REGULAR BOARD OF EDUCATION MEETING

Monday, May 4, 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 Public Schools Retirees
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 Ratification of the Agreement between the Glastonbury Board of Education and Local #3817, Council #4, AFSCME, AFL-CIO, Glastonbury Part-Time Paraeducators Union, July 1, 2026-June 30, 2030
   B. Approval of the 2025-2026 Open Choice Expenditures
   C. Approval of the April 6, 2026 Regular Board of Education Meeting Minutes
   D. Approval of the April 21, 2026 Special Board of Education Minutes
7. Reports and Discussion
   A. Spring/Summer 2026 Construction Projects
8. Committee and Liaison Reports
9. Chairman's Reports
   A. Glastonbury Board of Education Letter Regarding Teacher Appreciation Week
10. Superintendent's Report
    A. Self Insurance Reserve Update, March 2026
    B. Glastonbury High School No Place for Hate Designation
    C. 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.
5/4/2026 11:36:53	Naubuc School Parents	84 Griswold St	Open Letter to Glastonbury BOE 5.4.26.: As Naubuc School parents we are very dismayed that the Griswold Street apartment complex has been approved with an entrance and exit directly opposite the school. We ask that a traffic speed camera be installed in the Naubuc School vicinity to help ensure the safety of our young children. Given the increased risk to children that now exists in that area, we believe this is appropriate and encourage the Town Council and BOE to move this matter forward. Joanne Toussaint 189 Worthington Kelly Stein 52 Trinity Ave Emily Bird 68 April Drive Lisa Mendum 45 Candlewood Christopher A Bird 24Twelve Acre Lane Sara & William Oldbach 116 Heywood Dr Laura Zeppieri 8 Tarrybrook Priscilla Merritt 55 Griswold Margaret Schroeder 151 Barrington Way Patricia Ehrhardt 143 Barrington Jenny Bouffard Jen Hudner

GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT

Title of Report: Contract for Glastonbury Part-Time Paraeducators

Board Meeting Date: May 4, 2026

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

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The Board Negotiating Team (Douglas Foyle, Julie Thompson, and Kali Cavanaugh) has set the parameters and received reports about informal negotiations between the Superintendent/Business Manager and the Part-Time Paraeducators Union Negotiating Team. After two meetings, the two negotiating teams agreed on contract changes. The entire membership of the union then voted on and approved of the new contract.

The tentative agreement was reached for the years 2026-2027, 2027-2028, 2028-2029 and 2029-2030.

The following major changes in the contract are recommended by the Board Negotiating Team:

Salaries:

A wage adjustment was necessary to recruit new staff and retain current employees. A review of surrounding and comparable districts shows that this adjustment will bring these positions compensation in line with market rates.

2026-2027 $ 1.00 per hour adjustment and 3% General Wage Increase
2027-2028 3% General Wage Increase
2028-2029 3% General Wage Increase
2029-2030 3% General Wage Increase

Special Education Paraeducators year one receives an additional fifty (.50) cents stipend per hour for year 1 and year 2 of the contract.

Special Education Paraeducators for years 3 and 4 receive an additional one-dollar ($1.00) stipend per hour.

Other:

Longevity - Change years of employment and increase amounts.

5 Years - $250
10 Years - $525
15 Years - $1,050
20 years plus - $2,100

Year two of the contract (Effective July 1, 2027) add the Day after Thanksgiving to the holiday schedule as a paid holiday.

Add 2 bereavement days for Immediate family (mother, father, husband, wife, child, or grandchild) or for attendance at a funeral that require travel time.

Submitted By: Alan B. Bookman

AGREEMENT

Between the

GLASTONBURY BOARD OF EDUCATION

And

LOCAL #3817 - COUNCIL #4, AFSCME, AFL-CIO

GLASTONBURY PART-TIME PARAEDUCATORS UNION

July 1, 2026 - June 30, 2030

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AGREEMENT

THIS AGREEMENT IS MADE AND ENTERED INTO on this 4th day of May 2026, by and between the GLASTONBURY BOARD OF EDUCATION (hereinafter referred to as the "Board") and LOCAL #3817, COUNCIL #4, AFSCME, AFL-CIO, GLASTONBURY PART TIME PARAEDUCATORS UNION (hereinafter referred to as the "Union").

ARTICLE 1 - RECOGNITION

The Board hereby recognizes and certifies the Union as the exclusive representative for all employees in the unit consisting of employees of the Board in the public school system of the Town of Glastonbury engaged in part-time paraeducators work scheduled between 15 hours per week and 24 hours per week. This recognition agreement is made for the purpose of, and in accordance with, all of the rights and privileges as provided by the Municipal Employees Relations Act, Chapter 113, section 7-467-477, as amended 1967, General Statutes of Connecticut.

ARTICLE 2 - WAGES

2.1 Effective July 1, 2026 and lasting until June 30, 2030, all employees shall be paid in accordance with the wage schedule annexed hereto and designated as Exhibit A.

