



## REGULAR BOARD OF EDUCATION MEETING

Monday, January 12, 2026 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. Glastonbury High School Girls' Cross Country Team
  - B. Smith Middle School Boys' and Girls' Cross Country Teams
  - C. Christopher Merisotis, Multimedia Communications Coordinator
4. Student Representatives' Report
  - A. Amalia Baird, Class of 2027
  - B. Ariana Stevenson, Class of 2027
  - C. Taylor Balthazar, Class of 2028
5. Information Session for Public Comment
6. Business Requiring Action
  - A. Approval of the 2026-2027 Board of Education Budget
  - B. Approval of the Educational Specifications Required for State DAS Grant Application Naubuc School Roof Replacement Project
  - C. Approval of the Educational Specifications Required for State DAS Grant Application Glastonbury High School Roof Replacement Project
  - D. Approval of Glastonbury High School Music Student Trip to The New England Music Festival (NEMFA) in Gilford, New Hampshire
  - E. Faculty Scholar Award
  - F. Approval of Monday, December 8, 2025 Board of Education Meeting Minutes
  - G. Approval of Monday, January 5, 2026 Budget Workshop Minutes
  - H. Approval of Wednesday, January 7, 2026 Budget Workshop Minutes
7. Reports and Discussion
8. Committee and Liaison Reports
9. Chairman's Reports
10. Superintendent's Report
  - A. Self Insurance Reserve Update, December 2025
  - B. Home Language Numbers and Immigrant Survey Information

- C. School Enrollment Report, January 2026
  - D. Adult and Continuing Education Courses for Winter/Spring 2026
  - 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](#)

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/10/2026 20:06:14	David Gonci	30 Delmar Road	<p>For the decision on artificial turf, the BOE should consider expert input on both sides of the question, and it should involve consultation with or approval by the Town Council due to the long-term safety, environmental, and cost issues for the community. The 2023 study is outdated and unreliable. The decision process should clearly document the pros and cons considered in decision-making, and provide transparency about the process. It should consider the potential liabilities associated with the decision to use the proposed product from the proposed vendor in light of the recently published risks. Risk mitigation summary points from perplexity.ai are:</p> <p>Prioritize safety standards like G-Max testing for impact absorption and ASTM compliance in artificial turf contracts to minimize injury risks from falls. Environmental protections require banning PFAS-containing materials and crumb rubber infill due to leaching risks into soil and water. Contracts must include ongoing monitoring protocols, such as annual testing for heat buildup and chemical emissions, plus warranties for maintenance.</p> <p>Safety Criteria: Require G-Max ratings below 120 annually to ensure shock absorption meets ASTM F355 standards. Specify turf pile height of 30-60mm with shock pads and non-toxic, biodegradable infill to reduce friction burns and abrasions. Mandate sport-specific certifications like FIFA for soccer or NCAA guidelines for football fields.</p> <p>Environmental Criteria: Prohibit recycled crumb rubber and PFAS-laden blades/backing to avoid microplastic and "forever chemical" contamination of groundwater. Demand Greenguard or ISO certifications for low-emission materials and permeable drainage systems to prevent runoff pollution. Include end-of-life recycling plans to curb waste and CO2 emissions.</p> <p>Contract Writing Essentials: Specify independent third-party testing pre-installation and yearly thereafter, with penalties for non-compliance. Require long-term warranties (10+ years) covering repair/replacement for degradation or failures. Incorporate site assessments for drainage, usage intensity, and community input before approval.</p> <p>Monitoring Protocols: Conduct surface temperature checks with infrared guns during heat advisories, restricting use above 120°F or per WBGT indexes. Schedule biomonitoring for chemical leaching and infill integrity inspections biannually. Track maintenance logs digitally, with public reporting to ensure transparency and accountability.</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/12/2026 9:05:55	Noreen P. Cullen	30 Delmar Rd	<p>There are many lawsuits brought against FieldTurf, the company currently being proposed to put their plastic turf in Glastonbury, including large class action lawsuits brought by towns and boards of education.</p> <p>FieldTurf, started in 1994, has found itself the center of litigation, facing numerous lawsuits over the years. Their turf products were installed at over 1,400 sites across the U.S. that led to widespread complaints about premature deterioration, leading to legal action.</p> <p>In August of 2023, a class action lawsuit included several states, accusing FieldTurf of knowingly installing defective turf. That case resulted in a \$50 million settlement in December of 2024. States were given the choice of financial compensation or credits toward new turf installation.</p> <p>Thus, FieldTurf has had a poor track record through many years, right into recent years, for quality issues, defective turf, and for refusing to step up to their sales claims and warranties. Why do business with these people?</p> <p>Summary of lawsuits:</p> <p>~~ Plaintiffs included numerous entities such as the City of Newark, the New Jersey Board of Education, districts in New York, Pennsylvania, and California. These represent thousands of installations and millions of dollars spent on FieldTurf products.</p> <p>~~ Action was brought against FieldTurf for seemingly concealing defects they knew about, marketing it with false claims, and then ignoring warranty claims, which were touted in their sales pitches.</p> <p>~~ Some lawsuits included health concerns, with specific allegations that Field Turf's products exposed users of the field -- children included -- to lead.</p> <p>Similar lawsuits have been brought against their U.S. competitor. These artificial turf products are clearly a potential problem for Glastonbury. One can find much in the literature that shows the harms; one cannot find objective literature that prove they cause no harms to people and to the environment. These fields do not belong in Glastonbury.</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/12/2026 10:17:20	Kenneth Gillingham	91 Heritage Drive	<p>These written remarks will supplement my three minutes at the upcoming BOE Meeting. I am a professor in in my work I look at the effects of environmental pollutants on human health. But I would like to give the big picture on how to consider artificial turf fields.</p> <p>What is artificial turf? Originally called "Chemgrass" by Monsanto in 1966 it has gone through three generations and we are on third generation turf now. Much of the focus of improvement has been on reducing injuries and improving durability and there have been some improvements over the years in these areas. There are four components to artificial turf fields:</p> <ol style="list-style-type: none"> <li>1)Subbase – foundation of gravel or crushed stone for drainage</li> <li>2)Infill – crumb rubber (most common, usually from recycled tires), sometimes silica, cork, or other plant-based particles to provide cushioning</li> <li>3)Backing to hold the fibers</li> <li>4)Blades made from soft plastics</li> </ol> <p>We have been learning a lot about artificial turf in the past few years. The biggest concerns arise with the infill and blades. A very thoughtful question came up by a board member in December about why people are not asking questions about a new surface for the basketball courts or a new track. The fundamental issue is that there's no evidence or reason to believe that there are human health harms from those surfaces. There is with turf. There's a legitimate reason why municipalities and states around the country have been restricting turf.</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/12/2026 10:18:04	Kenneth Gillingham	91 Heritage Drive	<p>Here are the basic considerations when considering an artificial turf field to a grass field:</p> <ul style="list-style-type: none"> <li>•Are our kids safer from sports injuries? The best evidence indicates that it is about a wash. Artificial turf tends to be riskier when it comes to lower-body injuries, which is why the NFL Players Association has been pushing hard for grass. And why FIFA prohibits artificial turf. But poorly maintained grass fields with holes and divots can be problematic too. Very well-maintained grass fields are arguably a bit better, but poorly maintained grass fields are probably worse.</li> <li>•Can they be recycled? In theory they can. In practice, very few are actually recycled. Some are reused in batting cages and other locations. But these can be an even greater health hazard as the recycled turf tends to slough off chemicals and microplastics. It is indisputable that the vast majority of artificial turf fields are piling up in landfills.</li> <li>•Is artificial turf actually cheaper? Not necessarily. There is the huge cost of entirely replacing the field every 8-10 years and the fields require routine maintenance. If seams begin coming undone, that is very expensive to fix, and seam damage is common for fields older than a few years old.</li> <li>•Are we the only town not putting in artificial turf fields? No. In Hartford County, we would be the only town with more than one high school turf field. Municipalities around the country are restricting them. New York State has legislation moving forward to prohibit them entirely.</li> <li>•Can we trust the Canadian company FieldTurf? There is a class-action lawsuit against them due to their dishonesty in the past. We should be very cautious.</li> <li>•Does adding artificial turf expand playing time so that we can use fields more? Not necessarily. Here's a quote from a scientific article in a respected journal: "Third generation infill systems have been reported to have surface temperatures as high as 93 degrees C (199 degrees F)." The Washington Post did a study with a thermal imaging camera with a recently installed field and found during a hot day (94 degrees), the turf was 145 degrees, which is hotter than asphalt and much hotter than grass. They were looking at third-generation turf that has the new much-vaunted "cooling properties." In short, during hot weather, we are much better off with grass.</li> <li>•Then the health considerations.</li> </ul>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/12/2026 10:18:27	Kenneth Gillingham	91 Heritage Drive	<p>In this second comment, I will discuss the potential health impacts of artificial turf fields</p> <ul style="list-style-type: none"> <li>•Infill is the first problem. Crumb rubber is a huge issue. If the infill comes from recycled rubber, it WILL have PFAS in it. And very likely reasonable levels of lead, cadmium, benzene, nickel, chromium, and arsenic. In addition to several known carcinogens and endocrine disrupters. If it is virgin crub rubber, it might or might not have PFAS but it almost always will have most of those other problematic compounds. In addition, virgin crumb rubber is most likely to emit volatile organic compounds. Cork is most likely to have the lowest levels of PFAS and other chemicals. But even cork infill fields can be a issue since PFAS is often used in the maintenance and final treatment even if it is not in the material.</li> <li>•The blades are the second problem. They are soft plastic. They WILL have phthalates in them. They have to – that is how soft plastics are made. The phthalates will get on your skin, especially on hot days. These are endocrine disrupters. There are a variety of other carcinogens and endocrine disrupters in the soft plastic as well.</li> <li>•Then there are microplastics. They will be shed by both infill and the blades, especially on hot and cold days. Work on microplastics is underway, but so far they have been shown to lead to inflammation and hinder your immune system. The microplastics will also contain the problematic compounds mentioned above.</li> <li>•A key point is that third generation artificial turf is not 1960s astroturf, but it WILL have these problematic chemicals. It has to based on how such plastics are manufactured.</li> <li>•There is a real reason why the U.S. Consumer Product Safety Commission recommends washing exposed skin after spending time on turf fields, limiting play on hot days and avoiding eating or drinking beverages while directly on synthetic surfaces. Our kids would be hanging out on these fields.</li> </ul> <p>Work is still underway in pinning down the exact hazards, but the evidence is all pointing in the same direction. Scholars I know at Yale have studies underway looking at the longer-term health impacts. So far, the findings are not looking good for turf. My colleague at the Yale School of Public Health Vasilis Vasiliou has stated unequivocally: "I would not recommend parents let their children play on there. Period."</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/12/2026 10:19:03	Kenneth Gillingham	91 Heritage Drive	<p>In my next comment, I will discuss what to ask Field Turf and what might be considered instead of the current plan.</p> <p>Based on industry marketing materials it is clear what the salesperson from FieldTurf will claim:                      -That turf is more economical. This is not necessarily true.                      -That turf reduces pesticide use. This is true, but is less of a health concern as long as people stay off the fields after the pesticide use.                      -That turf is much better than it used to be. This is true, but they are still a problem                      -That turf is safe and that they did a company-funded study showing no PFAS. I argue you should be very cautious here especially given the company's history of dishonesty.</p> <p>What should the Board ask the salesperson from FieldTurf?                      -What chemicals are in these fields? What exactly are you putting into the infill? Is it recycled? Is it new rubber and sand? Is it cork? Cork is more expensive.                      -Where exactly do you take the fields when you are done with them? Do you actually recycle them? Reuse them? Can you provide proof?                      -Would you be willing to speak in a Q&amp;A with an expert who knows the environmental chemistry?                      -Ask them about the class action lawsuit and why FieldTurf was so dishonest to other municipalities.</p> <p>What should you consider instead?                      -How about providing more funding to better maintain our existing fields? Have we asked Parks &amp; Rec what they could do with more resources? Maybe we can explore putting in 1-2 new fields in Glastonbury?</p> <p>But if we go ahead and put in the turf fields, then here are my strong suggestions:                      1)Put in turf fields with cork instead of infill. This would be vastly better. However, this will cost more and somewhat reduce durability. So maybe we should only put in one?                      2)Prohibit use during hot days and cold days. The human health harms are the lowest during fair weather, but alas here in New England, we don't have such nice weather very often. This means you won't get nearly as much playing time. Really cold days are a problem because cold makes plastic brittle, so it sheds microplastic particles, which our athletes would then be subject to.</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
1/12/2026 10:21:10	Kenneth Gillingham	91 Heritage Drive	<p>In my final comment, I will discuss two further considerations.</p> <p>In previous meetings, it has come up that it is estimated to take four natural grass fields to provide the same playing time as one artificial turf field. The source of the estimate is apparently someone in Glastonbury Parks and Rec. I have great respect for our hard-working folks at Parks and Rec but is extremely difficult to verify this estimate. The closest I found was marketing materials and advertisements for artificial turf that said one artificial turf field provides the same playing time as "3 to 4" grass fields. Other marketing materials just said "multiple fields" or "two or more fields."</p> <p>Proponents of natural grass argue that a very well-maintained field can vastly increase playing time, which might even be by the same amount as artificial turf. This requires additional resources, but so does artificial turf, which is extremely expensive to install and needs to be reinstalled every 10 years or so. We all care about playing time for our athletes, but it seems that the rough estimate of four grass fields to one artificial turf field is not fully supported by even the industry marketing materials and it also seems that there are real alternatives to increase playing time.</p> <p>It might also be worth considering that 47% of the town voted against further artificial turf fields and many only voted against the referendum because they wanted more discussion and wanted more discussion of the topic. This is an extremely divisive issue in our town so voting on this – and voting on two fields rather than just one – so soon in February might not be a good idea.</p>

