

Board of Education Regular Meeting

Tuesday, June 11, 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. Macdonough Grade 3: Middletown Historical Landmarks Presentation	Speaker (s) : Jessie Lavorgna
IV.B. Erioluwa Shokunbi Earns Top Prize in UConn's Letters About Literature Contest	Speaker (s) : Jessie Lavorgna
IV.C. Student-Athlete Swimmer Ricky Bailey CIAC Boys State Open Champion	Speaker (s) : Jessie Lavorgna
IV.D. TEAM Program	Speaker (s) : Jessie Lavorgna
IV.E. Recognition of Retirees and Farewells	Speaker (s) : Jessie Lavorgna
IV.F. LGBTQ+ Proclamation	Speaker (s) : Jessie Lavorgna
IV.G. 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 from BOE Regular Meeting May 14, 2024	Speaker (s) : Sheila Daniels
VII.B. DECA International Career Development Conference	Speaker (s) : David Reynolds
VII.C. DECA Power Trip College and Career Conference	Speaker (s) : David Reynolds
VII.D. DECA Sports and Entertainment Conference	Speaker (s) : David Reynolds
VII.E. MHS Band, Orchestra and Chorus to Orlando	Speaker (s) : Kimberly Rodriguez
VII.F. CT DOT Grant	Speaker (s) : Natalie Forbes
VII.G. Newman's Own-Food Justice for Kids-Nutrition Education and School Food Grant	Speaker (s) : Natalie Forbes
VII.H. Fresh Fruit and Vegetable Grant Application 2024-2025 School Year	Speaker (s) : Natalie Forbes
VII.I. Farm Hill Roof Replacement: Accept as Complete State Project No. 083-0122 RR	Speaker (s) : Natalie Forbes
VII.J. Cigna Foundation: MPS Kindergarten Preparatory Academy	Speaker (s) : Natalie Forbes
VII.K. Grants Status Report	Speaker (s) : Natalie Forbes

VII.L.	Policy #5141.5 Suicide Prevention and Intervention - First and Final Reading	Speaker (s) : Deborah Kleckowski
VII.M.	Policy #5145.4 Non-Discrimination (Students) - First and Final Reading	Speaker (s) : Deborah Kleckowski
VII.N.	Policy #6146 High School Graduation Requirements - First and Final 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.	Culture and Climate and HR Survey Data	Speaker (s) : Dr. Vazquez Matos
IX.B.	2024-2025 Budget	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.	Adoption of Revised 2024-2025 BOE Budget	Speaker (s) : Sheila Daniels
XI.B.	Policy #5123.2 Improve Completion Rates of the Free Application for Federal Application for Federal Student Aid (FASFA) - First Reading	Speaker (s) : Deborah Kleckowski
XI.C.	Policy # 3524.2 Hazardous Material in Schools - Green Cleaning - First Reading	Speaker (s) : Deborah Kleckowski
XI.D.	Policy # 4118.5 Employee Use of the Districts Computer Systems and Electronic Communications - First Reading	Speaker (s) : Deborah Kleckowski
XI.E.	Policy # 4118.231 Alcohol, Tobacco and Drug-Free Workplace - First Reading	Speaker (s) : Deborah Kleckowski
XI.F.	Policy #5145.14 On Campus Recruitment - First Reading	Speaker (s) : Deborah Kleckowski
XI.G.	Policy # 6144.1 Exemption from Instruction - First Reading	Speaker (s) : Deborah Kleckowski
XII.	Future Agenda Items	Speaker (s) : Sheila Daniels
XIII.	Proposed Executive Session	Speaker (s) : Sheila Daniels
XIII.A.	Superintendent Evaluation (proposed for	Speaker (s) : Sheila

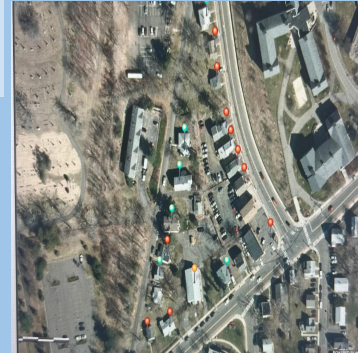
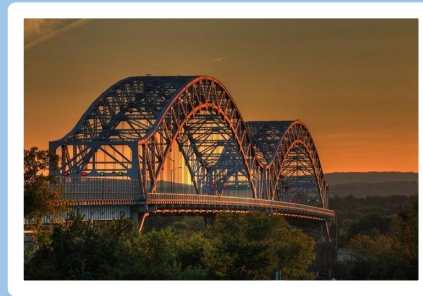
Executive Session)
XIV. **Adjournment**

Daniels
Speaker (s): Sheila
Daniels



Macdonough School

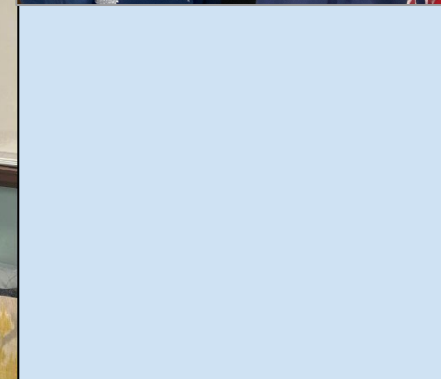
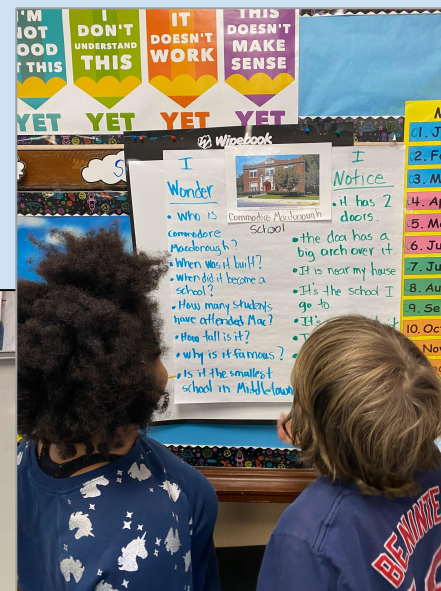
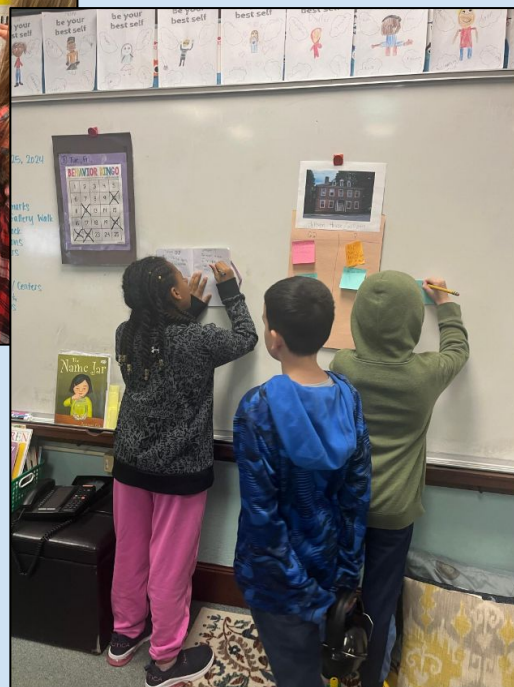
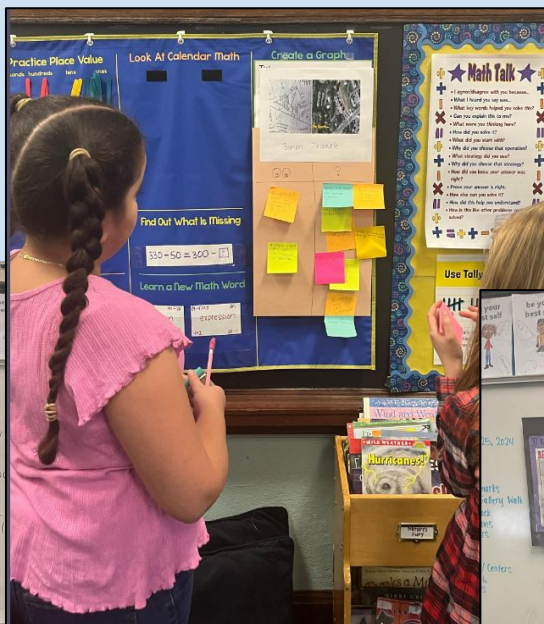
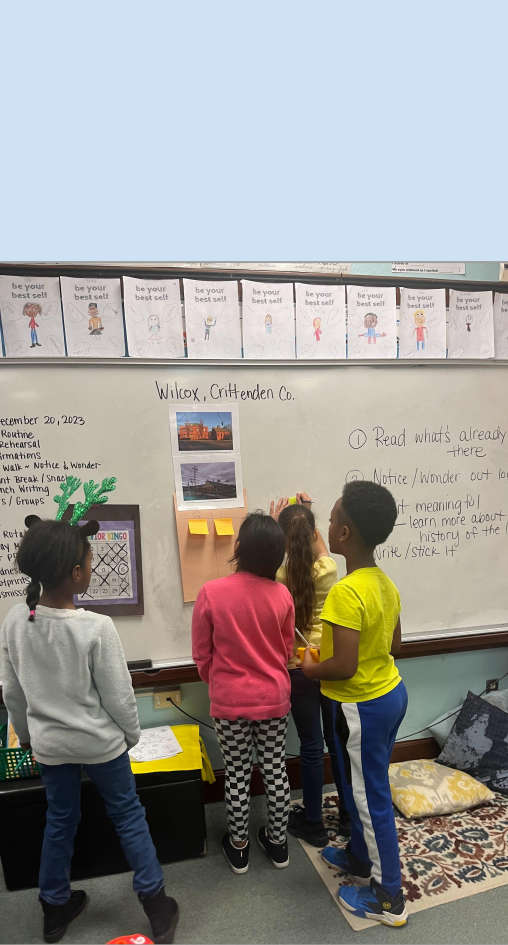
PBL: Historical Landmarks
Presented by Grade 3 Students



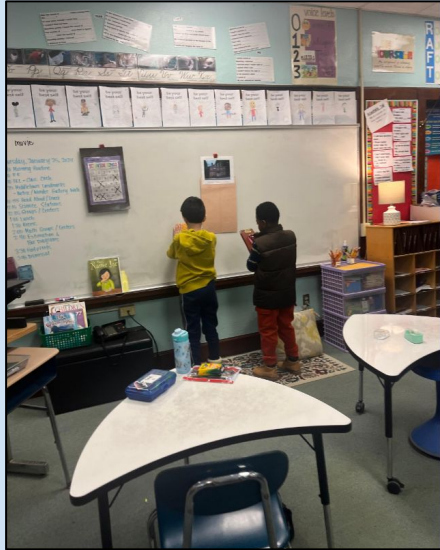
Walking Tour Around Middletown



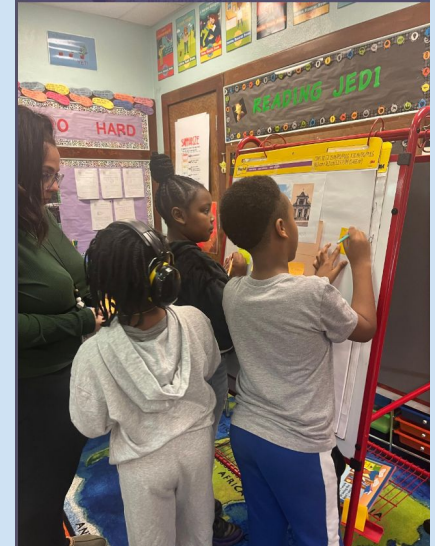
Student Interest



Research and Community Connections



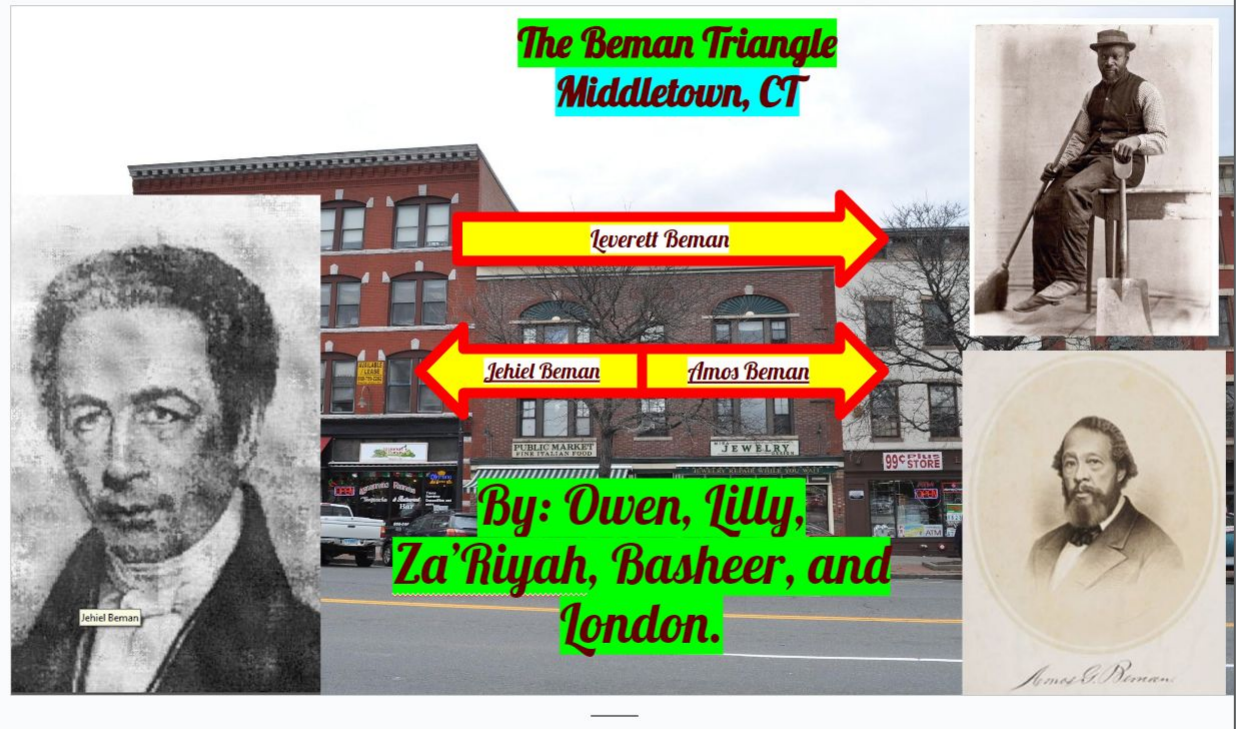
Images retrieved from downtownmiddletown.com



Student Organization

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The Beman Triangle Middletown, CT



Leverett Beman

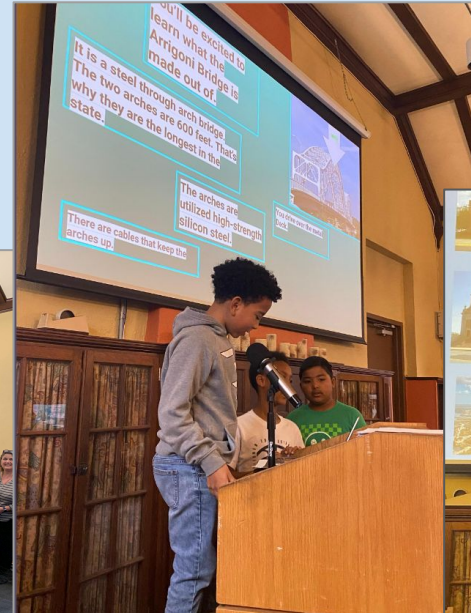
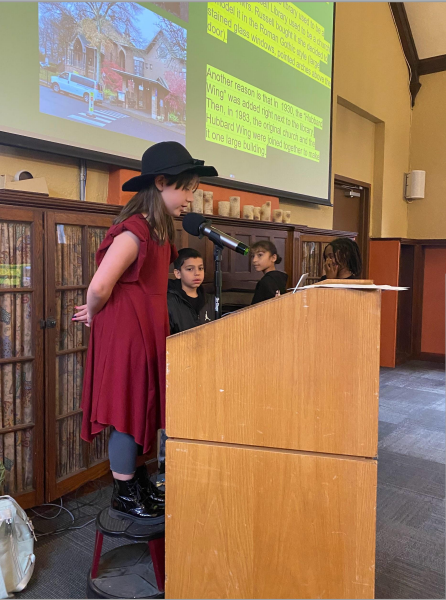
Jehiel Beman **Amos Beman**

**By: Owen, Lilly,
Za'Riyah, Basheer, and
London.**

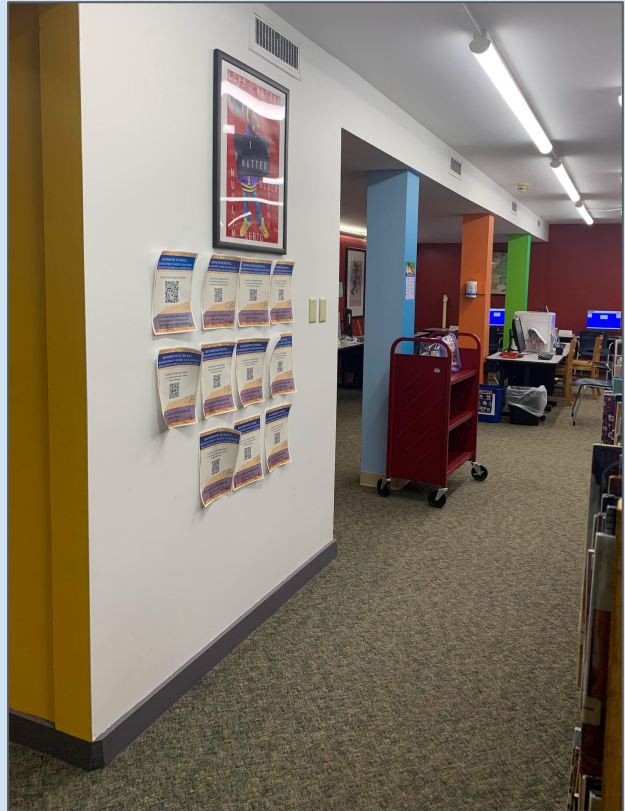
Jehiel Beman

Amos G. Beman

Presentation at the Russell Library



Community Display



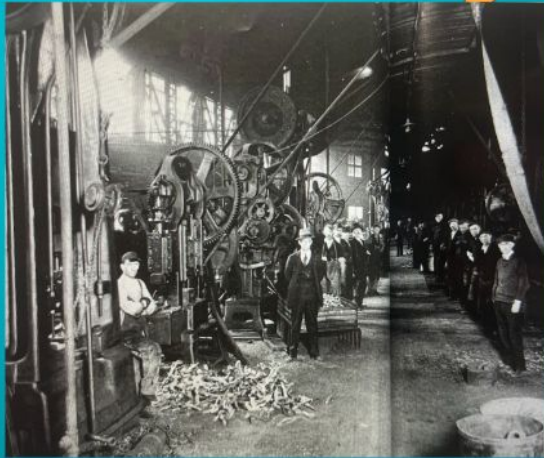
Isaac's Work

Have you ever thought about what happened in these buildings?

- The Williams Wilcox Lock Company was founded in 1845.
- They made locks and padlocks.
- In 1849 William Walter Wilcox and his boss went into business together. They were successful and they made grommets, a tool for sails.



FUN FACT:
SHIPPING WAS HUGE IN MIDDLETOWN WHICH IS WHY THE GROMMET FOR RAISING AND LOWERING SAILS WAS SUCH AN IMPORTANT PRODUCT!



Top: The old factory today is now apartments.

Left: The inside of the factory, in 1924 was very noisy.

Angelina's Work

The William's House

You'll soon discover who used to live in this house. Benjamin Williams was a ship owner and made his money buying and selling goods. He also lost some ships in the War of 1812. He built the house next to the river to watch his ships because he didn't want anything happening to them. He lived in the house for a while. Then Henry deKoven bought the house in 1818. Henry Dekoven is most famous for being the first president of the Middlesex County Bank in 1830.

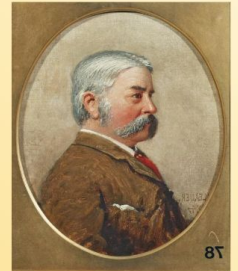


The Williams/Dekoven House

Benjamin Williams was also a merchant. This means that he sold goods to make money.

CASH
will be given for
Indian Corn,
if brought immediately,
By **BENJAMIN WILLIAMS.**
Middletown, Oct. 6, 1788.

This is an actual ad Benjamin Williams made in 1788.



This is a photo of Captain Benjamin Williams.

Winnie's Work

Middletown's Main Street is parallel to the waterfront and according to legend, has a large number of banks because of the town's early prosperity. (People got rich by trading goods up and down the river) Middletown has well-built old mansions that still stand near the waterfront. For example Capt. Benjamin Williams' home which is now the deKoven House/Rockfall Foundation.



**Williams/deKoven House
Rockfall Foundation**



Main St. and the CT River

David's Work

Let me fill you in on who Clarence Seymour Wadsworth is. For one thing Clarence Seymour Wadsworth was the son of Julius and Cornelia DeKoven Wadsworth. In addition he was a Harvard educated lawyer and became a colonel in the National Guard. He was also a Major in the First Company of the Governor's Foot guard. By the way he was the creator of the Rockfall Foundation.



The Rockfall Foundation owns and maintains its offices in the historic, 18th century deKoven House in Middletown.



For years, the Rockfall Foundation has found ways to benefit and improve Middletown. They put time and money into keeping up the house, fixing and maintaining the building. They used the building to hold meetings and find ways to support non-profit organizations. In 1942, as a memorial to Colonel Wadsworth, the foundation donated 267 acres of Wadsworth's land to make Wadsworth Falls State Park.

Jackson's Work

You will be excited to learn why the Arrigoni Bridge was built.

The Arrigoni Bridge was built to improve traffic for drivers looking to travel between Portland and Middletown. And in the 1900s as motor traffic increased people wanted a way to cross the CT river without being disturbed to let marine traffic pass through that is why they built the Arrigoni Bridge.



Rand's Work

You'll soon discover St. Sebastian was a real person.

St. Sebastian was a Christian born in AD 256, that is almost 1,800 years ago!

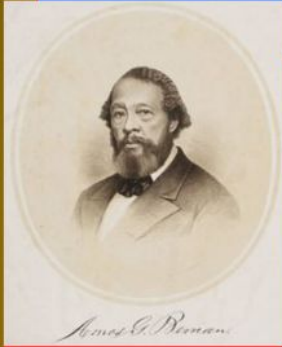
He joined the Roman Army (who were not Christian) in 283 and he was a great fighter who worked hard. He was so strong he was chosen to protect the Emperor. When the Emperor found out he was Christian he ordered his men to kill Sebastian. He barely survived and he was rescued and healed by a woman named Irene. Sebastian wanted to go back to the Palace and show the villagers what the Emperor had done to him. Sadly, the Roman Army killed him.

His bravery earned him his Sainthood.



Lilly's Work

The Beman Triangle



History shows that Amos Beman did not attend Wesleyan University, even though he was hard-working and determined.

He had a dream that he would go to Wesleyan University but in 1833 black and white students did not go to class together because there were no black students at Wesleyan. White students did not want Amos there. But one student wanted to help Amos. His name was Sam Dole.

Amos studied hard with Sam and he even became a teacher in Hartford. But Amos Beman was still upset from not being treated fairly.

Amos worked for justice. So he opened new schools for African American kids. Because of Amos and others black and white students could go to class together.

London's Work

Let me fill you in on how important Clarissa Beman was to Middletown.

Clarissa was married to Leverett Beman who developed the Beman Triangle in Middletown. (This was an area where African Americans could build a home.)



This is the Underground Railroad going through Connecticut

However Clarissa was very important on her own. She started the Colored Female Anti-Slavery Society to improve the lives of both free and enslaved (slaves) African Americans. It is also believed that Clarissa Beman helped runaway slaves as Middletown was one of the stops on the **Underground Railroad.**

Board of Education Regular Meeting
Tuesday, May 14, 2024 6:30 PM Eastern

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

<https://www.youtube.com/@MiddletownStream>

Liz Crooks: Present
Sheila Daniels: Present
Rakim Grant: Present
Callie Grippo: Absent
Debra Guss: Present
Adam Hayn: Present
Deborah Kleckowski: Present
Susan Owens: Present
Harold Panciera: Present
Present: 8, Absent: 1.

I. Call to Order

Chair Daniels called the meeting to order at 6:33 PM.

II. Salute to the Flag

Ms. Nana Obeng led the Pledge of Allegiance.

III. Adoption of Agenda

A motion was made to adopt the agenda. This motion, made by Debra Guss and seconded by Rakim Grant, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

IV. District Highlights

IV.A. Teacher Awarded CT PTA's 2024 Outstanding Elementary Teacher Award

Ms. Lavorgna invited Ms. Jennifer Gudelski and Ms. Melinda Gladden from Spencer School. Ms. Gudelski won the Connecticut PTA Outstanding Elementary Teacher of the year award. She was nominated by the Spencer School PTA, led by President Ms. Gladden. Ms. Gladden read the criteria for the award and her nomination for Ms. Gudelski. Ms. Gudelski thanked everyone for their support.

IV.B. 5 Mattabeset GGA Students Earn State Award & FFA Land Lab at Keigwin

Ms. Lavorgna introduced Ms. Isaacson and Ms. Thompson from the Agricultural Science program. The students shared the Supervised Agriculture Experience, which is a state-mandated requirement of all ag-science students. The students shared the need for a land lab within the program. The ideal site would be the Keigwin Middle School field. The students have applied and been awarded grant funds to assist in funding the project.

IV.C. School Lunch Hero Day

School Lunch Hero Day was celebrated on May 3, 2024. The day celebrates the invaluable contribution of school nutrition professionals. MPS has 48 professionals throughout the district that serve over 5,000 meals per day. Ester, a 7th grade student, began a food critics group. She prepared a meal at school and shared it with the board members that evening. Mr. Mel explained the programs and specials that go on in the schools. School Nutrition Heroes were given aprons signed by students to celebrate them. Dr. Vazquez Matos discussed the importance of having food available to students during the school day.

IV.D. CAFE Student Leadership Awards

Mr. Byron introduced Beman students Mason Belair and Liliana DeMerchant. He highlighted the outstanding qualities of these students that led them to win the 2024 CAFE Student Leadership Award. The students both thanked Mr. Byron and Mr. Geary for the nominations.

IV.E. Celebrating Our Student Athletes

Ms. Elisha DeJesus honored Isaiah McDaniel, a 9th grade wrestling champion. Isaiah won the Class L and the State Open Championships. Mr. McDaniel had a record of 49-2 this season and is also a high honors student. Ms. DeJesus shared that over 415 students participated in winter sports programs. 70% of winter varsity athletes were named to the CCC All-Academic Team for having a GPA of 87.5 or higher.

The MHS Dance Team coaches Brianna Albanese, Caitlin Nelson and Marisa Bishop shared that the MHS Dance Team placed second in both the small jazz and large hip-hop competitions at the 17th Annual CAS/CIAC Dance Team Tournament 2024. 3 of the dancers achieved all state awards.

Coach Baldyga introduced Isaiah McDaniel and shared his accomplishments.

IV.F. AAPI Heritage Month Proclamation

May is Asian American Pacific Islander Heritage Month. Ms. Lavorgna read the proclamation. She also stated that May is Jewish American Heritage Month and Mental Health Awareness Month.

IV.G. Upcoming District Events

MHS Yard Sign orders are not being taken for MHS graduates. The Middletown Kids Health & Safety Day is Saturday, May 18 and the Igniting Inquiry Conference will take place June 27 to 29. Middletown Public Schools will host this global conference led by Denise Kraft.

There will be a community feedback survey for the strategic operating plan from May 23-29. Teacher Appreciation Week was celebrated across the district. Ms. Lavorgna thanked the local businesses that donated gifts for our teachers.

V. Public Session

Chair Daniels explained the rules of Public Session.

Ms. Kelly Torgenson 83 Old Mill Rd. Ms Torgenson thanked Mr. Cordaway, Ms. Daniels, Ms. McCann and Dr. Vazquez Matos for listening to the concerns of the community and adjusting

the math pathways program. She asked if the curriculum is approved to support the teachers as this is a long-term project.

Ms. Jill Shahverdian 96 Thornton Court. Ms. Shahverdian shared her support for the Math Pathways. She shared the positive aspects of the program.

Mr. Jessie Torgenson, 83 Old Mill Rd. Mr. Torgenson commended Mr. Cordaway, Ms. Daniels, Dr. Vazquez Matos and Ms. McCann for the proposed curriculum. He asked that the board invest in the curriculum and support for teachers for the program to be successfully implemented.

Ms. Delita Rose Daniels, addressed accountability. She addressed her time on the board and her desire for change for more accountability.

VI. Communications

VI.A. Report of Student Representative

Ms. Obeng shared that DECA ICDC event was successful. MHS had 20 students that qualified to participate in the event. There were 3 international finalists, including Ms. Obeng. She described her experience at the event. The National Honor Society hosted a Teacher's breakfast to show their gratitude to the teachers. Senior signing day was May 8.

AP testing will wrap up this week. Ms. Obeng discussed her experience with the AP classes and testing. Upcoming events include the Senior class picnic at Holiday Hill on May 23, the Senior Awards Ceremony on Friday, May 17 and the Senior Prom will be held June 1.

VII. Consent Agenda

A motion was made to approve the Consent Agenda. This motion, made by Harold Panciera and seconded by Debra Guss, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

VII.A. Minutes of April 16, 2024, BOE Meeting Minutes

VII.B. Minutes of April 28, 2024, BOE Special Meeting

VII.C. Investment Club Proposal Middletown High School

VII.D. Winter Sports Report

VII.E. Grants Status Report

VIII. Department Reports

VIII.A. Financial Report

Mr. Miranda reviewed the financial report. He reiterated the monitoring of special education and transportation costs. Ms. Guss asked about predicting out of district costs. Dr. Vazquez Matos shared the challenges with predicting and possible solutions with upcoming costs.

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

A motion to approve the line item transfers was made. This motion, made by Liz Crooks and seconded by Adam Hayn, Carried.

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

Yea: 8, Nay: 0, Absent: 1

Mr. Miranda shared there were 11 budget transfers. This is typical as the fiscal year comes to an end.

VIII.B. Facilities Department

Mr. Gaylord shared that the track and field replacement is on schedule. He thanked Ms. DeJesus for reviewing and correcting the proposed plan. The Farm Hill School PV project and Snow School Roof application were both approved. The facilities department is preparing for summer work. There will be many projects taking place over the summer. Updates to the weight room at MHS was approved. New equipment will be added to MHS and the usable equipment will be moved to Keigwin for student athletes to continue to use.

VIII.C. Personnel Report

Mr. Snyder shared that the personal policy manual went out to 16 staff members for review and feedback. After updates by the department and Dr. Vazquez Matos, the policy will go to the Board for approval. He continues to conduct stay interviews. Recruitment for 24-25 school year positions has begun. Recruitment ideas and solutions were discussed.

VIII.D. Transportation Report

Mr. Langton shared that May is a busy month with many field trips and sporting events. The department is beginning to prepare for summer programs. Dattco continues to recruit drivers. Mr. Langton is working with schools and principals to keep conduct reports down.

IX. Superintendent's Report

IX.A. Strategies to Accelerate Learning

Dr. Vazquez Matos discussed accelerating the learning of our students. Ms. McCann discussed the purpose, process and payoff of the systems, programs and instructional strategies. She reviewed the Theory of Action. Mr. Griswold reviewed the systems, programs and strategies. Mr. Raucci reviewed the school and department improvement plans. Mr. Griswold explained the Multi-Tiered Systems of Support (MTSS). Dr. Waters explained the role of the Office of Diversity, Equity, Inclusion and Belonging (DEIB) department. It provides professional learning for adults, professional learning for students and district wide cultural celebrations. Ms. Daniels discussed how the team is aligning and advancing mathematical programming. Mr. Cordaway introduced the programs within the systems. Ms. Fitzpatrick shared that the new curriculum for reading is Into Reading. It was chosen with teachers, parents, board members, administrators and community member input. Mr. Cordaway and Ms. Fitzpatrick discussed Illustrative Math, academic interventions and high dosage tutoring. Ms. Garrity shared the high-quality after school programming that is available in the district. Vertical non-permanent and randomized groupings have been implemented this year to assist students with learning. Other high-effect instructional strategies include: purposeful partnering, talking triads, simultaneous response, jigsaw,

equalized discussion, QFT, Gallery Walks, QFA and socratic seminar. Mr. Griswold shared the Winter and Spring data.

IX.B. Math Pathways

Mr. Cordaway and Ms. Daniels shared the research they have done. The process began in the 2021-2022 school year. They reviewed the current math course options for the 2024-2025 school year. They explained that students have the ability to take higher level classes, and we have teachers that are qualified to teach these classes. This program will allow students to take these high level classes. Ms. Daniels shared the work that was done as well as the community input. Teachers were surveyed, and they agreed with the new course of statistics and the proposed pathways. She shared the proposed changes to the math course options for 2025-2026. Ms. Obeng was able to share her experience and benefits of an SAT course.

X. Committees

By Consensus committee items were skipped. Minutes will be reviewed independently by board members following the meeting.

X.A. Budget Committee

X.B. Curriculum Committee

X.C. Facilities Committee

X.D. Policy Committee

XI. Action Items

XI.A. Approval of Math Pathways

A motion to table the approval of the math pathways was made. This motion, made by Deborah Kleckowski and seconded by Adam Hayn, Carried.

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

Yea: 6, Nay: 2, Absent: 1

Debra Guss: Nay, Harold Panciera: Nay

XI.B. Approval of Statistics Course

Attorney Littlefield clarified that the motion fails with the tie vote. This motion, made by Harold Panciera and seconded by Rakim Grant, Failed.

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

Yea: 4, Nay: 4, Absent: 1

Rakim Grant: Yea, Debra Guss: Yea, Susan Owens: Yea, Harold Panciera: Yea

A motion to approve the statistics course was made by Mr. Panciera and a second by Mr. Grant. Ms. Daniels expressed her reservations. Ms. Crooks suggested tabling the motion.

XI.C. Policy #5123.2 Improve Completion Rates of the Free Application for Federal Application for Federal Student Aid (FASFA) - First Reading

A motion to table items XI.C.- XI. F was made. This motion, made by Deborah Kleckowski and seconded by Liz Crooks, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

XI.D. Policy # 3524.2 Hazardous Material in Schools - Green Cleaning - First Reading

XI.E. Policy # 4118.5 Employee Use of the Districts Computer Systems and Electronic Communications - First Reading

XI.F. Policy # 4118.231 Alcohol, Tobacco and Drug-Free Workplace - First Reading

XII. Future Agenda Items

There were no future agenda items.

A motion to take a 5-minute recess was made. This motion, made by Deborah Kleckowski and seconded by Adam Hayn, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

There were no future agenda items.

XIII. Proposed Executive Session

A motion was made to go into Executive Session to discuss a request from a certified employee for sabbatical leave for professional study and invite Anne Littlefield, Harry Synder and Dr. Vazquez Matos was made. This motion, made by Sheila Daniels and seconded by Deborah Kleckowski, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

XIII.A. Discussion regarding employment of a certified employee (request from certified employee for sabbatical leave for profession study)(proposed for executive session)

XIV.

Possible action regarding request form certified employee for sabbatical leave for professional study

A motion to deny the request of a sabbatical leave was made. This motion, made by Sheila Daniels and seconded by Rakim Grant, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

The Board of Education denied the request for the sabactical.

XV. Proposed Executive Session

XV.A. Discussion regarding written attorney client privileged communication related to Board-Superintendent communications (proposed for executive session)

A motion to enter executive session to discuss written attorney client privileged communication related to Board-Superintendent communications was made. This motion, made by Deborah Kleckowski and seconded by Harold Panciera, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

XVI. Adjournment

A motion to adjourn was made at 11:47 PM. This motion, made by Deborah Kleckowski and seconded by Sheila Daniels, Carried.

Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Rakim Grant: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea
Yea: 8, Nay: 0, Absent: 1

Instruction
Field Trips and Community Service

OVERNIGHT & OUT-OF-STATE FIELD TRIP REQUEST FORM

All overnight and out-of-state field trips require the approval of the Board of Education 60 days in advance of the departure date. All foreign travel field trips must be submitted for Board approval 90 days in advance of the departure date. The following information must be forwarded electronically and in TRIPLICATE (hard copies) 30 days prior to the Board meeting which summarizes the trip. NOTE: A Narrative must be attached justifying this field trip to the school curriculum and/or mission statement. No financial commitments are to be made until Board approval. **This form must be typewritten and ALL items filled in or marked N/A.**

Name of School: **Middletown High School** Date of Request: **May 6, 2024**

Name of Club or Activity: **DECA**

Trip To: **Orlando FL**

Purpose: **International Career Development Conference**

Number of Students Participating: **~24**

Number of students eligible to go on the field trip: **~200**

Dates of Trip: From: **4/25/25** To: **4/30/25** # of school days missed: **4**

Names of Teachers and Chaperones:

1. David Reynolds
2. Vivian Sheen
3. Lee Schwartzman

Number of Non-Chaperone Adults going on trip: **0**

Transportation: **Bus** Van Train Plane Car Other

Are fund-raising activities planned: **Yes** If so, describe: **School retail space, Butter Braids**

Amount of money raised through fundraisers: **\$2000**

Lodging: **Hotel/Motel** Camp Private Home

Insurance Arrangements for Staff and Students: **As per District, DECA Inc., trip insurance**

Cost per Student: **\$1400** Cost per Teacher and/or Chaperone: **\$1400**

Cost per Nurse: **\$0** Cost per Paraprofessional: **\$0**
(if necessary) (if necessary)

If Travel Agencies are engaged, at least three quotations need to be provided with documentation attached to this form: **NA**

Name of teacher making request: **David Reynolds**

Approved by Department Head at secondary level: _____

Approved by Principal: **[Signature]** **5/9/24** _____

Authorized by Chief Academic Officer: _____

Superintendent Approval: **[Signature]** _____ Date: **5/30/24**

DECA International Career Development Conference

Middletown DECA has competed at the International Career Development Conference for the past 43 years. This year the conference will be held in Orlando, FL from April 25 through April 30, 2025. Approximately 22,000 attendees from 12 nations are expected to attend and compete.

The purpose of this conference is to enable students to engage in competitive events and educational academies that will extend their skills for college, curriculum and careers and more specifically marketing, management, finance and hospitality. DECA competitive events are rigorous learning activities designed to evaluate the student's achievement of these skills through performance indicators. Students will take lengthy, comprehensive written tests and perform multiple oral presentations in a marketing-related area. Not only have students spent hundreds of hours preparing for their state competition but will spend hours preparing for the Internationals as well.

Over the past twelve years, Middletown DECA has had over 500 state winners and many international winners. In a typical year, at the Connecticut State Conference, Middletown DECA earns 40-50 awards in the competitive events which is head and shoulders above any other school. Moreover, Middletown DECA has been recognized by DECA as a top chapter internationally for the past 13 years, for achievement by Governor Rell, and many years by the Middletown Common Council. At the last Orlando International Conference 21 marketing students from Middletown received international certificates of merit for placing in the top twenty percent, six students were international finalists (top 20 worldwide), two students were top 10 worldwide, and six students won best in their group internationally for presentations and two students won international medals for best test score.

Middletown DECA has been ranked #1 by the State of Connecticut for Marketing education for four consecutive years and our Career and Technical Education department has been ranked #1 for two consecutive years. These types of conferences have a direct impact on student achievement and post-secondary and career success.

The cost of the conference is approximately \$1400.00 per student which includes transportation and lodging. All arrangements will be made in conjunction with Connecticut DECA which is affiliated with the State Department of Education. David Reynolds, Coordinator of Career and Technical Education and DECA advisor will chaperone this trip along with three other certified teachers. It is mandated by National and Connecticut DECA that if eight or more students attend the International Conference an additional chaperone will be needed because of liability issues.

DECA students who place in the top three in their specific categories, at our state conference, are invited to compete at the international conference. Scholarship money from prominent business colleges are available and awarded to MHS DECA students who attend the international conference. Students will miss a total of four days of school while attending this trip. A few weeks prior to the conference Mr. Reynolds meets with parents and students to discuss all rules and procedures to assure a safe conference. At this meeting, all students are instructed to make appointments with their teachers for all class and homework missed. This missed work will be due no later than the Monday prior to the trip. Many students have chosen to bring select work with them on the trip to complete during the flight or other times.

With regards to equity, Middletown DECA has always been as diverse as it has been successful. The demographics of the overall DECA membership, its student leadership, and those students that participate in these conferences, closely mirror that of Middletown High School. In fact, there was zero achievement gap on the 2017 state Marketing exam (an exam our students earned #1 on).

With regards to finances, many students have the cost of their conference lowered/defrayed not only by fund-raising but also based on financial need. Middletown DECA works very hard to ensure equitable access and that no student is denied attendance for financial hurdles.

In conclusion, please approve this student conference. The experience is one of the most rewarding yet most rigorous learning experiences a student can get.





DECA

INTERNATIONAL CAREER DEVELOPMENT CONFERENCE

The DECA International Career Development Conference (ICDC) is the culmination of the DECA year. More than 20,000 high school students, teacher-advisors, business professionals and alumni gather for several days of DECA excitement.

DECA members demonstrate their college and career ready knowledge and skills by participating in DECA's industry-validated Competitive Events Program, aligned with Career Clusters, National Curriculum Standards and 21st Century Skills in the areas of marketing, finance, hospitality, management and entrepreneurship. These members have qualified to attend based on superior performance at the district and association levels. More than 1,000 business professionals serve as judges to evaluate DECA members' mastery of these concepts.

In addition, thousands of members participate in DECA's Emerging Leader Series, which helps them attain 21st Century Skills in the areas of collaboration and teamwork, communication, critical thinking and problem solving and creativity. One highlight is the involvement of executive mentors who provide college and career advice.

Thousands of DECA advisors and educators participate in administering DECA's Competitive Events Program and Emerging Leader Series while also participating in professional learning activities.

CLASSROOM CONNECTION

DECA's International Career Development Conference supports educational initiatives.

- Career Clusters*
- National Curriculum Standards
- 21st Century Skills
- Common Core State Standards
- Project-based Learning
- Personal Financial Literacy

CONFERENCE FACTS



15,000

finalists from 52 chartered associations vying for international honors in DECA's Competitive Events Program.



3,000

DECA members engaging in leadership development activities preparing to be college and career-ready.



1,000

business leaders who will serve as judges for international competition.



100

exhibitors from a wide variety of colleges and businesses.



2,000

DECA advisors coaching their students and attending Advisor Professional Learning.



**ANAHEIM
CONVENTION
CENTER**

800 W. Katella Avenue
Anaheim, CA 92802
(714) 765-8950



DECA COMPETITIVE EVENTS

PRINCIPLES OF BUSINESS ADMINISTRATION EVENTS

Principles of Business Management and Administration **PBM**
Principles of Finance **PFN**
Principles of Hospitality and Tourism **PHT**
Principles of Marketing **PMK**

TEAM DECISION MAKING EVENTS

Business Law and Ethics Team Decision Making **BLTDM**
Buying and Merchandising Team Decision Making **BTDM**
Entrepreneurship Team Decision Making **ETDM**
Financial Services Team Decision Making **FTDM**
Hospitality Services Team Decision Making **HTDM**
Marketing Management Team Decision Making **MTDM**
Sports and Entertainment Marketing Team Decision Making **STDM**
Travel and Tourism Team Decision Making **TTDM**

INDIVIDUAL SERIES EVENTS

Accounting Applications Series **ACT**
Apparel and Accessories Marketing Series **AAM**
Automotive Services Marketing Series **ASM**
Business Finance Series **BFS**
Business Services Marketing Series **BSM**
Entrepreneurship Series **ENT**
Food Marketing Series **FMS**
Hotel and Lodging Management Series **HLM**
Human Resources Management Series **HRM**
Marketing Communications Series **MCS**
Quick Serve Restaurant Management Series **QSRM**
Restaurant and Food Service Management Series **RFSM**
Retail Merchandising Series **RMS**
Sports and Entertainment Marketing Series **SEM**

PERSONAL FINANCIAL LITERACY EVENT

Personal Financial Literacy **PFL**

BUSINESS OPERATIONS RESEARCH EVENTS

Business Services Operations Research **BOR**
Buying and Merchandising Operations Research **BMOR**
Finance Operations Research **FOR**
Hospitality and Tourism Operations Research **HTOR**
Sports and Entertainment Marketing Operations Research **SEOR**

PROJECT MANAGEMENT EVENTS

Business Solutions Project **PMBS**
Career Development Project **PMCD**
Community Awareness Project **PMCA**
Community Giving Project **PMCG**
Financial Literacy Project **PMFL**
Sales Project **PMSP**

ENTREPRENEURSHIP EVENTS

Innovation Plan **EIP**
Start-Up Business Plan **ESB**
Independent Business Plan **EIB**
International Business Plan **IBP**
Business Growth Plan **EBG**
Franchise Business Plan **EFB**

INTEGRATED MARKETING CAMPAIGN EVENTS

Integrated Marketing Campaign-Event **IMCE**
Integrated Marketing Campaign-Product **IMCP**
Integrated Marketing Campaign-Service **IMCS**

PROFESSIONAL SELLING AND CONSULTING EVENTS

Financial Consulting **FCE**
Hospitality and Tourism Professional Selling **HTPS**
Professional Selling **PSE**

ONLINE EVENTS

Stock Market Game **SMG**
Virtual Business Challenge-Accounting **VBCAC**
Virtual Business Challenge-Entrepreneurship **VBCEN**
Virtual Business Challenge-Fashion **VBCFA**
Virtual Business Challenge-Hotel Management **VBCHEM**
Virtual Business Challenge-Personal Finance **VBCPF**
Virtual Business Challenge-Restaurant **VBCRS**
Virtual Business Challenge-Retail **VBCRT**
Virtual Business Challenge-Sports **VBCSP**

Not all chartered associations offer all events. Please check with your chartered association advisor for events offered in your chartered association.