2.2 If an employee in the bargaining unit is involuntarily transferred during the school year to a position with a lower wage rate, his/her higher wage rate will be maintained for the remainder of that school year only.

2.3 If an employee is asked to substitute for another employee in which their hourly rate is higher, the employee will automatically be paid the higher rate for all hours substituting.

ARTICLE 3 – LONGEVITY

3.1 Any employee, who, by October 31st of the-school-year, has completed five (5) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of Two Hundred Fifty Dollars ($250), to be paid in one lump sum in December of each year.

3.2 Any employee, who, by October 31st of the school year, has completed ten (10) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of Five Hundred and Twenty-Five Dollars ($525), to be paid in one lump sum in December of each year.

3.3 Any employee, who, by October 31st of the school year, has completed fifteen (15) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of One Thousand Fifty Dollars ($1,050), to be paid in one lump sum in December of each year.

3.4 Any employee who, by October 31st of the school year, has completed twenty plus (20+) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of Two Thousand One Hundred Dollars ($2,100), to be paid in one lump sum in December of each year.

ARTICLE 4 - VACANCIES, TRANSFERS and EMPLOYMENT CONFIRMATION

Vacancies

4.1 The Superintendent of Schools/designee will send an email to union members three (3) days before external candidates are considered. Any interested employee may apply in accordance with specified time limits and application process as provided by the email.

4.2 Assignments and transfers of part-time paraeducator will be made by the Superintendent of Schools/designee to best serve the interests of the Glastonbury Public Schools.

Transfers

Voluntary Transfers:

4.3 A part-time paraeducator may request a transfer to a different school or assignment by submitting such request to the Superintendent of Schools/designee.

Involuntary Transfers:

4.4 When a reduction in the number of part-time paraeducator to be assigned to a school or program is necessary:

Volunteers will be considered first.

Transfers will be based upon factors which include experience, training, and skill.

Seniority will be considered only if all other factors are equal.

4.5 Nothing in this document shall be construed to imply tenure of position or location.

4.6 Transfers will be made at the beginning of each school year except when in the opinion of the Superintendent of Schools/designee**,** an immediate transfer is necessary.

4.7 A report providing all active employees in the union with their title, work location and hire/rehire dates, as well as a list of terminations for that month, will be provided electronically to the President of the Union on a monthly basis from September through June of each school year.

New Employees into Bargaining Unit:

4.8 New employees into this contract shall be on probation for a period of ninety (90) calendar days and may be terminated by the Superintendent/designee in his/her sole discretion for any reason whatsoever, and neither the employee nor the Union, on his/her behalf, shall have recourse to the grievance procedures of this Agreement.

Employment Confirmation

4.9 Employees will be advised by the end of the school year if their assignment will continue in the next school year. For positions that are district resources (i.e. Special Education Paraeducator(s)), notification of specific assignments indicating location and hours of work will be made prior to July 31st of each year with the understanding that assignments are based on district needs and are subject to change.

ARTICLE 5 - HOURS OF WORK AND WORK SCHEDULES

5.1. When school is closed, due to an emergency situation, including inclement weather, part-time paraeducators will be released without loss of pay when teachers are released. When there is a delayed opening, part time paraeducators will not lose pay for hours not worked during their regular scheduled workday.

5.2. When the student to whom the part-time paraeducator has been assigned is absent from school for all or part of the part-time paraeducator's regularly scheduled work day, the part-time paraeducator will be given an opportunity to accept another assignment. The part-time paraeducator will be paid for those hours if he/she accepts the other assignment. If he/she does not accept the assignment, available paid Personal Leave will be used before any unpaid leave.

ARTICLE 6 - HOLIDAYS

6.1 All employees covered under this agreement will be paid for the following holidays:

Thanksgiving Day - four (4) hours
*Day after Thanksgiving – four (4) hours
Christmas Day - four (4) hours
New Year's Day - four (4) hours
Memorial Day - four (4) hours
Good Friday - four (4) hours
Martin Luther King Day - (4) hours
Labor Day - (4) hours

*Effective with 2027/2028 school year

6.2 The paid holiday will be subject to the employee working both the work day before and the work day after the specified holiday. However, this condition shall not apply to an employee whose work schedule in any week provides a regularly scheduled work day off before or after the day on which the holiday falls.

ARTICLE 7 - SENIORITY LIST

7.1 The Board shall furnish to the Union, by November 1st of each year, a seniority list showing the length of service of all current part-time paraeducators in the bargaining unit. Mistakes shall be brought to the attention of the Superintendent of Schools/designee, within thirty (30) days of delivery of the list.

7.2 For the purpose of this Agreement, seniority shall be defined as an employee's continuous unbroken service as an employee of the Board of Education in a position covered by the bargaining unit dating from most recent date of hire as a new employee.