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

---

**Title of Report:** To Approve the Educational Specifications – State School Grant Application for Naubuc School Roof Replacement Project

**Board Meeting Date:** January 12, 2026

**Action:** X

**Report:**

**Information:**

**Discussion:**

---

As a result of a successful Town referendum which approved the referenced project, we are proceeding with the School Construction Grant application. Grants, must be submitted under the provisions of Chapter 173 of the C.G.S and will be managed by the State Department of Administrative Services, Office of School Construction (DAS/OSC). This grant, if awarded, will reimburse the cost of the project at the Town’s current reimbursement rate which is approximately 33%.

The next steps to be taken are as follows:

1. Board of Education Action:

The Board of Education must approve the “Education Specifications” which serves as the “Needs Assessment” for the project. The document is attached for reading and follows the format established by the DAS/OSC. Prior to the Board’s on-line submission of the formal grant application, the Town Council must take the authorizations listed below.

2. Town Council Action:

The following steps and authorizations are required by DAS/OSC by the Town Council in accordance to the grant requirements. The wording below is required in the TC motion.

- a. To authorize the funding for the project in the amount of \$1,200,000.
- b. To authorize the Board of Education to submit a grant application with DAS/OSC;
- c. To authorize the Town to proceed with design and construction documents;
- d. To refer the project to the Town’s standing Building Committee and to approve the final design plans.

Once the actions are taken by the Board and the Town Council, we will need to submit the certified meeting minutes from the Board Clerk and the Town Clerk Offices.

**Submitted By:** Al Costa

**Reviewed By:** Alan B. Bookman



**EDUCATIONAL SPECIFICATIONS  
STATE FORM SCG-1030**

**SCHOOL CONSTRUCTION PROJECT:**

**NAUBUC ELEMENTARY SCHOOL  
ROOF REPLACEMENT**

84 Griswold Street, Glastonbury, CT 06033



**Board of Education Approval: (date)**

EDUCATIONAL SPECIFICATIONS  
NAUBUC ELEMENTARY SCHOOL  
ROOF REPLACEMENT PROJECT

1. **PROJECT RATIONALE**

The proposed project has been studied in order to determine the need for a full roof replacement as the roof as the roof areas last completed were in 1990 and 1996. Roofs are in fair to poor condition. The study and eventual design for the roof replacement will address these needs as well as compliance to meet current roof and energy codes. Construction is planned for 2028.

