

Board of Education Regular Meeting

Tuesday, April 16, 2024 6:30 PM

Beman Middle School, 1 Wilderman's Way, Middletown, CT 06457

I. Call to Order	Speaker (s): Sheila Daniels
II. Salute to the Flag	Speaker (s): Sheila Daniels
III. Adoption of Agenda	Speaker (s): Sheila Daniels
IV. District Highlights	Speaker (s): Jessie Lavorgna
IV.A. The Best Communities for Music Education (BCME) Award & Student Musical Performances	Speaker (s): Jessie Lavorgna
IV.B. Multi-Lingual (ML) Family Event at Beman	Speaker (s): Lydia Ballachino / Elizabeth Tavares
IV.C. 8th Graders at the National Association for College Admission Counseling (NACAC) National College Fair 2024	Speaker (s): Jessie Lavorgna
IV.D. The CT Association of Boards of Education (CABE) Presentation of the Carney Award of Excellence for Educational Communications	Speaker (s): Jessie Lavorgna
IV.E. Middletown Adult Education Students & Social Worker Earn Awards from CT Association for Adult & Continuing Education (CAACE)	Speaker (s): Jessie Lavorgna
IV.F. Upcoming District Events	Speaker (s): Jessie Lavorgna
V. Public Session	Speaker (s): Sheila Daniels
VI. Communications	Speaker (s): Sheila Daniels
VI.A. Report of Student Representative	Speaker (s): Nana Obeng
VII. Consent Agenda	Speaker (s): Sheila Daniels
VII.A. Minutes of March 12, 2024 BOE Meeting	Speaker (s): Sheila Daniels
VII.B. Minutes of March 21, 2024 BOE Special Meeting	Speaker (s): Sheila Daniels
VII.C. Minutes of March 25, 2024, BOE Special Meeting	Speaker (s): Sheila Daniels
VII.D. Minutes of April 1, 2024, BOE Special Meeting	Speaker (s): Sheila Daniels
VII.E. Adult Education Program Enhancement Project Grant for 2024-2025	Speaker (s): James Misenti
VII.F. Educator's Rising Grant	Speaker (s): Natalie Forbes
VII.G. Perkins Secondary Supplemental Enhance Grant (MHS Ag. Science)	Speaker (s): Natalie Forbes
VII.H. Grants Status Report	Speaker (s): Natalie Forbes
VII.I. Policy #1250 Visitors and Observations in Schools - Second Reading	Speaker (s): Deborah Kleckowski
VII.J. Policy #1330 Use of School Facilities - Second Reading	Speaker (s): Deborah Kleckowski

VII.K.	Policy #1331 Prohibition Against Smoking - Second Reading	Speaker (s) : Deborah Kleckowski
VII.L.	Policy #6153 Field Trips - Second Reading	Speaker (s) : Deborah Kleckowski
VII.M.	Policy #9323 Construction and Posting of the Agenda - Second Reading	Speaker (s) : Deborah Kleckowski
VIII.	Department Reports	Speaker (s) : Sheila Daniels
VIII.A.	Financial Report	Speaker (s) : Eduardo Miranda
VIII.A.1.	Action on Line Item Transfer Report	Speaker (s) : Eduardo Miranda
VIII.B.	Facilities Department	Speaker (s) : Kevin Dion
VIII.C.	Personnel Report	Speaker (s) : Harry Snyder
VIII.D.	Transportation Report	Speaker (s) : Mark Langton
IX.	Superintendent's Report	Speaker (s) : Dr. Vazquez Matos
IX.A.	Increasing Educator Diversity	Speaker (s) : Dr. Vazquez Matos
IX.B.	Continuation of Grading Policy	Speaker (s) : Dr. Vazquez Matos
IX.C.	Updates on Middletown High School and Beman Middle School	Speaker (s) : Dr. Vazquez Matos
X.	Committees	Speaker (s) : Sheila Daniels
X.A.	Budget Committee	Speaker (s) : Harold Panciera
X.B.	Curriculum Committee	Speaker (s) : Debra Guss
X.C.	Facilities Committee	Speaker (s) : Susan Owens
X.D.	Policy Committee	Speaker (s) : Deborah Kleckowski
XI.	Action Items	Speaker (s) : Sheila Daniels
XI.A.	Approval of Increasing Educator Diversity Plan	Speaker (s) : Dr. Vazquez Matos
XII.	Future Agenda Items	Speaker (s) : Sheila Daniels
XIII.	Adjournment	Speaker (s) : Sheila Daniels

Board of Education Regular Meeting
Tuesday, March 12, 2024 6:30 PM Eastern

Beman Middle School
1 Wilderman's Way
Middletown, CT 06457

Liz Crooks: Absent
Sheila Daniels: Present
Rakim Grant: Present
Callie Grippo: Present
Debra Guss: Absent
Adam Hayn: Present
Deborah Kleckowski: Present
Susan Owens: Present
Harold Panciera: Present

Present: 7, Absent: 2.

I. Call to Order

Ms. Daniels called the meeting to order at 6:32 PM.

II. Salute to the Flag

Student Representative Nana Obeng led the Pledge of Allegiance.

III. Adoption of Agenda

A motion to adopt the agenda was made. This motion, made by Harold Panciera and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 7, Nay: 0, Absent: 2

IV. District Highlights

IV.A. DEIB Change Agents & HBCU Tour

Dr. Vázquez Matos introduced Dr. Jada Waters. Ms. Waters shared a presentation of the Junior DEI HCBU trip. It reviewed many of the activities that they were able to participate in. Students spoke about the purpose of the trip, their experiences and what they learned. Malik, one of the chaperones, spoke about the trip and the importance of the experience.

IV.B. MHS Freshman Wrestler wins CIAC State Class L Championship and named CIAC State Open Champion (106lb)

Ms. Lavorgna explained that due to a sports banquet the same evening this highlight will be reviewed next month.

IV.C. Upcoming District Events
(Duplicate Agenda Item)

IV.D. Music in Our Schools Month

Mr. Gaylord and Ms. Scala recognized Beman music department for their performance of Shrek and mentioned the play Cinderella will be this weekend. Mr. Gaylord recognized students that made Southern Regionals, Allstate, New England and All Eastern. Students were presented with a certificate. Students will perform for the Board Members as they enter the April meeting.

IV.E. Proclamation: Women's History Month

March is Women's History Month. Ms. Lavorgna read the proclamation, which can also be found on the Middletown Public Schools website.

IV.F. Upcoming District Events

Ms. Lavorgna shared the Annual City Wide K-12 Art Show opened Saturday, March 9 and will close March 17. Cinderella Enchanted will be March 14, 15 and 16 at Middletown High School.

Legacy Over Likes: How social media affects the character development of today's youth is Tuesday, March 2 at Beman Middle School, open to everyone in the community. Makers

Gonna Make: Spring Break STEAM program will be April 8-11 for students in grades 6-9.

Kindergarten Registration and Open Houses will also be held in March, April and May.

Ms. Lavorgna encouraged everyone to share their good news with her.

V. Public Session

Chair Daniels explained the rules of Public Session.

Logan Nunes, 149 Newfield Street, Mr. Nunes spoke of the negative effects of recent events. He spoke of the way it made him feel

Stephanie Brody, 1 Wilderman's Way, Ms. Brody spoke of the recent antisemitism in the schools. She spoke of the acts of hate and the work that needs to be done to correct it.

Mrs. Shokunbi, 188 McCormick Lane, spoke about the event at Beman Middle School and the impact it had on her children.

Vanessa Crowley, 142 Talcott Ridge Drive, spoke of the lesson in school about antisemitism and the weight of the terminology used. She stated more time needed to be spent on the topic.

Kirstin Garrity, 53 Hillcrest Ave. Ms. Garrity spoke of 2 instances that happened at school. She would like followup and action by the district.

SaraLyn Wright, Randolph Rd. Ms. Wright spoke of the bathroom policy at Middletown High School and the way that the peaceful protest was handled.

VI. Communications

VI.A. Report of Student Representative

Ms. Obeng shared that 33 students from MHS DECA won a title and 26 qualified for the National Competition at the State Competition. Robotics team 9909 is moving on to the Worlds Competition. Student IDs are now being used to track class attendance. The senior class event, Holiday Hill is coming up. UCONN released acceptance letters on March 1 at 5:00. The College and Career Center showcases the colleges and universities that students have been accepted into for next year.

SATs for junior students are tomorrow, March 13. AP exams will be in the first 2 weeks of May. The remaining college acceptance letters should be out by April 1.

Ms. Daniels shared her experience at the Farm Hill Black History Month presentations. Ms. Grippo shared that she was able to be a judge at Macdonough Science Fair. She commended the teachers and principal. Mr. Hayn shared he was also there and the winners will now go to regionals.

VII. Consent Agenda

A motion was made to accept the Consent Agenda. This motion, made by Rakim Grant and seconded by Callie Grippo, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 7, Nay: 0, Absent: 2

Ms. Daniels pulled Item F. Ms. Forbes discussed the Farm Hill Roof Replacement Accept as Complete.

The Board of Education is asked to accept the Farm Hill Roof Replacement Project. State project number 083-0122rr as complete with a total cost of \$742,047.43. This motion, made by Rakim Grant and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 7, Nay: 0, Absent: 2.

VII.A. Minutes of BOE Special Meeting February 15, 2024

VII.B. Minutes of BOE Special Meeting March 5, 2024

VII.C. Out of State Field Trip Adult Education

VII.D. Out of State Field Trip MHS DECA to NYC

VII.E. Grants Status Report

VII.F. Farm Hill Roof Replacement Accept as Complete

VII.G. Policy # 3542.411 - Revise - School Nutrition Programs Civil Rights Procedures - Second Reading

VII.H. Policy # 6142.61 - Revise - Physical Activity - Second Reading

VII.I. Policy #6142.101 - Revise - School Wellness - Second Reading

VIII. Department Reports

VIII.A. Financial Report

Mr. Miranda reviewed the financial report. The district is looking ahead to the end of the school year. Departments are being encouraged to buy supplies with any remaining funds by the end of this year rather than next year. March 21 will be the budget hearing and the

Common Council and BOE will meet on March 25.

VIII.A.1. Action on Line Item Transfer Report

Mr. Miranda shared the transfers are typical for this time of the school year

A motion was made to accept the line item transfers. This motion, made by Rakim Grant and seconded by Callie Grippo, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2.

VIII.B. Facilities Department

Mr. Dion shared the MHS track and field construction is still on track for this summer. Farm Hill PV PCR is being worked on. The Snow School roof application is in progress.

The MHS library renovation will continue with the HVAC unit over April break. Summer supplies and programming plans are being discussed.

VIII.C. Personnel Report

Mr. Snyder shared that summer hiring has begun. Stay interviews are continuing. Mr. Panciera asked about the Science vacancy at Beman. Mr. Snyder shared that it is a new vacancy. Mr. Hayn asked about strategies to get a higher return on exit interviews. Mr. Snyder and Ms. Cannata responded to Mr. Hayn and a followup from Ms. Kleckowski.

VIII.D. Transportation Report

Mr. Langton shared the conduct reports have dropped since working with the schools. He elaborated on the two minor accidents that happened. He shared that himself and Mr. Gaylord have reviewed best practices.

IX. Superintendent's Report

IX.A. iReady Data Presentation

Dr. Vázquez Matos invited Stacey McCann, Paul Griswold, Colleen Fitzpatrick, Dan Raucci and Rich Cordaway to discuss the Mid-Year Benchmark Data. Ms. McCann shared an overview of the purpose, process and payoff. Mr. Griswold discussed i-Ready Diagnostics. He reviewed the Overview of Growth and Performance by grade level and subgroups for ELA. Ms. Fitzpatrick reviewed the midyear analysis of the 6 domains. Mr. Raucci further explained the difference between the differences between the domains. They shared the strengths and areas of opportunities for our students. The new reading program will focus on the opportunity areas which will lead to a gain next year at elementary levels. Mr. Raucci reviewed the strengths and opportunities for the secondary students.

Mr. Griswold showed an overview of growth and performance by grade level and subgroups for math. Mr. Cordaway shared the 4 domains for Math. He reviewed the strengths and areas of opportunity for the department.

Ms. McCann shared the next steps including data reviews by school and mid-year SIP presentations, updating identification within MTSS, Summer School and continued

professional learning with i-Ready coaches.

IX.B. Kindergarten Readiness Program

Dr. Vázquez Matos shared that the team has been working on the Kindergarten Readiness Program. New details are that the district will have 4 -5 classrooms in at least 3 different schools across the district. The goal of the program will be to fully prepare students for kindergarten. This unique cohort of students will be monitored to measure the success of the students. The second screening will be happening soon. It is estimated that 100 students will be participating in the Kindergarten Readiness Program.

X. Committees

X.A. Budget Committee

Mr. Panciera shared that the committee met last night. They discussed the line item transfers and financial report. Mr. Miranda is monitoring the cost increase of materials.

X.B. Curriculum Committee

In Ms. Guss' absence Mr. Hayn shared that the committee discussed the Illustrative math curriculum. Math Pathways will be having a parent information night upcoming.

X.C. Facilities Committee

Ms. Owens stated that Mr. Dion gave a good overview of the meeting. They are waiting for work to begin on the track and field.

X.D. Policy Committee

Ms. Kleckowski shared that Mr. Gaylord has been working hard to keep the policies up to date and moving forward.

XI. Action Items

XI.A. Required vote for participation in healthy food option of Healthy Food Certification Pursuant to C.G.S. Section 10-215f, the Middletown Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2023, through June 30, 2024. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups. This motion, made by Rakim Grant and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold

Pancierera: Yea

Yea: 7, Nay: 0, Absent: 2

XI.B. Required vote for food exemptions for BOEs choosing healthy food option of Healthy Food Certification

The Middletown Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food sales. This motion, made by Rakim Grant and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

XI.C. Optional vote for beverage exemptions for all BOEs

The Middletown Board of Education will allow the sale to students of beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the beverages are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. The "school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the beverage sales. This motion, made by Rakim Grant and seconded by Deborah Kleckowski, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

XI.D. Policy #1250 Visitors and Observations in Schools - First Reading

A motion to approve Policy # 1250 Visitors and Observations in Schools - First Reading was made. This motion, made by Deborah Kleckowski and seconded by Harold Panciera, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

This is a required update to be complainant with state statue.

XI.E. Policy #1330 Use of School Facilities - First Reading

A motion to approve Policy #1330 Use of School Facilities - First Reading was made. This motion, made by Deborah Kleckowski and seconded by Rakim Grant, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

This is a required update to be compliant with the state statute.

XI.F. Policy #1331 Prohibition Against Smoking - First Reading

A motion to accept Policy #1331 Prohibition Against Smoking - First Reading was made. This motion, made by Deborah Kleckowski and seconded by Adam Hayn, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

XI.G. Policy #6153 Field Trips - First Reading

A motion to approve Policy # 6153 Field Trips - First Reading was made. This motion, made by Deborah Kleckowski and seconded by Harold Panciera, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

This policy allows the chair to make a decision in the event the board is not able to meet before a trip takes place.

