%
Other	\$781,500	\$781,535	\$35	0.00%
Supplemental Appropriation	-\$1,436,500	-\$1,436,500	\$0	0.00%
BUDGET	\$124,471,745	\$130,541,213	\$6,069,468	4.88%

Salaries: Includes wages for all full and part time, certified and classified employees.
Benefits: Includes employee health, dental, life and disability insurances, plus workers and unemployment compensation, employer-share social security, and the classified retirement program.
Services: Includes purchased services such as heat, utilities, out-of-district tuition, liability/property insurances, maintenance agreements.
Supplies: Includes instructional materials plus supplies for custodial, maintenance, and transportation services.
Equipment: Includes school buses, maintenance vehicles, classroom/office furniture, and school/technology equipment.
Other: Includes dues/fees, tuition reimbursement, and travel for school business.
Supplemental Appropriation: Includes Custodial Fee Offset, Magnet School Transportation Grant, and Excess Cost Grant.

Budget by Object

Object	2025-2026
Salaries	\$90,721,192
Benefits	\$23,672,070
Purchased Services	\$9,949,173
Supplies	\$4,175,104
Equipment	\$2,678,639
Other	\$781,535
Supplemental Appropriations	-\$1,436,500
	\$130,541,213



Object Budget Summary

With Expenditures, Grants and Supplemental Appropriations

Object	Item	Fall Revised 2024-2025	Supt. Proposed 2025-2026	\$ + / -	% + / -
Salaries (Includes all full & part time employees)	Administrators	7,015,420	7,185,922	170,502	2.43%
	Teachers	54,927,787	57,586,778	2,658,991	4.84%
	Secretary/Para	6,234,044	6,631,911	397,867	6.38%
	Nurses	1,070,591	1,108,976	38,385	3.59%
	Custodians/Maintainers	5,311,957	5,439,866	127,909	2.41%
	Non-Contract Personnel	2,879,335	2,984,623	105,288	3.66%
	Security Guards	839,471	864,852	25,381	3.02%
	Part-Time Paras/Tutors	3,066,159	3,155,947	89,788	2.93%
	Busyard Personnel	3,551,411	3,781,406	229,995	6.48%
	OT/PT	731,867	756,008	24,141	3.30%
	Other Part-Time/Negotiation	155,114	380,013	224,899	144.99%
	Coaches/Advisors	799,004	844,890	45,886	5.74%
	BOE Funded Salaries	86,582,160	90,721,192	4,139,032	4.78%
	<i>Grant Funded Staff</i>	<i>1,678,292</i>	<i>1,678,292</i>	<i>-</i>	<i>0.00%</i>
SUBTOTAL	88,260,452	92,399,484	4,139,032	4.69%	
Benefits	Disability Insurance	63,430	63,430	-	0.00%
	Life Insurance	256,335	256,335	-	0.00%
	Health Insurance	15,331,998	16,865,198	1,533,200	10.00%
	Retirement/Classified	2,904,487	3,054,487	150,000	5.16%
	Social Security	2,814,912	2,886,798	71,886	2.55%
	Workers Comp.	401,935	482,322	80,387	20.00%
	Unemployment Comp.	35,000	35,000	-	0.00%
	Other Employee Benefits	28,500	28,500	-	0.00%
SUBTOTAL	21,836,597	23,672,070	1,835,473	8.41%	
Purchased Services	BOE Funded Services	10,027,665	9,949,173	(78,492)	-0.78%
	<i>Grant Funded Services</i>	<i>206,420</i>	<i>206,420</i>	<i>-</i>	<i>0.00%</i>
	SUBTOTAL	10,234,085	10,155,593	(78,492)	-0.77%
Supplies	BOE Funded Supplies	4,115,278	4,175,104	59,826	1.45%
	<i>Grant Funded Supplies</i>	<i>41,706</i>	<i>41,706</i>	<i>-</i>	<i>0.00%</i>
	SUBTOTAL	4,156,984	4,216,810	59,826	1.44%
	Music	30,308	25,420	(4,888)	-16.13%
Equipment	Transportation	651,550	720,435	68,885	10.57%
	Telecommunications	2,000	2,000	-	0.00%
	Operations/Maintenance	72,087	125,489	53,402	74.08%
	Systemwide	325,000	341,195	16,195	4.98%
	Technology	1,484,100	1,464,100	(20,000)	-1.35%
SUBTOTAL	2,565,045	2,678,639	113,594	4.43%	
Other	BOE Funded	781,500	781,535	35	0.00%
	SUBTOTAL	781,500	781,535	35	0.00%
	TOTAL EXPENDITURES	127,834,663	133,904,131	6,069,468	4.75%
	SUPPLEMENTAL APPROPRIATIONS	(1,436,500)	(1,436,500)	-	0.00%
	<i>FEDERAL & STATE GRANTS</i>	<i>(1,926,418)</i>	<i>(1,926,418)</i>	<i>-</i>	<i>0.00%</i>
	BOE BUDGET	124,471,745	130,541,213	6,069,468	4.88%

Grant Descriptions

The federal and state grants below are received annually to supplement funds in the operating budget. The actual grant amounts for 2025-2026 will not be known until fall 2025.

IDEA B GRANT (Special Education and Related Services Grant - Ages 3 – 21)

Supplements local dollars for the purpose of ensuring all identified disabled children have available to them, a free and appropriate public education which includes special education and related services to meet their needs.

IDEA B PRESCHOOL GRANT (Preschool Entitlement - Ages 3 – 5)

Supplements local dollars for the purpose of ensuring identified disabled pre-school children receive a free and appropriate public education including special education and related services to meet their needs.

TITLE I (Improving Basic Skills)

This grant provides funds that must supplement programs that are already provided by the school district and designed to improve the basic skills in literacy and numeracy.

TITLE II A (Teacher and Principal Training and Recruitment)

This grant is designed to help provide school districts with high quality teachers and administrators. It supplements funding for training of existing teachers and administrators as well as funds for the recruitment efforts.

TITLE III GRANT (English Language Acquisition)

This grant supports the efforts with the ML program by providing additional tutorial services as well as certain supplies and training opportunities.

TITLE IV GRANT (Student Support and Academic Enrichment)

This grant provides funding for supports to ensure every student graduates from high school ready for college and career success. It addresses three priority areas: 1) provide all students with access to a well-rounded education; 2) improve school conditions for student learning; and 3) improve the use of technology in order to strengthen the academic achievement and digital literacy of all students.

PERKINS VOCATIONAL AND APPLIED TECHNOLOGY EDUCATION GRANT

Encourages the integration of academic and vocational education; supplements local dollars for the purpose of providing services for special need students in the vocational education program areas.

OPEN CHOICE GRANTS

Open Choice is a voluntary, inter-district program which enables Hartford students to attend school in Glastonbury beginning in kindergarten. This grant supports tuition to choice programs for Glastonbury students, multi-cultural library books, and support services for students.

ADULT EDUCATION GRANT

Supports mandated adult programs: Americanization and Citizenship; General Equivalency Diploma (G.E.D.); English for Adults with Limited English Proficiency.

Grant Funding

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
0300 ELEMENTARY ED GRANTS					
TITLE I	193,616	199,282	199,282	188,521	188,521
PROJECT CHOICE - EARLY BEGINNINGS, ACADEMIC & SOCIAL SUPPORT AND OPEN CHOICE	65,000 82,775	104,000 101,192	65,000 101,192	104,000 107,167	104,000 107,167
TOTAL	341,391	404,474	365,474	399,688	399,688
0900 CAREER & TECHNICAL ED					
PERKINS	51,767	56,914	56,914	53,284	53,284
1300 FOREIGN LANGUAGE					
TITLE III	21,199	19,974	25,336	25,776	25,776
2300 PROGRAM & STAFF					
TITLE II	79,513	81,708	81,282	75,295	75,295
TITLE IV	13,466	14,319	14,526	13,706	13,706
TOTAL	92,979	96,027	95,808	89,001	89,001
2700 SPECIAL EDUCATION					
IDEA B	1,225,236	1,240,928	1,299,836	1,307,337	1,307,337
PRE-SCHOOL	30,330	31,886	35,958	36,039	36,039
TOTAL	1,255,566	1,272,814	1,335,794	1,343,376	1,343,376
3300 SYSTEMWIDE SUPPORT					
ADULT EDUCATION	15,441	15,293	15,441	15,293	15,293
GRAND TOTAL	1,778,343	1,865,496	1,894,767	1,926,418	1,926,418

Ten-Year Expenditures by Program

PROGRAM	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Fall	Supt
									Revised	Proposed
									2024-2025	2025-2026
02 Art	1,160,081	1,210,174	1,120,092	1,194,625	1,231,955	1,257,322	1,476,807	1,495,779	1,475,628	1,547,633
03 Elementary Education	14,527,505	14,675,073	14,599,000	15,207,086	15,170,964	15,697,280	16,187,105	16,583,757	17,252,246	17,852,043
04 English/Language Arts	4,117,579	4,145,763	4,189,946	4,188,568	4,432,499	4,545,605	4,585,582	4,538,235	4,423,771	4,664,888
05 Mathematics	2,549,236	2,525,173	2,642,859	2,660,560	2,776,196	2,886,735	2,947,095	2,979,399	3,054,040	3,334,343
06 Science	3,342,157	3,373,323	3,374,522	3,512,743	3,561,671	3,584,910	3,771,026	3,704,420	3,750,417	3,977,885
07 History & Social Science	2,097,046	2,143,572	2,230,057	2,271,404	2,340,502	2,406,610	2,511,760	2,519,387	2,472,367	2,632,113
09 Career & Technology Education	1,499,475	1,554,017	1,499,249	1,606,868	1,631,297	1,667,708	1,934,416	1,949,460	2,079,932	2,161,445
10 Community Services	332,704	361,938	361,347	330,108	229,653	322,515	383,604	373,665	391,085	403,087
11 PACE/Math & Science Resource	627,625	618,681	561,589	580,322	601,190	627,474	640,623	653,426	667,086	686,998
13 World Language & ML	4,062,132	4,085,230	4,219,637	4,305,159	4,431,591	4,483,700	4,528,602	4,812,970	4,977,283	5,190,691
14 School Counseling	2,838,570	2,938,725	3,194,310	3,289,864	3,549,215	3,659,359	4,085,417	4,341,325	4,544,666	4,743,995
15 Health & Physical Education	1,955,727	1,937,844	1,995,320	2,048,665	2,103,146	2,134,305	2,246,823	2,315,871	2,419,145	2,494,375
16 Health Services	775,095	749,613	762,666	775,213	741,737	906,551	966,107	985,501	1,053,847	1,092,644
19 Library Media	1,270,021	1,305,466	1,232,810	1,331,521	1,150,327	1,113,636	1,180,983	1,394,434	1,468,239	1,504,989
20 Music	1,637,628	1,757,011	1,657,612	1,747,233	1,801,478	1,775,602	1,911,022	1,993,432	2,052,970	2,159,078
21 Operations & Maintenance	6,547,231	7,578,921	7,082,936	7,610,001	8,095,955	7,778,001	7,675,313	8,694,781	7,700,279	8,017,412
22 Utilities	2,020,741	2,070,618	2,306,270	2,117,249	2,119,244	2,309,130	2,313,260	2,305,335	2,816,337	2,621,127
23 Program & Staff Development	583,992	586,952	589,687	646,425	534,430	513,755	453,555	347,308	522,300	522,300
24 Transportation	3,485,516	3,644,692	3,823,995	3,614,905	3,690,718	4,018,510	4,321,417	4,237,229	4,572,892	4,828,991
27 Special Education	13,024,989	14,155,022	15,054,114	14,682,220	14,858,149	15,313,272	16,089,512	17,259,294	17,151,664	18,314,594
28 Athletics & Clubs	1,679,463	1,749,372	1,730,080	1,657,430	1,656,329	1,968,144	2,164,128	2,135,389	2,403,780	2,465,443
30 Agriscience & Technology	242,685	264,689	277,564	366,635	310,929	431,540	369,605	400,399	450,609	470,533
31 Elementary Operations	2,839,083	2,489,501	2,221,768	2,271,524	2,312,179	2,399,779	2,465,240	2,461,655	2,534,744	2,587,979
32 Secondary Operations	2,733,638	2,741,222	2,692,178	2,779,584	2,752,740	2,922,387	2,856,206	2,834,316	2,764,134	2,658,497
33 Systemwide Support Services	2,775,677	3,050,414	2,749,676	3,155,283	3,887,478	4,022,648	4,288,374	3,557,389	4,121,510	4,270,463
34 Fringe Benefits/Substitutes	18,226,494	19,257,392	20,781,889	21,516,109	22,493,904	22,228,482	20,976,408	22,060,571	23,102,183	25,034,503
36 Technology Support Services	4,418,539	3,962,772	3,883,049	3,655,626	3,847,246	3,874,279	4,113,783	4,340,323	4,248,591	4,303,164
Grant Expenditures	1,654,085	1,721,801	1,569,269	1,591,597	1,653,629	1,670,953	1,778,343	1,865,496	1,926,418	1,926,418
Supplemental Appropriations									1,435,600	1,435,600
Total Expenditures	103,024,711	106,654,971	108,403,491	110,714,527	113,966,351	116,520,192	119,222,116	123,140,546	127,833,763	133,903,231
Less Supplemental Appropriations	(979,071)	(1,080,035)	(1,294,834)	(1,377,427)	(1,414,818)	(1,504,769)	(1,474,347)	(1,273,477)	(1,435,600)	(1,435,600)
Less Grant Expenditures	(1,654,085)	(1,721,801)	(1,569,269)	(1,591,597)	(1,653,629)	(1,670,953)	(1,778,343)	(1,865,496)	(1,926,418)	(1,926,418)
1% Non Lapsing Fund	950,356	(458,168)	360,326	1,069,964	856,142	308,093	967,955	266,492		
1% Non Lapsing Fund			(467,951)	(50,840)						
Agricultural Science & Tech			(64,781)	(64,781)		(102,879)				
Budgeted Expenditures	101,341,911	103,394,967	105,366,982	108,699,846	111,754,046	113,549,684	116,937,381	120,268,065	124,471,745	130,541,213

Enrollment

Ten-Year Enrollment Projections

	Actual									
	24-25	25-26	26-27	27-28	28-29	29-30	30-31	31-32	32-33	33-34
Kindergarten	380	375	404	410	405	368	380	381	381	382
Grade 1	382	399	385	424	430	425	386	399	400	400
Grade 2	446	393	411	396	437	443	438	397	411	412
Grade 3	400	462	407	426	410	453	459	454	411	426
Grade 4	440	409	472	416	435	419	463	469	464	420
Grade 5	433	449	417	481	424	443	427	472	478	473
Grades K-5	2481	2487	2496	2553	2541	2551	2553	2572	2545	2513
Grade 6	453	448	464	431	497	438	458	441	488	494
Grade 7	445	456	451	467	434	500	441	461	444	491
Grade 8	439	449	460	455	471	438	504	445	465	448
Grades 7-8	884	905	911	922	905	938	945	906	909	939
Grade 9	414	437	447	458	453	469	436	501	443	463
Grade 10	450	414	437	447	458	453	469	436	502	443
Grade 11	438	444	409	432	441	452	447	463	431	496
Grade 12	487	454	460	424	448	457	469	463	480	447
Grades 9-12	1789	1749	1753	1761	1800	1831	1821	1863	1856	1849
Grades K-12	5607	5589	5624	5667	5743	5758	5777	5782	5798	5795

	=Based on Students already enrolled
	=Based on Children born but not yet enrolled
	=Based on Children not yet born

NOTE: Districtwide projections include students who are enrolled in special programs.

2025-2026 ENROLLMENT & STAFFING PROJECTIONS

	School	25-26 Projections	25-26 Sections	Class Sizes				
K	Buttonball	77	5	16	16	15	15	15
	Hebron Ave.	66	4	16	16	17	17	
	Hopewell	85	5	17	17	17	17	17
	Naubuc	65	4	16	16	16	17	
	Nayaug	82	5	16	16	16	17	17
1	Buttonball	85	5	17	17	17	17	17
	Hebron Ave.	68	4	17	17	17	17	
	Hopewell	97	5	20	20	19	19	19
	Naubuc	63	4	16	16	16	15	
	Nayaug	85	5	17	17	17	17	17
2	Buttonball	75	4	19	19	19	18	
	Hebron Ave.	66	4	17	17	16	16	
	Hopewell	89	5	18	18	18	18	17
	Naubuc	69	4	18	17	17	17	
	Nayaug	88	5	18	18	18	17	17
3	Buttonball	86	4	22	22	21	21	
	Hebron Ave.	90	4	23	23	22	22	
	Hopewell	94	5	19	19	19	19	18
	Naubuc	72	4	18	18	18	18	
	Nayaug	114	5	23	23	23	23	22
4	Buttonball	74	4	19	19	18	18	
	Hebron Ave.	90	4	23	23	22	22	
	Hopewell	86	4	22	21	21	21	
	Naubuc	80	4	20	20	20	20	
	Nayaug	75	4	19	19	19	18	
5	Buttonball	78	4	20	20	19	19	
	Hebron Ave.	80	4	20	20	20	20	
	Gideon Welles	111	5	23	22	22	22	22
	Naubuc	82	4	21	21	20	20	
	Nayaug	92	5	19	19	18	18	18
K-5 Total		2464	132					

K-5 - Increase of 2.0 FTEs

9-12 - Reduction of 2.0 FTEs

<i>Elementary Grades</i>			
Grade	Proj. Enroll	Sections	Avg Class
K	375	23	16.3
1	398	23	17.3
2	387	22	17.6
3	456	22	20.7
4	405	20	20.3
5	443	22	20.1
K-5 TOTAL	2464	132	

<i>Elementary Schools</i>	
BB	475
HE	460
HO	451
NA	431
NG	536

<i>Gideon Welles School</i>			
Grade	Proj. Enroll	Avg. Team	Avg. Class
5	111	N/A	N/A
6 (4 teams)	440	110	22.0
5-6 TOTAL	551		

<i>Smith Middle School</i>			
Grade	Proj. Enroll	Avg. Team	Avg. Class
7 (4 teams)	450	113	22.5
8 (4 teams)	445	111	22.3
7-8 TOTAL	895		

<i>Glastonbury High School</i>	
Grade	Proj. Enroll
9	434
10	404
11	435
12	426
9-12 TOTAL	1699

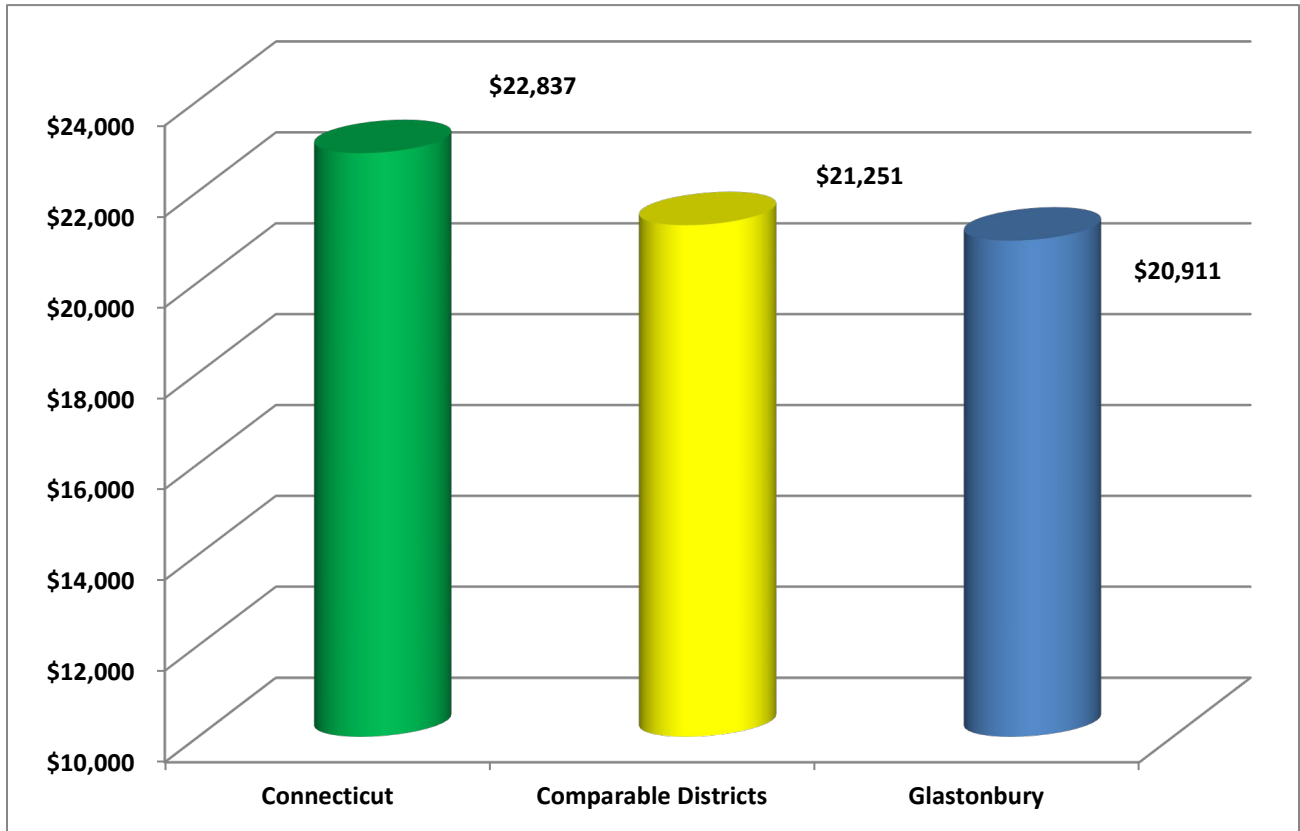
K-12 TOTAL 5498

NOTE: Individual school projections do not include students who are enrolled in special programs

Supporting Data

Per Pupil Expenditures Comparison

2023-2024 PPE for Glastonbury, Comparable Districts, and CT



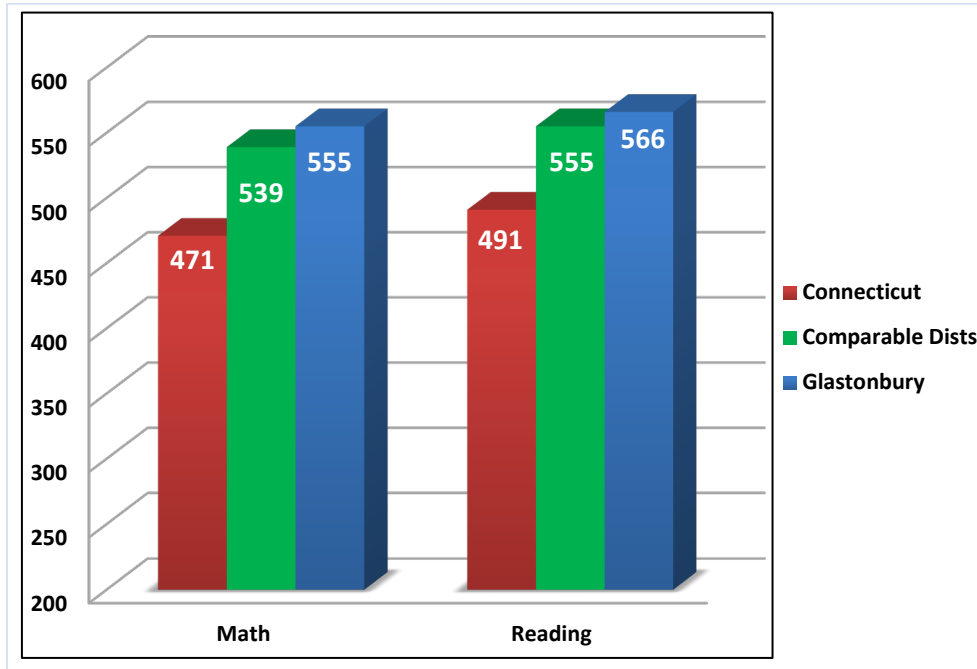
Projected Budget Using Other Comparison Group PPE's

Comparison Group	PPE	% Difference from Glastonbury	Budget Difference
Connecticut	\$22,837	9.2%	\$12,009,791
Comparable Districts	\$21,251	1.6%	\$2,088,659
Glastonbury	\$20,911	---	---

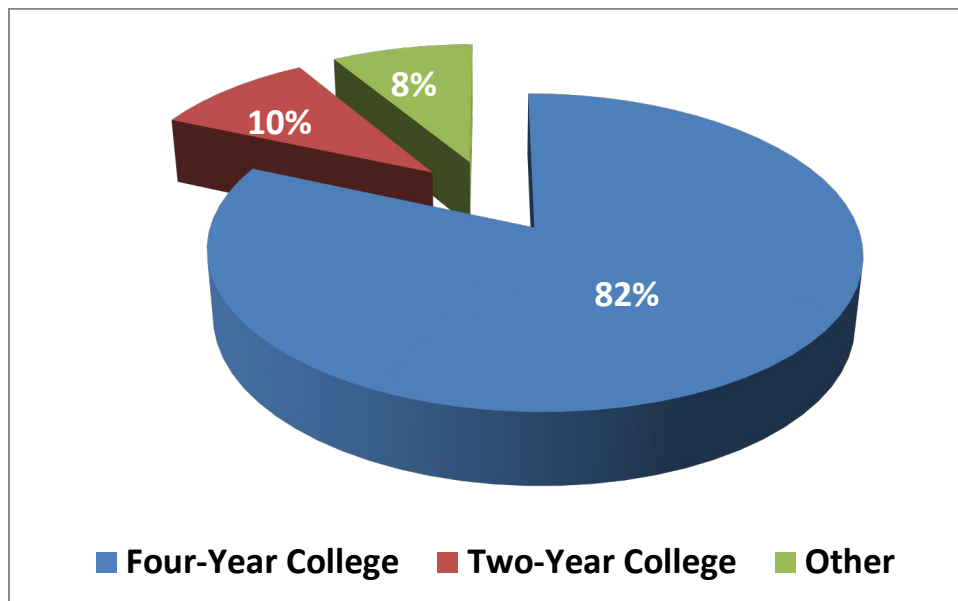
PPE from Connecticut State Department of Education, Oct 2024

SAT Performance & College Bound Students

SAT Performance: 2023-24 Average

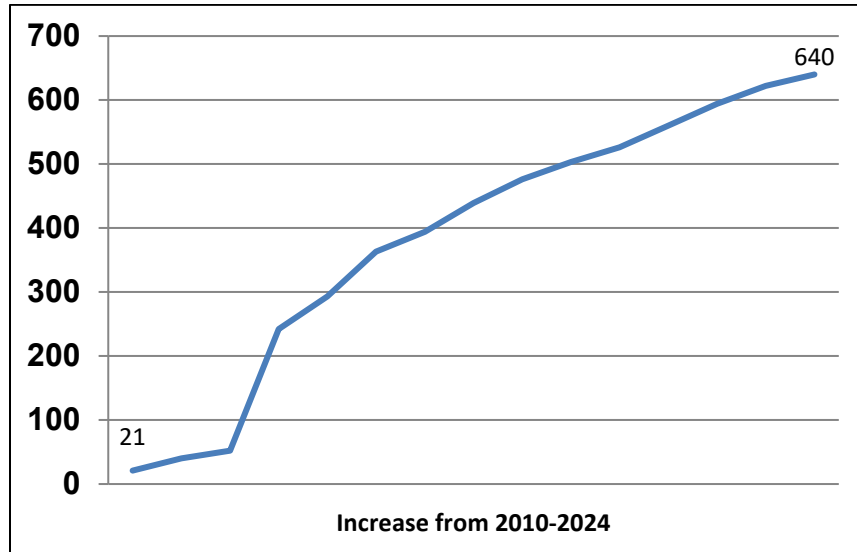


College Bound Students: Five-Year Average



High Deductible Health Plan & Health Insurance Costs

640 Out of 802 Employees Enrolled in HDHP



Health Insurance Costs

School Year	Budget Impact
2010-11	5%
2011-12	-3%
2012-13	8%
2013-14	1%
2014-15	-4%
2015-16	0%
2016-17	4%
2017-18	7%
2018-19	14%
2019-20	2%
2020-21	2%
2021-22	-5%
2022-23	-9%
2023-24	2%
2024-25	5%
2025-26	10%
16 year average	2.4%

Student Activities Fund

The Glastonbury Public Schools Student Activities Fund accounts are a separate fund that is used to support students. Primarily, their purpose is to enrich the education of students through extra-curricular activities, and at the secondary level, expose the students to the management of these activities and the cash flow involved. While all schools participate in curriculum-based field trips and periodic altruistic fundraisers, Glastonbury Student Activities also offer a diverse cross-section of after-school sports, clubs, summer camps, scholarship opportunities, along with Adult Education classes. Student Councils and school stores at various grade levels encourage leadership and responsibility. World language, FFA, music, art and science offer educational trips to various states and countries, further enhancing studies and future career opportunities.

Revenue is generated from student fundraisers, private donations, rebate programs, ticket sales, dues and fees for activities. An important part of the educational process, the money supports activities that are not financed in the Board of Education operating budget and can often provide student assistance if needed.

To promote the safe handling of student, parent and community money, Glastonbury has maintained a centralized accounting system. The Student Activity Coordinator maintains an average of 230 accounts, verifies deposits and approved expenses, and provides training to advisors and personnel at each school. All payments are submitted for at least two levels of approval before being processed. Transactions are reviewed by the Business Manager to ensure the appropriate use of student and community funds, along with an annual audit completed by the town's independent auditors.

Statement of Account Balances			
Fiscal Year	Income	Disbursements	Balance
2015-2016	\$1,704,275	\$1,618,229	\$1,020,597
2016-2017	\$1,570,583	\$1,538,135	\$1,053,045
2017-2018	\$1,620,886	\$1,470,349	\$1,203,582
2018-2019	\$1,684,864	\$1,471,796	\$1,416,650
2019-2020	\$1,332,893	\$1,385,926	\$1,363,618
2020-2021	\$1,159,030	\$1,120,532	\$1,400,541
2021-2022	\$1,633,905	\$1,635,274	\$1,399,174
2022-2023	\$2,187,907	\$2,255,202	\$1,331,880
2023-2024	\$2,371,116	\$2,235,670	\$1,467,326

Food Service Department Budget Projections

	<u>Actuals</u> <u>2023-2024</u>	<u>Projected</u> <u>2024-2025</u>	<u>Estimated</u> <u>2025-2026</u>
Beginning Balance	\$1,119,387	\$1,413,047	\$934,759
Income			
Lunch, Milk, Breakfast, A la Carte	1,412,800	1,453,615	1,721,321
Federal Reimbursement	1,616,715	985,000	985,000
State Reimbursement	42,809	43,000	43,000
Catering	35,905	36,000	36,000
Miscellaneous	0	0	0
Interest Income	0	0	0
Healthy Snack Reimbursement	50,667	51,000	51,000
BOE	0	0	0
Total Income	\$3,158,896	\$2,568,615	\$2,836,321
Expenses			
Supplies	1,392,084	1,461,688	1,534,773
Personnel Expenses	1,361,933	1,458,715	1,513,476
Equipment	110,218	125,000	125,000
Miscellaneous	1,001	1,500	1,500
Total Expenses	2,865,236	3,046,903	3,174,749
Net income/loss	\$293,660	(\$478,288)	(\$338,428)
Current Balance	\$1,413,047	\$934,759	\$596,331

<u>Lunch</u>			
Grades 1-6	\$3.00	\$3.00	\$3.50
Grades 7-12	\$3.50	\$3.50	\$4.00
Adult	\$4.50	\$5.00	\$5.00
<u>Breakfast</u>			
Grades 1-6	\$1.50	\$1.50	\$2.00
Grades 7-12	\$1.50	\$1.50	\$2.00

LINKS Data - June 30, 2024

LINKS Students 2023-2024

	<u># Glastonbury Students</u>	<u># Tuition Students from other Towns</u>
Grades K-2	10	1
Grades 3-5	8	4
Grades 6-8	10	4
Grades 9-12	22	9
Transition Academy	18	0
Intensive Life Skills	5	<u>1</u>
Total	73	19

Annual Tuition Charged for each Out-of-Town Student - Base Tuition (related services billed per IEP Hours)

2023-24 \$60,904.00
Total Tuition Received 2023-2024 - \$1,935,017

Estimated Annual Out-of-District Costs for Glastonbury Students Without LINKS

<u>Grade Level</u>	<u>Annual Costs</u>
Elementary	\$1,800,000
Secondary	\$2,880,000
Post Grad	\$1,620,000
Intensive Life Skills	<u>\$875,000</u>
Total Estimated Gross Costs	\$7,175,000

Estimated Savings for GPS from LINKS

<u>Estimated Gross Tuition Costs without LINKS</u>		<u>Estimated LINKS Costs</u>		<u>Tuition Received</u>		<u>Net Savings</u>
\$7,175,000	minus	\$2,406,993	plus	\$1,935,017	equals	\$6,703,024

LINKS Revenue and Disbursements

Income

	2020-2021	2021-2022	2022-2023	2023-2024	Projected 2024-2025	Projected 2025-2026
Number of students from other towns	16	16	19	19	23	23
LINKS revenue	\$1,188,649	\$1,207,979	\$1,477,940	\$1,935,017	\$1,360,000	\$2,100,000*

Distribution of Revenue

	2020-2021	2021-2022	2022-2023	2023-2024	Projected 2024-2025	Projected 2025-2026
Additional expenditures for operating budget	\$888,649	\$907,979	\$1,177,940	\$1,835,017	\$1,260,000	\$2,000,000*
Transfer to unexpended fund	\$300,000	\$300,000	\$300,000	\$100,000	\$100,000	\$100,000

Maintenance Fund for Eastbury

	2020-2021	2021-2022	2022-2023	2023-2024	Projected 2024-2025	Projected 2025-2026
Balance	\$750,000	\$1,050,000	\$1,350,000	\$1,650,000	\$1,750,000	\$1,850,000

* Offsets tuition and includes modular costs

Unexpended Educational Fund

2024-2025 Transactions

July 1, 2024 Beginning Balance	\$2,262,438
Encumbered for GHS Strength and Conditioning Center	(\$1,588,800)*
Encumbered for Modular Classrooms at Eastbury School	(\$112,035)*
Available Balance	\$570,220

Education System Uses of the Unexpended Educational Fund 2013-2024

- Concrete sidewalks - All Schools
- Eastbury Playscape
- Eastbury Water Tank
- Gideon Welles Septic Tank Cleaning and Repairs
- Roof Repairs - Hebron Ave, Nayaug, Hopewell, Buttonball, Naubuc, Gideon Welles, Smith, and GHS
- Smith Phone System
- Smith Repair Hot Water Piping and Fittings
- Boiler Water Treatment and Cooling Towers Preventative Maintenance – All Schools
- GHS Auditorium Seat Covering
- Library Air Conditioning - Buttonball, Hebron Ave, and Hopewell
- GEHMS Planetarium Replacement of Electrical Panel
- GHS Greenhouse
- Naubuc Second Floor Study and Architectural Work
- Naubuc 2nd Floor Project
- Nayaug Chiller
- GHS Expanded Storage (as part of Strength and Conditioning Center)

*Funds transferred at end of the fiscal year.