Roof areas are approximately 43,539 square feet dispersed over 13 individual roof areas, all are built-up-roof (BUR) with tapered insulation, 4 ply hot asphalt roof and stone ballasted. The original 1929 Roof area has a hip-truss structure with asphalt shingles. All the BUR areas will be studied for secondary drainage system, which is required per the International Plumbing Code, Section 1110.4 Minimum Number of Roof Drains, requiring a minimum of two roof drains per roof area. This requirement will be verified during the design phase.

Based upon the current age and condition of the BUR roof, it is recommended that a full roof replacement using a single-ply ethylene propylene diene monomer (EPDM) roofing membrane, fully adhered, be considered including all flashings, expansion joints, roof drains, edge flashing etc., will be considered. The single-ply EPDM product is a superior building product compared to the current ballasted BUR roofing membrane. Replacing the roof at one time versus multiple projects will likely save the Town in construction costs and reduce construction deficiencies related with the complexities of tying new roof into an existing roof. The recommended EPDM system is a 90-mill single-ply EPDM roofing membrane fully adhered which carries an available 40-year non-prorated material warranty. This system will provide an extremely durable synthetic rubber roof system with a base insulation of the highest R-Value available and with no hot asphalt as compared to a BUR.

2. **LONG-RANGE PLAN**

The district plans to continue to utilize Naubuc Elementary School in its current capacity for the foreseeable 20 years and beyond. The long-range plan for the school incorporates provisions for a safe and appropriate learning environment and to ensure the safety and health for students, staff and the public in its operational policies, hence the need for this renovation project.

3. **THE PROGRAM**

Current space: The School includes the following instructional and support spaces. Students and staff for grades K-5, library/media center, computer labs, Eureka Lab, music room, art room, cafeteria, kitchen space, nurse's office conference rooms, school offices, gymnasium, outdoor fields, mechanical spaces and controls, storage, ample parking for staff and custodial/maintenance services.

4. **BUILDING SYSTEMS**

Security:	Existing.
Fire Alarms:	Existing.
Fire Sprinklers:	Existing.
Public Address:	Existing.
Technology:	Existing.
Phone System:	Existing.
Clocks:	Existing.

EDUCATIONAL SPECIFICATIONS  
NAUBUC ELEMENTARY SCHOOL  
ROOF REPLACEMENT PROJECT

5. **INTERIOR BUILDING ENVIRONMENT**

Acoustics:	Existing
Ceilings:	Existing
Lighting:	Existing
HVAC:	Existing
Plumbing:	Roof Drains as needed for code compliance
Chimney:	Existing
Windows/Doors:	Existing

6. **SITE DEVELOPMENT**

Site Acquisition:	Not applicable.
Parking:	Not applicable.
Drives:	Not applicable.
Walkways:	Not applicable.
Outdoor Athletic Facilities:	Not applicable.
Landscaping:	Not applicable.
Site Improvements:	Not applicable.

7. **CONSTRUCTION BONUS REQUESTS**

Naubuc School does not house any of the following.

School Readiness:	C.G.S. 10-285a(e)--Not applicable.
Lighthouse Schools:	C.G.S. 10-285a(f)--Not applicable.
CHOICE:	C.G.S. 10-285a(g), as amended--Not applicable.
Reduced Class Size:	C.G.S. 10-285a(h)--Not applicable.
Regional Vo-Ag Center:	C.G.S. 10-65--Not applicable.
Interdistrict Magnet School:	C.G.S. 10-264h--Not applicable.
Interdistrict Cooperative School:	C.G.S. 10-158a--Not applicable.
Regional Special Education Center:	C.G.S. 10-76e--Not applicable.

8. **COMMUNITY USES**

Naubuc School was originally constructed to facilitate activities during the school hours, before and after school hours and throughout the calendar year.

- Building Rental Activities
- PTO and other Community Meetings
- YMCA
- Community Use will be able use most areas for activities when not used by the students.

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

=====

**Title of Report:** To Approve the Educational Specifications – State School Grant Application for Glastonbury High Roof Replacement Project

**Board Meeting Date:** January 12, 2026

**Action:** X

**Report:**

**Information:**

**Discussion:**

=====

As a result of a successful Town referendum which approved the referenced project, we are proceeding with the School Construction Grant application. Grants, must be submitted under the provisions of Chapter 173 of the C.G.S and will be managed by the State Department of Administrative Services, Office of School Construction (DAS/OSC). This grant, if awarded, will reimburse the cost of the project at the Town’s current reimbursement rate which is approximately 33%.

The next steps to be taken are as follows:

1. Board of Education Action:

The Board of Education must approve the “Education Specifications” which serves as the “Needs Assessment” for the project. The document is attached for reading and follows the format established by the DAS/OSC. Prior to the Board’s on-line submission of the formal grant application, the Town Council must take the authorizations listed below.

2. Town Council Action:

The following steps and authorizations are required by DAS/OSC by the Town Council in accordance to the grant requirements. The wording below is required in the TC motion.

- a. To authorize the funding for the project in the amount of \$6,000,000.
- b. To authorize the Board of Education to submit a grant application with DAS/OSC;
- c. To authorize the Town to proceed with design and construction documents;
- d. To refer the project to the Town’s standing Building Committee and to approve the final design plans.

Once the actions are taken by the Board and the Town Council, we will need to submit the certified meeting minutes from the Board Clerk and the Town Clerk Offices.

**Submitted By:** Al Costa

**Reviewed By:** Alan B. Bookman



**EDUCATIONAL SPECIFICATIONS  
STATE FORM SCG-1030**

**SCHOOL CONSTRUCTION PROJECT:**

**GLASTONBURY HIGH SCHOOL  
ROOF REPLACEMENT**

330 Hubbard Street, Glastonbury, CT 06033



**Board of Education Approval: (date)**

EDUCATIONAL SPECIFICATIONS  
GLASTONBURY HIGH SCHOOL  
ROOF REPLACEMENT PROJECT

1. **PROJECT RATIONALE**

The proposed project has been studied in order to determine the need for a full roof replacement as the roof is 35 years old and in fair to poor condition. The study and eventual design for the roof replacement will address these needs as well as compliance to meet current roof and energy codes. Construction is planned for 2027.

Roof areas are approximately 137,206 square feet dispersed over 22 individual roof areas, all built-up-roof (BUR) with tapered insulation, 4 ply hot asphalt roof and stone ballasted. Roof areas have secondary drainage system, which is required per the International Plumbing Code, Section 1110.4 Minimum Number of Roof Drains, requiring a minimum of two roof drains per roof area. This requirement will be verified during the design phase.

Based upon the current age and condition of the BUR roof, it is recommended that a full roof replacement using a single-ply ethylene propylene diene monomer (EPDM) roofing membrane, fully adhered, be considered including all flashings, expansion joints, roof drains, edge flashing etc., will be considered. The single-ply EPDM product is a superior building product compared to the current ballasted BUR roofing membrane. Replacing the roof at one time versus multiple projects will likely save the Town in construction costs and reduce construction deficiencies related with the complexities of tying new roof into an existing roof. The recommended EPDM system is a 90-mill single-ply EPDM roofing membrane fully adhered which carries an available 40-year non-prorated material warranty. This system will provide an extremely durable synthetic rubber roof system with a base insulation of the highest R-Value available and with no hot asphalt as compared to a BUR.

2. **LONG-RANGE PLAN**

The district plans to continue to utilize Glastonbury High School in its current capacity for the foreseeable 20 years and beyond. The long-range plan for the school incorporates provisions for a safe and appropriate learning environment and to ensure the safety and health for students, staff and the public in its operational policies, hence the need for this renovation project.

3. **THE PROGRAM**

Current space: The School includes the following instructional and support spaces. Students and staff for grades 9-12, library/media center, computer labs, STEAM Lab, music & orchestra rooms, art rooms, cafeteria, kitchen space, nurse's office conference rooms, school offices, large gymnasium, indoor pool, outdoor athletic fields, advance mechanical spaces and controls, storage, ample parking for staff, grades 11 and 12, storage facilities and custodial/maintenance services.

4. **BUILDING SYSTEMS**

Security:	Existing.
Fire Alarms:	Existing.
Fire Sprinklers:	Existing.
Public Address:	Existing.
Technology:	Existing.
Phone System:	Existing.