XI.H. Policy #9323 Construction and Posting of the Agenda - First Reading

A motion to approve Polic # 9323 Construction and Posting of the Agenda - First Agenda was made. This motion, made by Deborah Kleckowski and seconded by Rakim Grant, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

A motion was made to accept Policy #9323 Construction and Posting of the Agenda - First Reading. This motion, made by Deborah Kleckowski and seconded by Rakim Grant, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

XII. Future Agenda Items

Requests for future items include the Superintendent to address situations that have taken place and steps to be taken to address racism, an update on restroom situation at MHS and DECA as a student highlight.

Ms. Daniels thanked Ms. Obeng for attending the meeting.

XIII. Adjournment

A motion to adjourn was made at 8:51 PM. This motion, made by Deborah Kleckowski and seconded by Adam Hayn, Carried.

Liz Crooks: Absent, Debra Guss: Absent, Sheila Daniels: Yea, Rakim Grant: Yea, Callie Grippo: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 7, Nay: 0, Absent: 2

Board of Education
Special Meeting Budget Workshop
Middletown High School, 200 LaRosa Lane Middletown, CT 06457
March 21, 2024 6:30 PM

I. CALL TO ORDER

Chairwoman Daniels called the meeting to order at 6:31 PM.

Roll call: Liz Crooks, Sheila Daniels, Debra Guss, Adam Hayn, Deborah Kleckowski, Susan Owens, Harold Panciera, Callie Grippo attending remotely. Rakim Grant 6:40, Dr. Vázquez Matos, Eduardo Miranda, Cassie Stienhilber, Christopher Puorro, Natalie Forbes and Kevin Dion. Many other Central Office leaders are in attendance and will introduce themselves as called on.

II. 2024-2025 PROPOSAL OF SUPERINTENDENT'S RECOMMENDED BUDGET

Dr. Vázquez Matos thanked everyone for attending and welcomed them to the newly renovated Library Media Center. Dr. Vázquez Matos shared the #MPSFutureMakers. He also shared the budget timeline which began in November. The Superintendent's Five Priorities and the MPS Portrait of a Global Citizen were used to create the 2024-2025 budget. Highlights include Enhancing and Bolstering Social Emotional Learning/Climate and Culture, Implementing and expanding Instructional Vision and Continuing and Broadening Expanding Pathways.

Current enrollment is 4,409 students in our buildings and a total of 4,758 students both in and serviced by the district. There are 1,064 current 10 and 12 month employees throughout the district. Economic drivers include district transportation, contractual obligations and tuition for both magnet and special education out-of-district tuition. The budget request is \$103,976,387 which is an increase of 5.88%

Mr. Miranda shared the operating budget group comparison of the 2024 budget and the 2025 request. Ms. Forbes reviewed the total grant revenue which was \$18,183,686 for 2024. She reviewed the changes to the grants that will be sun setting this year. Mr. Dion reviewed the capital projects and 5-year plan. He reviewed the high driver projects that need to be done in the next 5 years.

Board members asked for more details to the decrease in the para line, the number of unions in the district, the SEL Interventionist position, Behavior Technicians, grants, post-secondary plans for students, employee benefit plan, transportation costs, staffing, classroom and media center supplies as well as the number of campus security officers

Dr. Vázquez Matos elaborated on the special education out of district and magnet school tuition. Ms. Forbes was able to elaborate on grants.

Dr. Vázquez Matos thanked the board for their questions and shared that the finance will continue to meet and review the budget.

III. ADJOURNMENT

MOTION: Motion to adjourn was made by Deborah Kleckowski and a second by Harold Panciera at 9:01PM.

Board of Education

Special Meeting BOE & Common Council Joint Budget Workshop Agenda

Middletown High School Library Media Center, 200 La Rosa Lane

March 25, 2024 6:30 PM

Board Members Present: Shiela Daniels, Callie Grippo, Debra Guss, Adam Hayn, Susan Owens (6:35) and Harold Panciera

Central Office Staff: Dr. Vázquez Matos, Kevin Dion, Natalie Forbes, Christopher Puorro, Cassie Steinhilber, Eduardo Miranda

Council Members Present: Leslie Spatola, Darnell Ford, Kelly Sweeny, Steven Kovach, Vinnie Loffredo, Eugene Nocera, Jeanette Blackwell, Anthony Mangiafico, Anthony Gennaro (6:35), Grady Faulkner (6:45)

I. CALL TO ORDER

Chair Daniels called the meeting to order at 6:33 PM. Members of the Board of Education, Common Council and Central Office Staff introduced themselves.

II. 2024-2025 PROPOSAL OF SUPERINTENDENT'S RECOMMENDED BUDGET

Dr. Vázquez Matos discussed #MPSFutureMakers. He gave an overview of the budget process, which began in November. He reviewed the Superintendent's Five Priorities and the MPS Portrait of a Global Citizen. He also shared the 2025 Investment Highlights. He reviewed the most recent student score data, student enrollment and staffing numbers. The economic drivers are the district's transportation, contractual obligations and tuition. The request is \$103,976,387. Currently the budget is \$98,204,339 an increase of 5.88%. Mr. Miranda reviewed the operating budget group comparison from 2024 to 2025. Ms. Forbes shared the total grant revenue is \$18,183,686. Mr. Dion reviewed the capital projects 5-year plan.

Questions included topics of enrollment data, transportation costs, alliance grant, contractual increases, unfunded state mandates, purchase services, potential cuts to the proposed budget, capacity of buildings, staffing and vacancies, special education transportation and alternative programs for students. Also discussed was capital needs and redistricting, priorities on capital projects, the possibility of new construction for an elementary school, the bussing contract and rates, new initiatives, insurance plans and costs, legal expenses, cost of out of district students, the ability to maintain or increase grant funding and a stipend for parents to transport out of district.

The Superintendent and the Common Council will meet again on April 15th at the Common Council Workshop at City Hall.

III. ADJOURMENT

Chair Daniels adjourned the meeting at 8:30 PM.

Executive Summary
2024-25 Adult Education Program Enhancement Projects

Middletown Adult Education is submitting a proposal to fund Program Enhancement Initiatives through the State Department of Education, Bureau of Health/Nutrition, Family Services and Adult Education.

This initiative comprises four programs. These are: Family Literacy Services, Instructional Innovation, Technology Integration and Expansion of Services and Transition, Career Navigation and Support.

The following is a summary of each program:

Family Literacy – Family Literacy Instruction integrates four components to promote whole family literacy: Adult Education classes for basic skill development, high school completion and English Language development, Early Childhood Education that provides developmentally appropriate programming for infants and toddlers of adult education students. Parenting education for parents and caretakers to attend parenting classes and Parent and Child Interactive Literacy Activities which include classroom activities, field trips to local community resources such as the Russell Library, community parks and the Macdonough School Family Resource Center. The goal of this project is to increase literacy skills for the family, increase school involvement and promote economic self-sufficiency.

Instructional Innovation – This project targets a specific population who will benefit from intensive contextualized learning in a STEM area. Drones will promote students' acquisition of programming coding, piloting techniques and will increase their decision making skills. Through the *Approved Unmanned Aircraft Systems-Collegiate Training Initiative (UAS-CTI)*, they can continue to advance in this area and become gainfully employed upon graduation.

Technology Integration – This project increases the focus on digital literacy through digital literacy instruction for students in a contextualized environment and through distance learning. It also will provide for a digital navigator who will serve as a resource for both students and teachers to enhance the skills necessary for promoting technology competence. The digital navigator will expand contacts in the community to connect with new and innovative digital initiatives.

Transition, Career Navigation and Support – The Transition Program builds on our high school programs to improve upon student learning, critical thinking, digital literacy and promote transitions from our high school completion programs to post-secondary education or training. It includes promoting career research based individual interests and aptitudes, post-secondary exploration and support for transition to training, further education or pre-employment readiness. This project supports a designated Career Navigator to make connections with employers and the American Job Center and to guide students through this process.

These projects are in line with the needs of the Workforce Development Board and are collaborative with support agencies in our region.



Office of Your Department
Unlocking the Potential in ALL Students

Natalie Forbes, Director of Innovation & Grants
forbesn@mpsct.org | (860) 638-1414
311 Hunting Hill Ave, Middletown, CT 06457
www.middletownschoools.org

Board of Education Report
4.12.24
Executive Summary Educator's Rising Grant

The District is applying to the Connecticut State Department of Education's Educator's Rising Mini Grant program to expand our Education Career Pathway program for the 2024-25 school year.

Educator's Rising is a "Grow Your Own" partnership between local school districts and the CSDE to encourage middle and high school students to consider careers in education. The programs feed teacher preparation programs at higher education institutions and help to increase teacher diversity and teacher quality. CSDE and PDK International provide curriculum and support for teacher leaders.

In 2024, the District established its first High School Chapter that meets weekly afterschool under the direction of MHS teacher leader Kristen Hamilton. The cohort has an active mentor partnership with Lawrence Elementary School. In 2024-25 the district aspires to expand the program through two mini grants; the first to establish a program to Beman Middle School and the second to encourage Males of Color to join the MHS program.

Respectfully submitted,

Natalie Forbes, Director of Innovation & Grants

Request: \$10,000.



Office of Your Department
Unlocking the Potential in ALL Students

Natalie Forbes, Director of Innovation & Grants
forbesn@mpsct.org | (860) 638-1414
311 Hunting Hill Ave, Middletown, CT 06457
www.middletownschools.org

Board of Education Report
4.12.24
Executive Summary Agriculture Science & Technology Land Lab Grant

The District is applying to the Connecticut State Department of Education’s Career and Technical Education Secondary Supplemental Enhancement Grant to improve school-based experiential learning opportunities and accessibility to industry-based and educational equipment to support learning in the Agriculture Science & Technology program.

Specifically, the grant will:

- Create a designated, “Land Laboratory Area”
- Install a modular shed/garage structure to store agricultural equipment
- Establish a gravel path and gravel structural pads to improve drainage and access to raised beds, equipment, and the shed.

Respectfully submitted,

Natalie Forbes, Director of Innovation & Grants

Request: \$50,000.



Office of Your Department
Unlocking the Potential in ALL Students

Natalie Forbes, Director of Innovations & Grants
forbesn@mpsct.org | (860) 638-1414
311 Hunting Hill Ave, Middletown, CT 06457
www.middletownschoools.org

Board of Education Report
4.12.24
Grants Report, April 2024

The following grants were confirmed in March 8 – April 12, 2024:

Grant Title	Funder	SY24	SY23
Gene Haas Foundation (MHS Aerospace/ Manufacturing)	Gene Haas Foundation	15,000	0

Total Grants in SY23-24-to date: \$17,980,826.72

Respectfully submitted,

Natalie Forbes, Director of Innovation & Grants

Series 1000
Community/Board Operation

POLICY REGARDING VISITORS AND OBSERVATIONS IN SCHOOLS

The Middletown Board of Education (the “Board”) encourages visits by citizens, taxpayers, and parents to all school buildings. In order to promote a safe and productive educational environment for all students and staff, the Board requires all visitors to receive prior approval from the school Principal or designee before being permitted to visit any school building. The Board, through the administration, reserves the right to limit visits in accordance with administrative regulations.

The Board further desires to work collaboratively with parents with an educational nexus with the district, its educational programs or the student being observed, to observe their students in their current classrooms or observe proposed educational placements in the Board’s schools. The Board, through the administration, reserves the right to limit observations of current and proposed educational placements in accordance with administrative regulations and the Board’s Guidelines for Independent Educational Evaluations.

Upon arrival, all visitors and observers must comply with any and all applicable building security procedures, including but not limited to utilizing security buzzers for access, complying with requests for photo identification, reporting directly to and signing in and out at the visitors’ reception area of the school office, prominently displaying visitors’ badges or other identification required for visitors to the school buildings, limiting access to those areas of the buildings and grounds for which the visitors/observers have authorized access, and complying with directives of school officials at all times. All visitors and observers permitted into school buildings or on school grounds must comply with all school health and safety protocols in place at the time, including but not limited to any health screening protocols.

Legal References:

“Guidelines Regarding Independent Educational Evaluations at Public Expense and In-School Observations,” Connecticut State Department of Education (Mar. 28, 2018).

Policy Adopted: March 21, 1995
Policy revised: April 13, 2004
Policy revised: June 12, 2018
Policy replaced: December 8th, 2020
Policy revised: April , 2024

**Series 1000
Community/Board Operation**

USE OF SCHOOL FACILITIES

In accordance with Conn. Gen. Stat. § 10-239, the Middletown Board of Education (the “Board”) may permit the use of any school facility for nonprofit educational or community purposes whether or not school is in session. The Board may also grant the temporary use of any school facility for public, educational or other purposes, including the holding of political discussion, at such time the facility is not in use for school purposes. In addition, the Board shall grant such use for any purpose of voting under the provisions of Title 9 of the Connecticut General Statutes whether or not school is in session. In accordance with 20 U.S.C. § 7905, the Board shall not deny equal access to or a fair opportunity to meet, or otherwise discriminate, against any group officially affiliated with the Boy Scouts of America (or any other youth group listed as a patriotic society in Title 36 of the United States Code) that wishes to conduct a meeting using school facilities pursuant to this policy. Such uses shall be governed by the following rules and procedures, and shall be subject to such restrictions as the Superintendent or his/her designee considers expedient.

Consistent with this policy, the Superintendent shall develop and promulgate Administrative Regulations and associated forms governing use of school buildings and facilities by community and other groups. Since the primary purpose of school facilities is for educational activities, such activities will have priority over all other requested uses.

A. Application Procedures

Applications for use of facilities shall be submitted to the following individuals, in accordance with the Administrative Regulations:

Facility	Application Submitted To
For use of school buildings	Building Principal
For use of athletic fields and facilities	Athletic Director
For use of other school facilities	Superintendent of Schools

Groups requesting use of school buildings and facilities must identify the specific facilities desired, and approval will be for those specific facilities only. All school equipment on the premises shall remain in the charge and control of the building principal or responsible administrator, and shall not be used without the express written permission of the administrator.

Principals and other responsible administrators shall submit copies of each building use form with a notation of whether such uses have been approved. Approval of school facilities by the principal or other responsible party may be revoked at any time by the Superintendent or his/her designee.

B. Eligible Organizations and Priority of Use

Administrators responsible for approving/disapproving requests for use of school district facilities will use the following guidelines regarding priority of usage of such facilities:

Order of priority:

1. School-sponsored programs and activities.
2. Activities of school-related organizations (*e.g.*, PTO, Booster Clubs, After Graduation Committees and similar organizations).
3. Town department or agency activities.
4. Activities of non-profit organizations operating within the Town, other than school-related organizations covered by category #2 above.
5. Activities of for-profit organizations operating within the Town.
6. Out-of-town organizations.