Early Learning Center Data and Budget

Data

Enrollment	2023-2024	Projected 2024-2025
Infants	8	8
Toddlers	43	46
Preschool	16	17
Staffing		
Full-Time	17	18
Part-Time	4	5

Budget

Income	2023-2024	Projected 2024-2025
Tuition	\$849,647	\$997,038
Expenses		
Wages/Benefits	\$821,976	\$940,253
Furniture/Curriculum	\$2,698	\$2,500
Supplies	\$22,672	\$23,750
Net Income/Loss	\$2,301	\$30,535

CIP



Capital Improvement Plan

Fiscal Years

2026

2027

2028

2029

2030

BOE Approved: November 11, 2024

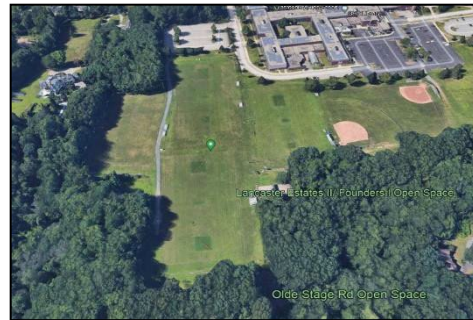
Summary by Fiscal Year			
YR	Location	Description	Est. Cost
Projects for Fiscal Years 2026-2030			
2026	GHS	Two New Multi-Use Synthetic Turf Fields	TBD
2026	GHS	Replace Synthetic Turf Field Surface and Quarry Stone Base	\$900,000
2026	GHS	Pool Filter System Replacement (37 yrs.)	\$675,000
2026	GHS	Resurface 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.

Overview

Department:	Board of Education
Project Title:	High School Two New Synthetic Turf Fields
Priority:	2 - Programmatic Needs



Project Description and Status

Two new Multi-Purpose Synthetic Turf fields are proposed at Glastonbury High School. These turf structures require specially designed under drains and base material to meet each different manufacturer’s recommended installation requirements. 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.

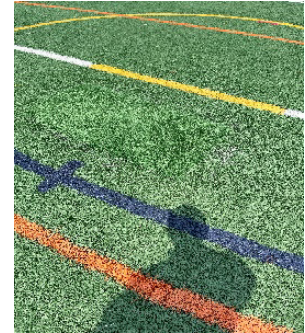
Additionally, this request for two new fields is important to ensure the extended life of the existing turf field as well as the future new fields. It allows us to spread out the heavy demand of our athletic fields used by both, the school programs and community programs.

Estimated Capital Costs

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

Overview

Department:	Board of Education
Project Title:	High School Replace Existing Turf Field
Priority:	1 - Programmatic Needs



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

Overview

Department:	Board of Education
Project Title:	High School Pool Replacement - Pool Filtration System
Priority:	1 - Critical Infrastructure Needs



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

Overview

Department:	Board of Education
Project Title:	Refurbish Rubber Gym Floor GHS, HO, HE, BB, EA and GW.
Priority:	2 - Critical Infrastructure Needs



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

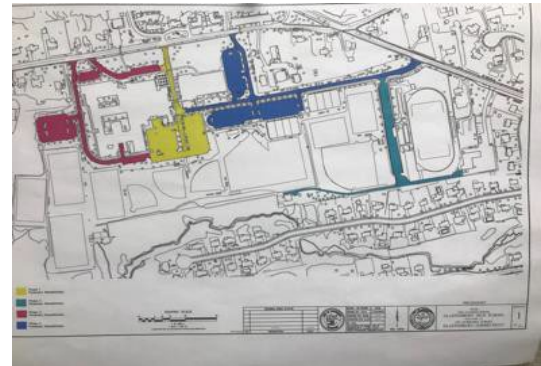
2026 Budget	2026	2027	2028	2029	2030	Total
	\$260,000	-	\$315,000	-	-	\$575,000

Estimated Operating Budget Requirements

No additional maintenance costs anticipated.

Overview

Department:	Board of Education
Project Title:	High School Pavement Rehabilitation
Priority:	2 - Town Projects



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

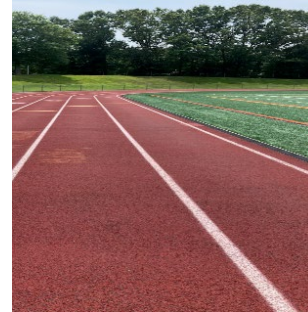
2026 Budget	2026	2027	2028	2029	2030	Total
	\$200,000	-	-	-	\$200,000	\$400,000

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.

Overview

Department:	Board of Education
Project Title:	High School Re-Surface Outdoor Track
Priority:	1 - Town Projects



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.

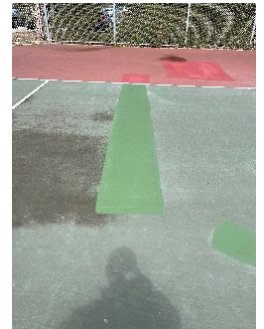
Estimated Capital Costs

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

Estimated Operating Budget Requirements

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

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.

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.

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.

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

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 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 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

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

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.

Budget By Program

PROGRAM 0200: ART

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	14.20	14.20	14.20	13.20	13.20
SALARIES					
ADMINISTRATIVE	111,484	117,123	122,944	122,944	128,951
TEACHERS	1,314,371	1,329,115	1,384,871	1,300,184	1,366,182
FIELD TRIPS	87	326	500	500	500
SUBTOTAL	1,425,941	1,446,564	1,508,315	1,423,628	1,495,633
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	50,425	47,320	50,000	50,000	50,000
OTHER					
DUES/FEES	440	1,895	2,000	2,000	2,000
TOTAL	1,476,807	1,495,779	1,560,315	1,475,628	1,547,633

PROGRAM 0300: ELEMENTARY EDUCATION K - 6

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	1.80	1.80	1.80	1.80	0.00
TEACHERS	152.00	151.00	153.00	155.00	157.00
SALARIES					
ADMINISTRATIVE	301,498	299,803	307,536	307,536	0
TEACHERS	14,658,182	15,019,261	15,723,239	15,737,265	16,596,117
PARAEDUCATORS, P-T, SCIENCE	20,216	24,736	25,313	25,313	26,330
IN-CLASS TUTORS/PARAS	98,355	90,234	116,724	116,724	120,226
SUMMER SCHOOL (AE)	9,817	18,821	10,000	20,000	20,000
LANG.ARTS/MATH -TUTORS/PARAS	685,440	699,037	762,878	762,878	785,764
DRIVERS/EARLY LITERACY PROGRAM (NA)	478	799	3,000	3,000	3,000
FIELD TRIPS	11,001	13,482	15,000	15,000	15,000
SUBTOTAL	15,784,987	16,166,173	16,963,690	16,987,716	17,566,437
PURCHASED SERVICES					
EXPLORING THE ARTS (GW)	7,890	9,445	9,500	9,500	9,500
MAGNET SCHOOL	0	0	(125,000)	(125,000)	(125,000)
SUBTOTAL	7,890	9,445	(115,500)	(115,500)	(115,500)
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	372,077	384,109	353,030	353,030	376,106
TECHNOLOGY - SOFTWARE	13,420	14,317	15,000	15,000	15,000
SUBTOTAL	385,497	398,426	368,030	368,030	391,106
OTHER					
DUES/FEES	8,731	9,713	12,000	12,000	10,000
TOTAL	16,187,105	16,583,757	17,228,220	17,252,246	17,852,043

BUDGET IMPACT INFORMATION

Program: 0300 - Elementary Education K-6
Location: Salaries
Item: Administrative

Rationale and Supporting Information

A budget adjustment has been made to individual programs to reflect a clearer allocation of resources. Previously, the salaries of core subject area curriculum directors were split between the elementary programs and the respective subject-area programs they oversee. To ensure each program remains whole, this salary portion has been reallocated from the 0300 Elementary Programs line to each respective subject-area program at the secondary level.

As a result, this adjustment accounts for an increase in the administrative line for each program listed below while reflecting a corresponding decrease in the administrative line of the 0300 Elementary Programs. In total, 1.8 administrative FTEs are being redistributed.

- Program 0400: English 7-12/Reading & Language Arts K-12 .5 FTE
 - Program 0500: Mathematics 7-12 .4 FTE
 - Program 0600: Science 7-12 .5 FTE
 - Program 0700: History & Social Science 7-12 .4 FTE
- TOTAL: 1.8 FTE

BUDGET IMPACT INFORMATION

Program: 0300 - Elementary Education
Location: Salaries
Item: Teachers - 2.0 FTE Increase
Cost: \$170,000 Including Benefits

Rationale and Supporting Information

Based on the projected enrollment at each grade level in individual elementary schools for 2025-26, we recommend an overall increase of 2.0 FTE classroom teachers. Two additional sections are needed to maintain appropriate class sizes at each school. This budgeted increase is based on current projections and will be monitored throughout the spring in the event further adjustments in either direction are warranted.

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

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.50	1.50	1.50	1.50	2.00
TEACHERS (ENGLISH)	28.00	26.00	26.00	25.00	25.00
TEACHERS (READING)	13.00	13.00	13.00	12.00	12.00
SALARIES					
ADMINISTRATIVE	245,866	233,067	263,642	263,642	358,552
TEACHERS (ENGLISH)	2,891,561	2,833,901	2,906,196	2,741,976	2,846,870
TEACHER (READING)	1,399,947	1,438,970	1,468,337	1,352,805	1,394,300
TUTORS	13,235	15,247	33,048	33,048	33,696
FIELD TRIPS (ENGLISH)	156	23	300	300	300
SUBTOTAL	4,550,765	4,521,209	4,671,523	4,391,771	4,633,718
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS (ENGLISH)	6,470	5,117	4,000	4,000	4,000
INSTRUCTIONAL MATERIALS (READING)	583	1,738	4,000	4,000	1,500
TESTING MATERIALS (READING)	7,335	2,120	3,000	3,000	4,000
TECHNOLOGY SOFTWARE (ENGLISH)	19,999	7,774	20,500	20,500	21,170
SUBTOTAL	34,388	16,749	31,500	31,500	30,670
OTHER					
DUES & FEES	430	277	500	500	500
TOTAL	4,585,582	4,538,235	4,703,523	4,423,771	4,664,888

BUDGET IMPACT INFORMATION

Program: 0400 - English 7-12/Language Arts K-12
Location: Salaries
Item: Administrative

Rationale and Supporting Information

A budget adjustment has been made to individual programs to reflect a clearer allocation of resources. Previously, the salaries of core subject area curriculum directors were split between the elementary programs and the respective subject-area programs they oversee. To ensure each program remains whole, this salary portion has been reallocated from the 0300 Elementary Programs line to each respective subject-area program at the secondary level.

As a result, this adjustment accounts for an increase in the administrative line for each program listed below while reflecting a corresponding decrease in the administrative line of the 0300 Elementary Programs. In total, 1.8 administrative FTEs are being redistributed.

- Program 0400: English 7-12/Reading & Language Arts K-12 .5 FTE
 - Program 0500: Mathematics 7-12 .4 FTE
 - Program 0600: Science 7-12 .5 FTE
 - Program 0700: History & Social Science 7-12 .4 FTE
- TOTAL: 1.8 FTE

PROGRAM 0500: MATHEMATICS 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.60	0.60	0.60	0.60	1.00
TEACHERS	27.20	27.20	27.20	27.20	28.20
SALARIES					
ADMINISTRATIVE	101,362	103,389	105,457	105,457	179,276
TEACHERS	2,765,364	2,795,461	2,900,753	2,870,811	3,092,671
TUTORS	49,296	53,636	33,048	49,572	33,696
MATH LAB SUPV.	4,500	4,500	4,500	4,500	4,500
FIELD TRIPS	184	154	200	200	200
SUBTOTAL	2,920,705	2,957,141	3,043,958	3,030,540	3,310,343
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	8,055	8,766	8,000	8,000	8,000
TECHNOLOGY - SOFTWARE	15,963	11,044	13,000	13,000	13,000
SUBTOTAL	24,017	19,810	21,000	21,000	21,000
OTHER					
DUES/FEES	2,372	2,449	2,500	2,500	3,000
TOTAL	2,947,095	2,979,399	3,067,458	3,054,040	3,334,343

BUDGET IMPACT INFORMATION

Program: 0500 - Mathematics 7-12
Location: Salaries
Item: Administrative

Rationale and Supporting Information

A budget adjustment has been made to individual programs to reflect a clearer allocation of resources. Previously, the salaries of core subject area curriculum directors were split between the elementary programs and the respective subject-area programs they oversee. To ensure each program remains whole, this salary portion has been reallocated from the 0300 Elementary Programs line to each respective subject-area program at the secondary level.

As a result, this adjustment accounts for an increase in the administrative line for each program listed below while reflecting a corresponding decrease in the administrative line of the 0300 Elementary Programs. In total, 1.8 administrative FTEs are being redistributed.

- Program 0400: English 7-12/Reading & Language Arts K-12 .5 FTE
 - Program 0500: Mathematics 7-12 .4 FTE
 - Program 0600: Science 7-12 .5 FTE
 - Program 0700: History & Social Science 7-12 .4 FTE
- TOTAL: 1.8 FTE

BUDGET IMPACT INFORMATION

Program: 0500 - Mathematics 7-12
Location: Salaries
Item: Teachers - 1.0 FTE Increase
Cost: \$85,000 Including Benefits

Rationale and Supporting Information

After successfully implementing the one-year High Dosage Tutoring Grant, we are excited to extend this vital support for our students. By adding a dedicated math teacher at Smith Middle School, we can provide students struggling with math concepts a “double dose” of instruction. This initiative includes pre-teaching sessions where students learn essential vocabulary, concepts, and skills in advance, setting them up for greater success in both the math classroom and state assessments.

These instructional practices serve as a bridge between the accelerated model already in place at Gideon Welles School and the Math by Design classes at the high school level. Continuing this support through middle school is crucial for building a strong foundational understanding as students transition to high school.

Numbers do not lie. Last year, 70% of students enrolled in this grant program met their growth targets on the SBAC, contributing to a 7% increase in overall SBAC scores for 7th graders and a 6% increase for 8th graders. Beyond the statistics, students reported increased confidence and independence in their math classes and success on assessments. Hiring a math teacher to facilitate pre-teaching and serve as an additional “math champion” will enable us to provide this support on a permanent basis.

We will also return to the originally budgeted hours for our tutors alongside the addition of this teaching position.

PROGRAM 0600: SCIENCE 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.50	0.50	0.50	0.50	1.00
TEACHERS	32.00	31.00	31.00	31.00	31.00
PARAEDUCATORS	3.00	3.00	3.00	3.00	3.00
SALARIES					
ADMINISTRATIVE	84,468	86,157	87,881	87,881	179,276
TEACHERS	3,445,428	3,424,133	3,505,474	3,434,908	3,568,019
PARAEDUCATORS	91,693	93,876	96,066	85,080	86,894
FIELD TRIPS	4,199	2,314	3,000	3,000	3,000
TUTOR CREST LAB	34,602	24,856	33,048	33,048	33,696
SUBTOTAL	3,660,390	3,631,335	3,725,469	3,643,917	3,870,885
PURCHASED SERVICES					
TRANSPORTATION/MENTOR PROGRAM	17,999	7,960	20,000	20,000	20,000
PRINTING	1,638	1,586	1,500	1,500	2,000
SUBTOTAL	19,637	9,546	21,500	21,500	22,000
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	82,257	54,603	70,000	70,000	70,000
TECHNOLOGY SOFTWARE	7,288	6,736	12,000	12,000	12,000
SUBTOTAL	89,545	61,338	82,000	82,000	82,000
OTHER					
DUES/FEES	1,455	2,200	3,000	3,000	3,000
TOTAL	3,771,026	3,704,420	3,831,969	3,750,417	3,977,885

BUDGET IMPACT INFORMATION

Program: 0600 - Science 7-12
Location: Salaries
Item: Administrative

Rationale and Supporting Information

A budget adjustment has been made to individual programs to reflect a clearer allocation of resources. Previously, the salaries of core subject area curriculum directors were split between the elementary programs and the respective subject-area programs they oversee. To ensure each program remains whole, this salary portion has been reallocated from the 0300 Elementary Programs line to each respective subject-area program at the secondary level.

As a result, this adjustment accounts for an increase in the administrative line for each program listed below while reflecting a corresponding decrease in the administrative line of the 0300 Elementary Programs. In total, 1.8 administrative FTEs are being redistributed.

- Program 0400: English 7-12/Reading & Language Arts K-12 .5 FTE
 - Program 0500: Mathematics 7-12 .4 FTE
 - Program 0600: Science 7-12 .5 FTE
 - Program 0700: History & Social Science 7-12 .4 FTE
- TOTAL: 1.8 FTE

PROGRAM 0700: HISTORY & SOCIAL SCIENCE 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.60	0.60	0.60	0.60	1.00
TEACHERS	22.40	22.00	22.00	22.00	22.00
SALARIES					
ADMINISTRATIVE	101,362	87,842	92,208	92,208	161,189
TEACHERS	2,366,983	2,409,041	2,465,438	2,352,659	2,443,424
FIELD TRIPS	0	361	2,000	2,000	2,000
SUBTOTAL	2,468,345	2,497,244	2,559,646	2,446,867	2,606,613
PURCHASED SERVICES					
RESOURCE SPEAKERS	0	775	1,500	1,500	1,500
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	30,129	7,891	8,000	8,000	8,000
TECHNOLOGY SOFTWARE	13,286	13,476	12,000	14,000	14,000
SUBTOTAL	43,415	21,367	20,000	22,000	22,000
OTHER					
DUES/FEES	0	0	2,000	2,000	2,000
TOTAL	2,511,760	2,519,387	2,583,146	2,472,367	2,632,113

BUDGET IMPACT INFORMATION

Program: 0700 - History & Social Science 7-12
Location: Salaries
Item: Administrative

Rationale and Supporting Information

A budget adjustment has been made to individual programs to reflect a clearer allocation of resources. Previously, the salaries of core subject area curriculum directors were split between the elementary programs and the respective subject-area programs they oversee. To ensure each program remains whole, this salary portion has been reallocated from the 0300 Elementary Programs line to each respective subject-area program at the secondary level.

As a result, this adjustment accounts for an increase in the administrative line for each program listed below while reflecting a corresponding decrease in the administrative line of the 0300 Elementary Programs. In total, 1.8 administrative FTEs are being redistributed.

- Program 0400: English 7-12/Reading & Language Arts K-12 .5 FTE
 - Program 0500: Mathematics 7-12 .4 FTE
 - Program 0600: Science 7-12 .5 FTE
 - Program 0700: History & Social Science 7-12 .4 FTE
- TOTAL: 1.8 FTE

PROGRAM 0900: CAREER & TECHNICAL EDUCATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.90	0.90	0.90	0.90	0.90
TEACHERS	17.20	17.00	17.00	17.00	17.00
SALARIES					
ADMINISTRATIVE	152,043	155,084	158,185	158,185	161,348
TEACHERS	1,636,377	1,619,615	1,718,497	1,715,630	1,798,519
TRANSPORT/TECHNICAL SCHOOLS	30,155	30,328	34,896	34,896	35,823
FIELD TRIPS	856	542	1,000	1,000	1,000
SUBTOTAL	1,819,430	1,805,569	1,912,578	1,909,711	1,996,690
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	98,060	130,208	152,563	152,563	147,597
TECHNOLOGY SOFTWARE	16,926	13,583	13,158	13,158	16,158
SUBTOTAL	114,986	143,791	165,721	165,721	163,755
OTHER					
DUES/FEES	0	100	4,500	4,500	1,000
TOTAL	1,934,416	1,949,460	2,082,799	2,079,932	2,161,445

PROGRAM 1000: COMMUNITY SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
CUSTODIANS	2.50	2.50	2.50	2.50	2.50
SECRETARIAL	0.75	0.75	0.75	0.75	0.75
SALARIES					
CUSTODIAL, HIGH SCHOOL	143,970	147,650	149,583	149,583	153,950
SECRETARIAL	51,419	42,667	42,588	42,588	43,836
PART-TIME/OVER-TIME, SYSTEMWIDE	134,638	141,817	182,592	182,592	188,069
AUDIO-VISUAL SERVICES	29,416	28,867	30,322	30,322	31,232
SUBTOTAL	359,443	361,001	405,085	405,085	417,087
SUPPLIES/MATERIALS					
SUPPLIES	24,161	12,664	16,000	16,000	16,000
TOTAL	383,604	373,665	421,085	421,085	433,087
CUSTODIAL FEE OFFSET	0	0	(30,000)	(30,000)	(30,000)
BUDGET TOTAL	383,604	373,665	391,085	391,085	403,087

PROGRAM 1100: PACE: MATH/SCIENCE RESOURCE

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
TEACHERS	6.00	6.00	6.00	6.00	6.00
SALARIES					
TEACHERS	636,964	649,984	663,086	663,086	682,998
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	1,971	1,757	2,000	2,000	2,000
OTHER					
DUES/FEES	1,688	1,685	2,000	2,000	2,000
TOTAL	640,623	653,426	667,086	667,086	686,998

PROGRAM 1300: WORLD LANGUAGE & ML

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
TEACHERS	40.70	40.90	40.90	40.90	40.90
TEACHERS (ML)	1.40	1.20	1.20	1.20	1.20
SALARIES					
ADMINISTRATIVE	139,355	146,404	153,680	153,680	161,189
TEACHERS	3,977,629	4,261,146	4,387,085	4,346,666	4,517,566
TEACHERS (ML)	154,068	140,492	143,516	143,516	147,761
FOREIGN LANGUAGE SUPV.	3,376	3,726	4,597	4,597	4,736
TUTORS (ML)	172,217	160,574	190,026	190,026	206,064
FIELD TRIPS	897	1,959	3,000	3,000	3,000
FIELD TRIPS (ML)	0	0	1,000	1,000	1,000
SUBTOTAL	4,447,543	4,714,301	4,882,904	4,842,485	5,041,316
PURCHASED SERVICES					
NATIONAL COMPETITION	4,298	5,304	5,500	5,500	5,500
RESOURCE SPEAKERS/ARTISTS	220	0	5,250	5,250	5,250
INTERPRETER SERVICES	13,984	19,750	30,000	30,000	30,000
SUBTOTAL	18,503	25,053	40,750	40,750	40,750
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	23,533	14,396	22,000	22,000	24,000
INSTRUCTIONAL MATERIALS/ML	26,725	17,558	24,000	24,000	31,000
TECHNOLOGY SOFTWARE	12,219	7,790	12,000	12,000	12,000
SUBTOTAL	62,476	39,744	58,000	58,000	67,000
OTHER					
DUES/FEES	80	33,872	36,048	36,048	41,625
TOTAL	4,528,602	4,812,970	5,017,702	4,977,283	5,190,691

BUDGET IMPACT INFORMATION

Program: 1300 - World Language & ML
Location: Salaries
Item: Tutors (ML)
Cost: \$16,038

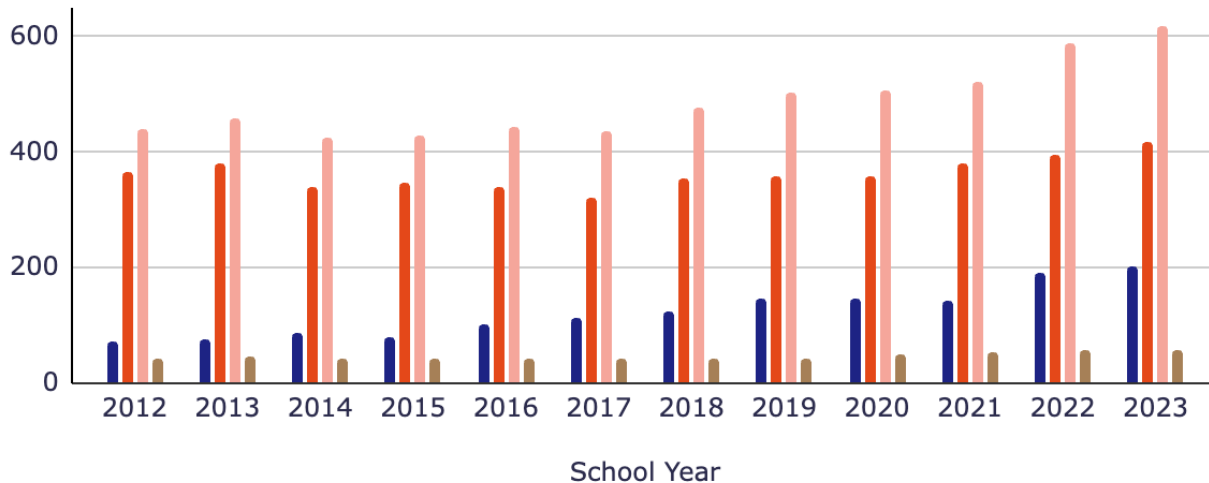
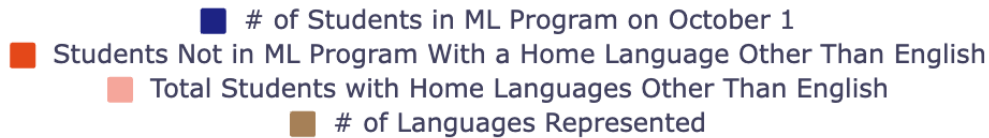
Rationale and Supporting Information

The number of students in our ML program continues to rise while our staffing numbers have remained the same.

- Since 2013, we have seen a 164% increase in the number of students in our ML program, from 76 students to 201.
- During the past three years, our program has grown by more than sixty students while our number of tutors (11) has remained the same.

Our current tutors are at maximum hours. Having an additional tutor would provide all tutors with more time to attend grade-level meetings or team meetings, and to provide more integrated work with classroom teachers. This would lead to increased personalized support for our students in the ML program.

ML Students 2012-2023



BUDGET IMPACT INFORMATION

Program: 1300 - World Language & ML
Location: Supplies/Materials
Item: Instructional Materials/ML
Cost: \$7,000 Increase

Rationale and Supporting Information

The number of students in our multilingual learner program continues to rise. In 2023-2024, approximately 10% of households in Glastonbury Public Schools spoke home languages other than English; these households represent 57 different languages. The increased number of students in our ML program necessitates additional resources and materials to support teaching and learning.

PROGRAM 1400: SCHOOL COUNSELING

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
COUNSELORS	21.00	21.00	21.00	21.00	21.00
PSYCHOLOGISTS	14.00	17.00	17.00	17.00	17.00
SECRETARIAL	5.00	5.00	5.00	5.00	5.00
PARAEDUCATORS	3.00	3.00	3.00	3.00	3.00
SALARIES					
ADMINISTRATIVE	168,936	172,315	175,761	175,761	179,276
COUNSELORS	2,052,160	2,024,539	2,153,795	2,161,022	2,251,771
PSYCHOLOGISTS	1,385,845	1,648,438	1,712,877	1,712,877	1,806,270
SUMMER HELP, CERTIFIED	67,238	74,929	70,800	75,000	77,250
SECRETARIAL	271,771	275,312	281,544	266,880	269,065
PARAEDUCATORS	84,617	87,858	90,694	90,694	96,405
PARA, P-T/SMITH SCHOOL	12,176	12,256	13,132	13,132	13,658
SUBTOTAL	4,042,742	4,295,647	4,498,603	4,495,366	4,693,695
PURCHASED SERVICES					
SCHOLASTIC APTITUDE TEST	3,861	3,500	3,500	3,500	4,500
COLLEGE PLANNING PROGRAMS	4,354	3,653	6,000	6,000	6,000
SUBTOTAL	8,215	7,153	9,500	9,500	10,500
SUPPLIES/MATERIALS					
SUPPLIES	6,477	8,357	11,500	9,000	9,000
50-YEAR REUNION	1,697	1,760	1,500	1,800	1,800
TECHNOLOGY - SOFTWARE	26,286	28,407	32,191	28,500	28,500
SUBTOTAL	34,460	38,524	45,191	39,300	39,300
OTHER					
DUES/FEES	0	0	500	500	500
TOTAL	4,085,417	4,341,325	4,553,794	4,544,666	4,743,995

PROGRAM 1500: HEALTH EDUCATION & PHYSICAL EDUCATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	21.20	21.20	21.20	21.20	21.20
SALARIES					
ADMINISTRATIVE	132,149	134,420	140,609	140,609	143,241
TEACHERS	2,083,862	2,153,612	2,246,672	2,246,672	2,319,084
LIFEGUARD	5,275	7,257	6,217	6,217	6,403
FIELD TRIPS	0	0	700	700	700
SUBTOTAL	2,221,286	2,295,289	2,394,198	2,394,198	2,469,428
PURCHASED SERVICES					
HUMAN GROWTH SEMINAR	4,147	3,554	4,150	4,150	4,150
RESOURCE SPEAKERS	0	0	1,000	1,000	1,000
PRINTING	411	0	500	500	500
SUBTOTAL	4,558	3,554	5,650	5,650	5,650
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	16,583	12,740	14,000	14,000	14,000
TECHNOLOGY - SOFTWARE	398	398	1,297	1,297	1,297
SUBTOTAL	16,980	13,137	15,297	15,297	15,297
OTHER					
DUES/FEES	3,999	3,891	4,000	4,000	4,000
TOTAL	2,246,823	2,315,871	2,419,145	2,419,145	2,494,375

PROGRAM 1600: HEALTH SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
NURSES	14.50	14.50	15.00	15.00	15.00
SALARIES					
NURSES	894,891	910,086	975,093	957,303	993,789
PARAEDUCATORS	12,499	8,949	9,597	9,597	9,885
NURSES, P-T	47,828	56,706	63,288	63,288	65,187
SUMMER HELP	0	1,259	10,000	10,000	10,000
SUBTOTAL	955,218	976,999	1,057,978	1,040,188	1,078,861
PURCHASED SERVICES					
MEDICAL ADVISOR	2,000	2,000	2,000	2,000	2,000
LIABILITY INSURANCE	846	903	1,034	1,034	1,158
SUBTOTAL	2,846	2,903	3,034	3,034	3,158
SUPPLIES/MATERIALS					
SUPPLIES	7,980	5,599	9,500	9,500	9,500
PUBLICATIONS	63	0	225	225	225
SUBTOTAL	8,043	5,599	9,725	9,725	9,725
OTHER					
TRAVEL	0	0	900	900	900
TOTAL	966,107	985,501	1,071,637	1,053,847	1,092,644

PROGRAM 1900: LIBRARY MEDIA

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
MEDIA SPECIALISTS	7.00	9.00	9.00	9.00	9.00
PARAEDUCATORS	11.00	11.00	11.00	11.00	11.00
SALARIES					
LIBRARIANS/MEDIA SPECIALISTS	731,200	945,434	995,830	995,830	1,025,435
PARAEDUCATORS	329,798	347,806	348,731	348,731	360,198
SUMMER, CERTIFIED/CLASSIFIED	10,239	9,783	12,967	12,967	13,356
SUBTOTAL	1,071,238	1,303,022	1,357,528	1,357,528	1,398,989
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	65,645	49,314	65,000	65,000	60,000
TECHNOLOGY - SOFTWARE	43,440	41,404	39,500	44,711	45,000
SUBTOTAL	109,085	90,718	104,500	109,711	105,000
OTHER					
DUES/FEES	660	693	1,000	1,000	1,000
SUPT PROPOSED 2025-2026	1,180,983	1,394,434	1,463,028	1,468,239	1,504,989

PROGRAM 2000: MUSIC

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	FALL REVISED 2024-2025
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	17.70	17.50	17.50	17.60	17.60

SALARIES

ADMINISTRATIVE	135,149	137,852	140,609	140,609	143,241
TEACHERS	1,711,987	1,797,220	1,845,854	1,846,088	1,954,452
FIELD TRIPS	2,838	3,291	3,600	3,600	3,600
SUBTOTAL	1,849,974	1,938,364	1,990,063	1,990,297	2,101,293

PURCHASED SERVICES

GUEST CONDUCTORS	2,750	1,814	2,800	2,800	2,800
ARTIST IN RESIDENCE	6,549	3,750	5,000	5,000	5,000
SUBTOTAL	9,299	5,564	7,800	7,800	7,800

SUPPLIES/MATERIALS

INSTRUCTIONAL MATERIALS	16,252	18,702	20,475	20,475	20,475
TECHNOLOGY SOFTWARE	5,106	3,030	2,380	2,380	2,380
SUBTOTAL	21,358	21,733	22,855	22,855	22,855

OTHER

ENTRANCE FEES/DUES	624	647	1,710	1,710	1,710
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EQUIPMENT

NEW	9,420	11,535	14,114	14,114	12,121
REPLACEMENT	20,347	15,590	16,194	16,194	13,299
SUBTOTAL	29,767	27,125	30,308	30,308	25,420

TOTAL	1,911,022	1,993,432	2,052,736	2,052,970	2,159,078
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BUDGET IMPACT INFORMATION

Program: 2000 - Music
Location: Equipment
Item: New & Replacement Equipment
Cost: \$25,420

Rationale and Supporting Information

Requests for new and replacement equipment enhance and maintain the variety of instruments necessary to provide high-quality programs for band and orchestra students.