EDUCATIONAL SPECIFICATIONS  
GLASTONBURY HIGH SCHOOL  
ROOF REPLACEMENT PROJECT

Clocks: Existing.

5. **INTERIOR BUILDING ENVIRONMENT**

Acoustics: Existing  
Ceilings: Existing  
Lighting: Existing  
HVAC: Existing  
Plumbing: Roof Drains as needed for code compliance  
Chimney: Not applicable.  
Windows/Doors: Existing

6. **SITE DEVELOPMENT**

Site Acquisition: Not applicable.  
Parking: Not applicable.  
Drives: Not applicable.  
Walkways: Not applicable.  
Outdoor Athletic Facilities: Not applicable.  
Landscaping: Not applicable.  
Site Improvements: Not applicable.

7. **CONSTRUCTION BONUS REQUESTS**

Glastonbury High School does not house any of the following.

School Readiness: C.G.S. 10-285a(e)--Not applicable.  
Lighthouse Schools: C.G.S. 10-285a(f)--Not applicable.  
CHOICE: C.G.S. 10-285a(g), as amended--Not applicable.  
Full-day Kindergarten: C.G.S. 10-285a(h)--Not applicable.  
Reduced Class Size: C.G.S. 10-285a(h)--Not applicable.  
Regional Vo-Ag Center: C.G.S. 10-65--Not applicable.  
Interdistrict Magnet School: C.G.S. 10-264h--Not applicable.  
Interdistrict Cooperative School: C.G.S. 10-158a--Not applicable.  
Regional Special Education Center: C.G.S. 10-76e--Not applicable.

8. **COMMUNITY USES**

Glastonbury High School was originally constructed to facilitate activities during the school hours, before and after school hours and throughout the calendar year.

- Building Rental Activities
- PTO and other Community Meetings
- YMCA
- Community Use will be able use most areas for activities when not used by the students.

**Glastonbury Public Schools**  
**TRAVEL APPROVAL FORM**

**THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED**

INTERNATIONAL \_\_\_\_\_ US x CT \_\_\_\_\_

DESTINATION: New England Music Festival (NEMFA) Gilford High School Gilford, New Hampshire

DEPARTURE DATE: Thursday, March 19, 2026 RETURN DATE: Saturday, March 21, 2026

ESTIMATED NUMBER OF PARTICIPANTS: 27 WILL ANY SCHOOL TIME BE USED: Yes - 3/19 & 3/20

SPONSORING TEACHER: Campbell/Howard/Nash COST PER PARTICIPANT: \$300

OTHER CHAPERONE(S): NEMFA organization with one GHS music teacher, on-site nurse on duty  
students will stay in hotel for dinner and overnight accommodations

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: GHS Music Department and New England Music Festival Association

SCHOOL(S) PARTICIPATING: Glastonbury High School

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Successful audition and invitation to join the festival

**PURPOSE OF TRIP:**

A 3 day festival hosted by the NEMFA organization where accepted students rehearse in one of the three NEMFA ensembles under the direction of a nationally renowned conductor, supported by an ensemble manager and their committee. The festival culminates in a concert featuring the ensembles on Saturday.

**ITINERARY (MAY BE ATTACHED):**

**STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS:**


Accepted students gain knowledge of a festival experience with rigorous music demands, working with high level section members and professional conductors. Students are motivated to practice for focused rehearsals and concert outcomes. Students will have positive educational experiences with like-minded peers and musicians.

**APPROVAL:**

DIRECTOR:  12.1.25  
( DATE )

PRINCIPAL(S):  12/2/2025  
(of first school where trip is taking place) ( DATE ) (of second school if applicable) ( DATE )

PRINCIPAL(S): \_\_\_\_\_  
(of first school where chaperones teach) ( DATE ) (of second school if applicable) ( DATE )

SUPERINTENDENT APPROVAL:  12/5/25  
( DATE )

## **Regular Board of Education Meeting**

Monday, December 8, 2025 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:	Absent
Ms. Julie Thompson:	Present

Also Present: Dr. 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 7:00 pm.

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

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

- 3.A. National Association for Music Education Eastern Division Conference Performers
  - 3.A.1. Nayaug Midnight Singers — Alicia Luongo (General Music and Choir Teacher at Nayaug Elementary School)
  - 3.A.2. Glastonbury High School Symphonic Band — Kacey Howard (Director of Bands)
  - 3.A.3. Glastonbury High School Choir — Ethan Nash (Director of Choirs)
- 3.B. FFA State and National Recognitions

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

- 4.A. Amalia Baird, Class of 2027, was unable to attend the meeting.
- 4.B. Ariana Stevenson, Class of 2027  
Student Representative, Ariana Stevenson, Class of 2027, provided the Board with information on upcoming events at Glastonbury High School.
- 4.C. Taylor Balthazar, Class of 2028  
Student Representative, Taylor Balthazar, Class of 2028, apprised the Board of occurrences taking place at Glastonbury High School.

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

Kody Wolf, 249 Woodfield Crossing, Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.  
Justin Wolf, 249 Woodfield Crossing, Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.  
Ryan Kelly, 1726 Manchester Road, Glastonbury, shared his support for the approval of turf

fields at Glastonbury High School.

Addison Kelly, 1726 Manchester Road, Glastonbury, shared her support for the approval of turf fields at Glastonbury High School.

Callan Kelly, 1726 Manchester Road, Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.

Alex Stomberg, 99 Stockade Road, South Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.

Ava Trites, 31 Woodland Street, Glastonbury, shared her support for the approval of turf fields at Glastonbury High School.

James Miselis, 413 Woodhaven Road, Glastonbury, shared his concerns regarding the additional turfs.

Ken Gillingham, 91 Heritage Drive, Glastonbury, shared potential health concerns regarding the additional turfs.

Christine O'Hare, 125 Farmstead Lane, shared with the Board her support for the approval of turf fields at Glastonbury High School.

DJ McBride, 263 Spring Street, Glastonbury, shared the features of the new META glasses and the concern about their use in school by students.

Ryan Bower, 47 Griswold Street, Glastonbury, shared concerns of various parents regarding the entrance and exit of a proposed development across the street from Naubuc Elementary School.

Drew Vozzolo, 125 Country Lane, Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.

Devyn Vozzolo, 125 Country Lane, Glastonbury, shared her support for the approval of turf fields at Glastonbury High School.

Brendon Grant, 74 Coach Road, Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.

Jason Roberts, 68 Pheasant Xing, Glastonbury, shared his support for the approval of turf fields at Glastonbury High School.

Richard Twilley, 21 Paxton Way, Glastonbury, shared his support regarding the additional turfs along with his appreciation to the students for speaking out.

Faith Grunwald, 11 Plank Lane, Glastonbury, shared her support for the approval of turf fields at Glastonbury High School.

Nyanna Baiver, 47 Griswold Street, Glastonbury, shared her concerns regarding the entrance and exit of a proposed development across the street from Naubuc Elementary School.

Jenn Jennings, 34 Cranesbill Drive, Glastonbury, shared her support for the approval of turf fields at Glastonbury High School.

An open letter was submitted to the Board of Education from parents of children attending Naubuc expressing their concern about the exit and entrance of a proposed development across from Naubuc School.

## **6. Special Reports**

### **6.A. Construction of Two (2) Rectangular Turf Fields at Glastonbury High School**

Dr. Bookman, provided the Board with key takeaways of the documents shared with the Board concerning the construction of the proposed turf fields. Discussion followed and Dr. Bookman answered questions that the Board had. It was requested that Andrew Dyjak, from Turf Field attend an upcoming Board of Education meeting to answer questions that Dr. Bookman was unable to.

The Board Chair asked if there are no objections, that he proposes adding to the agenda discussion on, “The Development Across from Naubuc”. No objections were noted. Discussion followed with Board Members and the Superintendent of Schools. The Board directed the Superintendent to draft a letter, to the Town Council, expressing their concerns with the exit and entrance of the proposed development across from Naubuc School. As this exit/entrance proposed a safety hazard for our student and staff at Naubuc School.

The Board Chair asked if there are no objections, that he proposes moving up Reports and Discussion items to be addressed at this time. No objections were noted.

## **7. Reports and Discussion**

### **7.A. Music Report**

Director of Music, Leslie Lopez, provide the Board with an overview of the report.