C. Restrictions on Use of School Facilities

The following restrictions shall apply to the use of school facilities:

1. Illegal activities will not be tolerated.
2. Use or possession of tobacco, vapor products, alcoholic beverages or unauthorized controlled substances shall not be permitted on school property.
3. Refreshments may not be prepared, served or consumed without the prior approval of the responsible administrator. Notwithstanding, only those beverages permitted by state law may be sold during the school day. The responsible administrator may permit other beverages to be sold at the location of events occurring after the end of the regular school day or on the weekend as long as they are not sold from a vending machine or at a school store. Upon approval by the administrator,

refreshments may be prepared, served and consumed only in areas designated by the responsible administrator.

4. Obscene advertising, decorations or materials shall not be permitted on school property.
5. Advertising, decorations or other materials that promote the use of illegal drugs, tobacco products, vapor products, or alcoholic beverages shall not be permitted.
6. Activities that are disruptive of the school environment are not permitted.

Any violation of this Policy or any applicable Administrative Regulations may result in permanent revocation of the privilege to use school facilities against the organization and/or individuals involved.

D. Fees and Other Costs

Users of school facilities shall be responsible for the fees and costs set out in a fee schedule established by the Superintendent with the approval of the Board of Education. The following guidelines shall be incorporated into such fee schedule:

Category	Fee
1. School-sponsored programs and activities.	No rental fee or associated costs.
2. Activities of school-related organizations (e.g., PTO, Booster Clubs, After Graduation Committees and similar organizations).	No rental fee or associated costs.
3. Town department or agency activities.	Associated costs.
4. Activities of non-profit organizations operating within the Town, other than school-related organizations covered by category #2 above.	Associated costs.
5. Activities of for-profit organizations operating within the Town.	Rental fee and associated costs.
6. Out-of-town organizations.	Rental fee and associated costs.

“Associated costs” shall include, but shall not be limited to, fees for the services of any custodial personnel, food service personnel, security personnel or other

personnel deemed by the responsible administrator to be necessary in connection with the use of a school district facility. Such costs shall be at the rates set forth in the fee schedule. Rental fees and/or associated costs otherwise applicable may be waived by the Superintendent or his/her designee if such waiver is deemed by the Superintendent or his/her designee to be in the best interest of the school system and/or the Town.

E. Responsibility for Damage to Property or Loss of Property

In order to use school district facilities, any organization or individual requesting such use must agree to assume responsibility for any damage to and/or theft or loss of any school district property arising out of the use of the facilities.

F. Health and Safety Protocols

In order to use school district facilities, any organization or individual requesting such use must agree to abide by all health and safety protocols in place by the school district at the time of use, including but not limited to protocols relating to cleaning of the facilities, signage, and health screenings of individuals requesting access to the facilities.

Legal References:

Conn. Gen. Stat. § 10-239
Conn. Gen. Stat. § 10-215f
Conn. Gen. Stat. § 10-221q
Conn. Gen. Stat. Title 9

Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
Patriotic and National Organizations, 36 U.S.C. § 1010 et seq.

Policy adopted: June 6, 2000
Policy readopted: April 13, 2004
Policy revised: January 13, 2015
Policy replaced: January 12, 2021
Policy revised: April , 2024

**Series 1000
Community/ Board Operations**

PROHIBITION AGAINST SMOKING

The Middletown Board of Education (the “Board”) prohibits smoking, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), electronic cannabis delivery system, or vapor product, within any of its schools, including in any area of a school building, including but not limited to any indoor facility owned or leased or contracted for, and utilized by the Board for the provision of routine or regular preschool, kindergarten, elementary, or secondary education or library services to children, or on the grounds of such school, or at any school-sponsored activity.

The following definitions shall apply to this policy:

“Any area” shall mean the interior of a school building and the outside area within twenty-five feet of any doorway, operable window or air intake vent of a school building.

“Any area” shall mean the interior/exterior of all school buildings, properties and parking lots.

“Cannabis” shall mean marijuana, as defined in Conn. Gen. Stat. § 21a-240.

“Electronic cannabis delivery system” shall mean an electronic device that may be used to simulate smoking in the delivery of cannabis to a person inhaling the device and includes, but is not limited to, a vaporizer, electronic pipe, electronic hookah and any related device and any cartridge or other component of such device.

“Electronic nicotine delivery system” shall mean an electronic device used in the delivery of nicotine to a person inhaling from the device and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device, including, but not limited to, electronic cigarette liquid or synthetic nicotine.

“School-sponsored activity” shall mean any activity sponsored, recognized or authorized by the Board and includes activities conducted on or off school property.

“Smoke” or “smoking” shall mean the burning of a lighted cigar, cigarette, pipe or any other similar device, whether containing, wholly or in part, tobacco, cannabis or hemp.

“Vapor product” shall mean any product that employs a heating element, power source, electronic circuit or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine or cannabis and is inhaled by the user of such product.

The Board further prohibits smoking including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), electronic cannabis delivery system, or vapor product on the real property of any administrative office building. Real property means the land and all temporary and permanent structures comprising the district's administrative office building(s) and includes, but is not limited to storage facilities and parking lots.

Legal References:

Conn. Gen. Stat. § 10-233a(h)

Conn. Gen. Stat. § 19a-342

Conn. Gen. Stat. § 19a-342a

Conn. Gen. Stat. § 21a-415

Conn. Gen. Stat. § 53-344b

June Special Session, Public Act No. 21-1

Pro-Children Act of 2001, Pub. L. 107-110, 115 Stat. 1174, 20 U.S.C. § 7183

Policy adopted: March 25, 1995

Policy revised: June 3, 2003

Policy readopted: April 13, 2004

Policy revised: September 8, 2015

Policy replaced: January 12, 2021

Policy revised: April , 2024

Instruction

Field Trips

The Board of Education recognizes that field trips for students when properly planned, executed, evaluated, and used as a device for teaching and learning, are an educationally sound and important ingredient in the instructional program of the District/school.

For purposes of this policy, a field trip is defined as any journey by a group of students away from the school premises, under the supervision of a teacher, which is an integral part of an approved course of study, co-curricular activity or class trip and conducted for the purpose of affording a first-hand educational experience not available in the classroom or school.

The value of field trips is directly related to the orientation and preparation of the students by their teacher(s) prior to the trip and the care with which the teacher(s) uses follow-up activities upon the student's return.

Safety is of paramount concern on any field trip. The ratio of students to adults will be determined by the administration. In making such determination, the administrators or designee will consider whether groups of students will be permitted to leave a chaperon at any time during the field trip.

Types of Field Trips

The District recognizes the following types of field trips:

1. School Sponsored Educational Field Trips

School sponsored educational field trips should be directly related to or be an extension of classroom learning experiences. Pre-teaching, planning, and evaluation should always be part of any given field trip. This category of trips includes competitive/performance field trips by academic, athletic, (excluding regularly scheduled interscholastic athletic contests) and performing art teams participating in competition or performance.

2. School Club Sponsored Activities

Trips taken outside of school hours for club-sponsored activities are not considered field trips, but must complete the required paperwork for authorization.

3. School Sponsored Cultural/Enrichment Field Trips

School groups may plan trips for cultural/enrichment purposes. They are subject to final approval of the Building Principal and Board of Education, if necessary (see Approval of Field Trips).

4. Trips Unrelated to the District

The Board of Education cannot accept responsibility for non-school sponsored trips/tours. Individuals who plan trips/tours that are not school sponsored must alert parents and students that the planned trip is not associated with the Middletown Public Schools. The trip planners must clearly indicate in writing that they are serving as private agents or private individuals. The preparation for non-school sponsored trips shall not take place during school hours. No school materials may be used for letters to parents, directions or other communications.

Approvals of Field Trips

All school sponsored field trips require administrative approval.

- For all trips within the State of Connecticut, requests must be submitted to the building administrator 30 days in advance of the departure date. Costs must be ascertained.
- In special circumstances the Superintendent may approve trips that occur less than 30 days in advance of the departure date.
- All overnight and out-of-state field trips require the approval of the Board of Education 60 days in advance of the departure date.
- In the rare circumstance when approval cannot be sought or obtained 60 days in advance of the departure date (ex: Wrestling New England Championships), the Superintendent may obtain approval from the board chair. The Superintendent shall provide notice of such approvals to the full board as soon as possible.
- All foreign travel field trips must be submitted for Board approval 90 days in advance of the departure date.
- Superintendent approval of all field trips shall be conditional. Approval for any field trip may be revoked at any time by the Superintendent or Building Principal if a change in circumstances, whether man-made or natural, would warrant cancellation in the interest of safety of the students –and staff.

Parents/guardians are responsible for obtaining trip cancellation insurance. The Board of

Education is not responsible to refund students for canceled trips or to pursue reimbursement from travel agents or trip insurance carriers, under any circumstances.

The school nurse has the right to deny participation in field trip activities due to concerns for

student health and well-being resulting from the failure of the parent/student to submit required documents for implementing medical interventions during the field trip prior to the day of the trip. (Issues resulting in denial of participation include, but are not limited to: incomplete or missing medical intervention plans and/or required MD orders for medication administration of daily or emergency medications; and, the absence of medications). Field trip organizers and the school nurse shall take corrective actions, such as notifying parents and/or students prior to the field trip, in the event of identified health concerns that impact the health and well-being for student(s) during a field trip.

Other Considerations:

- Parents/guardians who feel their child should not participate may deny permission and arrangements will be made for the child to remain at school on the day of the trip. ● Use of privately owned vehicles or leased vans to transport students to and from field trips is **strongly discouraged**, except in the case of a bona fide emergency. Determination of a bona fide emergency will be made by the field trip leader if the Superintendent or Principal is not present or available or not possible to contact. Staff and parents/guardians who use their own vehicles risk being legally liable for any injury a student sustains while in the vehicle.
- Chaperones on school sponsored trips will be covered for liability purposes by the school district policies. **The cost for a background check is incurred by the volunteer. All paperwork must be submitted and approved prior to the trip.**
- The administration reserves the right to deny the participation for any student on any overnight field trip based upon a record of inappropriate behavior and/or poor attendance pattern.

Costs of Field Trips

The cost of field trips includes transportation, lodging, meals, nursing services when required, and entry fees. Fundraising activities (following District policies) must be used to defray the cost of a field trip. When the cost is considerable, a discreet arrangement can be made with the administrator for possible assistance in payment for those individuals experiencing a hardship. Parents/guardians of students on the free and reduced lunch program should contact the administrator.

Additional Considerations

This policy does not apply to regular interscholastic athletic games/competitions, as that schedule is developed by the Athletic Director in conjunction with the administration. Any trips by athletic

teams beyond the regular interscholastic schedule must be approved in accordance with this policy.

The Board may require a follow up review of any field trip at a Board meeting, at the discretion of the Chairperson.

The acceptance of any gratuities, discounts and/or gifts for personal use resulting from field trips is prohibited. Any gifts, gratuities, or promotional items provided by travel companies will become the property of the District and will be used for the benefit of the trip or the school.

The Superintendent shall establish regulations/procedures for the review and approval of field trips. These procedures shall address the process for prior screening, evaluating and approving field trips. Furthermore, the procedures shall establish assurances that:

- All students have parental/guardian permission for trips
- All trips are properly supervised
- All safety precautions are observed, including a reunification plan should a child become separated from a group, or the groups are relocated due to a natural or manmade emergency
- All trips contribute to the educational program
- All trips must allow a plan for payment alternatives

The administration reserves the right to deny the participation for any student on any field trip based upon actions or behaviors that may adversely impact the health and safety of students and/or staff.

Policy adopted: September 3, 1996

Policy readopted: June 20, 2006

Policy revised: September 12, 2017

Policy readopted: March 8, 2022

Policy revised: April , 2024

Bylaws of the Board

Construction and Posting of the Agenda

Construction of the Agenda

The Chairperson Executive board of the Middletown Board of Education (the "Board") in cooperation with the Superintendent shall prepare an agenda for each Board meeting. Any member of the Board may contact the Executive board and request an item to be placed on the agenda no later than one week prior to the scheduled Board meeting. If the item is not included in the agenda presented to the Board, then that member may propose that the item be added to the agenda at the time that the agenda is adopted. Any change to the agenda presented to the Board requires a two-thirds vote of those Board members present and voting. A simple majority is required to adopt the agenda.

Posting of the Agenda

At least 24 hours prior to the time of the Board meeting, the agenda shall be posted in the Superintendent's office, Town Hall and on the Board's Internet website.

The agenda as well as associated documents that may be reviewed by the Board at the meeting will be prepared and forwarded or emailed to members of the Board by the Friday preceding the scheduled Board meeting. Any associated documents that may be reviewed by members of the Board at such meeting shall be posted on the Board's Internet website, provided such documents are not exempt from disclosure under the Freedom of Information Act.

If, in accordance with applicable law, the Board holds a public meeting that is accessible to the public by means of electronic equipment or by means of electronic equipment in conjunction with an in-person meeting, the agenda shall include instructions for the public to attend and provide comment or otherwise participate in the meeting by means of electronic equipment or in person, as applicable and permitted by law. Any such agenda shall be posted in accordance with the provisions of Connecticut General Statutes Section 1-225.

Legal Reference: Connecticut General Statutes

1-225 Meetings of government agencies to be public. Recording of votes. Schedule of meetings to be filed. Notice of special meetings. Executive sessions exempt.