EMERGING LEADER SERIES



DECA's Emerging Leader Series is designed to empower DECA members to provide effective leadership through goal setting, consensus building and project implementation.

Aligned with 21st Century Skills in the areas of critical thinking and problem solving, communication and collaboration, and creativity and innovation. DECA's Emerging Leader Series prepares members to be effective leaders in college and careers. All of these academies are available during the DECA International Career Development Conference. Elevate and Empower are also available at the DECA Emerging Leader Summit.

 <p>IGNITE</p>	 <p>ELEVATE</p>	 <p>EMPOWER</p>	 <p>ASPIRE</p>	 <p>THRIVE</p>
<p>ULTIMATE MEMBER</p> <p>Ignite your spark for DECA! As an emerging leader, you have great potential to take advantage of all that DECA offers. Now's your time to gain an edge as you learn how you can take your personal DECA experience to the next level and ignite your passion for DECA.</p>	<p>ULTIMATE CHAPTER LEADER</p> <p>Elevate your leadership in DECA by becoming the ultimate DECA chapter leader! Discover your personal leadership style and how you can use that to take your chapter to the next level. Now's your time to elevate your DECA status from member to chapter leader.</p>	<p>ULTIMATE ASSOCIATION OFFICER</p> <p>As a DECA association officer, one of your main responsibilities is to empower the members you serve. Learn how to effectively perform your role as an association leader, design an effective strategic plan and employ empowering communications strategies and methods.</p>	<p>ULTIMATE GRADUATE</p> <p>As you soon graduate, the sky is the limit for your aspirations. Do you know what to expect in college or how to be successful in your career? Learn how to leverage your DECA experience to your advantage in college, interviews and internships. Aspire to get on the fast track to college and career success.</p>	<p>ULTIMATE CHAPTER</p> <p>Now it's time to thrive with other high performing chapters and continue to develop your toolbox of collaboration, communications, critical thinking and creativity skills.</p>

Participation in DECA's Emerging Leader Series at ICDC is the primary conference activity for members, except for Empower. Empower is limited to chartered association officers, who may also participate in DECA's Competitive Events Program. Register through your chartered association advisor using the name of the academy.





ADVISOR PROFESSIONAL LEARNING

"This Is How We Do DECA" is professional learning for DECA advisors by DECA advisors. It's designed to provide effective practices for using DECA to integrate into classroom instruction, apply learning, connect to business and promote competition. Drop in for just one session, or put together your own two-day schedule. You drive the professional learning you'll receive.

Advisor Professional Learning Sessions are held on Sunday and Monday at the Anaheim Convention Center.

Past topics have included:

- This Is DECA
- This Is How DECA's Competitive Events Connect to Curriculum
- This Is How We Develop A Chapter Strategy
- This Is How We Use DECA in the Learning Process
- This Is How We Facilitate Project Management
- This Is How We Connect to Business
- This Is How We Prepare Students for DECA Exams
- This Is How We Integrate DECA's Written Events
- This Is How We Empower Chapter Leadership Teams
- This Is How We Prepare Students for Role Plays
- This Is How We Develop and Enhance a School-Based Enterprise
- This Is How We Create a Chapter Brand
- Competitive Events Update

A complete listing of sessions will be included in the conference program and mobile app.



Instruction
Field Trips and Community Service

OVERNIGHT & OUT-OF-STATE FIELD TRIP REQUEST FORM

All overnight and out-of-state field trips require the approval of the Board of Education 60 days in advance of the departure date. All foreign travel field trips must be submitted for Board approval 90 days in advance of the departure date. The following information must be forwarded electronically and in TRIPLICATE (hard copies) 30 days prior to the Board meeting which summarizes the trip. NOTE: A Narrative must be attached justifying this field trip to the school curriculum and/or mission statement. No financial commitments are to be made until Board approval. **This form must be typewritten and ALL items filled in or marked N/A.**

Name of School: **Middletown High School** Date of Request: **May 6, 2024**

Name of Club or Activity: **DECA**

Trip To: **Charlotte NC**

Purpose: **DECA Power Trip College and Career Conference**

Number of Students Participating: **20**

Number of students eligible to go on the field trip: **~200**

Dates of Trip: From: **11/14/24** To: **11/17/24** # of school days missed: **2**

Names of Teachers and Chaperones:

1. David Reynolds
2. Vivian Sheen

Number of Non-Chaperone Adults going on trip: **0**

Transportation: **Bus** Van Train Plane Car Other

Are fund-raising activities planned: **Yes** If so, describe: **School retail space, Butter Braids**

Amount of money raised through fundraisers: **\$1000**

Lodging: **Hotel/Motel** Camp Private Home

Insurance Arrangements for Staff and Students: **As per District, DECA Inc., trip insurance**

Cost per Student: **\$900** Cost per Teacher and/or Chaperone: **\$900**

Cost per Nurse: **\$0** Cost per Paraprofessional: **\$0**
(if necessary) (if necessary)

If Travel Agencies are engaged, at least three quotations need to be provided with documentation attached to this form: **NA**

Name of teacher making request: **David Reynolds**

Approved by Department Head at secondary level: _____

Approved by Principal: _____

Authorized by Chief Academic Officer: _____

Superintendent Approval: _____ Date: **5/30/24**



The Ultimate DECA Power Trip

Description

The "Ultimate DECA Power Trip" is a weekend conference (students will miss two school days, Thursday and Friday) in Charlotte, NC., in which students will network with professionals and other DECA students from around North America, attend educational seminars and activities related to college and career preparation and attend an opening and closing session with inspirational speakers. On Saturday, when the students are at their seminars and activities, the chaperones will be at professional development, at the same venue, related to preparing students for college and careers.

I am requesting to take a small group, up to 20 students (which will be approximately 10 seniors and 10 juniors) via air travel. Students will be home by 8pm Sunday afternoon which is not late and will not impact attending school on Monday. This will be our 11th year attending.

The cost of the conference, without spending cash included, is approximately \$900. This will be defrayed by our planned fund-raising activities and possible grant funds. Students will room four to a room where possible to reduce costs. I will aid students financially that need assistance and will also allow students to pay in installments in order to make this educational opportunity as available as possible to all students in an equitable fashion.

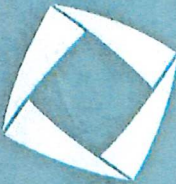
With regards to equity, Middletown DECA has always been as diverse as it has been successful. The demographics of the overall DECA membership, its student leadership, and those that participate in these conferences mirror that of Middletown High School.

Middletown DECA is one of the City of Middletown's largest and most successful student organizations that prepares our young people for college and careers, with a long-standing tradition of student excellence and this educational conference is a critical piece of the program. For ten consecutive years our program has been recognized by DECA Inc. and the US Army as a top international chapter and it is the reigning #1 ranked Marketing program by the State of Connecticut Department of Education (four years running). Please approve this request.

Thank you in advance!



Austin
TEXAS

THE ULTIMATE
 **DECA**
POWER
TRIP

NOVEMBER 17-19, 2023
AUSTIN MARRIOTT DOWNTOWN
JW MARRIOTT AUSTIN

REGISTRATION GUIDE

LEARN MORE AT [DECA.ORG/POWER](https://deca.org/power)

 DECA



EXPERIENCE THE ULTIMATE

Embark on a quest that will awaken your thirst for knowledge, and put yourself in control as you customize your own itinerary of vibrant programming during The Ultimate DECA Power Trip.



COMPETITIVE EXCELLENCE EXPERIENCE

Become the ultimate competitor in a DECA role-play. Members must pre-register for this activity. Top performers will be recognized during Sunday's Closing Session.



GENERAL SESSIONS

Experience action-packed, engaging general sessions featuring dynamic speakers designed to motivate you to excel in DECA and beyond.



LEARNING AND LEADERSHIP LABS

Learning and leadership labs will focus on one powerful component each hour. From college to career and chapter to compete, these learning and leadership labs will engage DECA members.



EDUCATOR PROFESSIONAL LEARNING SERIES

The Professional Learning Series powered by DECA will engage educators in professional development focused on curriculum and instructional content that supports preparing students for college and careers and connects the conference content to the classroom.



COLLEGE, CAREER + COMPANY EXHIBITS

Searching for the perfect institution to start your post-secondary studies? Want to discuss career opportunities? Looking to expand the product line for your school-based enterprise? Check out our exciting lineup on exhibitors.



DECA AFTER DARK

Experience Austin like a true Texan! Start the evening by learning the Texas Two Step with the help of high energy line dance instructors. Then take a break to visit our food truck stations with bite sized foods inspired by some of Austin's most famous food trucks.



CLASSROOM CONNECTION

This conference will reinforce 21st Century Skills. Through participating in interactive sessions, DECA members will be able to:

■ FINANCIAL, ECONOMIC, BUSINESS + ENTREPRENEURIAL LITERACY

- Make appropriate personal economic choices
- Understand the role of the economy in society
- Use entrepreneurial skills to enhance workplace productivity and career options

■ CREATIVITY + INNOVATIONS

- Use a wide range of idea creation techniques
- Create new and worthwhile ideas

■ CRITICAL THINKING + PROBLEM SOLVING

- Interpret information and draw conclusions based on the best analysis

■ COMMUNICATION + COLLABORATION

- Demonstrate ability to work effectively and respectfully with diverse teams

■ LEADERSHIP + RESPONSIBILITY

- Use interpersonal and problem-solving skills to influence and guide others toward a goal
- Demonstrate integrity and ethical behavior in using influence and power
- Act responsibly with the interests of the larger community in mind



EDUCATIONAL PROGRAM

DECA has the ultimate power trip waiting for you with dynamic general sessions, a day of learning and leadership labs full of powerful presentations by professionals and all the favorites of a leadership conference. Tentatively, the general sessions will take place at the JW Marriott Austin, and leadership labs, learning labs, competitive events and exhibits will take place at the Austin Marriott Downtown.

FRIDAY NOVEMBER 17

- 1:00 PM - 5:00 PM eduTOURS
- 3:00 PM - 6:00 PM Registration
- 3:00 PM - 6:00 PM Association Meetings (Optional)
- 7:00 PM - 7:45 PM Connect Leadership Labs
by Association Officer Teams
- 8:00 PM - 8:45 PM Connect Leadership Labs
by Association Officer Teams
- 9:30 PM - 10:45 PM Opening Session
- 11:30 PM Curfew

SATURDAY NOVEMBER 18

- 8:00 AM - 4:00 PM College, Career + Company Exhibits
- 8:30 AM - 11:30 AM Learning Labs
- 8:30 AM - 4:00 PM Competitive Excellence Experience
- 8:30 AM - 4:00 PM Advisor Professional Learning Series
- 11:30 AM Chartered Association Officer and
Advisor Luncheon, by invitation
- 11:30 AM - 12:45 PM Lunch on Your Own
- 1:00 PM - 4:00 PM Learning Labs
- 8:30 PM - 11:00 PM DECA After Dark
- 11:30 PM Curfew

SUNDAY NOVEMBER 19

- 9:00 AM - 10:30 AM Closing Session
- 10:30 AM Explore Austin on
Your Own and Departures



Visit decadirect.org for previews and highlights.

Schedule subject to change. Check deca.org/power for the latest schedule.



LEARNING LABS

DECA's Learning Labs will engage DECA members and focus on important elements of preparing for college and careers. With this schedule, all DECA members will experience a learning lab related to preparing for college, choosing a career pathway, developing your DECA chapter and becoming a better competitor.



Become a champion in the Competitive Excellence Experience and participate in one role-play event, which will take place during one learning lab block. Members must pre-register to participate.

8:30 - 9:15 COLLEGE	Preparing for College	Choosing a College + Major	Financing College	College Success 101	Making the Most of College
9:30 - 10:15 CAREER	Marketing	Business Management	Hospitality	Entrepreneurship	Sports + Entertainment Marketing
10:30 - 11:15 CAREER	Marketing	Business Management	Hospitality	Entrepreneurship	Sports + Entertainment Marketing
11:30 - 12:45	LUNCH ON YOUR OWN				
1:00 - 1:45 CAREER	Marketing	Business Management	Hospitality	Entrepreneurship	Sports + Entertainment Marketing
2:00 - 2:45 CHAPTER	DECA Diamond Fundraising Model	Content is King: Social Media for Your Chapter	I AM DECA: Telling Your DECA Story	Chapter Competition Success System	DECA Leadership Styles
3:00 - 3:45 COMPETE	Rockin' the Role-Play and Exam	From the Judge's Perspective	Making an Awesome Written Event	Tips and Tricks for Presentation Design	Dress for Success and Professionalism

**Sessions may vary depending as speakers are confirmed.*



KEYNOTE SPEAKERS

Feel the energy when 2,000 DECA members come together for energetic, educational general sessions filled with dazzling lights, upbeat music and a powerful message.



David Garibaldi
OPENING SESSION

Growing up in Sacramento, Ca, David Garibaldi started creating in various forms from a young age. From playing the trumpet, graffiti, animation, and even dance, each would later play a role in kicking off his art career. Though a high school animation teacher inspired Garibaldi to pursue art as a career and attend college, a meeting with his high school counselor was about to change his plans. The young artist didn't have enough credits to graduate high school on time. Garibaldi was trying to figure out what's next while working odd jobs and moving from place to place until he started painting live at local jazz clubs and sell his paintings to make ends meet. Garibaldi's appearance and finalist status on America's Got Talent in 2012 took him to a whole new level. From collaborations with Disney and Cirque Du Soleil, to being the opening act for KISS's Farewell World Tour, there was a momentum that seemed like it couldn't be stopped. Garibaldi has grown his online presence with now millions of followers, continued doing live shows on tour, and founding PAINT+, an on- demand course and coaching platform for artists.



Clint Pulver
CLOSING SESSION

Clint Pulver is a professional speaker, author, musician, pilot and workforce expert. Known as the leading authority on employee retention, Clint has transformed how corporations like Keller Williams, AT&T, and Hewlett Packard create lasting loyalty through his work and research as the Undercover Millennial. He has been featured by Business Q Magazine as a "Top 40 Under 40," and, as a professional drummer, he has appeared in feature films and on America's Got Talent. In 2020, Clint won an Emmy Award for his short film, "Be a Mr. Jensen," which tells the story of how a single moment in time—and one particular mentor— can change the course of a life.



ADVISOR PROFESSIONAL LEARNING

The Professional Learning Series will engage educators in professional development designed to enhance teaching and learning. Documentation of professional development completion will be provided to participants.

■ THIS IS HOW WE DEVELOP A CHAPTER STRATEGY BEST PRACTICES

DECA's Chapter Strategy provides the framework and resources to develop a chapter in a business-like context, helping members apply learning. Come ready to share tools and resources to assist chapter advisors and chapter leaders in developing a high-performing chapter in the areas of brand and promotion, membership recruitment, communications, community engagement and service, leadership development, fundraising and member recognition

■ THIS IS HOW WE USE DECA+

DECA+ takes your DECA experience to the next level! You'll be guided through the many features of DECA's new, interactive preparation tool that is also a tremendous resource to use in your classroom. Learn how to seamlessly integrate industry insights, exams, role-play scenarios and more into classroom instruction. Learn and share with fellow advisors on best practices for using DECA+ in and out of the classroom.

■ THIS IS HOW WE IMPLEMENT A SCHOOL-BASED ENTERPRISE-BEST PRACTICES

School-based Enterprises reinforce classroom instruction with realistic and practical learning experiences. This session will focus on best practices, including operations, product selection, nutrition guidelines, equipment and preferred vendors.

■ THIS IS HOW WE PREPARE STUDENTS FOR ROLE-PLAYS + DECA EXAMS

DECA's competitive event exams and role-plays are designed to assess members' knowledge in defined instructional areas. Do you wish to have a better understanding of the rigorous, industry-validated exams used at the district level, chartered association level and International Career Development Conference, as well as key components and distinct tasks participants must accomplish during the role-play? Whether you are new or experienced advisor, become familiar with DECA's evaluation process and how to include role-plays in classroom instruction.

■ THIS IS HOW WE CONNECT TO BUSINESS

DECA advisors have access to a wide variety of businesses, foundations, associations, colleges and universities that provide real-world applications to learning. Learn the latest trends in business and industry to help ensure your course content is relevant in helping prepare members for the current desires and needs of the industry.

■ THIS IS HOW WE USE BUSINESS OPERATIONS RESEARCH EVENTS IN THE CLASSROOM

DECA's Business Operations Research events are an excellent foundation for a semester or year-long project. Discover how you can effortlessly weave these events into your curriculum. You'll leave with an example timeline, strategies for matching projects with course objectives and a sample project outline.

Instruction
Field Trips and Community Service

OVERNIGHT & OUT-OF-STATE FIELD TRIP REQUEST FORM

All overnight and out-of-state field trips require the approval of the Board of Education 60 days in advance of the departure date. All foreign travel field trips must be submitted for Board approval 90 days in advance of the departure date. The following information must be forwarded electronically and in TRIPLICATE (hard copies) 30 days prior to the Board meeting which summarizes the trip. NOTE: A Narrative must be attached justifying this field trip to the school curriculum and/or mission statement. No financial commitments are to be made until Board approval. **This form must be typewritten and ALL items filled in or marked N/A.**

Name of School: **Middletown High School** Date of Request: **May 6, 2024**

Name of Club or Activity: **DECA**

Trip To: **Orlando, FL**

Purpose: **Sports and Entertainment Conference**

Number of Students Participating: **10**

Number of students eligible to go on the field trip: **~200**

Dates of Trip: From: **1/29/25**

To: **2/2/25**

of school days missed: **3**

Names of Teachers and Chaperones:

1. David Reynolds
2.

Number of Non-Chaperone Adults going on trip: **0**

Transportation: **Bus** Van Train **Plane** Car Other

Are fund-raising activities planned: **Yes** If so, describe: **School retail space, Butter Braids**

Amount of money raised through fundraisers: **\$1000**

Lodging: **Hotel/Motel** Camp Private Home

Insurance Arrangements for Staff and Students: **As per District, DECA Inc., trip insurance**

Cost per Student: **\$1200** Cost per Teacher and/or Chaperone: **\$1200**

Cost per Nurse: **\$0** Cost per Paraprofessional: **\$0**
(if necessary) (if necessary)

If Travel Agencies are engaged, at least three quotations need to be provided with documentation attached to this form: **NA**

Name of teacher making request: **David Reynolds**

Approved by Department Head at secondary level: _____

Approved by Principal: _____

Authorized by Chief Academic Officer: _____

Superintendent Approval: **Ci Vazg, Mcho** _____ Date: **6/3/24**

DECA Sports and Entertainment Conference



Description

The DECA Sports and Entertainment Conference is a conference in Orlando, F.L., in which students will network with professionals and other DECA students from around North America, attend educational seminars and activities related to college and career preparation and attend an opening and closing session with inspirational speakers. When the students are at their seminars and activities, the chaperones will be at professional development, at the same venue, related to preparing students for college and careers. This is an important component of our ECE partnership with SCSU.

I am requesting to take a small group, up to 10 students, via air travel.

The cost of the conference, without spending cash included, is approximately \$1200. This will be defrayed by our planned fund-raising activities and possible grant funds. Students will room four to a room where possible to reduce costs. I will aid students financially that need assistance and will also allow students to pay in installments in order to make this educational opportunity as available as possible to all students in an equitable fashion.

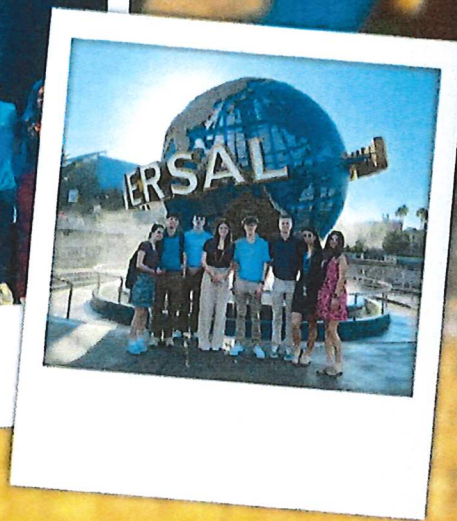
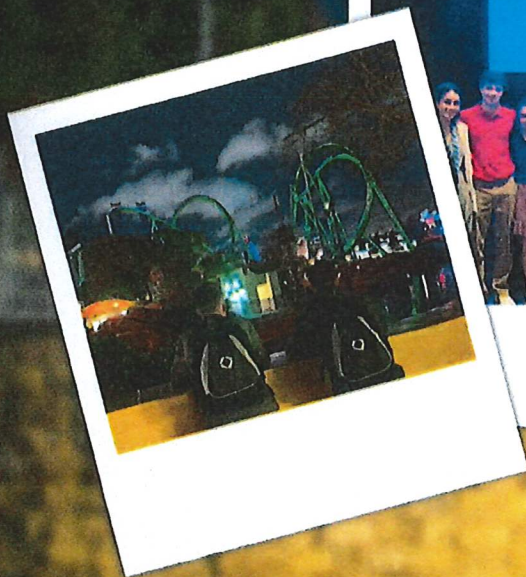
With regards to equity, Middletown DECA has always been as diverse as it has been successful. The demographics of the overall DECA membership, its student leadership, and those that participate in these conferences mirror that of Middletown High School.

Middletown DECA is one of the City of Middletown's largest and most successful student organizations that prepares our young people for college and careers, with a long-standing tradition of student excellence and this educational conference is a critical piece of the program. For ten consecutive years our program has been recognized by DECA Inc. and the US Army as a top international chapter and it is the reigning #1 ranked Marketing program by the State of Connecticut Department of Education (four years running). Please approve this request.

Thank you in advance!



DECA SPORTS AND ENTERTAINMENT MARKETING CONFERENCE

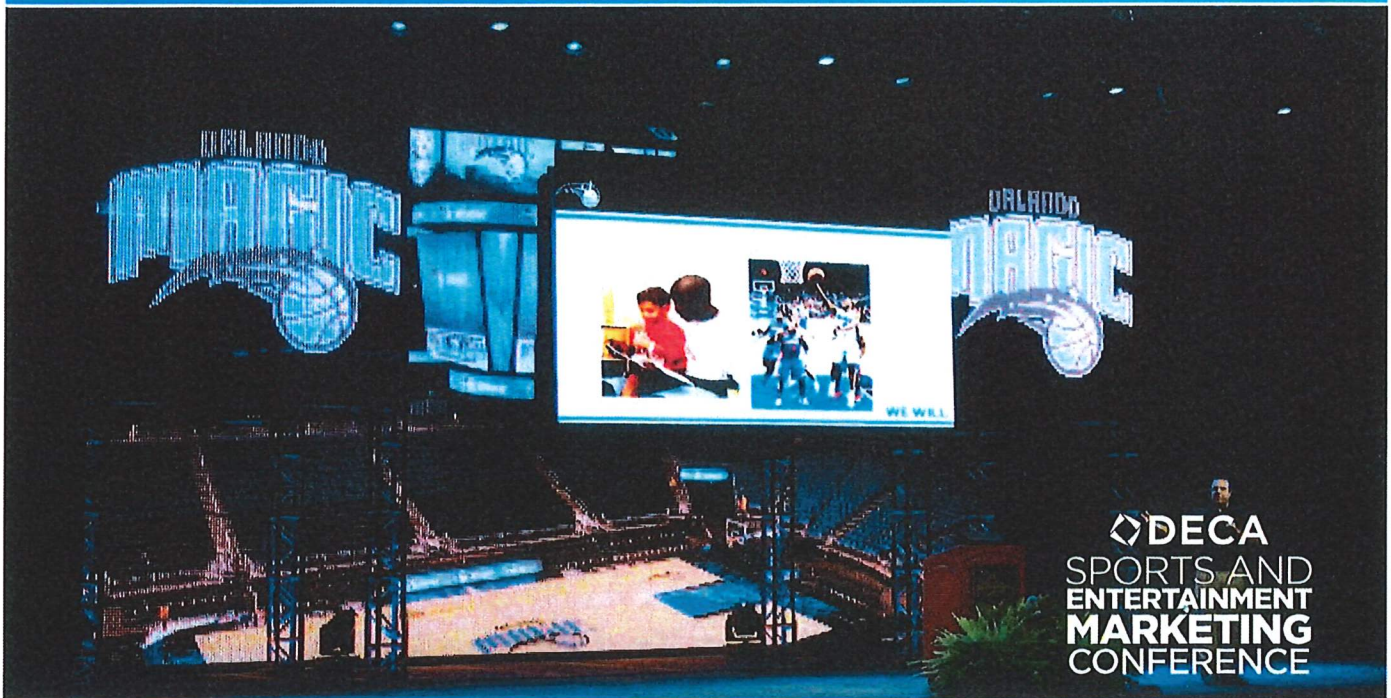


JANUARY 31-FEBRUARY 4, 2024
ORLANDO

REGISTRATION GUIDE

LEARN MORE AT [DECA.ORG/SEM](https://deca.org/sem)

 DECA



EXPERIENCE THE ADRENALINE RUSH

From a sell-out crowd of loyal fans waiting for the opening kickoff to a high-profile entertainer eager to take the stage for an encore presentation, sports and entertainment marketing provides a rush for those interested in these career areas.

When it comes to learning from the professionals in these popular industries, DECA's Sports and Entertainment Marketing Conference cannot be rivaled. Known as one of the world's premier locations for family entertainment and home to world-class professional and college sports, Orlando provides the perfect backdrop for this dynamic conference experience. Students will have an insider's perspective as the theme parks become the living classroom to complement the lessons from conference speakers.

CLASSROOM CONNECTION

This conference will reinforce concepts taught in classes that include sports and entertainment marketing. Universal Orlando® Resort and Florida sports executives will share information with students to help them:

- Describe the nature of target marketing in sports/entertainment marketing
- Describe pricing issues associated with sports/entertainment products
- Explain advertising media used in the sports/entertainment industries
- Explain the use of licensing in sports/entertainment marketing
- Explain career opportunities in sports/entertainment marketing
- Explain the need for sports/entertainment marketing information
- Identify "out-of-the-box" sales promotion ideas for sports/entertainment events
- Identify ways to segment sports/entertainment markets
- Measure economic impact of sports/entertainment events

National Curriculum Standards for Business Administration

OVERNIGHT & OUT-OF-STATE FIELD TRIP REQUEST FORM

All overnight and out-of-state field trips require the approval of the Board of Education 60 days in advance of the departure date. All foreign travel field trips must be submitted for Board approval 90 days in advance of the departure date. The following information must be forwarded electronically and in TRIPLICATE (hard copies) 30 days prior to the Board meeting which summarizes the trip. NOTE: A Narrative must be attached justifying this field trip to the school curriculum and/or mission statement. No financial commitments are to be made until Board approval. **This form must be typewritten and ALL items filled in or marked N/A.**

Name of School: Middletown HS Date of Request: 5/9/24
 Name of Club or Activity: MHS Band + Orchestra + Chorus
 Trip To: Orlando, FL Purpose: please see attached
 Number of Students Participating: 75
 Number of students eligible to go on the field trip: 120
 Dates of Trip: From: Th 4/10/25 To: Mon. 4/14/25 # of school days missed: 2

Names of Teachers and Chaperones:

1. <u>Kimberly Rodriguez</u>	5. <u>TBD</u>
2. <u>Kelsi Harmon</u>	6. <u>TBD</u>
3. <u>Lauren Otto</u>	7. <u>TBD</u>
4. <u>Stephanie Stephanie Zak</u>	8. <u>TBD</u>

Number of Non-Chaperone Adults going on trip: 2 (truck drivers)
 Transportation: Bus Van Train Plane Car Other

Are fund-raising activities planned: If so, describe: _____

Amount of money raised through fundraisers: _____

Lodging: Hotel/Motel Camp Private Home

Insurance Arrangements for Staff and Students: _____

Cost per Student: \$ 1800.00 less fundraising Cost per Teacher and/or Chaperone: \$ 1500.00 less fundraising

Cost per Nurse: \$ _____ (if necessary)
 Cost per Paraprofessional: \$ _____ (if necessary)

If Travel Agencies are engaged, at least three quotations need to be provided with documentation attached to this form:

- a. PAC - scheduled
 - b. Ohana LLC
 - c. Kutcher Travels
 - d. Other GTP
- Price does not include Equipment truck cost.*

Name of teacher making request: Kimberly Rodriguez

Approved by Department Head at secondary level: _____

Approved by Principal: _____

Authorized by Chief Academic Officer: _____

Superintendent Approval: [Signature] Date: 6/10/24

Reunification Plan: a reunification plan provides staff and students with a back-up plan in the event groups or individuals are separated because of unforeseen events (blocked entrance/exit, manmade or natural disasters, lost staff or students, etc.).

Please include: *Call Kimberly Rodriguez and I will go find them.*

Communication plan (how will you, the lead, communicate with staff/students at the field trip site and Central Office):

Fill out appropriate FT forms, email weekly, & meet in person one month before the trip.

Staff/student accountability (in what way will the presence of staff and students be accounted for throughout the trip, head count, call-in, etc.):

Head counts with chaperons three to six times a day depending on activities.

Alternate parking or meeting site (consider where you would meet if the original plan is no longer viable):

To exit the field trip site:

N/A

For shelter (inclement weather):

N/A

Identification of on-site security and first aid: *at each park.*

Identification of field trip co-leader name and telephone number:

Below

Total Adult Supervisors (chaperones) Names/Telephone Numbers: *10*

Name	Cell Phone Number	Name	Cell Phone Number
<i>Kimberly Rodriguez</i>	<i>800-989-2553</i>	<i>Parent TBD</i>	
<i>Kelsi Harmon</i>	<i>814-502-3482</i>	<i>Parent TBD</i>	
<i>Lauren Otto</i>	<i>518-428-3082</i>	<i>Parent TBD</i>	
<i>Stephanie Zak</i>	<i>860-1080-1432</i>	<i>Parent TBD</i>	
		<i>Parent TBD</i>	
		<i>Parent TBD</i>	

Other notes:

BOE Central Office Phone: (860) 638-1401

BOE Transportation Office Phone: 860 638-1418

DATTCO Phone: 860 635-8234 x 5601

Provide Copies To: Transportation Department, Principal and Teacher

To Whom It May Concern:

On behalf of the Performing Arts Department at Middletown High School, we are writing to request the approval of our Disney field trip planned for April 10th through April 14th, 2025.

This field trip will work as an important moment of learning for all students to share in a social experience that provides an opportunity for students to encounter and explore novel things in an authentic setting. With the main goal to deepen and enhance classroom study, students will participate in multiple performance opportunities as well as classroom workshops. Students will be judged on their performance by professional performing arts individuals with a created rubric. The rubric will enhance musicianship and set real world expectations that students can bring back to Middletown.

On top of performance opportunities this trip will also work as a way of exposing students to new experiences and can increase interest and engagement in the performing arts, regardless of prior interest in the topic. This trip will motivate students to perform and continue being part of the program.

As a department we have worked hard to create an equitable experience for all students that is completely student centered. With the support of the entire performing arts department, students will participate in twelve fundraising opportunities and innovative experiences, where students will demonstrate personal performance growth through these experiences.

Taken directly from the planning website, you will notice that embedded in this field trip are educational opportunities:

“The Disney performing arts program is an excellent way to build character, refine talent, and learn professionalism. Disney processions, festivals, and performances are a celebration of life itself, making it a great avenue for your proteges to both learn and showcase their skills on a more professional level.”

Thank you for your consideration and feel free to reach out with any questions or concerns you may have.

Sincerely,

MPAC
Middletown Performing Arts Classes



Performing Arts Consultants

Middletown High School

April 17 - 21, 2025

Monday, April 14, 2025:

6:00pm Luggage drop-off until 8:00pm
Items still subject to change as this is NOT the final itinerary (but closer!)

Thursday, April 17, 2025:

Morning
TBD Group arrives at Middletown High School for the normal school time
Load buses and depart for **Local Airport** (provided by the school district)
**Be sure to have your school ID or government issued ID for anyone over 18 years old
Have a swimsuit or anything you will need for the remainder of the day in your carry-on
TBD Arrive at **Local International Airport**. Check into flights and proceed to gate
TBD Depart on **TBD Airlines flight number TBD** for **Orlando International Airport**.
TBD Arrive at **Orlando International Airport**.
Proceed to baggage claim and retrieve luggage
Meet your Performing Arts Consultants tour escort.
Board charter motorcoaches and depart for **Disney's All-Star Movies Resort**. (or Similar)
Located at: 1901 W Buena Vista Dr, Lake Buena Vista, FL 32830
**Please note: Normal check-in time is 4:00pm.*
Arrive and check-into hotel.
Enjoy the hotel amenities for the remainder of the night!
Evening
Use your meal voucher for **lunch or dinner** in the theme park.
Unload truck sometime that evening - watch for a text from your chaperone
7:00pm Rehearsal in parking lot near hotel building.
Room checks and lights out.

Friday, April 18, 2025: *(Today may include your Disney Performance and workshops!)*

Wake up!
Use your Disney Dining Card (\$15 value) for breakfast at the resort's food court.
Use Disney's Transportation and depart for **Disney's Magic Kingdom** for a day of fun!

At Magic Kingdom Experience the magic in this enchanted world. Enter a Land where fantasy reigns! Disney characters abound as you enjoy the many rides and attractions beneath the magnificent Cinderella castle. This link will lead you to a World Land of enchantment:

<https://disneyworld.disney.go.com/destinations/magic-kingdom/>

Performing Group – Disney Imagination Campus Marching Performance

TBD Equipment truck meets backstage for marching performance.
Performers meet near Tiana's Bayou Adventure (Formerly Splash Mountain) and a Disney Event Coordinator will meet the group and escort them backstage to meet their equipment truck.
If morning Performance, you will need charter motorcoaches to take the group backstage
TBD Parade Step-off. Disney Performing Arts presents the **Middletown High School Marching Band**
TBD Parade ends. Performers will change and load equipment truck.
The group will be escorted into the park.
Enjoy the rest of the day at Magic Kingdom.

Friday, April 18, 2025: (Continued)

12:00pm Cell phone photo check in with chaperone
4:00pm Cell phone photo check in with chaperone
Afternoon Use your meal voucher for **lunch or dinner** in the theme park.
10:00pm Or park closing board Disney Transportation for your resort hotel.
Room checks and lights out.

Saturday, April 19, 2025: (Today may include your Disney Performance and workshops!)

Wake up!
Use your Disney Dining Card (\$15 value) for breakfast at the resort's food court.
Use Disney's Transportation and depart for **Disney's Hollywood Studios** for a day of fun!

At Hollywood studios in this park, you can enjoy more terror on the **Twilight Zone Tower of Terror™**, and venture to a place where legendary Star Wars stories come to life and put you in the middle of the action a **Star Wars: Galaxy's Edge**. There are plenty of other attractions as well to explore, and more! Check-out this link and get the latest news on Disney's Hollywood Studios:

<https://disneyworld.disney.go.com/destinations/hollywoodstudios/>

Disney Imagination Campus – Performance in Disney Springs

TBD 5-hour charter motorcoach arrives at **TBD Location** for performance.
TBD Load charter motorcoach and depart for **Performance area**.
TBD Arrive at **Disney Springs staging area** **Disney coordinator will meet the group**.
Depart staging area for Disney Springs.
TBD Your stage **performance begins**. (25-minute maximum performance)
TBD Your stage **performance ends**.
At the conclusion of your performance, load charter motorcoach and depart theme park for the rest of the day!

Disney Imagination Campus Workshop – A Soundtrack Sessions: Instrumental or Choral Workshop

TBD 5-hour charter motorcoach arrives at **TBD Location** for workshop.
TBD Board and depart for **TBD Workshop Location**
TBD You will be meet by a Disney Talent Coordinator
TBD Your Soundtrack Sessions: Workshop begins! (Approximately 2 ½ hours workshop time)
TBD Your Soundtrack Sessions: Workshop ends.
At the conclusion of your workshop, load charter motorcoach and depart theme park for the rest of the day!

12:00pm Cell phone photo check in with chaperone
4:00pm Cell phone photo check in with chaperone
Afternoon Use your meal voucher for **lunch or dinner** in the theme park.
9:00pm Or park closing board Disney Transportation for your resort hotel.
Room checks and lights out.

Sunday, April 20, 2025: (Today may include your Disney Performance and workshops!)

Wake up!
Use your **Disney Dining Card** (\$15 value) for breakfast at the resort's food court.
8:15am Charter motorcoaches arrive at hotel
8:30am The group will board and depart for Universal Studios Orlando and Islands of Adventure!
9:00am Group arrives at Theme Parks for a fun Day in the theme parks!
You will be able to Park Hop between theme parks!!

At Universal Studios, it is just like watching your favorite TV shows and movies. Do not miss the brand-new Harry Potter: Diagon Alley section of the park! Hop on The Hogwarts Express that takes you to Islands of Adventure!

In Universal's Islands of Adventure, this is where it goes down! Superheroes. Magical creatures. A school of witchcraft and wizardry, even dinosaurs! Do not forget to have a butterbeer in the fantastic Harry Potter

Sunday, April 20, 2025: (Continued)

12:00pm Cell phone photo check in with chaperone
4:00pm Cell phone photo check in with chaperone
Afternoon Use your *Universal Dining card* (\$20.00 value) for **lunch or dinner** in the theme park.
9:00pm Or park closing board charter motorcoaches for your resort hotel
Room checks and lights out.

Monday, April 21, 2025:

7:00am Wake up!
8:00am Use your *Disney Dining Card* (\$15 value) for breakfast at the resort's food court.
8:30am Load luggage and equipment truck
**Be sure to have your school ID or government issued ID for anyone over 18 years old
Have anything you will need for the remainder of the day in your carry-on for your flight home!
Use *Disney Transportation* to depart for **Disney's Animal Kingdom** for a day of fun!

At Animal Kingdom is a stunningly beautiful theme park with its lush flora, winding streams, meandering paths, and exotic setting. More than 1,700 animals, replicas of Africa's and Asia's most intriguing architecture, and a diverse array of singularly original attractions, and you have the most distinctive of all the Disney theme parks. Check-out this link and get the latest news on Disney's Animal Kingdom:

<https://disneyworld.disney.go.com/destinations/animal-kingdom/>

12:00pm Cell phone photo check in with chaperone
Afternoon Use your *meal voucher* for **lunch or dinner** in the theme park.
TBD Depart Animal Kingdom for transportation area
Board motorcoaches to depart for **Orlando International Airport**.
TBD Arrive at **Orlando International Airport**. Check into flight and proceed to gate.
TBD Depart on **TBD Airlines flight number TBD** for **Local Airport**
TBD Arrive at **Local Airport** Proceed to baggage claim and retrieve luggage
Board buses (provided by the school district) and depart for **Middletown High School**.
TBD Welcome home!!!

Happy Memories!!
...and thank you for traveling with
Performing Arts Consultants!

Your 2025 Disney Imagination Campus Tour Package includes:

- ♪ 4 nights' accommodation at **Disney's All-Star Resort** (or Similar).
- ♪ 4 **Disney Dining Cards** at \$15.00 each for breakfast each morning at the Resort.
- ♪ **Disney Imagination Campus Package**, which includes:
 - ♪ 3 Day Park Hopper Ticket to the Walt Disney World Resort Parks (Magic Kingdom, Epcot, Disney Hollywood Studios, and Animal Kingdom).
 - ♪ Disney Imagination Campus performance (based on audition and acceptance).
 - ♪ Disney Imagination Campus Gift for each performer.
 - ♪ Use of Disney transportation (except for performance obligation depending on location).
- ♪ 4 **Disney Meal Vouchers** for **lunch or dinner** in Disney.
- ♪ 1 Day Park to Park Ticket at **Universal Studios and Islands of Adventure**
- ♪ 1 **Universal Dining Card** at \$20.00 each for **lunch or dinner** in the parks.
- ♪ **Round trip airfare** – Airfare is an estimate based on \$500.00 per seat.
 - ♪ Once the airfare is confirmed, package price will be adjusted.
- ♪ **Charter motorcoaches** for required transportation as per itinerary while in Florida.
 - ♪ Each 56-passenger deluxe motorcoach while in Orlando includes all taxes, surcharges, parking fees and driver gratuity. *The rate is based on 7% full charge if fuel cost increase rate may increase.*
 - ♪ Motorcoach rate is based on 2 motorcoaches (Airport transfer, Universal Roundtrip, Disney performance and workshop)
 - ♪ If additional motorcoaches are required, package price will be adjusted
- ♪ **One FREE package** (in double occupancy) for **every 20 paying travelers**.
- ♪ Keepsake Souvenir DVD
- ♪ Online Payment Portal
- ♪ **Performing Arts Consultants Escort** on-site.
- ♪ Rates are inclusive of all taxes and gratuities.
- ♪ \$3,000,000.00 in liability insurance coverage.
- ♪ Director's Gift.

Package Price Per Person (does not include transportation):

\$1,689.00 per person quad occupancy

Should you have fewer than four persons per hotel room the following price(s) will be charged for those persons:

Triple: \$1,765.00

Double: \$1,915.00

Single: \$2,369.00

****PLEASE NOTE: The above listed rates DOES NOT include air and charter bus transportation.**

Optional Trip Add-on's: A Disney workshop is an additional **\$40.00 per participant**. Workshop costs are NOT included in the above package. **Please note, Disney requires a minimum of 15 participants in the workshop for the group to participate. Two Directors are admitted complimentary for each workshop.**

Please note:

- ✓ Park(s) opening and closing hours are at the discretion of Disney and Universal are subject to change without advance notice.
- ✓ Arrival and departure times may be subject to change due to weather and traffic conditions, etc.
- ✓ Motorcoach transportation rates are estimated until confirmed.
- ✓ Airfare is estimated until space becomes available.



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Presents...

Your Custom Orlando Proposal

MIDDLETOWN HIGH SCHOOL BAND, CHOIR, ORCHESTRA, DRAMA
5 Day, 4 Night Air - Motorcoach Tour
April 10 - 14, 2025

TOUR PACKAGE COST PER PERSON (Based on Hotel Occupancy) as of 5/13/2024:
Note: Total Tour Package Includes All Bulleted Items Listed On This Proposal
QUAD: \$1,825.00 TRIPLE: \$1,940.00 DOUBLE: \$2,055.00 SINGLE: \$2,515.00

- **Number of Passengers:** 100 Students and 11 Adults
**Note: Changing the number of passengers will alter the per person tour cost. For example: 80 students & 10 adults: Quad \$1,905, Triple \$2,020, Double \$2,135, Single \$2,595*
- **Transportation:** Round-trip airfare \$525 credit per person included as of 5/1/2024, **TWO** Modern 56-Passenger Motorcoaches (Equipped with DVD, Monitors, Outlets, WIFI, & Restroom), **TWO** motorcoaches RT school / airport
- **Insurance:** \$5,000,000 Liability Insurance Coverage per Motorcoach
 \$2,000,000 Liability Group Insurance Coverage
 Terrorism Liability Group Insurance Coverage
- **Hotel Accommodations:** **FOUR** Nights at Disney's All-Star Music Resort (with swimming pool upon availability)
- **Meals:** **FOUR** Disney Breakfast Certificates (at the Resort), **FOUR** \$20 Disney Dining Cards
- **Attractions:** Walt Disney World 4-Day Starter Package (Epcot, Magic Kingdom Park, Disney's Animal Kingdom Park, Disney's Hollywood Studios), Disney Springs
- **Musical Inclusions:** Soundtrack Sessions: Instrumental, Vocal, & Drama Workshop (\$38 credit per student – 1 workshop per student), Disney Performing Arts OnStage & marching (upon acceptance), **Unlimited** performances arranged for your group free of charge! (some exceptions may apply)
- **Escort:** **ONE** GTP Representative will travel with the group to oversee your customized itinerary!
- ★ **BONUS!** This tour includes **THREE** all-inclusive Tour Packages (Based on Single Occupancy), Driver Gratuities, **THREE** Director \$200 Gift Cards for tour expenses, Drawstring Bag for Each Participant, Group Travel Video Package, 24-hour emergency telephone service, travel packet, and a customized daily itinerary designed to specifically meet your group's needs!