ARTICLE 8 - LAYOFF AND RECALL

Layoff

8.1 A layoff is defined as the involuntary, non-disciplinary separation of an employee from Board service because of lack of work or other economic necessity. No employee shall be laid off except in compliance with this Article in this order:

a. Temporary employees shall be laid off first
b. The employee with the least qualifications and the least seniority shall be laid off next

Recall

8.2 Laid-off employees shall be rehired based on qualifications for the position in the reverse order of the layoff and no new employee shall be hired until all qualified laid-off employees have been given an opportunity to return to work. Notification will be made by email and will require a 48-hour response. No response will be an assumption of refusal, and shall result in forfeiture of recall rights. Recall rights will be good until December 1st of the school year following the layoff.

An employee being recalled from a layoff shall return to the same salary step of employment he/she would have been at if he/she had not been laid off provided that he/she had been at that previous step for a minimum of (6) months prior to the layoff.

A laid-off employee shall maintain his/her years of service for the purpose of longevity; however, no additional longevity time shall be accrued during layoff.

The RECALL LIST shall be administered in the following sequence to offer positions to Groups A, B & C employees:

Position available in Group A: a Group A employee (lateral) must accept it or fall off the recall list, a Group B & C employee does not have to accept a downgrade to Group A and remains on the list.

Position available in Group B: a Group B employee (lateral) must accept it or fall off the recall list; a Group A employee does not have to accept an upgrade to Group B & C and remains on the list.

Position available in Group C: a Group C employee (lateral) must accept it or fall off the recall list, a Group C employee does not have to accept a downgrade to Group A & B and remains on the list.

ARTICLE 9 - LEAVE

Paid Leave

9.1 After completion of an employee's probationary period, all part-time paraeducators covered under this agreement will be entitled, on an annual basis, to twenty (20) hours of paid leave, non-cumulative, for reasons of illness or personal business. Newly eligible employees will be pro-rated during their first school year of eligibility.

9.2 All requests for personal reasons must be approved by the employee's immediate supervisor at least five (5) workdays prior to the absence, except in emergency situations or funerals.

9.3 Each employee will receive full pay for the maximum of three (3) days for the cause of death in the immediate family. Immediate family shall be defined as mother, father, husband, wife, child, or grandchild. Included within the 3 days; an employee can use this time if they need to travel outside the state for any funeral. One (1) day of leave may be granted by the Business Manager for attendance at a funeral for a brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in- law, legal guardian, grandparents of the employee, siblings of employee's spouse, domestic partner, or any other relatives in same household. Personal leave shall not be carried over from year to year.

Unpaid Leave

9.4 After completion of one complete year of service calculated from the employee's seniority date in the contract, leaves of absence without pay may be granted by the Superintendent of Schools/designee for a limited, definite period not to exceed one school year.

ARTICLE 10 - WORKERS COMPENSATION BENEFITS

Whenever an employee is absent as a result of personal injury which is covered by the regulations of Workers Compensation Act, she/he shall be compensated their full wages (less the workers compensation award not to exceed the period earned in Article 9) Sick leave under Article 9 shall not be reduced until absence subject to this provision exceeds thirty (30) days in any one fiscal year.

ARTICLE 11 - JURY DUTY

Any employee required to report for jury duty on a scheduled work day shall receive full pay from the Board, minus any pay received for jury duty, during the first five (5) days of that jury duty assignment. An employee notified to report for jury duty shall notify her/his supervisor as soon as possible following receipt of such notice.

ARTICLE 12 - GRIEVANCE PROCEDURE

12.1 Purpose: The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems of part-time paraeducators. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure. It is understood by and between the parties that the grievance procedure should be applied as quickly as possible, with as few steps as possible.

12.2 Definition: A grievance shall be interpreted as a claim based upon challenge of interpretation or application by the administration of existing Board of Education policy or this Agreement, as such event or condition may affect the salary or condition of employment of a part-time paraeducator.

12.3 Procedure: It is important that grievances or disputes be processed as rapidly as possible. The time limits specified may be extended by mutual agreement.

A. Informal

Formal grievance procedure can begin only after the employee has first attempted to resolve his/her dissatisfaction with his/her supervisor on an informal basis. If there is no resolution during the informal level, the employee must submit the written formal grievance within fifteen (15) workdays of the incident upon which the grievance is based.

B. Level One - Business Manager or Designee

1. Employee presents a written statement of the grievance to the Business Manager or designee within fifteen (15) workdays of the event giving rise to the grievance.

2. Business Manager or designee gives a written decision to the employee with the reasons therefore within five (5) workdays of receipt of the statement of B.1.

C. Level Two - Superintendent of Schools/Designee

1. Employee delivers a request for appeal to the Superintendent of Schools/designee within ten (10) workdays of receipt by the employee of the decision of B.2.

2. The Superintendent of Schools/designee and Business Manager or designee meet with the employee within five (5) workdays of receipt by the Superintendent of Schools/designee of the request of C.1.

3. The Superintendent of Schools/designee gives a written decision to the employee within five (5) workdays of the meeting in C.2.