For the coming year, the replacement request is for the following items:

- 4 (1/2) String Bass Bows at Gideon Welles
- 2 bass clarinets
- 2 (3/4) baritone horns
- 1 (14") viola at Smith Middle School

Replacement of these instruments is needed because they are currently unplayable by students and are unrepairable as advised by our repair technician. Currently, the equipment named above is broken and unusable by both students and staff.

As enrollment and interest increases at all levels, the department needs to add to the instrument collection for students. New equipment purchases would include additional:

- 6 (1/2) Bass Bows
- Conga Stand
- 2 (1/8) String Basses
- 3 (12") Violas
- 2 Trumpets

PROGRAM 2100: OPERATIONS & MAINTENANCE

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
SUPERVISION	3.00	3.00	3.00	3.00	3.00
SECRETARIAL	1.00	1.00	1.00	1.00	1.00
CUSTODIANS	58.50	58.50	59.50	59.50	59.50
MAINTAINERS	12.00	12.00	13.00	13.00	13.00
SALARIES					
SUPERVISION	301,835	349,668	338,449	333,299	343,271
SECRETARIAL	73,678	49,231	56,784	56,784	58,448
CUSTODIAL	3,311,167	3,109,548	3,658,273	3,658,273	3,746,875
CUSTODIAL, PART-TIME	82,856	0	0	0	0
MAINTENANCE	840,008	948,642	988,359	986,509	1,015,972
SUMMER/ PART-TIME	54,300	178,593	80,000	80,000	80,000
COVERAGE	221,522	306,824	255,000	255,000	255,000
SUBTOTAL	4,885,366	4,942,506	5,376,865	5,369,865	5,499,566
PURCHASED SERVICES					
TESTING/INSPECTION/MONITOR	217,821	123,214	126,160	126,160	139,560
CONTRACTED SVCS.-BY BUILDING	569,029	625,961	524,500	524,500	522,800
CONTRACTED SVCS.-SYSTEMWIDE	239,500	268,205	245,000	245,000	260,600
MAINTENANCE PROJECTS, CONTR.	256,883	81,478	127,000	127,000	130,000
INSURANCE-PROPERTY/BOILER	208,712	226,838	234,867	178,015	199,377
VEHICLE MAINTENANCE	11,084	13,438	9,000	9,000	11,000
LEASED OFFICE SPACE	254,651	268,471	270,152	270,152	276,120
SUBTOTAL	1,757,680	1,607,605	1,536,679	1,479,827	1,539,457
SUPPLIES/MATERIALS					
CUSTODIAL SUPPLIES	303,203	278,542	217,200	217,200	285,200
MAINTENANCE SUPPLIES	156,805	154,306	150,000	150,000	150,000
MAINTENANCE PROJECTS, SUPL.	127,744	112,566	90,000	90,000	100,000
TECHNOLOGY - SOFTWARE	16,543	17,370	18,500	18,500	18,500
SUBTOTAL	604,295	562,784	475,700	475,700	553,700
OTHER					
TRAVEL REIMBURSEMENT	10,800	7,200	10,800	10,800	7,200
SPECIAL PROJECTS	270,528	1,484,584	290,000	290,000	290,000
DUES/FEES	2,090	1,248	2,000	2,000	2,000
SUBTOTAL	283,418	1,493,032	302,800	302,800	299,200
EQUIPMENT					
NEW	18,854	6,354	5,000	5,000	40,436
REPLACEMENT	125,701	82,501	67,087	67,087	85,053
SUBTOTAL	144,555	88,855	72,087	72,087	125,489
TOTAL	7,675,313	8,694,782	7,764,131	7,700,279	8,017,412
LINKS REVENUE OFFSET	0	0	(50,000)	0	0
BUDGET TOTAL	7,675,313	8,694,782	7,714,131	7,700,279	8,017,412

BUDGET IMPACT INFORMATION

Program: 2100 - Operations & Maintenance
Location: Equipment
Item: New
Cost: \$40,436

Rationale and Supporting Information

Requests:

- **Plasma Cutter**
This tool can be used to cut steel cleanly when fabricating and welding to make repairs throughout the school district.
- **Cordless Cable Cutter Kit & Cable Stripper**
This tool can be used to cut copper wire and assist with electrical work.
- **Cable Network Tester Mapping Tool**
This tool is needed for mapping ethernet cables and other cables for our network connections. It verifies range and strength of connections and will assist greatly with our electrical installations and data work.
- **Security Radios and Transmitter**
At the present time we have 4 schools (GHS, SMS, Nayaug, & Buttonball) that have been converted over to the new security radio system. These radios can contact one another from school to school on a special security frequency. It can also be accessed by the Glastonbury Police Department once all of the schools have been converted over. Schools that still need to be incorporated into this new security system include Eastbury, Hebron Avenue, Hopewell, Naubuc, and Gideon Welles. We hope to convert at least one new school every year.

BUDGET IMPACT INFORMATION

Program: 2100 – Operations & Maintenance
Location: Equipment
Item: Replacement Equipment
Cost: \$85,053

Rationale and Supporting Information

Requests:

- **\$62,000 – Replacement of Maintenance Van**
While the department initially requested two replacement vehicles for this budget cycle, we have opted to move forward with one van for the upcoming budget cycle. The need for more frequent maintenance and repair has created delayed service responses. The van is slated for replacement and has reached its useful life and cost benefit.

- **\$23,053 – Replacement Custodial Equipment**
This request accounts for multiple floor cleaning tools. The current units require significant maintenance and are no longer functioning properly.
 - Trident, 14” Disc, Walk Behind Floor Scrubber (1) - Used for tile floors.
 - Trident Walk Behind Extractors (3) - Used for carpeted floors.

OPERATIONS MAINTENANCE VEHICLE REPLACEMENT LIST 2025-2026

YEAR	MAKE	MODEL/COLOR	ANTICIPATED REPLACEMENT	MILEAGE
2009	Ford Van	E350/WHT	*Requested for 2025-2026 Budget	105,514
2009	Ford Van	E350/WHT	2026	73,295
2012	Ford Van	E250/WHT	2026	71,103
2016	Ford Pickup	E250/WHT	2027	53,464
2018	Ford Transit	F250/WHT	2028	30,877
2019	Ford Transit	F250/WHT	2029	29,549
2020	Ford Transit	Transit Cargo/WHT	2030	37,238
2020	Ford Transit	Transit Cargo/WHT	2030	19,897
2020	Ford Transit	Transit Cargo/GRY	2030	30,539
2023	Ford Transit	E250/WHT	2034	1,999
2024	Ford Van	E350/WHT	2034	7,090
2024	Ford Van	E350/WHT	2034	7,363
2024	Ford Transit	E250/WHT	2035	23

SPECIALTY VEHICLES

YEAR	MAKE	MODEL/COLOR	ANTICIPATED REPLACEMENT	MILEAGE
2019	Chevrolet Express Carpet Van	G2500/WHT	2029	9,016
2019	Ford Cube Box Truck	E350/WHT	2029	32,183
2020	GMS/Savana Cargo Carpet Van	2500/WHT	2032	21,085

PROGRAM 2200: UTILITIES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
WATER	190,199	165,386	214,378	214,378	183,416
SEWER	26,636	31,368	27,430	27,430	32,726
POWER	1,203,861	1,433,497	1,598,825	1,598,825	1,530,339
GAS, MISC.	22,942	16,769	26,472	26,472	24,188
HEAT (OIL/GAS)	565,887	435,472	646,819	646,819	557,658
ENERGY CONSERVATION INITIATIVES	66,812	10,740	65,300	65,300	65,800
TELEPHONE	171,187	154,793	173,513	173,513	155,000
TELECOMMUNICATIONS	33,228	33,228	45,000	45,000	45,000
TELECOM REPAIR/MNTC	31,388	22,824	16,600	16,600	25,000
TELECOMMUNICATIONS/NEW EQUIPMENT	1,121	1,260	2,000	2,000	2,000
TOTAL	2,313,260	2,305,335	2,816,337	2,816,337	2,621,127

GLASTONBURY PUBLIC SCHOOLS UTILITIES
 Figures below represent actual utility usage history and Budget Summary

UTILITY HISTORY	Unit	2022-2023 Cost Per Unit	2022-2023 Units	2022-2023 Total Cost	2023-2024 Cost Per Unit	2023-2024 Units	2023-2024 Total Cost	2024-2025 Projected Cost Per Unit	2024-2025 Projected Units	2024-2025 Projected Cost	2025-2026 Projected Cost Per Unit	2025-2026 Projected Units	2025-2026 Projected Cost	2025/2026 Comments
NATURAL GAS HEATING	CCF	1.2700	443,469	\$ 563,206	1.023035	425,667	\$ 435,472	1.27	507,487	\$ 644,508	1.15	484,920	\$ 557,658	Price match with TOG
#2 FUEL OIL	GAL	3.7800	709	\$ 2,680	-	-	-	3.77	613	\$ 2,311	3.067	613	\$ 1,880	TOG Contract-Dime Oil: GHS(2) & NG generator fuel
HEAT TOTAL				\$ 565,886			\$ 435,472			\$ 646,819			\$ 559,538	
MISC. NATURAL GAS	CCF	2.1200	10,822	\$ 22,943	2.06409	8,124	\$ 16,769	2.01	13,170	\$ 26,472	2.064	10,808	\$ 22,308	Kitchen gas, no contract, SMS & GW generators included
ELECTRICITY	KWH	0.1687	6,402,691	\$ 1,080,134	0.1994	6,649,570	\$ 1,325,924	0.19	7,720,732	\$ 1,466,939	0.21	6,727,829	\$ 1,412,844	Contract with TOG until November 2025
Delivery & Additional Costs				\$ 31,620			\$ 33,150			\$ 35,535			\$ 33,150	Cost for wind certificates with the TOG
SolarCity at GHS,BY,HA & NG	KWH	0.0597	1,542,834	\$ 92,107	0.0584	1,274,359	\$ 74,423	0.0597	1,613,913	\$ 96,351	0.0597	1,412,812	\$ 84,345	Solar at GHS,SMS,BB,HA,HO,NA,NG,BY
ELECTRICITY TOTAL				\$ 1,203,861			\$ 1,433,497			\$ 1,598,825			\$ 1,530,339	
WATER	CCF	8.6900	20,813	\$ 180,865	10.0600	15,294	\$ 153,858	9.4	21,813	\$ 205,042	10.06	16,940	\$ 170,416	Cost determined by MDC.
Delivery & Additional Costs				\$ 9,334			\$ 11,529			\$ 9,336			\$ 13,000	Cost for water at non potable areas - including Eastbury
WATER TOTAL				\$ 190,199			\$ 165,387							
SEWER	CCF	2.3900	9,103	\$ 21,756	3.4000	7,692	\$ 26,153	2.41	9,357	\$ 22,550	3.4	8,397	\$ 28,550	Cost determined by the Town of Glastonbury
Delivery & Additional Costs				\$4,880			\$ 5,215			\$ 4,880			\$ 4,176	Cost of septage disposal and storm drain fees
SEWER TOTAL				\$ 26,636			\$ 31,368							
ENERGY CONSERVATION				\$ 66,812			\$ 10,740			\$ 65,300			\$ 65,800	Energy initiatives - Alerton/BMS upgrades
COMMUNICATIONS				\$ 236,924			\$ 212,103			\$ 237,113			\$ 227,000	Costs for telecom, telephone, cell phones, etc.
TOTAL UTILITIES				\$ 2,313,261			\$2,305,336			\$ 2,816,337			\$ 2,621,127	

PROGRAM 2300: PROGRAM & STAFF DEVELOPMENT

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
PROGRAM DEVELOPMENT					
CURRICULUM DEVELOPMENT	134,384	94,180	125,000	125,000	125,000
TEST SCORING	3,150	2,800	38,000	2,800	2,800
TESTING SUPPLIES	3,782	0	15,000	3,500	3,500
SUPPLIES	148	0	5,000	5,000	5,000
RECRUITMENT	1,063	803	1,000	1,000	1,000
SUBTOTAL	142,527	97,783	184,000	137,300	137,300
STAFF DEVELOPMENT					
PROF.MTGS., ADMINISTRATORS	8,236	7,019	6,000	6,000	6,000
PROF.MTGS., CERTIFIED	98,275	83,963	130,000	130,000	130,000
PROF.MTGS., CLASSIFIED	7,800	9,560	9,000	9,000	9,000
TEACHERS COLLEGE PROJECT	16,969	0	0	0	0
PROFESSIONAL DUES	15,865	17,771	6,500	18,000	18,000
TUITION REIM.-TEACHERS	143,826	121,704	187,500	187,500	187,500
TUITION REIM.-ADMINS.	5,400	0	25,000	25,000	25,000
TUITION REIM.-SECY/PARA/NON-CONTRACT	12,343	7,599	7,000	7,000	7,000
SUBTOTAL	308,713	247,616	371,000	382,500	382,500
OTHER					
PUBLICATIONS	2,315	1,909	10,000	2,500	2,500
TOTAL	453,555	347,308	565,000	522,300	522,300

PROGRAM 2400: TRANSPORTATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
SUPERVISION	1.00	2.00	2.00	2.00	2.00
SECRETARIAL	1.00	1.00	1.00	1.00	1.00
BUS YARD PERSONNEL	6.00	5.00	5.00	5.00	5.00
SALARIES					
SUPERVISION	95,065	172,485	190,661	193,751	199,503
SECRETARIAL	54,375	59,030	55,099	55,099	56,784
DAY RATE DRIVERS	1,784,211	1,869,088	1,903,889	1,903,889	2,051,394
MISC. DRIVER ACTIVITIES	47,943	56,818	65,968	65,968	69,250
OVERTIME	36,881	44,651	30,273	30,273	38,585
SCHOOL CROSSING GUARDS	130,466	130,477	138,411	138,411	142,563
IN-SERVICE TRAINING	19,945	19,879	36,719	26,648	26,387
BUS YARD PERSONNEL	375,908	324,610	323,651	321,301	328,875
MAGNET SCHOOL DRIVERS	13,737	8,759	16,573	16,573	17,070
SUBTOTAL	2,558,531	2,685,797	2,761,244	2,749,913	2,930,411
PURCHASED SERVICES:					
VEHICLE RENTAL	26,132	25,636	55,260	55,260	55,260
MEDICAL ADVISOR	12,225	15,875	15,000	15,000	15,000
PUPIL/BUS SAFETY EDUC.	5,625	12,837	8,239	8,239	8,500
REPAIRS/PARTS	352,601	271,661	350,000	320,000	320,000
MAGNET SCHOOL VEH. RENTAL	19,620	19,740	26,640	26,640	26,640
INSURANCE/VEHICLE	138,280	147,486	162,234	112,781	126,314
CONTRACTED TRAINING	4,295	3,735	2,250	4,000	4,500
SUBTOTAL	558,777	496,970	619,623	541,920	556,214
SUPPLIES/MATERIALS					
FUEL	472,825	418,069	511,357	435,276	441,457
MAGNET SCHOOL FUEL	6,857	5,906	14,975	8,253	13,100
LUBRICANTS	25,736	23,086	29,800	29,800	29,800
TIRES/TUBES	76,203	57,584	70,250	70,250	51,000
SUPPLIES/UNIFORMS	12,838	12,550	16,000	16,000	16,000
PUBLICATIONS	65	0	200	200	200
TECHNOLOGY - SOFTWARE	47,679	58,122	64,080	64,080	64,724
SUBTOTAL	642,201	575,317	706,662	623,859	616,281
OTHER					
TRAVEL	6,445	6,811	7,150	7,150	7,150
DUES/FEES	4,180	5,210	5,000	5,000	5,000
SUBTOTAL	10,625	12,021	12,150	12,150	12,150
EQUIPMENT					
NEW	45,596	1,111	550	550	550
REPLACEMENT	505,686	466,012	526,000	651,000	719,885
SUBTOTAL	551,282	467,123	526,550	651,550	720,435
TOTAL	4,321,417	4,237,229	4,626,229	4,579,392	4,835,491
MAGNET SCHOOL OFFSET			(15,600)	(6,500)	(6,500)
BUDGET TOTAL	4,321,417	4,237,229	4,610,629	4,572,892	4,828,991

BUDGET IMPACT INFORMATION

Program: 2400 - Transportation
Location: Equipment
Item: Replacement
Cost: \$700,150

Rationale and Supporting Information

Alternating the replacement of four and five buses in the budget cycle helps to keep the age of our fleet appropriate. This year, we recommend the replacement of five buses for 2025-2026 followed by four buses in the 2026-2027 budget.

As always, we consider a number of factors when retiring buses as their condition and maintenance needs can change significantly during the school year. Thus, buses that have the highest mileage are not always the ones selected for replacement. In the spring, our Transportation Department will assess all buses to determine which should be removed permanently.

The pricing for buses has increased considerably. Each full size bus is expected to cost \$140,030. Prices include a comprehensive camera system, radio, and extended warranty for each vehicle. In addition, three existing camera systems need to be replaced. Each system costs just over \$6,000. Finally, we are planning to replace a thirty year old commercial vacuum system that is utilized to clean all district vans. The cost of the vacuum is \$1,735.

BUS IDENTIFICATION/REPLACEMENT PROGRAM

Bus No.	Year	Mileage	Capacity	Year of Replacement	Years of Service at Time of Replacement
5	2011	153,507	71	2025-26	14
32	2012	147,049	71	2025-26	13
40	2009	168,397	71	2025-26	16
43	2012	166,223	71	2025-26	13
25	2012	157,072	71	2025-26	13
11	2011	148,784	71	2026-27	15
44	2013	145,021	71	2026-27	13
24	2013	146,149	71	2026-27	13
46	2014	141,720	71	2026-27	12
45	2014	127,536	71	2027-28	13
26	2014	132,045	71	2027-28	13
22	2015	144,015	71	2027-28	12
29	2015	116,263	71	2027-28	12
86	2015	111,941	71	2027-28	12
49	2015	121,578	71	2028-29	13
23	2015	109,064	71	2028-29	13
27	2016	108,667	71	2028-29	12
16	2016	106,370	71	2028-29	12
2	2016	99,496	71	2029-30	13
47	2016	106,574	71	2029-30	13
48	2016	106,295	71	2029-30	13
90	2016	99,967	71	2029-30	13
93	2017	83,621	71	2029-30	12
94	2017	98,134	71	2030-31	13
1	2017	112,894	71	2030-31	13
96	2017	105,221	71	2030-31	13
85	2017	100,301	71	2030-31	13
99	2017	90,717	71	2031-32	14
3	2018	97,924	71	2031-32	13
6	2018	86,588	71	2031-32	13
89	2017	73,717	71	2031-32	14
82	2017	63,182	WC/HC Mini	2031-32	14
92	2018	72,600	71	2032-33	14
95	2018	74,336	71	2032-33	14
98	2019	89,576	71	2032-33	13
97	2019	82,592	71	2032-33	13

Bus No.	Year	Mileage	Capacity	Year of Replacement	Years of Service at Time of Replacement
84	2019	56,223	71	2033-34	14
88	2019	76,727	71	2033-34	14
4	2019	75,434	71	2033-34	14
13	2019	67,599	71	2033-34	14
7	2020	68,611	71	2033-34	13
15	2020	61,851	71	2034-35	14
33	2020	68,048	71	2034-35	14
8	2020	62,343	71	2034-35	14
28	2020	48,527	71	2034-35	14
17	2021	64,006	71	2035-36	14
19	2021	59,688	71	2035-36	14
31	2021	55,757	71	2035-36	14
37	2021	45,014	71	2035-36	14
81	2021	48,258	WC/HC Mini	2035-36	14
20	2023	43,659	71	2036-37	13
10	2023	51,244	71	2036-37	13
12	2023	51,758	71	2036-37	13
14	2023	49,635	71	2036-37	13
35	2024	25,043	71	2037-38	13
42	2024	26,897	71	2037-38	13
34	2024	25,361	71	2037-38	13
41	2024	24,263	71	3037-38	13
70	2023	25,114	WC/HC Mini	2037-38	14
18	2024	19,763	71	2038-39	14
91	2024	20,281	71	2038-39	14
39	2024	14,916	71	2038-39	14
21	2024	19,138	71	2038-39	14
68	2026	0	WC/HC Mini	2039-40	13
9	2026	0	71	2039-40	13
30	2026	0	71	2039-40	13
87	2026	0	71	2039-40	13

PROGRAM 2700: SPECIAL EDUCATION

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	7.60	9.00	9.00	9.00	9.00
SPECIAL ED TEACHERS	53.90	58.00	57.00	58.00	61.00
SPEECH TEACHERS	9.80	11.80	11.80	11.80	11.80
SOCIAL WORKER / BCBA	4.00	4.00	4.00	4.00	6.00
SECRETARIAL	5.00	5.00	5.00	5.00	5.00
PARAEDUCATORS	62.00	81.00	78.00	84.00	84.00
GENERAL SERVICES DRIVERS	2.00	2.00	2.00	2.00	2.00
CERTIFIED - IDEA B GRANT	5.00	5.00	5.00	5.00	5.00
CLASSIFIED - IDEA B GRANT	9.50	9.50	9.50	9.50	9.50
TEACHER - PRE-SCHOOL GRANT	0.50	0.50	0.50	0.50	0.50
SALARIES					
ADMINISTRATIVE	1,110,953	1,316,210	1,413,939	1,406,800	1,438,625
TEACHERS (SPECIAL ED)	5,064,567	5,408,877	5,681,487	5,614,921	6,158,055
TEACHERS (SPEECH)	971,449	1,171,665	1,229,175	1,217,575	1,263,761
SOCIAL WORKER / BCBA	64,737	277,223	353,110	353,110	566,347
SECRETARIAL	251,540	247,063	291,882	276,095	288,100
PARAEDUCATORS	1,689,096	2,160,299	2,262,672	2,436,939	2,654,161
TUTORS	539,180	546,970	578,340	578,340	601,473
PARAEDUCATORS, P-T	775,772	584,372	672,428	672,428	692,601
OCCUP./PHYS. THERAPY	585,742	603,791	668,867	731,867	756,008
VAN DRIVERS/MONITORS	685,017	776,864	750,849	750,849	797,052
DRIVERS(GENERAL SERVICES)	111,925	108,276	117,238	117,238	120,734
ALT. AFTER-SCHOOL PROGRAMS	52,861	69,565	60,000	60,000	70,000
SUMMER PROGRAMS	241,856	285,538	250,000	298,836	275,000
FIELD TRIPS	8,893	12,336	10,000	15,000	15,000
SUBTOTAL	12,153,588	13,569,047	14,339,987	14,529,998	15,696,917
PURCHASED SERVICES					
VEHICLE RENTAL	182,313	187,044	222,060	222,060	222,060
TUITION	3,353,526 ¹	3,202,805 ²	3,298,805 ³	3,420,106 ³	3,386,117 ⁴
AUDIOLOGICAL MNTC.	11,360	54,877	15,000	15,000	15,000
COCHLEAR IMPLANT SUPPORT	8,264	8,023	8,500	8,500	8,500
INTERPRETER SERVICES	3,724	5,504	4,500	4,500	4,500
HEARING IMPAIRED	51,038	4,986	55,000	55,000	55,000
EVALUATIONS	153,271	66,714	65,000	65,000	70,000
LEGAL FEES	78,541	75,683	150,000	150,000	150,000
SUBTOTAL	3,842,037	3,605,635	3,818,865	3,940,166	3,911,177
SUPPLIES/MATERIALS					
SUPPLIES	92,605	84,613	80,000	80,000	105,000
OTHER					
DUES & FEES	1,282	0	1,500	1,500	1,500
EXCESS COST OFFSET			(1,400,000)	(1,400,000)	(1,400,000)
BUDGET TOTAL	16,089,511	17,259,295	16,840,352	17,151,664	18,314,594

Links Revenue Offset:

1. \$1,177,940
2. \$1,835,017
3. \$1,260,000 Projected (used in addition to tuition)
4. \$2,000,000 Projected (used in addition to tuition)

BUDGET IMPACT INFORMATION

Program: 2700 - Special Education
Location: Salaries
Item: Teachers - 3.0 FTE Increase
Cost: \$255,000 Including Benefits

Rationale and Supporting Information

Special education needs continue to grow. The recently approved LINKS Academy modular classrooms increase the academic and therapeutic space available for teaching and supporting students with special needs. We look to hire three special education teachers for our LINKS Academy students. We anticipate that the cost of these positions and the modulars will be offset by the tuition received.

BUDGET IMPACT INFORMATION

Program: 2700 - Special Education
Location: Salaries
Item: Social Worker / BCBA - 2.0 FTE Increase
Cost: \$170,000 Including Benefits

Rationale and Supporting Information

Glastonbury Youth and Family Services currently provides 13 hours per week of social work support to our elementary schools. We appreciate their partnership and have discussed this need with Y&FS. Together, we agree this is not enough to meet the needs of our students. Adding an additional two social workers to our elementary schools will allow us to provide more hours of support to students.

BUDGET IMPACT INFORMATION

Program: 2700 - Special Education
Location: Purchased Services
Item: Tuition
Cost: (\$33,989)

Rationale and Supporting Information

The cost of educating individual students who require an outplacement setting is significant. These costs continue to rise year to year. However, we expect Glastonbury Public Schools to realize savings in this budget line for 2025-2026 because the cost of outplacement tuition is being offset by revenues generated from the LINKS Academy program.

PROGRAM 2800: ATHLETICS & CLUBS

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
SUPPORT STAFF	2.50	2.50	2.50	4.50	4.50
SALARIES					
SUPERVISION	168,936	172,315	175,761	175,761	179,276
SUPPORT STAFF	151,974	151,641	166,220	313,485	322,412
COACHES	693,398	715,210	750,044	750,044	788,217
SUMMER COACHES	0	0	0	48,960	56,673
LIFEGUARDS	8,018	7,218	8,000	8,000	8,240
INTRAMURALS	20,884	26,064	16,000	16,000	16,000
STUDY HALL MONITORS	0	0	1,000	12,000	12,360
ACTIVITY ADVISORS	362,008	367,349	390,000	390,000	390,000
TRANSPORTATION/ATHLETIC	62,168	68,595	65,277	65,277	70,653
TRANSPORTATION/ACTIVITY	21,923	19,844	30,788	30,788	31,720
TRANSPORTATION/CLUBS	145	97	2,000	2,000	2,000
SUBTOTAL	1,489,454	1,528,333	1,605,090	1,812,315	1,877,551
PURCHASED SERVICES					
PHYSICIAN	0	1,538	500	500	500
GAME/PRACTICE EXPENSES	210,870	220,278	203,851	203,851	221,942
RECONDITIONING/REPAIRS	8,410	12,558	23,600	23,600	23,500
OFFICIALS	55,204	53,662	54,272	54,272	56,125
G.H.S. NEWSPAPER	704	1,290	2,500	2,500	2,500
LITERARY MAGAZINE	3,300	3,300	3,300	3,300	3,300
ATHLETIC TRAINING SERVICES	41,390	43,500	45,000	0	0
MATH LEAGUE	0	0	1,200	1,200	1,200
VEHICLE RENTAL	113,343	87,685	115,000	115,000	105,343
INSURANCE	23,484	21,999	27,510	21,450	24,000
LEASED SPACE	53,000	44,000	0	24,000	0
SUBTOTAL	509,704	489,810	476,733	449,673	438,410
SUPPLIES/MATERIALS					
SUPPLIES/UNIFORMS	133,560	77,969	90,850	90,850	98,482
TECHNOLOGY - SOFTWARE	20,000	26,000	33,000	33,000	33,000
ELEMENTARY ACTIVITY CLUB	1,492	629	1,500	1,500	1,500
SMITH MIDDLE ACTIVITY CLUB	1,900	3,104	4,000	4,000	4,000
HIGH SCHOOL ACTIVITY CLUB	4,883	2,926	6,000	6,000	6,000
SUBTOTAL	161,835	110,628	135,350	135,350	142,982
OTHER					
LEAGUE DUES/EXPENSES	3,135	6,617	6,442	6,442	6,500
TOTAL	2,164,128	2,135,389	2,223,615	2,403,780	2,465,443

BUDGET IMPACT INFORMATION

Program: 2800 - Athletics & Clubs
Location: Purchased Services
Item: Leased Spaced
Cost: (\$24,000)

Rationale and Supporting Information

With a new strength and conditioning facility slated to open at Glastonbury High School in the Winter of 2024, it will no longer be necessary to lease a space for our student-athletes to train. This will result in a savings of \$24,000.

BUDGET IMPACT INFORMATION

Program: 2800 - Athletics & Clubs
Location: Supplies/Materials
Item: Supplies/Uniforms
Cost: \$98,482

Rationale and Supporting Information

The Athletic Department purchases new uniforms on a five-year replacement cycle. This ensures that team and program uniform needs are met. We will replace the following uniforms in the 2025-26 school year:

- Wrestling
- Boys Ice Hockey
- Girls Cross Country
- Girls Indoor Track
- Girls Outdoor Track
- Girls Lacrosse.

Additional ski racing suits will be purchased to supplement their current inventory with additional sizes and quantities.

The balance of this request addresses the basic equipment needs of all athletic programs, including required equipment, training tools, field equipment and necessary safety equipment for specific programs (helmets, shoulder pads, shin guards, mouth guards etc.).