IMPORTANT!

If you would like to alter this proposal please contact your Group Travel Planners Representative to inquire about optional Attractions, Meals, and Performances. (Any changes to the current proposal may increase or decrease the tour cost.)





At a glance

Traveling Package (\$3,112.30)	From	To	Quote
Disney's All-Star Sports Resort Lake Buena Vista, United States of America			
Room Option #1 (General) <i>Standard room with one queen bed and one pull down queen bed sleeps 4. Price is per person</i>			
Standard Room	Thu, Apr 10, 2025	Mon, Apr 14, 2025	\$270.23
Tickets · 3- Day Walt Disney World Base Ticket price per person per ticket	Fri, Apr 11, 2025 12:00 AM		\$533.57
Tickets · Universal Studios 2-Park 1-Day Park-to-Park Ticket Dated. price per person per ticket	Mon, Apr 14, 2025 12:00 AM		\$131.00
General Info · Agency Planning fee- Base rate is 250 plus \$10 per person	Mon, Apr 14, 2025 12:00 AM		\$250.00
General Info · Average flight cost is \$600 per person for roundtrip	Mon, Apr 14, 2025 12:00 AM		\$600.00
General Info · Travel Insured, Travel insurance	Mon, Apr 14, 2025 12:00 AM		\$63.00
General Info · Transfer from Hotel to Universal and back to hotel. THIS IS FOR THE ENTIRE PARTY	Mon, Apr 14, 2025 12:00 AM		\$1,246.00
Dining · Youth Lunch or Dinner Meal Certificate-price per person per meal	Mon, Apr 14, 2025 12:00 AM		\$18.50

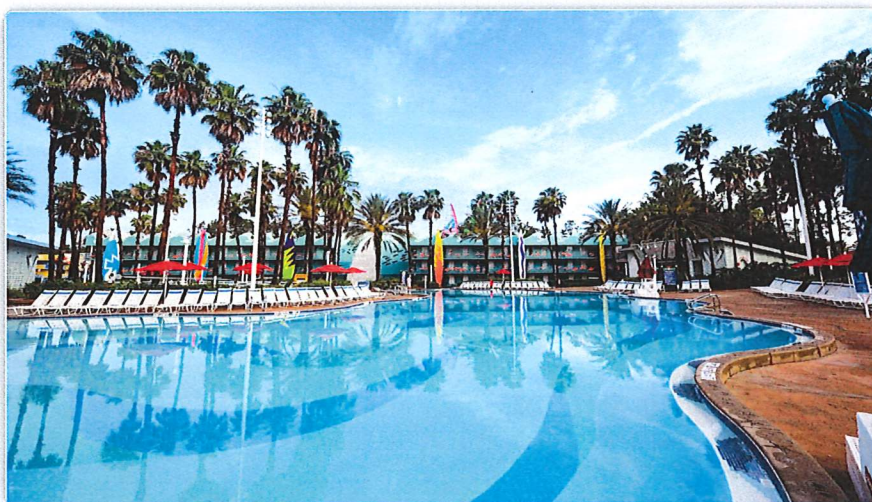
Itinerary

Traveling Package (\$3,112.30)


 Thu, Apr 10, 2025
 12:00 AM

Check-in Disney's All-Star Sports Resort

1701 W Buena Vista Dr, Lake Buena Vista, FL, United States of America United States of America



ABOUT

About the Area

Near theme parks, Disney's All-Star Sports Resort is in Bay Lake, a neighborhood in Lake Buena Vista with good airport proximity. Local points of interest include Disney's Blizzard Beach Water Park, Disney's Winter Summerland Miniature Golf Course, and Disney's Fantasia Gardens Miniature Golf Course. Spend some time exploring the area's activities, including golfing.

Disney's All-Star Sports Resort

Family-friendly Lake Buena Vista resort in Bay Lake, near Disney's Blizzard Beach Water Park

This resort features 2 outdoor pools, a restaurant, and a bar/lounge. Free WiFi in public areas and a free theme park shuttle are also provided. Other amenities include a poolside bar, self parking, and concierge services. All 1920 rooms offer free WiFi, room service, and TVs with cable channels. Guests will also find DVD players, free local calls, and hair dryers.

Disney's All-Star Sports Resort offers 1920 accommodations, which are accessible via exterior corridors and feature DVD players and safes. Cable television is provided. Bathrooms include shower/tub combinations and hair dryers.

Guests can surf the web using the complimentary wireless Internet access. Business-friendly amenities include desks and phones; free local calls are provided (restrictions may apply). Additionally, rooms include irons/ironing boards and blackout drapes/curtains. Housekeeping is provided daily.

2 outdoor swimming pools are on site.

The recreational activities listed below are available either on site or nearby; fees may apply.

Enhanced cleanliness measures

Disinfectant is used to clean the property

High-touch surfaces are cleaned and disinfected

Sheets and towels are washed at 60°C/140°F or hotter

Social distancing

Contactless check-in and check-out

Protective shields in place at main contact areas

Social distancing measures in place

Safety measures

Personal protective equipment worn by staff

Temperature checks given to staff

Hand sanitizer provided

Individually-wrapped food options available for breakfast, lunch, and dinner

ROOM CATEGORIES

[Standard Room](#)

2 Double Beds

260 sq feet

Internet - Free WiFi

Entertainment - 55-inch TV, cable channels, and DVD player

Food & Drink - Mini-fridge and room service (limited hours)

Sleep - Blackout drapes/curtains and bed sheets

Bathroom - Private bathroom, shower/tub combination, a hair dryer, and towels

Practical - Safe, iron/ironing board, and desk; free cribs/infant beds available on request

Comfort - Climate-controlled air conditioning and daily housekeeping

Accessibility - Wheelchair accessible

Eco-friendly - Eco-friendly toiletries

Non-Smoking

Room is accessed via exterior corridors

Connecting/adjoining rooms can be requested, subject to availability



Fri, Apr 11, 2025
12:00 AM

3- Day Walt Disney World Base Ticket price per person per ticket

Enjoy admission to Disney's Hollywood Studios, EPCOT, Magic Kingdom, or Disney's Animal Kingdom theme. Limit one theme park per day. This is a date-based ticket. Ticket must be used within 5 days of the selected start date.

Price is per person with tax



Mon, Apr 14, 2025
12:00 AM

Check-out of Disney's All-Star Sports Resort

Double check you are not leaving anything behind.



Universal Studios 2-Park 1-Day Park-to-Park Ticket Dated. price per person per ticket

Mon, Apr 14, 2025
12:00 AM

2-Park 1-Day Park-to-Park Ticket Dated

The 2-Park 1-Day Park-to-Park Ticket Dated entitles one (1) guest admission to **BOTH** Universal Studios Florida, **AND** Universal's Islands of Adventure theme parks on the same day.

****Price is per person and dated Sunday April 13th*****



Mon, Apr 14, 2025
12:00 AM

Agency Planning fee- Base rate is 250 plus \$10 per person

Kutcher Travels LLC will be charging a starting flat rate of \$250 plus a per person fee of \$10.



Mon, Apr 14, 2025
12:00 AM

Average flight cost is \$600 per person for roundtrip

As of May 28, 2024 not all airlines have opened the April 2025 flights to the public. Average price of current available flights are \$600 per person.



Mon, Apr 14, 2025
12:00 AM

Travel Insured, Travel insurance

Travel Insurance can be added. Our preferred vendor is Travel Insured International out of Glastonbury CT. Current student policy is based on the total trip cost. Based on current quotes, the starting rate would be \$63 for basic and \$94.50 to add cancel for any reason protection, this is per student. See the attached information.



Mon, Apr 14, 2025
12:00 AM

Transfer from Hotel to Universal and back to hotel. THIS IS FOR THE ENTIRE PARTY

Mears can do a shuttle bus for the Universal day for a total of \$1246. This quote is for 75 people, and may go up based on the actual number of attendees.



Mon, Apr 14, 2025
12:00 AM

Youth Lunch or Dinner Meal Certificate-price per person per meal

The Lunch/Dinner coupons may be redeemed for one entrée, a side item, and a drink, **WITHOUT** dessert. These are only for use at Walt Disney World. Priced per meal certificate with tax included. The quoted price is for one certificate for one person.

To learn more about our services and promotions please contact us

Alice Kutcher, 860-918-8923, alice@kutchertravels.com

Kutcher Travels LLC

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OHANA TRAVEL AGENCY, LLC



Lauren Behar - Business Owner

OVERVIEW

<i>About Me</i>	<ul style="list-style-type: none">• Owner of Ohana Travel Agency, LLC - Specializing in Disney Vacations (EIN: 92-2604451)• Travel Agent for Smart Moms Travel Agents• Middletown, CT resident• Children enrolled in Middletown Public Schools - 8th grade, 4th grade, and Kindergarten
<i>Potential Trip Dates</i>	Departure Date: Thursday, April 10, 2025 Return Date: Monday, April 14, 2025
<i>Objectives of Trip</i>	Middletown High School Band to participate in the Disney Imagination Campus Performing Arts Program. Performers would get to march down Main Street and perform for an audience!
<i>Resort Pricing</i>	4 nights at All Star Music Resort: \$285.73 (per person - quad room) <ul style="list-style-type: none">• This is a non-discounted rate Breakfast Meal Ticket per day (estimate: \$20/ticket) Lunch/Dinner Meal Ticket per day (estimate \$20/ticket)
<i>Park Tickets</i>	3 day park hopper ticket: \$408.00 (including tax) <ul style="list-style-type: none">• estimated price based on 2024 pricing + inflation
<i>Security</i>	Two Security Services quoted <ul style="list-style-type: none">• 1 unarmed guard• 4 nights - 6 hour shift per night• Price range \$37.00-\$50.00/hour• Total price range: \$941.00-\$1,328.94 (including tax)
<i>Transportation</i>	Mears Connect - Group Bookings <ul style="list-style-type: none">• Airport Roundtrip (Arrival and Departure)<ul style="list-style-type: none">◦ 3 busses◦ \$3,824.00• Event/Activity Transfers<ul style="list-style-type: none">◦ \$766.70/per coach, per day◦ Total (3 days): \$6,900.00
<i>Airfare</i>	Direct flights Bradley International Airport - Orlando International Airport <ul style="list-style-type: none">• estimated price based on sample dates around peak travel periods 2024• Average price: \$512.93 (roundtrip)
<i>Total Cost Per Person</i>	\$1,525.37 (includes 4 night stay, airfare, 3 day park hopper ticket, nightly security, all transportation, food vouchers, and 5% planning fee.)

SUMMARY

*Additional Important
Information*

Once you receive confirmation from Disney's Imagination Campus, a Disney representative will be assigned to your group. At this time, my name should be given to the representative for me to plan accordingly with them every step of the process. When working with the Disney representative, the pricing may change due to 2025 rates. Pricing will also change based on when flights are released for the travel window.

*If MHS is wanting to add a day for Universal Studios, the pricing will increase and can be added to the quote total.



Office of Innovation & Grants
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.middletownschools.org

Board of Education Report
6.5.24
CT DOT Grant, June 2024

Lawrence School is applying to the Connecticut Department of Transport to acquire bike helmets, indoor bike stands and smaller bikes for grades 2 and 3 students. These items will enhance the safety and accessibility of biking activities.

The initiative directly serves the student body, ensuring their safety while engaging in physical activity. Additional equipment will minimize the risk of head injuries and create a safer environment for biking.

Lawrence School's location in an urban district emphasizes the importance of promoting biking as a viable transportation option. By incorporating biking into the curriculum and providing necessary equipment, we contribute to advancing active transportation initiatives in our community.

As an IB world school, it has a commitment to holistic development and global citizenship aligns with promoting sustainable practices such as biking. By instilling the value of active transportation in its students, they empower them to make environmentally conscious choices and contribute to building a more sustainable future for the community.

In summary, this project not only enhances the safety and well-being of Lawrence students but also contributes to advancing active transportation in an equitable, safe, accessible, and sustainable manner for vulnerable road users in Connecticut's urban districts.

Prepared in collaboration with Wesley Ruimerman, Physical Education teacher, Lawrence School.

Grant Requested: \$4,913.

Respectfully Submitted: Natalie Forbes, Director of Innovation & Grants



Office of Food, Nutrition & Wellness Services

Unlocking the Potential in ALL Students

Randall Mel, Jr., Food and Nutrition Manager

food-nutrition@mpsct.org | (860) 704-4518

372 Hunting Hill Ave, Middletown, CT 06457

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May 28th, 2024

Executive Summary of the Newman's Own-Food Justice for Kids-Nutrition Education and School Food Grant

The Middletown Public School's Office of Food, Nutrition, and Wellness submitted an application for the Newman's Own Foundation's Food Justice for Kids: Nutrition Education and School Nutrition Grant on Friday, May 24, 2024 for a total of \$50,000.00. Our innovative project aims to revolutionize nutrition education in our community by holistically integrating nutrition education with hands-on learning in after-school programs. By partnering with local farmers and community organizations, we will create a sustainable food system that supports local economies and provides fresh, nutritious foods to students. The project emphasizes equity and inclusivity, targeting underserved and low-income students, and includes professional development for school nutrition staff through partnerships with professional culinary institutes.

Our goals are clear and measurable: increase student participation in nutrition education programs, enhance the culinary skills of school nutrition staff, and increase the sourcing and utilization of local foods in school meals. We plan to engage 200 students in after-school programs, provide 40 hours of training to 20 nutrition staff members, and source 30% of food locally. This community-driven project involves students, caregivers, school staff, and local organizations, ensuring the program meets community needs and builds long-term capacity for healthy eating and sustainability.



Office of Food, Nutrition & Wellness Services

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May 28th, 2024

Executive Summary of the Fresh Fruit and Vegetable Grant Application for the 2024-2025 School Year

The Middletown Public School's Office of Food, Nutrition, and Wellness has submitted an application for the USDA's Fresh Fruit and Vegetable Program (FFVP) on behalf of Farm Hill Elementary, Macdonough Elementary, Snow Elementary, and Spencer Elementary Schools. The FFVP is a grant initiative designed to provide students in underserved communities with fresh fruit and vegetable snacks, fostering improved nutrition and health. This program not only supplies students with healthy snacks but also offers valuable opportunities for nutrition education and exposure to a wider variety of fresh produce. If granted, the FFVP will enhance the well-being and educational experience of the students in these four schools by promoting healthier eating habits and broadening their nutritional knowledge.



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Board of Education Report
June 6, 2024
Executive Summary: Cigna Foundation: MPS Kindergarten Preparatory Academy

Middletown Public Schools has submitted a proposal to the Cigna Foundation to support our 2024-25 School Year Kindergarten Preparatory Academy (KPA) to ensure children have a high quality, developmentally appropriate, joyful, and responsive experience prior to entering kindergarten. KPA is community-responsive as it eliminates the financial barrier of paying for an additional year of child care for our families.

Research suggests that an early childhood educational experience has a strong, positive impact on children’s brain development, relationships, and knowledge acquisition, as well as a broader return on investment for society. Our program is designed to address the needs of 4-year-old children to close the preparation gap. It incorporates structured and unstructured play activities that promote literacy, numeracy, and problem-solving skills. Integrating play fosters creativity, social interaction, mindfulness, emotional literacy, social skills, and language development, as well as honing **social-emotional skills and well-being, and makes learning enjoyable and effective for young children**. The initiative also incorporates training for program staff and families in the Circle of Security-Parenting and Classroom.

Application prepared in collaboration with Jasmine James, Nurse Supervisor, Vacianna Spaulding, Director of Pupil Services and Special Education, Dawn Dubay, Supervisor of School Readiness, Early Learning and Family and Community Engagement, and Cassie Steinhilber, Finance and Resource Management Specialist.

Grant Request: \$150,000

Respectfully Submitted,

Natalie Forbes, Director of Innovation & Grants



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Board of Education Report
6.5.24
Grants Report, June2024

The following grants were confirmed in May 8-June 5, 2024:

Grant Title	Funder	SY24	SY23
Increasing Educator Diversity Grant (district)	RESC Alliance/CSDE	8,000	0

Total Operating Grants in SY23-24-to date: \$18,144,746.72

Grant Title	Funder	SY24	SY23
Farm Hill PV 083-0123 PV	DAS	399,677	0
Snow Elementary Roof 083-0124 RR	DAS	1,605,545 (est.)	0
Farm Hill Elementary HVAC 083-004 HVACN	DAS	263,070.92	0
Moody Elementary HVAC 083-003 HVACN	DAS	280,958.71	0
Snow Elementary HVAC 083-002 HVACN	DAS	144,369.56	0
Bielefield Elementary HVAC 083-001 HVACN	DAS	191,974.91	0

Total Construction Grants in SY23-24-to date: \$2,885,596.10

Respectfully submitted,

Natalie Forbes, Director of Innovation & Grants

SUICIDE PREVENTION AND INTERVENTION

The Middletown Board of Education (the “Board”) recognizes that suicide is a complex issue and that schools are not mental health treatment centers. The Middletown Public Schools (the “District”) cannot be expected to thoroughly evaluate and eliminate suicidal risk. Nevertheless, school personnel may become aware of specific factual circumstances in which a student has communicated a suicidal intent or other specific circumstances in which a student is at risk for suicide. In such cases, the Board is committed to respond in a supportive manner, both aggressively and immediately, to a student who has attempted, has threatened, or who communicates that they are considering attempting suicide.

Any Board employee who has knowledge that a student has made a suicidal threat or attempt or exhibited suicidal ideation must immediately report this information to the building principal or designee, who will, in turn, notify the designated Crisis Intervention Team, with administrative assistance, if necessary, will contact the student's family and appropriate resources within and outside the school system, as permitted by law. The Board further directs the school staff to refer students who come to their attention as being at risk of attempting suicide for professional assessment and treatment services outside of the school. Information concerning a student's suicide attempt, threat or risk will be shared with others only as permitted by state and federal law.

In recognition of the need for youth suicide prevention procedures, the Board directs the Superintendent or designee to adopt and maintain administrative regulations addressing youth suicide prevention.

Training will be provided for teachers, other school staff, and students regarding the prevention of and response to youth suicide.

Legal Reference:

Connecticut General Statutes §10-220a

Connecticut General Statutes § 10-221(f)

Public Act 23-167, “An Act Concerning Transparency in Education.”

ADOPTED: REVISED:

June , 2024

10/4/2023

NON-DISCRIMINATION (STUDENTS)

Protected Class Discrimination Prohibited:

The Middletown Board of Education (the “Board”) complies with all laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities, including all academic, extra-curricular, and school-sponsored activities, on the basis of any protected characteristic (or protected class) including race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, veteran status, status as a victim of domestic violence or any other basis prohibited by state or federal law (“Protected Class”), subject to the conditions and limitations established by law. When the Board has created a limited public forum, the Board shall provide equal access to the Boy Scouts and other groups as required by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of an individual’s actual or perceived membership in a Protected Class, whether by students, Board employees, Board members or third parties subject to the control of the Board, is prohibited in the Middletown Public Schools (the “District”). The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination.

Retaliation Prohibited:

The Board further prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual’s association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment, and is therefore prohibited by this policy.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities) are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

Definitions:

The following definitions apply for purposes of this policy:

A. Discrimination:

With respect to students, unlawful discrimination occurs when a student is denied participation in, or the benefits of, a program or activity of the Board because of such student's actual or perceived membership in a Protected Class.

B. Harassment:

Harassment is a form of Protected Class discrimination that is prohibited by law and by this policy. Harassment constitutes unlawful discrimination when it creates a hostile environment, which occurs when the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit a student's ability to participate in or benefit from the services, activities, or opportunities offered by the District.

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment, and are therefore prohibited by this policy:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership);
- other words or phrases commonly considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful, or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Sexual harassment is a form of harassment that is prohibited by law and Board Policy [5145.5], Policy Regarding Title IX of the Education Amendments of 1972 – Prohibition of Sex Discrimination and Sexual Harassment (Students). For more information regarding harassment based on sex, sexual orientation, pregnancy or gender identity or expression, contact the District's Title IX Coordinator at:

Dr. Jada Waters
Director of Diversity, Equity, & Inclusion
Hunting Hill Avenue, Middletown, CT 06457
860-638-1469

C. Veteran:

A veteran is any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from, active service in, the United States Army, Navy, Marine Corps, Coast Guard

and Air Force and any reserve component thereof, including the Connecticut National Guard. “Qualifying condition” means (i) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, (ii) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or (iii) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

D. Gender identity or expression:

Gender identity or expression refers to a person’s gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person’s physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

E. Sexual Orientation:

Sexual orientation refers to a person’s identity in relation to the gender or genders to which they are romantically, emotionally or sexually attracted, inclusive of any identity that a person (i) may have previously expressed, or (ii) is perceived by another person to hold.

F. Race:

The term race is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

A. Domestic Violence:

The term domestic violence means (1) a continuous threat of present physical pain or physical injury against a family or household member, as defined in Conn. Gen. Stat. § 46b-38a; (2) stalking, including but not limited to, stalking as described in Conn. Gen. Stat. § 53a-181d, of such family or household member; (3) a pattern of threatening, including but not limited to, a pattern of threatening as described in Conn. Gen. Stat. § 53a-62, of such family or household member or a third party that intimidates such family or household member; or (4) coercive control of such family or household member, which is a pattern of behavior that in purpose or effect unreasonably interferes with a person's free will and personal liberty. “Coercive control” includes, but is not limited to, unreasonably engaging in any of the following: (a) isolating the family or household member from friends, relatives or other sources of support; (b) depriving the family or household member of basic necessities; (c) controlling, regulating or monitoring the family or household member's movements, communications, daily behavior, finances, economic resources or access to services; (d) compelling the family or household member by force, threat or intimidation, including, but not

limited to, threats based on actual or suspected immigration status, to (i) engage in conduct from which such family or household member has a right to abstain, or (ii) abstain from conduct that such family or household member has a right to pursue; (e) committing or threatening to commit cruelty to animals that intimidates the family or household member; or (f) forced sex acts, or threats of a sexual nature, including, but not limited to, threatened acts of sexual conduct, threats based on a person's sexuality or threats to release sexual images.

Biased Conduct:

The Board recognizes that certain student conduct or communications may be indicative of bias towards individuals who are members of a Protected Class, even when such conduct or communications do not rise to the level of discrimination and/or harassment. The Board directs the District administration to address any such biased conduct or communications in a manner consistent with the Board's legal obligations under state and federal law and Board policy, including free speech considerations, in order to promote a school environment that is welcoming and safe for all individuals.]

Reporting to District Officials:

It is the policy of the Board to provide for the prompt and equitable resolution of complaints alleging Protected Class discrimination or harassment.

Any student, staff member and/or parent/guardian who believes a student has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of this policy should report such concern in writing to

Dr. Jada Waters Director of Diversity, Equity, & Inclusion Hunting Hill Avenue, Middletown, CT 06457 860-638-1469 in accordance with the Board's complaint procedures included in the Board's Administrative Regulations Regarding Non-Discrimination/Students, which accompany this policy and are available online at <https://sites.google.com/mpsct.org/middletownboe/home> or upon request from the main office of any District school. Students are encouraged to immediately report concerns about Protected Class discrimination, harassment, or retaliation.

Students may make verbal or written reports about Protected Class discrimination, harassment, or retaliation to any school employee.

If a complaint involves allegations of discrimination or harassment of a student based on sex, sexual orientation, pregnancy, or gender identity or expression, such complaints will be handled in accordance with the procedures set forth in Board Policy #5145.5, Policy Regarding Title IX of the Educational Amendments of 1972 – Prohibition of Sex Discrimination and Sexual Harassment (Students). Complaints involving allegations of discrimination or harassment of a student based on disability will be addressed in accordance with the procedures set forth in Board Policy #5145.5, Section 504/ADA (Students). In the event reported conduct allegedly violates more than one policy, the Board will coordinate any investigation in compliance with the applicable policies.

Mandatory Staff Reporting for Student Incidents:

District employees are required to report incidents of alleged student-to-student and employee-to-student discrimination, harassment or retaliation that may be based on a Protected Class when District employees witness such incidents or when District employees receive reports or information about such incidents, whether such incidents are verbal or physical or amount to discrimination, harassment or retaliation in other forms. **Reports should be made to any District administrator or to:**

Dr. Jada Waters
Director of Diversity, Equity, & Inclusion
Hunting Hill Avenue, Middletown, CT 06457
860-638-1469

Remedial Action:

If the District makes a finding of discrimination, harassment or retaliation of a student, the District will take remedial action designed to:

- A. eliminate the discriminatory/harassing/retaliatory conduct,
- B. prevent its recurrence, and
- C. address its effects on the complainant and any other affected individuals.

Examples of appropriate action may include, but are not limited to:

- A. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;
- B. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline (including possible termination of employment), training, and/or referral to appropriate state or local agencies;
- C. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;
- D. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;
- E. Supports for the complainant; and
- F. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.

District staff members and administrators will work with students and parents/guardians to take steps designed to prevent acts of discrimination, harassment and retaliation.

Reporting to State and Federal Agencies:

In addition to reporting to the Board, any student and/or parent/guardian also may file a complaint with the following agencies:

Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617-289-0111)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member who:

1. has questions or concerns about this policy or its accompanying regulations;
2. wishes to request or discuss accommodations for a student based on religion;

may contact:

Dr. Jada Waters
Director of Diversity, Equity, & Inclusion
Hunting Hill Avenue, Middletown, CT 06457
860-638-1469

Any parent, student, staff member, Board member or community member who has questions or concerns about the Board’s policies regarding discrimination or harassment of students on the basis of gender/sex, gender identity, pregnancy or sexual orientation may contact the District’s Title IX Coordinator:

Dr. Jada Waters
Director of Diversity, Equity, & Inclusion
Hunting Hill Avenue Middletown, CT 06457
860-638-1469

Any parent, student, staff member, Board member or community member who: 1. has specific questions or concerns about the Board’s policies regarding discrimination on the

basis of disability applicable to students; OR wishes to request an accommodation for a student on the basis of disability

may contact the District's Section 504 ADA Coordinator:

Kandis Cannon
504 Coordinator
Hunting Hill Avenue Middletown, CT 06457
860-638-1482

Legal References:

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
Connecticut General Statutes § 1-1n, "Gender Identity or Expression" defined
Connecticut General Statutes § 10-15c
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51, Definitions
Connecticut General Statutes § 46a-58~~7~~, Deprivation of rights
Connecticut General Statutes § 46b-1, Family relations matters and domestic violence defined
Public Act No. 23-145, "An Act Revising the State's Antidiscrimination Statutes"

ADOPTED: REVISED:

June , 2024

9/29/2023

HIGH SCHOOL GRADUATION REQUIREMENTS

In order to satisfy the high school graduation requirements within Middletown Public Schools, a student must have satisfactorily completed the prescribed courses of study; demonstrated proficiency in basic skills identified by the Middletown Board of Education (the “Board”); satisfied the legally mandated number and distribution of credits required to graduate from high school; and if graduating in 2025 and thereafter, satisfied the Free Application for Federal Student Aid (“FAFSA”) requirements detailed below.

Required Coursework and Credits for Graduation

The Board conforms with state law regarding credits for graduation from high school.

Classes Graduating in 2024, 2025, and 2026

For classes graduating in 2024, 2025, and 2026, the following [25] credits are required: *[Note: Current state law requires a minimum of 25 credits to graduate from any public high school for classes graduating in 2023 or thereafter.]*

Humanities *[9 credits, law requires a minimum of 9 credits, including civics and the arts]*

Science, Technology, Engineering, and Math (STEM) *[9 of credits, law requires a minimum of 9]*

Physical Education and Wellness *[1, law requires a minimum of 1]*

Health and Safety Education *[1 credits, law requires a minimum of 1]*

World Languages *[1 credits, law requires a minimum of 1]*

[Optional] Mastery-Based Diploma Assessment *[1 credits, law describes a minimum of 1]*

[Note: Add any other subject areas necessary for graduation. Any eligible mandatory or optional credits beyond those listed above are subject to the discretion of the Board of Education]

Classes Graduating in 2027 and Thereafter

For classes graduating in 2027 and thereafter, the following [25] credits are required: *[Note: Current state law requires a minimum of 25 credits to graduate from any public high school for classes graduating in 2023 or thereafter.]*

Humanities *[9 credits, law requires a minimum of 9 credits, including civics and the arts]*

Science, Technology, Engineering, *[9 credits, law requires a minimum of 9]*

and Math (STEM)

Physical Education and Wellness <i>I</i>	[1 credits, law requires a minimum of
Health and Safety Education <i>I</i>	[1 credits, law requires a minimum of
World Languages <i>I</i>	[1 credits, law requires a minimum of
Personal Financial Management and Financial Literacy	[insert # of credits, law requires a minimum of 0.5] [<i>Note: The Board may count this credit towards the credits required in the humanities or as an elective credit.</i>]
[Optional] Mastery-Based Diploma Assessment	[1 credits, law describes a minimum of <i>I</i>]

[Note: Add any other subject areas necessary for graduation. Any eligible mandatory or optional credits beyond those listed above are subject to the discretion of the Board of Education]

A student who presents written documentation from a physician or advanced practice registered nurse stating that participation in physical education is not advisable because of the physical condition of the student, shall be excused from the physical education requirement. In such a case, another subject must be substituted.

Any student who is deaf or hearing impaired may be exempted from any world language graduation requirement if the student’s parent or guardian requests such exemption in writing.

A credit is defined as the equivalent of one forty (40) minute class period for each school day of a school year. One-half credit is granted for a course with a forty (40) minute class period each school day for one semester or ninety (90) days. **[Optional in lieu of the preceding two sentences: A credit is defined as not less than the equivalent of a forty (40) minute class period for each school day of a school year except for a credit or part of a credit toward high school graduation earned (1) at an institution accredited by the Board of Regents for Higher Education or Office of Higher Education or regionally accredited, (2) through on-line coursework that is completed satisfactorily in accordance with Board policy, or (3) through a demonstration of mastery based on competency and performance standards, in accordance with guidelines adopted by the State Board of Education.]**

Only courses taken in grades nine to twelve inclusive, and that are in accordance with the state-wide subject matter content standards, adopted by the State Board of Education, shall satisfy the above graduation requirements, except that the Board will grant a student credit:

[Note: each of the following provisions in boldface are optional at the Board’s Discretion:]

[Optional] High school graduation credit will be granted to students upon the successful demonstration of mastery of subject matter achieved through educational experiences and opportunities that provide flexible and multiple pathways to learning, including:

- Cross-curricular graduation requirements,
- Career and technical education,
- Virtual learning,
- Work-based learning,
- Service learning,
- Dual enrollment and early college
- Courses taken in middle school, and
- Internships and student-designed independent studies;

Provided that such demonstration of mastery is in accordance with such state-wide subject matter content standards.

[Optional] High school graduation credit will be granted to students for courses successfully completed with a *[B]* or better in grades seven and eight so long as the primary focus of the course corresponds directly to the subject matter of a specified course requirement at the high school level.

High school graduation credit will be granted to students for World Language courses successfully completed with a *[B]* or better in grades six, seven or eight. In addition, high school graduation credit will be granted to students for World Language courses successfully completed with a *[B]* or better, or its equivalent, as determined by the Superintendent or designee, through on-line coursework or upon achievement of a passing grade, as determined by the Superintendent or designee, in a course offered privately through a nonprofit provider.

High school graduation credit will be granted to students who pass a subject area proficiency examination identified and approved by the Commissioner of the Department of Education, regardless of the number of hours a student spent in an instructional setting authorized by the Board learning the subject matter.

High school graduation credit will be granted to students for coursework completed during the school year or summer months at an institution accredited by the Board of Regents for Higher Education or Office of Higher Education or regionally accredited. One three-credit semester course, or its equivalent, at such an institution shall equal one-half credit for purposes of this policy.

High school graduation credit will be granted to students upon the successful completion of on-line coursework in accordance with the Board's on-line coursework policy.

A student may be granted one-half credit for documented community service provided it is supervised by an administrator or teacher and consists of not less than fifty (50) hours of actual service that may be performed at times when school is not regularly in session

and not less than ten (10) hours of related classroom instruction. Such community service does not include partisan political activities.]

High school graduation credit will be granted to students upon the successful completion of a credit recovery program approved by the Commissioner of Education.

Demonstration of Proficiency in Basic Skills

In addition to meeting the coursework and credit graduation requirements listed above, to graduate high school, each student must demonstrate proficiency in the basic skills.

- Successfully obtain 25 credits in required areas of study including one Capstone course.
- Perform twenty (20) hours of community service
- Participation in SAT and NGSS exams

Students may demonstrate proficiency in the basic skills described above by achieving satisfactory results on the following:

[Insert district-selected methods of demonstrating proficiency and/or a combination thereof, e.g., mastery examinations (but which cannot be the sole measure), standardized testing such as AP tests, portfolio review, passing required grade 10 or 11 classes, teacher review committee of student's body of work, or any other assessment method determined by the Board or Administration.

FAFSA Requirement for Classes Graduating in 2025 and Thereafter

Students graduating in 2025 and beyond are required to have satisfied one of the following prior to graduation:

- (1) completed a Free Application for Federal Student Aid ("FAFSA");
- (2) for students without legal immigration status, completed and submitted to a public institution of higher education an application for institutional financial aid; or
- (3) completed a waiver of completion of the FAFSA and/or financial aid application, as applicable, on a form prescribed by the Commissioner of Education, signed by the student's parent or guardian or signed by the student if the student is eighteen or older.

On and after March 15 of each school year, a principal, school counselor, teacher, or other certified educator may complete the waiver on behalf of any student who has not satisfied the above requirements if such principal, school counselor, teacher, or other certified educator affirms that they have made a good faith effort to contact the parent/guardian or student about completion of such applications.

Graduation During Period of Expulsion

A student may graduate during an expulsion period if the Board determines that the student has completed the necessary credits required for graduation.

Legal References:

Conn. Gen. Stat. § 10-14n

Conn. Gen. Stat. § 10-16b

Conn. Gen. Stat. § 10-221a

Conn. Gen. Stat. § 10-223a

Public Act No. 23-21, “An Act Concerning Financial Literacy Instruction”

Public Act No. 23-204, “An Act Concerning the State Budget for the Biennium Ending June 30, 2025, and Making Appropriations Therefor, and Provisions Related to Revenue and Other Items Implementing the State Budget”

Public Act No. 23-167, “An Act Concerning Transparency in Education”

ADOPTED: _____

REVISED: June , 2024

<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/</u> <u>Deficit</u>	<u>Projected</u> <u>Expenditure</u>
CERTIFIED SALARIES								
51109 CERTIFIED*CURR WRITING	93,637.84	113,820.00	(2,000.00)	-	38,056.00	73,764.00	73,764.00	38,056.00
51110 CERTIFIED*REG	34,303,823.14	36,941,945.00	-	-	29,674,193.56	7,267,751.44	260,000.00	36,681,945.00
51112 UNKNOWN ATTRITION CERTIFIED	-	(923,549.00)	-	-	-	(923,549.00)	-	(923,549.00)
51115 CERTIFIED*OTH ADDLSTIPEND	5,315.00	6,992.00	-	-	4,112.30	2,879.70	-	6,992.00
51309 SALARIES: INTERVENTIONISTS	235,234.49	415,508.00	-	-	67,706.25	347,801.75	310,000.00	105,508.00
51112 UNKNOWN ATTRITION INTERVENTIONISTS	-	(10,388.00)	-	-	-	(10,388.00)	-	(10,388.00)
51310 SALARIES: SUBS-DAILY*REG	67,027.50	100,000.00	-	-	55,524.26	44,475.74	40,000.00	60,000.00
51315 SALARIES: SUBS-LT*REG	274,635.11	200,000.00	-	-	222,423.76	(22,423.76)	(50,000.00)	250,000.00
51316 SALARIES: SUBS-BLDG*REG	24,998.75	262,080.00	-	-	169,693.46	92,386.54	65,000.00	197,080.00
51410 SALARIES: ADMINISTRATOR*REG	5,045,718.55	5,349,348.00	-	-	5,085,041.63	264,306.37	40,000.00	5,309,348.00
51501 LONGEVITY: CERTIFIED	457,700.00	428,600.00	-	-	390,200.00	38,400.00	39,400.00	389,200.00
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	-	-	141,340.50	47,109.50	35,000.00	153,450.00
51721 SALARIES: STIPENDS-NON TRB	635,879.86	718,381.00	(18,000.00)	-	492,008.25	208,372.75	60,000.00	640,381.00
51112 UNKNOWN ATTRITION STIPENDS-NON TRB	-	(17,960.00)	-	-	-	(17,960.00)	-	(17,960.00)
51900 OTHER SALARIES	130,000.00	133,900.00	-	-	132,612.50	1,287.50	-	133,900.00
51901 NON-CONTRACTED CERTIFIED	40,000.00	76,350.00	-	-	64,575.84	11,783.16	-	76,359.00
51921 SALARIES: CLASS COVERAGE	227,982.23	100,000.00	-	-	177,234.35	(77,234.35)	(100,000.00)	200,000.00
TOTAL CERTIFIED SALARIES	41,704,570.11	44,113,626.00	(20,000.00)	-	36,722,634.44	7,370,991.56	789,164.00	43,304,462.00
CLASSIFIED SALARIES								
51116 CLASSIFIED*REG	8,109,580.81	9,024,019.00	(11,851.00)	-	7,880,395.53	1,131,772.47	110,000.00	8,902,168.00
51112 UNKNOWN ATTRITION CLASSIFIED	-	(229,615.00)	-	-	-	(229,615.00)	-	(229,615.00)
51117 CLASSIFIED*TEMP	-	-	-	-	8,999.72	(8,999.72)	(15,000.00)	15,000.00
51118 CLASSIFIED*OT	245,999.03	235,000.00	-	-	261,638.05	(26,638.05)	(50,000.00)	285,000.00
51200 SALARIES OF SEASONAL TEMP EMP	219,546.19	30,000.00	-	-	103,000.08	(73,000.08)	(83,000.00)	113,000.00
51416 ATHLETIC EVENT WORKERS	51,725.80	51,000.00	-	-	61,121.28	(10,121.28)	(25,000.00)	76,000.00
51418 SUBS-SECRETARIES	85,043.25	30,000.00	-	-	31,750.10	(1,750.10)	(4,000.00)	34,000.00
51502 LONGEVITY: CLASSIFIED	163.46	-	-	-	-	-	-	-
51903 FAMILY ENGAGEMENT	-	226,067.00	-	-	197,257.89	28,809.11	6,000.00	220,067.00
51920 SALARIES: STUDENT VOCATIONAL	3,850.00	6,000.00	-	-	3,325.00	300.00	300.00	5,700.00
TOTAL CLASSIFIED SALARIES	8,715,908.54	9,372,471.00	(11,851.00)	2,375.00	8,547,487.65	810,757.35	(60,700.00)	9,421,320.00

<u>Object Code - Summary</u>	<u>Expenditure 2022-2023</u>	<u>Appropriation 2023-2024</u>	<u>Appropriation Adjustment</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Current Balance</u>	<u>Projected Overage/ Deficit</u>	<u>Projected Expenditure</u>
PARAPROFESSIONALSAIDES								
51210 SALARIES: AIDES/PARAS*REG	4,484,373.70	5,201,921.00	-	-	4,207,808.73	994,112.27	515,000.00	4,686,921.00
51112 UNKNOWN ATTRITION PARAS	-	(130,048.00)				(130,048.00)	-	(130,048.00)
51217 SAL: STUDENT ENGAGEMENT SPECIALISTS	154,863.71	194,646.00	-	-	175,230.18	19,415.82	4,000.00	190,646.00
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	-	-	267,495.73	158,168.27	125,000.00	300,664.00
51112 UNKNOWN ATTRITION DUTY AIDES		(10,642.00)				(10,642.00)	-	(10,642.00)
51717 SALARIES: BUS MONITOR	6,539.00	-	-	-	3,007.25	(3,007.25)	(5,000.00)	5,000.00
TOTAL PARAPROFESSIONALSAIDES	4,917,847.91	5,700,841.00	-	-	4,669,641.89	1,031,199.11	642,200.00	5,058,641.00
EMPLOYEE BENEFITS								
51970 SALARIES: CLOTHING ALLOCATION	22,400.00	-	-	-	-	-	-	-
52010 EMPLOYEE BENEFITS			11,851.00			11,851.00	-	11,851.00
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	-	-	663,009.92	(60,560.92)	(125,000.00)	727,449.00
52210 MEDICARE	872,970.41	803,244.00	-	-	790,585.76	12,658.24	(100,000.00)	903,244.00
52300 RETIREMENT CONTRIB	76,931.73	76,013.00	-	-	82,261.70	(6,248.70)	(10,000.00)	86,013.00
52500 TUITION REIMB	800.00	3,000.00	-	-	-	3,000.00	2,000.00	1,000.00
52600 UNEMPLOY COMPENSATION	18,237.99	65,000.00	-	-	30,732.00	34,268.00	30,000.00	35,000.00
52700 WORKERS COMPENSATION	585,373.21	613,992.00	-	-	509,870.01	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	159,703.00	5,482,858.00
52840 DENTAL INSURANCE	1,016,604.34	1,047,207.00	-	-	958,518.43	88,688.57	88,688.57	958,518.43
52950 DISABILITY INSURANCE	28,755.00	30,500.00	-	-	30,920.59	(420.59)	(420.59)	30,920.59
52960 UNUSED SICK BENEFIT	15,670.49	25,000.00	-	-	24,877.76	122.24	122.24	24,877.76
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	1,279.00	417,501.00
52991 ACA HEALTH INSURANCE	15,440.16	18,000.00	-	-	30,449.70	(12,449.70)	(12,449.70)	30,449.70
TOTAL EMPLOYEE BENEFITS	17,416,629.28	18,938,159.00	11,851.00	-	18,590,722.87	359,287.13	142,197.52	18,807,812.48
PURCHASED SERVICES								
53010 PURCHASED PROF SVCS	16,233.96	16,350.00	-	-	166,272.03	(167,816.90)	(167,816.90)	184,166.90
53020 LEGAL SERVICES	97,751.18	150,000.00	-	-	135,989.41	-	-	150,000.00
53040 NURSING SERVICES	28,846.21	50,000.00	-	-	32,002.50	4,137.50	4,000.00	46,000.00
53070 TESTING / SCORING	17,863.44	19,350.00	-	-	19,164.00	186.00	186.00	19,164.00