D. Level Three - Board of Education or Designee

1. Absent satisfactory settlement at Level Two, the employee files a request for appeal to the Board of Education designee with the Superintendent of Schools within fifteen (15) workdays of receipt of the decision of Level C.3 by the employee.

2. The Board of Education designee and the Superintendent of Schools meet with the employee within twenty (20) workdays of receipt of the request for appeal to the Board of Education by the Superintendent of Schools/designee.

3. The Board of Education designee gives a written decision with the reasons therefore to the employee within ten (10) workdays of the meeting of D.2.

E. Level Four - Arbitration

Absent satisfactory settlement of the grievance at Level Three, the Union may file within ten (10) days of its receipt of the Board's decision a request for arbitration with the Connecticut State Board of Mediation and Arbitration. A copy of said request will be sent to the Board of Education. Both the selection of the arbitrator and the arbitration hearing shall be conducted in accordance with the administrative procedures, practices and rules of the Connecticut State Board of Mediation and Arbitration. The arbitrator shall be bound by and must comply with all the terms of this Agreement. He/she shall have no power to add to, delete from or modify in any way any of the provisions of this Agreement. The decision of the

arbitrator shall be binding upon both parties. The cost for the services of the arbitrator, including per diem expenses, if any, and actual travel and subsistence expenses, shall be borne equally by the Board and the Union.

ARTICLE 13 - UNION MEDIATION & ARBITRATION

13.1 The Board shall permit one (1) or two (2) specified Union representatives to attend mediation sessions held for the purpose of dealing with grievances at Level Four of the grievance procedure established under Article 12 of this Agreement without loss of pay. Such representatives shall be paid only for hours thus spent which would have otherwise been worked. The Union agrees to provide the Superintendent of Schools/designee with due notification that such representatives will be absent for participation in any mediation session.

13.2 The grievant and one (1) representative of the Union shall not suffer a loss of pay if it is necessary to schedule a grievance procedure or arbitration hearing(s) during said employees' normal work hours.

ARTICLE 14 - MANAGEMENT RIGHTS

Nothing in this contract shall be construed to alter existing rights, benefits or privileges afforded employees heretofore, except those subject to administrative decision, unless it is specifically stated in this contract. It is recognized that the Board of Education has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the Town of Glastonbury in all of its aspects as set forth in section 10-220 of the Connecticut General Statutes. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any part of specific terms and provisions of this Agreement.

ARTICLE 15 - UNION SECURITY & DUES DEDUCTIONS

15.1 All employees covered by this Agreement, all employees will be offered an opportunity to join the Union.

15.2 The employer agrees to deduct from the pay of its employees who have signed an authorization card. The Board recognizes that the authorization of union dues is an agreement between the Union and Employee. Should a bargaining unit member approach the Board to terminate or modify his or her contractual relationship with the Union, that bargaining unit member will be directed to communicate such intent directly with the Union.

15.3 The deduction shall be made biweekly on regular pay dates as determined by the Business Manager and shall be mailed or electronically delivered to AFCME Council #4 together with a list of names of employees from whose wages such deductions have been made on a biweekly basis.

15.4 The Union agrees to indemnify, defend and to hold the Board harmless (including payments of all Board costs and legal fees) against any and all claims for damages, demands suits or other forms of liability that shall or may arise out of, or by reason of, carrying out the provisions of this agreement concerning the deduction from wages of such dues or fees that are specified above and the Union also agrees that the Board is entitled to legal representation of its choice in any such contested matters.

15.5 Further, the Union agrees that neither it, nor any of its representatives, will challenge or contest the validity or enforceability or legality of this clause in any form.

ARTICLE 16 - JOB CLASSIFICATIONS

Each employee upon assignment, and thereafter upon request, shall be given a copy of his/her job specification. Reasonable work assignments shall be in accordance with that job specification.

ARTICLE 17 - RECLASSIFICATIONS

17.1 An employee may submit a request for reclassification on a form supplied by Business Manager. Such request will be limited to one per school year and must be submitted between April 1st and May 1st.

17.2 The Business Manager shall notify the employee and the President of Local #3817 of the reclassification decision.

17.3 The decision for reclassification may be appealed by the employee to the Superintendent of Schools/designee.

ARTICLE 18 - SAFETY

The Board will reimburse an employee up to five hundred dollars ($500) for any personal property damaged or destroyed on Board property as a result of documented student negligence or malice. The Board's liability in this respect shall not exceed five hundred dollars ($500) to any one (1) person per incident, or five thousand dollars ($5,000) per school year. Claims will be paid each June. If the claims exceed five thousand dollars ($5,000), the Board may, in its sole discretion, make additional reimbursements upon request, and may prorate claims as needed to meet the five-thousand-dollar ($5,000) limit or any increase there of which it may approve.

ARTICLE 19 - DISCIPLINE

19.1 No employee shall be disciplined without just cause.

19.2 Disciplinary actions shall generally follow the following order:

a. Verbal Warning
b. Written Warning
c. Suspension and/or Discharge

19.3 All suspensions and discharges shall be given in writing to the employee and shall state the reason for such action. A copy shall be forwarded to the President of the Union at the time of the suspension and/or discharge.