### **7.B. English/Language Arts Report**

Director of Language Arts/Library Media/Reading K-5, Christina O'Brien, and Director of English/Language Arts/Library Media 6-12, Tracey DeDonato, shared highlights from the reports with the Board.

### **7.C. Library Media Report**

Director of Language Arts/Library Media/Reading K-5, Christina O'Brien, and Director of English/Language Arts/Library Media 6-12, Tracey DeDonato, highlighted takeaways from their reports.

The Board took a ten (10) minute recess at 9:47 pm.

### **6.B. Superintendent Presents Proposed Budget 2026-2027**

Dr. Bookman delivered the presentation of the Superintendent’s Proposed Budget for 2026-2027 — Beyond the Horizon: Meeting the Future with Confidence. The 2026-2027 proposed budget shows an increase of 5.84% over last year.

## **8. Business Requiring Action**

### **8.A. Approval of Glastonbury High School Program of Studies 2026-2027**

Move that the Board approves the 2026-2027 Glastonbury High School Program of Studies. 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
Ms. Julie Thompson:	Yea

### **8.B. Approval of Smith Middle School Program of Studies 2026-2027**

Move that the Board approves the 2026-2027 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

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

8.C. Approval of 2027-2028 Glastonbury Public Schools Calendar

Move that the Board approves the Glastonbury Public Schools Calendar for 2027-2028. 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  
Ms. Julie Thompson: Yea

8.D. Approval of 2028-2029 Glastonbury Public Schools Calendar

Move that the Board approves the Glastonbury Public Schools calendar for 2028-2029. 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  
Ms. Julie Thompson: Yea

8.E. Approval of Board of Education Meeting Dates January 2027 - January 2028

Move that the Board approves the January 2027 through January 2028 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  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Ms. Julie Thompson: Yea

8.F. Approval of Submission of the Perkins V Grant

Move that the Board approves the submission of the Perkins V Grant. 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  
Ms. Julie Thompson: Yea

**8.G. Approval of November 24, 2025 Meeting Minutes**

Move that the Board approves the meeting minutes of Monday, November 24, 2025. 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  
Ms. Julie Thompson: Yea

**9. Committee and Liaison Reports**

There were no Committee or Liaison reports.

**10. Chairman's Reports**

Dr. Foyle had no updates for the Board.

**11. Superintendent's Report**

- 11.A. Self-Insurance Reserve Update, November 2025
- 11.B. Environmental Systems Company Donation
- 11.C. Staff Resignations
  - 11.C.1. Twana Shirden
- 11.D. Student Suspension Report, November 2025
- 11.E. School Enrollment Report, December 2025
- 11.F. Dates to Remember

Dr. Bookman shared the opportunity to apply for a new CSDE Open Choice Partners grant. This grant will be used to assist with needed supports for students taking the SBAC testing.

The Board moves to enter into an Executive Session to discuss real estate negotiations and invites the Superintendent to join them. 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

Ms. Julie Thompson: Yea

The Board entered the Executive Session at 10:38 pm and returned at 10:47 pm.

## **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 10:49 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

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:

## **Board of Education Budget Workshop**

Monday, January 5, 2026 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

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. Information Session for Public Comment**

DJ McBride, 362 Spring Street Extension, Glastonbury, shared with the Board a tool which allows the budget to be better organized and simplified. Mr. McBride shared the link [glastonburydata.com](http://glastonburydata.com) so that everyone could log in.

Ryan Bower, 47 Griswold Street, Glastonbury, shared with the Board a "Thank You" letter from residents regarding the Board taking a stance on the entrance across from Naubuc Elementary School. The Board sent a letter requesting that the entrance be reconsidered as it would affect those attending Naubuc Elementary School.

### **4. Budget Workshop**

Dr. Bookman reviewed and answered questions on the following pages:

- Page 8: Requests Not Granted
- Page 18: Staffing
- Page 23: Food Services
- Page 25: LINKS Revenue and Disbursements
- Page 26: Unexpended Educational Fund formerly known as 1% Fund

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

- Program 2700 Special Education – Dr. Bookman reviewed and answered questions on this program. Additional information was provided by Kim Brown, Administrator of Pupil Services, and Cassandra Murphy, Director of Special Education.
- Program 3600 Technology Support Services – Dr. Bookman reviewed and answered questions on this program. Additional information was provided by Chris Macca, Chief Technology Officer and Kate Lund, Assistant Superintendent.
- Program 0300 Elementary Education – Dr. Scott Hurwitz reviewed and answered questions on this program.
- Program 3400 Fringe Benefits & Substitutes: – Dr. Bookman reviewed and answered questions on this program.

The Board took a recess at 8:08 pm. The meeting was reconvened at 8:18 pm.

- Program 2000 Music: Dr. Bookman reviewed and answered questions on this program.
- Program 2100 Operations & Maintenance: Dr. Bookman and Karen Bonfiglio, Business Manager of GPS, reviewed and answered questions on this program.
- Program 2200 Utilities: Dr. Bookman reviewed and answered questions on this program.
- Program 2300 Program and Staff Development: Kate Lund, Assistant Superintendent of GPS, reviewed and answered questions on this program
- Program 2400 Transportation: Dr. Scott Hurwitz, Assistant Superintendent of GPS, reviewed and answered questions on this program.
- Program 2800 Athletics & Clubs: Dr. Bookman reviewed and answered questions on this program.
- Program 3000 Agriscience & Technology: Dr. Bookman reviewed and answered questions on this program.
- Program 3300 System Wide Support Services: Dr. Bookman and Karen Bonfiglio, Business Manager of GPS, reviewed and answered questions on this program.

The following programs were reviewed and discussed by the Board:

- Program 200 Art
- Program 400 English 7-12/Language Arts K-12
- Program 500 Mathematics 7-12
- Program 600 Science 7-12
- Program 700 History & Social Sciences 7-12
- Program 900 Career & Technical Education
- Program 1000 Community Services
- Program 1100 PACE: Math/Science Resources
- Program 1300 World Languages & ML
- Program 1400 School Counseling
- Program 1500 Health & Physical Education
- Program 1600 Health Services
- Program 1900 Library Media

- Program 3100 Elementary Operations K-6
- Program 3200 Secondary Operations 7-12

**5. 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 9:09 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

5.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 7, 2026 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

Also Present: Dr. 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. Information Session for Public Comment**

There were no public comments.

**4. Budget Workshop**

Dr. Bookman provided the Board with responses to each of their questions and informational requests made on Monday, January 5, 2026.

**5. 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 7:11 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

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

Respectfully Submitted,

Kali Cavanaugh, Secretary

Approved:

**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 *KR*

DATE: January 5, 2025

SUBJECT: Self Insurance Reserve Update December 2025

---

The attached report summarizes the Self-Insurance Reserve fund through **December**. The total reserve is **\$7,498,542**, allocated **\$5,599,101** and **\$1,899,441** between the Town and Board of Education, respectively. As of **December**, the fund is experiencing a **\$2,153,958** loss for the fiscal year.