<u>Object Code - Summary</u>	<u>Expenditure 2022-2023</u>	<u>Appropriation 2023-2024</u>	<u>Appropriation Adjustment</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Current Balance</u>	<u>Projected Over/Deficit</u>	<u>Projected Expenditure</u>
53200 PROF EDUC SERVICES	13,158.63	2,000.00	-	49,038.06	372,098.17	(419,136.23)	(419,136.23)	421,136.23
53206 EMPLOYEE TRNG/DEV SVCS	510.00	950.00	-	-	500.00	450.00	450.00	500.00
53220 INSERVICE - PROF MTGS/DEVELOP	39,546.88	60,375.00	17,062.33	2,264.40	58,332.45	16,840.48	15,000.00	62,437.33
53240 FIELD TRIPS	18,767.26	19,050.00	7,738.23	1,000.00	21,647.36	4,140.87	4,000.00	22,788.23
53251 STUDENT ACTIVITIES	3,612.79	12,000.00	-	-	8,306.84	3,693.16	3,000.00	9,000.00
53300 PURCH PROF SVCS: TECH	93,124.01	125,305.00	385.00	23,286.94	131,472.82	(29,069.76)	(35,921.63)	161,611.63
53310 PURCH PROF SVCS: AUDIT	-	30,000.00	-	30,000.00	30.00	(30.00)	-	30,000.00
53400 PURCH PROF SVCS: OTHER	522,914.35	469,493.00	-	25,150.01	495,469.61	(51,126.62)	(51,500.00)	520,993.00
53500 PURCH PROF/TECH SERVICES	33,491.81	46,180.00	(10,500.00)	-	29,984.95	5,695.05	5,695.05	29,984.95
53530 PURCH PROF SVCS: POLICE	9,636.00	9,000.00	18,000.00	-	25,251.04	1,748.96	1,748.96	25,251.04
53540 PURCH PROF SVCS: SPORTS OFFICIALS	42,570.77	70,700.00	-	-	43,797.59	26,902.41	25,000.00	45,700.00
54010 PURCH PROPERTY SVCS	10,390.00	125,248.00	(1,958.43)	4,603.58	60,759.67	57,926.32	50,000.00	73,289.57
54103 SNOW PLOWING/SANDING	6,170.00	25,000.00	(8,900.00)	-	16,100.00	-	-	16,100.00
54300 REPAIRS & MAINTENANCE	647,696.04	881,805.00	(11,835.50)	51,191.83	672,300.65	146,477.02	100,000.00	769,969.50
54303 MAINT: GROUNDS	46,958.53	46,500.00	-	7,355.58	18,450.04	20,694.38	15,000.00	31,500.00
54304 ELEVATOR MAINTENANCE	45,908.89	60,000.00	-	7,607.95	52,392.05	-	-	60,000.00
54410 RENTAL OF LAND & BUILDINGS	77,058.00	-	-	-	-	-	-	-
54411 WATERSEWER	107,282.85	116,001.00	-	33,417.07	82,583.93	-	-	116,001.00
54420 RENTAL OF EQUIPMENT&VEHICLES	4,908.11	5,000.00	-	-	1,131.83	3,868.17	3,868.17	1,131.83
54421 DISPOSAL	150,768.08	144,160.00	13,958.43	8,064.91	150,920.79	(867.27)	(867.27)	159,985.70
54424 LAWN CARE	16,400.00	15,000.00	-	2,530.00	4,840.00	7,630.00	5,000.00	10,000.00
54430 RENTAL OF COMPUTER RELATED EQUIPMENT	-	400.00	-	-	-	400.00	400.00	-
54440 RENTALS	1,537.68	700.00	-	-	673.68	26.32	26.32	673.68
55010 PURCHASED SERVICES	1,098,278.97	770,216.00	5,123.53	32,003.19	616,755.03	126,581.31	108,000.00	667,339.53
55100 PUPIL TRANSPORTATION	5,230,154.42	4,914,119.00	(6,636.33)	28,444.04	5,077,499.74	(198,461.11)	901,863.00	4,005,619.67
55105 TRANSPORTATION*SUMMER	142,816.86	206,850.00	-	-	134,138.12	72,711.88	72,711.88	134,138.12
55109 TRANSPORT*SPED OUT OF TOWN	953,574.19	750,000.00	-	273,755.11	1,073,303.69	(597,058.80)	(597,000.00)	1,347,000.00
55190 TRANSPORT*HOMELESS	168,966.44	75,923.00	-	82,777.75	187,791.37	(194,646.12)	(195,000.00)	270,923.00
55191 TRANSPORT*DCF	33,514.00	50,000.00	-	11,195.00	39,305.00	(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	(12,000.00)	27,265.62	222,650.15	48,684.23	48,000.00	250,600.00
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	-	-	80,520.48	29,479.52	29,479.52	80,520.48
55304 SUBSCRIPTIONS/LICENSES	113,651.74	75,243.00	-	-	74,582.73	660.27	660.27	74,582.73

<u>Object Code - Summary</u>	<u>Expenditure 2022-2023</u>	<u>Appropriation 2023-2024</u>	<u>Appropriation Adjustment</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Current Balance</u>	<u>Projected Overage/ Deficit</u>	<u>Projected Expenditure</u>
55400 ADVERTISING	9,026.72	800.00	-	-	281.38	518.62	518.62	281.38
55500 PRINTING	18,774.69	40,975.00	2,350.00	-	20,258.42	23,066.58	23,066.58	20,258.42
55510 COPYING	87,498.00	100,473.00	-	-	88,618.60	11,854.40	11,854.40	88,618.60
55800 TRAVEL/CONFERENCES	107,203.47	113,800.00	(389.00)	3,082.60	80,592.26	29,736.14	25,000.00	88,411.00
TOTAL PURCHASED SERVICES	10,747,620.88	10,418,283.00	12,398.26	749,799.10	10,689,383.98	(1,008,501.82)	(14,498.26)	10,445,179.52
SUPPLIES & MATERIALS								
56100 SUPPLIES*GENERAL	-	5,000.00	10,500.00	-	16,031.74	(531.74)	(531.74)	16,031.74
56104 SUPPLIES*MAINTENANCE	203,318.48	229,000.00	-	51,211.05	111,539.42	66,249.53	60,000.00	169,000.00
56106 SUPPLIES*FOOD	199.93	390.00	-	-	260.00	130.00	130.00	260.00
56110 INSTRUCTIONAL SUPPLIES	382,327.97	411,541.00	(8,836.91)	3,433.98	417,685.67	(18,415.56)	47,981.66	354,722.43
56115 COMMON CORE MATERIALS	20,105.73	22,528.00	(1,128.94)	-	18,077.88	3,321.18	3,321.18	18,077.88
56120 ADMINISTRATIVE SUPPLIES	87,699.22	81,827.00	2,278.24	3,952.82	64,308.69	15,843.73	15,000.00	69,105.24
56121 COPY PAPER	54,101.86	50,625.00	5,231.15	1,353.00	49,154.84	5,348.31	5,348.31	50,507.84
56210 NATURAL GAS	738,648.85	733,250.00	-	187,121.14	546,128.86	-	-	733,250.00
56220 ELECTRICITY	1,078,234.48	1,325,034.00	-	386,542.40	870,331.60	68,160.00	68,160.00	1,256,874.00
56230 BOTTLED GAS	8,055.55	11,950.00	-	2,480.90	8,619.10	850.00	1,372.33	10,577.67
56240 FUEL OIL	226,225.27	295,879.00	-	49,573.54	246,305.46	-	-	295,879.00
56260 DIESEL FUEL	284,076.50	250,000.00	-	31,493.55	218,506.45	-	-	250,000.00
56265 GASOLINE (VEHICLES)	134,586.31	119,490.00	8,900.00	7,843.65	120,468.66	77.69	77.00	128,313.00
56270 PROPANE	41,087.99	50,000.00	-	21,834.38	28,219.03	(53.41)	(53.41)	50,053.41
56300 FOOD SUPPLIES	1,218.33	3,030.00	-	-	1,350.92	1,679.08	1,679.08	1,350.92
56400 BOOKS AND PERIODICALS	7,867.37	7,700.00	-	195.94	7,358.30	145.76	145.76	7,554.24
56410 TEXTBOOKS	12,624.18	37,310.00	-	-	24,314.61	12,995.39	12,995.00	24,315.00
56420 LIBRARY MATERIALS	30,189.19	33,500.00	(3.49)	10.48	31,103.74	2,382.29	2,382.29	31,114.22
56500 SUPPLIES*TECHNOLOGY RELATED	254,462.87	270,284.00	(9,643.22)	16,242.80	198,012.89	46,385.09	43,509.00	217,131.78
56900 SUPPLIES*OTHER	188,405.75	196,127.00	4,201.91	8,194.69	166,432.23	25,701.99	20,000.00	180,328.91
56910 CUSTODIAL SUPPLIES	209,434.92	211,500.00	-	32,043.37	179,704.64	(248.01)	(248.01)	211,748.01
TOTAL SUPPLIES & MATERIALS	3,962,870.75	4,345,965.00	11,498.74	803,527.69	3,323,914.73	230,021.32	281,268.45	4,076,195.29
PROPERTY								
57200 BUILDINGS	230,000.00	-	-	-	-	-	-	-
57300 NEW EQUIPMENT	42,280.49	28,000.00	-	-	24,721.25	3,278.75	3,278.75	24,721.25
57330 FURNITURE AND FIXTURES	20,403.80	17,000.00	-	2,981.98	12,010.10	2,007.92	2,007.92	14,992.08
57340 TECH REL HW/EQUIP	3,120.79	3,129.00	(1,522.00)	-	1,606.33	0.67	0.67	1,606.33

<u>Object Code - Summary</u>	<u>Expenditure 2022-2023</u>	<u>Appropriation 2023-2024</u>	<u>Appropriation Adjustment</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Current Balance</u>	<u>Projected Overage/Deficit</u>	<u>Projected Expenditure</u>
57390 OTHER EQUIP/PROPERTY	2,394.97	3,100.00	-	-	3,091.98	8.02	8.02	3,091.98
TOTAL PROPERTY	298,200.05	51,229.00	(1,522.00)	2,981.98	41,429.66	5,295.36	5,295.36	44,411.64
MAJOR PROJECTS								
57400 INFRASTRUCTURE	55,095.00	-	-	-	-	-	-	-
TOTAL MAJOR PROJECTS	-	-	-	-	-	-	-	-
MISCELLANEOUS								
58100 MEMBERSHIPS & DUES	97,406.41	105,325.00	(725.00)	1,145.00	85,829.36	17,825.64	17,315.64	87,284.36
58901 EDUCATIONAL SUPPORT	8,413.43	21,090.00	-	59.04	20,024.25	1,006.71	1,006.71	20,083.29
58903 PROF DEV IMPROVE	5,563.55	29,000.00	-	-	25,101.38	3,898.62	3,098.62	25,901.38
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	(1,650.00)	-	4,185.00	10,815.00	10,815.00	4,185.00
58908 RECRUITMENT	9,150.00	66,100.00	-	-	19,199.71	46,900.29	46,900.29	19,199.71
TOTAL MISCELLANEOUS	126,525.39	243,165.00	(2,375.00)	1,204.04	154,339.70	85,246.26	79,136.26	161,653.74
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	-	16,603.44	123,472.55	219,924.01	219,924.01	140,075.99
55630 TUITION TO PRIVATE SOURCES (SPEC. ED)	3,974,766.38	4,100,000.00	-	566,577.33	4,081,171.84	(547,749.17)	(557,998.85)	4,657,998.85
TOTAL TUITION	4,874,225.30	5,020,600.00	-	583,180.77	5,140,611.39	(703,192.16)	(713,441.84)	5,734,041.84
GRAND TOTAL	92,819,493.21	98,204,339.00	-	2,143,068.58	87,880,166.31	8,181,104.11	1,150,621.49	97,053,717.51
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							

Removed or Reduced in Alliance for FY25

Center for Model School Contract - removed	\$105,000.00
High Dose Tutoring (HDT) - reduce 50%	\$329,000.00
504 Coordinator - removed	\$85,000.00
504 Coordinator benefits	\$34,000.00
Extended Learning Coordinator - removed	\$107,000.00
Extended Learning Coordinator benefits	\$34,000.00
Family Partnership Coordinator - removed	\$75,000.00
Family Partnership Coordinator benefits	\$34,000.00
Summer School reduced	\$100,000.00
21 C Subsidies for Year 4+5 -removed	\$120,000.00
HMH Into Reading reduced	\$68,000.00
HMH ICLE Leadership Coaching - removed	\$43,000.00
DEI Supplies - reduced	\$9,000.00
Total removed or reduced in Alliance	\$1,143,000.00

FY25 MPS Budget Mitigation

Account Number	Budget Group	Description	Position #	Original Budget Request	Change	Revised Budget Request	Rationale	Category
1010-940-2600-000-51900-00000	PLANTOPER	Director of Facilities	940-00515-01	\$137,917.00	-\$137,917.00	\$0.00	Position removed	Salaries- Admin
1010-062-1000-200-51110-00000	SPED	SPEIST (SPED Coach)	100-01171-02	\$94,062.00	-\$94,062.00	\$0.00	Reduce from 3 to 2	Salaries- Certified
1010-062/054-3200-910-51116-00000	110	Athletic Trainer	062-00000-01	\$0.00	\$63,000.00	\$63,000.00	New hire 24/25	Salaries- Classified
1010-960-2580-000-51116-00000	TECHSVCS	Vacant Admin Asst position	062-00090-04	\$67,194.00	-\$67,194.00	\$0.00	Position removed	Salaries- Classified
1010-960-2100-200-51116-00000	SPED	Sped Admin Assistant	960-00080-01	\$65,000.00	-\$70,678.00	\$0.00	Position removed	Salaries- Classified
1010-960-2570-000-51112-00000	ADJUSTMENT	Interventionist 2.5% attrition		-\$9,399.00	\$9,399.00	\$0.00	Interventionists removed from GF budget therefore attrition removed	Salaries- Certified
1010-940-2702-200-55100-00000	STUDTRANS	SPED Transportation Discount		-\$46,534.00	-\$2,674.00	-\$49,208.00	Increase in pre-pay discount	Purchased Service
1010-940-2700-000-55100-00000	STUDTRANS	DATTCO Credit		-\$150,000.00	-\$332,030.00	-\$482,030.00	Increase in anticipated credit	Purchased Service
1010-062-3200-910-53300-00000	110	Athletic Trainer		\$25,000.00	-\$25,000.00	\$0.00	Move funding from Purchased Services to Salary	Purchased Service
1010-054-3200-910-53300-00000	110	Athletic Trainer		\$3,000.00	-\$3,000.00	\$0.00	Move funding from Purchased Services to Salary	Purchased Service
1010-920-2702-200-55191-00000	STUDTRANS	DCF Transportation		\$50,000.00	-\$50,000.00	\$0.00	State will pay	Purchased Service
1010-100-2230-000-55304-00000	TECHEDUC	Frontline Professional Growth (Employee Evaluation management)		\$0.00	\$19,000.00	\$19,000.00	Added to budget - was paid from 9035	Purchased Service
1010-062-2490-000-55010-00000	062	Graduation		\$78,700.00	-\$25,000.00	\$53,700.00	Decrease in total cost - staging/video wall reductions	Purchased Service
1010-940-2700-000-55100-00001	STUDTRANS	Dattco Route Adjustments		\$3,345,254.00	-\$317,817.00	\$3,145,254.00	Reduce 6-hr bus fleet due to route adjustments	Purchased Service
1010-920-2702-200-55109-00000	STUDTRANS	OOD Transportation		\$1,475,000.00	-\$95,000.00	\$1,380,000.00	Budget reduction based on current year expenditures	Purchased Service
1010-960-2580-000-55010-00000	TECHSVCS	Apptegy - Website		\$0.00	\$22,000.00	\$22,000.00	Unbudgeted	Purchased Service
1010-940-2702-200-55100-00000	STUDTRANS	SPED 8 hr buses		\$464,681.00	\$178,254.00	\$642,935.00	Wrong daily rate used in original calculation	Purchased Service
1010-100-1000-110-55304-00000	CURRIC	KAMI Platform		\$7,500.00	-\$7,500.00	\$0.00	Service no longer needed	Purchased Service
1010-960-2310-000-53020-00000	BOE	Legal Fees		\$175,000.00	-\$50,000.00	\$125,000.00	Budget reduction based on current year expenditures	Purchased Service
1010-960-2580-000-55010-00000	TECHSVCS	Devices for Student WiFi - \$5,000, Internet Connection - \$5,000		\$522,316.00	-\$10,000.00	\$512,316.00	Budget reduction based on current year expenditures	Purchased Service
1010-005-2410-000-56120-00000	005	Admin Supplies		\$9,421.00	-\$5,000.00	\$4,421.00	Budget reduction to align with need	Supplies
1010-054-1000-171-56110-00000	054	Innovation Center supplies		\$1,400.00	-\$1,400.00	\$0.00	Budgeted in grant for next year	Supplies
1010-002-2410-000-56120-00000	002	Admin Supplies		\$7,545.00	-\$3,500.00	\$4,045.00	Budget reduction to align with need	Supplies
1010-009-2410-000-56120-00000	009	Admin Supplies		\$6,000.00	-\$2,000.00	\$4,000.00	Budget reduction to align with need	Supplies
1010-062-2410-000-56120-00000	062	Admin Supplies		\$10,500.00	-\$3,000.00	\$7,500.00	Budget reduction to align with need	Supplies
1010-001-2220-440-56110-00000	001	instruc. supplies for library		\$500.00	-\$500.00	\$0.00	Purchased by grant in FY24	Supplies
1010-011-2220-440-56110-00000	011	library books/materials		\$250.00	-\$250.00	\$0.00	Purchased by grant in FY24	Supplies
1010-011-2220-440-56110-02124	011	differentiated activities/supplies		\$250.00	-\$250.00	\$0.00	Purchased by grant in FY24	Supplies
1010-009-2220-440-56410-00000	009	library books/materials		\$1,900.00	-\$1,900.00	\$0.00	Purchased by grant in FY24	Supplies
1010-001-2220-440-56420-00000	001	new library books		\$500.00	-\$500.00	\$0.00	Purchased by grant in FY24	Supplies
1010-002-2220-440-56420-00000	002	library books/materials		\$1,090.00	-\$800.00	\$290.00	Purchased by grant in FY24	Supplies
1010-005-2220-440-56420-00000	005	library books/materials		\$1,250.00	-\$1,250.00	\$0.00	Purchased by grant in FY24	Supplies
1010-011-2220-440-56420-00000	011	maker space consumables		\$250.00	-\$250.00	\$0.00	Purchased by grant in FY24	Supplies
1010-012-2220-440-56420-00000	012	library books/materials		\$1,150.00	-\$1,150.00	\$0.00	Purchased by grant in FY24	Supplies
1010-014-2220-440-56420-00000	014	library books/materials		\$1,200.00	-\$1,200.00	\$0.00	Purchased by grant in FY24	Supplies
1010-054-2220-440-56420-00000	054	library books/materials		\$4,260.00	-\$4,260.00	\$0.00	Purchased by grant in FY24	Supplies
1010-062-2220-440-56420-00000	062	library books/materials		\$3,000.00	-\$3,000.00	\$0.00	Purchased by grant in FY24	Supplies
1010-062-2220-440-56420-02123	062	makerspace materials		\$1,000.00	-\$1,000.00	\$0.00	Purchased by grant in FY24	Supplies

FY25 MPS Budget Mitigation

1010-001-2220-440-56500-00000	001	replacement mice/earbuds/headphones		\$250.00	-\$250.00	\$0.00	Purchased by grant in FY24	Supplies
1010-100-2220-440-56500-00000	CURRIC	Library instruc. supplies		\$14,000.00	-\$8,000.00	\$6,000.00	Purchased by grant in FY24	Supplies
1010-062-2220-440-56900-00000	062	Library supplies/equipment		\$1,000.00	-\$1,000.00	\$0.00	Purchased by grant in FY24	Supplies
1010-940-2650-000-56265-00000	VEHOPER	Fuel, Gasoline, Diesel		\$30,000.00	-\$15,000.00	\$15,000.00	Vehicles remaining in district	Supplies
1010-960-2580-000-56500-00000	TECHSVCS	Classroom tech Equip - \$10,000, Hardware Replacement parts - \$5,000, Server Replacement - \$5,000		\$180,000.00	-\$20,000.00	\$160,000.00	Budget reduction based on current year expenditures	Supplies
1010-920-1000-550-55600-00000	CURRIC	Magnet school tuition		\$964,000.00	-\$363,826.00	\$600,174.00	New legislation tuition cap at 58%	Tuition
1010-920-1000-200-55630-00000	SPED	Tuition to private sped schools		\$5,000,000.00	-\$70,000.00	\$4,930,000.00	Budget reduction based on current year expenditures	Tuition
1010-960-2575-000-52300-00000	EMPBENEFIT	Director of Facilities Annuity	940-00515-01	\$10,000.00	-\$10,000.00	\$0.00	Position removed	Benefits
1010-960-2575-000-52831-00000	EMPBENEFIT	Director of Facilities Benefits	940-00515-01	\$11,316.00	-\$11,316.00	\$0.00	Position removed	Benefits
1010-960-2575-000-52831-00000	EMPBENEFIT	Athletic Trainer Benefits		\$0.00	\$34,204.00	\$34,204.00	Position added- Removed from Purchased Services	Benefits
1010-960-2575-000-52831-00000	EMPBENEFIT	Sped Admin Assistant Benefits	960-00080-01	\$20,000.00	-\$1,025.00	\$0.00	Position removed	Benefits
1010-960-2575-000-52831-00000	EMPBENEFIT	Vacant Admin Asst position benefits		\$974.00	-\$974.00	\$0.00	Position removed	Benefits
1010-960-2310-000-58100-00000	BOE	CABE Increase		\$22,405.00	\$2,499.00	\$24,904.00	Increase in FY 25 cost	Misc
1010-960-2310-000-58100-00000	BOE	CABE Boardbook annual subscription		\$1,800.00	\$700.00	\$2,500.00	Increase in FY 25 cost	Misc
Total General Fund (1010) Budget Reduction					-\$1,491,417.00			
Total Reduction Required					-\$2,842,048.00			
Amount Moved to Alliance (See below breakdown)					-\$1,350,631.00			

Account Number	Budget Group	Description	Position #	Original Budget Request	Change	Revised Budget Request	Rationale	Category
1010-054-2100-504-53300-00000	CURRIC	Effective School Solutions		\$2,733.00	-\$2,733.00	\$0.00	Alliance	Purchased Service
1010-062-2100-504-53300-00000	CURRIC	Effective School Solutions		\$8,198.00	-\$8,198.00	\$0.00	Alliance	Purchased Service
1010-054-2100-200-53400-00000	SPED	Effective School Solutions		\$118,890.00	-\$118,890.00	\$0.00	Alliance	Purchased Service
1010-062-2100-200-53400-00000	SPED	Effective School Solutions		\$157,598.00	-\$157,598.00	\$0.00	Alliance	Purchased Service
1010-014/002-2213-160-51110-00000	002	Math Coach	002-01450-01	\$98,095.00	-\$98,095.00	\$0.00	Alliance	Salaries- Certified
1010-062-2213-160-51110-00000	062	Math Coach	062-01450-15	\$98,095.00	-\$98,095.00	\$0.00	Alliance	Salaries- Certified
1010-054-2213-160-51110-00000	054	Math Coach	054-01455-01	\$98,095.00	-\$98,095.00	\$0.00	Alliance	Salaries- Certified
1010-009-1000-150-51110-00000	009	Macdonough Library Media Specialist	009-01520-01	\$92,045.00	-\$92,045.00	\$0.00	Alliance	Salaries- Certified
1010-062-2220-440-51110-00000	062	MHS Library Media Specialist	062-01440-01	\$92,045.00	-\$92,045.00	\$0.00	Alliance	Salaries- Certified
1010-062-2220-440-51110-00000	062	MHS Library Media Specialist	062-01440-02	\$56,275.00	-\$56,275.00	\$0.00	Alliance	Salaries- Certified
1010-009-1000-000-51110-00000	009	0.5 Macdonough STEM Teacher	009-01370-05	\$49,048.00	-\$49,048.00	\$0.00	Alliance	Salaries- Certified
1010-054-1000-160-51501-00000	054	Math Coach	054-01455-01	\$2,000.00	-\$2,000.00	\$0.00	Alliance	Salaries- Certified
1010-002-1000-200-51501-00000	002	Math Coach	002-01450-01	\$2,000.00	-\$2,000.00	\$0.00	Alliance	Salaries- Certified
1010-009-1000-000-51501-00000	009	0.5 Macdonough STEM Teacher	009-01370-05	\$2,000.00	-\$2,000.00	\$0.00	Alliance	Salaries- Certified
1010-009/001-2125-000-51903-00000	001	Family Engagement Liaison	001-00655-01	\$43,798.00	-\$43,798.00	\$0.00	Alliance	Salaries- Classified
1010-002/005-2125-000-51903-00000	002	Family Engagement Liaison	014-00650-01	\$44,736.00	-\$44,736.00	\$0.00	Alliance	Salaries- Classified
1010-012/013-2125-205-51903-00000	012	Family Engagement Liaison	012-00650-01	\$50,322.00	-\$50,322.00	\$0.00	Alliance	Salaries- Classified
1010-054-2125-000-51903-00000	054	Family Engagement Liaison	054-00650-01	\$49,085.00	-\$49,085.00	\$0.00	Alliance	Salaries- Classified
1010-062-2125-000-51903-00000	062	Family Engagement Liaison	062-00650-01	\$44,483.00	-\$44,483.00	\$0.00	Alliance	Salaries- Classified
1010-062-2125-205-51217-00000	062	SES	062-00685-01	\$64,780.00	-\$64,780.00	\$0.00	Alliance	Salaries- Paras/Aides
1010-062-2125-205-51217-00000	062	SES	062-00685-02	\$46,804.00	-\$46,804.00	\$0.00	Alliance	Salaries- Paras/Aides
1010-960-2575-000-52831-00000	EMPBENEFIT	SES Benefits	062-00685-01	\$18,315.00	-\$18,315.00	\$0.00	Alliance	Benefits
1010-960-2575-000-52831-00000	EMPBENEFIT	SES Benefits	062-00685-02	\$3,581.00	-\$3,581.00	\$0.00	Alliance	Benefits



BOE Monthly Human Resources Report

Tuesday, June 11, 2024



M

Monthly HR Update

- **Staffing: Time Period – May 1 – May 31, 2024**

New Hires – 3

- **Certified: 2**
- Physical Ed LTS - (Beman)
- BCBA – (MHS & Snow)

- **Non Certified: 1**
- Paraprofessional - (Farm Hill)

Monthly HR Update

- **Staffing: Time Period – May 1 – May 31, 2024**

Separations –

- **Retirements: 7**
- **Certified staff: 3**
- STEM Teacher – (Macdonough)
- Elementary School Teacher - (Wesley)
- Social Studies Teacher– (Beman)
- **Non Certified staff: 4**
- School Custodian – (Bielefield)
- Campus Security Officer – (Beman)
- Paraprofessional – (Farm Hill)
- Paraprofessional – (Farm Hill)

separations continued on next slide

Monthly HR Update

- **Staffing: Time Period – May 1 – May 31, 2024**
- **Resignations: 12**
- **Certified staff: 5**
 - Physical Ed Teacher - (Spencer)
 - Math Teacher – (MHS)
 - Math Coach – (MHS)
 - SPIEST – (Moody)
 - Family & Consumer Science Teacher – (MHS)
- **Non Certified: 7**
 - Director of Facilities - (District)
 - Duty Aide – (Macdonough)
 - Duty Aide – (Spencer)
 - Paraprofessional – (Moody)
 - SEL Interventionist – (Macdonough)
 - Paraprofessional – (Bielefield)
 - Registered Behavior Tech – (Farm Hill)

Monthly HR Update

- **Staffing: Time Period – May 1 – May 31, 2024**
- **Vacancies - 69**
- **Certified: openings - 13**
 - 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 – (Bielefield)
 - Special Education Teacher - (MHS)
 - Science Teacher – (Beman)
 - School Psychologist – (MHS)

Vacancies continued on next slide

Monthly HR Update

- **Staffing: Time Period – May 1 – May 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 – May 1 – May 31, 2024**
- **Vacancies – Non-Certified - 59**

Para-Educators – 43

- Beman – 7
- Bielefield – 3
- Farm Hill - 5
- Lawrence – 2
- Macdonough – 1
- Middletown High School – 17
- Middletown Transition Center – 1
- Wesley – 2
- Spencer – 3
- Moody – 2

vacancies continued on next slide

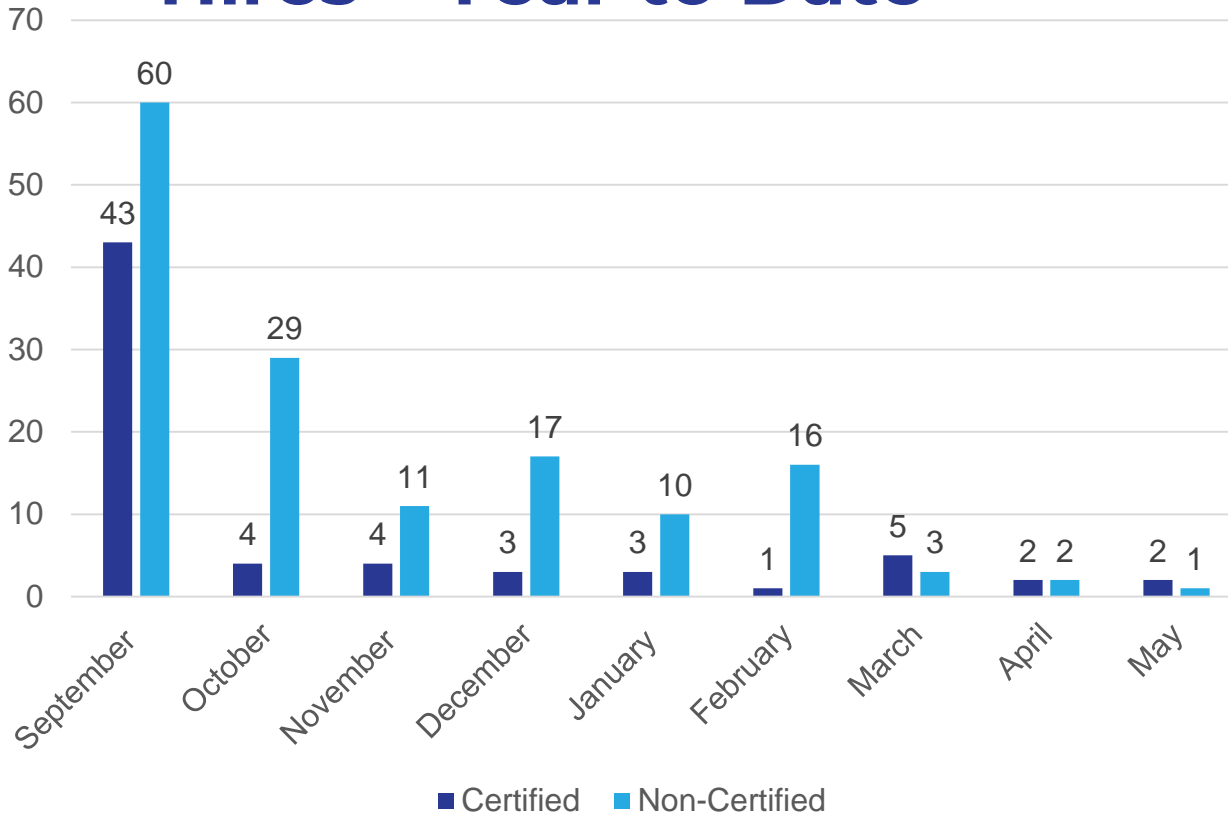
Monthly HR Update

- **Staffing: Time Period – May 1 – May 31, 2024**
- **Vacancies** –continued
- **Other Non-Certified - 16**
 - 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 I – (Snow)
 - School Custodian I – (Adult Ed)

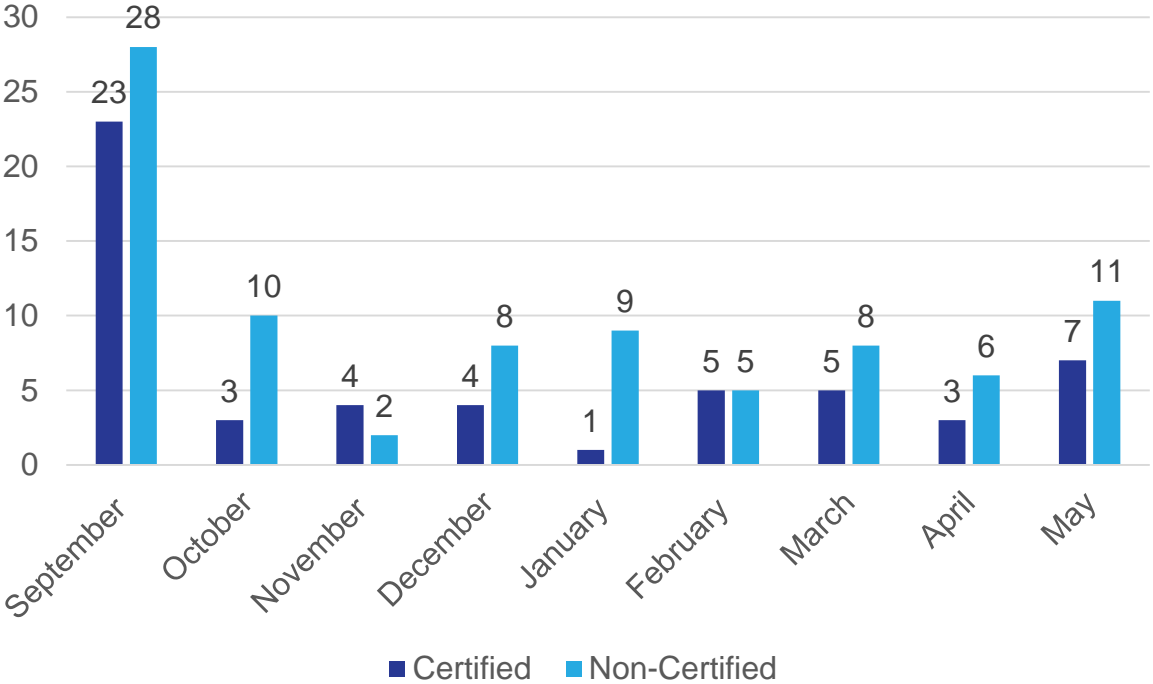
Monthly HR Update

- **Staffing: Time Period – May 1 – May 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)
- Registered Behavior Technician (RBT) – (Farm Hill)

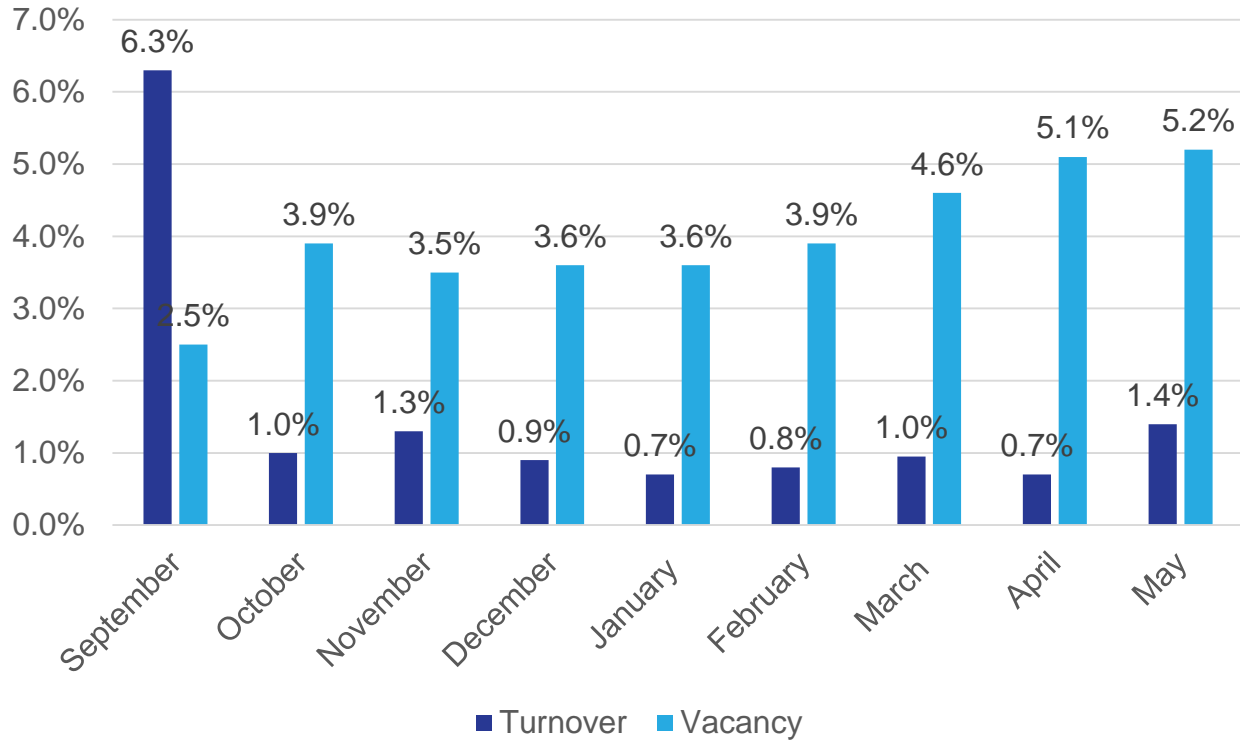
Hires – Year to Date



Separations Year to Date



Turnover and Vacancy Rate % Year to Date

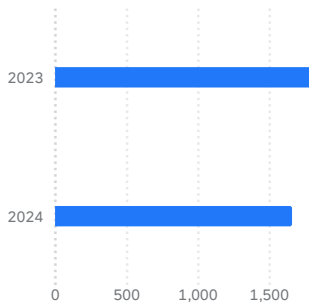


Culture & Climate Survey: Students

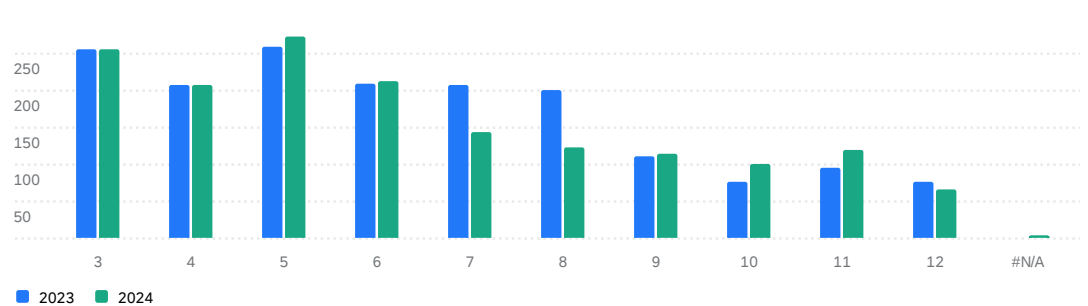
The following dashboard can be used to view the results of the Culture & Climate Survey: Students. All MPS Students in grades 3-12 had the opportunity to use this survey to provide feedback on their perceptions of school culture and climate. Students were able to access the survey throughout May and early June.

The survey items have been organized into 4 topics: School Safety, School Belonging, School Climate, and School Engagement. Each topic has its own page in the dashboard. 3 metrics are used for each item. The first metric is the exact response on the Likert Scale, which varies slightly by item. The second metric is the use of a 5 point scale, with a 1 equating to the least favorable response and a 5 equating to the most favorable response. The third metric is a favorability rating. The percentage selections of the two or three most favorable rating options are aggregated to produce the % Favorable.

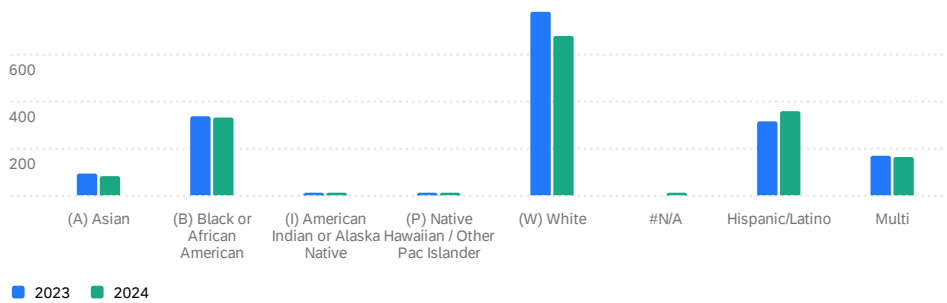
Surveys Submitted 📄



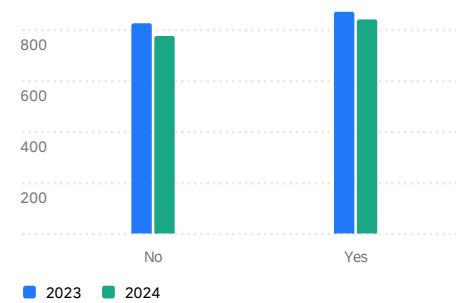
Grade level



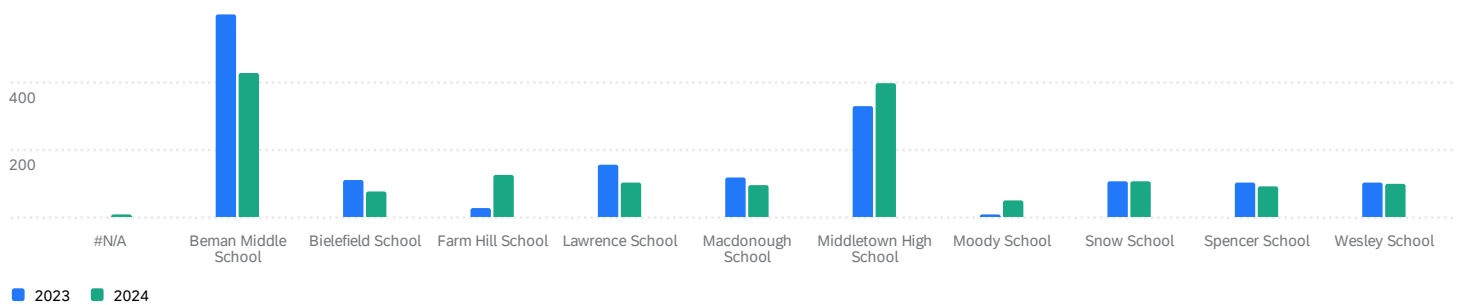
Respondents by Race/Ethnicity



High Needs?