1-225a Meetings of public agencies conducted by electronic equipment

10-218 Officers. Meetings
10-220 Duties of boards of education

Bylaw adopted: November 1, 1994
Bylaw revised: December 19, 2006
Bylaw revised: January 8, 2008
Bylaw revised: February 14, 2012
Bylaw revised: April , 2024

Object Code - Summary	Expenditure 2022-2023	Appropriation 2023-2024	Appropriation Adjustment	Encumbrance	Current Expenditure	Current Balance	Projected Overage/ Deficit	Projected Expenditure
CERTIFIED SALARIES								
51109 CERTIFIED*CURR WRITING	93,637.84	113,820.00	(2,000.00)	-	35,834.75	75,985.25	15,000.00	96,820.00
51110 CERTIFIED*REG	34,303,823.14	36,941,945.00	-	-	24,018,542.34	12,923,402.66	320,000.00	36,621,945.00
51112 UNKNOWN ATTRITION CERTIFIED	-	(923,549.00)	-	-	-	(923,549.00)	-	(923,549.00)
51115 CERTIFIED*OTH ADDLSTPEND	5,315.00	6,992.00	-	-	367.38	6,624.62	-	6,992.00
51309 SALARIES: INTERVENTIONISTS	236,234.49	415,508.00	-	-	110,244.25	305,263.75	215,000.00	200,508.00
51112 UNKNOWN ATTRITION INTERVENTIONISTS	-	(10,388.00)	-	-	-	(10,388.00)	-	(10,388.00)
51310 SALARIES: SUBS-DAILY*REG	67,027.50	100,000.00	-	-	51,384.26	48,615.74	31,000.00	69,000.00
51315 SALARIES: SUBS-LT*REG	274,635.11	200,000.00	-	-	164,490.92	35,509.08	(13,000.00)	213,000.00
51316 SALARIES: SUBS-BLDG*REG	24,998.75	262,080.00	-	-	146,422.95	115,657.05	54,000.00	208,080.00
51410 SALARIES: ADMINISTRATOR*REG	5,045,718.55	5,349,348.00	-	-	4,243,474.51	1,105,873.49	50,000.00	5,299,348.00
51501 LONGEVITY: CERTIFIED	457,700.00	428,600.00	-	-	387,200.00	41,400.00	40,000.00	388,600.00
51510 ADDITIONAL COMPENSATION PAID TO TEACHI	2,144.00	12,000.00	-	-	-	12,000.00	10,000.00	2,000.00
51716 SALARIES: MENTOR	11,303.62	18,140.00	-	-	7,911.78	10,228.22	6,000.00	12,140.00
51718 SALARIES: TUTOR	149,170.02	188,450.00	-	-	114,155.00	74,295.00	31,000.00	157,450.00
51721 SALARIES: STIPENDS-NON TRB	635,879.86	718,381.00	-	-	376,690.75	341,690.25	60,000.00	658,381.00
51112 UNKNOWN ATTRITION STIPENDS-NON TRB	-	(17,960.00)	-	-	-	(17,960.00)	-	(17,960.00)
51900 OTHER SALARIES	130,000.00	133,900.00	-	-	111,394.50	22,505.50	-	133,900.00
51901 NON-CONTRACTED CERTIFIED	40,000.00	76,359.00	-	-	48,529.34	27,829.66	-	76,359.00
51921 SALARIES: CLASS COVERAGE	227,982.23	100,000.00	-	-	133,469.09	(33,469.09)	(68,000.00)	168,000.00
TOTAL CERTIFIED SALARIES	41,704,570.11	44,113,626.00	(2,000.00)	-	29,950,111.82	14,161,514.18	751,000.00	43,360,626.00
CLASSIFIED SALARIES								
51116 CLASSIFIED*REG	8,109,580.81	9,024,019.00	-	-	6,487,994.30	2,536,024.70	99,000.00	8,925,019.00
51112 UNKNOWN ATTRITION CLASSIFIED	-	(229,615.00)	-	-	6,018.95	(235,633.95)	-	(229,615.00)
51117 CLASSIFIED*TEMP	-	-	-	-	-	-	(15,000.00)	15,000.00
51118 CLASSIFIED*OT	245,999.03	235,000.00	-	-	233,948.42	1,051.58	(85,000.00)	320,000.00
51200 SALARIES OF SEASONAL TEMP EMP	219,546.19	30,000.00	-	-	95,007.40	(65,007.40)	(73,000.00)	103,000.00
51416 ATHLETIC EVENT WORKERS	51,725.80	51,000.00	-	-	46,666.85	4,333.15	-	51,000.00
51418 SUBS-SECRETARIES	85,043.25	30,000.00	-	-	28,015.14	1,984.86	(3,000.00)	33,000.00
51502 LONGEVITY: CLASSIFIED	163.46	-	-	-	-	-	-	-
51903 FAMILY ENGAGEMENT	-	226,067.00	-	-	161,790.08	64,276.92	5,855.00	220,212.00
51920 SALARIES: STUDENT VOCATIONAL	3,850.00	6,000.00	-	-	2,870.00	695.00	500.00	5,500.00
TOTAL CLASSIFIED SALARIES	8,715,908.54	9,372,471.00	-	-	2,435.00	2,307,724.86	(70,645.00)	9,443,116.00

Object Code - Summary	Expenditure 2022-2023	Appropriation 2023-2024	Appropriation Adjustment	Encumbrance	Current Expenditure	Current Balance	Projected Overage/Deficit	Projected Expenditure
PARAPROFESSIONALS/AIDES								
51210 SALARIES: AIDES/PARAS*REG	4,484,373.70	5,201,921.00	-	-	3,442,505.45	1,759,415.55	430,000.00	4,771,921.00
51112 UNKNOWN ATTRITION PARAS	-	(130,048.00)	-	-	-	(130,048.00)	-	(130,048.00)
51217 SAL: STUDENT ENGAGEMENT SPECIALISTS	154,863.71	194,646.00	-	-	159,437.51	35,208.49	(25,000.00)	219,646.00
51503 LONGEVITY: PARAS	17,600.00	19,300.00	-	-	16,100.00	3,200.00	3,200.00	16,100.00
51713 SALARIES: LUNCH/DUTY AIDES	254,471.50	425,664.00	-	-	214,647.76	211,016.24	118,000.00	307,664.00
51112 UNKNOWN ATTRITION DUTY AIDES	-	(10,642.00)	-	-	-	(10,642.00)	-	(10,642.00)
51717 SALARIES: BUS MONITOR	6,539.00	-	-	-	2,472.50	(2,472.50)	(5,000.00)	5,000.00
TOTAL PARAPROFESSIONALS/AIDES	4,917,847.91	5,700,841.00	-	-	3,835,163.22	1,865,677.78	521,200.00	5,179,641.00
EMPLOYEE BENEFITS								
51970 SALARIES: CLOTHING ALLOCATION	22,400.00	-	-	-	-	-	-	-
52100 GROUP LIFE INSURANCE	217,143.00	211,942.00	-	-	213,667.00	(1,725.00)	(1,725.00)	213,667.00
52205 FICA	676,482.18	602,449.00	-	-	539,762.28	62,686.72	(125,000.00)	727,449.00
52210 MEDICARE	872,970.41	803,244.00	-	-	646,458.05	156,785.95	(100,000.00)	903,244.00
52300 RETIREMENT CONTRIB	76,931.73	76,013.00	-	-	67,623.94	8,389.06	-	76,013.00
52500 TUITION REIMB	800.00	3,000.00	-	-	-	3,000.00	-	3,000.00
52600 UNEMPLOY COMPENSATION	18,237.99	66,000.00	-	-	14,503.00	50,497.00	10,000.00	55,000.00
52700 WORKERS COMPENSATION	585,373.21	613,992.00	-	64,060.25	445,809.76	104,121.99	100,000.00	513,992.00
52831 HEALTH INS*CERTIFIED/PARAS	8,005,235.41	9,355,471.00	-	-	9,355,471.00	-	-	9,355,471.00
52832 HEALTH INS*CLASSIFIED	5,410,655.36	5,642,561.00	-	-	5,482,858.00	159,703.00	140,000.00	5,502,561.00
52840 DENTAL INSURANCE	1,016,604.34	1,047,207.00	-	129,170.92	841,647.08	76,389.00	65,000.00	982,207.00
52950 DISABILITY INSURANCE	28,755.00	30,500.00	-	-	30,920.59	(420.59)	-	30,500.00
52960 UNUSED SICK BENEFIT	15,670.49	25,000.00	-	-	24,877.76	122.24	-	25,000.00
52961 UNUSED VACATION PAYOUT	-	25,000.00	-	-	-	25,000.00	10,000.00	15,000.00
52990 OTHER POST EMPLOYEE BENEFITS	453,930.00	418,780.00	-	-	417,501.00	1,279.00	-	418,780.00
52991 ACA HEALTH INSURANCE	15,440.16	18,000.00	-	-	30,449.70	(12,449.70)	(12,500.00)	30,500.00
TOTAL EMPLOYEE BENEFITS	17,416,629.28	18,938,159.00	-	193,231.17	18,111,549.16	633,378.67	85,775.00	18,852,384.00
PURCHASED SERVICES								
53010 PURCHASED PROF SVCS	16,233.96	16,350.00	-	41,584.20	129,668.85	(154,903.05)	(80,000.00)	96,350.00
53020 LEGAL SERVICES	97,751.18	150,000.00	-	20,112.07	129,887.93	-	-	150,000.00
53040 NURSING SERVICES	28,846.21	50,000.00	-	31,797.50	20,862.50	(2,660.00)	(3,000.00)	53,000.00
53070 TESTING / SCORING	17,863.44	19,350.00	-	-	19,164.00	186.00	-	19,350.00
53200 PROF EDUC SERVICES	13,158.63	2,000.00	-	97,738.36	283,487.87	(379,226.23)	(200,000.00)	202,000.00

<u>Object Code - Summary</u>	<u>Expenditure</u> <u>2022-2023</u>	<u>Appropriation</u> <u>2023-2024</u>	<u>Appropriation</u> <u>Adjustment</u>	<u>Encumbrance</u>	<u>Current</u> <u>Expenditure</u>	<u>Current</u> <u>Balance</u>	<u>Projected</u> <u>Overage/ Deficit</u>	<u>Projected</u> <u>Expenditure</u>
53205 EMPLOYEE TRNG/DEV SVCS	510.00	950.00	-	-	500.00	450.00	-	950.00
53220 INSERVICE - PROF MTGS/DEVELOP	39,546.88	60,375.00	17,010.13	7,900.77	50,213.35	19,271.01	10,000.00	67,385.13
53240 FIELD TRIPS	18,767.26	19,050.00	7,738.23	3,053.22	20,350.28	3,384.73	-	26,788.23
53251 STUDENT ACTIVITIES	3,612.79	12,000.00	-	100.00	7,191.50	4,708.50	4,000.00	8,000.00
53300 PURCH PROF SVCS: TECH	93,124.01	125,305.00	-	70,774.94	81,342.98	(26,812.92)	(26,000.00)	151,305.00
53310 PURCH PROF SVCS: AUDIT	-	30,000.00	-	30,000.00	-	-	-	30,000.00
53400 PURCH PROF SVCS: OTHER	522,914.35	469,493.00	-	165,508.05	403,084.51	(99,099.56)	(100,000.00)	569,493.00
53500 PURCH PROF/TECH SERVICES	33,491.81	46,180.00	(5,000.00)	530.18	29,454.77	11,195.05	-	41,180.00
53530 PURCH PROF SVCS: POLICE	9,636.00	9,000.00	-	-	25,251.04	(16,251.04)	(5,000.00)	14,000.00
53540 PURCH PROF SVCS: SPORTS OFFICIALS	42,570.77	70,700.00	-	-	34,207.58	36,492.42	20,000.00	50,700.00
54010 PURCH PROPERTY SVCS	10,390.00	125,248.00	(1,958.43)	8,491.39	55,411.86	59,386.32	-	123,289.57
54103 SNOW PLOWING/SANDING	6,170.00	25,000.00	-	8,900.00	16,100.00	-	-	25,000.00
54300 REPAIRS & MAINTENANCE	647,696.04	881,805.00	(11,275.72)	92,536.81	530,779.28	247,213.19	-	870,529.28
54303 MAINT: GROUNDS	46,958.53	46,500.00	-	8,397.33	16,387.93	21,714.74	-	46,500.00
54304 ELEVATOR MAINTENANCE	45,908.89	60,000.00	-	19,886.05	40,113.95	-	-	60,000.00
54410 RENTAL OF LAND & BUILDINGS	77,058.00	-	-	-	-	-	-	-
54411 WATER/SEWER	107,282.85	116,001.00	-	44,508.64	71,638.21	(145.85)	-	116,001.00
54420 RENTAL OF EQUIPMENT&VEHICLES	4,908.11	5,000.00	-	-	1,131.83	3,868.17	-	5,000.00
54421 DISPOSAL	150,768.08	144,160.00	13,958.43	59,182.95	99,802.75	(867.27)	-	158,118.43
54424 LAWN CARE	16,400.00	15,000.00	-	2,530.00	4,840.00	7,630.00	-	15,000.00
54430 RENTAL OF COMPUTER RELATED EQUIPMENT	-	400.00	-	-	-	400.00	-	400.00
54440 RENTALS	1,537.68	700.00	-	173.16	505.26	21.58	-	700.00
55010 PURCHASED SERVICES	1,098,278.97	770,216.00	(5,068.80)	40,729.61	638,852.67	85,564.92	-	765,147.20
55100 PUPIL TRANSPORTATION	5,230,154.42	4,914,119.00	-	52,663.22	5,049,909.46	(188,453.68)	-	4,914,119.00
55105 TRANSPORTATION*SUMMER	142,816.86	206,850.00	-	-	134,138.12	72,711.88	72,711.88	134,138.12
55109 TRANSPORT*SPEED OUT OF TOWN	953,574.19	750,000.00	-	504,521.86	904,311.94	(658,533.80)	(225,000.00)	975,000.00
55190 TRANSPORT*HOMELESS	168,966.44	75,923.00	-	113,279.79	147,359.33	(184,716.12)	(182,000.00)	257,923.00
55191 TRANSPORT*DCE	33,514.00	50,000.00	-	14,035.00	36,465.00	(500.00)	(500.00)	50,500.00
55205 PROPERTY/CASUALTY INSURANCE	343,021.00	341,821.00	-	-	341,821.00	-	-	341,821.00
55206 ATHLETIC INSURANCE	24,024.99	26,996.00	-	-	28,281.00	(1,285.00)	(1,285.00)	28,281.00
55300 COMMUNICATIONS/TELEPHONE	248,891.28	310,600.00	(25,000.00)	41,825.15	207,690.62	36,084.23	25,000.00	260,600.00
55301 POSTAGE	33,933.00	29,900.00	-	-	22,513.60	7,386.40	-	29,900.00
55303 SECURITY MONITORING	81,185.64	110,000.00	-	6,890.00	72,247.64	30,862.36	-	110,000.00
55304 SUBSCRIPTIONS/LICENSES	113,651.74	75,243.00	-	-	74,271.90	971.10	-	75,243.00
55400 ADVERTISING	9,026.72	800.00	-	-	174.05	625.95	-	800.00