**PROGRAM 2800
TEAM EXPENSES**

ATHLETICS & CLUBS

**Proposed Budget
2025-26**

GLASTONBURY HIGH SCHOOL

BOYS TEAM	HEAD COACH	ASST. COACH	SALARIES	UNIF/SUPP	TRANS.	OFFICIALS	REPAIR	Game/Prac EXPENSE	TOTAL	EST. PART.	COST PER STUDENT
BASEBALL	1	4	\$29,974	\$2,573	\$2,652	\$4,783	\$0	\$2,000	\$41,982	52	\$807
BASKETBALL	1	3	\$25,375	\$679	\$2,408	\$4,019	\$0	\$13,800	\$46,281	35	\$1,322
CROSS COUNTRY	1	1	\$12,373	\$342	\$1,240	\$0	\$0	\$770	\$14,725	48	\$307
FOOTBALL	1	9	\$66,856	\$8,235	\$4,200	\$5,494	\$7,500	\$30,000	\$122,285	90	\$1,359
GOLF	1	1	\$12,373	\$3,672	\$2,609	\$0	\$0	\$3,500	\$22,154	16	\$1,385
ICE HOCKEY	1	2	\$19,784	\$8,000	\$3,292	\$2,061	\$0	\$55,322	\$88,459	24	\$3,686
LACROSSE	1	5	\$35,386	\$2,925	\$2,400	\$3,000	\$0	\$7,000	\$50,711	73	\$695
SOCCER	1	5	\$35,386	\$1,250	\$3,400	\$3,294	\$0	\$10,000	\$53,330	70	\$762
SWIMMING	1	2	\$19,784	\$541	\$1,307	\$2,590	\$0	\$950	\$25,172	35	\$719
TENNIS	1	1	\$12,373	\$593	\$1,306	\$0	\$0	\$450	\$14,722	30	\$491
TRACK (INDOOR)	1	3	\$24,562	\$1,474	\$1,913	\$0	\$0	\$2,000	\$29,949	105	\$285
TRACK (OUTDOOR)	1	2	\$19,150	\$1,092	\$1,504	\$0	\$0	\$5,000	\$26,746	110	\$243
VOLLEYBALL	1	1	\$13,738	\$1,050	\$2,732	\$3,424	\$0	\$1,150	\$22,094	32	\$690
WRESTLING	1	2	\$19,150	\$3,682	\$2,902	\$1,561	\$0	\$3,500	\$30,795	16	\$1,925
CREW- Fall	1	2	\$17,247	\$651	\$2,000	\$0	\$0	\$2,750	\$22,648	45	\$503
Crew- Spring	1	3	\$17,247	\$651	\$1,755	\$0	\$8,000	\$2,750	\$30,403	45	\$676
BOYS SUB-TOTAL	16	46	\$380,758	\$37,410	\$37,620	\$30,226	\$15,500	\$140,942	\$642,456	826	\$778
GIRLS TEAM	HEAD COACH	ASST. COACH	SALARIES	UNIF/SUPP	TRANS.	OFFICIALS	REPAIR	Game/Prac EXPENSE	TOTAL	EST. PART.	COST PER STUDENT
BASKETBALL	1	3	\$25,375	\$1,050	\$3,683	\$4,991	\$0	\$7,200	\$42,299	36	\$1,175
CHEERLEADERS- F	1	1	\$9,098	\$0	\$1,166	\$0	\$0	\$0	\$10,264	41	\$250
CHEERLEADERS- W	1	1	\$12,373	\$350	\$1,532	\$0	\$0	\$1,400	\$15,655	48	\$326
CROSS COUNTRY	1	1	\$12,373	\$2,494	\$1,386	\$0	\$0	\$3,200	\$19,453	41	\$474
FIELD HOCKEY	1	4	\$29,974	\$1,030	\$1,953	\$3,123	\$0	\$3,000	\$39,080	60	\$651
GOLF	1	1	\$12,373	\$1,435	\$1,344	\$0	\$0	\$2,000	\$17,152	16	\$1,072
GYMNASTICS	1	1	\$13,738	\$120	\$1,344	\$711	\$0	\$7,100	\$23,013	22	\$1,046
LACROSSE	1	4	\$29,974	\$1,450	\$2,417	\$3,824	\$0	\$3,200	\$40,865	53	\$771
SOCCER	1	4	\$29,974	\$1,250	\$2,800	\$3,873	\$0	\$3,500	\$41,397	61	\$679
SOFTBALL	1	4	\$24,562	\$2,152	\$1,297	\$3,589	\$0	\$1,000	\$32,600	33	\$988
SWIMMING	1	2	\$17,247	\$1,541	\$1,328	\$1,448	\$0	\$900	\$22,464	36	\$624
TENNIS	1	1	\$12,373	\$783	\$1,306	\$0	\$0	\$1,000	\$15,462	25	\$618
TRACK (INDOOR)	1	2	\$19,150	\$5,635	\$1,824	\$0	\$0	\$5,000	\$31,609	98	\$323
TRACK (OUTDOOR)	1	2	\$19,150	\$5,135	\$1,644	\$0	\$0	\$7,000	\$32,929	93	\$354
VOLLEYBALL	1	3	\$24,562	\$1,375	\$1,481	\$4,340	\$0	\$2,000	\$33,758	40	\$844
CREW- FALL	1	3	\$22,121	\$349	\$2,000	\$0	\$0	\$2,750	\$27,220	66	\$412
CREW - SPRING	1	3	\$22,121	\$349	\$1,755	\$0	\$8,000	\$2,750	\$34,975	56	\$625
HOCKEY								\$18,000	\$18,000	10	\$1,800
GIRLS SUB-TOTAL	17	40	\$336,538	\$26,498	\$30,260	\$25,899	\$8,000	\$71,000	\$498,195	835	\$597
CO-ED TEAMS	HEAD COACH	ASST. COACH	SALARIES	UNIF/SUPP	TRANS.	OFFICIALS	REPAIR	Game/Prac EXPENSE	TOTAL	EST. PART.	COST PER STUDENT
GLASTONBURY HIGH SCHOOL											
SKIING	1	1	\$12,373	\$5,685	\$1,728	\$0	\$0	\$9,500	\$29,286	44	\$666
UNIFIED SPORTS	1	2	\$4,500	\$450	\$0	\$0	\$0	\$0	\$4,950	64	\$77
Strength & Cond.	1		\$42,000	\$1,100	\$0				\$43,100		
SMITH MIDDLE SCHOOL											
CROSS COUNTRY	1	2	\$12,048	\$639	\$1,045	\$0	\$0	\$500	\$14,232	80	\$178
CO-ED SUB-TOTAL	4	4	\$70,921	\$7,874	\$2,773	\$0	\$0	\$10,000	\$91,568	188	\$487
OTHER SUPPLIES:			Medical/Awards/Gen. Athletics	\$26,700					\$26,700		
GRAND TOTAL	37	90	\$788,217	\$98,482	\$70,653	\$56,125	\$23,500	\$221,942	\$1,258,919	1849	\$681

PROGRAM 3000: AGRISCIENCE & TECHNOLOGY 9-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	0.10	0.10	0.10	0.10	0.10
TEACHERS	4.00	4.00	4.00	4.00	4.00
SALARIES					
SUPERVISION	16,894	17,232	17,576	17,576	17,928
TEACHERS	303,371	330,523	350,234	350,834	377,538
SECRETARIAL, P-T	16,043	13,223	17,912	17,288	17,715
STUDENT HELP, P-T	2,086	2,490	2,575	2,575	2,652
FIELD TRIPS	1,301	2,557	1,000	1,000	1,000
SUBTOTAL	339,694	366,025	389,297	389,273	416,833
PURCHASED SERVICES					
TRANSPORTATION/MENTOR PROGRAM	0	0	10,000	10,000	10,000
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	28,911	34,024	41,636	41,636	34,000
PRINTING/PUBLICATIONS	1,000	0	1,500	1,500	1,500
TECHNOLOGY SOFTWARE	0	0	4,500	4,500	4,500
SUBTOTAL	29,911	34,024	47,636	47,636	40,000
OTHER					
STUDENT SUPERVISION	0	0	1,200	1,200	1,200
TEACHERS TRAVEL/MEETINGS	0	0	1,000	1,000	1,000
DUES/FEES	0	350	1,500	1,500	1,500
SUBTOTAL	0	350	3,700	3,700	3,700
EQUIPMENT					
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	0	0	0	0	0
TOTAL	369,605	400,399	450,633	450,609	470,533

PROGRAM 3100: ELEMENTARY OPERATIONS K-6

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	6.00	6.00	6.00	6.00	6.00
SECRETARIAL	6.00	6.00	6.00	6.00	6.00
PARAEDUCATORS	12.00	12.00	12.00	12.00	12.00
SALARIES					
ADMINISTRATIVE	1,048,424	1,069,232	1,090,454	1,090,454	1,112,102
SECRETARIAL	394,768	381,052	383,120	383,120	388,196
CLERICAL, P-T	12,653	7,053	22,190	8,000	8,000
PARAEDUCATORS	329,399	333,126	334,988	336,755	347,405
GREETERS	141,435	123,272	150,048	150,048	154,549
TEAM LEADERS STIPENDS (GW)	15,345	15,134	15,965	15,965	16,445
PARAEDUCATORS, P-T	346,581	379,934	347,162	362,652	373,532
SUBTOTAL	2,288,605	2,308,803	2,343,927	2,346,994	2,400,229
PURCHASED SERVICES					
PRINTING	604	163	750	750	750
COPIERS	157,791	131,518	145,000	145,000	145,000
SUBTOTAL	158,395	131,681	145,750	145,750	145,750
SUPPLIES/MATERIALS					
PUBLICATIONS	208	293	500	500	500
SUPER STAR PROGRAM (GW)	0	0	500	500	500
SCHOOL FUNCTION COSTS	6,083	3,418	17,500	17,500	17,500
WELCOME DAY/COMM CONNECTORS	0	0	5,000	5,000	5,000
SUBTOTAL	6,291	3,712	23,500	23,500	23,500
OTHER					
TRAVEL REIMBURSEMENT	11,948	17,459	18,000	18,000	18,000
DUES/FEES	0	0	500	500	500
SUBTOTAL	11,948	17,459	18,500	18,500	18,500
TOTAL	2,465,240	2,461,655	2,531,677	2,534,744	2,587,979

PROGRAM 3200: SECONDARY OPERATIONS 7-12

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	8.00	8.00	8.00	8.00	8.00
SECRETARIAL	13.50	13.50	13.50	13.50	13.50
PARAEDUCATORS	7.00	7.00	7.00	7.00	7.00
IN-SCHOOL SUSPENSION MONITOR	1.00	1.00	1.00	1.00	1.00
SECONDARY STAFFING	0.00	0.00	(1.00)	0.00	(2.00)
SALARIES					
ADMINISTRATIVE	1,413,850	1,395,272	1,469,337	1,402,065	1,443,598
SECRETARIAL	838,517	843,030	871,089	869,254	882,254
PARAEDUCATORS	194,491	200,516	219,402	212,590	220,290
IN-SCHOOL SUSPENSION MONITOR	38,924	39,718	42,213	42,213	43,479
SATURDAY PROGRAM (GHS)	8,286	8,900	10,000	10,000	10,000
SATURDAY SCHOOL SUPV. (SMITH)	4,604	4,143	4,500	4,500	4,500
TEAM LEADERS (SMITH)	27,621	28,179	28,737	28,737	29,601
SECONDARY STAFFING	0	0	(75,000)	0	(170,000)
SUBTOTAL	2,526,293	2,519,758	2,570,278	2,569,359	2,463,722
PURCHASED SERVICES					
PRINTING	829	806	1,500	1,500	1,500
MANDATED STUDENT TESTING	140	0	500	500	500
CULTURAL ARTS/GHS	5,000	1,148	5,000	5,000	5,000
SCHOOL CLIMATE/SMITH	1,545	1,051	2,000	2,000	2,000
NEASC EVALUATIONS	0	0	0	0	0
COPIERS	140,819	139,691	155,000	155,000	155,000
SECONDARY MAGNET	11,520	0	(125,000)	(125,000)	(125,000)
SUBTOTAL	159,852	142,696	39,000	39,000	39,000
SUPPLIES/MATERIALS					
SUPPLIES	60,542	54,539	32,000	32,000	32,000
PUBLICATIONS	105	70	1,275	1,275	1,275
GRADUATION EXPENSES	70,111	76,010	78,000	78,000	78,000
SCHOOL FUNCTION COSTS	14,283	14,224	15,500	15,500	15,500
SUBTOTAL	145,041	144,843	126,775	126,775	126,775
OTHER					
TRAVEL REIMBURSEMENT	14,870	16,718	18,000	18,000	18,000
NE & CT ASSOCIATION DUES	10,150	10,300	11,000	11,000	11,000
SUBTOTAL	25,020	27,018	29,000	29,000	29,000
TOTAL	2,856,206	2,834,316	2,765,053	2,764,134	2,658,497

BUDGET IMPACT INFORMATION

Program: 3200 - Secondary Operations 7-12
Location: Salaries
Item: Secondary Staffing - Reduction of 2.0 FTE at GHS
Cost: (\$170,000)

Rationale and Supporting Information

With a projected decrease of 23 students and with an industry standard of one teacher per seventeen high school students, we feel an overall reduction of 2.0 FTEs is possible.

This decreased staffing level would maintain appropriate class sizes. The cost of each FTE is approximately \$85,000, including benefits. Therefore, the cost decrease for two positions will be \$170,000.

PROGRAM 3300: SYSTEMWIDE SUPPORT SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
ADMINISTRATIVE	5.00	5.00	5.00	5.00	5.00
OSHA SAFETY OFFICER	0.32	0.32	0.32	0.32	0.32
COMMUNICATION STAFF	1.00	1.50	1.50	1.50	1.50
ADMIN/BUSINESS SUPPORT STAFF	9.00	9.00	9.00	9.00	10.00
SECURITY SERVICES	16.00	16.00	16.00	16.00	16.00
SALARIES					
ADMINISTRATIVE	1,101,206	1,154,609	1,180,269	1,174,252	1,198,854
ADMIN/BUSINESS SUPPORT STAFF	714,998	684,146	751,509	724,050	805,933
COMMUNICATION STAFF	111,450	139,921	147,405	155,645	160,279
SECURITY SERVICES	779,598	798,643	834,683	839,471	864,852
SECRETARIAL, PART-TIME	8,865	8,190	9,405	9,405	9,687
SECRETARIAL, OVER-TIME	0	7	8,000	4,000	4,000
TUTOR STEAM LAB	0	32,257	34,660	34,660	35,375
SUBTOTAL	2,716,116	2,817,774	2,965,931	2,941,483	3,078,980
PURCHASED SERVICES					
AUDIT	30,150	29,125	35,000	35,000	33,155
LEGAL FEES	30,504	12,944	30,000	30,000	30,000
EQUIPMENT MAINTENANCE	24,752	22,723	40,000	40,000	40,000
COPIERS	51,452	37,561	60,000	60,000	60,000
LIABILITY INSURANCE	205,910	223,960	235,908	288,650	323,288
FIDELITY BOND	3,494	3,722	4,098	3,241	3,630
INSURANCE DEDUCTIBLES	0	45,719	40,000	40,000	40,000
PUBLIC INFORMATION	17,010	18,289	14,000	18,500	18,500
RESEARCH	0	0	0	41,539	0
POSTAGE	44,751	45,780	50,000	50,000	50,000
ADVERTISING/RECRUITING	1,329	3,219	3,500	3,500	3,500
PRINTING	18,193	13,528	18,000	18,000	18,000
ADULT EDUCATION (MANDATED)	85,906	86,054	86,347	86,347	86,965
SUBTOTAL	513,450	542,625	616,853	714,777	707,038
SUPPLIES/MATERIALS					
PUBLICATIONS	0	0	1,000	1,000	1,000
SUPPLIES	60,601	66,672	40,000	40,000	40,000
SECURITY SUPPLIES	5,448	3,958	7,000	7,000	7,000
SUBTOTAL	66,049	70,630	48,000	48,000	48,000
OTHER					
BOARD OF EDUC. EXPENSES	23,223	24,390	25,000	25,000	25,000
SUPT. OFFICE EXPENSES	350	0	2,000	2,000	2,000
SCHOOL FOODS SERVICE DEPT.	0	0	0	0	0
PROFESSIONAL MEMBERSHIP/SY	9,990	9,745	12,000	12,000	12,000
PROFESSIONAL EXPENSES	355	554	7,500	7,500	7,500
TRAVEL	19,080	19,099	20,000	20,000	20,000
CABE DUES	24,984	25,613	24,000	24,000	27,000
CREC DUES	1,140	1,133	1,750	1,750	1,750
SUBTOTAL	79,122	80,533	92,250	92,250	95,250
EQUIPMENT					
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	591,324	20,039	225,000	225,000	241,195
STEAM	322,313	25,788	100,000	100,000	100,000
SUBTOTAL	913,636	45,827	325,000	325,000	341,195
TOTAL	4,288,374	3,557,389	4,048,034	4,121,510	4,270,463

BUDGET IMPACT INFORMATION

Program: 3300 - Systemwide Support Services
Location: Admin/Business Support Staff
Item: EDI Coordinator
Cost: \$65,000.00

Rationale and Supporting Information

As Glastonbury Public Schools expands its equity, diversity, and inclusion (EDI) efforts, the increasing demands highlight the need for additional support. The EDI Director currently manages essential tasks such as supporting our Open Choice partnership, implementing district-wide strategies, analyzing data, and facilitating staff development, but the growing scope of the role requires additional support.

Creating an EDI Coordinator position would address key operational needs, enabling the district to streamline the implementation of its EDI initiatives. The Coordinator would take on essential operational functions such as organizing district-wide events, monitoring progress toward diversity and inclusion goals, preparing reports for district leadership, and coordinating professional development. This role would also help manage the logistics of EDI-related training and events, ensure compliance with relevant policies, and handle communications for student and staff affinity groups.

Adding an EDI Coordinator will ensure both operational and strategic EDI goals are met more efficiently, enhancing the overall impact of these efforts across the district.

BUDGET IMPACT INFORMATION

Program: 3300 - Systemwide Support Services
Location: Purchased Services
Item: Research
Cost: (\$41,539)

Rationale and Supporting Information

During the 2024-25 school year, the district contracted MP Planning Group to conduct a study on enrollment across Glastonbury Public Schools. Additional funding was not allocated for the 2025-26 school year as we expect this work to be completed during the current fiscal year.

	2025-2026 Equipment Requests
	ITEM
Athletics	Cheerleading Mats
Athletics	Tennis Court Windscreens
Athletics	Tent for Crosscountry & Outdoor Track Meets
Athletics	Swimming & Diving Lane Modules
ART	SMS Pug Mill - Clay Mixer
ART	GHS Shelving Kiln Room
ART	GHS Film & Video Equipment
ART	Differentiated Tools Across K-12
Buttonball	Office Mailboxes For All Staff
Districtwide	Office Chairs
Districtwide	Teacher Chairs
Districtwide	Teacher Desk
Districtwide	File Cabinets
Districtwide	Shelving Units, Bookcases, Cubby Units & Bins
Districtwide	STEAM Equipment
Districtwide	Student Chairs
Districtwide	Student Desks
Districtwide	Activity Tables
GHS Science	Compound Student Microscopes
GHS/Ag shop	Lawn Mower
GHS/Ag shop	Hydraulic Demo Units
GHS/Business lab	GHS Business Computer Lab Chairs
GHS/Digital Print Lab	Desktop UV Printer
Gideon Welles	Seat Sacks For Grade 5 Chairs
Glastonbury High School	GHS TV Studio Laser Printer
Hopewell School	Classroom Carpets
Hopewell School	Paper & mail organizer
Hopewell School	Floor Standing Sign Holders
Math Department	Teacher Standing Desk & Stool
Math Department	Whiteboard Tables & Desks, Chairs For Stand Up Desks
Music	Riser Carts
Music	Chairs
Naubuc School	Free Standing Divider
Naubuc School	Kindergarten Playground Refresh
Smith Middle School	Soundproofing Panels
SMS Family Consumer Science	Washer & Dryer
SMS Family Consumer Science	Reach-in Refrigerator
SMS Family Consumer Science	Refrigerator
SMS Family Consumer Science	Freezer
SMS Family Consumer Science	Dishwashers
SMS Family Consumer Science	Electric Range
SMS Family Consumer Science	Gas Range
SMS/Tech 1	Robotics Tables for Smith Lab
SMS/Tech 1	Glowforge For Smith
Technology	Locking Mobile Storage Cabinets

PROGRAM 3400: FRINGE BENEFITS & SUBSTITUTES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
CLASSROOM/SUBS (FT PARAS)	15.00	15.00	15.00	15.00	16.00
SALARIES					
SUBSTITUTES (TEACHER)	668,139	593,016	719,250	719,250	719,250
SUBSTITUTES (NURSE)	20,717	33,661	40,000	40,000	40,000
CLASSROOM/SUBS (FT PARAS)	232,481	350,188	371,336	371,336	407,974
ILLNESS COVERAGE (CLASSIFIED STAFF)	0	0	10,000	10,000	10,000
CONTRACTUAL RETIREMENT/RESIGN	163,554	182,989	125,000	125,000	145,000
SABBATICAL	82,215	0	0	0	0
NEGOTIATIONS	0	0	0	0	223,126
NON-AFFILIATED ADJUSTMENTS	0	0	0	0	17,083
DEGREE CHANGES	0 ¹	0 ²	100,000	0 ³	100,000
PERSONNEL TURNOVER	0 ⁴	0 ⁵	(200,000)	0 ⁶	(300,000)
SUBTOTAL	1,167,106	1,159,854	1,165,586	1,265,586	1,362,433
EMPLOYEE BENEFITS					
DISABILITY INSURANCE	54,567	61,170	59,043	63,430	63,430
LIFE INSURANCE	189,763	251,690	213,840	256,335	256,335
HEALTH INSURANCE	13,792,892	14,675,620	15,331,998	15,331,998	16,865,198
RETIREMENT/CLASSIFIED	2,739,111	2,794,085	2,922,000	2,904,487	3,054,487
SOCIAL SECURITY/EMPLOYER SHARE	2,680,451	2,720,884	2,850,759	2,814,912	2,886,798
WORKERS COMPENSATION	291,051	312,627	339,890	401,935	482,322
UNEMPLOYMENT COMPENSATION	10,951	42,302	35,000	35,000	35,000
EMPL. MANDATED SCREENING	7,240	0	500	500	500
PROFESSIONAL TECHNICAL SERVICES	0	0	0	0	0
EMPLOYEE RELATIONS	43,277	42,340	28,000	28,000	28,000
SUBTOTAL	19,809,303	20,900,718	21,781,030	21,836,597	23,672,070
TOTAL	20,976,408	22,060,572	22,946,616	23,102,183	25,034,503

Footnotes:

Degree Changes

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

Personnel Turnover

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

BUDGET IMPACT INFORMATION

Program: 3400 Fringe Benefits & Substitutes
Location: Salaries
Item: Classroom/Subs (FT Paras) - 1.0 FTE Increase
Cost: \$25,498

Rationale and Supporting Information

LINKS Academy and each elementary school is allotted one full-time building para/substitute. With growing enrollment and additional teachers at Gideon Welles School, we are proposing an additional full-time building para/substitute for our 5th and 6th grade teachers. We anticipate that this additional building para/substitute will mitigate the amount of unfilled absences we have experienced at Gideon Welles School.

BUDGET IMPACT INFORMATION

Program: 3400 – Fringe Benefits & Substitutes
Location: Salaries
Item: Negotiations
Cost: \$223,126

Rationale and Supporting Information

This amount represents additional dollars for salary increases for two bargaining groups that will not start negotiations until 2025 with an effective date of July 1, 2025.

BUDGET IMPACT INFORMATION

Program: 3400 – Fringe Benefits & Substitutes
Location: Salaries
Item: Non-Affiliated Adjustments
Cost: \$17,083

Rationale and Supporting Information

This amount represents additional dollars for salary adjustments for non-affiliated staff. A portion of these funds is intended to equalize salaries for the technology staff.

BUDGET IMPACT INFORMATION

Program: 3400 Fringe Benefits/Substitutes
Location: Employee Benefits
Item: Health Insurance
Cost: \$1,533,200 Increase

Rationale and Supporting Information

Our insurance broker is telling us we should expect an insurance premium increase of 11% based on previous years' claims. However, it is still early and we will get an updated number in March. We are recommending a 10% increase in the budget as we expect to get the additional 1% from benefit-eligible employees who will be contributing more to their insurance costs.

BUDGET IMPACT INFORMATION

Program: 3400 – Fringe Benefits & Substitutes
Location: Employee Benefits
Item: Workers' Compensation
Cost: \$80,387

Rationale and Supporting Information

Workers' Compensation is increasing due to our claim experience. The broker has recommended a 30-50% increase in premiums, but we are requesting a 20% increase.

PROGRAM 3600: TECHNOLOGY SUPPORT SERVICES

	ACTUAL 2022-2023	ACTUAL 2023-2024	BOARD APPROVED 2024-2025	FALL REVISED 2024-2025	SUPT PROPOSED 2025-2026
POSITIONS (FTE)					
COORDINATORS	6.00	6.00	6.00	6.00	6.00
TECHNOLOGY SPECIALISTS	15.00	12.00	12.00	13.00	13.00
SECRETARIAL	2.00	2.00	2.00	1.00	1.00
SALARIES					
COORDINATORS	409,467	414,004	543,118	565,679	583,473
TECHNOLOGY SPECIALISTS	1,001,647	969,192	854,023	868,049	895,828
TECHNOLOGY MAINTENANCE, P-T	146,470	174,706	80,000	80,000	80,000
SECRETARIAL	68,907	69,725	125,284	71,263	71,263
SUBTOTAL	1,626,491	1,627,627	1,602,425	1,584,991	1,630,564
PURCHASED SERVICES					
TECHNOLOGY SUPPORT	199,300	136,857	200,000	200,000	200,000
EQUIPMENT MAINTENANCE/AV	38,973	36,460	40,000	40,000	40,000
COMPUTER MAINTENANCE	39,392	44,916	45,000	45,000	45,000
SUBTOTAL	277,664	218,233	285,000	285,000	285,000
SUPPLIES/MATERIALS					
SOFTWARE	709,923	785,117	823,000	823,000	852,000
SUPPLIES (SYSTEMWIDE)	55,546	65,236	63,000	63,000	63,000
SUBTOTAL	765,469	850,352	886,000	886,000	915,000
PROGRAM/STAFF DEVELOPMENT					
IN-SERVICE, CLASSIFIED	281	0	3,000	3,000	3,000
PROF. MTGS., CLASSIFIED	0	25	3,000	3,000	3,000
SUBTOTAL	281	25	6,000	6,000	6,000
OTHER					
DUES/FEES	1,155	1,130	2,500	2,500	2,500
SUBTOTAL	1,155	1,130	2,500	2,500	2,500
EQUIPMENT					
TECHNOLOGY REPLACEMENT PROGRAM	1,275,179	1,379,817	1,220,000	1,220,000	1,200,000
REPLACE/REPAIR	44,554	46,895	47,000	47,000	47,000
NEW/AV EQUIPMENT	45,991	56,873	57,000	57,000	57,000
NEW TECHNOLOGY RELATED EQUIPMENT	27,197	41,600	42,100	42,100	42,100
REPLACEMENT/AV EQUIPMENT	49,801	117,771	118,000	118,000	118,000
SUBTOTAL	1,442,722	1,642,955	1,484,100	1,484,100	1,464,100
TOTAL	4,113,783	4,340,323	4,266,025	4,248,591	4,303,164

BUDGET IMPACT INFORMATION

Program: 3600 – Technology Support Services
Location: Supplies/Materials
Item: Software
Cost: \$29,000

Rationale and Supporting Information

We are requesting an increase in the technology software account due to the increased costs of program and subscription renewals. The increase this year is lower than in other years. We have worked with curriculum directors to prioritize and consolidate their software needs.

BUDGET IMPACT INFORMATION

Program: 3600 – Technology Support Services
Location: Equipment
Item: Technology Replacement Program
Cost: \$1,200,000

Rationale and Supporting Information

In the Technology Program Report, we requested funds for the coming school year to cover the costs of students iPad leases and specialty computer labs at Smith Middle and Gideon Welles schools. Glastonbury Public Schools will begin shifting the technology replacement plan from a 5 year to a 6 year model to help maintain a steady level in hardware costs.

Regular Board of Education Meeting

Monday, December 9, 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: Absent

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

Dr. 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 7:00PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Glastonbury Public Schools' Bridgeworks Program

3.B. Presthika Vijaykumar - Connecticut Technology Council Award Recipient

4. Student Representatives' Report

4.A. Hayley Lemieux, Class of 2025

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

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

5. Special Reports

5.A. Ten-Year Enrollment Projections

Patrick Gallagher and Mike Zuba, of MP Planning Group, shared a slideshow of their executive summary, provided the Board with a comprehensive review of their report, and along with administration addressed any Board questions.

Move that the Board move up Action Item 7.A. Approval of the Glastonbury High School Program of Studies 2025-2026 to be addressed at this time. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

7.A. Approval of the Glastonbury High School Program of Studies 2025-2026

Board approves the 2025-2026 Glastonbury High School Program of Studies. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

5.B. Buttonball Lane School 5th Grade 2025-2026

Assistant Superintendent, Dr. Scott Hurwitz, highlighted areas of the report to the Board.

6. Information Session for Public Comment

Nick Korn, 73 Shagbark Road, Glastonbury, shared his thoughts on EDI with the Board.

Patricia Margarido, 319 Old Stage Road, Glastonbury, shared with the Board her thoughts on free speech and her thoughts on the possible move of the current 4th grade students at Buttonball Lane School to Gideon Welles School, for the 2025-2026 school year.

Marion Terry, 128 Knollwood Drive, Glastonbury, shared with the Board her thoughts and support for the trade curriculum.

Bianca Stamiscu, 128 Timrod Trail, Glastonbury, shared her thoughts in support of a trade curriculum at Glastonbury High School.

Dave Cardona, 128 Knollwood Drive, Glastonbury, shared his thoughts regarding banning words during board meetings.

Lisa Shannon, 287 Carriage Drive, Glastonbury, shared with the Board her thoughts on the possible move of the current 4th grade students at Buttonball Lane School to Gideon Welles School, for the 2025-2026 school year.

Margo Roberts, 68 Pheasant Crossings, Glastonbury, requested the possibility of including ZOOM as an option to allow for public comments at board meetings. She also shared her thoughts in support of a trade curriculum at Glastonbury High School.

Joe Smiga, 130 Farmstead Lane, Glastonbury, shared with the Board his thoughts on the possible move of the current 4th grade students at Buttonball Lane School to Gideon Welles School, for the 2025-2026 school year.

Malcolm Hutchinson, 9 Coach Road, Glastonbury, shared with the Board his thoughts on the possible move of the current 4th grade students at Buttonball Lane School to Gideon Welles School, for the 2025-2026 school year.

Jenn Jennings, 34 Cranesbill Drive, Glastonbury, shared her support with the Buttonball parents and acknowledged the leadership at Buttonball Elementary School.

7. Business Requiring Action

7.B. Approval of the Smith Middle School Program of Studies 2025-2026

Board approves the 2025-2026 Smith Middle School Program of Studies. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea
Mrs. Alison Couture: 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 Board of Education Meeting Dates January 2026 - January 2027

Board approves the January 2026 through January 2027 Board of Education meeting dates. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

7.D. Approval of GHS Student Trip to Chinatown, Vancouver, Canada

Board approves the Glastonbury High School student trip to Chinatown, Vancouver, Canada, 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 Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea
Mrs. Alison Couture: 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 the November 25, 2024 Meeting Minutes

Board approves the meeting minutes of Monday, November 25, 2024. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea
Mrs. Alison Couture: 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. Equity, Diversity, and Inclusion Program Report

Dr. Tonya Claiborne, Director of Equity, Diversity, and Inclusion highlighted areas of her report for the Board.

8.B. Glastonbury Education Foundation

Julie Thompson shared that the Education Foundation has not met since the recent Gala. She also reiterated how successful the Gala was and the generosity of the Foundation.

9. Committee Reports

None

10. Chairman's Reports

Dr. Foyle shared the following:

- The Board will provide a holiday breakfast for the Central Office staff on Monday, December 16, 2024.
- Jenn Jennings' question on state reimbursement has been received. The request was forwarded to the Administration, they will forward it to the State, and will provide an update when received.

11. Superintendent's Report

Dr. Bookman share the following:

- An update on the self-insurance reserve.
- An update on the Nye Road property, including tours being offered to Board of Education members. He reminded the Board that the Town of Glastonbury has not offered the building to the Board of Education, as of yet.

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

11.B. School Enrollment, December 2024

11.C. Student Suspension Report, November 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 10:34PM.

Mrs. Kali Cavanaugh: Yea
Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: 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:

The Glastonbury Board of Education held a Special Hearing on Monday, December 16, 2024 at 7:00 pm, via Zoom.

Board Members Present:

- Dr. Douglas Foyle, Board Chair
- Mrs. Jennifer Faust
- Mrs. Jenn Jennings
- Mr. David Peniston, Jr.
- Mr. Matthew Saunig

Board Members Absent:

- Mr. Julie Thompson, Board Vice Chair
- Mrs. Kali Cavanaugh, Secretary
- Mrs. Alison Couture

Also Present: Alan B. Bookman, Ph.D., Superintendent of Schools

1. Call to Order

Chairman, Dr. Douglas Foyle called the meeting to order at 7:00 pm.

2. Business Requiring Action

a) Matters Pertaining to Student Expulsion Hearing

Upon MOTION of Dr. Douglas Foyle, seconded by Mr. David Peniston, Jr., the Board voted 5 to 0 to go into executive session at 7:02 pm to discuss a matter pertaining to student (A) issue and invited the Superintendent to attend. The Board moved into Executive Session at 7:02 pm. The Board returned from executive session and returned to the special hearing at 7:24 pm.

Upon MOTION of Dr. Douglas Foyle, seconded by Mr. David Peniston, Jr. the Board voted 5 to 0 to adopt the findings of fact and the waiver/stipulation discussed in the executive session concerning student (A).

3. Adjournment

Upon MOTION of Dr. Douglas Foyle, seconded by Mr. David Peniston, Jr., the Board voted to adjourn at 7:25 pm.

Respectfully submitted,

David Peniston, Jr.

Secretary

Approved:

These minutes are complete with additions or corrections, if any, that have been added at a subsequent meeting at which these minutes, were approved.

Board of Education Budget Workshop

Monday, January 6, 2025 6:00 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

Ms. Julie Thompson and Mrs. Jennifer Faust joined via ZOOM.

Also Present: Alan B. Bookman, Superintendent

Dr. Scott Hurwitz, Assistant Superintendent

Kate Lund, Assistant Superintendent

Karen Bonfiglio, Business Manager

Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 6:00 pm.

2. Pledge of Allegiance

3. Superintendent Presents Proposed Budget 2025-2026

Dr. Bookman provided an overview of the proposed budget for the Board. He reviewed the programs that have the most significant changes for the Board. The Superintendent's Proposed Budget for 2025-2026 is \$130,541,213 which represents a 4.88% increase over the current year.

4. Information Session for Public Comment

Nancy Eaton, 62 Williams Glen Way, Glastonbury, asked from the Board the EDI Budget and how it was funded.

5. Budget Workshop

The Board reviewed and discussed the following introductory pages:

Page 1: Driven by Need - Powered by People

Page 2: Glastonbury Public Schools Strategic Plan

Page 8: Requests Not Granted

Pages 16 & 17: Enrollment Projections

Page 18: Per Pupil Expenditures Comparison

Page 19: SAT Performance & College Bound Students

Page 22: Food Service Department Budget Projections
Pages 23 & 24: LINKS Data and LINKS Revenue and Disbursements
Page 25: Unexpended Educational Fund

The meeting was recessed at 7:58 pm. The meeting was reconvened at 8:07 pm.

Programs with significant changes were reviewed. The following programs were reviewed:

Program 0500 Math: provided by Brenda Gregorski, Director of Mathematics

Program 2000 Music: provided by Leslie Lopez, Director of Music

Program 2700 Special Education: provided by Dr. Bookman, Superintendent of GPS, and Kimberly Brown, Administrator of Pupil Services

Program 3600 Technology & Support Services: provided by Chris Macca, Director of Technology & Support Services

Program 0300 Elementary Education: provided by Dr. Bookman, Superintendent of GPS

Program 1300 World Language & ML: provided by Dr. Bookman, Superintendent of GPS

Program 2100 Operations & Maintenance: provided by Dr. Bookman, Superintendent of GPS

Program 2200 Utilities: provided by Karen Bonfiglio, Business Manager

Program 2300 Program & Staff Development: provided by Kate Lund, Assistant Superintendent of GPS

Program 2400 Transportation: provided by Dr. Scott Hurwitz, Assistant Superintendent of GPS

Program 2800 Athletics and Clubs: provided by Dr. Bookman, Superintendent of GPS

Program 3200 Secondary Operations: provided by Dr. Bookman, Superintendent of GPS

Program: 3300 System Wide Support Services: provided by Dr. Bookman, Superintendent of GPS

Program 3400 Fringe Benefits & Substitutes: provided by Dr. Bookman, Superintendent of GPS

Board members asked Dr. Bookman for clarification on several areas. The answers to these questions will be provided at the budget workshop on 01/08/2025.

6. Adjournment

Board moves to adjourn the meeting. This motion, made by Mrs. Kali Cavanaugh and seconded by Mr. David Peniston, Jr., Carried. The meeting adjourned at 10:00 pm.

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

The meeting adjourned at 10:00 pm.

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

Respectfully Submitted,

Kali Cavanaugh, Secretary

Approved:

Board of Education Budget Workshop

Wednesday, January 8, 2025 6:00 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: Absent

Mr. David Peniston, Jr.: Present

Mr. Matthew Saunig: Present

Ms. Julie Thompson: Present

Julie Thompson joined the meeting at 7:15 pm

Dr. Alan B. Bookman, Superintendent, joined via Zoom

Also Present:

Dr. Scott Hurwitz, Assistant Superintendent

Kate Lund, Assistant Superintendent

Karen Bonfiglio, Business Manager

Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 6:00 pm.