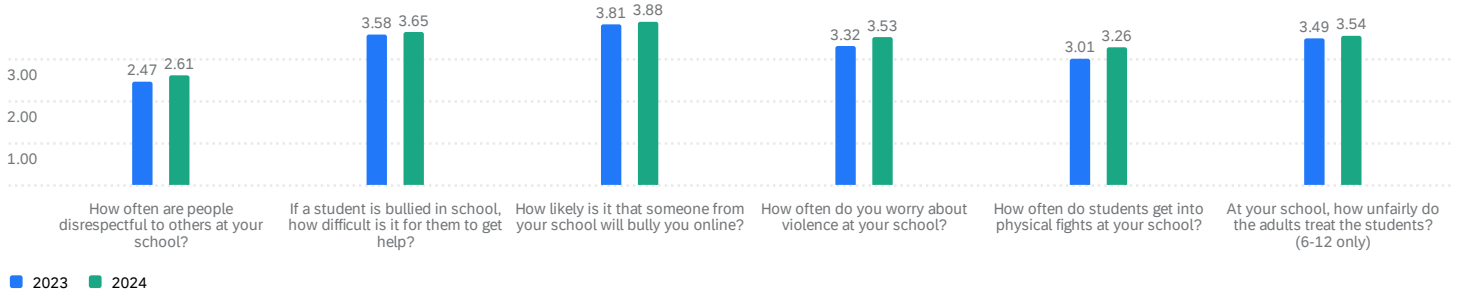


School

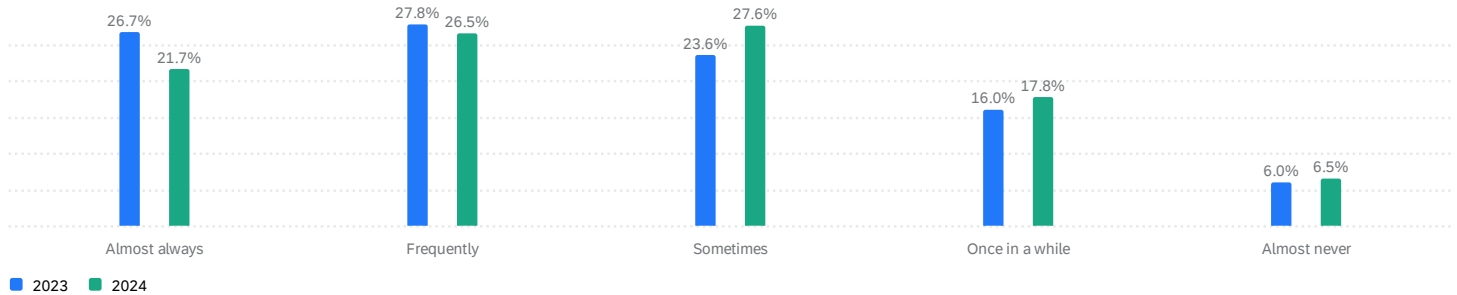


School Safety

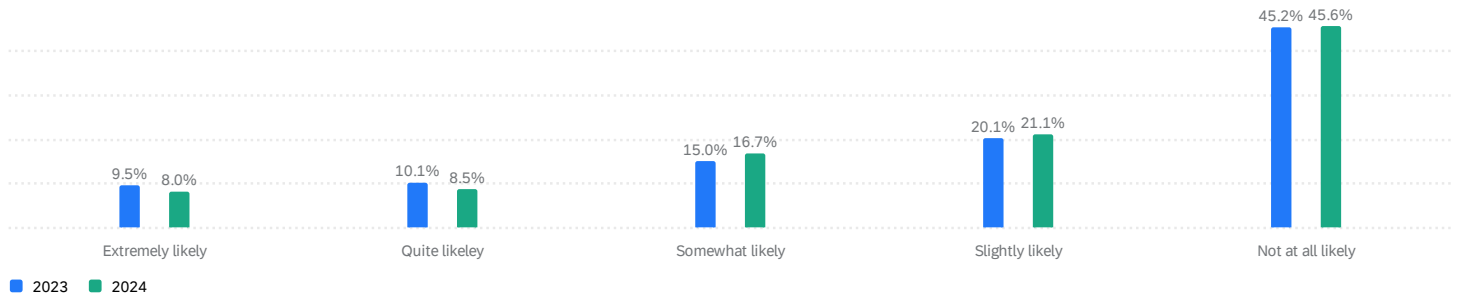
School Safety Overall Ratings 3,193



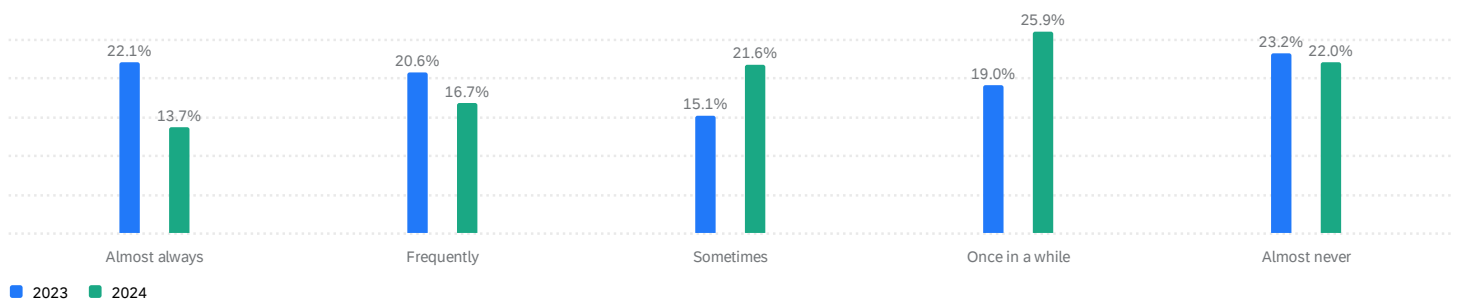
How often are people disrespectful to others at your school? 3,176



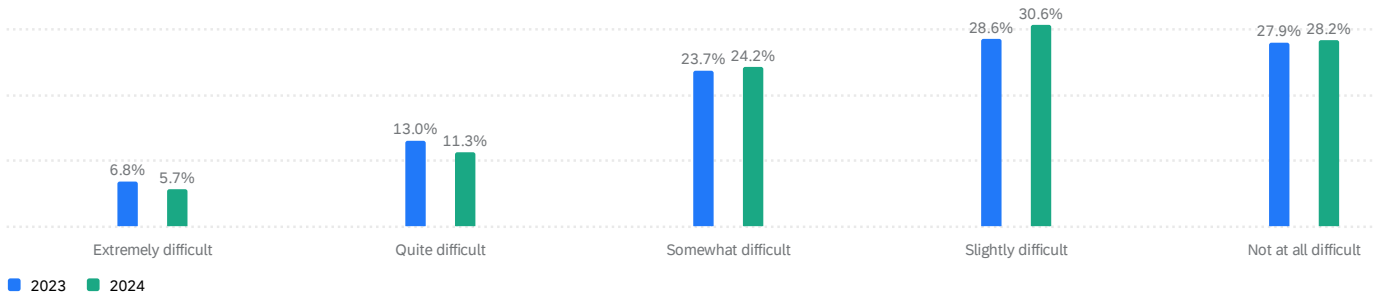
How likely is it that someone from your school will bully you online? 3,162



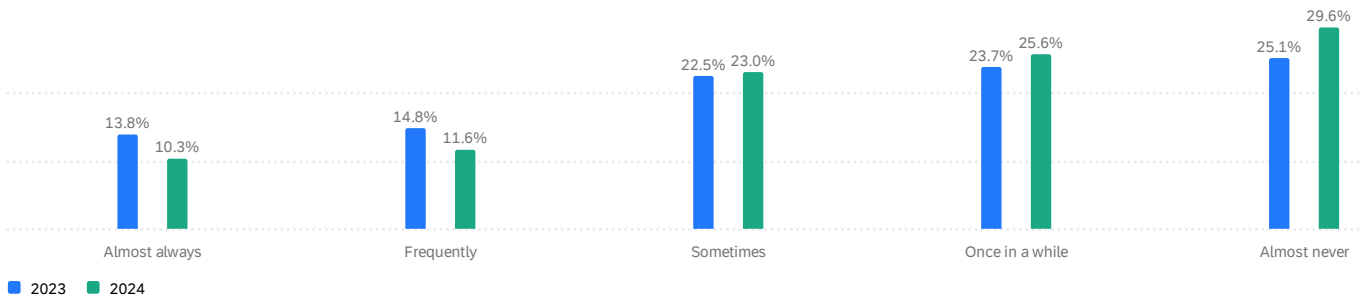
How often do students get into physical fights at your school? 3,180



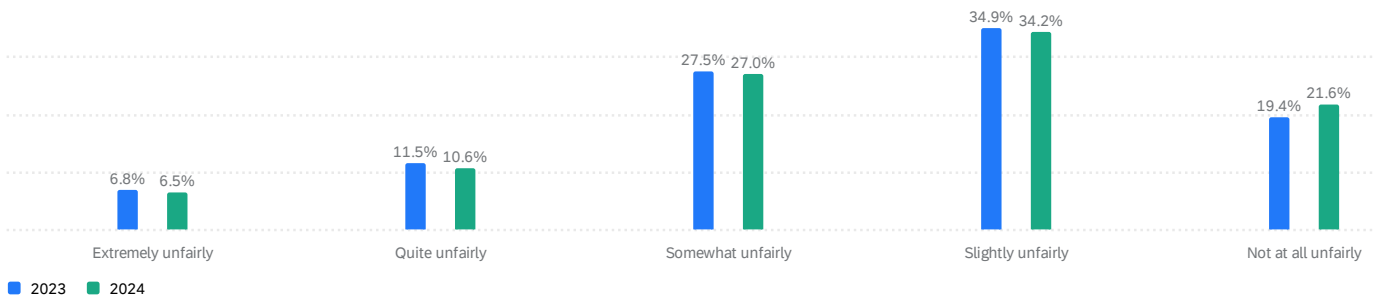
If a student is bullied in school, how difficult is it for them to get help? 3,169



How often do you worry about violence at your school? 3,173

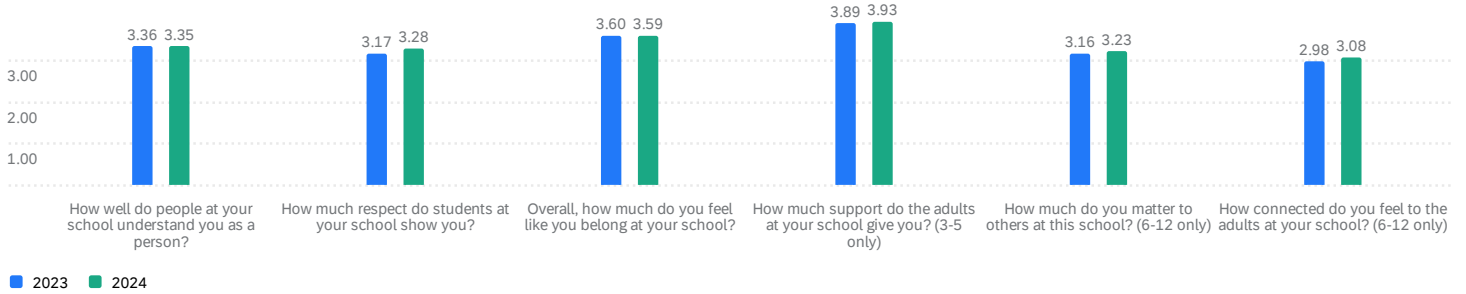


At your school, how unfairly do the adults treat the students? (6-12 only) 1,743

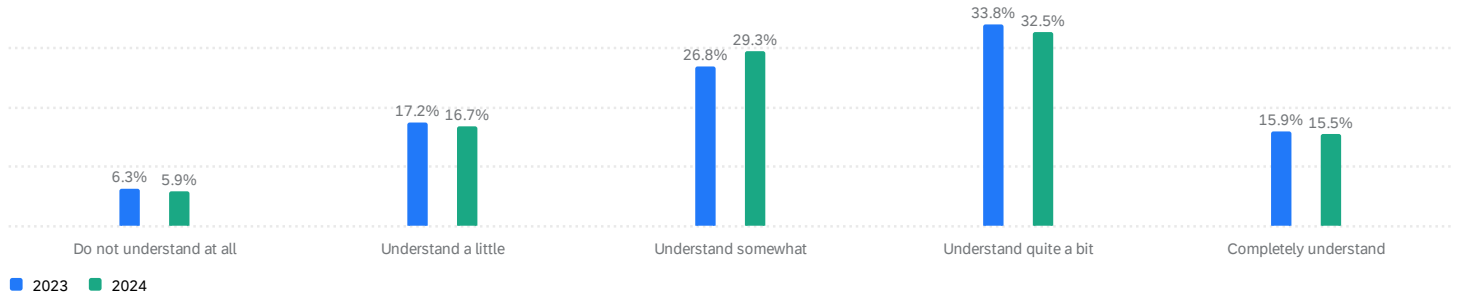


School Belonging

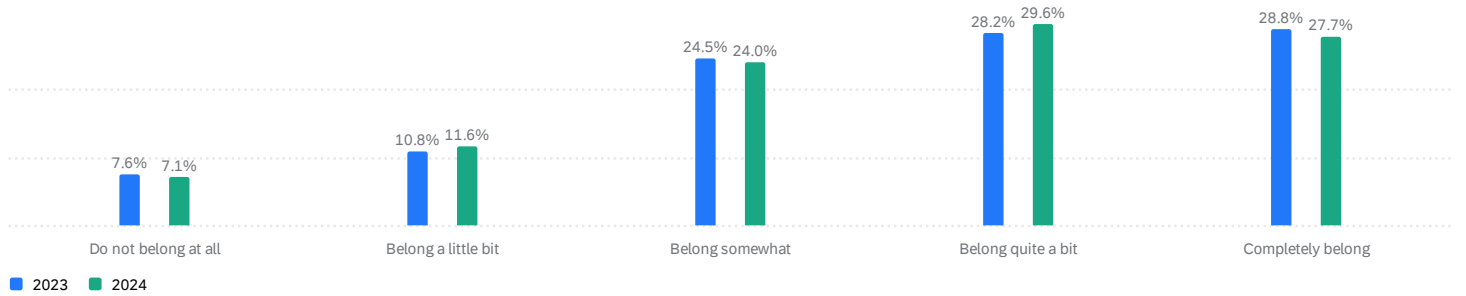
School Belonging Overall Ratings 🗒



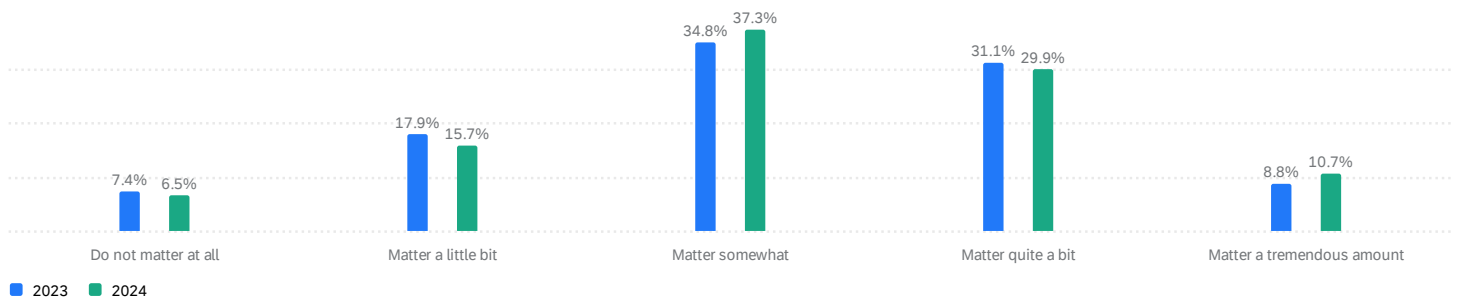
How well do people at your school understand you as a person?



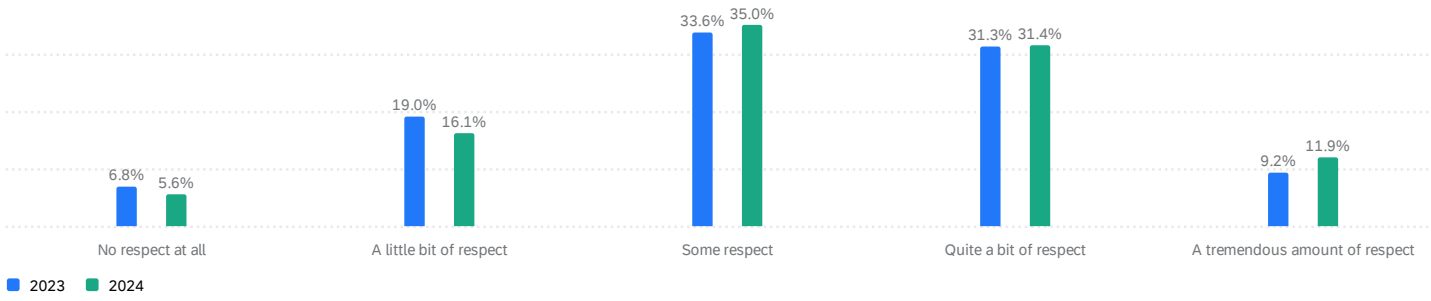
Overall, how much do you feel like you belong at your school?



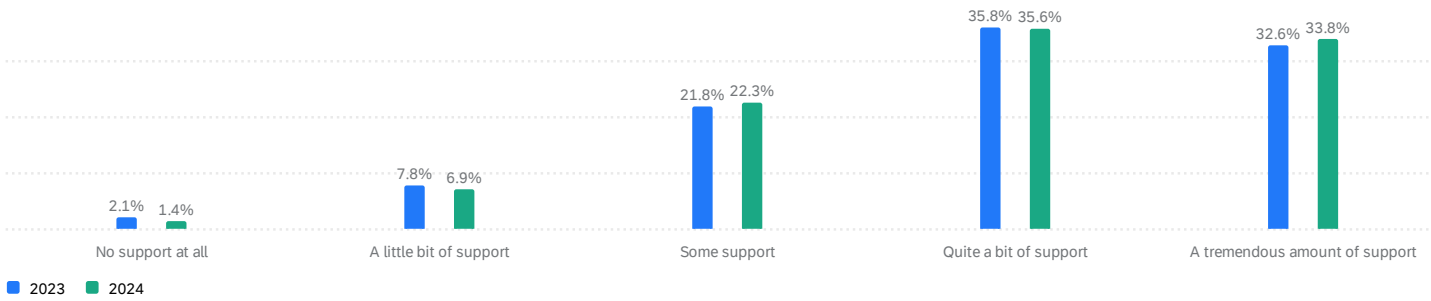
How much do you matter to others at this school? (6-12 only)



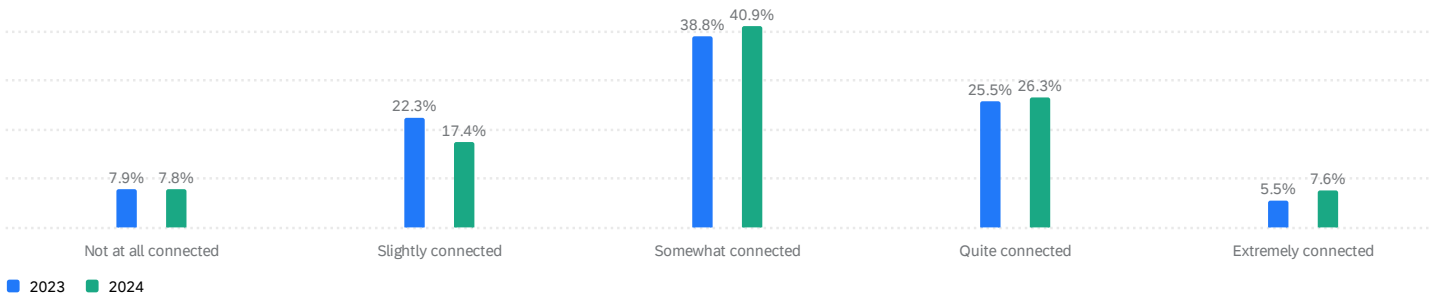
How much respect do students at your school show you?



How much support do the adults at your school give you? (3-5 only)

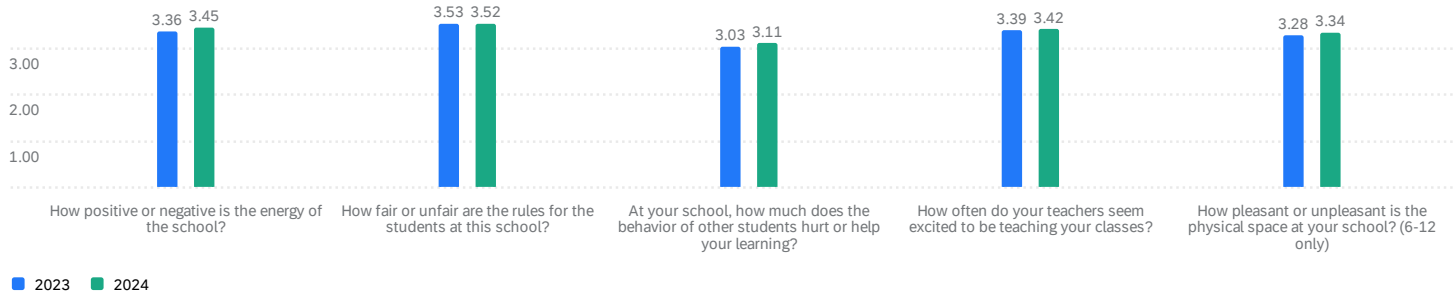


How connected do you feel to the adults at your school? (6-12 only)

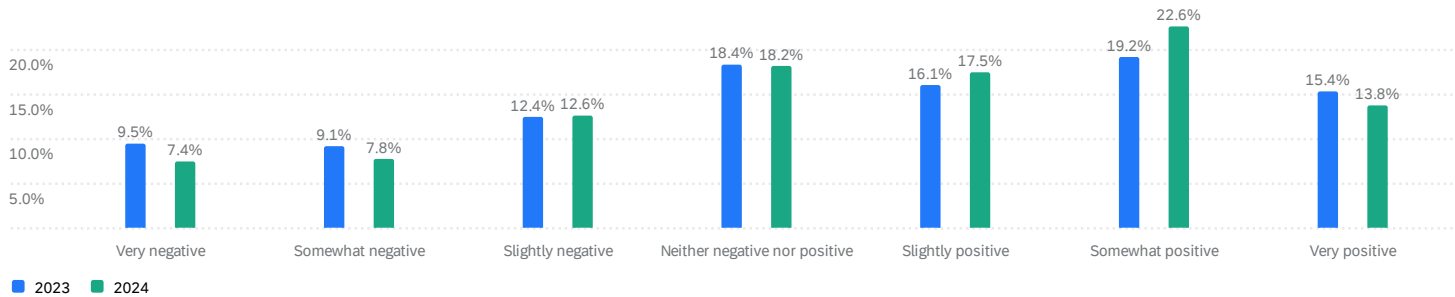


School Climate

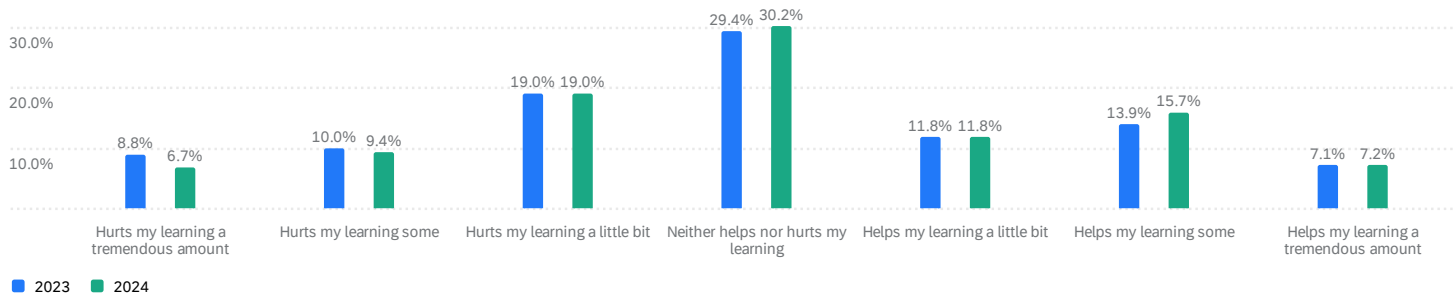
School Climate Overall Ratings 🗄



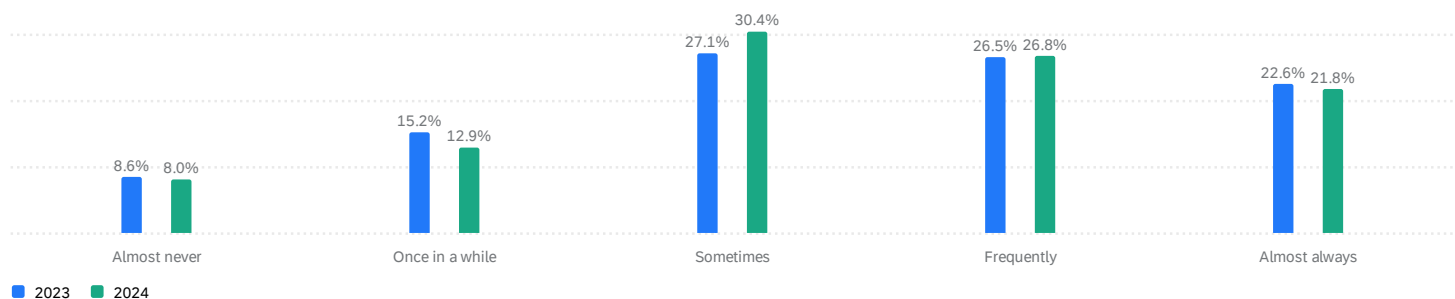
How positive or negative is the energy of the school?



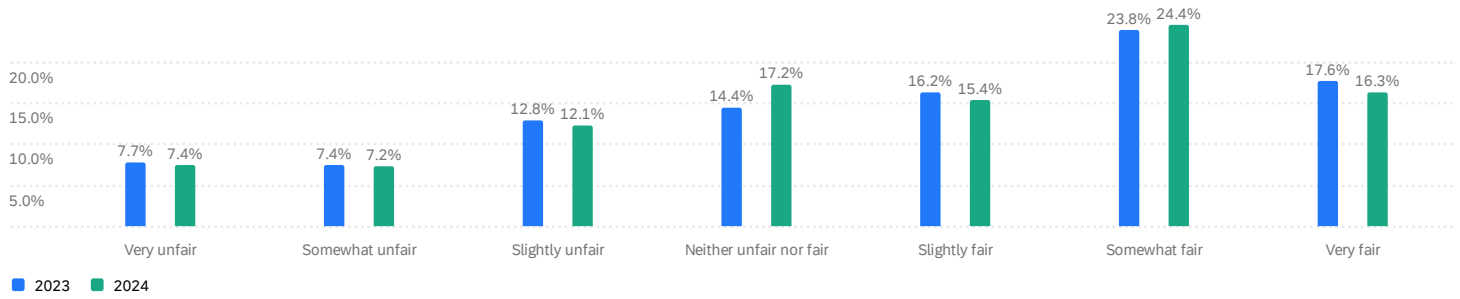
At your school, how much does the behavior of other students hurt or help your learning?



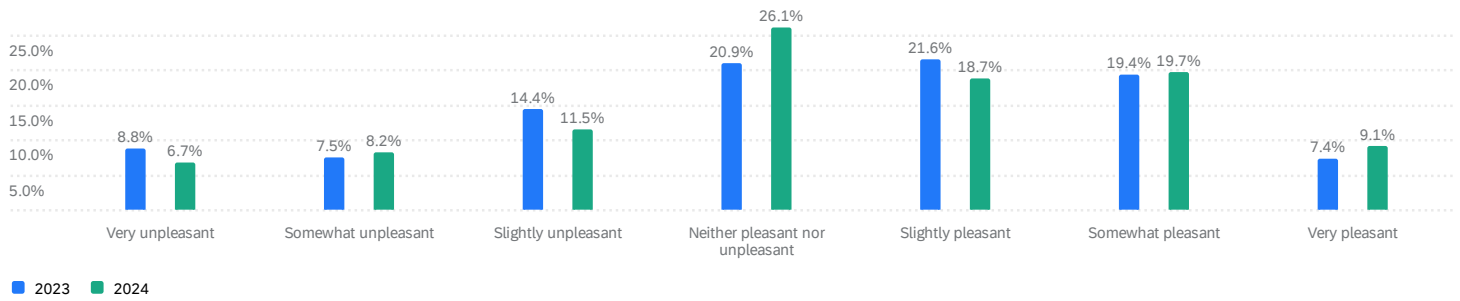
How often do your teachers seem excited to be teaching your classes?



How fair or unfair are the rules for the students at this school?

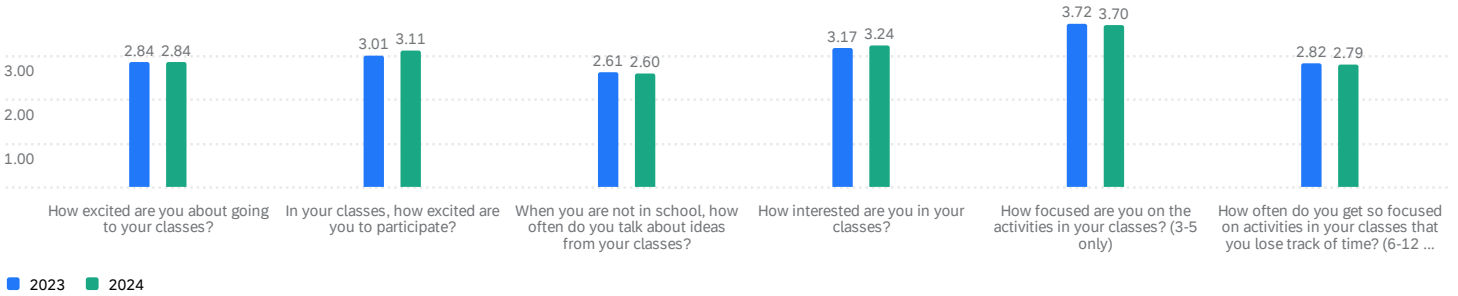


How pleasant or unpleasant is the physical space at your school? (6-12 only)

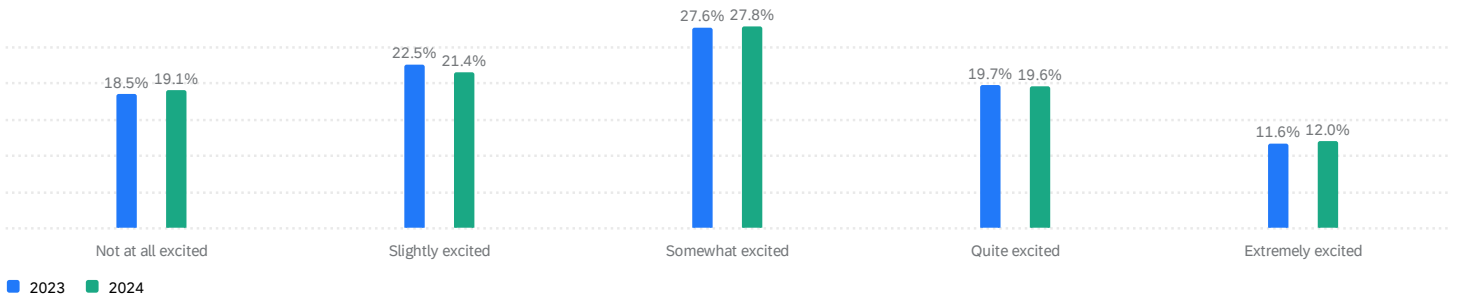


School Engagement

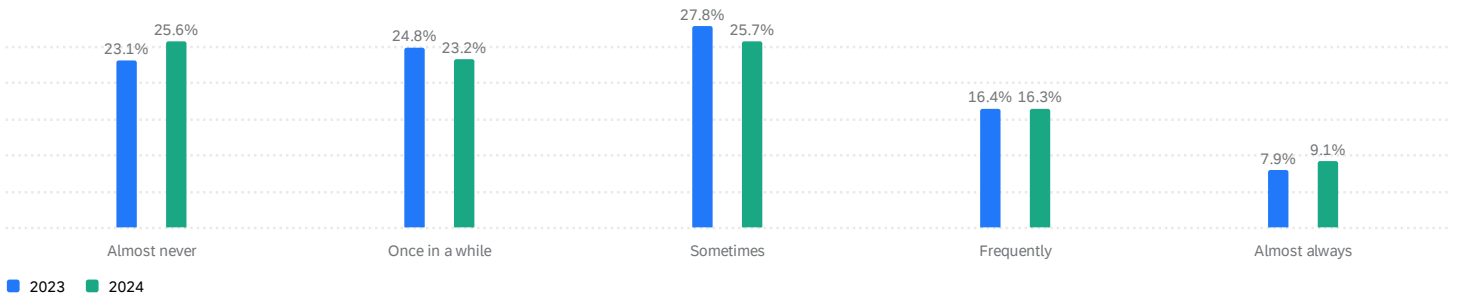
School Engagement Overall Ratings 📄



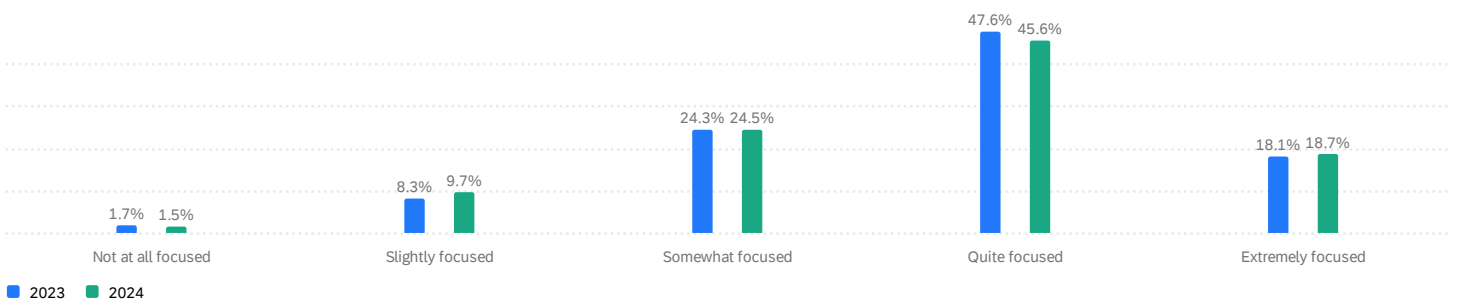
How excited are you about going to your classes?



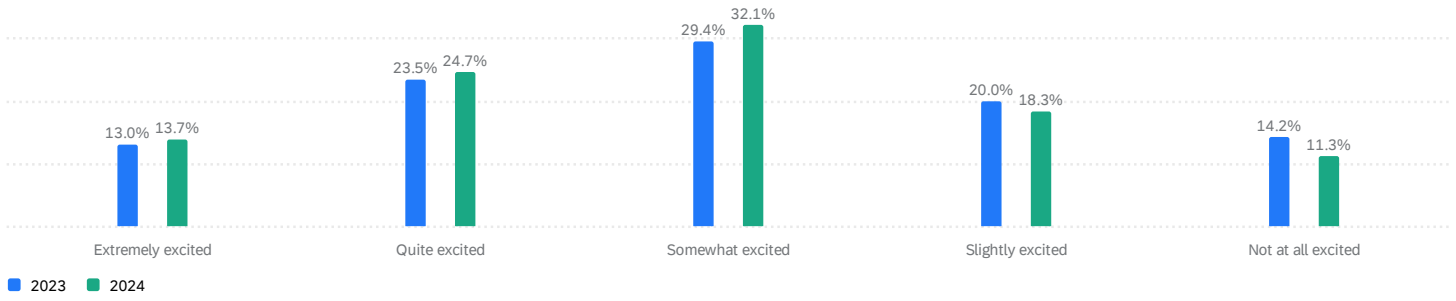
When you are not in school, how often do you talk about ideas from your classes?



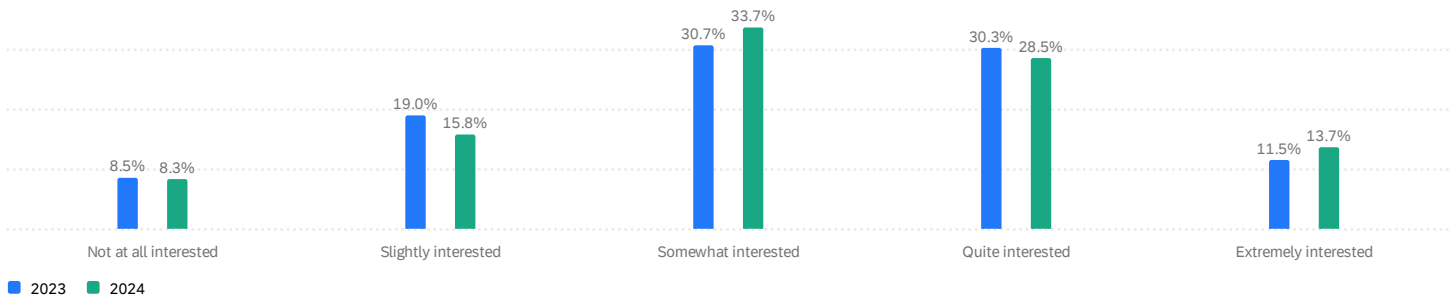
How focused are you on the activities in your classes? (3-5 only) 1,435



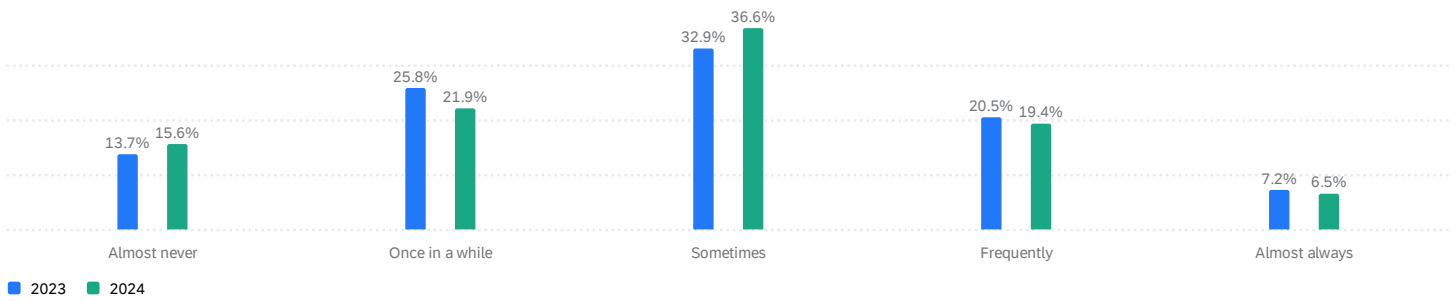
In your classes, how excited are you to participate?



How interested are you in your classes?



How often do you get so focused on activities in your classes that you lose track of time? (6-12 only)

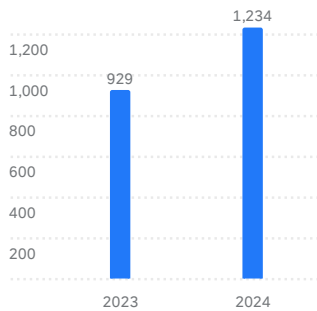


Culture & Climate Survey: Families

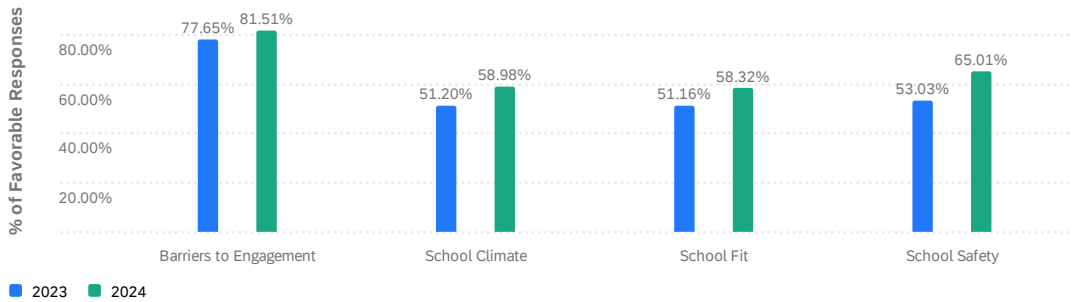
The following dashboard can be used to view the results of the Culture & Climate Survey: Families All MPS families had the opportunity to use this survey to provide feedback on their perceptions of school culture and climate. The survey was distributed via email communications, the MPS website, and text messages.

The survey items have been organized into 4 topics: Barriers to Engagement, School Climate, School Fit, and School Safety. Each topic has its own page in the dashboard. 3 metrics are used for each item. The first metric is the exact response on the Likert Scale, which varies slightly by item. The second metric is the use of a 5 point scale, with a 1 equating to the least favorable response and a 5 equating to the most favorable response. The third metric is a favorability rating. The percentage selections of the two most favorable rating options are aggregated to produce the % Favorable.

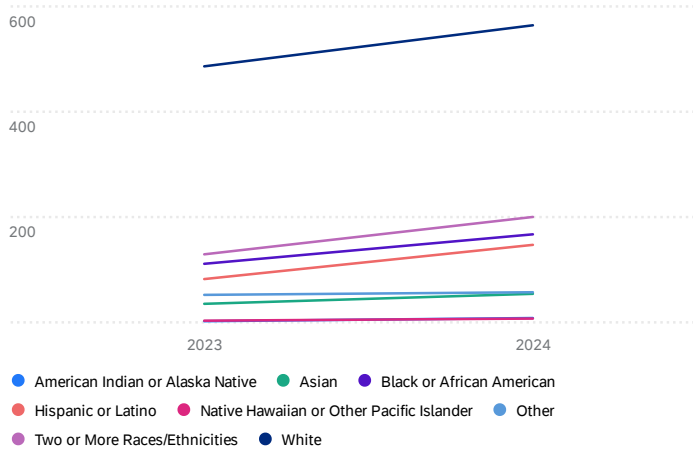
Total Surveys Submitted



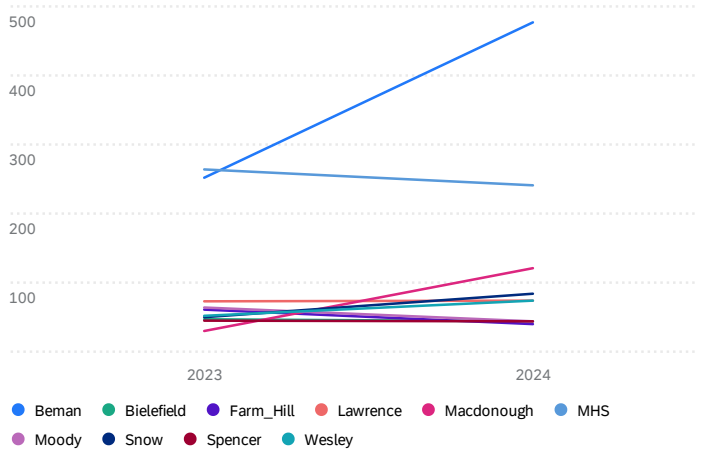
Topic Breakdown ⌵



Responses by Race/Ethnicity

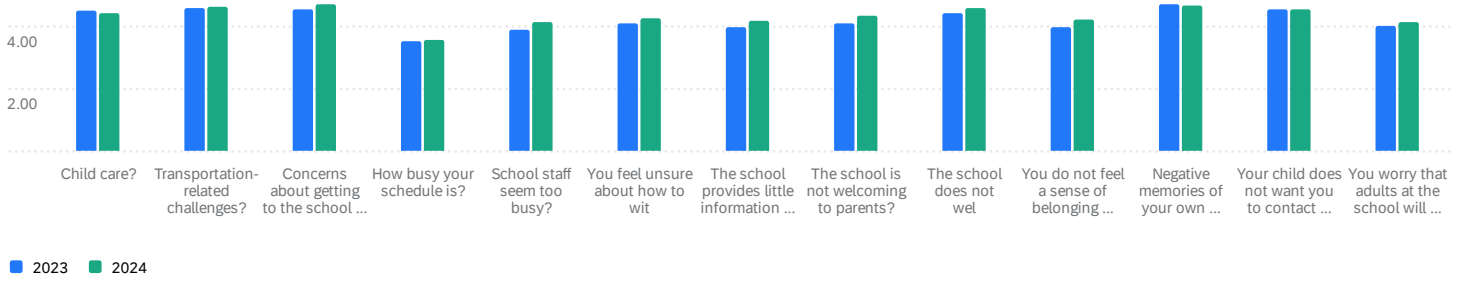


Responses by School

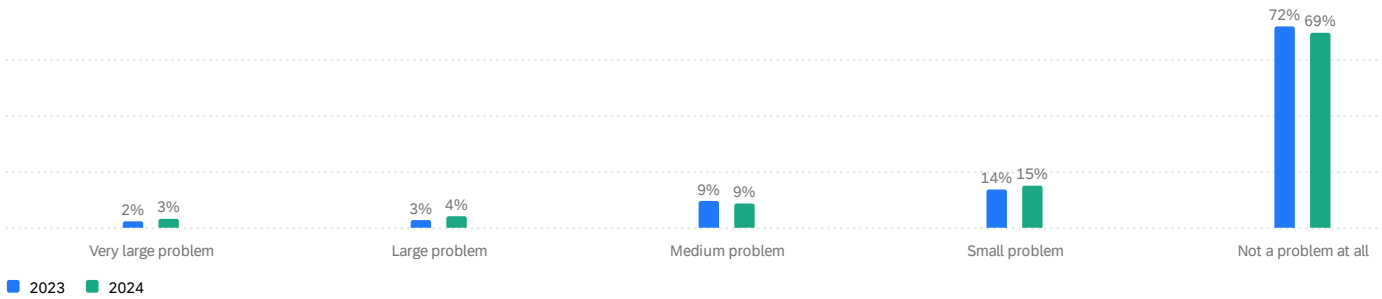


Barriers to Engagement

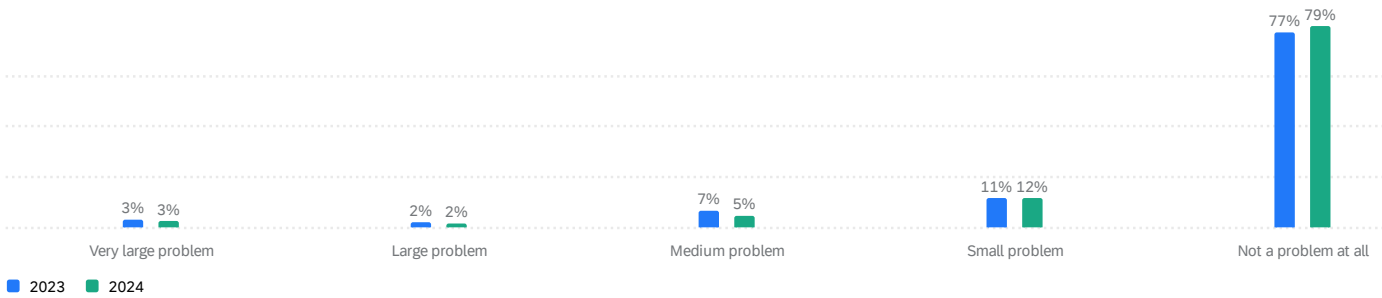
How big of a problem are the following issues for becoming involved with your child's current school? ⓘ



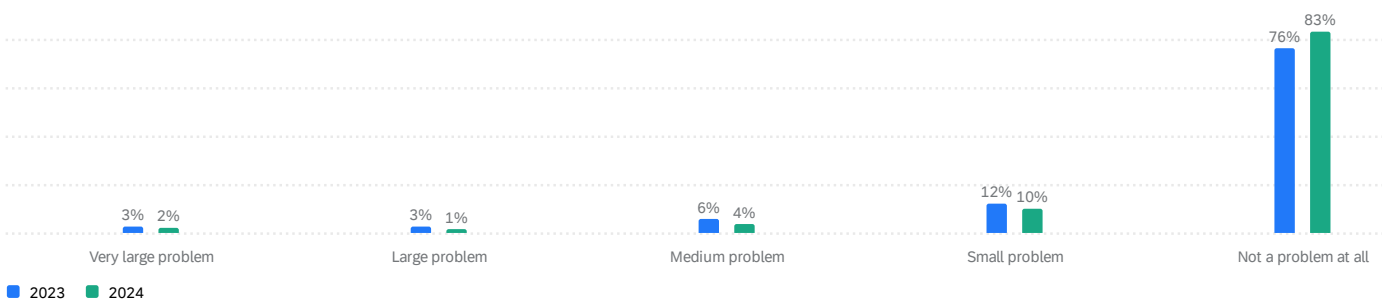
Child Care?