Object Code - Summary	Expenditure 2022-2023	Appropriation 2023-2024	Appropriation Adjustment	Encumbrance	Current Expenditure	Current Balance	Projected Overage/Deficit	Projected Expenditure
55500 PRINTING	18,774.69	40,975.00	(50.00)	2,267.34	16,636.68	22,020.98	10,000.00	30,925.00
55510 COPYING	87,498.00	100,473.00	-	-	90,468.60	10,004.40	-	100,473.00
55800 TRAVEL/CONFERENCES	107,203.47	113,800.00	(934.00)	5,854.93	72,355.37	34,655.70	20,000.00	92,866.00
TOTAL PURCHASED SERVICES	10,747,620.88	10,418,283.00	(10,580.16)	1,495,772.52	9,908,875.21	(996,944.89)	(661,073.12)	11,058,775.96
SUPPLIES & MATERIALS								
56100 SUPPLIES*GENERAL	-	5,000.00	5,000.00	-	15,766.24	(5,766.24)	-	10,000.00
56104 SUPPLIES*MAINTENANCE	203,318.48	229,000.00	13,000.00	32,127.00	84,900.93	124,972.07	-	242,000.00
56106 SUPPLIES*FOOD	199.93	390.00	-	-	260.00	130.00	-	390.00
56110 INSTRUCTIONAL SUPPLIES	382,327.97	411,541.00	(7,739.99)	52,040.70	340,045.97	11,714.34	(23,000.00)	426,801.01
56115 COMMON CORE MATERIALS	20,105.73	22,528.00	(1,458.94)	2,721.97	16,090.51	2,256.58	4,000.00	17,069.06
56120 ADMINISTRATIVE SUPPLIES	87,699.22	81,827.00	2,013.24	16,236.36	46,523.98	21,079.90	10,000.00	73,840.24
56121 COPY PAPER	54,101.86	50,625.00	1,497.30	19,218.80	31,789.12	1,114.38	-	52,122.30
56210 NATURAL GAS	738,648.85	733,250.00	-	293,285.78	439,964.22	-	-	733,250.00
56220 ELECTRICITY	1,078,234.48	1,325,034.00	-	582,831.88	742,202.12	-	15,000.00	1,310,034.00
56230 BOTTLED GAS	8,055.55	11,950.00	-	2,620.90	5,419.44	3,909.66	-	11,950.00
56240 FUEL OIL	226,225.27	295,879.00	-	140,715.54	155,163.46	-	-	295,879.00
56260 DIESEL FUEL	284,076.50	250,000.00	-	86,942.83	163,057.17	(0.00)	-	250,000.00
56265 GASOLINE (VEHICLES)	134,586.31	119,490.00	-	14,886.90	104,653.10	(50.00)	-	119,490.00
56270 PROPANE	41,087.99	50,000.00	-	26,763.64	23,289.77	(53.41)	-	50,000.00
56300 FOOD SUPPLIES	1,218.33	3,030.00	-	-	1,350.92	1,679.08	-	3,030.00
56400 BOOKS AND PERIODICALS	7,867.37	7,700.00	-	2,000.00	3,873.56	1,826.44	-	7,700.00
56410 TEXTBOOKS	12,624.18	37,310.00	-	12,888.62	11,002.20	13,419.18	15,000.00	22,310.00
56420 LIBRARY MATERIALS	30,189.19	33,500.00	(3.49)	2,702.01	28,509.23	2,285.27	4,000.00	29,496.51
56500 SUPPLIES*TECHNOLOGY RELATED	254,462.87	270,284.00	(8,643.22)	51,632.97	162,078.05	47,929.76	15,000.00	246,640.78
56900 SUPPLIES*OTHER	188,405.75	196,127.00	10,382.26	13,183.00	145,233.70	48,092.56	15,000.00	191,509.26
56910 CUSTODIAL SUPPLIES	209,434.92	211,500.00	-	105,979.51	105,386.85	133.64	-	211,500.00
TOTAL SUPPLIES & MATERIALS	3,962,870.75	4,345,965.00	14,047.16	1,458,778.41	2,626,560.54	274,673.21	55,000.00	4,305,012.16
PROPERTY								
57200 BUILDINGS	230,000.00	-	-	-	-	-	-	-
57300 NEW EQUIPMENT	42,280.49	28,000.00	-	737.30	23,983.95	3,278.75	2,000.00	26,000.00
57330 FURNITURE AND FIXTURES	20,403.80	17,000.00	-	2,981.98	12,010.10	2,007.92	4,000.00	13,000.00
57340 TECH REL HW/EQUIP	3,120.79	3,129.00	(1,522.00)	-	1,606.33	0.67	-	1,607.00
57390 OTHER EQUIP/PROPERTY	2,394.97	3,100.00	-	-	3,091.98	8.02	-	3,100.00

<u>Object Code - Summary</u>	<u>Expenditure</u> <u>2022-2023</u>	<u>Appropriation</u> <u>2023-2024</u>	<u>Appropriation</u> <u>Adjustment</u>	<u>Encumbrance</u>	<u>Current</u> <u>Expenditure</u>	<u>Current</u> <u>Balance</u>	<u>Projected</u> <u>Overage/Deficit</u>	<u>Projected</u> <u>Expenditure</u>
TOTAL PROPERTY	298,200.05	51,229.00	(1,522.00)	3,719.28	40,692.36	5,295.36	6,000.00	43,707.00
MAJOR PROJECTS								
57400 INFRASTRUCTURE	55,095.00	-	-	-	-	-	-	-
TOTAL MAJOR PROJECTS	-	-	-	-	-	-	-	-
MISCELLANEOUS								
58100 MEMBERSHIPS & DUES	97,406.41	105,325.00	55.00	1,285.00	79,212.36	24,882.64	10,000.00	95,380.00
58901 EDUCATIONAL SUPPORT	8,413.43	21,090.00	-	177.94	18,705.35	2,206.71	-	21,090.00
58903 PROF DEV IMPROVE	5,563.55	29,000.00	-	-	23,931.38	5,068.62	-	29,000.00
58904 WESLEYAN PUB SCHL COLLAB	5,000.00	5,000.00	-	-	-	5,000.00	-	5,000.00
58906 AFTER SCHOOL PROGRAM	992.00	16,650.00	-	-	1,860.00	14,790.00	10,000.00	6,650.00
58908 RECRUITMENT	9,150.00	66,100.00	-	-	15,829.71	50,270.29	25,000.00	41,100.00
TOTAL MISCELLANEOUS	126,525.39	243,165.00	55.00	1,462.94	139,538.80	102,218.26	45,000.00	198,220.00
TUITION								
55600 TUITION MAGNET (REGULAR EDUCATION)	561,192.00	560,600.00	-	-	935,967.00	(375,367.00)	(375,367.00)	935,967.00
55610 TUITION TO OTHER DISTR IN STATE (SPEC. ED	338,266.92	360,000.00	-	31,724.26	108,351.73	219,924.01	200,000.00	160,000.00
55630 TUITION TO PRIVATE SOURCES (SPEC. ED)	3,974,766.38	4,100,000.00	-	1,233,982.81	3,325,803.72	(459,786.53)	(555,344.00)	4,655,344.00
TOTAL TUITION	4,874,225.30	5,020,600.00	-	1,265,707.07	4,370,122.45	(615,229.52)	(730,711.00)	5,751,311.00
GRAND TOTAL	92,819,493.21	98,204,339.00	-	4,421,106.39	76,044,924.70	17,738,307.91	1,545.88	98,202,793.12
Definitions:								
Expenditure	Expenses of funds							
Appropriation	City funds allocated for the fiscal year							
Encumbrance	Commitment to spend funds for a particular item at some point in the future							
Current Expenditure	current expenses paid							
Current Balance	current funds before pending expenses							
Projected Overage/Deficit	Projected overage/deficit before any budget transfers							
Projected Expenditure	projected expenses once all expenses, encumbrances, transfers have been liquidated							

Middletown Board of Education
BOE Transfer of Funds

Date Range: 01-Mar-2024 to 31-Mar-2024 For FY 2024

Account	Description	Original Budget	Budget Adjust	Total Budget	From	To
Journal#:	39116	Date:	12-Mar-2024			
From 1010-960-2230-000-53500-02137	DEI: PURCH SVCS*DEI	20,000.00	-5,000.00	15,000.00		
To 1010-960-2230-000-56100-02137	DEI: SUPPLIES	5,000.00	5,000.00	10,000.00		5,500.00
	Transfer from purchased services to supplies to cover deficit.					

Journal#:	39119	Date:	20-Mar-2024			
From 1010-009-3200-460-58906-00000	MACDONOUGH: AFTER SCHOOL PGM	1,650.00		1,650.00		
From 1010-009-1000-180-56110-00000	MACDONOUGH: PHYS ED*INSTR SUPPL	400.00		400.00		198.07
From 1010-009-1000-160-56110-00000	MACDONOUGH: MATH*INSTR SUPPL	500.00		500.00		287.64
From 1010-009-1000-110-56110-00000	MACDONOUGH: ELA*INSTR SUPPL	1,800.00		1,800.00		288.30
From 1010-009-1000-105-56110-00000	MACDONOUGH: ART*INSTR SUPPL	400.00		400.00		180.76
From 1010-009-1000-600-56500-00000	MACDONOUGH: SUPPLIES TECH RELATED	1,000.00		1,000.00		1,000.00
From 1010-009-2410-000-56131-00000	MACDONOUGH: COPY PAPER	2,850.00		2,850.00		73.23
To 1010-009-1000-000-56110-00000	MACD: INSTR SUPPLIES	8,225.00		8,225.00		3,678.00
	Moving funds to instructional supplie to support needs for the classrooms					

Journal#:	39124	Date:	25-Mar-2024			
From 1010-062-2213-120-55800-00000	MHS: FOREIGN LANG*TRAVEL RETMB.	5,400.00		5,400.00		4,630.00
To 1010-062-1000-120-56110-00000	MHS: FOREIGN LANG*INSTR SUPPL	5,000.00		5,000.00		4,630.00
	Move from Travel to Instructional Supplies for teacher supplies.					
	Pending Amazon order of 6,618.57.					

Journal#:	39127	Date:	27-Mar-2024			
From 1010-960-2213-105-58100-00000	CURR: ART*MEMBERSHIP/DUES	950.00		950.00		450.00
To 1010-100-3200-105-55010-00000	CURR: ART*PURCH SVCS	14,418.00	-3,568.80	10,849.20		450.00
	Needed for photography services for Art Show					
				Total Transfer for Central Office	14,258.00	14,258.00

Journal#:	39114	Date:	11-Mar-2024			
From 1010-940-2650-000-56104-00000	VEH OPER/MAINT: SUPPLIES	50,000.00		50,000.00		13,000.00
To 1010-940-2610-000-55300-00000	OPER/BUDGS: COMM/PHONE	286,800.00	-25,000.00	261,800.00		13,000.00
	TRANSFER TO CORRECT A PREVIOUS B/T EXPENDITURE LINE					

Journal#:	39122	Date:	22-Mar-2024			
From 1010-014-2610-000-56270-00000	OPER/BUDGS: WES*PROPANE	45,000.00		45,000.00		2,000.00

Middletown Board of Education
BOE Transfer of Funds

Date Range: 01-Mar-2024 to 31-Mar-2024 For FY 2024

Account	Description	Original Budget	Budget Adjust	Total Budget	From	To
1010-940-2610-000-56270-00000	OPER/BUDDS: PROPANE	2,000.00		2,000.00		2,000.00
FUNDS NEEDED FOR GARAGE PROPANE ON AMERICAS PURCHASE ORDER						

Total Transfer for Facilities 15,000.00 15,000.00

Journal#: 39123 Date: 25-Mar-2024

From 1010-005-1000-180-56110-02124	PH: PHYS ED*INST SUP*SPD/NICM	1,000.00		1,000.00	161.44	161.44
To 1010-005-1000-180-56110-00000	FARM HILL: PHYS ED*INSTR SUPPL	500.00		500.00		
To cover negative balance on line, error when purchase order 2400914 was paid \$161.44 should have come out of this line.						

Total Transfer for Farm Hill School 161.44 161.44

Journal#: 39120 Date: 20-Mar-2024

From 1010-009-1000-170-56110-00000	MACDONOUGH: NAT/PHYS SCIENCE*INSTR SUPPL	500.00		500.00	500.00	500.00
To 1010-009-2410-000-56120-00000	MACDONOUGH: ADMIN SUPPL	6,000.00		6,000.00		
Moving funds to instructional supplie to support needs for the classrooms						

Total Transfer for MacDonough School 500.00 500.00

Journal#: 39117 Date: 14-Mar-2024

From 1010-001-2220-440-54300-00000	SPENCER: LIBR/MEDI REPAIRS & MAINT	1,150.00		1,150.00	559.78	
From 1010-001-1000-350-56110-00000	SPENCER: PERFORM ARTS*INSTR SUPPL	750.00		750.00	71.47	
From 1010-001-1000-350-56900-00000	SPENCER: PERFORM ARTS*SUPPL*OTHER	200.00		200.00	3.15	
From 1010-001-1000-190-56110-00000	SPENCER: SOCIAL STUDIES*INSTR SUPPL	2,200.00		2,200.00	543.49	
From 1010-001-1000-180-56110-00000	SPENCER: PHYS ED*INSTR SUPPL	550.00		550.00	242.89	
From 1010-001-1000-170-56110-00000	SPENCER: NAT/PHYS SCIENCE*INSTR SUPPL	400.00		400.00	290.42	
To 1010-001-2410-000-56121-00000	SPENCER: COPY PAPER	3,000.00		3,000.00		1,711.20
Transferring funds to cover cost of additional copy paper needed for the remainder of the year.						