2. Pledge of Allegiance

3. Information Session for Public Comment

Dennis McBride, 263 Spring Street Extension, Glastonbury, shared his thoughts on the year-to-year budget increases and thanked the Board for their work.

Erica McCullough, 357 Olde Stage Road, Glastonbury, expressed her concern with the safety and security of the modular classrooms, as they are being discussed as an option, at Buttonball Elementary School.

4. Buttonball Lane School 2025-2026

The Board and Administration continued discussion regarding the move of current 4th grade Buttonball Elementary School students to Gideon Welles Middle School, for the 2025-2026 school year, due to capacity. Agenda attachments, the Buttonball Lane Building Use report and Buttonball Parent Survey results, were reviewed. Administration answered questions from the Board. Board members expressed their individual opinion on the upcoming Buttonball Lane School decision.

5. Budget Workshop

Administration provided feedback and answers to questions the Board asked at the January 6, 2025 Budget Workshop.

Board took a five-minute recess, at 6:48 pm, due to technology issues. The Board resumed at 6:55 pm.

The Board reviewed and discussed the following programs:

Program 200 Art - page 44

Program 400 English (7-12) & World Language Arts (K-12) - page 48

Program 600 Science (7-12) - page 53

Program 700 History & Social Science (7-12) - page 55

Program 900 Career & Technical Services - page 57

Program 1000 Community Services - page 58

Program 1100 PACE - page 59

Program 1400 School Counseling - page 63

Program 1500 Health & Physical Education - page 64

Program 1600 Health Services - page 65

Program 1900 Library Media - page 66

Program 3000 Agriscience & Technology (9-12) – page 88

Program 3100 Elementary Operations (K-6) – page 89

Dr. Foyle shared a request received by the Board of Finance. All information for the request is publicly available and located on the Board of Education budget webpage.

6. 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 7:34 pm.

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

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

Respectfully Submitted,

Kali Cavanaugh, Secretary

Approved:

Fwd: Strength & Conditioning Facility

1 message

Bookman, Alan <BOOKMANA@glastonburyus.org>
To: Douglas Foyle <foyled@glastonburyus.org>

Sat, Dec 14, 2024 at 8:32 AM

----- Forwarded message -----

From: **Sun, Ella** <Ella.Sun@ct.gov>
Date: Fri, Dec 13, 2024 at 3:41 PM
Subject: RE: Strength & Conditioning Facility
To: Costa, Albert <costaa@glastonburyus.org>
CC: GrantsAdministration, DAS <DAS.GrantsAdministration@ct.gov>

Hi Al,

Thanks for passing along the additional question. You shared that a board member inquired “Does the state deny reimbursement based only on a building’s standalone nature, regardless of its curricular purpose?” To expand on my previous response, a project solely to construct an outdoor athletic facility would not be eligible for a school construction grant (and accordingly, would not be eligible for reimbursement), regardless of any curricular purpose.

Please let me know if you have any other questions.

Thanks,

Ella



Ella Sun
Director of Grants Administration

Office of Grants Administration
[Administrative Services](#)
Phone: 860-713-6467

Email: ella.sun@ct.gov

-

From: Sun, Ella
Sent: Tuesday, December 10, 2024 3:15 PM

To: Costa, Albert <costaa@glastonburyus.org>
Cc: GrantsAdministration, DAS <DAS.GrantsAdministration@ct.gov>
Subject: RE: Strength & Conditioning Facility

Hi Al,

No bother at all! Sorry, I haven't been able to get back to you on this sooner. We are discussing this internally and I will get back to you as soon as I can. Thanks,

Ella



Ella Sun
Director of Grants Administration

Office of Grants Administration
[Administrative Services](#)
Phone: 860-713-6467

Email: ella.sun@ct.gov

-

From: Costa, Albert <costaa@glastonburyus.org>
Sent: Tuesday, December 10, 2024 2:41 PM
To: Sun, Ella <Ella.Sun@ct.gov>
Subject: Fwd: Strength & Conditioning Facility

EXTERNAL EMAIL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hi Ella, so sorry to keep bothering you on this question from the Board of Ed. See the email below from the Board Chair communicating the question from one of the Board Members.

From: "Foyle, Douglas" <foyled@glastonburyus.org>
Date: December 9, 2024 at 3:36:59 PM EST
To: Alan Bookman <BOOKMANA@glastonburyus.org>
Cc: Julie Thompson Board <thompsonju@glastonburyus.org>, Kali Cavanaugh <cavanaughk@glastonburyus.org>
Subject: Jennings Question Regarding State Reimbursement for the Strength and Conditioning Facility

Hi Alan,

At its November 25, 2024, meeting, the Board asked Jenn Jennings to pass the question she wanted asked of the state to me as chair. I said I would pass it along to you to forward to the state.

Today, December 9, 2024, Jenn passed her question on to me. She asks:

"Does the state deny reimbursement based only on a building's standalone nature, regardless of its curricular purpose?"

In case the state needs context for what this question is in regard to, I have attached all the documents I could find associated with Board action on the project starting with its approval in May 2023.

Thank you.

Sincerely,
Doug Foyle
Chair, Glastonbury Board of Education

Albert Costa,
Director of Operations & Facilities
Glastonbury Public Schools

----- Forwarded message -----
From: **Costa, Albert** <costaa@glastonburyus.org>
Date: Tue, Nov 26, 2024 at 12:48 PM
Subject: Strength & Conditioning Facility
To: Sun, Ella <Ella.Sun@ct.gov>

Hello Ella:

On behalf of the Superintendent, I need to circle back to a question related to the above Facility .

On March 26, 2024, you confirmed with your legal team that per statute, Athletic Facility building related expenses are limited eligible costs if the Athletic Facility building is a part of larger projects such as new construction projects. For standalone Athletic Facility building projects, it's not reimbursable from the state.

The follow-up question I am passing on to you is..... "would the Strength & Conditioning Center have been eligible for reimbursement if it was used also for Physical Ed and Wellness program classes"?

Feel free to ask me any conditional questions you may have to the above follow up question?

I hope you have a wonderful Holiday....

Albert Costa,

Director of Operations & Facilities

Glastonbury Public Schools

Special Board of Education Meeting

Wednesday, May 31, 2023 6:00 PM

MEETING ONLINE-ZOOM Please use the link below to join the webinar: <https://glastonburyus-org.zoom.us/j/86906828095?pwd=SWt6dTF0eE14SjBxTU5UWkRvSzVDUT09> Passcode: 621801, Or Telephone: US: +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 6833 , or +1 253 215 8782 or +1 346 248 7799 Webinar ID: 869 0682 8095

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

Board Member Mr. Matthew Saunig joined at 6:06PM.

Also Present: Alan B. Bookman, Superintendent
Citizens and Staff Members

1. Call to Order

Dr. Foyle called the meeting to order at 6:00PM.

2. Information Session for Public Comment on Items Pertaining to the Call

There were no public comments for tonight's meeting.

3. Business Requiring Action

3.A. Approval of Supplemental Funding for Naubuc Second Floor Project
Board approves the supplemental funding for the Naubuc Second Floor Project. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Alan Bookman, Superintendent of Schools, shared with the Board the bids that were received. BRD Builders submitted a bid slightly higher than the \$3.2 million at \$3,211,800. There was also a request for approval to add alternates of \$685, 000; \$230,000 for custom cabinets, \$210,000 for replacement of elevator, \$85,000 for interactive monitors in every room, and \$160,000 for contingencies.

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

3.B. Approval of Funding for Strength and Conditioning Facility

Board approves the funding for the Strength and Conditioning Facility. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Dr. Alan Bookman, Superintendent of Schools, presented the Board with the request for funding for the Strength and Conditioning Facility of \$1,200,000. There is an additional request for \$50,000 for the design and \$60,000 for contingencies. The facility will be a stand-alone structure where the GHS practice football field is located. Dr. Bookman also informed the Board there will be an add alternate for athletic storage attached to the Strength and Conditioning Facility. The Board will decide to accept or reject this add alternate once the bids come in.

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

4. Adjournment

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried. The meeting adjourned at 6:57PM.

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

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

Respectfully Submitted,



Ray McFall, Secretary

Approved: 06-26-2023

These minutes are complete. Additions or corrections, if any, that have been added at a subsequent meeting at which these minutes were approved, have been incorporated.

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

Title of Report: Funding for Strength and Conditioning Facility

Board Meeting Date: May 31, 2023

Action: X Report: Information: Discussion:

There is presently \$1,627,991 in the 1% fund that has not been spent. This does not include the maintenance fund for Eastbury. In the 2023-2024 Board Approved Budget Book, a number of expenditures were listed for use of these funds. The chiller installation at Nayaug and various door replacements have been funded in the 2022-2023 budget. The Naubuc elevator and Naubuc asbestos removal will be paid for from the Naubuc project. Roof repairs, some carpeting and some sidewalks will be done from the operating budget for 2023-2024. Athletic Storage Expansion will be considered at a future time.

Expected costs for the Strength and Conditioning Facility are expected as follows:

- \$1.2 million for the project
- \$50,000 for design
- \$60,000 for contingency

The expected costs of \$1,310,000 is over \$300,000 below the present funding available in the 1% fund.

With these facts, we recommend paying for the Strength and Conditioning Facility from the funds presently in the Non-Lapsing (1%) Fund.

Submitted By: Alan Bookman

Capital Improvement Projects (CIP) Form

November 14, 2022

Overview

Department:	Board of Education
Project Title:	Glastonbury High School - A/E Design/Construction Athletic Weight Training Facility
Priority:	1



Project Description and Status

Silver/Petrucci & Associates (SP+A) was retained to provide an architectural and engineering study for Glastonbury High School, evaluating the feasibility of constructing a new, 3,000 square foot weight training facility. The new weight training facility is intended to be a stand-alone structure, constructed in the location of the existing high school practice field, adjacent to the tennis courts and across the parking lot from the field house. The location of the proposed facility was purposeful due to the proximity to existing gas, water, and electric utilities, in an effort to limit site development costs. In order to create a campus feel and maintain standards for the Town and the School District of Glastonbury, it is proposed to construct the new weight facility in a style and with materials consistent with the new field house. As part of this study, SP+A reviewed existing construction documents of the field house.

Additionally, SP+A retained the services of a geotechnical engineer to examine the existing soil conditions in the anticipated area of new construction. Down to Earth, Consulting LLC, was retained to perform site borings and the analysis said borings. To summarize the geotechnical findings, the results were positive, with the majority of borings indicating 24-48” depth of topsoil and fill. One boring at the southwest corner of the proposed building footprint indicated deeper depths of fill. While this is not a significant concern for the proposed facility, the variation in fill depth would be concerning if the location of the weight facility were to change. In the event that the location or size of the facility were to be significantly altered, SP+A recommends that additional soil investigations take place to confirm the viability of the new or expanded site. As stated previously, this is not recommended as the costs for site development and extension of site utilities, would increase exponentially.

Estimated Capital Costs

2023 Budget	2024	2025	2026	2027	Future	Total
-	\$1,200,000	-	-	-	-	\$1,200,000

Estimated Operating Budget Requirements

No additional maintenance costs anticipated.

Glastonbury Public Schools

**Glastonbury High School
New Weight Training Facility**

**330 Hubbard Street
Glastonbury, CT 06033**

September 9, 2022

Prepared by:



architects | engineers | interior designers

Silver, Petrucelli & Associates, Inc.
3190 Whitney Avenue | Hamden CT 06518
One Post Hill Place | New London CT 06320

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Section I – Introduction

Silver/Petrucci & Associates (SP+A) was retained by Glastonbury Public Schools (GPS) to provide an architectural and engineering study for Glastonbury High School, evaluating the feasibility of constructing a new, 3,000 square foot weight training facility. The new weight training facility is intended to be a stand-alone structure, constructed in the location of the existing high school practice field, adjacent to the tennis courts and across the parking lot from the field house. The location of the proposed facility was chosen due to its proximity to existing gas, water, and electric utilities, in an effort to limit site development costs.



In order to create a campus feel and maintain a set of standards for Glastonbury athletics, GPS intends to construct the new weight facility in a style and with materials consistent with the new field house. As part of this study, SP+A reviewed existing construction documents of the field house, and the findings have been incorporated into the narratives, imagery, and estimates included within this report.

Additionally, SP+A was asked to retain the services of a geotechnical engineer to examine the existing soil conditions in the anticipated area of new construction. Down to Earth, Consulting LLC, was retained to perform site borings, and the results/logs of said borings have been included in Section V of this report. To summarize the geotechnical findings, the results were positive, with the majority of borings indicating 24-48” depth of topsoil and fill. One boring at the southwest corner of the proposed building footprint indicated deeper depths of fill. While this is not a significant concern for the proposed facility, the variation in fill depth would be concerning if the location of the weight facility were to change. In the event that the location or size of the facility were to be significantly altered, SP+A recommends that additional soil investigations take place to confirm the viability of the new or expanded site.

Section II – System Narratives

Site

Site work for the new weight facility will consist primarily of extending or tapping into nearby utility connections (water, sewer, gas, and electric) that are currently routed to the field house. This will involve excavation, trenching and fill, through both soil and paving. The individual systems and proposed solutions are all discussed in more detail within the mechanical, electrical, and plumbing narratives.

In addition to the utility work, removal of existing unsuitable soil and replacement with structural fill and gravel will be necessary, in limited depths, at the location of the new building footings and slab. New site paving will consist of bituminous concrete, extending from the existing access road at the north end of the parking lot, to the new building entrances and exits. Roof drains and sanitary will be routed below grade and tied into existing, nearby sewer systems.

Refer to S1 – Proposed Site Plan in Section III of this report for locations and extent of building footprint and paving.

Structural

The primary structure of the new weight facility will consist of exterior bearing walls, with wood attic/roof trusses. Bearing walls will be located above cast in place concrete frost walls with formed concrete footings on structural fill and gravel.

A portion of the roof/attic trusses will be designed to allow for a mechanical attic space within the structure of the truss. A plywood floor will be installed over the bottom chord of these trusses in order to create a platform for servicing the mechanical equipment. This mechanical attic will be located above the locker and toilet rooms.

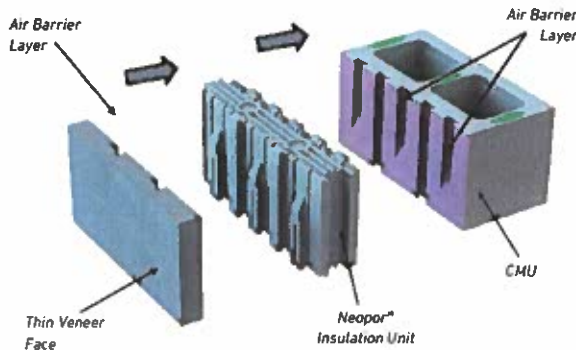
Architectural

The architectural systems and finishes for the new facility will be in line with the recently completed field house, in order to maintain the campus feel and standards established for Glastonbury athletics. The proposed finishes include concrete masonry unit (CMU) exterior veneer with either CMU or cold formed metal framed CFMF back up bearing walls and interior partitions. Although CMU is more costly than CFMF, the lifespan and durability of CMU far exceeds what can be achieved with a gypsum/sheetrock finish. Due to the high abuse use of the proposed facility, we would strongly recommend consideration of CMU for all bearing walls and interior partitions.

In order to provide the most economical solution for the exterior wall system, which would include CMU veneer, insulation and vapor barriers consistent with building and energy code requirements, and interior CMU, we recommend consideration of an insulated concrete masonry system, such as InsulTech (or approved equal). These systems include all required exterior wall components in one, preassembled masonry unit which considerably reduces labor cost and

construction time, by eliminating the need for multiple, coordinated trades. An alternative to the insulated masonry system would be conventional construction consisting of a back up 8" CMU wall, air/vapor barrier, rigid insulation, air space, and split face veneer masonry with stainless steel anchors. Our cost analysis indicates that both systems would be comparable in construction cost, with the major benefit of the insulated masonry system being reduced construction time.

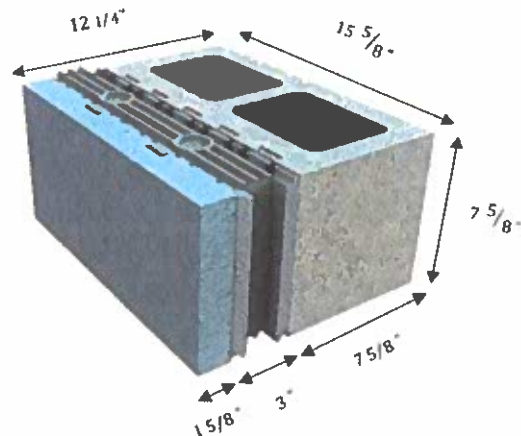
08 INSULTECH™ SYSTEM INSTALL GUIDE



Single Pass Base Course units are assembled with a Double application of liquid applied air barrier on to the vertical keyway face of the CMU backup and top 2 inches of the horizontal keyway face. Single pass base units are identified with spray paint marks on the web.

The following image shows the over-all dimensions of the InsulTech™ wall assembly for the 8" deep CMU block (which will be used for the upcoming details):

Dimensions for the optional InsulTech™ wall assemblies in Full Height (8" high) at 6", 8", 10", and 12" nominal depths, and Half Height (4" high) at 8" nominal depth can be found in Section 5.6.



Additional exterior finishes will consist of hollow metal doors and frames with transoms, fiber cement trim, aluminum gutters and downspouts, and architectural asphalt shingles. Extruded aluminum louvers will be provided in the gable ends of the roof/attic structure to allow for fresh air intake and exhaust of mechanical units.

Interior finishes consist of painted partitions (CMU recommended), resilient base, rubber sports floor (weight room only), epoxy flooring, and painted gypsum ceilings in the locker and toilet rooms. The ceiling space above the weight room will be open to the truss structure above.

Material, manufacturer, and color selections will remain consistent with the field house.

In order to maintain consistency with the field house, and to maximize usable, interior wall space for locker cubbies and weight equipment, exterior wall openings for natural daylight have been limited to the transoms above doors. One alternative solution for introducing natural daylight into the weight training facility without significantly compromising usable wall space or cost,

would be the use of tubular light wells (Solatube or equal). Light wells capture and deliver variable amounts of natural light during the day, and are equipped with LED light kits to produce lighting during dark or night hours. The LED function eliminates duplicity of installing traditional light fixtures in addition to the light wells, and increases the systems ability to maintain proper, and consistent light levels.

In recent years, some manufacturers of tubular light well systems have offered SEED (Sustainable Energy for Economic Development) program incentives, including offering up to (4) light wells at no cost to the end user. SP+A has been successful in obtaining SEED incentives in the past and if desirable, will work with the Town of Glastonbury to confirm what SEED incentives are available for the weight room project.

Discover the technology that changed daylighting.

Capture
Raybender® Technology
 A patented daylight-capturing dome lens that:
 - Redirects low-angle sunlight
 - Rejects overpowering summer sunlight
 - Provides consistent daylighting through the year

LightTracker™ Reflector
 An innovative in-dome reflector that:
 - Redirects low-angle winter sunlight
 - Increases light input for greater light output
 - Delivers unsurpassed year-round performance

Transfer
Spectraight® Infinity
 Tubing made of the world's most reflective material that:
 - Offers the highest Specular Reflectivity up to 99.7%
 - Provides the purest color rendition possible so colors are truer and brighter
 - Long tube runs possible, including multistory and 90 degree turns with minimal light loss

Deliver
Optical Lenses
 New DaylightShaping™ Lens Technology
 - Ability to direct light distribution for different visual effects
 - Provide superior visual comfort

Daylight Dimmer
 Adjusts daylight levels at the touch of a button

Thermal Control
INFRAREduction™ Technology
 A technology integrated into Spectraight® Infinity tubing that uses a proprietary process to filter out infrared wavelengths and minimize solar heat gain

Thermal Insulation Panel
 Provides unmatched thermal performance. Two climate controlled discs and a thermal break prevent conductive and convective heat transfer

Integration
Integrated LED Light Kit
 Allows integration of traditional light for a cleaner ceiling appearance and nighttime illumination from a single fixture

Mechanical

The facility will be heated and ventilated, but cooling is not being considered. The heating units will be natural gas-fired horizontal furnaces with indirect combustion coils located above the ceilings with supply ductwork to distribute air to the spaces in each zone. Two zones are envisioned at this time, and each zone will have its own thermostat. Outside air will be introduced through sidewall louvers or intake hoods into the return side of the furnace and will cycle open/closed depending on occupancy. A rooftop exhaust fan will provide relief for both systems.

Separate exhaust fans will be provided for each toilet/locker room, sized for the number of fixtures being utilized.

No complex automation (i.e., Building Management Control System) will be necessary for the limited and non-complex nature of the systems in the building.

Airflow rates will meet the CT State Mechanical Code and efficiencies of the equipment will meet the CT State Energy Conservation Code.

The vestibule will be served with a cabinet unit heater.

Plumbing

The facility houses two toilet/locker rooms and a janitor's closet requiring plumbing fixtures. The Boy's Toilet will have a urinal and a water closet, while the Girl's Toilet will have two water closets. One of each of these types of fixtures will be mounted according to ADA requirements. All will be equipped with low-flow, battery operated flushometer valves.

Each Toilet room will be equipped with a floor drain and a wall mounted hose bibb for maintenance and cleanup purposes. Each will also be furnished with two lavatories and faucets with one being ADA accessible. Both will have exposed piping covered by protective insulation.

The janitor's closet will be provided with a floor mounted, molded stone mop basin, with a wall mounted manual-operated faucet; vacuum breaker; bucket hook; hose connection and hose; and stainless steel wall protection plates.

All fixtures will be low flow per the CT State Energy Conservation Code, and all insulation required will be in accordance with the same.

A new 4" sanitary line will be run to the nearby sanitary street main with a new connection. Sanitary and vent piping will be cast iron, using hub and spigot joints above ground and mechanical joints below-ground.

A new 2" water line will be run to the building from the adjacent street main with a new meter located and sized in accordance with the local water authority. The water line shall be Type L copper above ground with certified lead-free soldered joints or press fit fittings. Water lines

below grade are recommended to be PVC or Polyethylene with a street shutoff and the tie-in point.

Lavatories and the mop sink will be served by point of use water heaters set for the flow required at the faucet it serves. Hot water will be delivered instantaneously at the temperature ranges acceptable to the CT State Energy Conservation Code.

All traps that require priming will be served by fixture mounted trap primers.

A new gas main to the building will be requested as well as a required relocation of the existing gas main that runs within the proposed footprint of the weight facility. This will be coordinated with the local gas authority.

Electrical

The following sample specification is formatted to describe extent of electrical work, including scope, materials, and methods.

1.1 GENERAL

- A. Architect's General Conditions are a part of this Division. All work shall be done in strict accordance with the latest applicable issue of the National Electrical Code, the International Energy Conservation Code, the State of Connecticut Building Code, the Connecticut Fire Safety Code, local Codes and utility company requirements. All equipment is to be UL approved. The Contractor shall bear the cost of all fees, permits, licenses and taxes. Utility company charges for the permanent electric service shall be included in the Contractor's Bid.
- B. Contractor shall be responsible for any signed and sealed drawings required by the local officials for permit.
- C. The Contractor shall provide a guarantee covering all material and workmanship for one (1) year following the date of acceptance, except that all LED lighting shall be guaranteed for a period of five (5) years.
- D. Upon completion of the project, Contractor shall fully instruct the Owner in the operation, adjustment and maintenance of all equipment and systems furnished.
- E. Contractor shall provide Owner with three (3) sets of complete maintenance and operating instructions, and technical data, in booklet form, of all equipment and devices furnished in Contract, including as-built drawings for the project
- F. All equipment and products shall be installed in accordance with the manufacturer's instructions and recommendations.

1.2 SCOPE OF WORK

- A. The Contractor shall furnish and install a complete electrical system for the new facility which includes, but is not limited to: underground conduit for electrical power and communication services; Eversource approved in-line meter socket with 200A main breaker and ground; main distribution panel, 200A, 30 circuit, main lug; light fixtures; exit signs; switches, receptacles, motor starters, disconnect switches, conduit and branch wiring; wiring of all HVAC and plumbing related equipment; wiring of all Owner furnished equipment; emergency lighting battery packs to serve all egress paths; fire alarm system with initiating and notification appliances; telephone/data system; and all other items and equipment as specified.
- B. Provide 200 ampere, 240/120 volt, 1-phase electric service. Meter shall be located on the building exterior and panel in the storage room. Provide 3 feet clear in front of all electrical equipment. Panel shall be provided with a minimum 20% spare breaker space. The estimate allows for this new dedicated service to the building because it appears to be less expensive than running power from the athletic building.
- C. Provide power for mechanical equipment as defined in mechanical scope. Coordinate with mechanical contractor for division of responsibility for disconnects, starters, controls, etc.
- D. Provide emergency lighting battery packs in normal fixtures. Emergency lighting coverage shall be provided in all paths of egress in the bathrooms, lockers, weight room, vestibule, and outside each required egress door. 10 interior and 3 exterior units are assumed in the estimate.
- E. Provide polycarbonate LED type exit signs marking the location of and path two all required egress doors where more than one path of egress is required. Provide combination signs or separate signs with the international symbol of accessibility at each egress door leading directly to grade. Exit signs shall be wired to the normal lighting circuit for each area. 3 signs are carried in the estimate.
- F. Provide convenience duplex receptacles throughout the facility as required to serve the anticipated use but a minimum of one receptacle in every room. All receptacles in the bathrooms and locker rooms shall be GFCI type. Provide one service receptacle in the area of all mechanical equipment with weatherproof/GFCI in outdoor locations. Circuits shall be wired with no more than 7 outlets per 20 ampere circuit.
- G. Provide surface and pendant mounted, linear LED fixtures throughout the facility. The weight room fixtures will be a pendant mount style similar to those used in the athletic building. Utility spaces will utilize surface mounted lensed LED fixtures.
- H. Provide wall mounted full cutoff LED fixtures at each man doors and at a few other points around the building perimeter. Exterior lights at the egress doors will have remote battery packs for emergency lighting. All exterior lighting shall be wired through a combination of photocell and timeclock. 7 fixtures are included in the estimate.
- I. Provide wall switches and motion sensors for control of light fixtures in all areas. Dimming can be provided in the weight room if that function is desired.
- J. Provide a complete fire alarm system for the facility with manual pull stations at all egress doors, smoke detection throughout (to match what was done at the athletic facility) and ADA compliant notification throughout. Extension of the fire alarm system in the Athletic Building could be further investigated but is likely to be more expensive.

- K. The desired level of coverage for telephone, data network, security and public address coverage should be further investigated. The current estimate allows for a wireless network connection to the athletic facility in order to eliminate the need for trenching between the buildings. This would enable telephone and network connectivity at the building but would not extend public address or security coverage.
- L. The electrical system shall be complete in all respects, tested, approved and ready for the beneficial use of the Owner.

1.3 WIRING METHODS

- A. Electrical Metallic Tubing (EMT) shall be used for feeders run above ground and all exposed branch circuit and communication wiring including all exposed runs in areas with no ceiling.
- B. Polyvinyl chloride (PVC) conduit may be used for underground power and telephone wiring except as specifically otherwise noted.
- C. Type MC Metal-Clad cable may be used for branch wiring concealed above ceilings and in walls. Maximum length of MC cable to lights in exposed locations shall be 5 feet. The MC cable shall be constructed of galvanized steel or aluminum armor outer covering with type THHN/THWN insulated conductors and internal insulated copper equipment ground conductor. All cables shall be rigidly supported from the building structure at least four (4') foot on center and run in lines parallel or perpendicular to building structural members. No cable shall rest on the ceiling structure.
- D. Flexible Metallic Conduit (FMC) or liquidtight flexible metallic conduit (LFMC) shall be used for connections to vibrating equipment.
- E. Wire #10 AWG and smaller shall be solid conductor with THWN / THHN insulation as required. Size #8 and larger shall be stranded conductor with Type THWN / THHN insulation, unless otherwise indicated. Minimum size wire for light and power circuits shall be #12. All conductors shall be soft-annealed copper. The Contractor shall include a green ground conductor for all circuits; the use of the conduit system or cable covering as the sole means of grounding will not be permitted.
- F. All conduits and wiring shall be run inside walls where possible. All exposed conduits shall be run neatly in lines parallel or perpendicular to building walls. All splices shall be made with listed spring connectors. Entire wiring system shall be grounded as mentioned above. Connections to mechanical equipment shall be in flexible metallic tubing.

Sustainable Design Features

While the mechanical and electrical systems for this facility will be simple in concept, they will be designed with operational efficiency in mind. Highly efficient gas-fired units will provide heating and ventilation of the space. These systems, as well as the required exhaust systems, will be controlled to minimize their energy use based on the operation of the facility. This can be accomplished via a combination of schedule controls and occupancy sensing.

All plumbing fixtures will utilize low flow rates to minimize water use. Given the varying utilization anticipated in this facility, instantaneous water heaters were selected to eliminate the wasted energy of a storage tank.

All interior and exterior lights will utilize highly efficient LED lamps. Tubular light wells are an option to increase energy efficiency through utilization of natural daylight and daylight harvesting technology. Occupancy sensor controls will be used to turn off interior lights in all areas while not in use. Exterior lighting control will use time schedule, motion sensor or both to minimize unnecessary operation while maintaining safety around the building.

The new weight facility will meet or exceed the energy code requirements for exterior envelope R-value. Continuous insulation will be utilized in the walls and on the roof to provide the eliminate thermal bridging and improve efficiency of all systems.

Section III – Proposed Plans and Elevations

The following proposed plans and elevations were developed based on a program and guidance provided by Glastonbury Public Schools. All narratives and estimates within this report reflect the design proposed within the attached plans.



Project Title:
**Glastonbury High School
 New Weight Facility**
 830 Hubbard Street
 Glastonbury, CT 06033



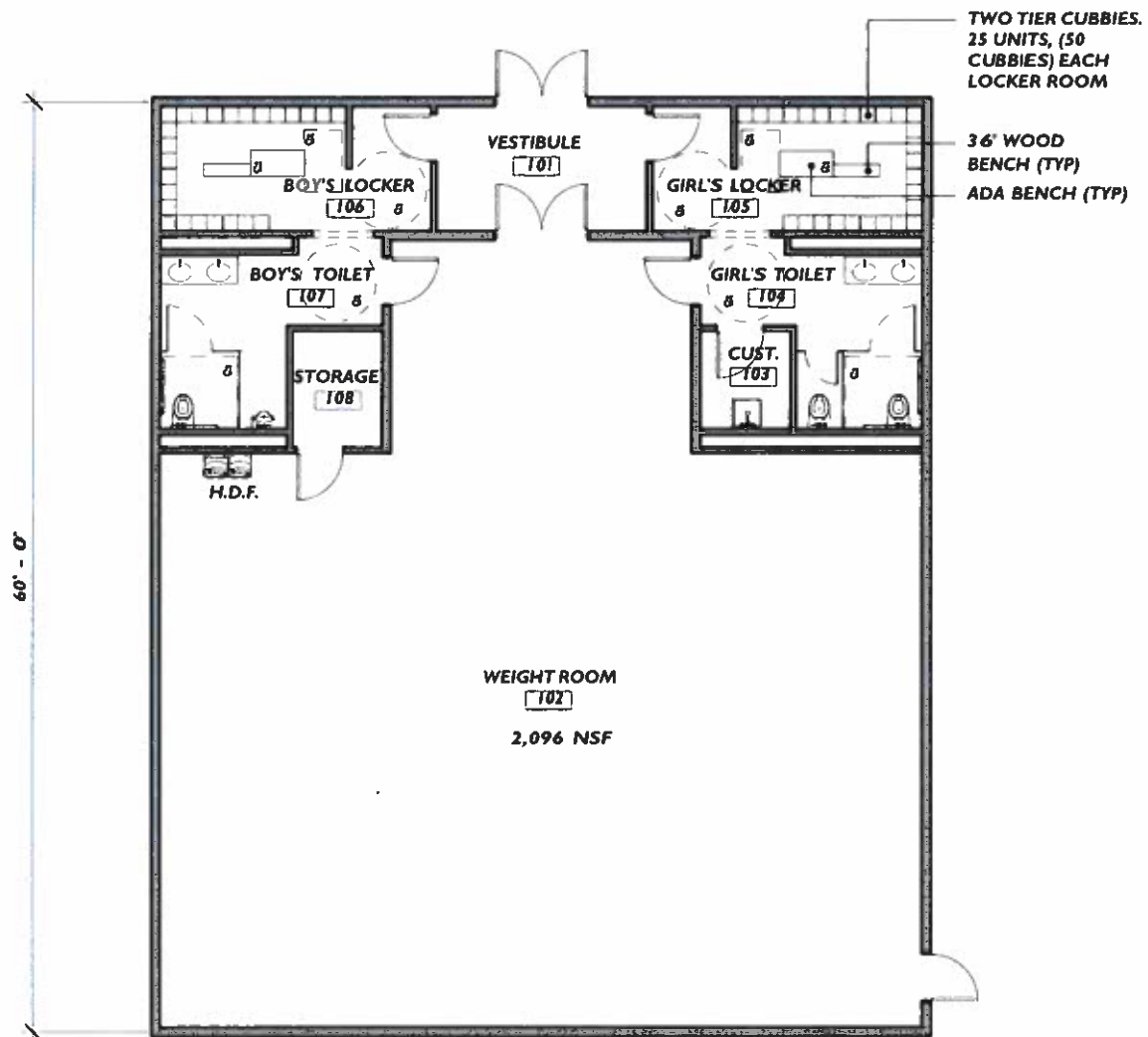
SILVER | PETRICELLI + ASSOCIATES

 Architecture | Approach | Interior | Planning
 75 West Main Street, Middletown, CT 06457
 860 Broad Street, Plain Field, CT 06061
 600 South Main Street, Plainville, CT 06061
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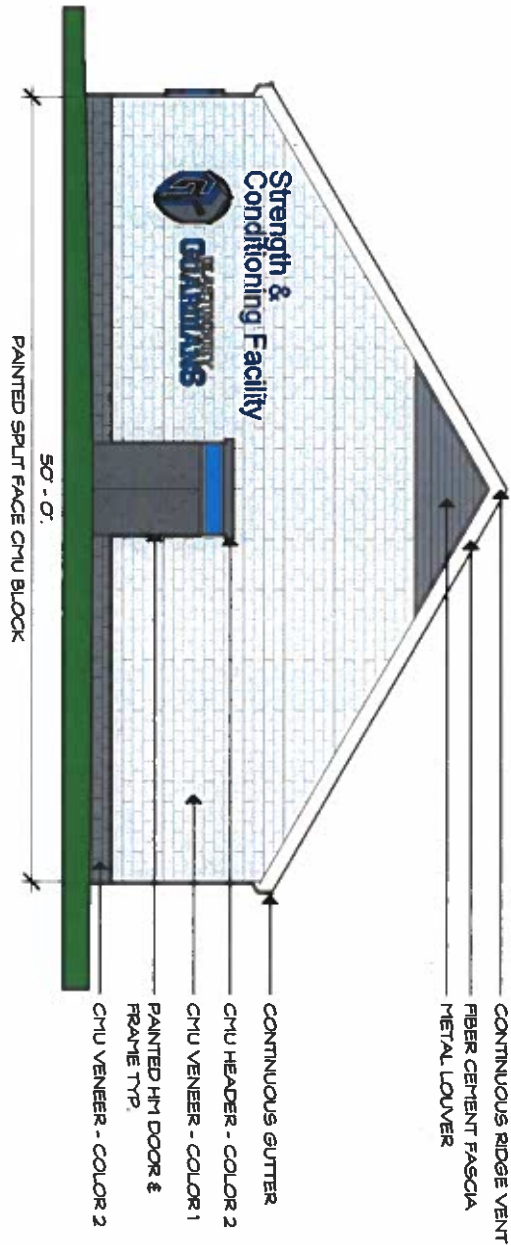
Drawing Title:
**PROPOSED SITE
 PLAN**

Date:
9/15/2022
 Scale:
1" = 30'-0"
 Prepared By:
C. NARDI
 Drawing Number:
22.171

Drawing Number:
S1



PROPOSED FLOOR PLAN
 1/8" = 1'-0" 



Section IV - Estimate

The following estimate was developed in house, with costs indicative of current market conditions. Over the last 18 months, 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.