ARTICLE 20 - STAFF TRAINING

The Board of Education recognizes the importance of training for the part-time paraeducator staff. In-Service opportunities will be provided on a regular basis as needed.

ARTICLE 21 - PERSONNEL RECORDS

21.1 Employee personnel files shall be defined in accordance with Section 31-128 of the Connecticut General Statutes, which defines a personnel file as paper, documents and reports, including electronic mail and facsimiles, pertaining to a particular employee's eligibility for employment, additional compensation, transfer, termination, disciplinary or other adverse personnel actions including employee reports relating to such employee's character, credit and work habits.

21.2 An employee covered by this Agreement shall at his/her request be allowed to review his or her personnel file. Such personnel file shall be kept at Central Office.

21.3 No performance evaluations or discipline documentation shall be placed in an employee's file unless the employee has had the opportunity to read**,** respond to and retain a copy**.**

21.**4** If there is a disagreement with any information in a personnel record, the Board and the Union may mutually agree to remove or correct it. If agreement is not reached, the employee may submit a written statement explaining his/her disagreement. This statement must be retained in the personnel record.

ARTICLE 22 - NEGOTIATIONS OVER SUCCESSOR AGREEMENT

Not later than one hundred and twenty (120) days preceding the expiration date of this Agreement, the Board agrees to begin to negotiate with the Union over a successor agreement in accordance with the procedure set forth herein in a good faith effort to reach agreement concerning salaries and conditions of employment.

ARTICLE 23 - DURATION

The provisions of this Agreement shall be effective July 1, 2026**,** and shall continue and remain in full force and effect up to and including June 30, 2030 unless an extension of the Agreement is expressly agreed to in writing by the parties before expiration of the Agreement.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 4th day of May, 2026

GLASTONBURY BOARD OF EDUCATION

By_____
Chairman

LOCAL #3817, COUNCIL #4
AFSCME, AFL-CIO

By_____
President

By_____
Representative, Council #4, AFSCME

EXHIBIT A

WAGE SCHEDULE

A. Copy, Greeters, Library, Lunch/Recess, Office, Science Part-Time Paraeducators

	1-2 Years	3-9 Years	10-15 Years	16 + Years
2026-2027	$19.50	$20.17	$20.59	$21.03
2027-2028	$20.09	$20.78	$21.21	$21.66
2028-2029	$20.69	$21.40	$21.85	$22.31
2029-2030	$21.31	$22.04	$22.51	$22.98

B. Classroom, Early Literacy Part-Time Paraeducators

	1-2 Years	3-9 Years	10-15 Years	16 + Years
2026-2027	$20.17	$20.82	$21.27	$21.72
2027-2028	$20.78	$21.44	$21.91	$22.37
2028-2029	$21.40	$22.08	$22.57	$23.04
2029-2030	$22.04	$22.74	$23.25	$23.73

C. Special Education Part-Time Paraeducators

	1-2 Years	3-9 Years	10-15 Years	16 + Years
2026-2027	$21.37	$22.02	$22.77	$23.55
2027-2028	$22.01	$22.68	$23.45	$24.26
2028-2029	$22.67	$23.36	$24.15	$24.99
2029-2030	$23.35	$24.06	$24.87	$25.74

Special Education Paraeducators year one receives an additional fifty (.50) cents per hour for year 1 and year 2 of the contract.

Special Education Paraeducators for years 3 and 4 receive an additional one dollar ($1.00) per hour.

Office of the Superintendent

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

May 4, 2026

TO: Board of Education

FROM: Alan B. Bookman, Superintendent

RE: Approval of Use of Open Choice Grant for the 2025-2026 School Year

This Open Choice state entitlement grant provides **$5,000** for each out-of-district student enrolled through the Open Choice program. The 2025-2026 Open Choice Grant for the 2025-2026 school year is **$465,412**, which is based on 90 enrolled students. The Open Choice grant monies must be expended by the end of this school year.

This grant, as proposed, will support students by providing tuition to attend Choice programs, diversity activities, and support services.

Proposed Expenditures Categories:

Tuition and Fees Related to Choice Programs
(Approved by the Board of Education)

Program	Number of Students/ Per Student Cost	Payment
Academy of Aerospace & Engineering Elementary	7 students @ $3,674	$25,718
Academy of Aerospace & Engineering High School	8 students @$4,032	$32,256
Academy of Computer Science & Engineering High School	2 students @ $4,032	$8,064
Academy of International Studies Elementary	2 students @ $3,674	$7,348
Anna Grace Academy of Arts Elementary School	4 students @ $3,674	$14,696
Connecticut River Academy Middle School	4 students @ $3,713	$14,852
Connecticut River Academy High School	7 students @ $3,713	$25,991
Riverside Magnet School	7 students @ $3,713	$25,991
Discovery Academy	1 student @ $3,674	$3,674
Greater Hartford Academy of Arts Half Day	6 students @ $4,032	$24,192
Greater Hartford Academy of Arts School Full Day	1 student @ $4,032	$4,032
Glastonbury-East Hartford Elementary Magnet School	37 students @ $3,674	$135,938
Subtotal		**$322,752**
Other Magnet Schools		$23,236
	Total	**$345,988**