Total Transfer for Spencer School 1,711.20 1,711.20

*** Grand Total To Transfer 31,630.64 31,630.64



BOE Monthly Human Resources Report

Tuesday, April 16, 2024



M

Monthly HR Update

- Staffing: Time Period – March 1 – March 31, 2024

New Hires – 8

- **Certified: 5**
 - Special Ed - (MHS)
 - Science Teacher – (Beman)
 - School Psychologist – (Farm Hill)
 - Long Term Sub – (Lawrence)
 - Special Ed – (Snow)
- **Non Certified: 3**
 - Building Sub - (MHS)
 - Cafeteria Worker – Sub – (District)
 - Math Interventionist – (Snow)

Monthly HR Update

- Staffing: Time Period – March 1 – March 31, 2024

Separations - 13

- **Retirements:** 2
- Certified staff:
 - Speech Language Pathologist – (Wesley)
 - Library Media Specialist - (Bielefield)
- Non Certified staff: 0
- **Resignations:** 11
- **Certified staff: 3**
 - Special Ed Teacher - (MHS)
 - Special Education Teacher – (Moody)
 - Special Ed Teacher, ICM Pre K – (Bielefield)

separations continued on next slide

Monthly HR Update

- Staffing: Time Period – March 1 – March 31, 2024

Resignations – continued

- **Non Certified: 8**
- Paraprofessional - 5 – (MHS)
- Building Sub – (Lawrence)
- Building Sub – (Beman)
- Administrative Secretary II – (Central Office/SPED)

Monthly HR Update

- Staffing: Time Period – March 1 – March 31, 2024
- Vacancies - 61
- Certified: openings - 12
- ESL Instructor (NEW - Grant Funded) - Adult Ed
- Math Teacher – 2 – (MHS)
- World Language/Spanish Teacher – (MHS)
- IB Elementary Teacher – (Lawrence)
- ICM Pre K Special Ed Teacher – (Bielefeld)
- Special Education Teacher - (MHS)
- Science Teacher – (Beman)
- Literacy Interventionist – (Bielefeld)
- School Psychologist – (Beman/MHS)

Vacancies continued on next slide

Monthly HR Update

- **Staffing: Time Period** – March 1 – March 31, 2024
- **Vacancies** – certified continued
- Speech Language Pathologist – (Macdonough)
- Speech Language Pathologist – (Beman)
- Speech Language Pathologist – (MHS)

vacancies continued on next slide

Monthly HR Update

- Staffing: Time Period – March 1 – March 31, 2024
- Vacancies – **Non-Certified**

Para-Educators – 34

- Beman – 6
- Bielefield – 1
- Farm Hill - 1
- Lawrence – 2
- Middletown High School – 16
- Middletown Transition Center – 1
- Wesley – 2
- Spencer – 3
- Moody - 1
- Adult Ed - Early Childhood – 1

vacancies continued on next slide

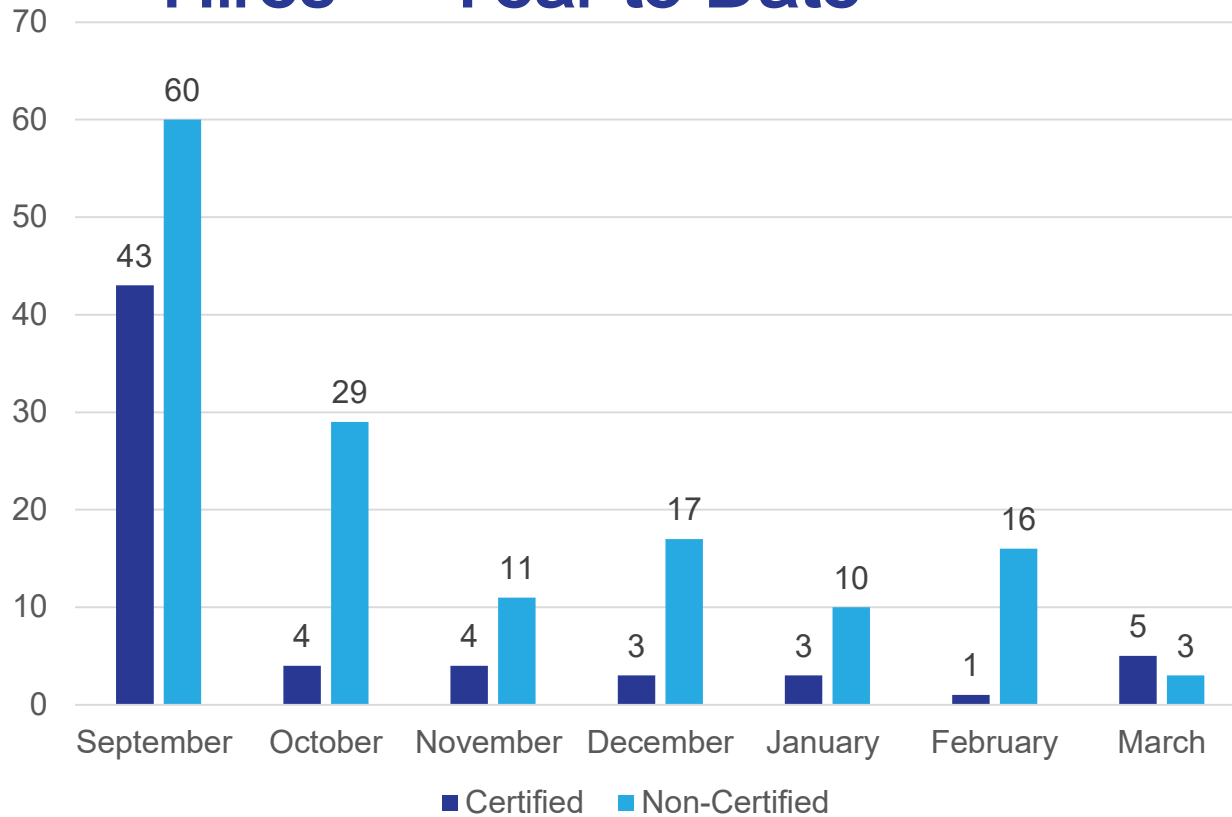
Monthly HR Update

- Staffing: Time Period – March 1 – March 31, 2024
- Vacancies –continued
- **Other Non-Certified - 15**
 - SEL Mentor- (District)
 - Accounts Clerk II – (MHS)
 - Homebound Tutor – (District)
 - Family Engagement Liaison – (Snow and Wesley)
 - SAE Interventionist - Ag Sci – (MHS)
 - Cafeteria Worker – (Beman)
 - Custodian II – (Central Office/Beman)
 - School Custodian II – (Beman)
 - School Custodian I – (Lawrence)

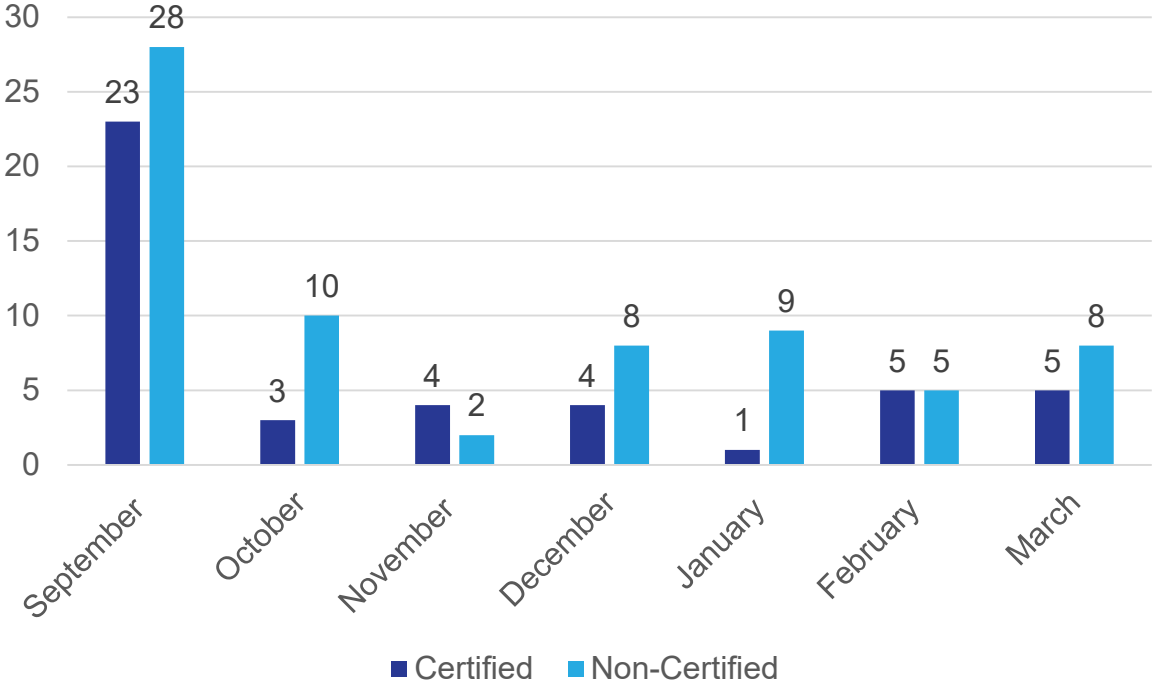
Monthly HR Update

- **Staffing: Time Period** – March 1 – March 31, 2024
- **Vacancies** – other non -certified continued
- Board Certified Behavioral Analyst – BCBA – (Snow)
- Assistant Payroll Coordinator – (Central Office)
- Administrative Secretary II – (Central Office/SPED)
- School Custodian I – (Lawrence)
- Homebound Tutor – (District)
- Parochial Tutor – (District)

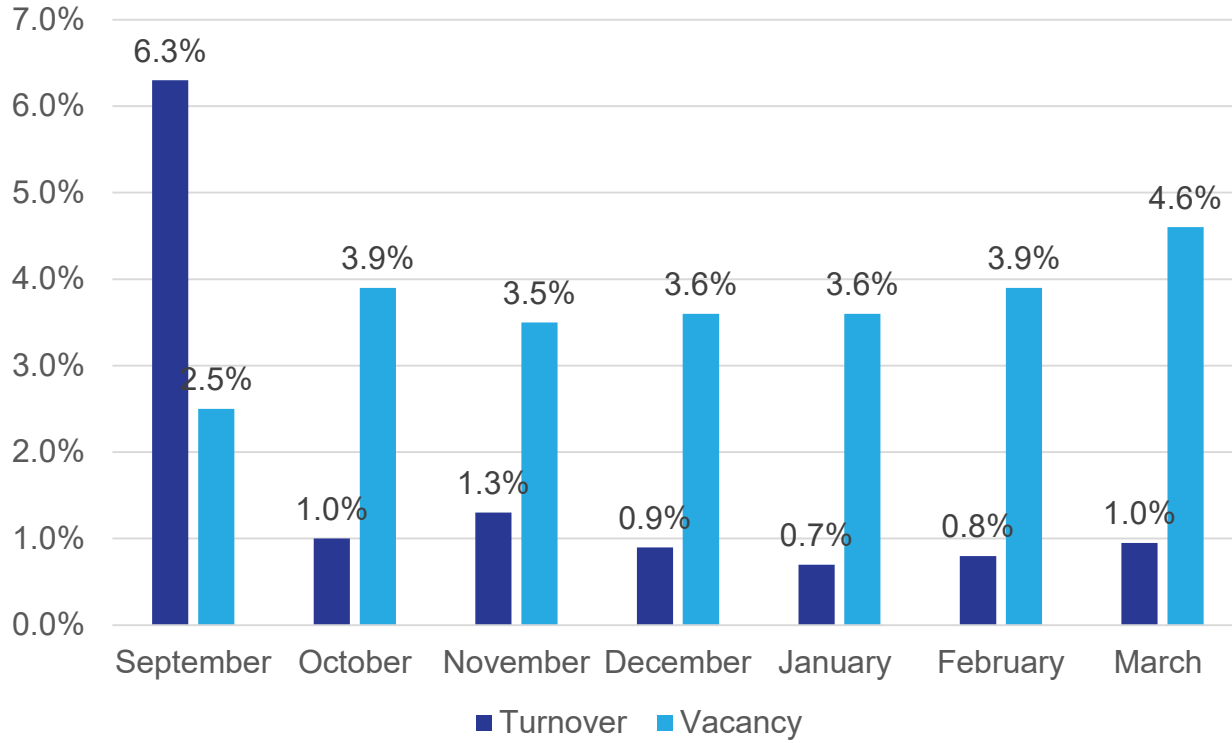
Hires – Year to Date

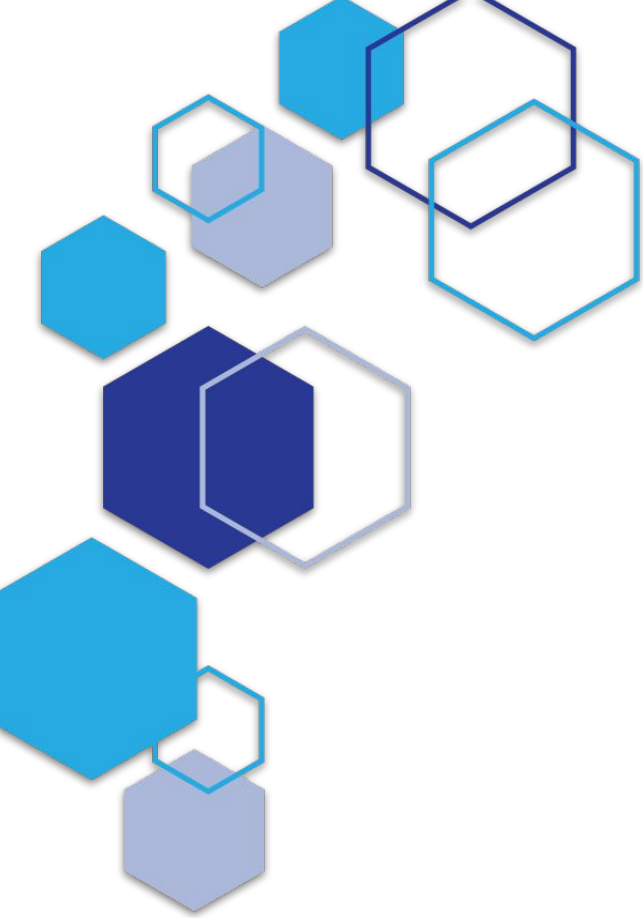


Separations Year to Date



Turnover and Vacancy Rate % Year to Date





Increasing Educator Diversity (IED) Plan

Cultivating an Inclusive and Diverse
Educational Ecosystem

Board of Education Meeting
April 15, 2024



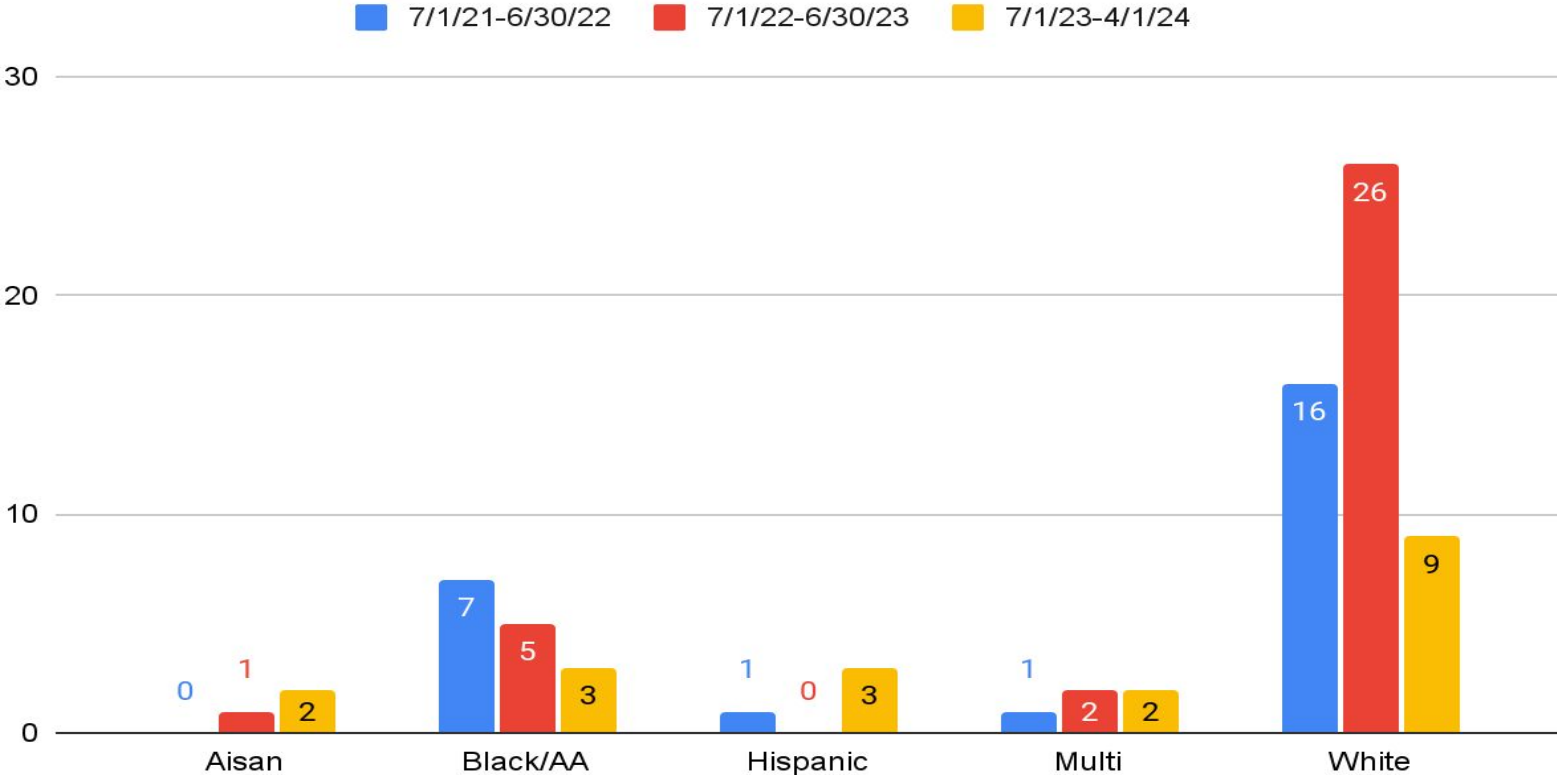


Background

- The **diversity gap** between teachers and students *continues to exist*.
- **Legislative Mandate:** Public Act 23-167, Section 10 (*Effective July 1, 2023*):