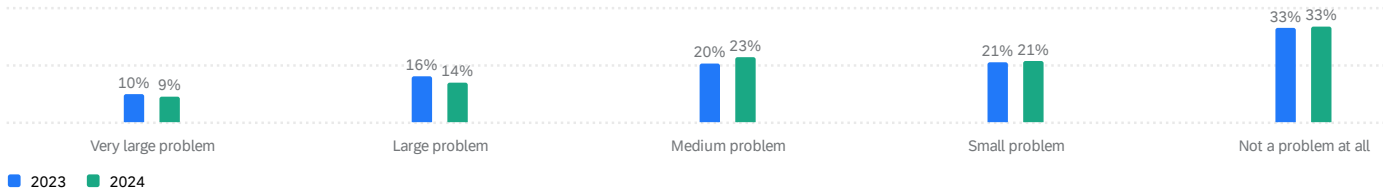
Transportation Related Challenges?



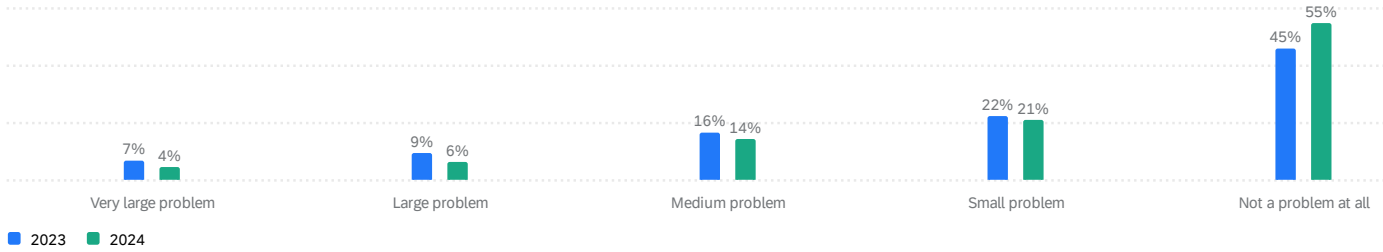
Concerns about getting to the school safely?



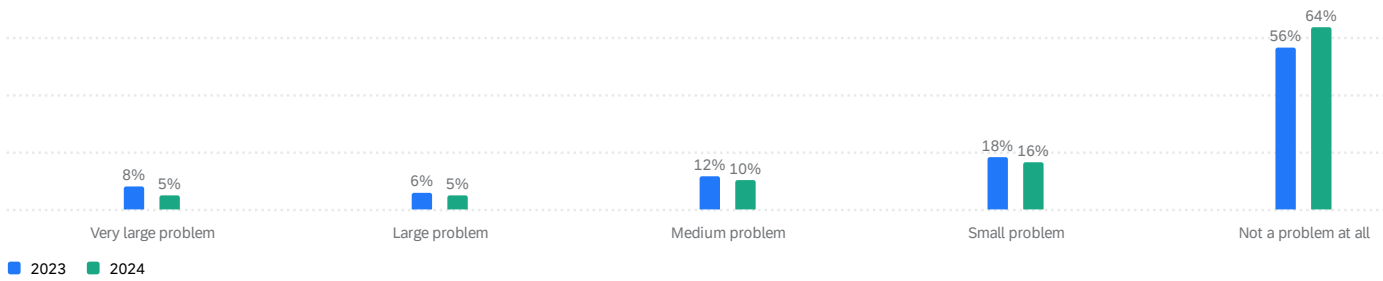
How busy your schedule is?



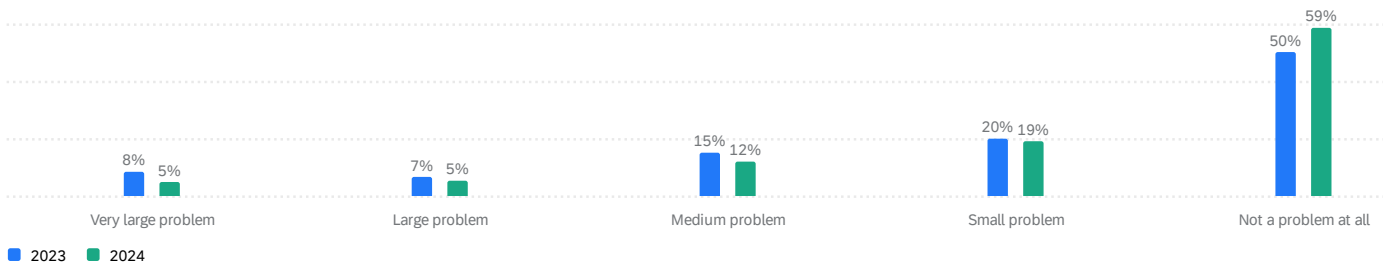
School staff seem too busy?



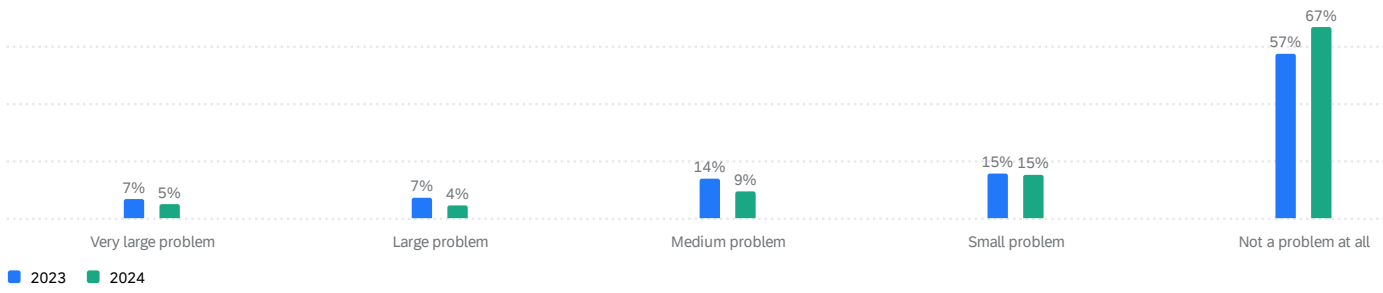
You feel unsure about how to communicate with the school?



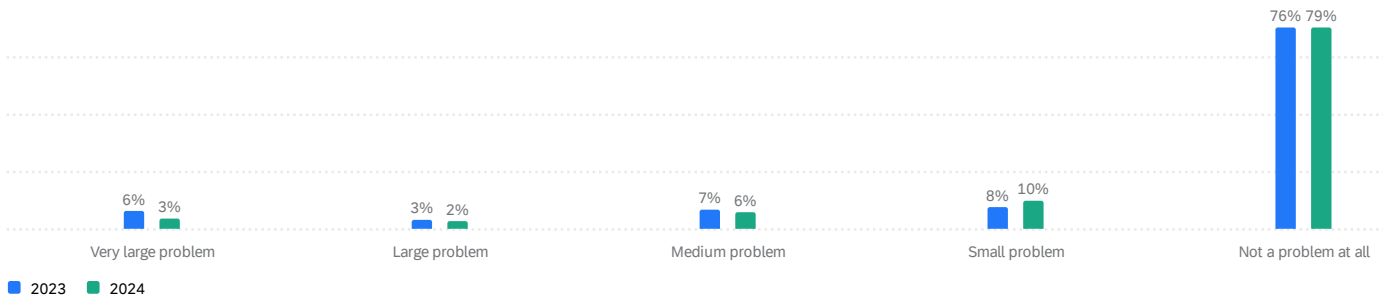
The school provides little information about involvement opportunities?



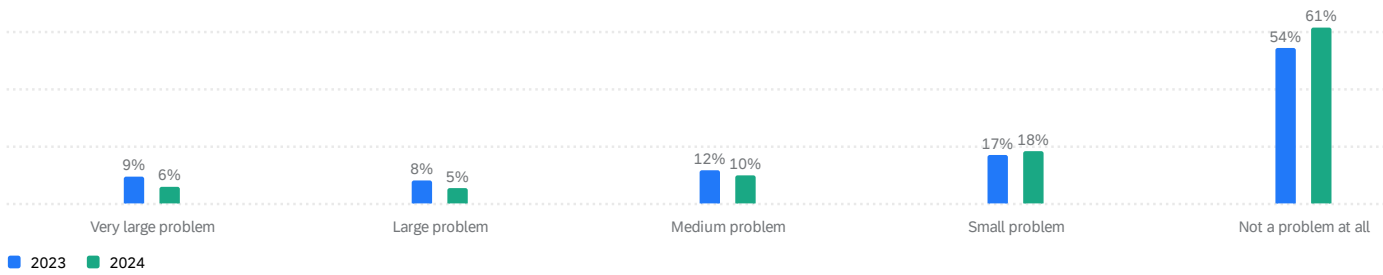
The school is not welcoming to parents?



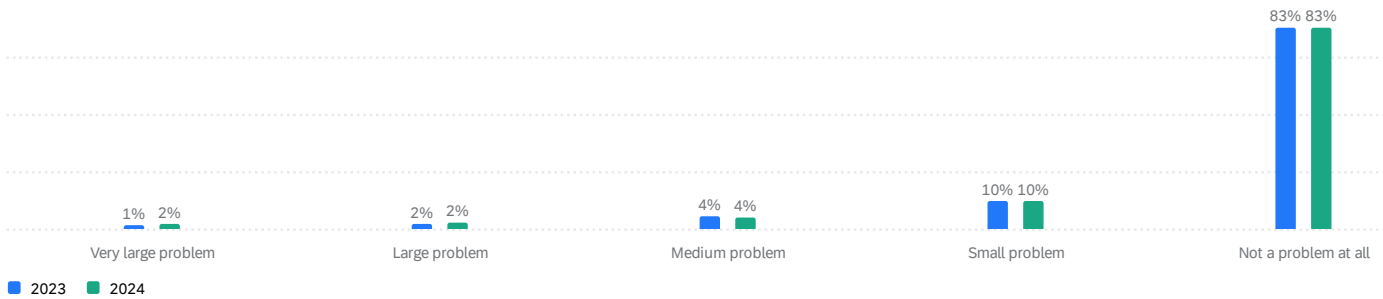
The school does not communicate well with people from your culture?



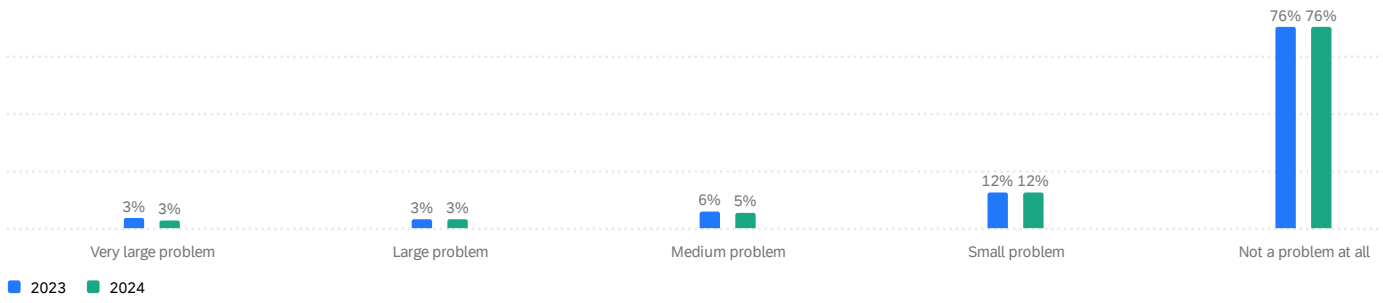
You do not feel a sense of belonging with your child's school community?



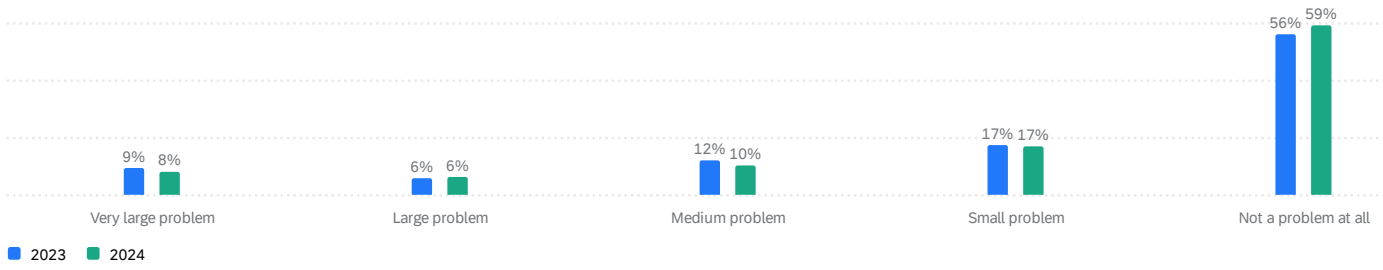
Negative memories of your own school experience?



Your child does not want you to contact the school?

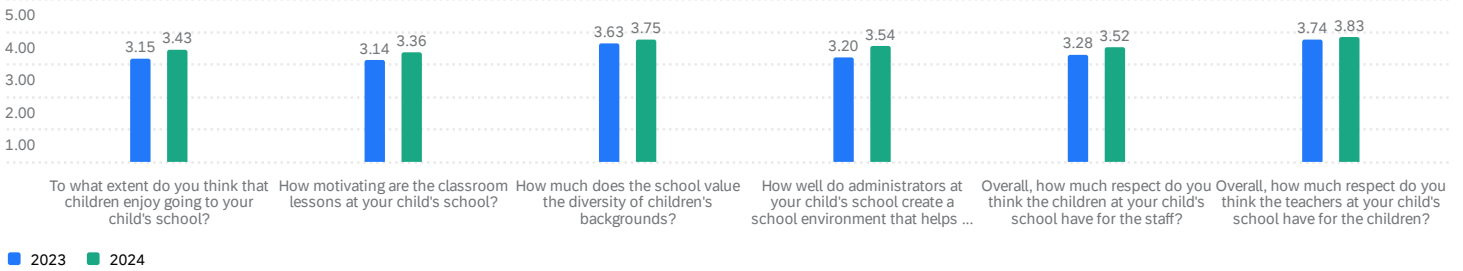


You worry that adults at the school will treat your child differently if you raise a concern?

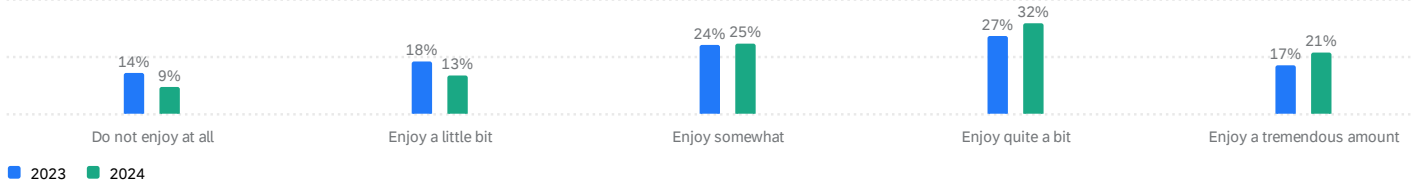


School Climate

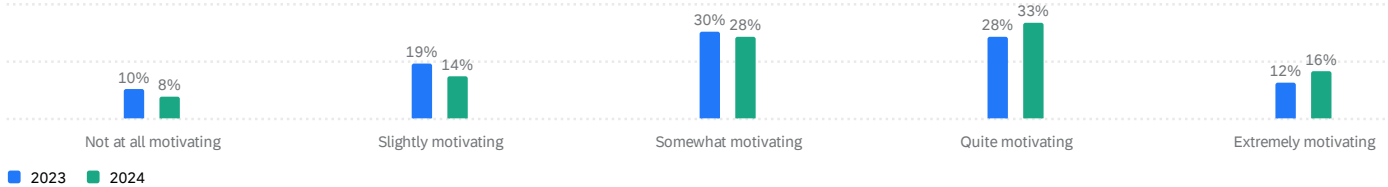
All School Climate Questions 🕒



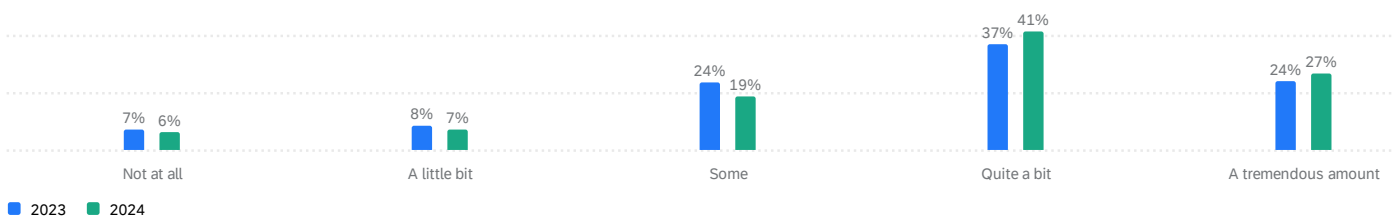
To what extent do you think that children enjoy going to your child's school?



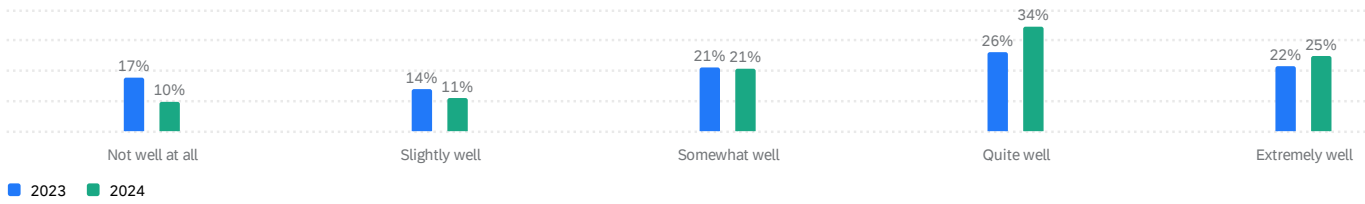
How motivating are the classroom lessons at your child's school?



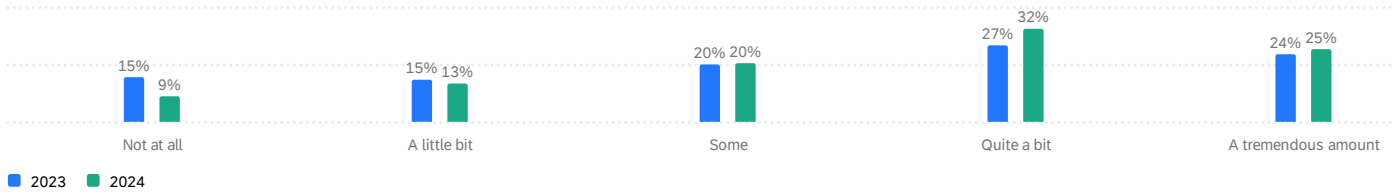
How much does the school value the diversity of children's backgrounds? 2,297



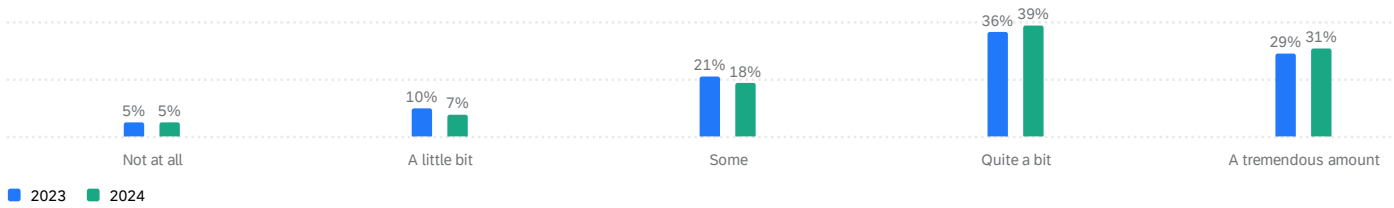
How well do administrators at your child's school create a school environment that helps children learn? 2,299



Overall, how much respect do you think the children at your child's school have for the staff? 2,301

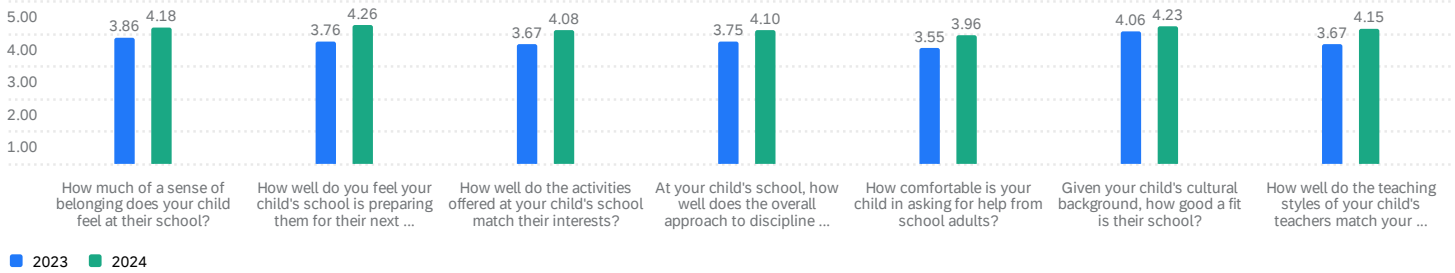


Overall, how much respect do you think the teachers at your child's school have for the children?

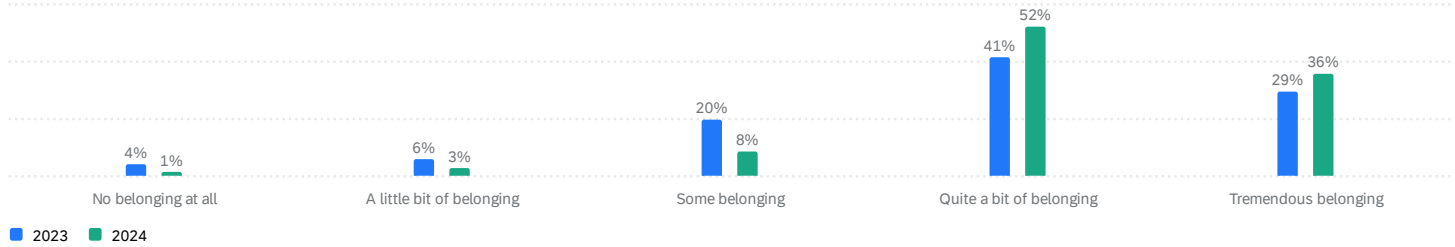


School Fit

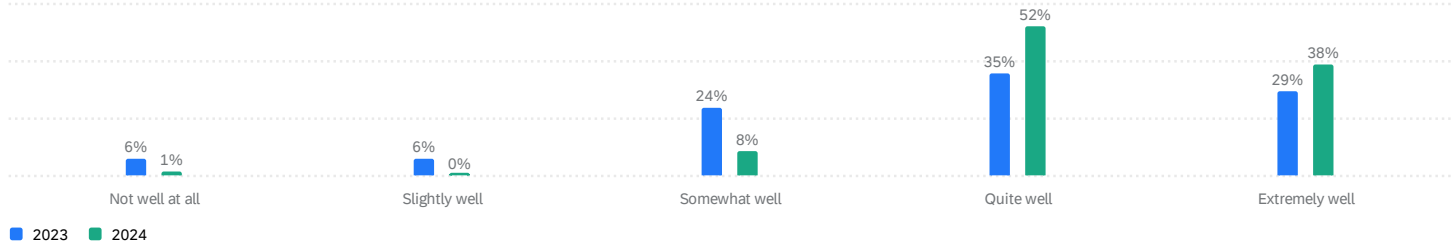
All School Fit Questions 🕒



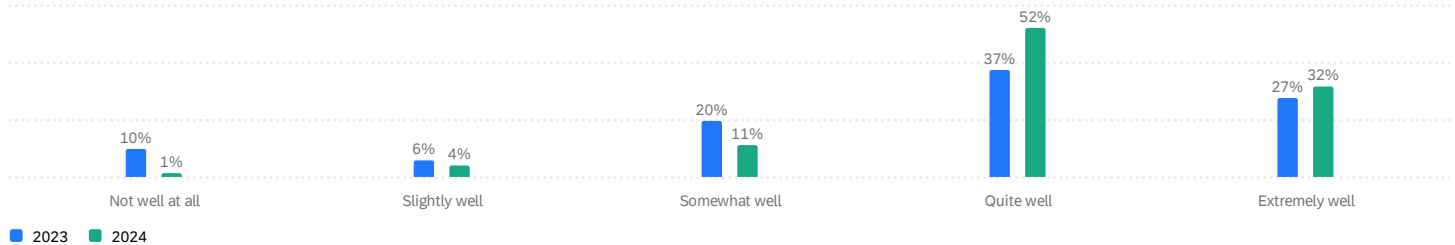
How much of a sense of belonging does your child feel at their school?



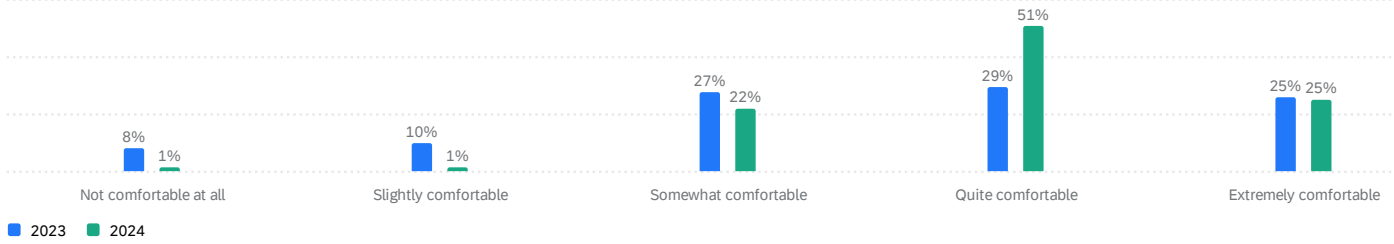
How well do you feel your child's school is preparing them for their next academic year?



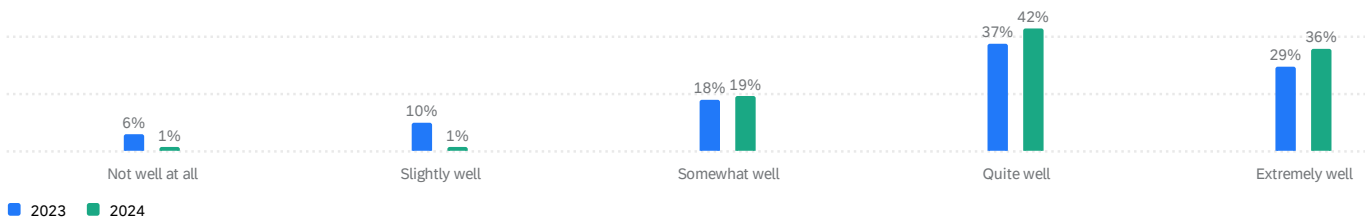
How well do the activities offered at your child's school match their interests?



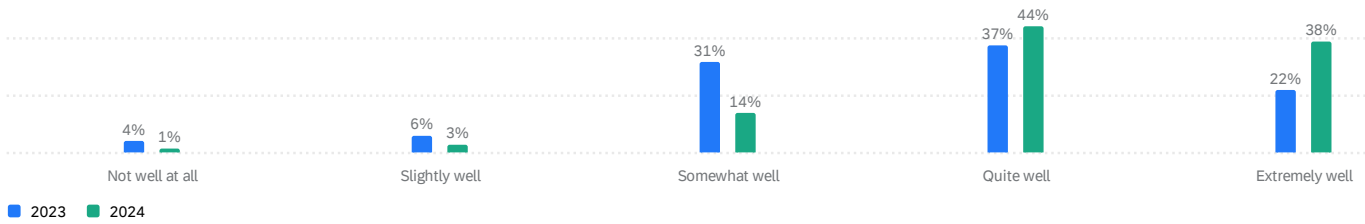
How comfortable is your child in asking for help from school adults?



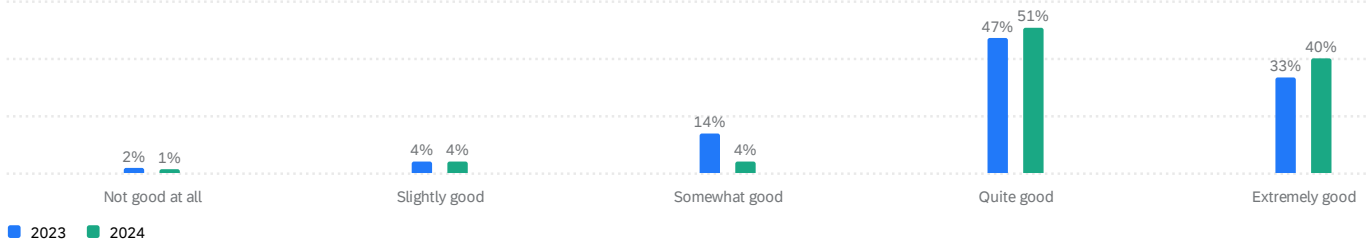
At your child's school, how well does the overall approach to discipline work for your child?



How well do the teaching styles of your child's teachers match your child's learning style?

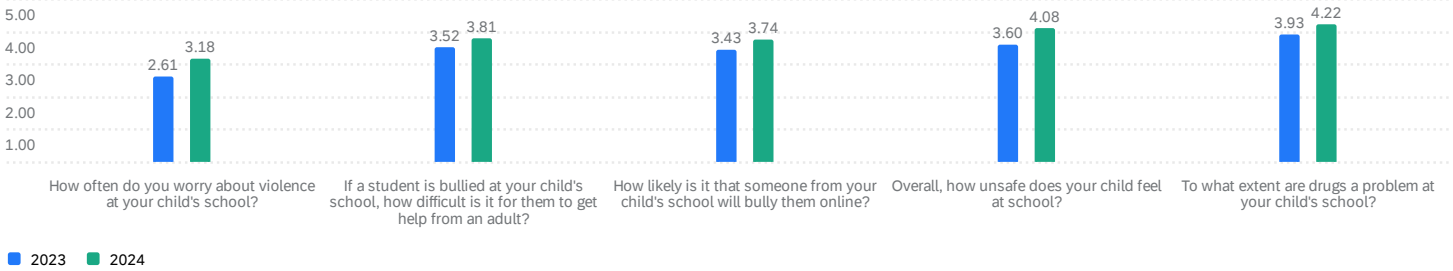


Given your child's cultural background, how good a fit is their school?

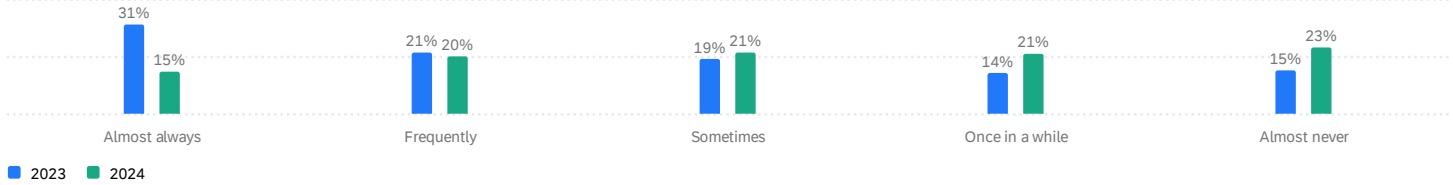


School Safety

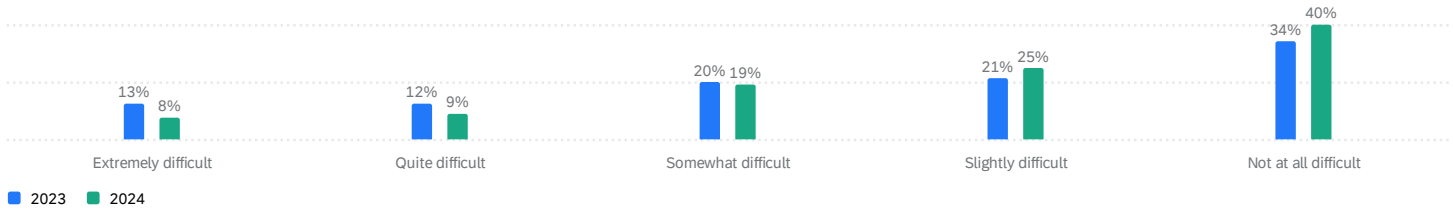
All School Safety Questions ⓘ



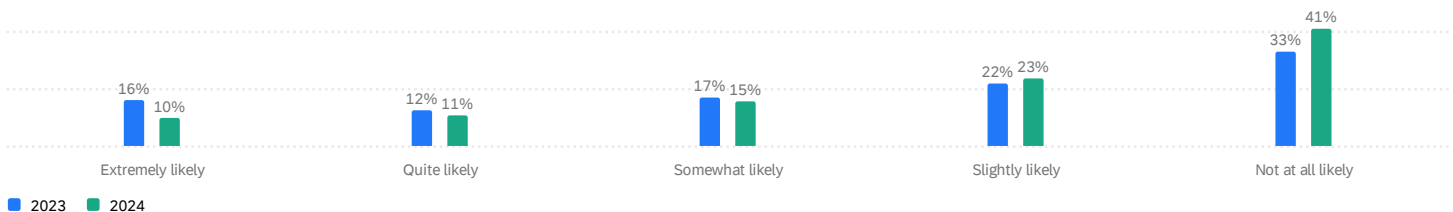
How often do you worry about violence at your child's school?



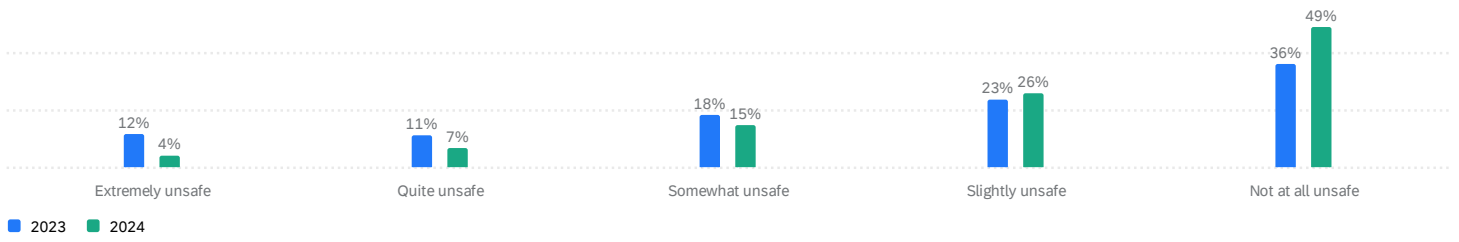
If a student is bullied at your child's school, how difficult is it for them to get help from an adult?



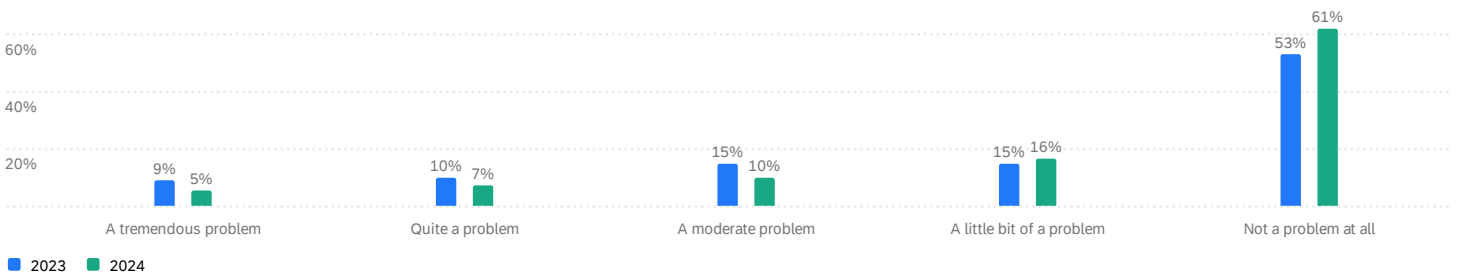
How likely is it that someone from your child's school will bully them online?



Overall, how unsafe does your child feel at school?



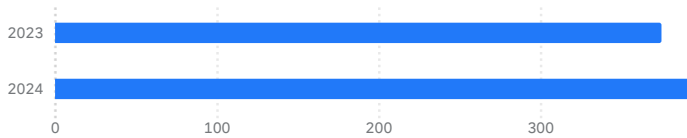
To what extent are drugs a problem at your child's school?



Culture & Climate Survey: Employees

The following dashboard can be used to view the results of the Culture & Climate Survey: Employees. All MPS Employees had the opportunity to use this survey to provide feedback on their perceptions of school culture and climate. The survey items have been organized into 6 topics: School Climate, Cultural Awareness and Action, Well-being, Professional Learning, Staff-Leadership Relationship, and Teaching Efficacy. Each topic has its own page in the dashboard. 2 metrics are used for each item. The first metric is the exact response on the Likert Scale, which varies slightly by item. The second metric is the use of a 5 point scale, with a 1

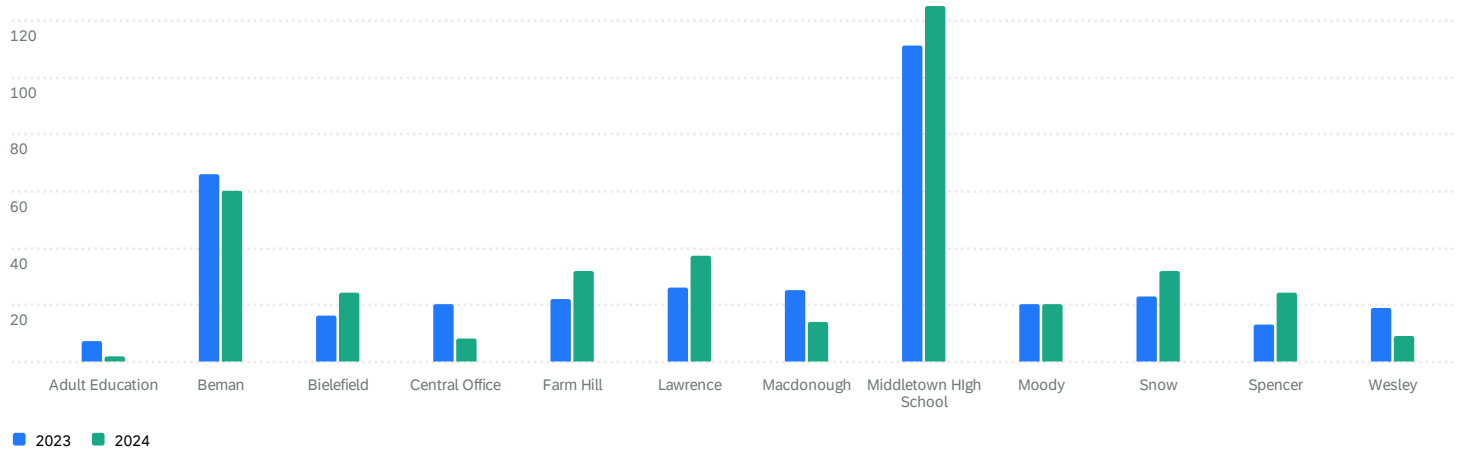
Total Surveys Submitted 🗒



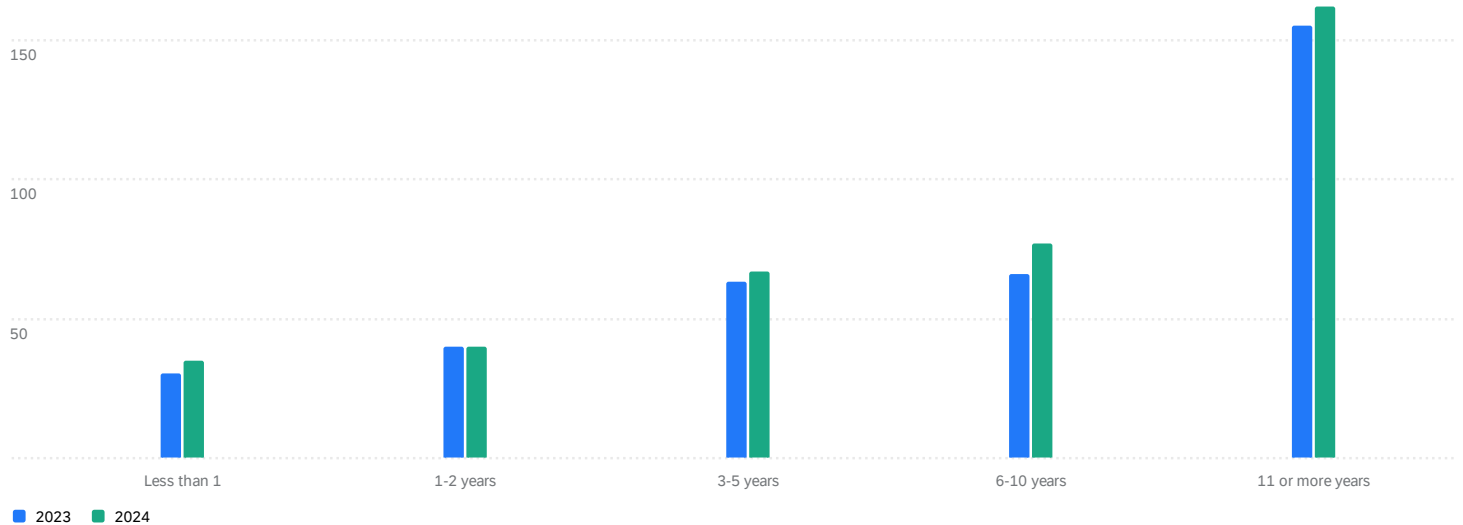
Who completed the survey? 🗒



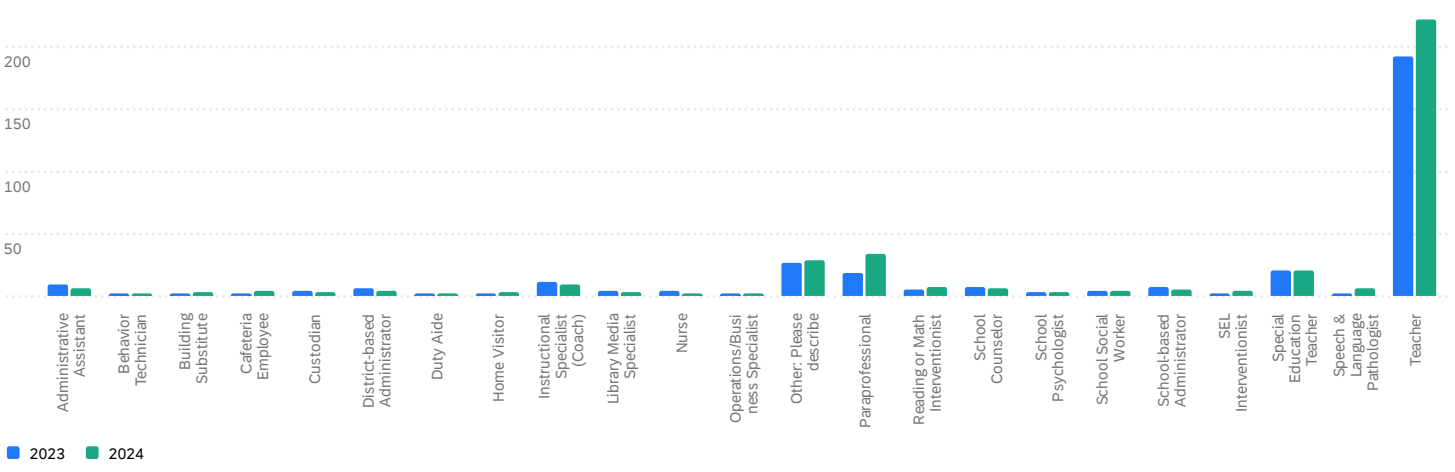
In which building are you assigned to work for the majority of your time? 🗒



For how many years have you worked in MPS? 🗒

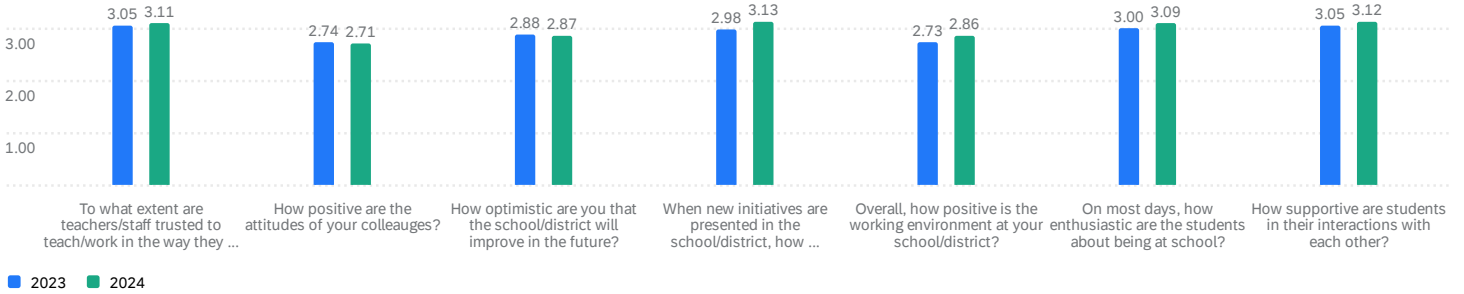


Specific Roles

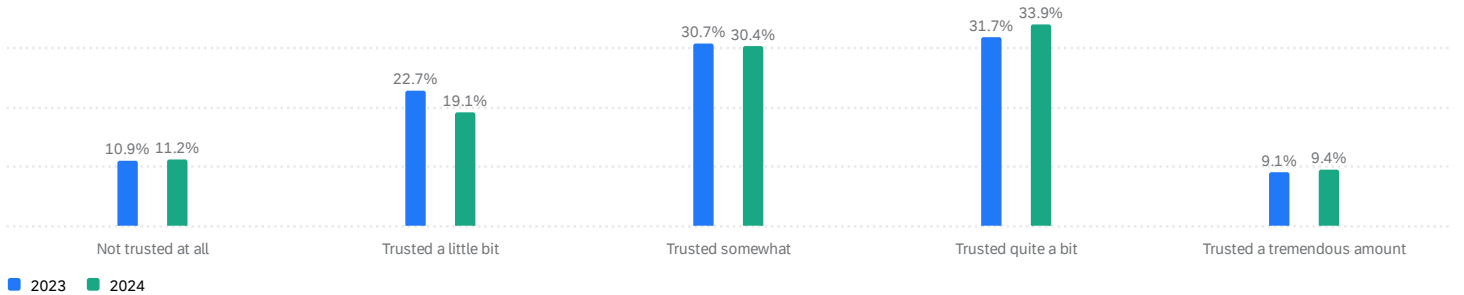


School Climate

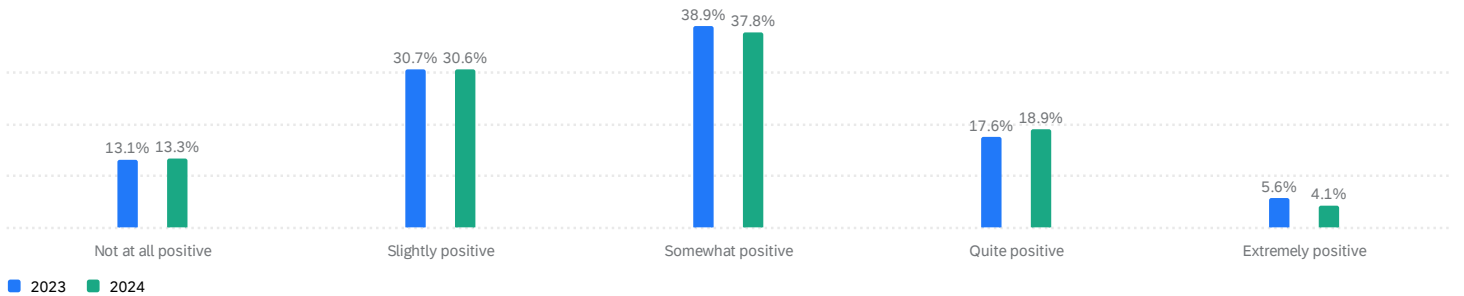
Climate Ratings Overall 🗲



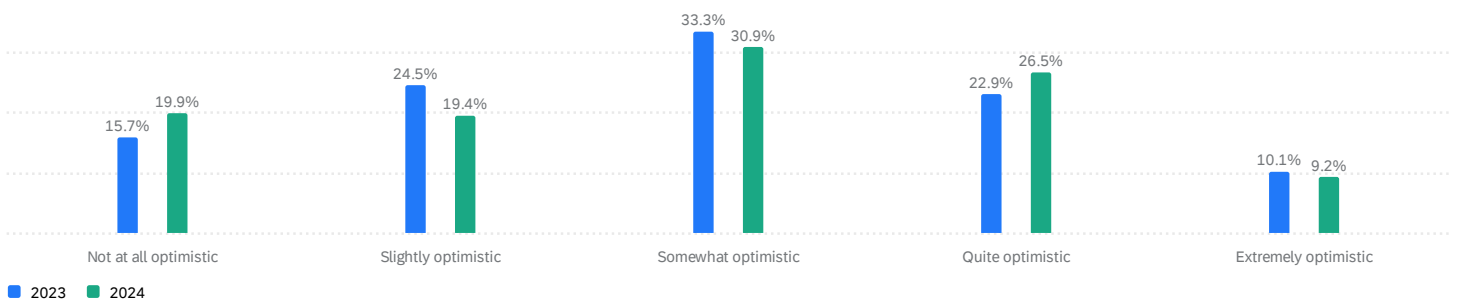
To what extent are teachers/staff trusted to teach/work in the way they think is best?