2025-2026
Magnet Schools Participation Tuition Costs

MAGNET SCHOOLS	NUMBER of STUDENTS K-12	TUITION PER STUDENT	TOTAL GLASTONBURY TUITION COSTS
Academy of Aerospace & Engineering (Grades K-5)	7	$3,674	$25,718
Academy of Aerospace & Engineering (Grades 6-12)	8	$4,032	$32,256
Academy of Computer Science & Engineering High School	2	$4,032	$8,064
Academy of Computer Science & Engineering Middle School	1	$4,032	$4,032
Academy of International Studies Elementary	2	$3,674	$7,348
ACT Magnet School in Willimantic	1	$4,080	$4,080
Anna Grace Academy of the Arts Elementary School	4	$3,674	$14,696
Connecticut River Academy Middle School (GUES)	4	$3,713	$14,852
Connecticut River Academy High School (GUES)	7	$3,713	$25,991
Discovery Academy	1	$3,674	$3,674
Early College Adv. Manufacturing Pathway (CAMP) (GUES)	1	$3,713	$3,713
Great Path Academy	2	$2,010	$4,020
Greater Hartford Academy of Arts Half Day	6	$4,032	$24,192
Greater Hartford Academy of Arts High School Full Day	1	$4,032	$4,032
Glastonbury-East Hartford Elementary Magnet	37	$3,674	$135,938
LEARN Marine Magnet School	1	$3,717	$3,717
Montessori Magnet School	1	$3,674	$3,674
Riverside Magnet at Goodwin College Elementary (GUES)	7	$3,713	$25,991
TOTAL	**93**		**$345,988**

Regular Board of Education Meeting
Monday, April 6, 2026 7:00 PM
Town Council Chambers
Glastonbury Town Hall
2155 Main Street
Glastonbury, CT 06033

Mrs. Kali Cavanaugh:	Present
Mrs. Alison Couture:	Absent
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

Jen Faust left at 9:30PM.

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. FLL Robotics Team - Electronites: Mission Possible/52472
3.B. Kim Herwerth, CT School Counselor Association's Administrator of the Year

4. Student Representatives' Report

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

5. Information Session for Public Comment
Jim Miselis, 413 Woodhaven Road, Glastonbury, shared his concern regarding the approval of the artificial turfs, along with his support for the Board members that voted against the artificial turfs until the budget cuts were made.
Janice Dowd, 56 Boulevard, New Jersey, presented the Board with a proclamation from the STARTALK Program.

Sheena McDermott, 17 Stone Post Road, Glastonbury, shared her concerns regarding the artificial turf fields.
Ken Gillingham, 91 Heritage Drive, Glastonbury, shared with the Board his concerns regarding the artificial fields and also thanked the Board members for their time and dedication.
Jenn Jennings, 34 Cranesbill Drive, Glastonbury, shared feedback from a recent pathway summit she attended.

6. Business Requiring Action

A. Approval of Budget Adjustments to the Approved 2026-2027 Board of Education Budget
Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 300 Elementary Education, 1.0 FTE Teacher, $120,000 and Instructional Supplies, $80,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 1300 World Language and Multilingual Learner, Tutors, $25,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 2000 Music, Music Equipment, $26,584. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 2100 Operations/Maintenance, Replacement Equipment, $93,000, Special Projects, $200,000, and Custodian, $78,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 2200 Utilities, Energy Conservation Initiatives, $10,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 2400 Transportation, Parts/Repairs, $100,000 and Transportation, Buses (4), $586,372. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 2700 Special Education, Legal, $50,000, Evaluations, $50,000, LINKS Revenue, $200,000, Savings from LINKS for Eastbury CIP, $100,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 2800 Athletics, Uniforms, $25,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 3100 Elementary Operations, School Functions, $10,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 3200 Secondary Education, 3.4 FTE Teachers, $332,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 3300 Systemwide Support, Equipment, $250,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board reduce the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 3400 Fringe Benefits & Substitutes, Pension, $264,044. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board increase the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 3300 Systemwide Support, Staff Turnover, $100,000.

Dr. Foyle made a friendly amendment to the motion to indicate the correct Program for the budget increase.

Move that the Board increase the Board of Education Approved Budget for the 2026-2027 school year as follows: Program 3400 Fringe Benefits and Substitutes, Staff turnovers, $100,000. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

Move that the Board move $1,000,000 from the non-lapsing account into the health insurance reserve account, which is another reserve account. This motion was made by Ms. Jenn Jennings and seconded by Mrs. Kali Cavanaugh.