Glastonbury Public Schools - GHS New Weight Training Facility
Conceptual Cost Estimate

Division 26 - Electrical			
26 05 09 - Electrical Demolition	LS	1	\$0.00
26 05 19 - Low Voltage Power Conductors	LS	1	\$10,000.00
26 05 33 - Raceway & Boxes	LS	1	\$6,200.00
26 09 23 - Lighting Control Devices	LS	1	\$1,500.00
26 24 16 - Panelboards (One 200A, 30 ckt)	LS	1	\$3,000.00
26 27 26 - Wiring Devices	LS	1	\$3,500.00
26 28 16 - Electrical Service (200A, 1-Phase)	LS	1	\$10,000.00
26 51 19 - LED Interior & Exterior Lighting	LS	1	\$19,000.00
26 52 19 - Emergency & Exit Lighting	LS	1	\$3,500.00
Subtotal			\$56,700

Division 27 - Communications			
27 15 00 - Wireless Link	LS	1	\$3,000.00
27 51 16 - Network Switch	LS	1	\$3,500.00
27 51 23 - CAT 6 Drops	LS	1	\$3,500.00
Subtotal			\$10,000

Division 28 - Electronic Safety & Security			
28 31 11 - Fire Alarm System	LS	1	\$10,000.00
28 13 00 - Access Control System	LS	1	\$0.00
28 16 00 - Intrusion Detection System	LS	1	\$0.00
28 23 00 - Video Surveillance System	LS	1	\$0.00
Subtotal			\$10,000

Division 33 - Sitework			
Survey and A-2 As Built	LS	1	\$8,500.00
Erosion Control	LS	1	\$2,500.00
Site Demolition	LS	1	\$2,000.00
Earthwork - Remove topsoil and unsuitables	CY	640	\$20.00
Earthwork - Structural Fill	CY	640	\$28.00
Crushed Stone	CY	84	\$50.00
Bluminous Paving, including subbase	LS	1	\$10,000.00
Backfill Footings	CY	390	\$40.00
Roof Drains - To Daylight or Storm	LF	280	\$40.00
Sanitary Sewer - Drainage and Core to Manhole	LS	1	\$15,000.00
Water Service Allowance	LS	1	\$1,000.00
Gas Service Utility Allowance	LS	1	\$5,000.00
Electrical Service (included in Electrical Section)	LS	1	\$0.00
Shot Put Pad, Earthwork, and Fencing	LS	1	\$5,000.00
Subtotal			\$115,720

Glastonbury Public Schools - GHS New Weight Training Facility
 Conceptual Cost Estimate

Construction Total	\$1,032,505
Contingency @ 5%	\$51,625
Total Construction Cost	\$1,084,130

Construction Cost Per S.F. (3,000 sf)	\$361.38
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SOFT COSTS

A/E Design Fees	5%	\$64,207
Printing Allowance		\$500
Special Inspections		\$2,500
Escalation (2023 Bid)	4%	\$43,365

TOTAL PROJECT COST	\$1,184,702
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Project Cost Per S.F. (3,000 sf)	\$394.90
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EXCLUSIONS

ADDITIONAL UNSUITABLE SOILS (IF FOOTPRINT CHANGES OR RELOCATED)

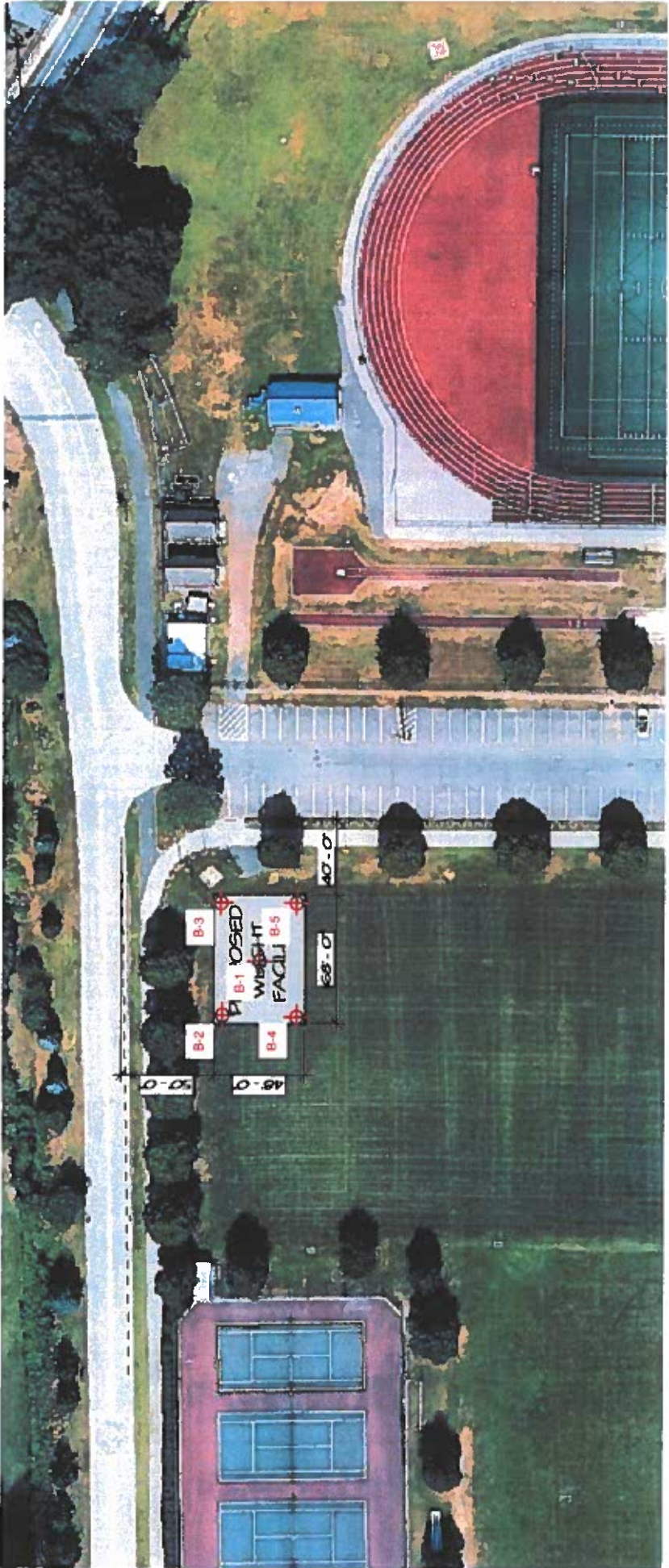
FF&E INCLUDING EXERCISE EQUIPMENT


CM/OPM/CLERK OF THE WORKS

FIRE EXTINGUISHERS BY OWNER

TUBULAR LIGHT WELLS (ADD ALTERNATE)

\$20,000



 DOWN TO EARTH CONSULTING, LLC	PROJECT	BORING NO. <u>8-2</u>
	PROPOSED WEIGHT FACILITY	SHEET <u>1</u> of <u>1</u>
	330 HUBBARD STREET	FILE NO. <u>0276-002.00</u>
	GLASTONBURY, CONNECTICUT	CHKD. BY <u>RPJ</u>

Boring Co. <u>General Borings, Inc.</u>	Boring Location <u>See Boring Location Plan</u>
Driller <u>John Wyant</u>	Ground Surface El. <u>Not Available</u> Datum <u>Not Available</u>
Logged By <u>Mateusz Fekieta</u>	Date Start <u>7/5/2022</u> Date End <u>7/5/2022</u>

Hammer Type: <u>Automatic Hammer</u>	Groundwater Readings (from ground surface)			
Sampler Size: <u>1-3/8" I.D. Split Spoon</u>	Date	Time	Depth (ft)	Elev.
Type Drill Rig: <u>Dench D-50</u>	<u>7/5/22</u>		<u>9</u>	
Drilling Method: <u>3.25-inch I.D. Hollow-Stem Augers</u>				Wet Sample

DEPTH	Casing Blows (ft)	SAMPLE INFORMATION					SAMPLE DESCRIPTION	STRATA
		Type	REC/PEN (Inches)	DEPTH (feet)	BLOWS PER 6 INCHES	Core Time (min./ft)		
1		S-1	20/24	0 to 2	3-5-7-8	Medium dense, dark brown, fine to coarse SAND and SILT, trace fine Gravel, trace (-) Roots	FILL	
2								
3		S-2	19/24	2 to 4	11-11-7-10	Medium dense, red-brown, SILT and fine to medium SAND	SILTY SAND	
4								
5								
6		S-3	20/24	5 to 7	9-12-9-10	Medium dense, red-brown, fine SAND, some Silt		
7								
8		S-4	18/24	7 to 9	10-10-7-7	Medium dense, reddish brown, fine SAND and SILT, wet		
9								
10								
11		S-5	17/24	10 to 12	3-4-5-5	Loose, red-brown, SILT, some fine SAND		
12						END OF EXPLORATION AT 12 FEET BELOW GROUND SURFACE		
13								
14								
15								
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SPT N-Values	SPT N-Values	Proportions	SYMBOL KEY
0 to 4 - Very Loose 5 to 10 - Loose 11 to 30 - Medium Dense 31 to 50 - Dense Over 50 - Very Dense	0 to 2 - Very Soft 3 to 4 - Soft 5 to 8 - Medium Stiff 9 to 15 - Stiff 16 to 30 - Very Stiff Over 30 - Hard	Trace = 0 to 10% Little = 10 to 20% Some = 20 to 35% And = 35 to 50%	1. S denotes split-barrel sampler 2. ST denotes 3-inch O.D. undisturbed sample. 3. UO denotes 3-inch Osterberg undisturbed sample. 4. PEN denotes penetration length of sampler. 5. REC denotes recovered length of sample 6. SPT denotes Standard Penetration Test. 7. WH denotes weight of hammer 8. WR denotes weight of rods 9. PP denotes Pocket Penetrometer. 10. FVST denotes field vane shear test. 11. RQD denotes Rock Quality Designation. 12. C denotes core run number.

FIELD NOTES: 1) Stratification lines represent approximate boundaries between soil types, transitions may be gradual.
2) Water level readings have been made at times and under conditions stated, fluctuations may occur due to other factors.



DOWN TO EARTH CONSULTING, LLC

PROJECT

PROPOSED WEIGHT FACILITY

330 HUBBARD STREET

GLASTONBURY, CONNECTICUT

BORING NO. B-4
 SHEET 1 of 1
 FILE NO. 0276-002.00
 CHKD. BY RPJ

Boring Co. General Borings, Inc. Boring Location See Boring Location Plan
 Driller John Wyant Ground Surface El. Not Available Datum Not Available
 Logged By Mateusz Fekieta Date Start 7/5/2022 Date End 7/5/2022

Hammer Type:	Automatic Hammer	Groundwater Readings (from ground surface)				
Sampler Size:	1-3/8" I.D. Split Spoon	Date	Time	Depth (ft)	Elev.	Stabilization Time
Type Drill Rig:	Diensch D-50	7/5/22	-	10	-	Wet Sample
Drilling Method:	3 25-inch I.D. Hollow-Stem Augers	7/5/22	-	13	-	End of Boring

DEPTH (ft)	Casing Blows (ft)	SAMPLE INFORMATION					SAMPLE DESCRIPTION	STRATA
		Type & No.	RECOVERED (feet)	DEPTH (feet)	BLOWS PER 6 INCHES	Core Time (min./ft)		
1		S-1	21/24	0 to 2	3-6-9-13		Medium dense, dark brown to red-brown, fine to medium SAND, some to trace Silt, trace (-) Roots	FILL
2								
3		S-2	20/24	2 to 4	8-11-10-13		Medium dense, red-brown, fine to coarse SAND, little Silt, trace fine Gravel	
4								SILTY SAND
5								
6		S-3	24/24	5 to 7	8-7-3-3		Loose, Top 12" red-brown, fine SAND, trace Silt; Bottom 12" black-brown, fine SAND and SILT	
7								SILTY SAND
8		S-4	20/24	7 to 9	5-6-5-6		Medium dense, red-brown, fine SAND and SILT	
9								
10								SILTY SAND
11		S-5	20/24	10 to 12	5-5-7-8		Medium dense, red-brown, SILT and fine SAND	
12								
13								SILTY SAND
14								
15								
16		S-6	19/24	15 to 17	2-2-3-2		Loose, red-brown, fine SAND, trace Silt	SILTY SAND
17								
18							END OF EXPLORATION AT 17 FEET BELOW GROUND SURFACE	
19								SILTY SAND
20								
21								
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40								

SPT-N Values	SPT-N Values	Proportions	SYMBOL KEY		
0 to 4 - Very Loose 5 to 10 - Loose 11 to 30 - Medium Dense 31 to 50 - Dense Over 50 - Very Dense	0 to 2 - Very Soft 3 to 4 - Soft 5 to 8 - Medium Stiff 9 to 15 - Stiff 16 to 30 - Very Stiff Over 30 - Hard	Trace = 0 to 10% Little = 10 to 20% Some = 20 to 35% And = 35 to 50%	1. S denotes split-barrel sampler 2. ST denotes 3-inch O.D. undisturbed sample. 3. UO denotes 3-inch Osterberg undisturbed sample. 4. PEN denotes penetration length of sampler. 5. REC denotes recovered length of sample 6. SPT denotes Standard Penetration Test.	7. WH denotes weight of hammer 8. WR denotes weight of rods 9. PP denotes Pocket Penetrometer. 10. FVST denotes field vane shear test 11. RQD denotes Rock Quality Designation. 12. C denotes core run number.	

FIELD NOTES: 1) Stratification lines represent approximate boundaries between soil types. Transitions may be gradual.
 2) Water level readings have been made at times and under conditions stated, fluctuations may occur due to other factors.

Regular Board of Education Meeting
Monday, November 27, 2023 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

Mrs. Alison Couture joined via ZOOM.

Also Present: Alan B. Bookman, Superintendent
Matthew Dunbar, 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 7:00PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Mike Rosenbush, Parent and Community Volunteer

4. Student Representatives' Report

4.A. Jachimma Anaedo, Class of 2024

Student Representative, Jachimma Anaedo, Class of 2024, shared with the Board upcoming and past events at GHS.

4.B. Hayley Lemieux, Class of 2025

Student Representative, Hayley Lemieux, Class of 2025, was not present at tonight's meeting.

5. Information Session for Public Comment

There was no in-person public comment. The one online public comment was addressed by administration.

6. Business Requiring Action

6.A. Approval of Plans for Strength and Conditioning Facility at Glastonbury High School

Al Costa, Director of Operations and Maintenance along with David Stein, from Silver Petrucelli and Associates, provided an overview of the project and plans. The project will be paid for with Board of Education funds from the 1% Fund.

Board approves the plans for Strength and Conditioning Facility at Glastonbury High School with the addition of solar lights and a gender neutral bathroom. 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

6.B. Acceptance for First Reading Glastonbury High School Program of Studies 2024-2025
Dr. Nancy Bean, Principal at Glastonbury High School provided the Board with an overview of the significant changes to the Program of Studies and answered questions from the Board. Board accepts the Glastonbury High School Program of Studies for the 2024-2025 school year 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

6.C. Acceptance for First Reading Smith Middle School Program of Studies 2024-2025
Dr. Bobby Skarvelas, Principal at Smith Middle School provided the Board with an overview of changes to the Program of Studies. Board accepts the Smith Middle School Program of Studies for the 2024-2025 school year 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

Motion to move agenda item 7.A. Program Reports to be presented at this time.
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.A. Program Reports

7.A.1. Art Program Report

Holly Constantine, Director of Art, shared highlights of her report with the Board.

7.A.2. History and Social Sciences Program Report

Brendan Callahan, Director of History and Social Sciences, shared highlights of his report with the Board.

7.A.3. Music Curriculum Review Report

Leslie Lopez, Director of Music, shared her Music Curriculum Review Report with the Board.

7.A.4. Music Program Report

Leslie Lopez, Director of Music, shared highlights of her report with the Board.

6.D. Approval of Capital Improvement Plan 2025-2029

Dr. Foyle, Board Chair recommended updates to the proposed CIP Plan. Recommendations included the removal of the State CT HVAC/IAQ Grant - Phase 2 as this project is currently being presented to the Board of Finance and Town Council for approval. He also recommended that the Naubuc replacement gymnasium roof top ventilation unit project be included in the 2028 project recommendations. Dr. Bookman then provided his recommendations for priority rankings of the 2025 year projects.

Board approves the 2025-2029 Capital Improvement Plan with the removal of the State CT HVAC/IAQ Grant, the inclusion of the Naubuc HVAC replacement in the 2028 year, along with recommended rankings provided by GPS Administration. 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

6.E. Acceptance for First Reading Board of Education Meeting Dates for January 2025 - January 2026

Dr. Bookman provided the Board with recommended meeting dates for January 2025 through January 2026. This dates will be presented to the Board for approval at the December 11, 2023 Board of Education meeting.

Board accepts the Board of Education meeting dates for January 2025 through January 2026 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

6.F. Approval of Board of Education Policy/Regulation #5111 - Admission to School and Placement

This policy accepted at the November 13, 2023 Board of Education was presented for approval. Board approves Board of Education Policy #5111 - Admission to School and Placement. 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

6.G. Approval of New Board of Education Policy #4113.12 - Minimum Duty Free Lunch Period for Teachers

This policy accepted at the November 13, 2023 Board of Education was presented for approval by Dr. Bookman.

Board approves new Board of Education Policy #4113.12 - Minimum Duty Free Lunch Period for Teachers. 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

6.H. Approval of Board of Education Policy/Appendix #5142.4 - School Resource Officer
This policy accepted at the November 13, 2023 Board of Education was presented for approval. Board approves Board of Education Policy #5142.4 and Appendix - School Resource Officer. 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

6.I. Approval of Student Trip to Boston, Massachusetts
Board approves the student trip to Boston, Massachusetts, 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 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

6.J. Approval of GHS Student Trip to Indianapolis, Indiana

Board approves the GHS student trip to the National FFA Convention in Indianapolis, Indiana, 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 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

6.K. Approval of the November 13, 2023 Regular Board of Education Meeting Minutes
Board approves the meeting minutes from the Regular Board of Education meeting on Monday, November 13, 2023. 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

6.L. Approval of the November 14, 2023 Special Board of Education Meeting Minutes
Board approves the meeting minutes from the Special Board of Education meeting on Tuesday, November 14, 2023. 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

6.M. Approval of the November 20, 2023 Special Board of Education Meeting Minutes
Board approves the meeting minutes from the Special Board of Education meeting on Monday, November 20, 2023. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mr. Matthew Saunig: Abstain
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
Ms. Julie Thompson: Yea

7. Reports and Discussion

7.B. Open Choice Update

Board of Education member Dave Peniston, Jr and Superintendent of GPS, Dr Alan Bookman shared with the Board a report on their findings regarding Open Choice in other school systems.

7.C. Glastonbury Education Foundation

Board of Education member Ms. Julie Thompson shared with the Board an update on the success of the Gala held last week.

8. Committee Reports

Board of Education member Ms. Julie Thompson shared with the Board an update from the PTSO meeting.

9. Chairman's Reports

Board of Education Chair, Dr. Doug Foyle shared with the Board that he and Superintendent of Schools, Dr. Alan Bookman will be attending the Board of Finance Meeting tomorrow, Tuesday, November 28th, 2023, at 9:00AM.

9.A. 2023-2025 Committee Assignments

Board of Education member, Ms. Jenn Jennings requested to be part of and Chair the Strategic and Facilities Planning working committee.

Board moves to approve that Ms. Jenn Jennings and Mrs. Kali Cavanaugh switch their assigned committees. Ms. Jenn Jennings will join the Strategic & Facilities Planning and Mrs. Kali Cavanaugh will join the Communications committee. This motion, made by Ms. Jenn Jennings and seconded by Mrs. Kali Cavanaugh, Carried.

Dr. Douglas Foyle: Abstain
Mr. Matthew Saunig: Nay
Mrs. Kali Cavanaugh: Yea
Mrs. Alison Couture: Yea
Mrs. Jennifer Faust: Yea

Ms. Jenn Jennings: Yea
Mr. David Peniston, Jr: Yea
Ms. Julie Thompson: Yea

10. Superintendent's Report

10.A. Student Suspension Report, October 2023
10.B. Dates to Remember

11. Adjournment

Board moves to adjourn the meeting and go into an Executive Session to discuss a complaint made against a Central Office Employee. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried. The meeting was adjourned at 10:07PM

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

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

Respectfully Submitted,



Kali Cavanaugh, Secretary
Approved: 12/11/2023

These minutes are complete. Additions or corrections, if any, that have been added at a subsequent meeting at which these minutes were approved, have been incorporated.

PROJECT TITLE:

Glastonbury High School:

Strength and Conditioning Facility

330 Hubbard Street
Glastonbury, CT 06033

ARCHITECT
SILVER PETRUCELLI & ASSOC.
3190 WHITNEY AVENUE, HAMDEN CT 06518
311 STATE STREET NEW LONDON, CT 06320
PHONE 203 230 9007 silverpetrucelli.com



DRAWING LIST

COVER SHEET

CIVIL/ SURVEY/ LANDSCAPE:

- C-1.0 EROSION & SEDIMENT CONTROL PLAN
- C-1.1 EROSION & SEDIMENT DETAILS
- C-2.0 SITE PLAN
- C-3.0 DETAILS
- C-3.1 SITE DETAILS

ARCHITECTURAL:

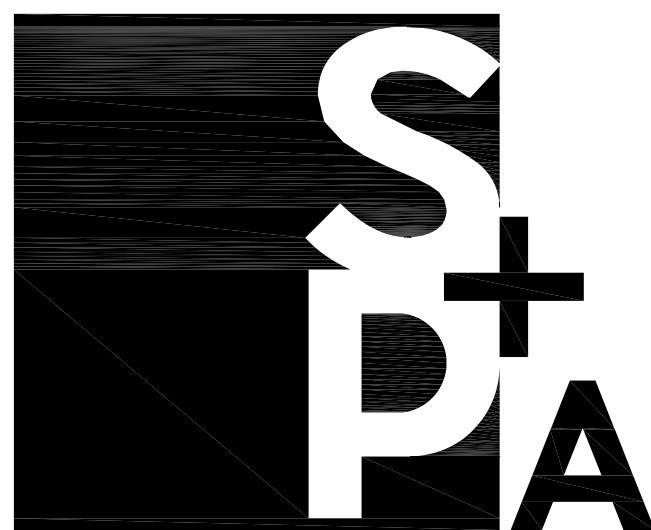
- A110 FIRST FLOOR AND ATTIC FLOOR PLANS
- A300 EXTERIOR ELEVATIONS
- A301 EXTERIOR ELEVATIONS

ELECTRICAL:

- E1.0 ELECTRICAL SITE PLAN

M/E/P/FP

SILVER PETRUCELLI & ASSOC.
3190 WHITNEY AVENUE, HAMDEN CT 06518
311 STATE STREET NEW LONDON, CT 06320
PHONE 203 230 9007 silverpetrucelli.com

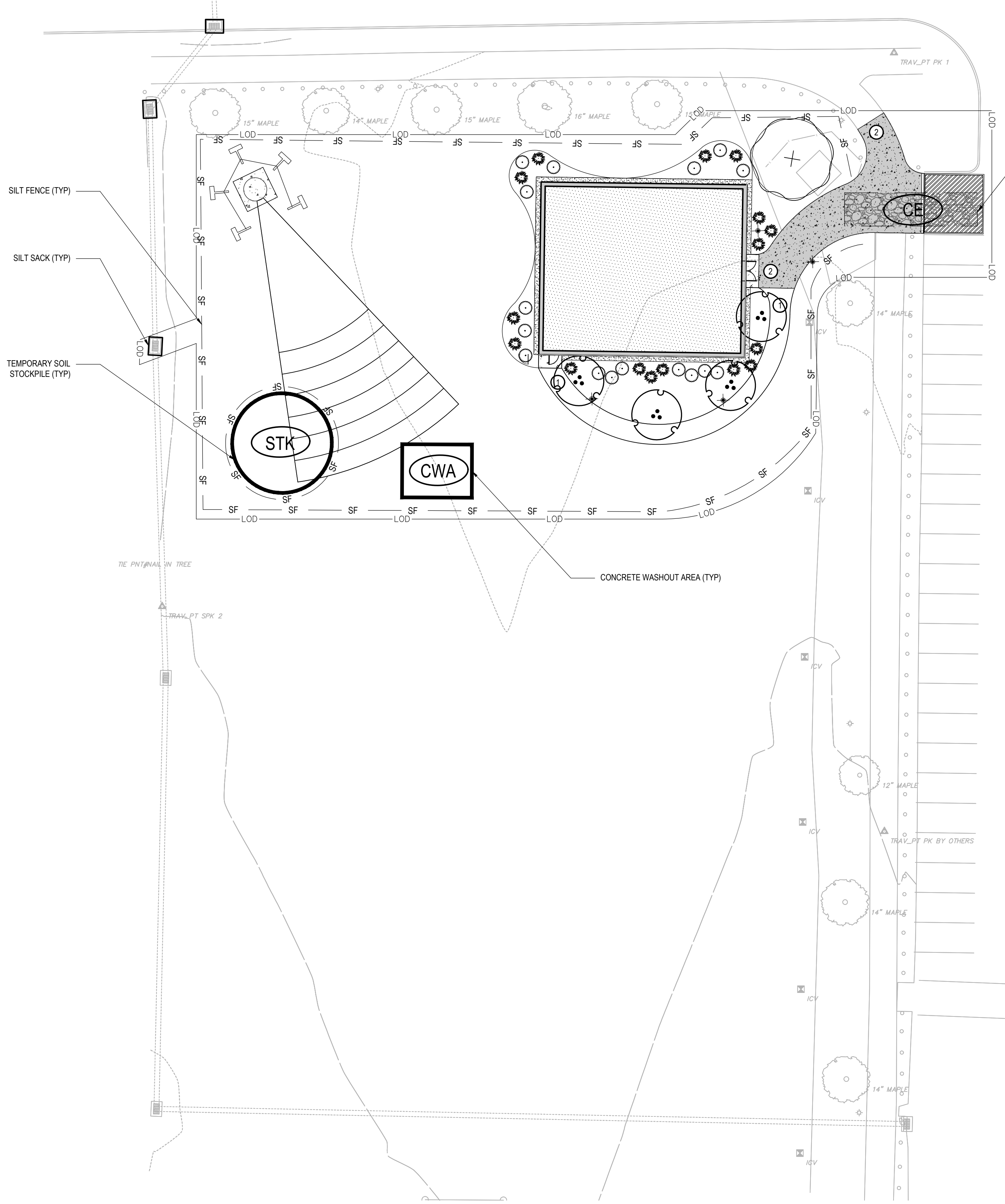


SILVER PETRUCELLI + ASSOCIATES

3190 WHITNEY AVENUE HAMDEN CT 06518
311 STATE STREET NEW LONDON CT 06320
203 230 9007 silverpetrucelli.com

TOWN PERMIT SET

ISSUED: 11/22/2023



EROSION AND SEDIMENT CONTROL NOTES:

- THIS PLAN IS FOR SITE PREPARATION & EROSION AND SEDIMENTATION CONTROL ONLY. SEE OTHER PLANS FOR THE SCOPE OF CONSTRUCTION WORK.
- IT IS ANTICIPATED THAT CONSTRUCTION WILL OCCUR BETWEEN SPRING 2024 AND FALL 2024 AND FINAL STABILIZATION WILL BE COMPLETE BY NOVEMBER 2024.
- THE MEASURES SPECIFIED HEREON ARE THE MINIMUM REQUIREMENTS FOR E&S CONTROL AND ARE SHOWN IN GENERAL SIZE AND LOCATION ONLY. THE CONTRACTOR SHALL BE RESPONSIBLE FOR ENSURING THAT ALL E&S CONTROL MEASURES ARE CONFIGURED AND CONSTRUCTED IN A MANNER THAT WILL MINIMIZE EROSION OF SOILS AND PREVENT THE TRANSPORT OF SEDIMENTS AND OTHER POLLUTANTS TO ANY RESOURCE AREAS. PROVIDE ADDITIONAL E&S MEASURES AS REQUIRED TO CONTROL EROSION AND SILTATION THROUGHOUT THE DURATION OF THE CONSTRUCTION AS CONDITIONS DICTATE AND/OR AS DIRECTED BY THE OWNER OR THE ENGINEER.
- MONITOR AND INSPECT ALL E&S MEASURES IN AN ONGOING MANNER THROUGHOUT THE WORK AND TAKE CORRECTIVE MEASURES, AS REQUIRED, TO MINIMIZE EROSION OF SOILS AND PREVENT THE TRANSPORT OF SEDIMENTS AND OTHER POLLUTANTS TO ANY RESOURCE AREAS.
- ANY EROSION AND SEDIMENTATION MEASURE IMPLEMENTED BEYOND THAT SHOWN HEREON SHALL CONFORM TO APPLICABLE SECTIONS OF THE STATE OF CONNECTICUT'S 2002 "CONNECTICUT GUIDELINES FOR SOIL EROSION AND SEDIMENT CONTROL."
- ANY STOCKPILED MATERIAL SHALL BE SUBJECT TO EROSION CONTROL MEASURES THAT INCLUDE A MINIMUM OF SILT FENCE OR HAY BALE BARRIER COVER STOCKPILES IF SIGNIFICANT RAINFALL IS PREDICTED.
- PROVIDE TEMPORARY SEEDING WITH MULCH ON ALL EXPOSED SOIL AREAS WHERE WORK WILL BE SUSPENDED FOR LONGER THAN 30 DAYS. APPLY SEED AND MULCH WITHIN THE FIRST 7 DAYS OF SUSPENDING WORK. WHEN SEEDING IS NOT POSSIBLE DUE TO SEASONAL WEATHER CONDITIONS OR OTHER FACTORS, PROVIDE TEMPORARY STRUCTURAL SOIL PROTECTION SUCH AS MULCH, WOODCHIPS, EROSION CONTROL MATTINGS, OR COMPOST.
- NO RUNOFF SHALL BE ALLOWED TO EXIT THE SITE PRIOR TO TREATMENT FOR SEDIMENT REMOVAL.
- THE CONTRACTOR SHALL MAINTAIN A CLEAN CONSTRUCTION SITE AND SHALL NOT ALLOW THE ACCUMULATION OF RUBBISH OR CONSTRUCTION DEBRIS. ALL TRASH SHALL BE CLEANED ON A DAILY BASIS AND THE SITE SHALL BE LEFT IN A NEAT CONDITION AT THE END OF EACH WORK DAY.
- TAKE ALL NECESSARY PRECAUTIONS TO AVOID THE SPILLAGE OF FUEL OR OTHER POLLUTANTS AND ADHERE TO ALL APPLICABLE POLICIES AND REGULATIONS RELATED TO SPILL PREVENTION, CONTROL, AND RESPONSE.
- FOR DUST CONTROL, PERIODICALLY MOISTEN EXPOSED SOIL SURFACES WITH WATER AND MAINTAIN ADEQUATE MOISTURE LEVELS.
- SWEEP ADJACENT ROADWAYS IF MUD OR SOIL IS TRACKED ON TO THEM, OR AS DIRECTED BY THE ENGINEER.