There are **10** large loss claims which are defined as any claims that exceed 50% of the individual stop-loss limit. There are **8** large loss claims for the BOE and **2** for the Town. There are **3** claims that have exceeded the individual Stop Loss limit; **3** for the BOE and **none** 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, 2025

	Town	Education	Total
<b>Contributions</b>			
Employer	\$1,839,848	\$6,011,558	\$7,851,406
Employee	547,580	1,873,496	2,421,076
Stop Loss Reimbursement	249,232	1,152,282	1,401,514
<b>Total Revenues</b>	<b>\$2,636,660</b>	<b>\$9,037,336</b>	<b>\$11,673,996</b>
<b>Expenditures</b>			
<b>Anthem</b>			
ASO Fees	\$49,702	\$186,872	\$236,574
Claims	1,752,235	9,607,713	11,359,947
	<u>\$1,801,937</u>	<u>\$9,794,585</u>	<u>\$11,596,522</u>
<b>Delta Dental</b>			
ASO Fees	\$9,615	\$27,364	\$36,979
Claims	94,629	446,891	541,520
	<u>\$104,244</u>	<u>\$474,256</u>	<u>\$578,499</u>
Bank Fees/PCORI Fee/EAP Fee	\$8,307	\$5,043	\$13,349
CT Prime	408,633	1,185,951	\$1,594,584
OneDigital Consultant Fees	9,000	36,000	45,000
	<u>\$425,940</u>	<u>\$1,226,994</u>	<u>\$1,652,933</u>
<b>Total Expenditures</b>	<b>\$2,332,120</b>	<b>\$11,495,834</b>	<b>\$13,827,954</b>
Current Year Revenues Less Expenses	\$304,540	(\$2,458,498)	(\$2,153,958)
Reserve July 1, 2025	\$5,294,561	\$4,357,939	\$9,652,500
Reserve at end of month	<u>\$5,599,101</u>	<u>\$1,899,441</u>	<u>\$7,498,542</u>

	Town		BOE		Total
Reserve at end of month	\$ 5,599,101	\$	1,899,441	\$	7,498,542
Recommended Minimum Reserve <sup>A</sup>	\$ 974,300	\$	4,270,725	\$	5,245,025
Variance Over/(Under) Reserved	\$ 4,624,801	\$	(2,371,284)	\$	2,253,517

A. As of September 2025. The next update will be provided for December 2025.



**Amanda Robustelli-Price**  
Director of World Languages/ML  
Glastonbury Public Schools

628 Hebron Avenue, P.O. Box 191  
Glastonbury, CT 06033  
robustellipricea@glastonburyus.org  
860-652-7954

**TO:** Alan B. Bookman, Scott Hurwitz, Kate Lund, Kimberly Brown, Directors, Principals, and Assistant Principals

**FROM:** Amanda Robustelli-Price, Director of World Languages/Multilingual Learners  
Debbie Howard, Multilingual Learner Program Coordinator

**DATE:** December 19, 2025

**RE:** Student Languages and Immigrant Survey Information

Each year we complete reports for the Connecticut State Department of Education regarding the languages of all students in the school system as well as the number of students who are immigrants. Attached are:

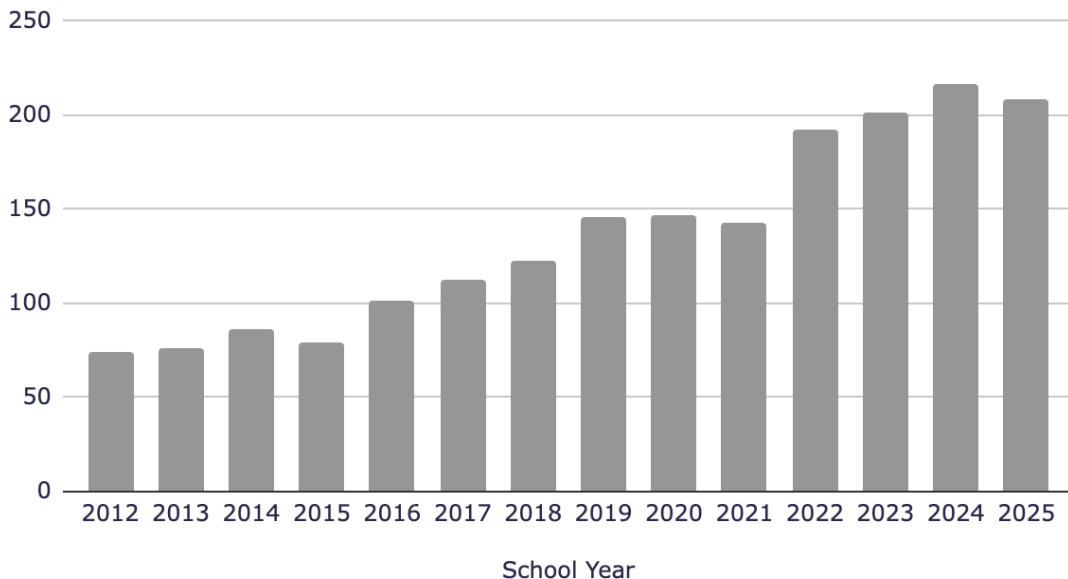
- a) The data by school as of October 1, 2025.
- b) A summary chart of information from October 2015-October 2025.

**Some interesting/significant trends:**

1. This year as of October 1, 2025, there were 62 immigrants in the district. Last year there were 91 immigrants. This year, Glastonbury High School and Buttonball Lane School are the schools with the largest number of immigrant students, with 15 immigrant students at each school.
2. As of October 1, 2025, we had 209 students in our Multilingual Learner Program. This means that all the other students with a dominant language other than English (475) are proficient speakers of English. Last year, as of October 1, 2024, we had 217 students in our Multilingual Learner Program. In the last ten years, our number of students in the Multilingual Learner Program has gone from 79 to 209, a 165% increase over ten years.
3. This year, there are 57 different languages represented in the Glastonbury School System. Last year there were 54 different languages.
4. The seven largest language groups represented are Spanish, Mandarin, Tamil, Hindi, Korean, Arabic, and Urdu. These groups represent 62% of our total number of students with a dominant language other than English. This year there is a new language represented in Glastonbury: Ibaloi.
5. All schools have students with languages other than English. The following table shows the number of students with a dominant language other than English and the languages represented at each school.

School	# of Students with a Dominant Language Other Than English	Languages Represented
Buttonball	67	Akan, Bengali, Gujarati, Hindi, Japanese, Kannada, Korean, Lao, Mandarin, Marathi, Portuguese, Punjabi, Russian, Spanish, Tamil, Turkish, Urdu, Vietnamese
Eastbury	19	Arabic, Gujarati, Hindi, Mandarin, Portuguese, Spanish, Tamil, Urdu
Hebron Avenue	52	Albanian, Arabic, Cantonese, French, Gujarati, Hindi, Hungarian, Ibaloi, Japanese, Kannada, Korean, Malayalam, Mandarin, Nepali, Pashto, Tamil, Telugu, Polish, Portuguese, Spanish, Urdu
Hopewell	28	Arabic, Bengali, Hindi, Japanese, Korean, Mandarin, Portuguese, Punjabi, Singhalese, Spanish, Tagalog, Telugu, Urdu
Naubuc	79	Albanian, Arabic, Farsi, French, Georgian, Gujarati, Haitian-Creole, Hindi, Korean, Lao, Malayalam, Mandarin, Marathi, Patois, Portuguese, Romanian, Serbo-Croatian, Sinhala, Spanish, Tamil, Telugu, Thai, Turkish, Urdu, Vietnamese
Nayaug	49	Akan, Albanian, Arabic, Cantonese, Ewe, Gujarati, Japanese, Kannada, Korean, Mandarin, Polish, Punjabi, Portuguese, Russian, Spanish, Tamil, Urdu
Gideon Welles	83	Albanian, Arabic, Bengali, Czech, Gujarati, Hindi, Kannada, Korean, Lao, Malayalam, Mandarin, Marathi, Nepali, Polish, Portuguese, Romanian, Russian, Spanish, Tagalog, Tamil, Telugu, Twi/Fante, Urdu, Vietnamese, Wu
Smith Middle School	112	Albanian, Arabic, French, German, Greek, Gujarati, Haitian-Creole, Hindi, Hungarian, Italian, Japanese, Korean, Malayalam, Mandarin, Marathi, Polish, Portuguese, Sindhi, Spanish, Swedish, Pilipino, Tamil, Telugu, Tulu, Turkish, Ukrainian, Urdu, Vietnamese, Wala
Glastonbury High School	195	Albanian, Arabic, Bengali, Fante, Farsi, Finnish, French, German, Greek, Gujarati, Hindi, Japanese, Kannada, Khmer, Korean, Lao, Malayalam, Mandarin, Marathi, Montenegrin, Nepali, Polish, Portuguese, Romanian, Russian, Spanish, Tagalog, Tamil, Telugu, Thai, Tulu, Turkish, Ukrainian, Urdu, Vietnamese