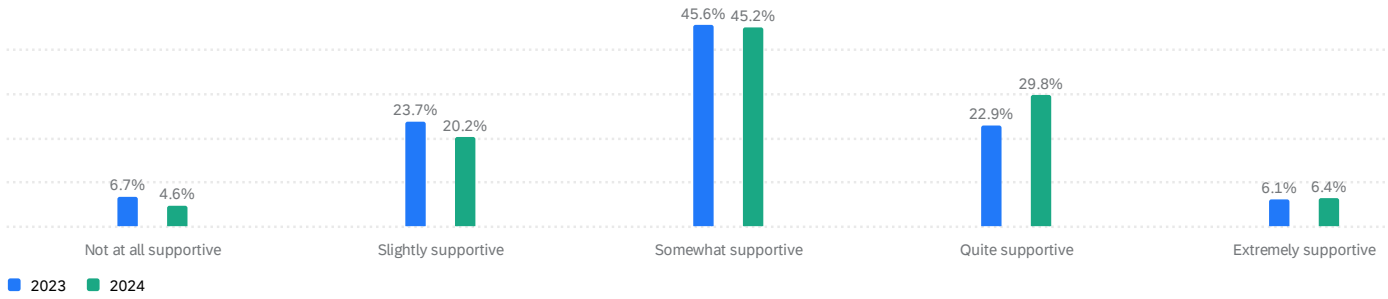
How positive are the attitudes of your colleagues?



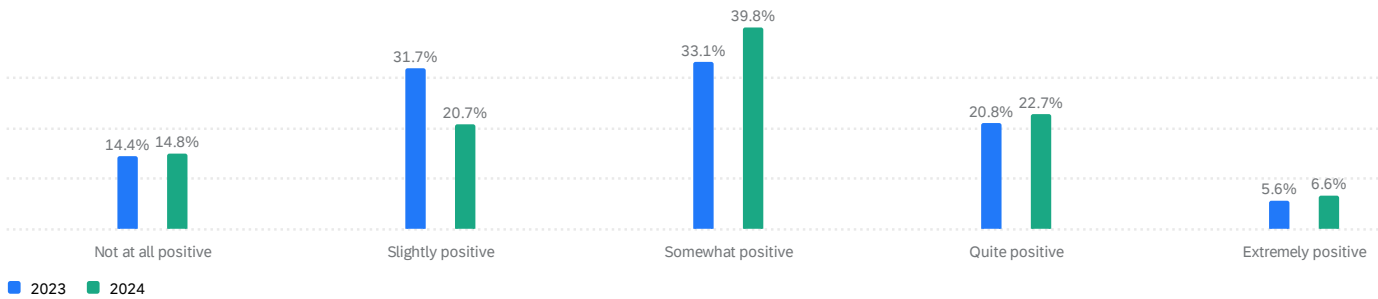
How optimistic are you that your school/district will improve in the future?



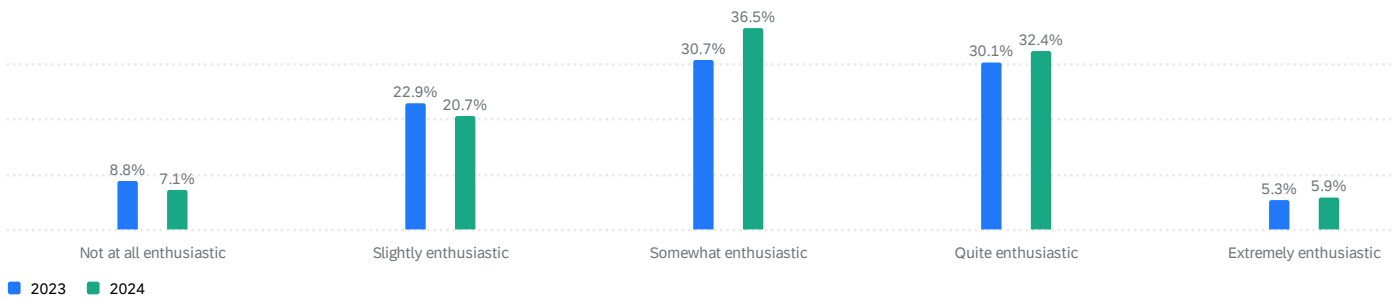
When new initiatives are presented in the school/district, how supportive are your colleagues?



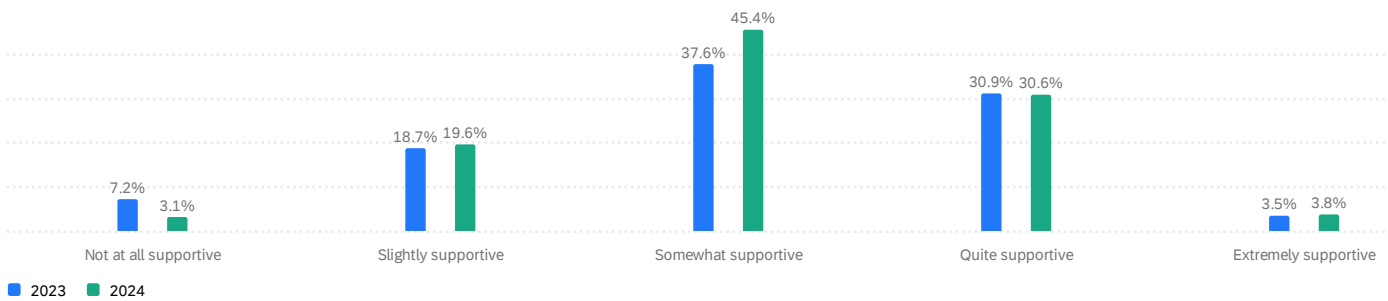
Overall, how positive is the working environment at your school/district?



On most days, how enthusiastic are the students about being at school?

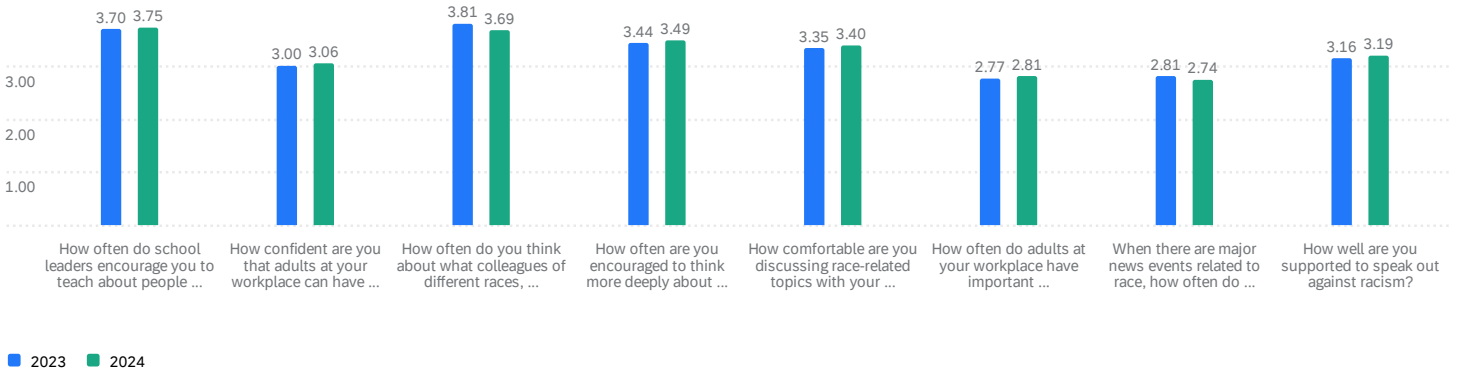


How supportive are students in their interactions with each other?

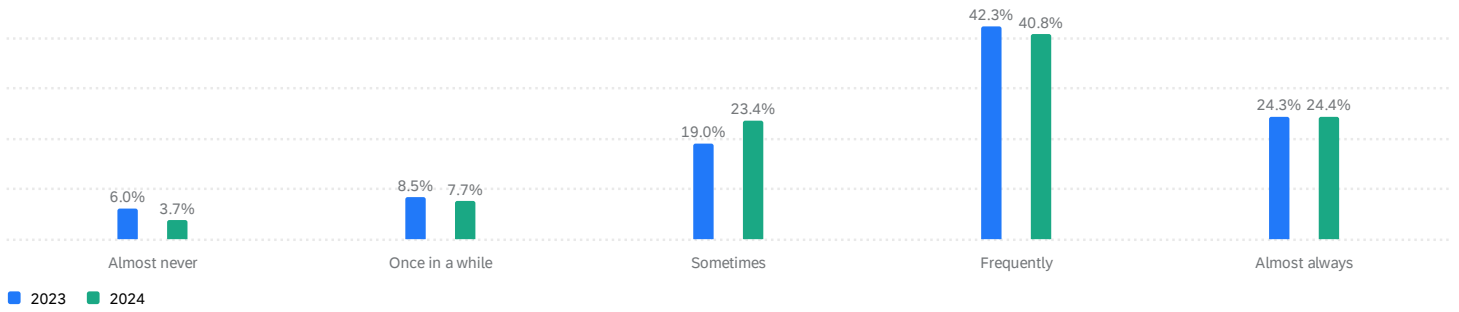


Cultural Awareness and Action

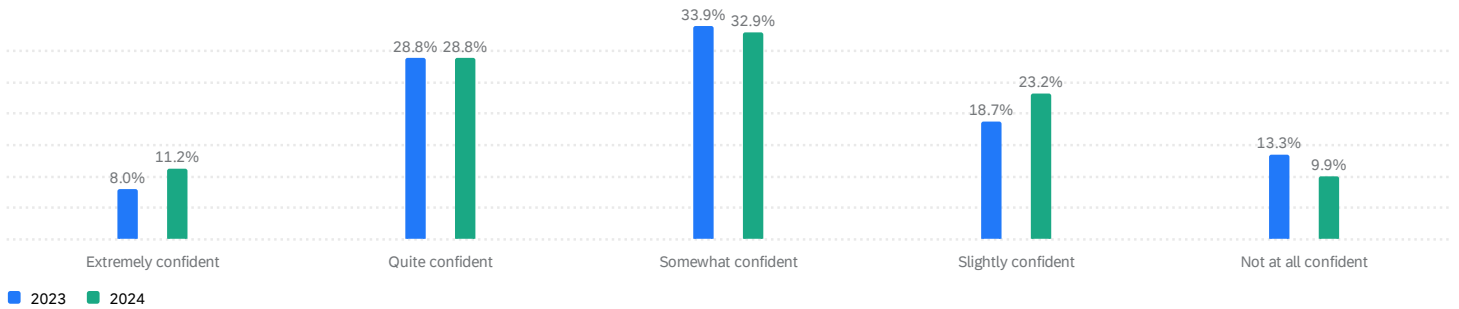
Cultural Awareness and Action Overall Ratings ▼



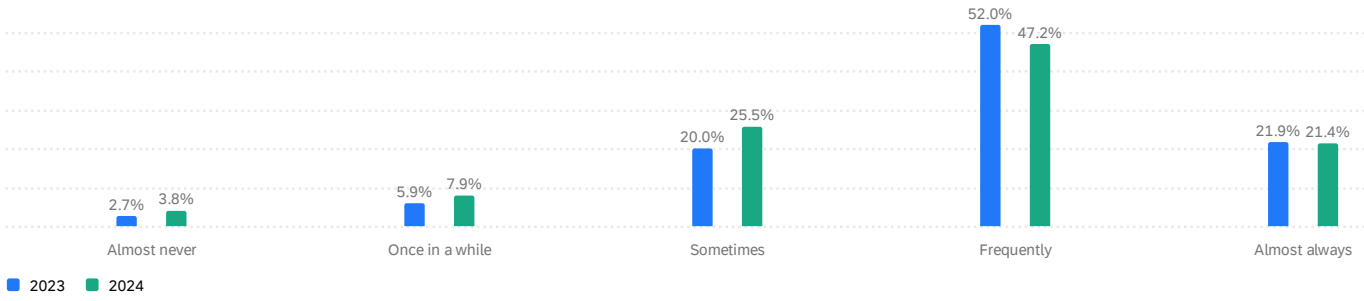
How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?



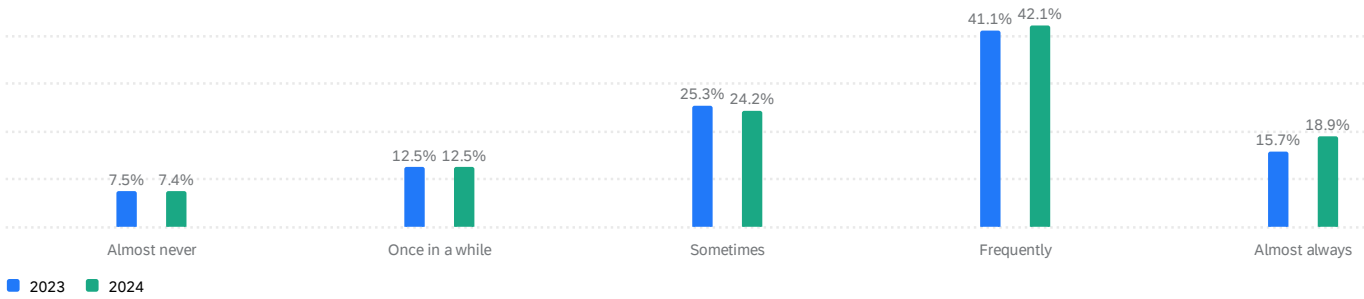
How confident are you that adults at your workplace can have honest conversations with each other about race?



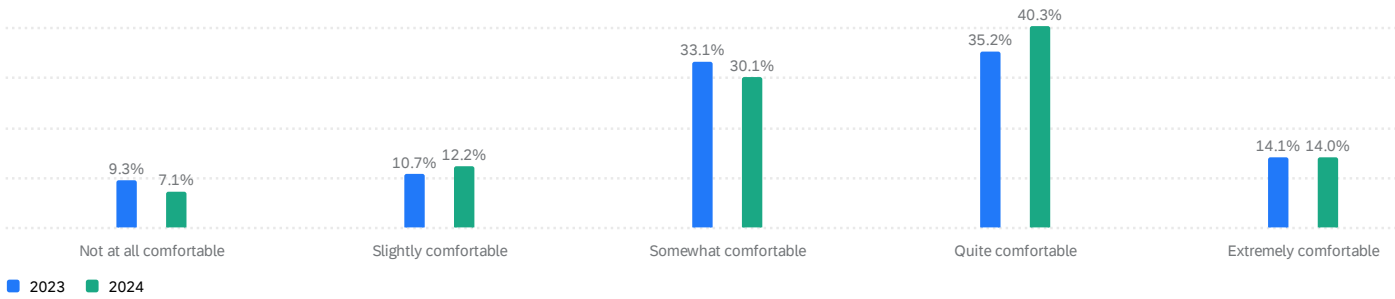
How often do you think about what colleagues of different races, ethnicities, or cultures experience?



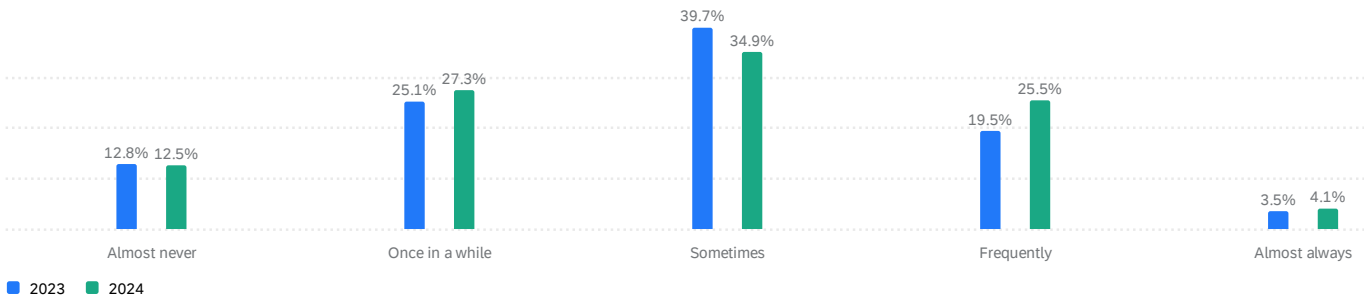
How often are you encouraged to think more deeply about race-related topics?



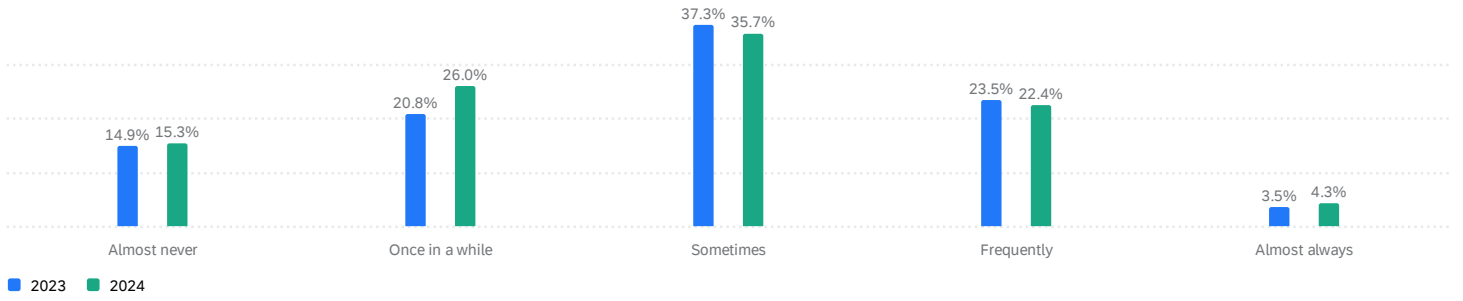
How comfortable are you discussing race-related topics with your colleagues?



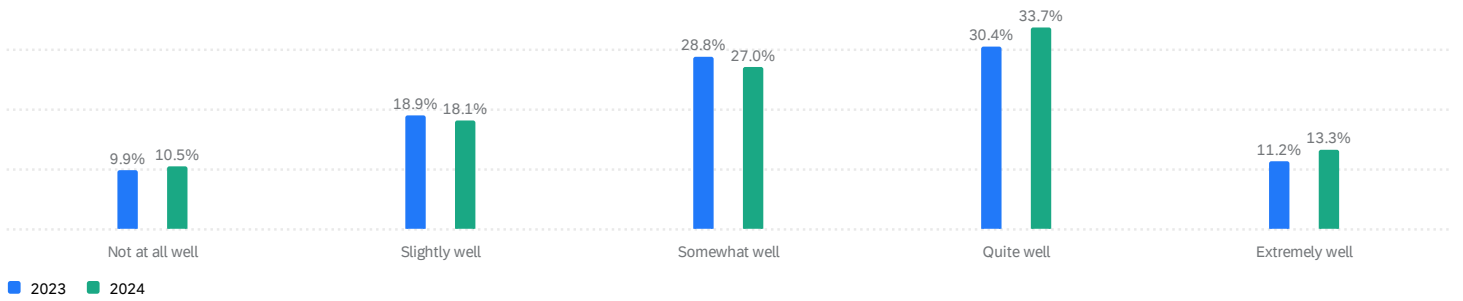
How often do adults at your workplace have important conversations about race, even when they might be uncomfortable?



When there are major news events related to race, how often do adults at your workplace talk about them with each other?

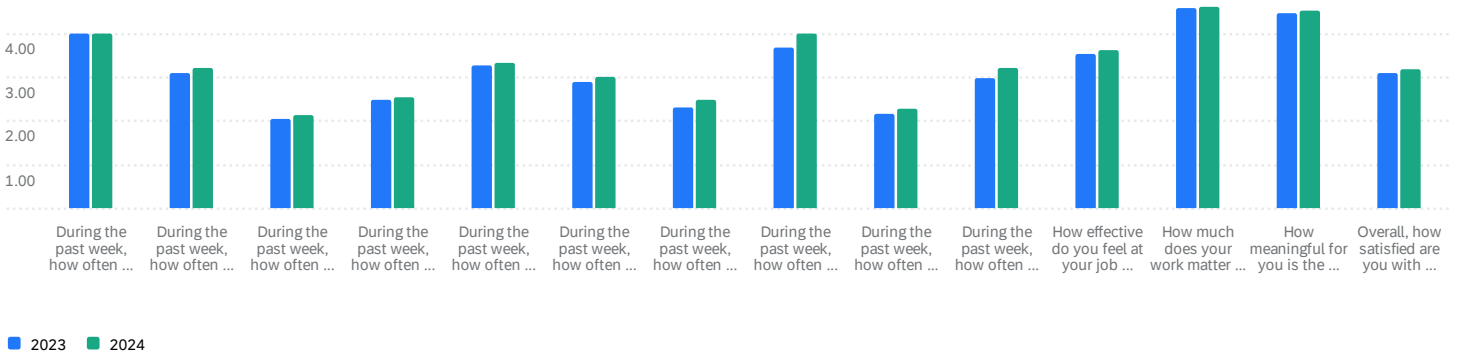


How well are you supported to speak out against racism?

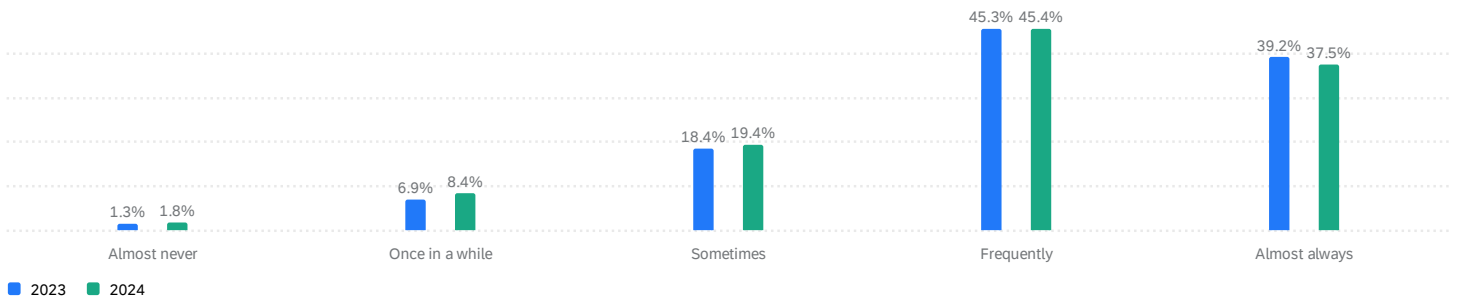


Well-being

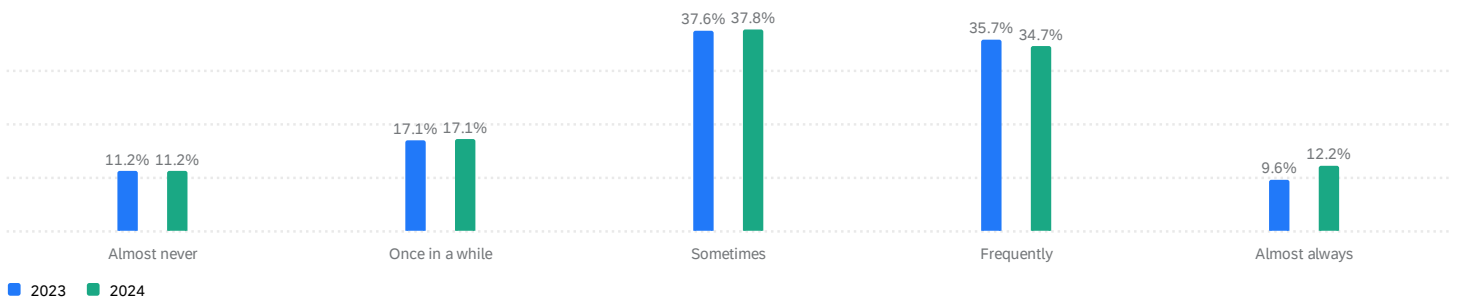
Well-being Overall Ratings ▾



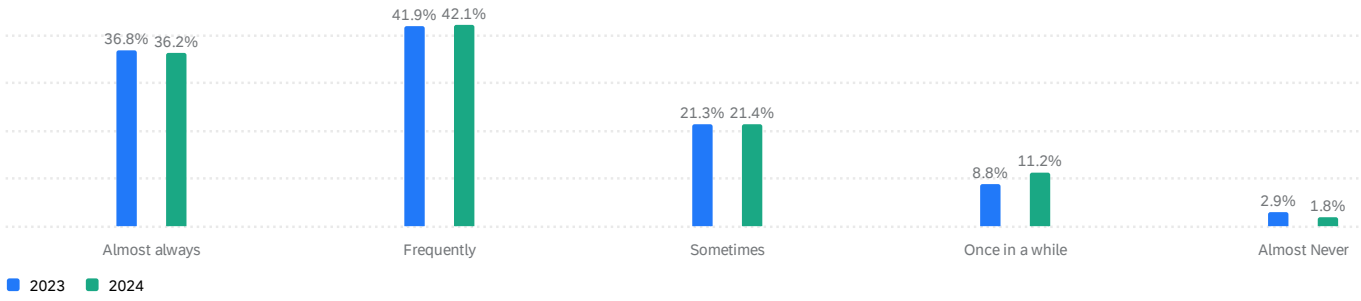
During the past week, how often did you feel engaged at work?



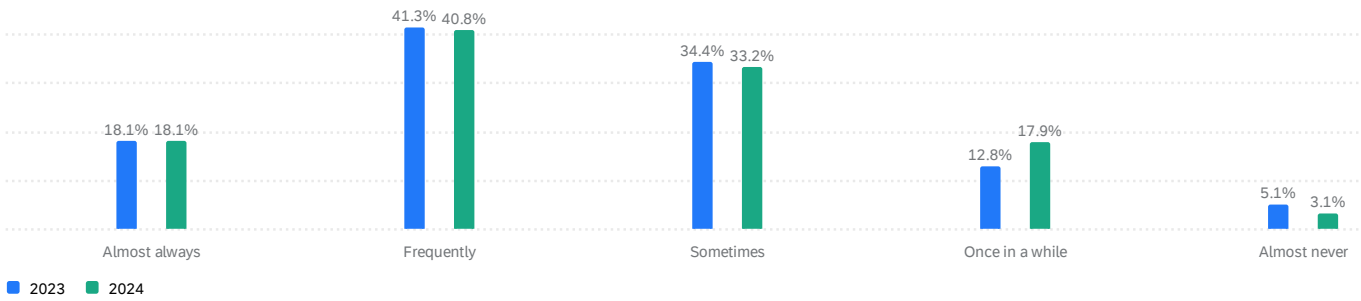
During the past week, how often did you feel excited at work?



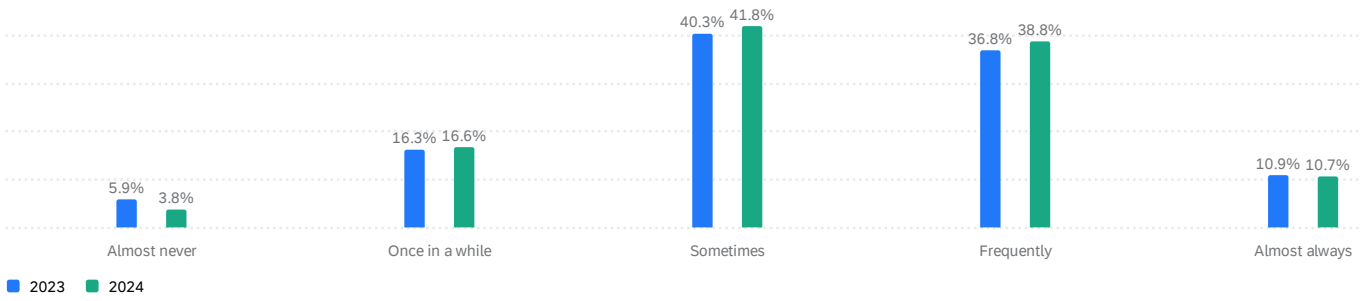
During the past week, how often did you feel exhausted at work?



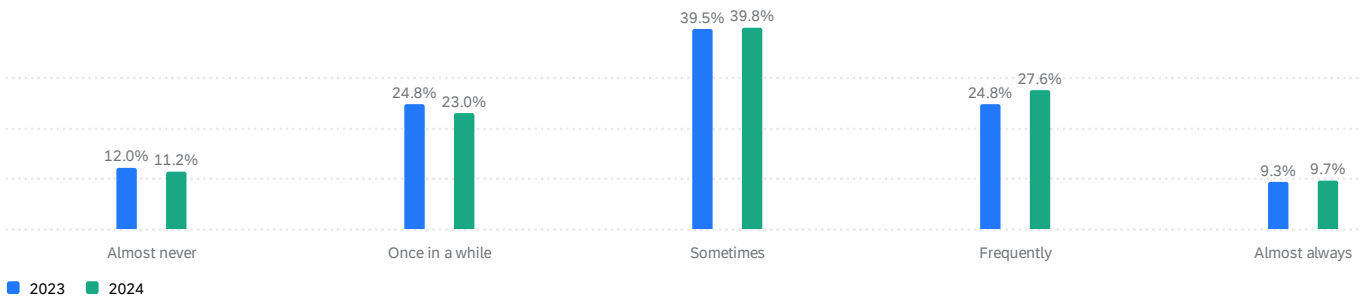
During the past week, how often did you feel frustrated at work?



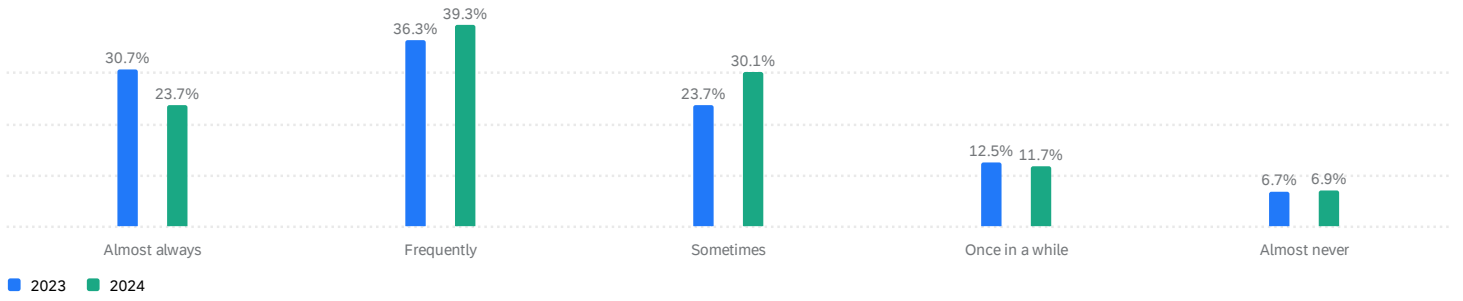
During the past week, how often did you feel happy at work?



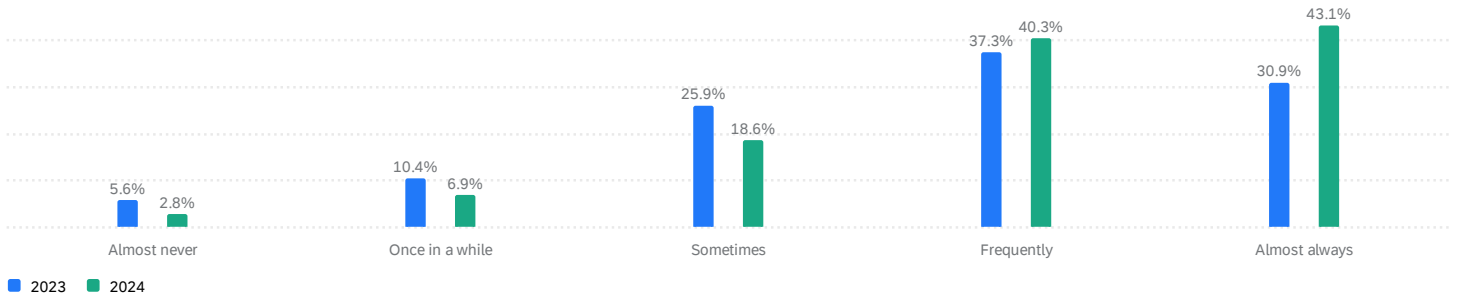
During the past week, how often did you feel hopeful at work?



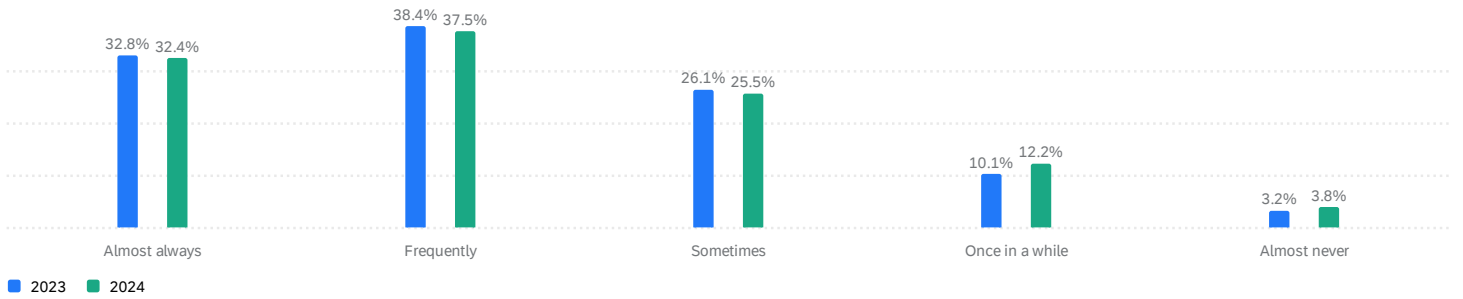
During the past week, how often did you feel overwhelmed at work?



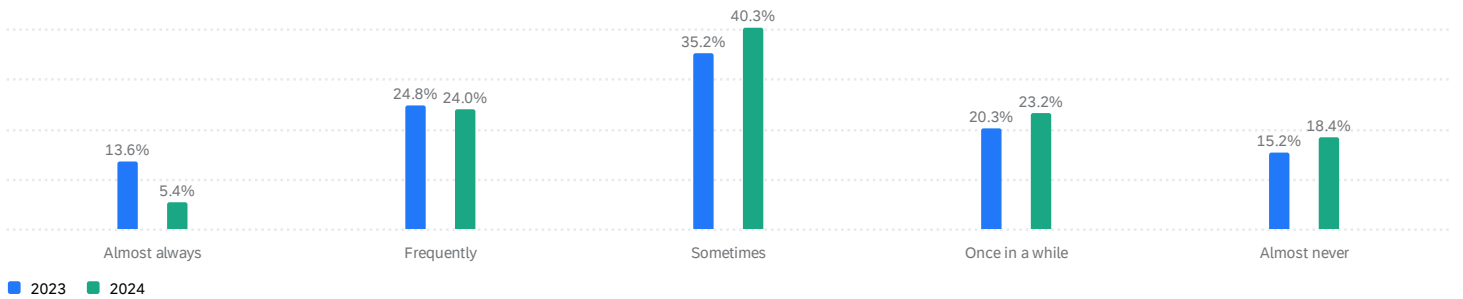
During the past week, how often did you feel safe at work?



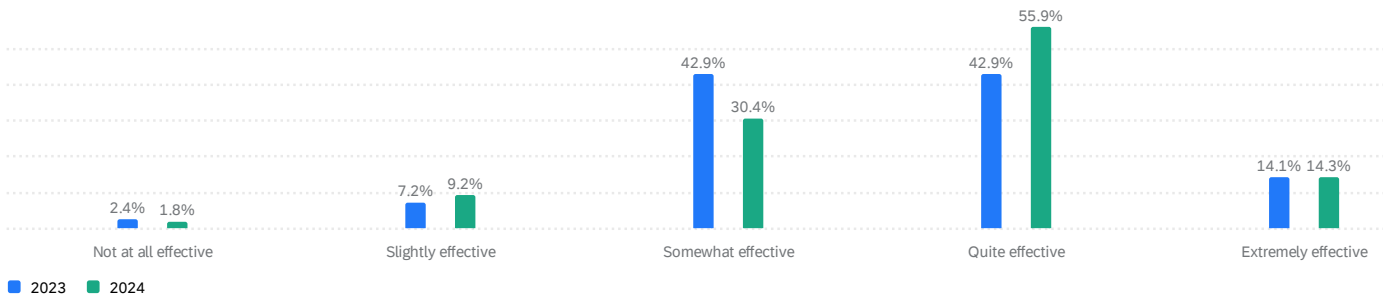
During the past week, how often did you feel stressed at work?



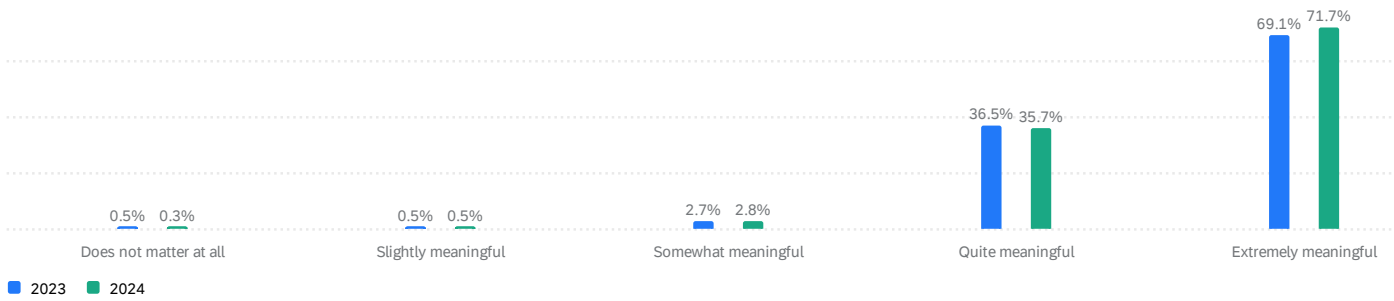
During the past week, how often did you feel worried at work?



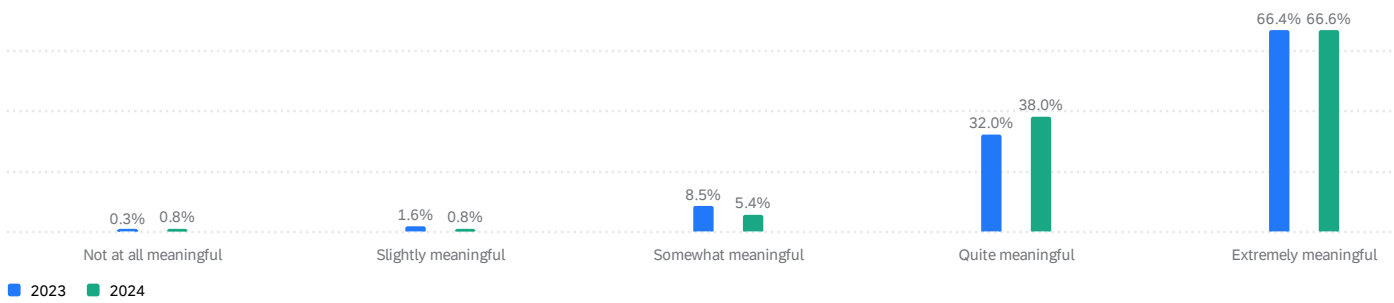
How effective do you feel at your job right now?