Dr. Foyle, Board Chair, ruled that the motion is out of order because it is not part of the 2026-2027 Board of Education budget.

The non-lapsing fund discussion will be brought up at agenda setting for the next Board meeting, scheduled for May 4, 2026.

The Board recessed at 9:30PM and returned at 9:35PM.

6.B. Approval of March 23, 2026 Regular Board of Education Meeting Minutes
Move that the Board approve the March 23, 2026 Regular Board of Education meeting minutes. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

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

6.C. Approval of March 31, 2026 Special Board of Education Meeting Minutes
Move that the Board approve the March 31, 2026, Special Board of Education meeting minutes. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh:	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. Naubuc School
Principal of Naubuc School, Dr. Michael Litke, provided the Board with key takeaways from his report.
7.A.2. Gideon Welles School
Both Kent Hurlburt, Principal, and Kim Herwerth, Assistant Principal/Special Education Supervisor, at Gideon Welles School shared highlighted areas of the report for the Board.
7.B. Spring Professional Learning 2026
Assistant Superintendent, Kate Lund, outlined spring professional learning opportunities designed for staff.
7.C. K-3 Reading Waiver Update
Assistant Superintendent, Kate Lund, summarized and highlighted key points from her report for the Board.

8. Committee and Liaison Reports
There were no committee and liaison reports shared.

9. Chairman's Reports
There were no Chairman's reports shared.

10. Superintendent's Report
- Dr. Bookman distributed tickets to the GHS POPS Concert, scheduled for Friday, May 8, 2026.

- Dr. Bookman shared two (2) reminders with the Board. A Retirees Reception is scheduled for Monday, May 4, 2026 at 6:30 pm. That same night at 6:00 pm, there will be a non-meeting to discuss the Part-time Para contract.

10.A. Staff Resignations
10.A.1. Amy Charron
10.A.2. Beth Dayton
10.A.3. Kathleen DeRoehn
10.A.4. Maureen Donohue
10.A.5. Cynthia Dysenchuk
10.A.6. Elena Juan
10.A.7. Diane Troutman
10.A.8. Jean Trusz
10.B. School Enrollment Report, April 2026
10.C. Student Suspension Report, March 2026
10.D. 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 10:37 pm.

Mrs. Kali Cavanaugh:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	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:

Special Board of Education Meeting
Tuesday, April 21, 2026
Glastonbury Public Schools
Central Office, Conference Room A
628 Hebron Avenue
Glastonbury, CT 06033

Mrs. Kali Cavanaugh:	Present
Mrs. Alison Couture:	Present
Mrs. Jennifer Faust:	Present (arrived at 6:32)
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Absent
Ms. Julie Thompson:	Present

Also Present: Mary Broderick, CABE Search Consultant

1. Call to Order
Ms. Julie Thompson called the meeting to order at 6:17 pm.

2. Reports and Discussion
2.A. Superintendent Candidate Profile Presentation
Mary Broderick, Ed.D., CABE Search Consultant highlighted key points from the Superintendent Search Leadership Profile brochure she prepared for the Board.

3. 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 7:05 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

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

Respectfully Submitted,
Kali Cavanaugh, Secretary
Approved:

GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT FORM

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Title of Report: Spring and Summer Projects

Board Meeting Date: May 4, 2026

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

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The following update outlines progress on spring and summer 2026 projects.

Spring 2026 Projects

Turf Fields 12 and 13

On March 31, 2026, the Board of Education voted 4-3 to approve the installation of two new turf fields at Glastonbury High School fields 12 and 13, with the contractual requirement that there are no PFAFS that will exist in the installed fields.

We have received a number of questions about the construction of these two turf fields. Regarding potential conflicts with the normal spring use of fields 12 and 13:

- Athletic Director Trish Witkin has stated she will be able to schedule all GHS spring sports on the remaining fields.
- GHS administrators were also ready to relocate graduation to a nearby field while the turf fields are constructed. Dr. Bean informed senior parents of this change. The nearby field will be a nice setting for graduation. Also, please note that in case of rain during graduation this year, we will move into the gym which is now air conditioned.

After the Board's vote, the following activities occurred:

- A subcontractor arrived to excavate the site before any contracts were signed.
- Field Turf issued a cease-and-desist order to the subcontractor.
- The Town Manager was asked if he wanted to sign the contract for the stadium field since the Town was, at the time, paying $270,000 toward the cost of the football field. He declined.
- As Superintendent, I continued to negotiate with Field Turf to ensure that CoolPlay was an alternate add-on for the fields. CoolPlay reduces the surface temperature of the turf on hot days. We currently have CoolPlay on our stadium field, and we have noted it makes a big difference. The initial cost for CoolPlay was about $100,000 per field. We received that add alternate for about half that cost.
- After two weeks of finalizing the contract terms, the contract was signed on April 15, at 8:39 PM. Three separate contracts were signed for fields 12 and 13, the stadium field, and the track.
- Field Turf then moved quickly to begin installing the two turf fields. Their goal is to finish the two fields in June so that they can be used for summer practices.
- Work on the stadium field and track will begin after the two new turf fields are complete. That complex must be ready to start the football season.