SITE PREPARATION NOTES:

- CONTRACTOR SHALL NOTIFY "CALL BEFORE YOU DIG" (1-800-922-4455) AND VERIFY UTILITY MARK-OUT WITH THE OWNER PRIOR TO THE INITIATION OF ANY SITE DISTURBANCE.
- THE CONTRACTOR IS SOLELY RESPONSIBLE FOR VERIFICATION OF THE LOCATION AND NATURE OF ALL SUBSURFACE UTILITIES AT THE PROJECT WHICH MAY BE AFFECTED BY THE WORK. COORDINATE WITH RESPECTIVE UTILITY OWNERS AND PERFORM VERIFICATION OF TYPE, LOCATION, AND INVERTS AS REQUIRED.
- PROTECT ALL IMPROVEMENTS NOT INCLUDED WITHIN THE LIMITS OF WORK. ANY IMPROVEMENT WHICH IS DAMAGED SHALL BE REPAIRED OR REPLACED IN-KIND TO THE OWNER'S SATISFACTION.
- DURING DEMOLITION, PROTECT ALL ADJACENT PAVEMENT, ABOVE-GRADE AND BELOW-GRADE UTILITIES, DRAINAGE STRUCTURES, LIGHT BASES, AND OTHER IMPROVEMENTS POTENTIALLY AFFECTED BY THE WORK. CLEARLY DELINEATE THE LIMITS OF WORK AND MARK BARRICADE, OR OTHERWISE IDENTIFY THOSE IMPROVEMENTS THAT ARE TO BE PROTECTED AND/OR AVOIDED. ANY IMPROVEMENT WHICH IS DAMAGED SHALL BE REPAIRED OR REPLACED IN-KIND TO THE OWNER'S SATISFACTION.
- THE LOCATIONS OF EXISTING SITE FEATURES AS SHOWN HAVE BEEN OBTAINED FROM MAPS, SURVEYS, FIELD INSPECTIONS, AND OTHER AVAILABLE INFORMATION. THEY MUST BE CONSIDERED APPROXIMATE BOTH TO LOCATION, SIZE, AND AS-BUILT CONDITION AND ARE PROVIDED FOR INFORMATIONAL PURPOSES ONLY. THE CONTRACTOR IS SOLELY RESPONSIBLE FOR DETERMINING ACTUAL FIELD CONDITIONS.
- THE DIMENSIONS SHOWN ON THE PLANS, INCLUDING THE INTENDED DIMENSIONS OF THE WORK, MAY VARY FROM ACTUAL EXISTING CONDITIONS IN THE FIELD. THE CONTRACTOR SHALL TAKE APPROPRIATE MEASUREMENTS TO VERIFY ALL DIMENSIONS SHOWN ON THE DRAWINGS AS WELL AS OTHER DIMENSIONS HE MAY DEEM APPROPRIATE TO FACILITATE THE COMPLETION OF THE WORK. NOTIFY THE ENGINEER OF ANY DISCREPANCIES BETWEEN EXISTING CONDITIONS AND THE CONTRACT DOCUMENTS BEFORE PROCEEDING WITH THAT PORTION OF THE WORK.
- IMPLEMENTING WORKER SAFETY AND/OR HEALTH PROTOCOLS THAT ADDRESS COMPLIANCE WITH RULES, LAWS, AND REGULATIONS PERTAINING TO CONSTRUCTION SAFETY AND/OR THE POTENTIAL AND/OR ACTUAL RISK OF EXPOSURE TO SITE-SPECIFIC PHYSICAL OR CHEMICAL HAZARDS IS SOLELY THE RESPONSIBILITY OF THE CONTRACTOR.
- PROVIDE PAVEMENT SAWCUT AT THE EDGE OF EACH PAVEMENT REMOVAL AREA TO ESTABLISH A CLEAN EDGE WHERE NEW WORK WILL MEET EXISTING PAVEMENT. SAWCUT SHALL BE A MINIMUM OF 12 INCHES FROM EDGE OF PAVEMENT REMOVAL.
- UNLESS OTHERWISE INDICATED, ALL DISTURBED AREAS SHALL BE RESTORED WITH FOUR (4) INCHES OF LOAM, SEED, FERTILIZED, AND MULCHED. PROVIDE ADDITIONAL EROSION CONTROLS AS REQUIRED.
- PORTABLE TOILETS AND DUMPSTER BOXES SHALL BE LOCATED AT LEAST 10 FEET FROM ANY STRUCTURE, TRAILER OR MATERIAL STOCKPILE.
- THERE SHALL BE NO OPEN BURNING OF CONSTRUCTION DEBRIS, WASTE, OR VEGETATION.
- ALL CONSTRUCTION ACTIVITIES SHALL BE COORDINATED WITH THE POLICE DEPARTMENT.

EROSION CONTROL NARRATIVE

THE PROJECT PROPOSES TO CONSTRUCT A WEIGHT ROOM ON HIGH SCHOOL PROPERTY. PUBLIC WATER AND SEWER ARE AVAILABLE. SITE TOPOGRAPHY IS FLAT. THIS PROJECT WILL INCLUDE IMPROVEMENTS SUCH AS SIDEWALKS, LANDSCAPING, EARTHWORK, DRAINAGE AND UTILITY CONNECTIONS.

THE SPECIFIC EROSION CONCERNS, AND ASSOCIATED SOLUTIONS, ARE AS FOLLOWS:

- AIRBORNE DUST MIGRATION - IT IS CRITICAL THAT DUST MIGRATION BE MITIGATED BY PERIODICALLY DAMPENING EXPOSED SOILS WITH WATER TO PREVENT DUST FROM MIGRATING TO NEIGHBORING PROPERTIES. ADDITIONALLY, STOCKPILES NOT IN USE FOR 30 DAYS OR LONGER SHOULD BE COVERED WITH TARP OR TEMPORARILY SEEDED TO PREVENT RUNOFF TO THE MUNICIPAL SYSTEM.
- SEDIMENT-LADEN WATER - ALL EXISTING CATCH BASINS SUBJECT TO SITE FLOW ON THE SITE, SHALL BE FITTED WITH INLET PROTECTION. AS NEW CATCH BASINS ARE CONSTRUCTED ON THE SITE, THEY SHALL BE FITTED WITH INLET PROTECTION. ADDITIONALLY, SEDIMENT BARRIER PROTECTION, EITHER IN THE FORM OF HAY BALES, OR FILTER SOCKS, SHALL BE MAINTAINED ON THE SOUTH SIDE OF THE SITE. ALL SEDIMENT PROTECTION ITEMS SHALL BE CHECKED ON A WEEKLY BASIS, AND AFTER A STORM GENERATING A RUNOFF, TO ENSURE THEY ARE IN GOOD, WORKING CONDITION, AND FUNCTIONING AS DESIGNED.

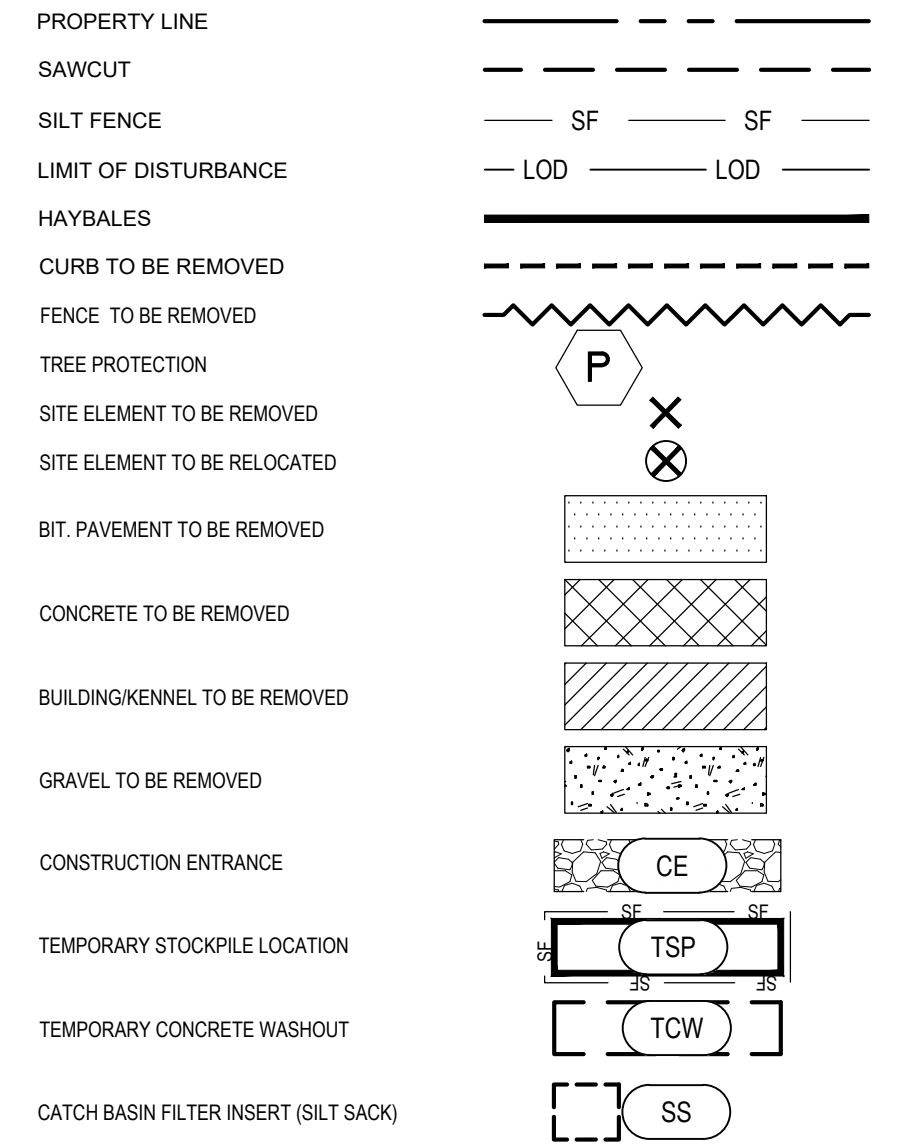
THE GENERAL CONTRACTOR WILL BE RESPONSIBLE FOR THE PLACEMENT AND UPKEEP OF THE EROSION CONTROL MEASURES, AS WELL AS ENSURING SEDIMENT-LADEN WATER DOES NOT ENTER THE RESOURCE AREAS AND AIRBORNE DUST DOES NOT AFFECT NEIGHBORING PROPERTIES.

IT IS HEREBY CERTIFIED THAT THIS SOIL EROSION AND SEDIMENT CONTROL PLAN IS IN COMPLIANCE WITH SECTION 19 OF THE GLASTONBURY BUILDING-ZONE REGULATIONS OR SECTION 5.7.b (13) OF THE GLASTONBURY SUBDIVISION AND RESUBDIVISION REGULATIONS, AS APPLICABLE, AND THAT IT SATISFIES THE MINIMUM STANDARDS ESTABLISHED IN CONNECTICUT GUIDELINES FOR SOIL EROSION AND SEDIMENT CONTROL (1985), AS AMENDED.

THE PERMITTEE UNDER THIS PLAN IS RESPONSIBLE FOR ENSURING COMPLIANCE WITH THIS PLAN. THE TOWN OF GLASTONBURY SHALL NOT BE HELD LIABLE FOR IMPROPER INSTALLATION, LACK OF MAINTENANCE OR OTHER NEGLECT ON BEHALF OF THE PERMITTEE.

DATE: _____
 CHAIRMAN OF SECRETARY OF THE TOWN
 PLAN AND ZONING COMMISSION

SITE PREPARATION LEGEND

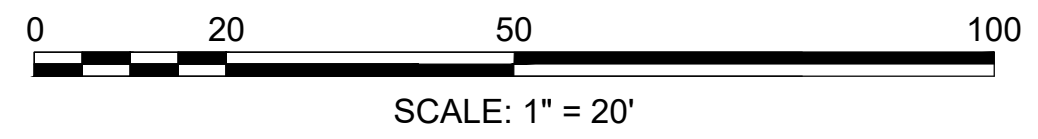


TEMPORARY E&S MEASURES MAINTENANCE SCHEDULE

E&S MEASURE	MAINTENANCE MEASURES	SCHEDULE
FILTER INSERTS IN DRAINAGE SYSTEM	CLEAN CATCH BASIN GRATE, REMOVE SEDIMENT/DEBRIS FROM FILTER INSERTS	WEEKLY & WITHIN 24 HOURS AFTER STORM GENERATING A DISCHARGE
HAY BALES/ SILT FENCE BARRIER	REPAIR/REPLACE WHEN FAILURE OBSERVED, REMOVE SILT WHEN ACCUMULATION REACHES APPROX. HALF HEIGHT OF BARRIER	WEEKLY & WITHIN 24 HOURS AFTER STORM GENERATING A DISCHARGE
TARP TEMPORARY STOCKPILES	ENSURE TARP IS SECURED OVER STOCKPILE AT THE END OF EACH DAY	DAILY
CONSTRUCTION ENTRANCE	SWEEP PAVED ROADWAY ADJACENT TO SITE ENTRANCE AS NECESSARY, REFRESH STONE AS NECESSARY, REMOVE SILTED GRAVEL	WEEKLY
MOISTEN EXPOSED SOILS	PERIODICALLY MOISTEN EXPOSED SOIL SURFACES WITH WATER ON UNPAVED TRAVELWAYS AND KEEP TRAVELWAYS DAMP	DAILY

SUGGESTED CONSTRUCTION SEQUENCE:

- CONDUCT A PRE-CONSTRUCTION MEETING WITH THE OWNER AND PRIOR TO ANY CONSTRUCTION ACTIVITY.
- INSTALL CONSTRUCTION ENTRANCE.
- INSTALL PERIMETER E&S CONTROLS.
- PERFORM BULK EARTHWORK OPERATIONS.
- BEGIN CONSTRUCTION OF BUILDING FOUNDATION.
- CONSTRUCT UTILITIES.
- CONSTRUCT LANDSCAPE AREAS.
- CONSTRUCT LANDSCAPING AND OTHER SITE AMENITIES.
- AT THE CONCLUSION OF CONSTRUCTION, COMPLETE THE INSTALLATION OF POST-CONSTRUCTION SITE STABILIZATION MEASURES AS SHOWN ON THE DRAWINGS.



Project Title:
**Glastonbury High School:
 Strength and Conditioning Facility**
 330 Hubbard Street
 Glastonbury, CT 06033



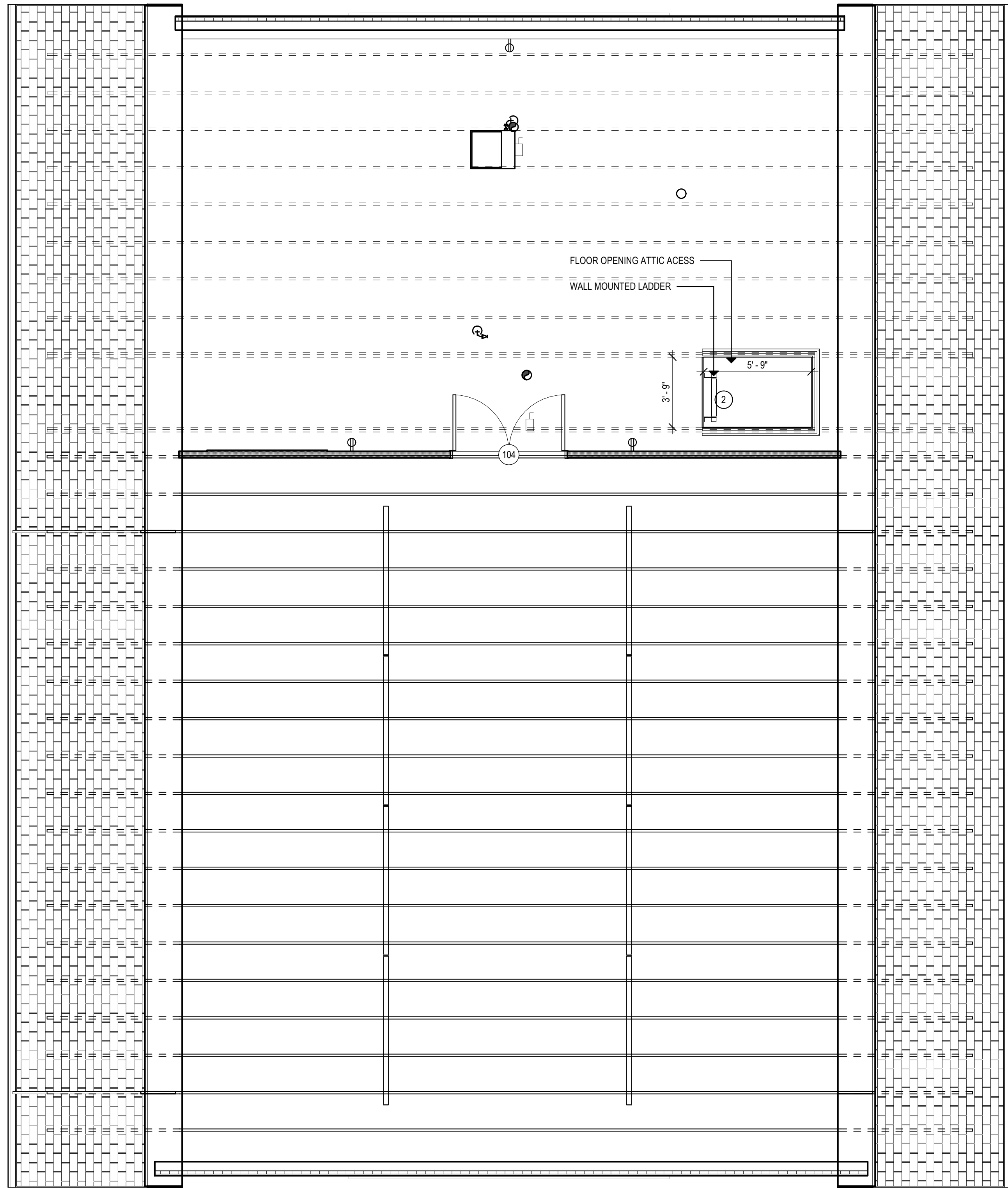
SILVER PETRUCELLI + ASSOCIATES
 3190 WHITNEY AVENUE HAMDEN CT 06518
 311 STATE STREET NEW LONDON CT 06320
 203 230 9007 silverpetrucelli.com

Revision:	Description:	Date:	Revised By:

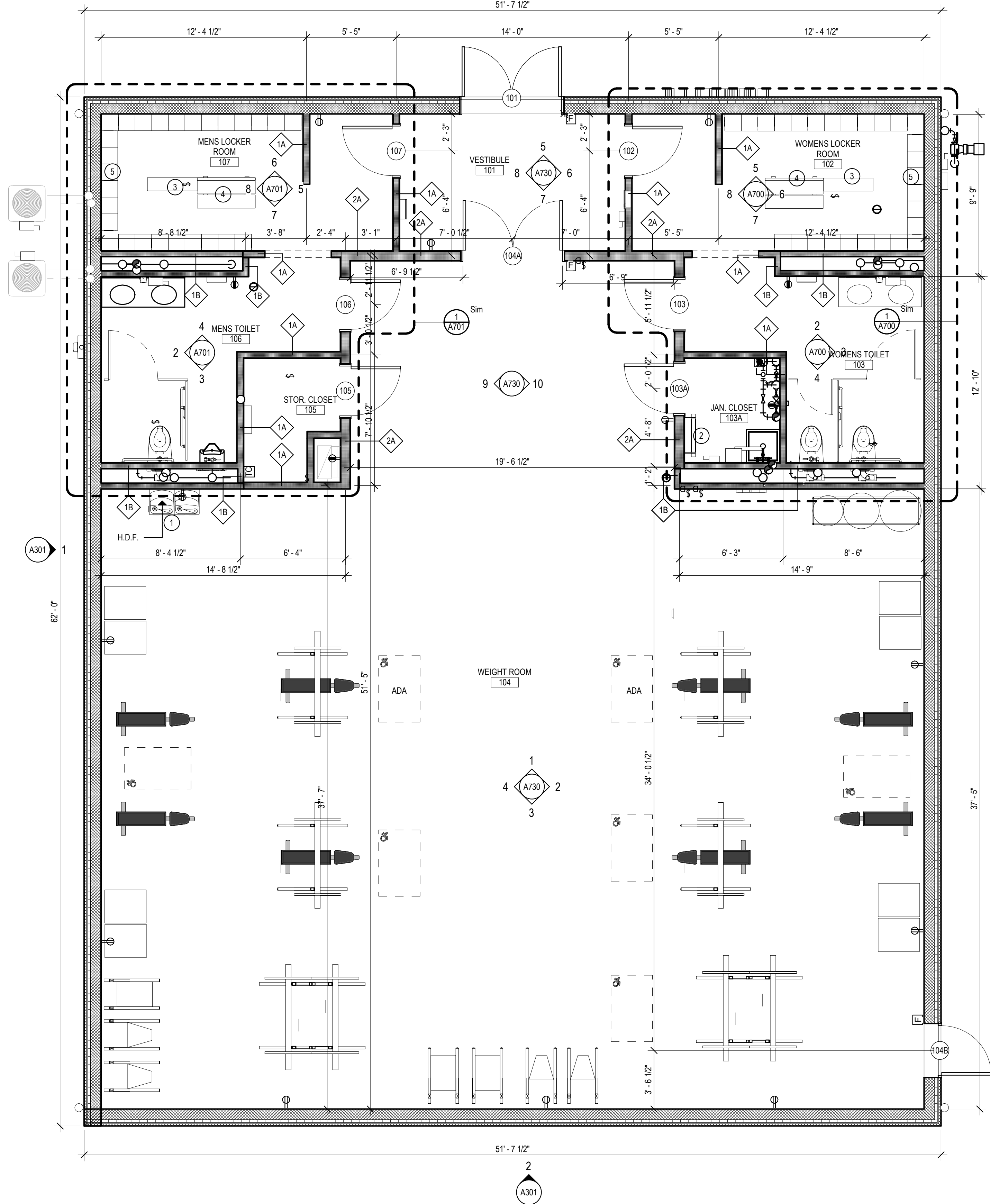
Drawing Title:
**EROSION & SEDIMENT
 CONTROL PLAN**

Date:
 ISSUED: 11/22/2023
 Scale:
 AS SHOWN
 Drawn By:
 Project Number:
 23.105

Drawing Number:
C-1.0



2 ATTIC LEVEL FLOOR PLAN
1/4" = 1'-0"



1 MAIN LEVEL FLOOR PLAN
1/4" = 1'-0"

SYMBOL LEGEND

- NEW METAL STUD PARTITIONS
- NEW MASONRY WALL
- NEW CMU WALL
- DOOR NUMBER
- WINDOW TYPE
- ROOM NAME
- ROOM NUMBER
- PARTITION TYPE
- CONSTRUCTION NOTE
- EXTERIOR ELEVATION NUMBER
- SHEET NUMBER
- INTERIOR ELEVATION NUMBER
- SHEET NUMBER
- BUILDING SECTION NUMBER
- SHEET NUMBER
- WALL SECTION NUMBER
- SHEET NUMBER
- FIRE EXTINGUISHER CABINET
- FLOOR DRAIN - SLOPE TO DRAIN
- HANDICAPPED DRINKING FOUNTAIN

GENERAL NOTES

1. READ ALL GENERAL NOTES ON DRAWING A001.
2. CONTRACTORS SHALL FIELD VERIFY ALL CONDITIONS AND DIMENSIONS.
3. ALL DIMENSIONS ARE TO OUTSIDE FACE OF BRICK, CONCRETE MASONRY UNITS AND METAL FRAMING UNLESS OTHERWISE NOTED.
4. ALL NEW WALL AND PARTITION ASSEMBLIES SHALL EXTEND TO UNDERSIDE OF DECK UNLESS OTHERWISE NOTED.
5. PROVIDE CMU WITH PRE-MANUFACTURED BULLNOSE AT ALL EXPOSED CORNERS.
6. WHERE THE WORD "ALIGN" IS INDICATED IT SHALL MEAN TO ALIGN BOTH SIDES OF WALL.

CONSTRUCTION NOTES (#)

1. PROVIDE HANDICAP DRINKING FOUNTAIN.
2. PROVIDE WALL MOUNTED LADDER TO ACCESS ATTIC LEVEL.
3. PROVIDE 10" DEEP BENCH WITH LEGS BOLTED TO FLOOR LENGTH OF BENCH INDICATED IN FT ON PLAN.
4. PROVIDE 20" ACCESSIBLE BENCH WITH LEGS BOLTED TO FLOOR.
5. PROVIDE 27 QTY LOCKERS. SEE OTHER DRAWINGS AND PROJECT MANUAL FOR LOCKER TYPE AND DESIGN.

Project Title:
**Glastonbury High School:
 Strength and Conditioning Facility**
 330 Hubbard Street
 Glastonbury, CT 06033

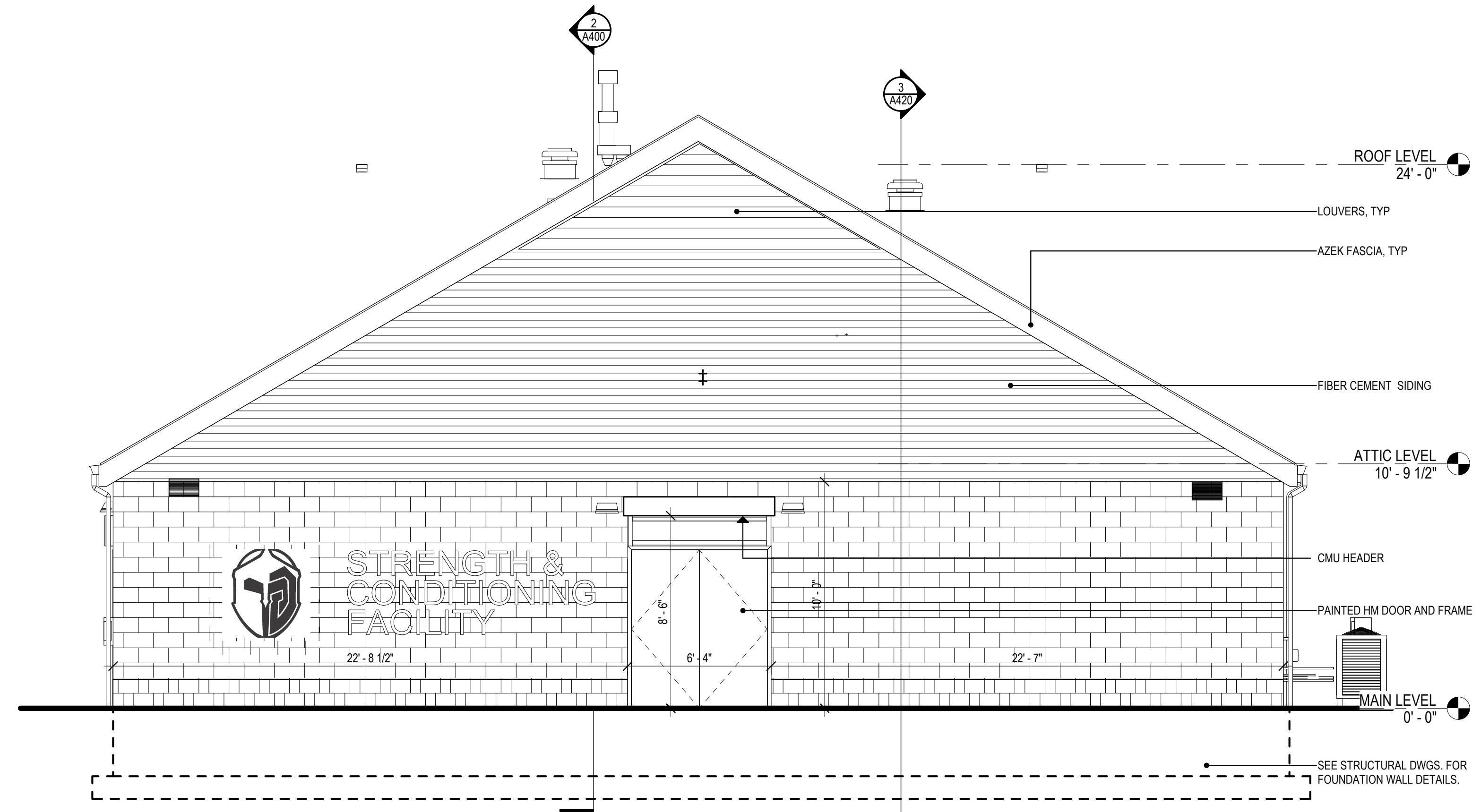


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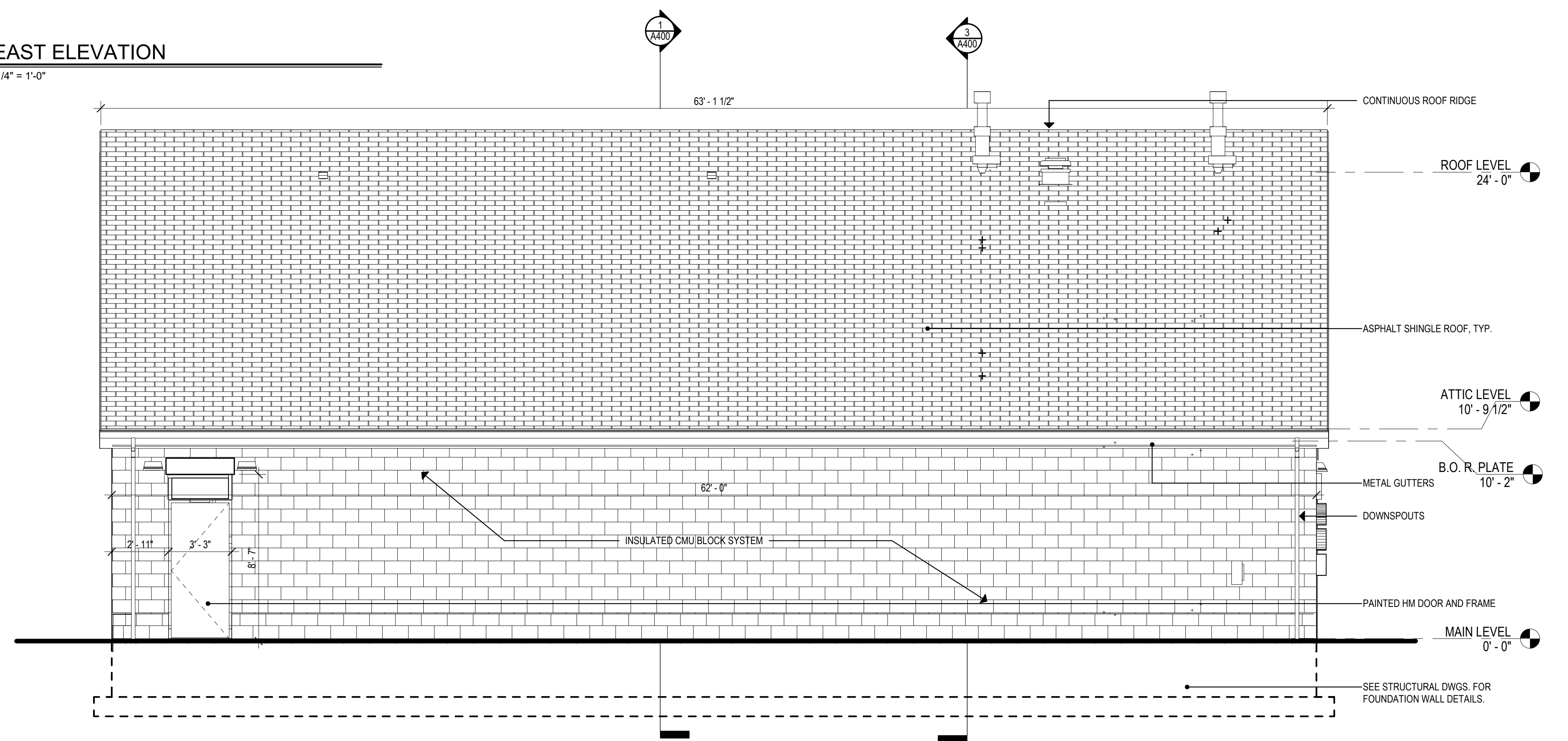
Revision:	Description:	Date:	Revised By:

Drawing Title:
**FIRST FLOOR AND ATTIC FLOOR
 PLANS**

Date: ISSUED: 11/22/2023
 Scale:
 As indicated
 Drawn By: DKB
 Project Number: 23.105
 Drawing Number: **A110**



2 EAST ELEVATION
1/4" = 1'-0"



1 SOUTH ELEVATION
1/4" = 1'-0"

Project Title:
**Glastonbury High School:
 Strength and Conditioning Facility**
 330 Hubbard Street
 Glastonbury, CT 06033