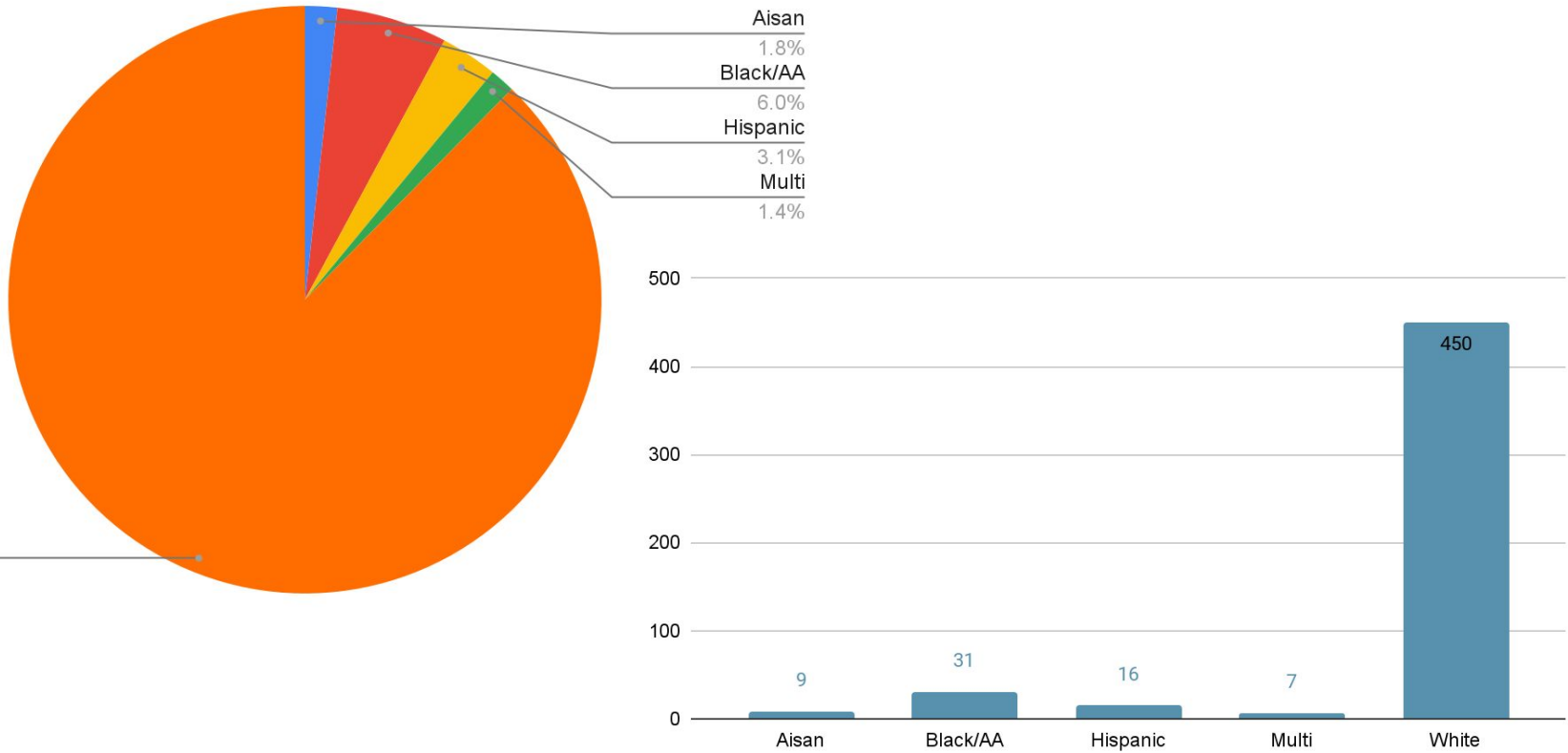
“Each local and regional board of education **shall submit the increasing educator diversity plan** described in subsection (a) of section 10-220 of the general statutes.”

Middletown Federation of Teachers (MFT) Hiring Demographics (July 2021 to April 2024)

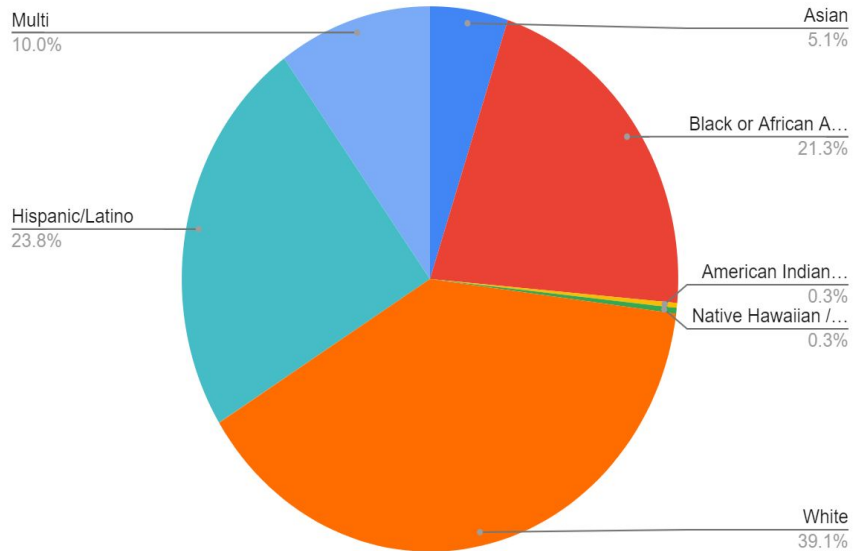


Current Certified Staff Demographic Breakdown

Data as of April 1, 2024



Student Enrollment by Race/Ethnicity



Asian	225
Black or African American	945
American Indian or Alaska Native	13
Native Hawaiian / Other Pac Islander	15
White	1734
Hispanic/Latino	1056
Multi	443



Middletown's Increasing Educator Diversity (IED) Plan

Creating a District Plan to Increase the Racial, Ethnic, and Linguistic Diversity of Our Educator Workforce





Vision Statement

To cultivate an inclusive and diverse educational ecosystem, we envision a school district where educators from all backgrounds are empowered, supported, and celebrated to foster an environment where every voice is heard and valued. Through intentional recruitment, retention strategies, and professional development, we aim to reflect the rich tapestry of our community within our faculty. We strive to courageously ignite the potential of ALL by embracing and leveraging cultural diversity.



Vision Statement

Key Elements

Empowerment, support, and celebration of educators from all backgrounds

Strategies

Intentional recruitment, retention, and professional development

Goal

Reflecting the rich tapestry of the community within the staff to unlock the potential in all students



Theory of Action

If we implement intentional strategies to increase educator diversity within our school district by prioritizing targeted recruitment and retainment efforts, fostering partnerships with community organizations, and creating professional learning opportunities, **then we will** cultivate an inclusive and equitable educational ecosystem inspired by educators who reflect the rich tapestry of our community, fostering a sense of belonging for staff and students, alike, leading to improved student outcomes.



Theory of Action

Strategies

Targeted recruitment, community partnerships, professional learning

Expected Outcomes

Inclusive and equitable educational ecosystem, improved student outcomes



Recruitment Strategies



Recruitment Strategies

Our Goals

Recruit highly qualified and diverse (racially, ethnically, and linguistically) candidates to increase the district's diversity amongst educators to better represent the district's student population.

Audit Recruitment Posting and Advertising

Evaluate the language used in job descriptions, job postings, website, and promotional material to be inclusive and welcoming to candidates from all backgrounds.

Utilize Online Platforms and Job Boards

Increase and expand the use of social media for recruitment: CALAS, BLAK, Twitter, Instagram, NABSE, etc.

Collaborate with Institutions Serving Diverse Populations

Visit and establish partnerships with HBCU teacher prep programs and other colleges and universities specifically designed to attract diverse students.

Partner with multicultural affairs departments at local colleges and universities (Admin and Student Associations).

Attend Recruitment Fairs

Include a QR code for registration. Add a question on the application:

How did you find out about this position (Job Fair, Recruiting Platform, Website, etc.)?

Produce a video message representing Middletown's diversity and what the district offers.

Partner with Recruiting Organizations

Work with the International Alliance Group (IAG) to recruit and hire diverse candidates with a J-1 Visa.



Expand Community Outreach

District sponsored community events and partnerships including but not limited to NCCJ, NAACP, Chamber, etc.

**Establish a
Grow Your Own
Program**

Partner with CT Teacher Residency Program



**CONNECTICUT
TEACHER
RESIDENCY
PROGRAM**

DIVERSIFYING TEACHERS. TRANSFORMING SCHOOLS

Employee Referral Program

Quality Candidates: Employees tend to refer individuals they know are qualified and a good fit for the company culture.

Enhanced Employee Engagement: Employees feel valued when their input is sought for recruiting, leading to increased engagement and loyalty.

Stronger Company Culture: Referral programs reinforce a sense of community and shared purpose among employees, strengthening the company culture.

Collect and Analyze Data

Regularly collect and analyze data on recruitment practices and results. Use the data to identify areas of growth and continued improvement on progress toward increased workforce diversity.



Hiring Strategies

Objective: Ensure a
Bias-Free Hiring Process

Screening of Applications and Candidate Sourcing

- Implement a structured process to give all applicants an equal opportunity.
- Ensure all departments have Inclusive interview teams.
- Interview applicants promptly to maximize opportunities to attract qualified candidates.
- Build in questions around diversity and organizational culture to maximize “fit”.

Establish and Train Diverse Hiring Committees

- Develop a Hiring and Onboarding Guide, which outlines steps and resources (e.g. documents, etc.).
- Establishing trained people to serve on hiring committees in each school/department to ensure consistent practices.
- Implement new teacher orientations to ensure consistent initial impression of District.
- Enhanced coordination between HR and Hiring entities, (schools, departments, etc.).

Additional Hiring Strategies

- Developing hiring strategies that align with federal and state law to increase opportunities for teachers of color to be hired.
- As laws change, ensure that our practices are compliant and stand up to inquiry.
- Strategically align messaging and systems to maximize effectiveness of initiatives.





Retention Strategies

Objective: Create a Supportive and Inclusive Environment for Diverse Educators

Demonstrate a Commitment to Ongoing Learning and Cultural Competence

- Continue to develop and provide learning opportunities that address unconscious biases and cultivate an inclusive school culture.
- Continue to foster welcoming school environments for educators to feel welcome, valued and supported.
- Use survey data to inform and adjust learning opportunities.

Demonstrate a Commitment to Ongoing Learning and Cultural Competence

– Continued –

- Develop mentorship initiatives for new educators from diverse backgrounds.
- Establish affinity groups.
- Conduct equity reviews in curriculum.
- Continue to implement stay and exit interviews.



Middletown's Increasing Educator Diversity Plan

Our Key Strategies

Recruitment, Hiring, & Retainment

We have identified

The Importance of increasing educator diversity for student success.

We are committed

To ongoing implementation and evaluation.

Bottom Line: IED plans are not enough; this work will also require new mindsets, skill sets, policies, and practices.

Next Steps

- April 16, 2024: The Board of Education votes on Middletown's Increasing Educator Diversity Plan.
- MPS submits the board approved plan to the Connecticut State Department of Education (CSDE) for review.
- CSDE will review and accept our plan **or** send it back for revisions.
- Once approved the district will continue with implementation.