# of Students in ML Program on October 1

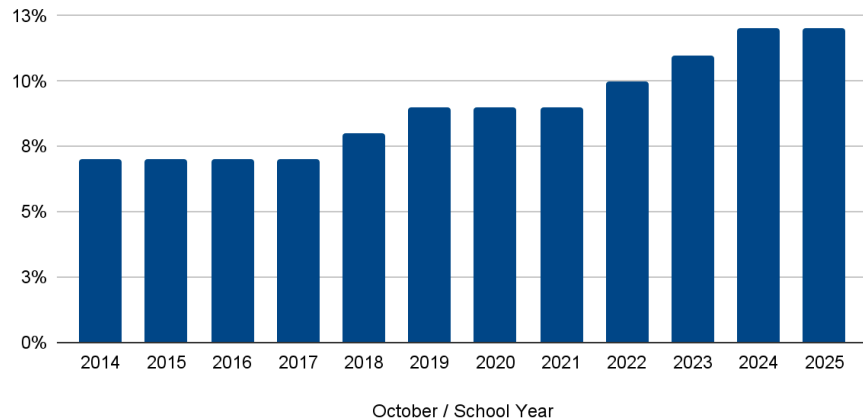


# The Variety of Languages Spoken in Glastonbury's Schools

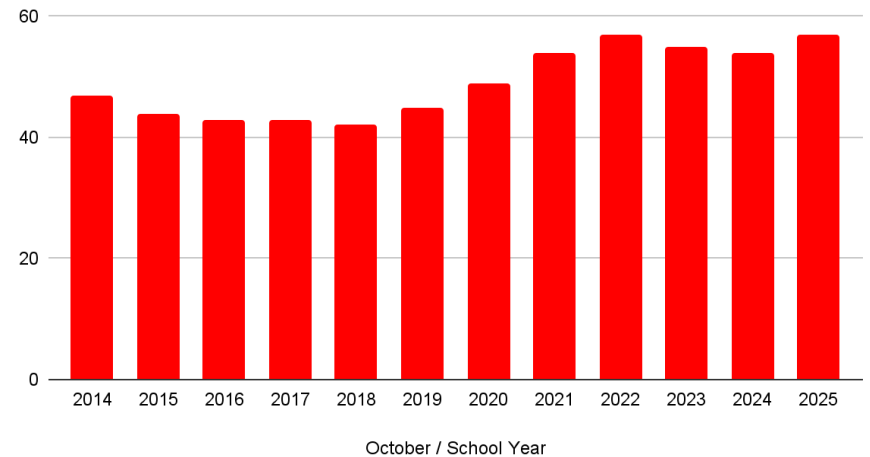
*A Comparison: 2014-2025*

	October 2025	October 2024	October 2023	October 2022	October 2021	October 2020	October 2019	October 2018	October 2017	October 2016	October 2015
<b>Number of Students with a Dominant Language Other Than English</b>	684	664	619	587	523	506	503	476	435	442	427
<b>Percent of Total Population</b>	12%	12%	11%	10%	9%	9%	9%	8%	7%	7%	7%
<b>Number of Different Languages Represented</b>	57	54	55	57	54	49	45	42	43	43	44
<b>Language Groups Most Frequently Represented</b>	Spanish 142 Mandarin 93 Tamil 53 Hindi 40 Korean 37 Arabic 32 Urdu 27	Spanish 145 Mandarin 91 Korean 47 Tamil 43 Hindi 39 Arabic 35 Telugu 25	Spanish 135 Mandarin 96 Korean 40 Arabic 36 Hindi 36 Gujarati 23 Telugu 23	Spanish 121 Mandarin 94 Korean 38 Hindi 31 Arabic 24 Telugu 23 Gujarati 21	Spanish 113 Mandarin 80 Arabic 32 Korean 29 Telugu 26 Hindi 23 Tamil 23	Spanish 112 Mandarin 68 Arabic 36 Korean 36 Telugu 23 Gujarati 21 Tamil 21	Spanish 110 Mandarin 67 Arabic 33 Korean 33 Telugu 25 Hindi 22	Spanish 103 Mandarin 59 Arabic 30 Korean 28 Telugu 26 Hindi 24	Spanish 91 Mandarin 56 Arabic 30 Korean 27 Hindi 23 Telugu 21	Spanish 91 Mandarin 57 Arabic 32 Korean 32 Telugu 23 Vietnamese 16	Spanish 84 Mandarin 54 Korean 39 Telugu 24 Arabic 21 Vietnamese 20

% of Total Population / Student Population with a Dominant Language Other than English



Number of Different Languages Represented



**GLASTONBURY PUBLIC SCHOOLS  
GLASTONBURY, CONNECTICUT**

**SCHOOL ENROLLMENT January 1, 2026**

<u>Elementary</u>	<u>Pre-K = 79</u>	<u>K</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>Total</u>
Buttonball		70	87	71	91	74			393
Hebron Ave.		64	64	74	91	90	80		463
Hopewell		73	94	86	91	86			430
Naubuc		63	62	73	67	85	80		430
Naugaug		97	81	94	112	77	90		551
Elementary Subtotal		367	388	398	452	412	250	0	2267
Gideon Welles							186	437	623
	K-6 Totals								2890
<b>Elementary Total</b>		<b>367</b>	<b>388</b>	<b>398</b>	<b>452</b>	<b>412</b>	<b>436</b>	<b>437</b>	<b>2890</b>

<u>Middle</u>	<u>7</u>	<u>8</u>	<u>Total</u>
Smith Middle	452	440	892
<b>Middle Total</b>	<b>452</b>	<b>440</b>	<b>892</b>

<u>Secondary</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>Total</u>
Glastonbury High	429	410	428	426	1693
<b>Secondary Total</b>	<b>429</b>	<b>410</b>	<b>428</b>	<b>426</b>	<b>1693</b>

**TOTAL 5475**

Pre-K	79
<b>OUT OF DISTRICT (27 &amp; GHS ALTERNATIVE PROGRAM (0))</b>	<b>27</b>
<b>GRAND TOTAL</b>	<b>5581</b>

	<b>RECAPITULATION</b>		
	1/2/2025	1/5/2026	Change Over
	Enrollment All	Enrollment All	Previous Years Enrollment All
<b>Pre-K</b>	79	79	0
<b>K</b>	379	367	-12
<b>1</b>	379	388	9
<b>2</b>	444	398	-46
<b>3</b>	396	452	56
<b>4</b>	436	412	-24
<b>5</b>	430	436	6
<b>6</b>	445	437	-8
<b>Subtotal Elementary</b>	<b>2988</b>	<b>2969</b>	<b>-19</b>
<b>7</b>	437	452	15
<b>8</b>	437	440	3
<b>9</b>	410	429	19
<b>10</b>	437	410	-27
<b>11</b>	429	428	-1
<b>12</b>	457	426	-31
<b>Subtotal Secondary</b>	<b>2607</b>	<b>2585</b>	<b>-22</b>
<b>TOTAL</b>	<b>5595</b>	<b>5554</b>	<b>-41</b>
<b>OUT OF DISTRICT &amp; GHS ALTERNATE</b>	<b>30</b>	<b>27</b>	<b>-3</b>
<b>GRAND TOTAL</b>	<b>5625</b>	<b>5581</b>	<b>-44</b>

## School Enrollment by Class January 1, 2026

										<b>GRADE K</b>	<b>TOTAL</b>
Buttonball	14	14	14	14	14					=	70
Hebron	17	16	16	15						=	64
Hopewell	15	15	15	15	13					=	73
Naubuc	16	16	16	15						=	63
Nayaug	20	20	19	19	19					=	97
											<b><u>367</u></b>
										<b>GRADE 1</b>	
Buttonball	18	18	17	17	17					=	87
Hebron	17	16	16	15						=	64
Hopewell	19	19	19	19	18					=	94
Naubuc	16	16	15	15						=	62
Nayaug	18	18	15	15	15					=	81
											<b><u>388</u></b>
										<b>GRADE 2</b>	
Buttonball	18	18	18	17						=	71
Hebron	19	19	18	18						=	74
Hopewell	18	17	17	17	17					=	86
Naubuc	19	18	18	18						=	73
Nayaug	20	19	19	18	18					=	94
											<b><u>398</u></b>
										<b>GRADE 3</b>	
Buttonball	23	23	23	22						=	91
Hebron	23	23	23	22						=	91
Hopewell	19	19	19	17	17					=	91
Naubuc	17	17	17	16						=	67
Nayaug	23	23	23	22	21					=	112
											<b><u>452</u></b>
										<b>GRADE 4</b>	
Buttonball	19	19	18	18						=	74
Hebron	23	23	22	22						=	90
Hopewell	22	22	22	20						=	86
Naubuc	22	22	21	20						=	85
Nayaug	20	20	19	18						=	77
											<b><u>412</u></b>
										<b>GRADE 5</b>	
Buttonball										=	0
Hebron	20	20	20	20						=	80
Naubuc	21	20	20	19						=	80
Nayaug	20	18	18	17	17					=	90
Gideon	22	22	21	21	21	20	20	20	19	=	186
											<b><u>436</u></b>

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

---

---

**Title of Report:** Proposed Adult and Continuing Education Classes – Winter/Spring 2026

**Board Meeting Date:** January 12, 2026

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

---

---

Attached is the list of the proposed Adult & Continuing Education Winter/Spring 2026 offerings. Most of our classes will be in person, but we will continue to hold some live online to accommodate both teachers and students.