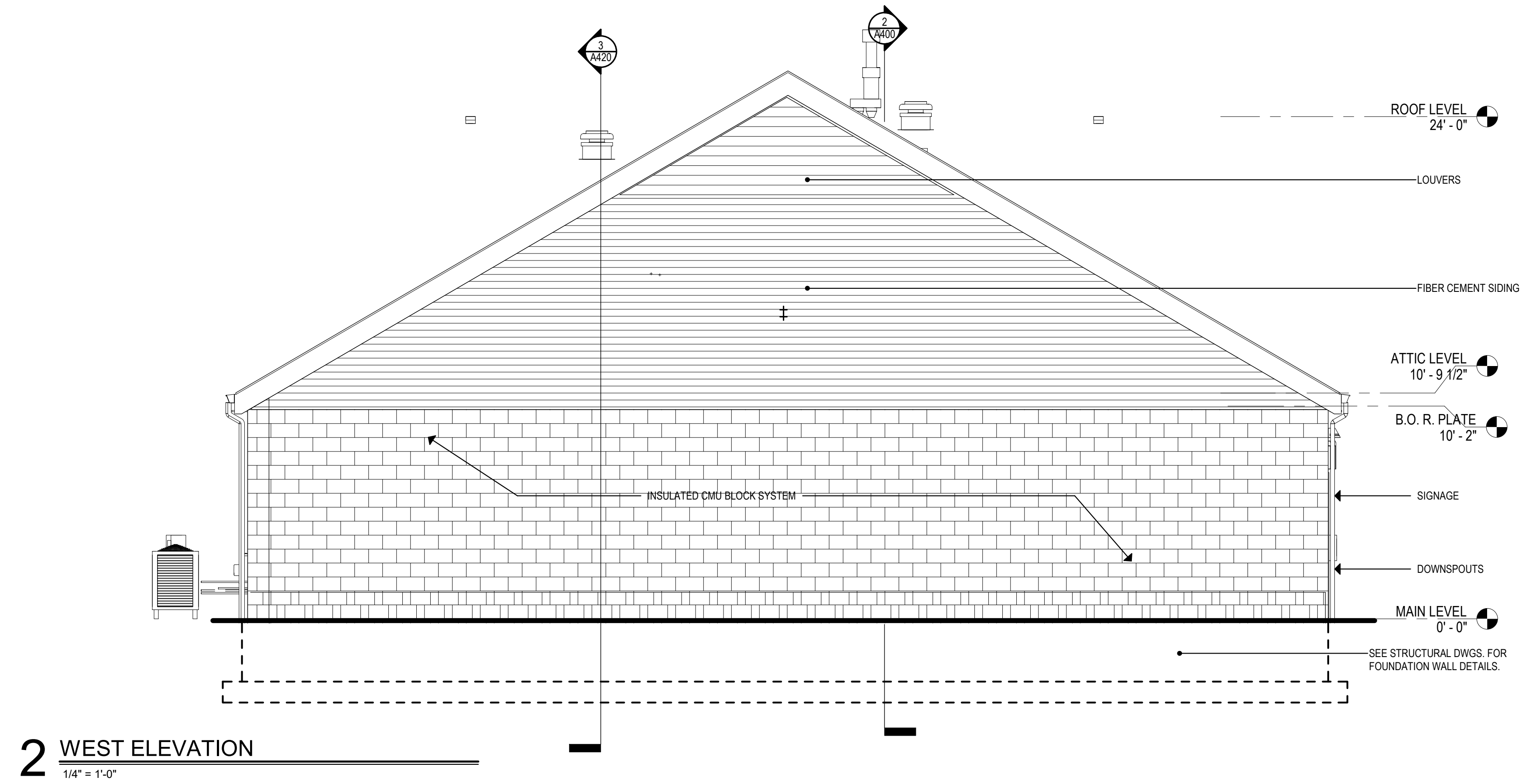
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Revision:	Description:	Date:	Revised By:

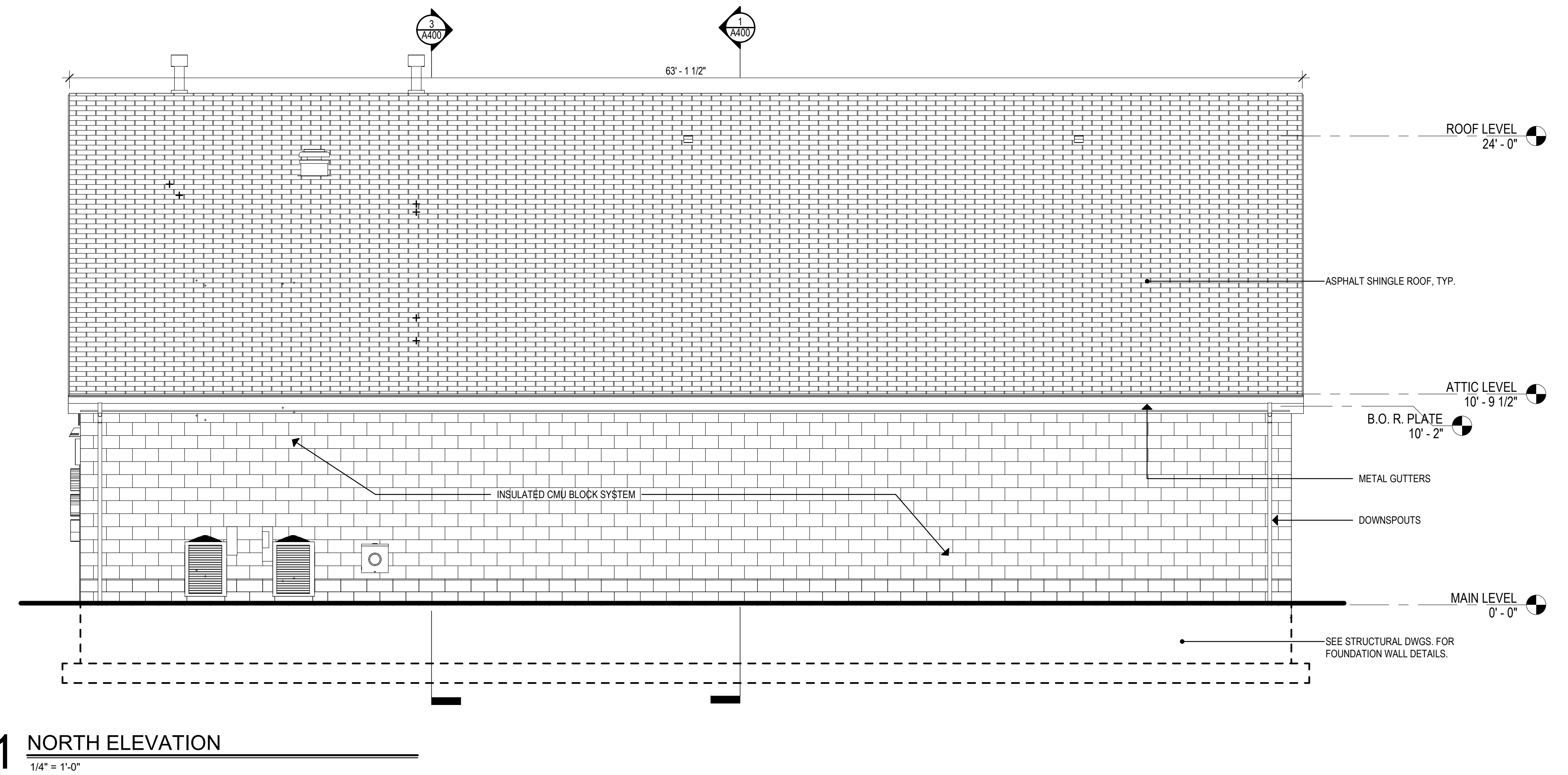
Drawing Title:
EXTERIOR ELEVATIONS

Date: ISSUED: 11/22/2023
 Scale: 1/4" = 1'-0"
 Drawn By: DKB
 Project Number: 23.105
 Drawing Number:

A300



2 WEST ELEVATION
1/4" = 1'-0"



1 NORTH ELEVATION
1/4" = 1'-0"

Project Title:
**Glastonbury High School:
 Strength and Conditioning Facility**
 330 Hubbard Street
 Glastonbury, CT 06033



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 311 STATE STREET NEW LONDON CT 06320
 203 230 9007 silverpetrucci.com

Revision:	Description:	Date:	Revised By:

Drawing Title:
EXTERIOR ELEVATION

Date: ISSUED: 11/22/2023
 Scale: 1/4" = 1'-0"
 Drawn By: DKB
 Project Number: 23.105
 Drawing Number: **A301**



Regular Board of Education Meeting

Monday, March 25, 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
Matthew Dunbar, 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 7:00PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Glastonbury High School Girls' Indoor Track and Field 2024 CIAC Class LL Champions

Dr. Foyle honored the Glastonbury High School Girl's Indoor Track and Field 2024 CIAC Class LL Champions.

3.B. Board of Education Members

Dr. Bookman recognized the GPS Board of Education for their hard work and dedication.

4. Student Representatives' Report

4.A. Jachimma Anaedo, Class of 2024

4.B. Hayley Lemieux, Class of 2025

Student Representative, Hayley Lemieux, Class of 2025 updated the Board about events occurring at GHS. Haley also updated the Board about the new Student Representatives for the 2024/2025 school year. Both Amalia Baird (Class of 2027) and Rujula Thunga (Class of 2027), will be replacing Jachimma, upon her graduation in May, 2024.

5. Information Session for Public Comment

Sue Margolis, 23 Ruff Circle, Glastonbury invited the Board and GPS Administration to the Glastonbury Holocaust Remembrance.

Andrew Ethier, 30 Bell Street, Glastonbury, addressed the Board regarding his complaint which was also shared with the Board during March 11, 2024 Board of Education meeting.

Nick Korns, 73 Shagbark Road, Glastonbury, addressed the Board regarding the bullying policy updates, cell phones, and a book recommendation.

6. Business Requiring Action

6.A. Acceptance of the Glastonbury Public Schools Glastonbury High School New Strength and Conditioning Center Bid and Add Alternates

Board accepts Bid #865-2024 Glastonbury Public Schools Glastonbury High School New Strength and Conditioning Center and awards the bid to Connecticut Carpentry, of Rocky Hill, CT. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

6.B. Acceptance of Revised Board of Education Policy #5131.9 Bullying Prevention and Intervention for First Reading

Board accepts Revised Board of Education Policy #5131.9 Bullying Prevention and Intervention 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

6.C. Acceptance of Revised Board of Education Policy #4118.13/4218.13 Bullying Behavior for First Reading

Board accepts Revised Board of Education Policy #4118.13/4218.13 Bullying Behavior 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

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

Board moves to accept the Superintendent's recommendation to non-renew ten (10) long-term-substitute agreements and one (1) temporary teaching assignments in accordance with the provisions of the Connecticut General State Statute 10-151 and that the Superintendent be directed to advise each individual in writing of the Board action. This motion, made by Ms. Julie Thompson and seconded by 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

6.E. Approval of Board of Education Planning Framework 2024-2025

Board approves the 2024-2025 Board of Education Planning Framework. 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

6.F. Approval of the March 11, 2024 Board of Education Meeting Minutes

Board moves to amend the meeting minutes of Monday, March 11, 2024 to reflect a change in Mr. Robert's public comment to include the word observations rather than feelings. This motion, made by Ms. Jenn Jennings and seconded by Dr. Douglas Foyle, Carried.

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

Board moves to approve the amended meeting minutes of Monday, March 11, 2024. This motion made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

7. Reports and Discussion

7.A. School Reports

7.A.1. Hebron Avenue School

Dr. Linda Provost, Principal at Hebron Avenue School, highlighted areas of her report for the Board.

7.A.2. Buttonball Lane School

Janet Balthazar, Principal of Buttonball Elementary School, highlighted areas of her report for the Board.

7.B. Glastonbury Education Foundation

Julie Thompson, shared that the GEF 5K is scheduled for June 2, 2024 and registration will soon be open.

8. Committee Reports

Matt Saunig, Policy Committee Chair, highlighted the policies discussed at the Policy Committee meeting held prior to tonight's BOE meeting, at 5:30 pm.

Julie Thompson, Budget Committee Chair, shared that the Budget Committee has a scheduled meeting on Tuesday, March 26, 2024, 5:30 pm, at the BOE Central Office.

9. Chairman's Reports

Dr. Foyle, Chairman of the Board, shared the following:

- A request was made, from the Policy Committee, to look at parking at GHS from a facilities' perspective.
- The Town Council approved a \$475, 000 reduction to the school budget.
- The Town Council made a request to have a representative attend any Facilities Committee meetings that involve extended projects. An invitation will be extended prior to any meetings and request the name of the representative attending.

10. Superintendent's Report

Dr. Bookman, Superintendent of GPS, shared that there are ongoing informal negotiation meetings with the GEA.

10.A. Staff Resignations

10.A.1. Joanna Guinan

10.A.2. Constance Gurney

10.A.3. Diane Karwoski

10.A.4. Pamela Lehn

10.A.5. Mary Poisson

- 10.A.6. Natalie Lynn Smith
- 10.A.7. Dawn Steigelfest
- 10.B. Student Suspension Report, February 2024
- 10.C. Dates to Remember

11. 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.

- 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

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

Respectfully submitted,



Kali Cavanaugh, Secretary

Approved: 04/01/2024

These minutes are complete. Additions or corrections, if any, that have been added at a subsequent meeting at which these minutes were approved, have been incorporated.

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

Title of Report: Acceptance of Bid #865-2024 – New Strength & Conditioning Center at Glastonbury High

Board Meeting Date: March 25, 2024

Action: X

Report:

Information:

Discussion:

The bids for the referenced construction project was advertised for public bid on February 19, 2024. The plans and specifications (bid documents) by Silver/Petrucci & Associates Architects were designed in accordance to current building codes and standards. Additionally, all of the legal and ethical requirements as established by the Town of Glastonbury, state and federal laws and regulations, sound internal controls and professional purchasing principles were part of the bid documents.

The bid attracted many interested contractors and on March 19, 2024 we opened a total of 7 bids. Bids were close from one another which is an important data point which speaks to the quality of the plans and specifications.

The basis for a recommendation of a Construction Contract Award is identified within the “Town Instruction to Bidders, Part 6 - Selection Process” which states, the selection of the contractor shall be based on the Lowest Responsible and Responsive Qualified Bidder. The Owner shall award the Contract to the “lowest responsible and responsive qualified Bidder” which is the Bidder (i) whose Bid is the lowest of those Bidders possessing the skill, ability and integrity necessary to faithful performance of the work based on objective criteria considering past performance and financial responsibility; and (ii) whose Bid is responsive and was submitted in accordance with the requirements set forth in the Bidding Documents. To the extent that the Bid Form asks for alternate bids, the Owners’ determination of the lowest Bid will be based on the sum of the Base Bid Amount and the Alternate Bid prices for the alternates that are selected by the Owner for acceptance and as determined by the Owner to be in its best interest.

To that end, we are pleased to recommend a bid award to Connecticut Carpentry of Rocky Hill CT who we have determined to be the “Lowest Responsible and Responsive Qualified Bidder”. The total contract is \$1,635,055 and include two Add Alternates in the amount of \$224,370. This contractor is DAS Pre-Qualified with approximately \$9.6M in current projects within the State; both schools and colleges. They have the demonstrated construction experience to build our new Strength & Condition Center.

Attached is a spreadsheet outlining the bid results.

Submitted By: Al Costa

Reviewed By: Alan Bookman

BID OPENING RECORDING FORM: 11:00 am March 19, 2024

Project: Glastonbury Public Schools Glastonbury High School – New Strength & Conditioning Center, GPS Bid #865-2024

Bidder Name:								
		CT Carpentry	Scope Construction	Orlando Annulli & Sons	WJ Mountford	Sarazin	Diversity Construction	BRD Builders
Item:								
1	Addendum #1 Acknowledged: Y or N	Y	Y	Y	Y	Y	Y	Y
2	Bid Bond Provided: Y or N	Y	Y	Y	Y	Y	Y	Y
3	<u>Base Bid Amount:</u> Prevailing Wage	\$ 1,410,685	\$ 1,497,000	\$ 1,545,000	\$ 1,619,000	\$ 1,698,500	\$ 1,798,000	\$ 1,800,000
4	Add Alternate: Shed Dormers	\$ 55,370	\$ 73,000	\$ 64,204	\$ 43,000	\$ 95,000	\$ 35,000	\$ 59,000
5	Add Alternate: Storage Expansion	\$ 169,000.00	\$ 238,000.00	\$ 248,047.00	\$ 226,000.00	\$ 257,000.00	\$ 340,000.00	\$ 254,000.00
6	Sub Total: items 3,4, and 5	\$ 1,635,055.00	\$ 1,808,000.00	\$ 1,857,251.00	\$ 1,888,000.00	\$ 2,050,500.00	\$ 2,173,000.00	\$ 2,113,000.00
7	Allowance: Excavation and Fill (Incl. in Base Bid) (600CY @ Unit Cost)	\$60/CY	\$120/CY	\$56/CY	\$78/CY	\$78/CY	\$100/Cy	\$120/CY
8	Allowance: Excavation and Fill (Dollar Value in bidders base bid)	\$ 36,000	\$ 72,000	\$ 33,600	\$ 46,800	\$ 46,800	\$ 60,000	\$ 72,000
9	<u>Potential</u> Cost: Excavation and Fill for Building Expansion	\$ 18,000	\$ 36,000	\$ 16,800	\$ 23,400	\$ 23,400	\$ 30,000	\$ 36,000

Notes:

Line #7 is the CY Cost carried for each bidder for the base bid building, Line 3.

Line Item #8 is an allowance value carried in the Base Bid number or line#3. It is based on the estimated 600 CY estimated to remove fill with structural fill.

Line Item #9 the potencial cost 600 CY under the footprint of the building expansion if it is chosen. The Storage Building is approx half of the base building



REGULAR BOARD OF EDUCATION MEETING

Monday, November 25, 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. Smith Middle School, Unified Special Olympics Champion School
 - B. Smith Middle School Girls' Cross Country Team - State Champions
 - C. Glastonbury High School Girls' Cross Country Team - State Open Champions
 - D. Brian Collins - Connecticut High School Coaches Association Hall of Fame
4. Student Representatives' Report
 - A. Hayley Lemieux, Class of 2025
 - B. Amalia Baird, Class of 2027
5. Information Session for Public Comment
6. Business Requiring Action
 - A. Acceptance for First Reading Glastonbury High School Program of Studies 2025-2026
 - B. Acceptance for First Reading Smith Middle School Program of Studies 2025-2026
 - C. Acceptance for First Reading Board of Education Meeting Dates January 2026-January 2027
 - D. Approval of GHS Student Trip to Boston, Massachusetts
 - E. Approval of the November 11, 2024 Meeting Minutes
7. Reports and Discussion
 - A. Program Reports
 1. Operations and Maintenance Program Report
 2. Transportation Program Report
 - B. Veterans Day Celebrations
 - C. Next Generation Accountability Results
 - D. Glastonbury Education Foundation
8. Committee Reports
9. Chairman's Reports
 - A. Strength and Conditioning Facility State Reimbursement Response

10. Superintendent's Report

A. Self-Insurance Reserve Update, October 2024

B. Student Suspension Report, October 2024

C. Staff Resignation

1. Samantha Konopka

D. Dates to Remember

11. Adjournment

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

From: **Foyle, Douglas** <foyled@glastonburyus.org>
Date: Tue, Oct 29, 2024 at 1:50 PM
Subject: Strength and Conditioning Facility State Reimbursement
To: Douglas Foyle <foyled@glastonburyus.org>

Hi Everyone,

On March 25, 2024, the Board asked the administration to reconfirm that the Strength and Conditioning facility was not reimbursable. On March 26, 2024, the administration did so and reconfirmed that it was not reimbursable.

There was interest expressed last night at the Board meeting in a "written" confirmation of this oral report. Dr. Bookman has provided a copy of the exchange below. You will find Al's question at the bottom and a response by Ella Sun at the state directly below.

Bolding emphasis is in the original.

Best,
Doug

Bcc: Board, Bookman

On Tue, Mar 26, 2024 at 5:04 PM Sun, Ella <Ella.Sun@ct.gov> wrote:
Hi Al,

I confirmed this with our legal team. Per statute, Athletic Facility building related expenses are limited eligible costs if the Athletic Facility building is a part of larger projects such as new construction projects. **For stand-alone Athletic Facility building projects, it's not reimbursable from the state.**

I also received an email from Jennifer Jennings from CT Heating & Cooling Contracts Association, who asked a similar question as you. Can you please confirm if Jennifer is working for/with your district?

Please let me know if you have any further questions. Thanks,

Ella

Ella Sun
Director of Grants Administration
Office of Grants Administration
[Administrative Services](#)
Phone: 860-713-6467
Email: ella.sun@ct.gov

From: Costa, Albert <costaa@glastonburyus.org>

Sent: Tuesday, March 26, 2024 8:26 AM

To: Sun, Ella <Ella.Sun@ct.gov>

Subject: Re: Reimbursement Question

EXTERNAL EMAIL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Ella, thank you for this.

I do have a follow-up. When we presented our new Field House a couple of years ago we were informed it would not be eligible at all because the High School contained a Field House and a Weight Room in the existing school. Therefore, the state would not reimburse the project, essentially twice. It was explained that paragraph (3) pertains to building a new school with program spaces, categorized as athletic facilities, and those would be calculated at half of the district's normal eligible reimbursement.

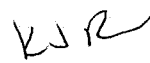
Is that in fact correct?

Albert Costa,
Director of Operations & Facilities
Glastonbury Public Schools

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: January 8, 2025

SUBJECT: Self Insurance Reserve Update December 2024

The attached report summarizes the Self Insurance Reserve fund through **December**. The total reserve is **\$11,268,557** allocated **\$6,347,549** and **\$4,921,008** between Town and Board of Education, respectively. As of **December**, the fund is experiencing a **\$1,808,461** loss for the fiscal year.

There are **10** large loss claims which are defined as any claims that exceed **\$50,000**. There are **seven** large loss claims for the BOE and **three** for the Town. There are **4** claims that have exceeded the individual Stop Loss limit; **three** 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 December 31, 2024

	Town	Education	Total
Contributions			
Employer	\$1,753,920	\$5,486,787	\$7,240,708
Employee	584,796	1,337,961	1,922,757
Stop Loss Reimbursement	1,898,022	204,792	2,102,815
Total Revenues	\$4,236,739	\$7,029,541	\$11,266,280
Expenditures			
Anthem			
ASO Fees	\$41,949	\$154,601	\$196,550
Claims	2,348,328	8,967,353	11,315,681
	\$2,390,277	\$9,121,954	\$11,512,231
Delta Dental			
ASO Fees	\$7,729	-	\$7,729
Claims	87,869	-	87,869
	\$95,598	-	\$95,598
Bank Fees/PCORI Fee	\$0	\$0	\$0
CT Prime	429,389	992,522	\$1,421,911
OneDigital Consultant Fees	9,000	36,000	45,000
	\$438,389	\$1,028,522	\$1,466,911
Total Expenditures	\$2,924,265	\$10,150,476	\$13,074,741
Current Year Revenues Less Expenses	\$1,312,474	(\$3,120,935)	(\$1,808,461)
Reserve July 1, 2024	\$5,035,075	\$8,041,943	\$13,077,018
Reserve at end of month	\$6,347,549	\$4,921,008	\$11,268,557

	Town	BOE	Total
Reserve at end of month	\$ 6,347,549	\$ 4,921,008	\$ 11,268,557
Recommended Minimum Reserve ^A	\$ 1,033,755	\$ 4,070,137	\$ 5,103,892
Variance Over/(Under) Reserved	\$ 5,313,794	\$ 850,871	\$ 6,164,665

A. As of November 2024. The next update will be provided in February 2025.

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

SCHOOL ENROLLMENT January 1, 2025

Elementary	Pre-K = 79	K	1	2	3	4	5	6	Total
Buttonball		83	73	87	71	79	70		463
Hebron Ave.		63	67	87	86	80	80		463
Hopewell		91	85	89	83	109			457
Naubuc		62	67	68	80	79	87		443
Naugaug		80	87	113	76	89	87		532
Elementary Subtotal		379	379	444	396	436	324	0	2358
Gideon Welles							106	445	551
	K-6 Totals								2909
Elementary Total		379	379	444	396	436	430	445	2909
Middle		7	8						Total
Smith Middle	Middle Subtotal	437	437						874
Middle Total		437	437						874
Secondary		9	10	11	12				Total
Glastonbury High	Secondary Subtotal	410	437	429	457				1733
Secondary Total		410	437	429	457				1733
								TOTAL	5516
								Pre-K	79
								OUT OF DISTRICT (29 & GHS ALTERNATIVE PROGRAM (1)	30
								GRAND TOTAL	5625

RECAPITULATION			
	1/2/2024	1/2/2025	Change Over
	Enrollment	Enrollment	Previous Years
	All	All	Enrollment All
	Without M	Without M	
Pre-K	84	79	-5
K	367	379	12
1	436	379	-57
2	380	444	64
3	424	396	-28
4	414	436	22
5	428	430	2
6	432	445	13
Subtotal Elementary	2965	2988	23
7	422	437	15
8	421	437	16
9	443	410	-33
10	436	437	1
11	459	429	-30
12	437	457	20
Subtotal Secondary	2618	2607	-11
TOTAL	5583	5595	12
OUT OF DISTRICT & GHS ALTERNATE	31	30	-1
GRAND TOTAL	5614	5625	11

School Enrollment by Class January 1 , 2025

	GRADE K					=	TOTAL	
Buttonball	17	17	17	16	16	=	83	
Hebron	16	16	16	15		=	63	
Hopewell	20	18	18	18	17	=	91	
Naubuc	16	16	15	15		=	62	
Nayaug	17	17	16	15	15	=	80	
							<u>379</u>	
	GRADE 1							
Buttonball	19	19	18	17		=	73	
Hebron	17	17	17	16		=	67	
Hopewell	18	17	17	17	16	=	85	
Naubuc	17	17	17	16		=	67	
Nayaug	19	18	17	17	16	=	87	
							<u>379</u>	
	GRADE 2							
Buttonball	18	18	17	17	17	=	87	
Hebron	22	22	22	21		=	87	
Hopewell	18	18	18	18	17	=	89	
Naubuc	18	17	17	16		=	68	
Nayaug	20	20	19	18	18	18	=	113
							<u>444</u>	
	GRADE 3							
Buttonball	19	18	17	17		=	71	
Hebron	22	22	21	21		=	86	
Hopewell	21	21	21	20		=	83	
Naubuc	21	20	20	19		=	80	
Nayaug	20	19	19	18		=	76	
							<u>396</u>	
	GRADE 4							
Buttonball	21	20	19	19		=	79	
Hebron	20	20	20	20		=	80	
Hopewell	23	22	22	22	20	=	109	
Naubuc	20	20	20	19		=	79	
Nayaug	23	22	22	22		=	89	
							<u>436</u>	
	GRADE 5							
Buttonball	24	23	23			=	70	
Hebron	20	20	20	20		=	80	
Naubuc	22	22	22	21		=	87	
Nayaug	23	22	22	20		=	87	
Gideon	22	21	21	21	21	=	106	
							<u>430</u>	

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

Title of Report: Proposed Adult and Continuing Education Classes – Winter/Spring 2025

Board Meeting Date: January 13, 2025

Action:

Report: X

Information:

Discussion:

Attached is the list of the proposed Adult & Continuing Education Winter/Spring 2025 classes and trips for your review. As has been the case for the past few years, most of our classes will be live, but we will continue to hold some classes virtually or live online to accommodate both teachers and students, according to preference.

We are pleased to offer over 140 classes and trips for the Winter/Spring 2025 program. Of these, more than 50 are brand-new offerings, include fresh topics, new instructors, or are returning favorites that haven't been offered recently. Our goal is to provide classes that will create interest, encourage lifelong learning and the pursuit of new interests. We would like to recognize the added benefits of these classes, which include bringing people together, making new friends, and providing a welcoming experience for those new to Glastonbury. We also appreciate the opportunity to invite our community into the schools.

We continue to watch for topics that are trending and then search for and offer relevant classes. One topic we will cover in classes includes the new changes to Social Security and Medicare, along with how retirees can maximize tax benefits to optimize retirement income. We are also pleased to be offering new classes in support of vegan and vegetarian diets.

We have some new Personal Enrichment classes we are excited about. There are four new Astronomy 101 classes being held at the GEHMS Planetarium and a new class titled Connecticut Marine Life, which should generate interest. We are also happy to announce that we are again offering Dog Training Without the Dog. Additionally, we will be offering a Podcasting 102 class this term, in addition to the Podcasting 101 class that was new in the fall. Cooking classes of all types continue to be well received - and delicious.

The day trips remain extremely popular and offer educational and recreational activities for our community. We are again sending people east, west, north and south by land and by sea! We will continue to list some trips a term in advance, too, so travelers can make future plans. We will also continue to offer overnight trips and flight and cruise trips.

We're always creating new classes, inspired by potential teachers' proposals, trending topics, and community requests. If you have ideas, please share them!

As always, I would like to thank our talented teachers for delivering engaging, meaningful learning experiences. We're also excited to welcome back some returning instructors. Attached is the proposed class list.

Submitted By: Nancy La Perla

Reviewed By: Alan Bookman

GLASTONBURY ADULT & CONTINUING EDUCATION

PROPOSED CLASSES

Winter/Spring 2025

College Bound

SAT Test, ACT Test or Both?
SAT Prep-Lentz & Lentz
SAT Prep-Princeton Review Essentials

Career, Computer & Business

Cloud Storage
Computer Basics
Canva ~ Graphic Design
Internet Safety and Security
*Intro to Excel**
Introduction to iPhone and iOS
Introduction to Mobile Devices
Land Your Dream Job: A Pathway to Early Career Success
Podcasting 101: The Basics Using Free Software
Podcasting 102: Edit & Publish*
Small Business Computer Security Basics

Creative Arts

Beginner's Drawing*
Calling All Used Greeting Cards
Colored Pencil Drawing*
Digital Photography
Exfoliating Body Scrubs*
Hand Embroidery Basics: Your First Stitches*
*Knitting, Beginning**
*Machine Applique**
Make Money as a Stock Photographer*
Outdoor Watercolor Painting
Persian/Oriental Rug Making
Procreate®: Paint, Sketch Create on an iPad
*Quilting for Beginners**
Take Great Pictures with Your Smart Phone
Wire Wrapped Sea Glass Jewelry

Kids and Teens Corner

Coding School –Minecraft
Coding School-Python
Coding School-Scratch
Hand Embroidery Basics*
Kitchen Kids: Parent & Child Cook!
Socceropolis
Taekwondo Martial Arts for Kids

Gourmet & Nutrition

*Baking 101**
Comfort Food Classics: A Vegan Twist
6 Culinary Cruisin'with Susan classes*
Focaccia
Food Tour with Prudence: Hartford's Little Italy*
Food Tour with Prudence: A Dong's Supermarket
Fresh Spring Rolls
Hot Cross Buns*
Pad Thai
Quick & Easy Weeknight Meals: Vegan*
Scallion Pancakes & Mango Sticky Rice
Seasonal Vegan Cooking*
Sourdough Bread Start-Up Class
Two Pals Bake Lemon Meringue Pie*
Two Pals Make Homemade Calzones*
Vegan Appetizers for Entertaining*
Vegan Brunch Favorites*

Health, Well Being, Fitness & Sports

All Levels Yoga
*Body Sculpting**
*Discovering Life Purpose**
Golf Fore Women
Golf – Men's Playing Through
Martial Arts and Stress Relief
Mental Health First Aid
Vinyasa Yoga
What Are Chakras?

Home, Garden, Pets & Outdoors

Herbal Teas*
Herbs of the Spring Equinox*
Homes Today: Interior Design*
Infused Oils
Infused Vinegars
*Perennial Gardening**
Replacement Window Workshop

Language, Travel and Culture

American Sign Language, Beginning
French, Beginning
French II
German, Beginning
German, Intermediate
(continued below)

Language, Travel and Culture (continued)

*Italian Language and Culture**

Italian, Beginning
Spanish, Beginning
Spanish,
Intermediate
Travel and Culture of France
Travel and Culture of Italy

Music, Arts & Dance

Acoustic Folk Rock for Guitar
Bachatango (Bachata+Tango) Dance
Ballroom Dance
Beginning "Hustle" Swing Dance for Couples
Country Western Couples Dance
Instant Piano For Hopelessly Busy People
Instant Guitar for Hopelessly Busy People
Line Dancing - Startin' From Scratch
Line Dancing - Movin' On

Personal Enrichment

Astronomy – The Electromagnetic Spectrum*
Astronomy – History of Northern Constellation*
Astronomy – The Southern Sky*
Astronomy – Constellations of the World*
Blackjack: Maximize Your Chances of Winning
Bridge, Introductory
Connecticut Marine Life*
Connecticut Valley Paleontology
Dog Training without the Dog*
Ed2Go ~ Fundamentals & Advanced Career Training
From Memory to Memoir: Writing Your Life Story
Intro to Artificial Intelligence (AI)
*Introduction to Runes Magic**
New Year, New Book
Poetry for Beginners
Presidents' College, UHart: New classes tbd*
Using Chat GPT
Voiceovers - Now Is Your Time!
World War II Remembered

Real Estate

Be the Savvy Home Buyer
Downsizing: Selling Your Home
Get Ready, Get Set, Buy: First Time Home Buyers
Get Set, Get Set, Sell: Tips on Repair, Replace & Declutter
Real Estate Investment: Where Do I Start?

Retirement, Financial & Life Planning

ABC's of Planning for the Future of Your Loved Ones
ABC's of Government Benefits for Special Needs
Aging in Place: Protect Assets and Stay at Home*
Aging Well: Series
Maximizing Tax Benefits for Retirees*
Medicare: Understanding the Basics
Medicare & Social Security: An Educational Seminar*
Plan Your Social Security with Confidence
Retirement Strategies Today
Social Security Analysis
Strategies to Save Money on (and with) Life Insurance
Understanding Your Insurance Options & Discounts
What is a Trust? Do I Need One?
You Really Need to Have an Estate Plan: Learn Why

Day & Overnight Trips

Boston Harbor Cruise*
Covered Bridges of New Hampshire*
Kykuit ~ Rockefeller Estate*
Maple Madness*
Metropolitan Opera – Barber of Seville
*Statue of Liberty & Ellis Island**
Tanglewood ~ *Boston Pops**
Taste of Providence*
Turkey Train, Lake Winnepesaukee, NH
Trips to Iceland, Ireland *
Yankees/Red Sox Baseball Game
** additional trips may be added

Note: There are 140-150 classes and trips scheduled or in the process of being scheduled with over 50 new classes/trips. Some classes are pending, and others may be added or deleted. The categories may also be altered prior to publication. There will be both in person classes and live online or virtual classes this term.

Respectfully submitted,
Nancy La Perla

*new class, new instructor or class not offered recently
Italics denotes class/trip is pending