Increasing Educator Diversity Committee

Dr. Alberto Vázquez Matos
Superintendent of Schools

Ms. Jennifer Cannata
Assistant Superintendent of
Administration

Mr. Harry Snyder
HR Manager

Ms. Katie Ehlers
HR Generalist

Ms. Briajh Harrell
HR Clerk

Ms. Stacey McCann
Assistant Superintendent of
Teaching and Learning

Ms. Vacianna Spaulding
Director of Pupil Services and
Special Education

Ms. Meg Hanly
Director of PreK-12 STEAM

Dr. Jada Waters
Director of Diversity, Equity,
Inclusion, and Belonging

Middletown Public Schools Increasing Educator Diversity Plan

RETENTION								
Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/ Engagement Efforts (Who needs to be consulted/ engaged? What needs to be)
		What?	Who Owns This?	By When?				
<p>Create a supportive and inclusive environment that recognizes, values, and addresses unique needs and challenges faced by educators from diverse backgrounds in order to support their long term future and success with the district.</p>	<p>Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; Assistant Superintendent of Teaching and Learning, Stacey McCann; Director of DEIB, Dr. Jada Waters</p>	<p>Demonstrate a Commitment to Ongoing Learning and Cultural Competence: 1. Develop and provide learning opportunities that address unconscious biases and promote an inclusive school culture. 2. Continue on-going training for staff to enhance cultural competency and foster an inclusive learning environment. 3. Support educators in developing skills to navigate and contribute to learning environments that support diversity. 4. Communicate the district's commitment to diversity through policies and practices that foster an inclusive culture.</p>	<p>HR Manager, Harry Snyder, Director of DEIB, Dr. Jada Waters, DEIB Change Agents; District and Building Leaders and all staff; Office of Teaching & Learning</p>	<p>Yearlong and Ongoing</p>	<p>1. Lower turnover of diverse teachers. 2. Results from stay and exit interviews 3. Rates of attendance at professional learning opportunities.</p>	<p>1. Time 2. A structure/schedule from departments and building leaders to ensure all staff members have access to DEIB trainings.</p>	<p>1. Scheduling and contractual challenges 2. Willingness to share/participate in cultural competency sessions. - <i>Work with unions to provide time for DEIB learning.</i> - <i>Put structures in place that create safe spaces for open and honest conversations.</i></p>	<p>1. Conversations with the Union Executive Boards. 2. Professional Learning conversations to create a schedule of PD sessions. 3. Communication to the organization sharing the commitment, expectations and goals with the work around DEIB.</p>
	<p>Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; HR Manager, Harry Snyder; Director of DEIB, Dr. Jada Waters</p>	<p>Cultivate Inclusive School Culture: 1. Foster inclusive and welcoming school environments for underrepresented educators to feel valued and supported. 2. Encourage open discussions about diversity and inclusion within each school community through book clubs and equity staff meetings.</p>	<p>Director of DEIB, Dr. Jada Waters, District and Building Leaders, HR Staff</p>	<p>Yearlong and Ongoing</p>	<p>1. Culture and Climate Surveys 2. Equity Surveys 3. Feedback from DEIB coaches. 4. Stay and Exit Interview data</p>	<p>1. Time for surveys. 2. Time to analyze and debrief data. 3. Time to meet to determine data trends and next steps.</p>	<p>1. Employees feeling unsafe, unheard, or unsupported. - <i>Ensure structures and procedures are put in place to support conversations around DEIB.</i></p>	<p>1. All Administrators and Coaches leading these discussions.</p>

Middletown Public Schools Increasing Educator Diversity Plan

RETENTION								
Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/Engagement Efforts (Who needs to be consulted/ engaged? What needs to be)
		What?	Who Owns This?	By When?				
	Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; Assistant Superintendent of Teaching and Learning, Stacey McCann; Director of DEIB, Dr. Jada Waters	Celebrating Diversity: Promote a culture of appreciation and celebration of diversity within the district, highlighting the contributions of educators from all backgrounds and fostering a sense of community. 1. Showcase DEIB monthly events. 2. Board of Education Proclamations 3. Board of Education District Highlights	Director of DEIB, Dr. Jada Waters, District and Building Leaders, Director of Communications, Jessie Lavorgna	August 2023-Ongoing	1. Information found on our website 2. Posts on our social media platforms 3. District's weekly Community Connector newsletter 4. District communications 5. District highlights at the Board of Education meetings.	1. Time 2. An established committee to support and plan for district celebrations 3. Informing Director of Communications of events and highlights to include in their communications and social media posts. 4. Establish the process in which events/communications can be submitted.	1. Limited support from District employees. 2. Low turnout at events. 3. Insufficient bandwidth for employees to sustain participation in the program. - Increase awareness and understanding of the program's benefits and goals among the employees through targeted communication. - Provide opportunities for District employees to contribute feedback and suggestions for improving the programs, fostering a sense of ownership and involvement.	1. Director of Communications 2. Director of DEIB 3. DEIB Change Agents 4. District stakeholders.
	Superintendent, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; HR Manager, Harry Snyder	Develop Mentorship Initiatives to Support New Educators, from Diverse Backgrounds	HR; Paul Griswold; Dr. Jada Waters; District and Building Leaders	June 2024 - Ongoing	1. Increased Mentor/Mentee Partnerships	1. Stipends for mentors. 2. Time for mentor and mentees to meet. 3. Mentors to attend a mentor training (TEAM)	1. Reliability of mentors and relevant professional development. 2. Funds for mentors. - Look for grant opportunities and or dedicated funding sources.	1. Department and Building Leaders. 2. HR 3. Director of Assessment and Professional Development 4. Mentors and Mentees
	Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Teaching and Learning, Stacey McCann	Equity Review in Curriculum: 1. District curriculum evaluated for representation reflective of student demographics. 2. Opportunities for diverse student experiences to drive and/or be included in learning process. 3. Inclusive language.	Assistant Superintendent of Teaching and Learning, Stacey McCann, Office of Teaching and Learning PreK-12 STEAM Director, Meg Hanly PreK-12 Math Director, Rich Cordaway 6-12 Math Supervisor, Yvonne Daniels 6-12 ELA Supervisor, Dan Raucci K-5 ELA Supervisor, Colleen Fitzpatrick	July 2024 - Ongoing	1. OTL meeting notes (whole team, department, IDT, etc.) 2. Curriculum review docs (STEAM example) 3. Student feedback on survey questions	1. Members of OTL. 2. Ongoing action items/accountability through consistent meeting times. 3. Training for OTL members of use of curriculum review docs.	1. Consistency in time and accountability in action items - Clear communication of expectations - Establish standard processes and procedures - Provide adequate resources and support - Foster a culture of accountability - Monitor and evaluate performance	1. OTL members 2. Building Administrators 3. Coaches, Coordinators, Teachers, and Paraprofessionals

Middletown Public Schools Increasing Educator Diversity Plan

RETENTION								
Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/ Engagement Efforts (Who needs to be consulted/ engaged? What needs to be done?)
		What?	Who Owns This?	By When?				
	Superintendent, Dr. Alberto Vazquez Matos; Assistant Superintendent of Teaching and Learning, Stacey McCann	Collect and analyze feedback from students on whether or not they feel that they are reflected in their studies through annual culture and climate surveys Analyze and utilize data to (partially) shape curriculum design and exercises	Assistant Superintendent, Stacey McCann, Office of Teaching and Learning Leaders; Director of Data and Professional Learning Paul Griswold; Department Heads; Building Admin	Spring of 2024 or Spring of 2025 climate and culture survey	1. Greater student engagement 2. Higher student grades 3. Less classes cut/missed	1. Updated Climate and Culture surveys 2. Time needed to evaluate and report on the data	1. Questions not clearly written 2. Questions not clearly understood 3. Outcome of data not integrated into curriculum 4. Ensuring all students have access to survey and can interface with it in the required manner. - Provide clear guidelines and training for educators and staff on how to write clear and concise questions. - Provide students opportunities to ask questions or seek clarification about survey content through designated channels such as Q&A sessions or on-line forums. - Ensure that survey platforms and interfaces are accessible to all students, including those with disabilities or diverse needs. Provide alternative forms or accommodations as needed. - Implement strategies to ensure that all students, regardless of their	1. Communicate Changes 2. Reasons and purpose of questions 3. Make sure all students understand how to interface with data

Middletown Public Schools Increasing Educator Diversity Plan

RETENTION								
Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/ Engagement Efforts (Who needs to be consulted/ engaged? What needs to be)
		What?	Who Owns This?	By When?				
	Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; Assistant Superintendent of Teaching and Learning, Stacey McCann; Director of DEIB, Dr. Jada Waters	Establish Affinity Groups: 1. Provide a platform for sharing experiences, offering advice and building a sense of community. 2. Establish affinity groups or support networks for educators of color; possible partnership with Ed Leadership to implement Affinity Groups. 3. Promote and encourage LEARN teacher of color community - LEARN's Regional EOC Affinity Group.	Director of DEIB, Dr. Jada Waters; Human Resources; Building Leaders	July 2024 - Ongoing	1. Lower turnover of diverse teachers. 2. Diverse groups will learn of the various pressures that people are under. 3. Improve level of empathy and effective communication of issues of race within the District.	1. Trained facilitators 2. Time for infinity groups to meet. 3. Physical meeting space availability.	1. Poor attendance or lack of interest. 2. Inability to create safe space for the affinity groups to do their work. 3. Funding for facilitators. <i>- Enhance engagement and interest by offering activities to increase attendance (guest speakers, solicit input from participants to identify topics of interest)</i> <i>- Train facilitators and group leaders on techniques for fostering trust and building rapport within affinity groups. Provide resources and support for addressing sensitive or challenging topics.</i> <i>- Encourage active participation and collaboration within affinity groups, while also respecting individual boundaries and preferences.</i>	1. Director of Communications. 2. Director of DEIB. 3. DEIB Change Agents. 4. District Stakeholders. 5. Affinity Group facilitators. 6. The way of work of Affinity Groups. What is the benefit and desired outcome.
	Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; HR Manager, Harry Snyder	Implement Stay and Exit Interviews	Assistant Superintendent of Administration, Jennifer Cannata; HR Manager, Harry Snyder; HR Generalist, Katie Ehlers; HR Clerk, Briajh Harrell	January 2024-Ongoing	1. Completion rates for Stay and Exit Interviews 2. Trends from interview data	1. Time to meet with and execute interviews. 2. Create a database for responses and trends.	1. Lack of participation <i>- Assure employees that their responses will remain confidential.</i> <i>- Foster a culture where employees feel comfortable expressing their opinions and concerns. This can be achieved through transparent communication, open-door policies, and a non-judgmental attitude from management.</i> <i>- Provide various channels for feedback, such as in-person interviews, online surveys, etc. Some employees may feel more comfortable providing feedback through certain channels than others.</i>	1. Communication to employees

Middletown Public Schools Increasing Educator Diversity Plan

RETENTION								
Goal (What are we trying to do?)	Who Manages the Goal? (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and Mitigation (What could go wrong? How will we make that less likely to happen?)	Communication/ Engagement Efforts (Who needs to be consulted/ engaged? What needs to be)
		What?	Who Owns This?	By When?				
	Superintendent of Schools, Dr. Alberto Vazquez Matos; Assistant Superintendent of Administration, Jennifer Cannata; HR Manager, Harry Snyder	Collect and Analyze Data 1. Regularly collect and analyze data on retention of underrepresented employees. 2. Continuously assess the effectiveness of retention initiatives through surveys, feedback sessions. 3. Regularly collect and analyze data on the diversity of our staff. 4. Use the data to identify areas of improvement and for improvement. 5. Track progress toward diversity goals. 6. Collaborate with stakeholders to gain insights and feedback on diversity initiatives.	Assistant Superintendent of Administration, Jennifer Cannata; HR Manager, Harry Snyder; HR Generalist, Katie Ehlers; HR Clerk, Briajh Harrell; Director of DEIB, Dr. Waters.	February 2024 - Ongoing	1. Data mining reviews. 2. Data results and trends	1. Time to analyze data. 2. Data review meetings. 3. Database / system to track data.	1. Lack of data. 2. Inaccurate / Incomplete data <i>- Implement data collection mechanisms to ensure that relevant information is systematically gathered and recorded</i> <i>- Provide training to staff members responsible for data collection to ensure accuracy and consistency with data entry.</i> <i>- Establish quality assurance procedures to verify the accuracy and completeness of collected data.</i> <i>- Conduct regular audits or checks to identify and correct any discrepancies or inconsistencies in the data.</i>	Communication to District and Building Leaders.



Office of the Superintendent
Unlocking the Potential in ALL Students

Alberto Vázquez Matos Ed.D, Ph.D., Superintendent
superintendent@mpsct.org | (860) 638-1401
311 Hunting Hill Ave, Middletown, CT 06457
www.middletownschoools.org

Budget Committee Meeting Minutes

Middletown Board of Education - March 11, 2024

Time: 5:30 P.M. - 6:30 P.M.

Virtual: Zoom Agenda

Present

Budget Committee Chairperson	Harold Panciera
Director of Technology	Michael Skott
Board of Education Chairperson	Sheila Daniels
Board of Education member	Callie Grippo
Executive Director of Finance	Eduardo Miranda
Community Committee member	Dr. Christopher Nocera

1- Meeting was called to order at 5:31 p.m.

2- Mr. Miranda reported on the line-item transfers and other financial information. The transfers were few.

At this time it appears that we will spend all the money appropriated by the Council. Any unexpended balance will be rolled over into the next budget.

Also, last month showed about a nine- hundred - dollar surplus.

However, the finance team continues to monitor the rising costs of Special Education and the transportation to get special education students to a school that is out of district. Still some uncertainty about how the district will cover expenses if they continue to climb.

Mr. Panciera requested explanations about information on the sheets sent to the board for review. In two instances, Mr. Miranda said he would have to look at the sheets further and get back to him.

3- Mr. Miranda reported that the joint budget workshop with the administrative staff and the Board of Education will take place on March 21. The workshop with the Common Council, administrative staff, and the Board of Education will take place on March 25.

4- No future agenda items were recommended.

5- Meeting was adjourned at 6:58 by Mr. Panciera, and seconded by Ms. Guss.

**MIDDLETOWN BOARD OF EDUCATION
CURRICULUM COMMITTEE**

March 7, 2024

Zoom

5:30 PM

<u>Board of Education (BOE)</u> <u>Committee Members Present</u> Debra Guss, Committee Chair and BOE Member Adam Hayn, Committee member Shiela Daniels, BOE Chair	<u>Also Present</u> Stacey McCann, Assistant Superintendent of Teaching and Learning Richard Cordaway, Director of Math (K-12) Yvonne Daniels, 6-12 Math Supervisor Colleen Fitzpatrick, K-5 ELA Supervisor Mary-Grace Cianci, Beman Math teacher Kwastina Jackson, Beman Math teacher DeLita Rose Daniels, Community member
--	---

1. **Call to order and introductions:** Committee Chair Debra Guss called the meeting to order at 5:30 p.m., which was followed with introductions.
2. **Illustrative Math Updates:** Mr. Cordaway then provided a brief review of the historical timeline for the rollout of the Illustrative Math (“IM”) curriculum, including professional development. Next, Mr. Cordaway provided a video of IM highlights and stakeholder feedback throughout the district, including student voices. A discussion followed during which it was noted that: (i) professional development and resources from the vendor will continue to be provided to teachers to address ongoing questions or concerns, (ii) there is more comfort with the curriculum and its collaborative approach and (iii) Math coaches are critical to the success of the program.
3. **Algebra I Offering for 24-25SY (Beman):** Ms. Daniels then provided an update on the current Math Enrichment offering for 6th and 7th graders at Beman Middle School, highlighting performance data and the project based approach to the class. Mr. Cordaway then reviewed the current Algebra I enrichment class at Beman, including performance data, and feedback from parents on the current structure. Ms. Daniels then provided the plan for Algebra 1 readiness for 7th graders and the Algebra 1 enrichment class for next year. Mr. Cordaway concluded the presentation by noting that there will be a series of communications rolling out the plan in March, including a parent & family meeting on March 27th. A discussion followed.
4. **Math Pathways – Status Updates:** Next, Mr. Cordaway and Ms. Daniels provided an update on Math Pathways, including a review of research to date and collaborations with other school districts, universities, and math professionals in Connecticut and MPS math teachers. They then concluded with a proposed timeline for approval and implementation of the new Math Pathways plan, including community conversations.
5. **Adjournment:** Committee Chair Debra Guss then adjourned the meeting at 6:20 p.m.