In mid-April, the Town Council, through their Town Manager, asked if installing the turf field was a substantive change under CGS 8-24 and needed approval from TP&Z. The Town Attorney said that yes, TP&Z approval was necessary. It's important to note that the construction of the original stadium turf field

was not considered a substantive change and did not require TP&Z approval. In addition, Board of Education attorneys stated that they were surprised the Town Attorney had ruled this to be a substantive change. They further informed us that any TP&Z decision was advisory only. The Town Council moved to send this matter to TP&Z, but TP&Z decided not to include it on their agenda.

Summer 2026 Projects

GHS Stadium Field and Track

The contractor will start to replace the stadium field and then the track at the end of the spring sports season, coinciding with the completion of fields 12 and 13. It is imperative for the contractor to start this project as soon as possible in order to complete it by the start of football season. I authorized construction of fields 12 and 13 to start immediately after the contracts were signed in order to ensure a smooth start to the fall sports season. These two projects will usually take 2-3 months. Field Turf is committed to finishing all work by the end of August.

GHS Pool Filtration System

This project will begin at the end of June. Unfortunately, the pool will be closed for the summer. We will partner with the Parks & Recreation Department and town services on communicating this to the residents.

GHS Gym Floor Replacement

This project was approved last year. It was delayed because we needed scaffolding in the gym throughout last summer to assist with rooftop unit replacements.

Submitted By: Alan B. Bookman

Glastonbury Board of Education

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

May 2026

Dear Glastonbury Educators,

Happy Teacher Appreciation Week!!

Thank you for being a steady positive force in the lives of our students. Change is around us everywhere. What remains in our control is how we respond and the example we set for those around us. The way you navigate challenges and solve problems is helping to build a solid foundation for today's students.

Thank you for choosing to share your talents with Glastonbury Public Schools. Every year, every class, and every day creates space for you to grow and thrive. We appreciate your commitment to improving how you meet student needs and prepare them for our changing world.

As we have proudly highlighted before, our outstanding educational system reflects the efforts of the individuals who work for it. Your expertise, care, and consistency are at the heart of it all.

With heartfelt gratitude and best wishes,

The Glastonbury BOE
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

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 KJR
DATE: April 1, 2026
SUBJECT: Self Insurance Reserve Update March 2026

The attached report summarizes the Self-Insurance Reserve fund through **March**. The total reserve is **$7,404,661**, allocated **$5,378,660** and **$2,026,001** between the Town and Board of Education, respectively. As of **March**, the fund is experiencing a **$2,247,838** loss for the fiscal year.

There are **18** large loss claims which are defined as any claims that exceed 50% of the individual stop-loss limit. There are **15** large loss claims for the BOE and **3** for the Town. There are **8** claims that have exceeded the individual Stop Loss limit; **5** for the BOE and **3** 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 March 31, 2026

	Town	Education	Total
Contributions			
Employer	$2,838,397	$10,483,039	$13,321,436
Employee	845,322	3,177,298	4,022,620
Stop Loss Reimbursement	249,232	1,159,550	1,408,782
Total Revenues	**$3,932,951**	**$14,819,887**	**$18,752,838**
Expenditures			
Anthem			
ASO Fees	$74,112	$281,287	$355,399
Claims	3,007,046	14,567,546	17,574,592
	$3,081,158	$14,848,833	$17,929,991
Delta Dental			
ASO Fees	$14,521	$41,240	$55,761
Claims	149,553	653,728	803,282
	$164,074	$694,968	$859,043
Bank Fees/PCORI Fee/EAP Fee	$8,307	$5,043	$13,349
CT Prime	581,814	1,548,981	$2,130,795
OneDigital Consultant Fees	13,500	54,000	67,500
	$603,620	$1,608,024	$2,211,644
Total Expenditures	**$3,848,852**	**$17,151,825**	**$21,000,677**
Current Year Revenues Less Expenses	$84,099	($2,331,938)	($2,247,838)
Reserve July 1, 2025	$5,294,561	$4,357,939	$9,652,500
Reserve at end of month	$5,378,660	$2,026,001	$7,404,661

	Town	BOE	Total
Reserve at end of month	$ 5,378,660	$ 2,026,001	$ 7,404,661
Recommended Minimum Reserve[A]	$ 995,961	$ 4,275,243	$ 5,271,204
Variance Over/(Under) Reserved	$ 4,382,699	$ (2,249,242)	$ 2,133,457

A. As of December 2025.The next update will be provided for March 2026.

CONGRATULATIONS

This certifies that

GLASTONBURY HIGH SCHOOL

has been designated No Place for Hate®

2025-2026

NO place for HATE
An ADL Education Program

ADL®

Kristin Jager
Senior Associate Director, K-12 Programs

Caterina Rodriguez
Director of PreK-12 Anti-Bias Programs