We are pleased to offer over 140 classes and trips, which include new classes, trips, or teachers or classes that have not been offered recently. One of our goals has always been to provide classes that will create interest, encourage lifelong learning and the pursuit of new interests. An added benefit is that the classes bring people together, provide the opportunity to meet new friends, and are a welcoming experience for those new to Glastonbury. We also appreciate the opportunity to invite our community into our schools to experience the positive energy within them.

Some classes repeat each term, such as languages, and we work diligently to develop new classes. Our “Gourmet” section, with its wide variety of cooking classes, is always popular, and delicious! We are pleased to welcome back Chef Joe Mele, who taught for us in the 2000’s when he was associated with the Connecticut Culinary Institute. He will be teaching five different series of four classes each: Fresh Pasta and Sauce Making, Baking, Soup, Risotto, Grains & Gnocchi, and Global Cuisine. He has a local following of students, and we look forward to seeing him back in our classroom. Also returning this term is “How to Eat to Reduce Pain and Inflammation” and its teacher, Indira Pulliadath, who is a pharmacist and nutritionist. She has taught many different classes for us over the years and is the author of a healing cookbook for people with autoimmune disease.

Our 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! Our trip, the Boston Tea Party, promises to be a “Revolutionary Experience” and includes dumping tea in the harbor! In honor of the 250<sup>th</sup> anniversary of our country, we will return to Boston in July to see the Tall Ships. We also have trips planned to the New York Botanical Garden for the stunning Orchid Show, the Culinary Institute of America in beautiful Hyde Park, NY, the magnificent Metropolitan Opera House to see Puccini’s Madama Butterfly, and more. We hope you can join us!

As always, I would like to once again recognize and thank our knowledgeable, creative, and flexible teachers, who continue to provide highly engaging and meaningful opportunities for lifelong learning in our community.

**Submitted By:** Nancy La Perla

**Reviewed By:** Alan B. Bookman

# GLASTONBURY ADULT & CONTINUING EDUCATION

## PROPOSED CLASSES and TRIPS Winter/Spring 2026

### Career, Computer & Business

Build Your Own Website with WIX  
Cloud Storage  
Computer Basics  
Canva ~ Graphic Design  
Intro to Artificial Intelligence  
Introduction to iPhone and iOS  
Introduction to Mobile Devices  
Podcasting 101: The Basics Using Free Software  
Podcasting 102: Edit & Publish  
Small Business Computer Security Basics  
Using Chat GPT

### Creative Arts

Colored Pencil & Basic Drawing, Level 2\*  
Beginning 35mm Digital Photography  
*Drop-In Needle Arts\**  
*Floral Arranging\**  
*Knitting, Beginning\**  
Learn Acrylic Paint Pouring Techniques  
Make Money as a Stock Photographer  
Outdoor Watercolor Painting  
Quilting 101  
Quilting Skills: Beginning Paper Piecing  
Start Drawing  
Take Family Portraits Like A Pro  
Take Great Pictures with Your Smart Phone

### Gourmet

Cruisin' with Susan classes (6 separate classes)\*  
Biscuits & Scones  
Focaccia  
Food Tour with Prudence: A Dong's Market  
Food Tour with Prudence: Italian Tour\*  
Sourdough Bread Start-Up Class  
Two Pals Bake Lemon Meringue Pie  
Two Pals Make Eggplant Parmesan Medallions!  
5 Series with Chef Joe\* (4 separate classes per category)

- Global Cuisine\*
- Fresh Pasta and Sauce Making Classes\*
- Baking Classes\*
- Soup Classes\*
- Risotto, Grains and Gnocchi Classes\*

### Health, Well Being, Fitness & Sports

*Barre Bootcamp*  
Herbs for Daily Wellness: Simple Rituals for Health\*  
How to Eat to Reduce Pain and Inflammation\*  
Yoga, Advanced Beginner  
Yoga, Beginner

### Home, Garden, Outdoors & Pets

Butterfly Gardens are for the Birds\*  
Dog Training without the Dog  
Garden Journaling for Success: Track, Learn & Grow\*  
Growing Corn\*  
Herbal Infused Oils, Part 1  
Herbal Infused Oils, Part 2 Crafting Lotion Bars  
Herbal Tea Blending  
Herbal Infused Vinegars – Spring Tonics\*  
Herbal Folklore of Summer\*  
Herbs by Elements: Earth, Air, Fire & Water\*  
*Perennial Gardening\**  
Replacement Window Workshop  
Septic System 101  
The Herbal Clean Home\*  
The Importance of Native Woody Shrubs\*

### Language, Travel and Culture

American Sign Language, Beginning  
American Sign Language, Adv.Beg.\*  
German, Beginning  
German, Intermediate  
Irish 102\*  
Irish 103\*  
Italian Language - Interlinear  
Italian Language for Travel  
Spanish, Beginning  
Spanish, Intermediate  
Travel and Culture of France  
Travel and Culture of Italy  
Travel and Culture of the Netherlands,  
Belgium & Dutch Caribbean

### Music, Arts & Dance

Acoustic Folk Rock for Guitar  
Instant Piano for Hopelessly Busy People  
Instant Guitar for Hopelessly Busy People  
Line Dancing - Startin' From Scratch  
Line Dancing - Movin' On  
Piano by Ear\*  
Social Ballroom Dancing for Couples!  
Swing Dance for Couples  
Traditional Country Western Couple Dancing

### Personal Enrichment

Astronomy 101 – 4 separate classes\*

- Exoplanets
- Evolution of Stars
- Galaxies
- The Space Race

Blackjack: Maximize Your Chances of Winning

Bridge, Introductory

Bridge, Advanced Beginner

Bridge, Open Tables\*

Dinosaurs in the Connecticut Valley

Discovering the Wonders of AI

*Ed2Go ~ Fundamentals & Advanced Career Training*

Exploring Your Roots: Intro to Genealogy

From Memory to Memoir: Writing Your Life Story

Presidents' College, UHart: New classes tbd\*

Voiceovers - Now Is Your Time!

### Real Estate

Downsizing: Selling Your Home

*How to Navigate a Home Mortgage\**

Get Ready, Get Set, Buy: First Time Home Buyers

Get Set, Get Set, Sell: Tips on Repair, Replace & Declutter

Real Estate in Retirement

Smart Moves: Real Estate Planning

### 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

Cracking the 2025 Tax Code

Getting Your Estate Plan Right

Medicare: Understanding the Basics

Plan Your Social Security with Confidence

Social Security Analysis

Strategies to Save Money on (and with) Life Insurance

Taxes in Retirement

Understanding Your Insurance Options & Discounts

What is a Trust? Do I Need One?

### Day & Overnight Trips

Boston Tea Party\*

California Dreaming (Cruise Tour)\*

Culinary Institute of America\*

Do You Love Lucy? Jamestown, NY (overnight)\*

Iceland (Fly Trip Tour)

Lighthouses of Southern New England\*

Metropolitan Opera – Madama Butterfly\*

New York Botanical Gardens ~ Orchid Show\*

Ireland (Fly Trip Tour)\*

Sail 250: Tall Ships!\*

Turkey Train, Lake Winnepesaukee, NH

Tanglewood\*

Viking River – Christmas Markets (Cruise Tour)\*

\*\* additional trips may be added

Note: There are over 140 classes and trips scheduled or in the process of being scheduled with many 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/trip or new instructor

*Italics* denotes class/trip is pending