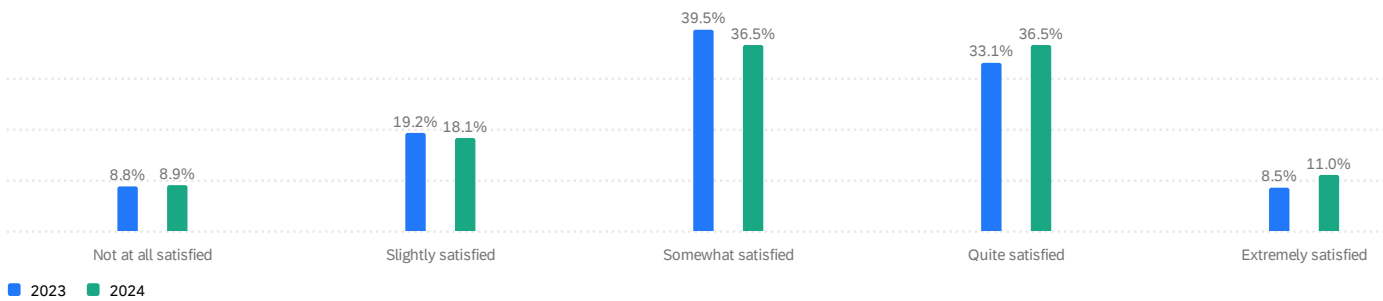
How much does your work matter to you?



How meaningful for you is the work that you do?

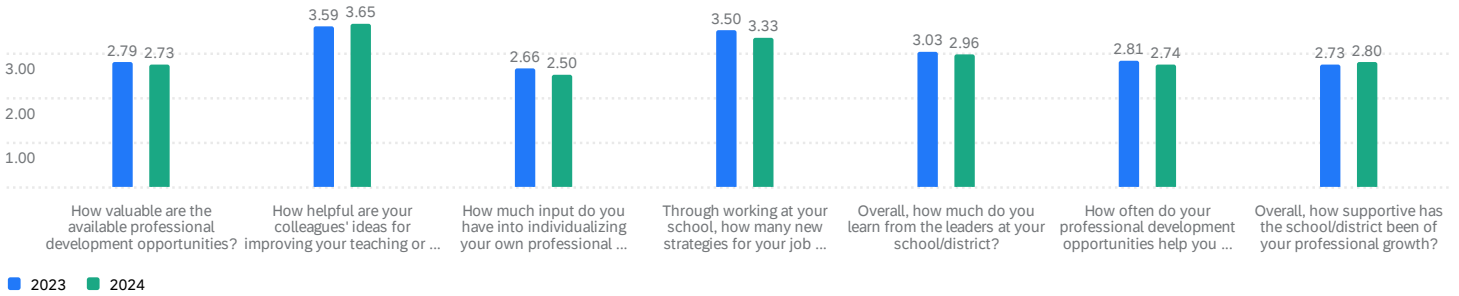


Overall, how satisfied are you with your job right now?

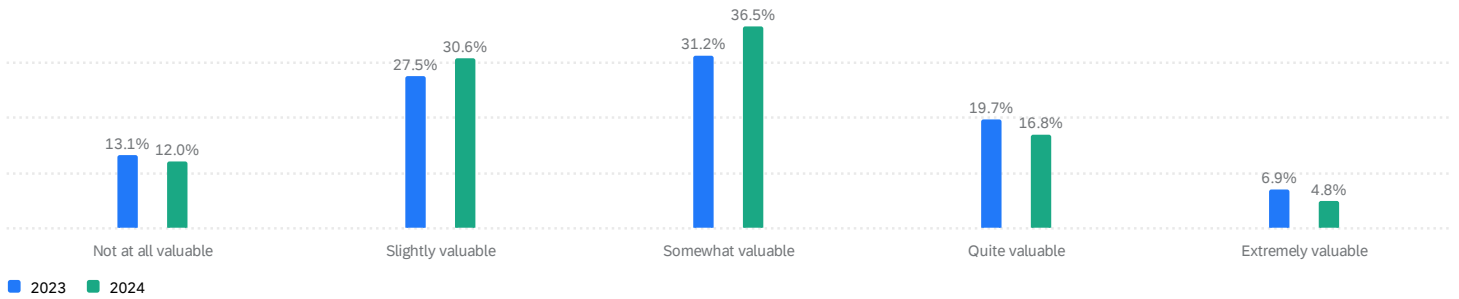


Professional Learning

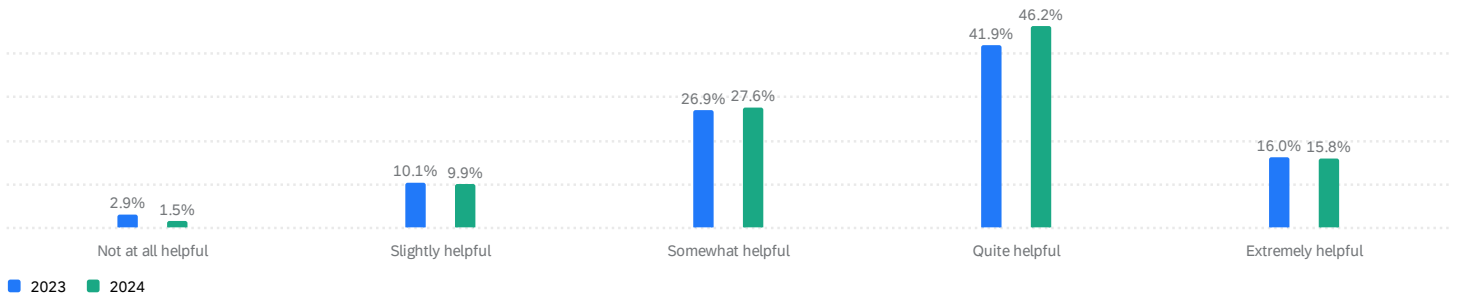
Professional Learning Overall Ratings 🔽



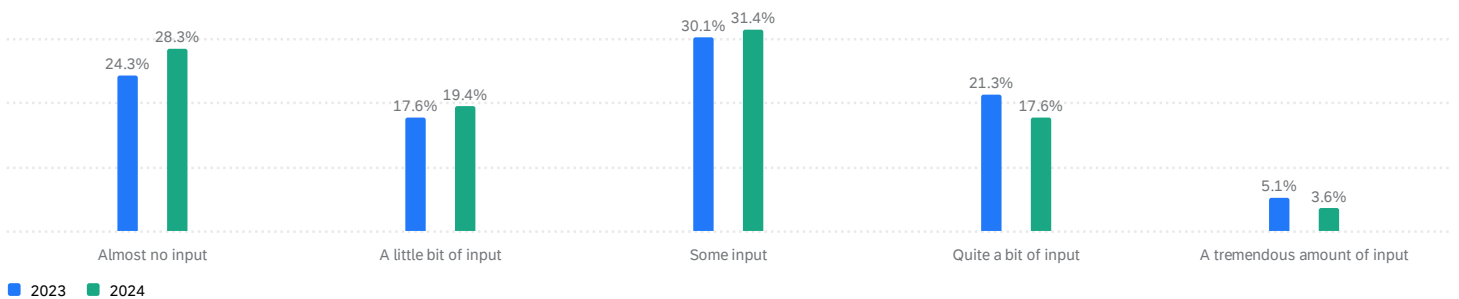
How valuable are the available professional development opportunities?



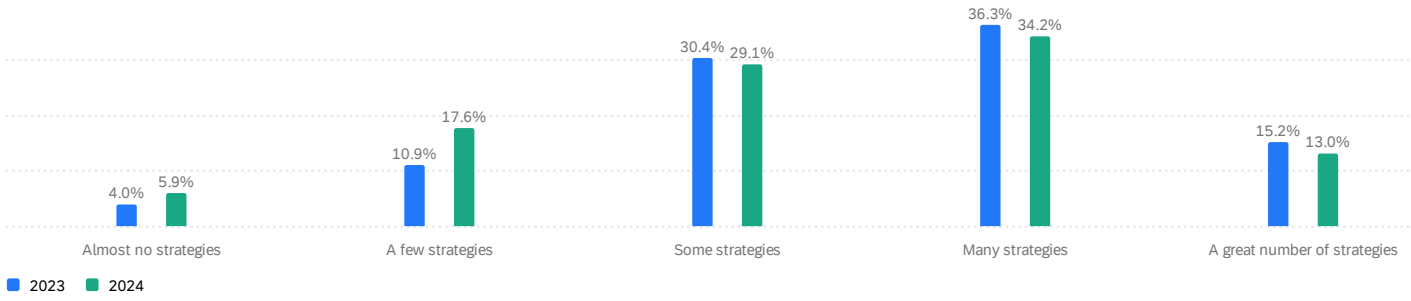
How helpful are your colleagues' ideas for improving your teaching or work?



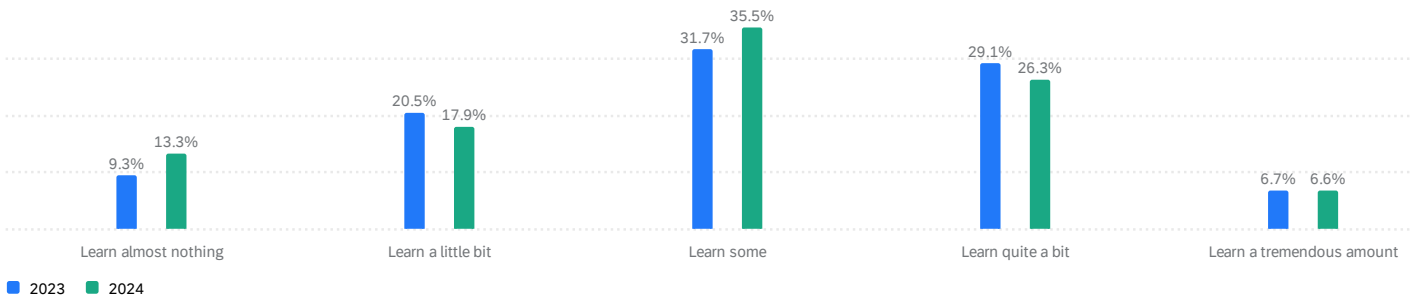
How much input do you have into individualizing your own professional development opportunities?



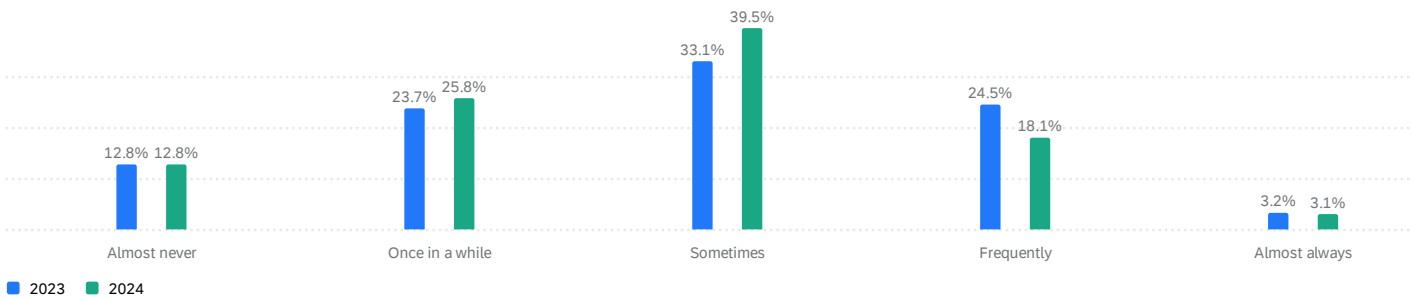
How many new strategies for your job have you learned?



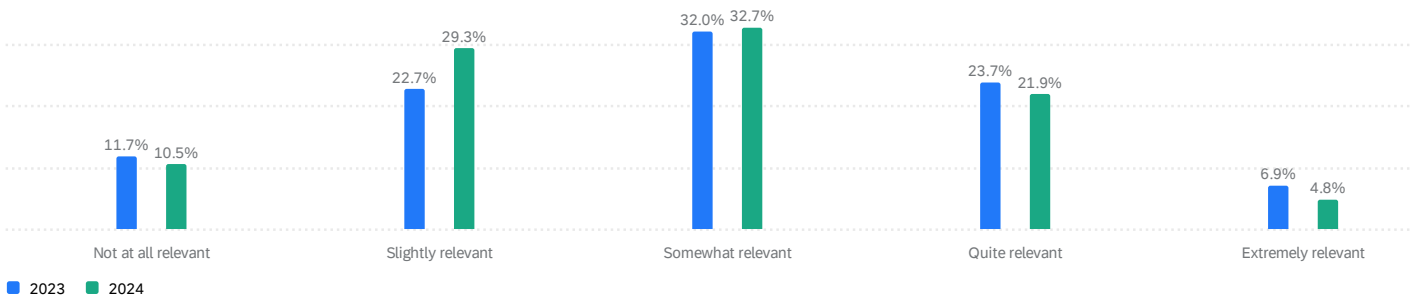
Overall, how much do you learn from the leaders at your school/district?



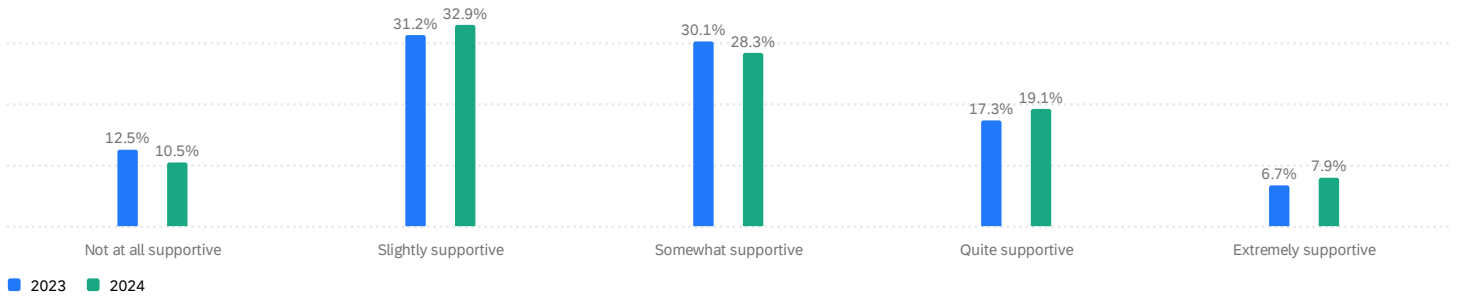
How often do your professional development opportunities help you explore new ideas?



How relevant have your professional development opportunities been to your work?

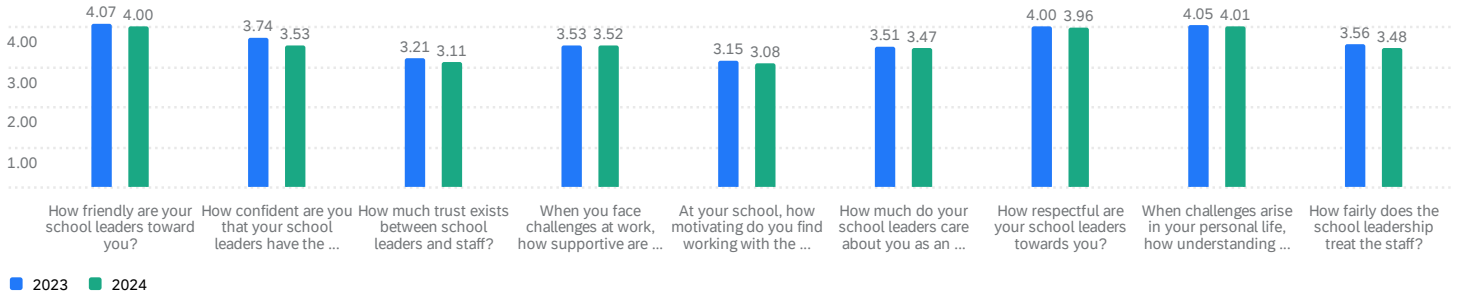


Overall, how supportive has the school/district been of your professional growth?

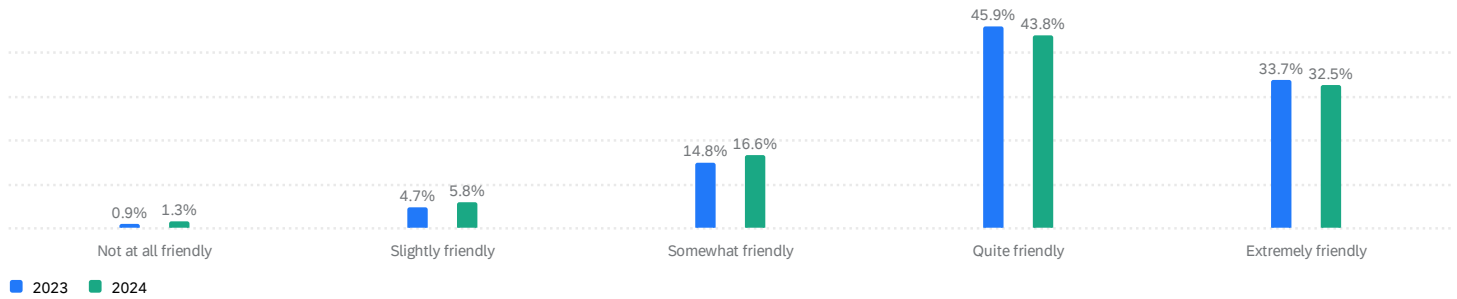


Staff-Leadership Relationship

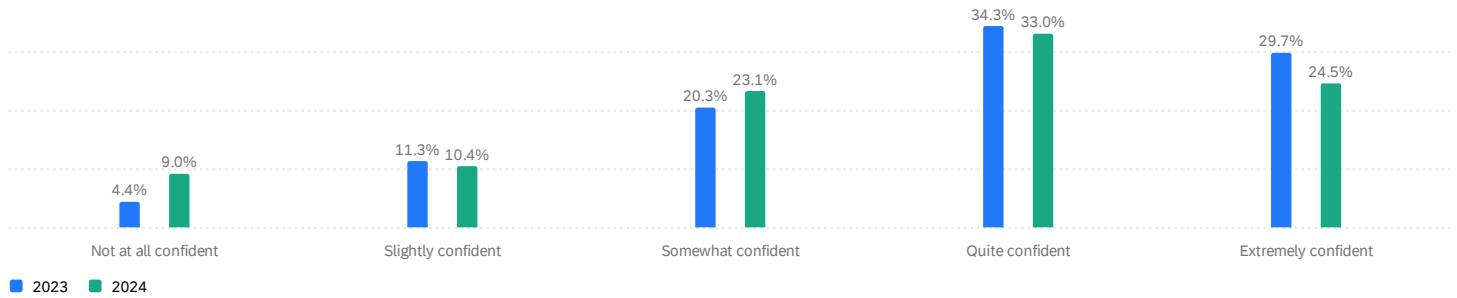
Staff-Leadership Relationship Overall Ratings 🗲



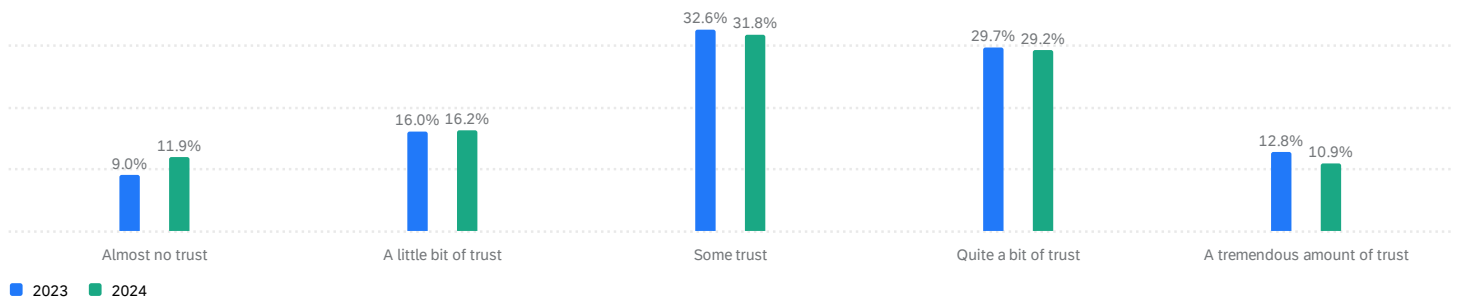
How friendly are your school leaders toward you?



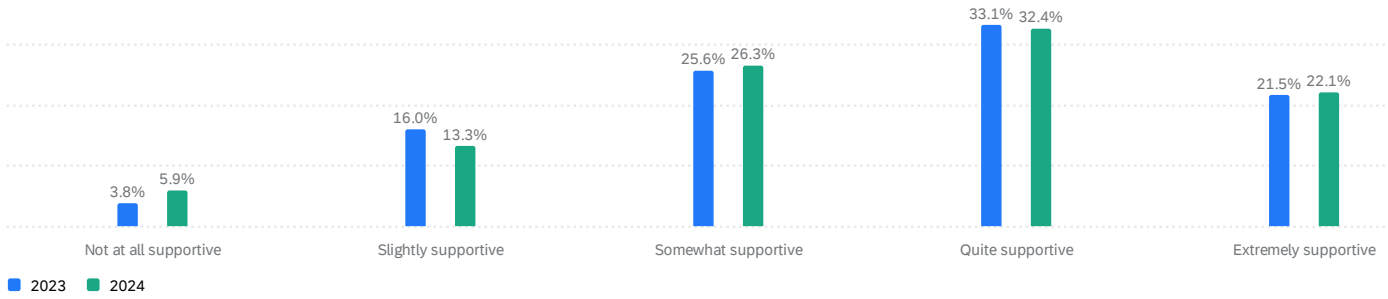
How confident are you that your school leaders have the best interests of the school in mind?



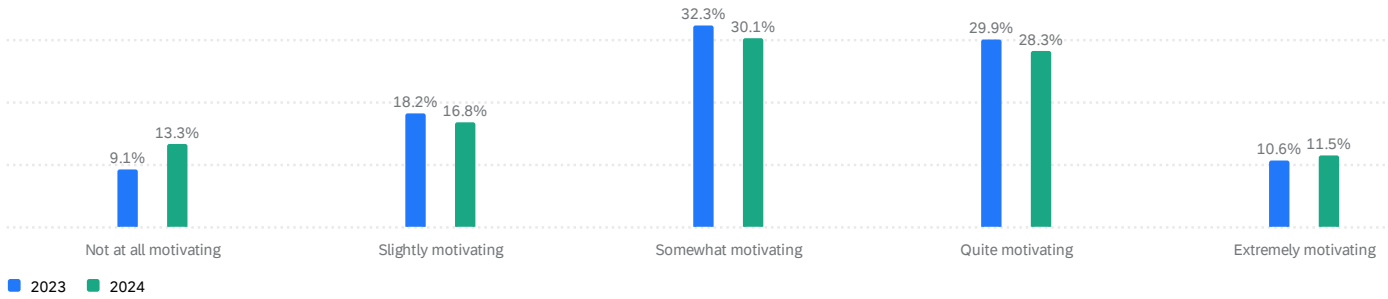
How much trust exists between school leaders and staff?



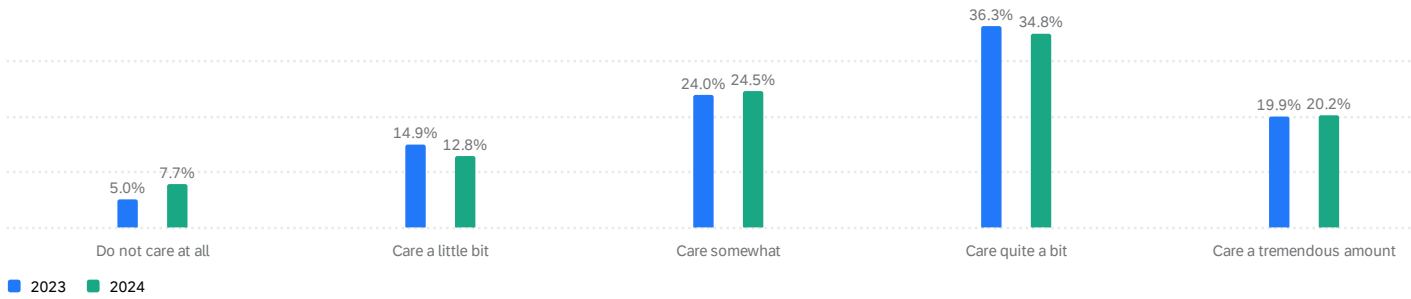
When you face challenges at work, how supportive are your school leaders?



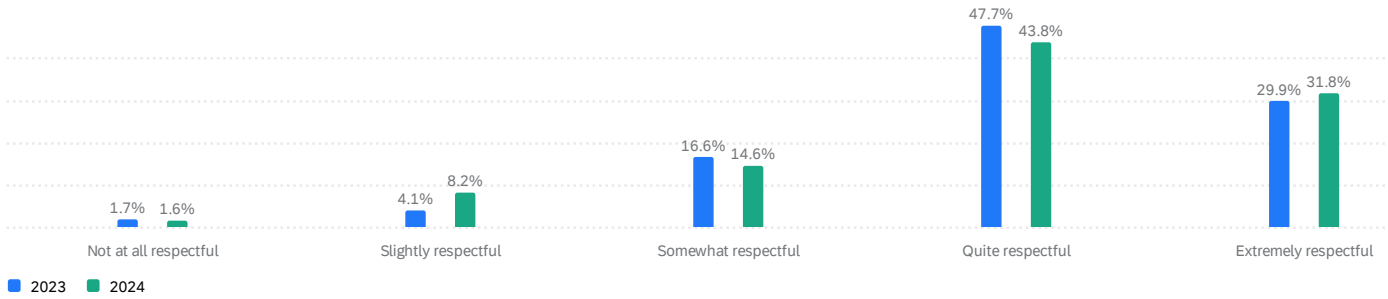
At your school, how motivating do you find working with the leadership team?



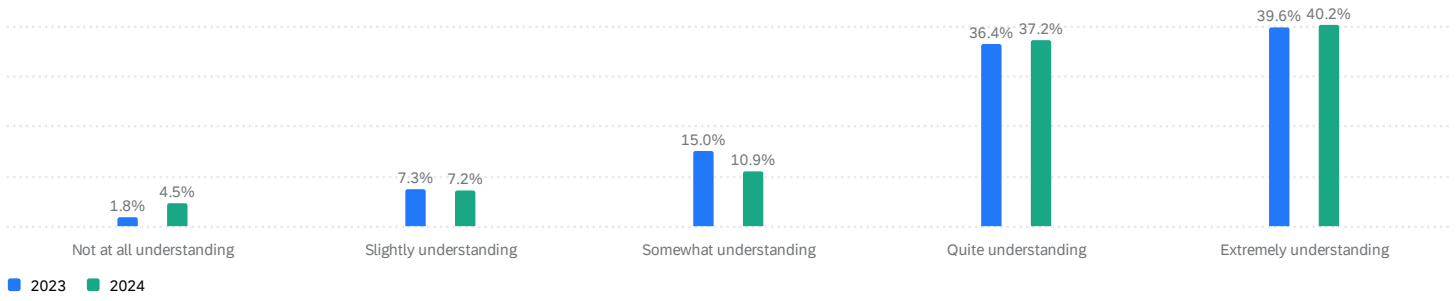
How much do your school leaders care about you as an individual?



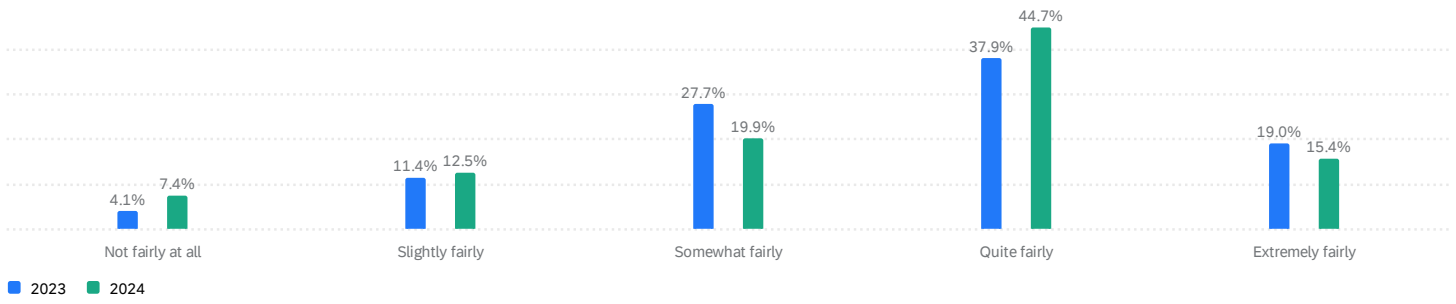
How respectful are your school leaders towards you?



When challenges arise in your personal life, how understanding are your school leaders? 717

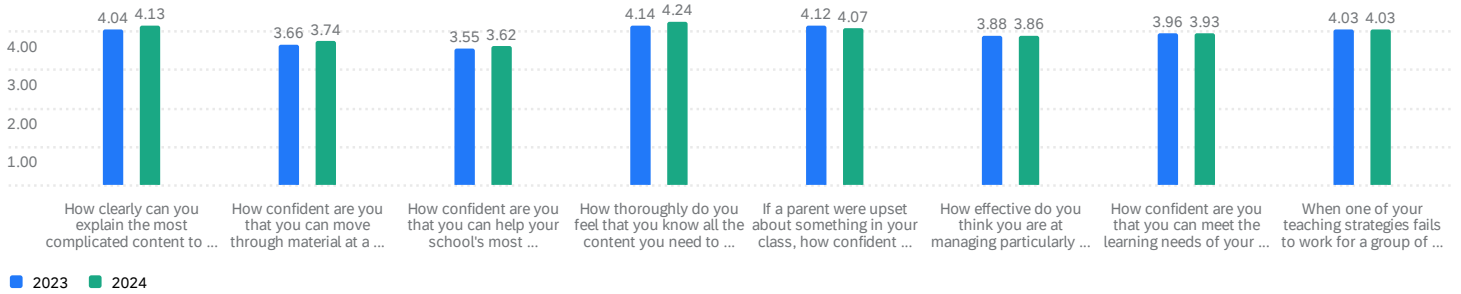


How fairly does the school leadership treat the staff?

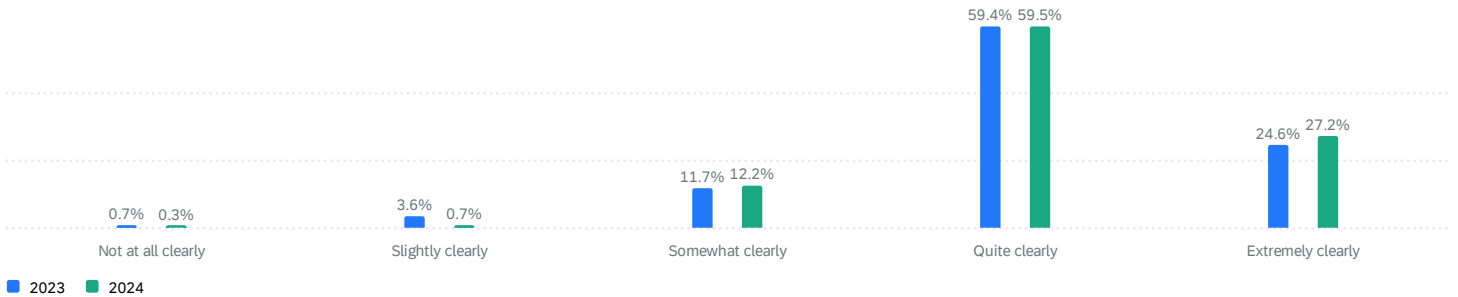


Teaching Efficacy

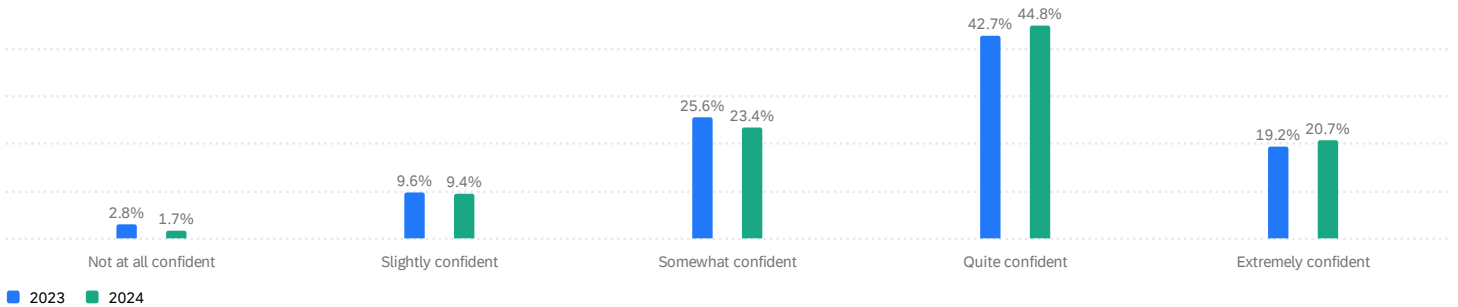
Teaching Efficacy Relationship Overall Ratings ▼



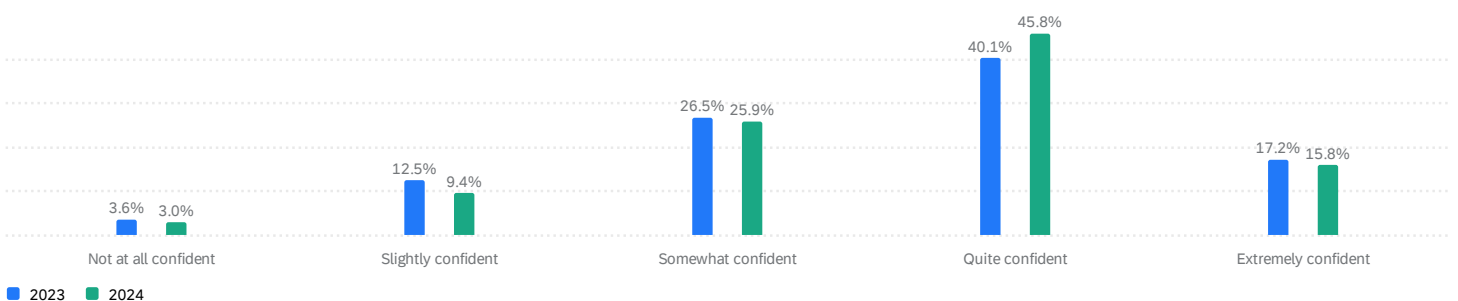
How clearly can you explain the most complicated content to your students?



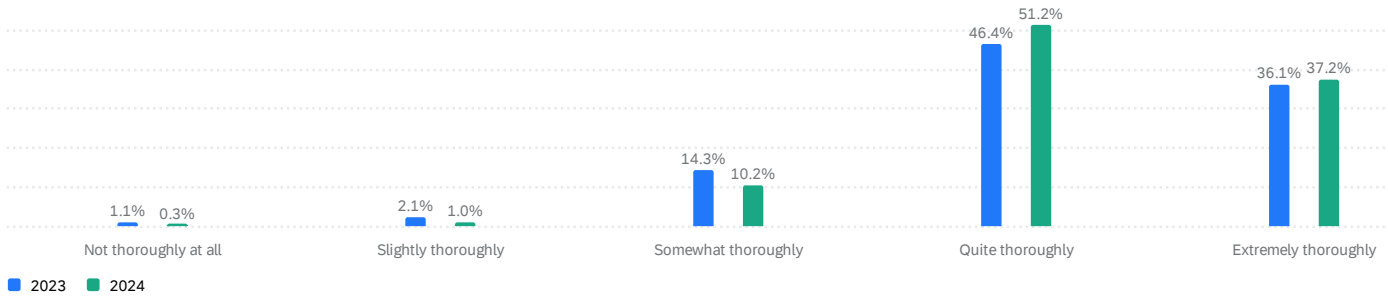
How confident are you that you can move through material at a pace that works well for each of your students?



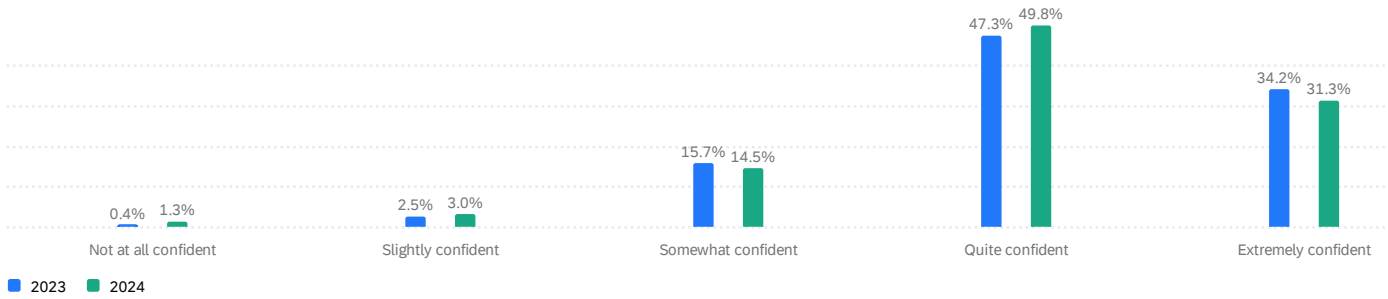
How confident are you that you can help your school's most challenging students to learn?



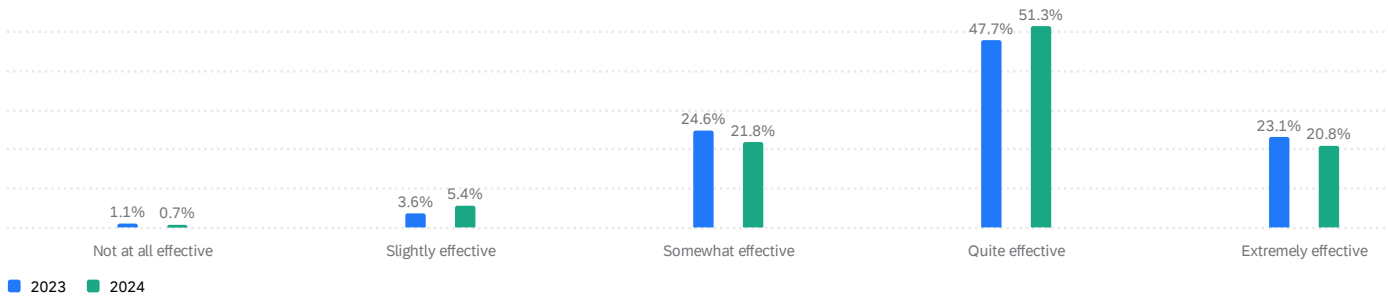
How thoroughly do you feel that you know all the content you need to teach?



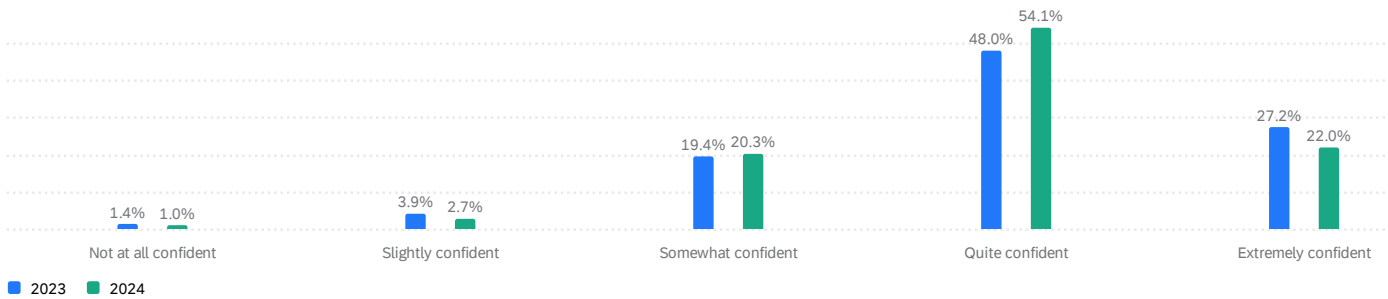
If a parent were upset about something in your class, how confident are you that you could have a productive conversation with this parent?



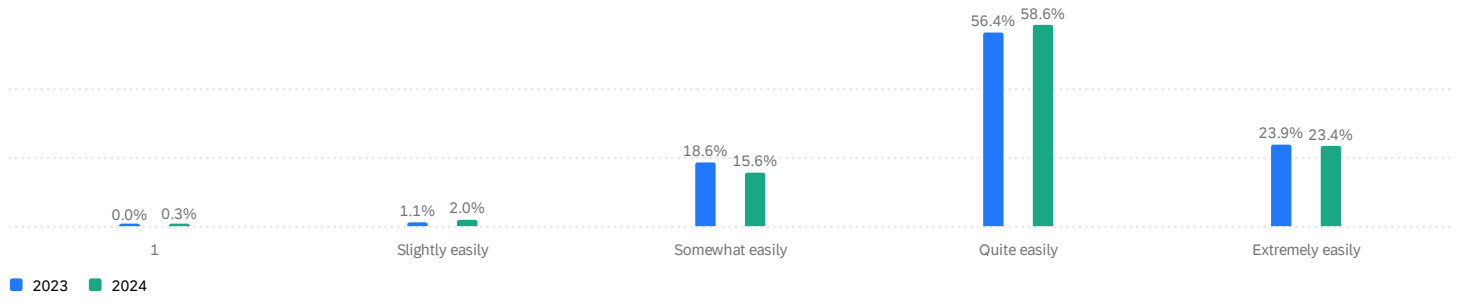
How effective do you think you are at managing particularly disruptive classes?



How confident are you that you can meet the learning needs of your most advanced students?



When one of your teaching strategies fails to work for a group of students, how easily can you think of another approach to try?

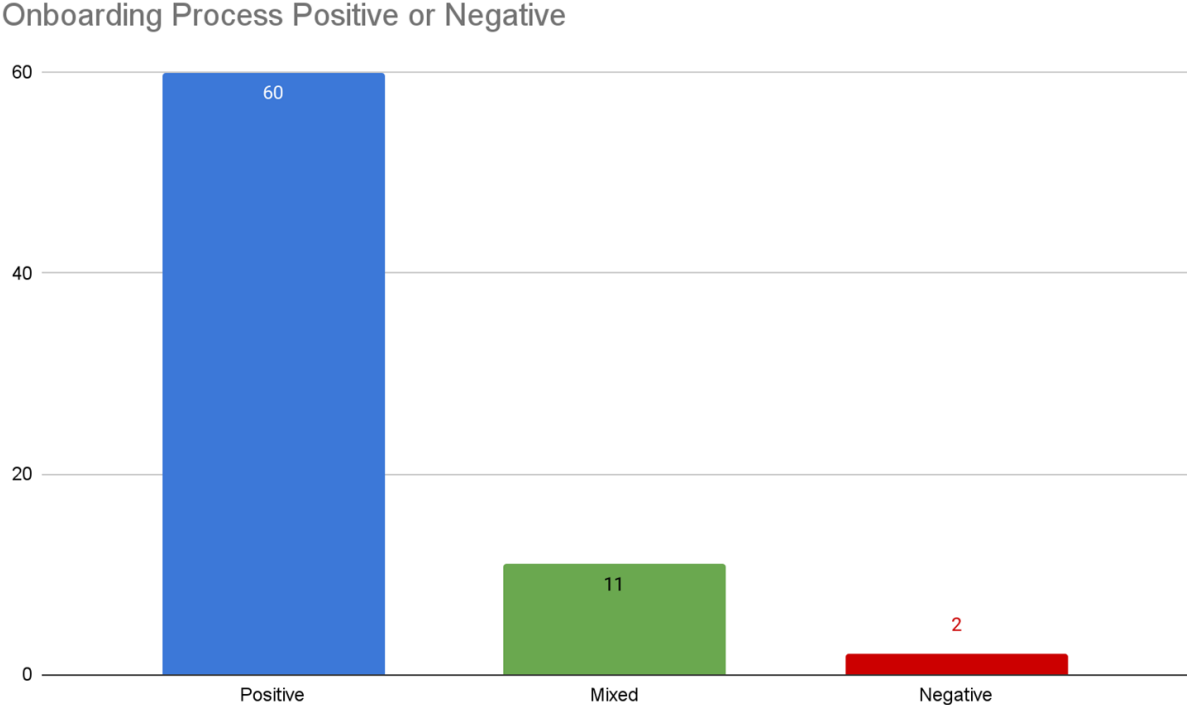




Stay Interviews

2023/2024 School Year

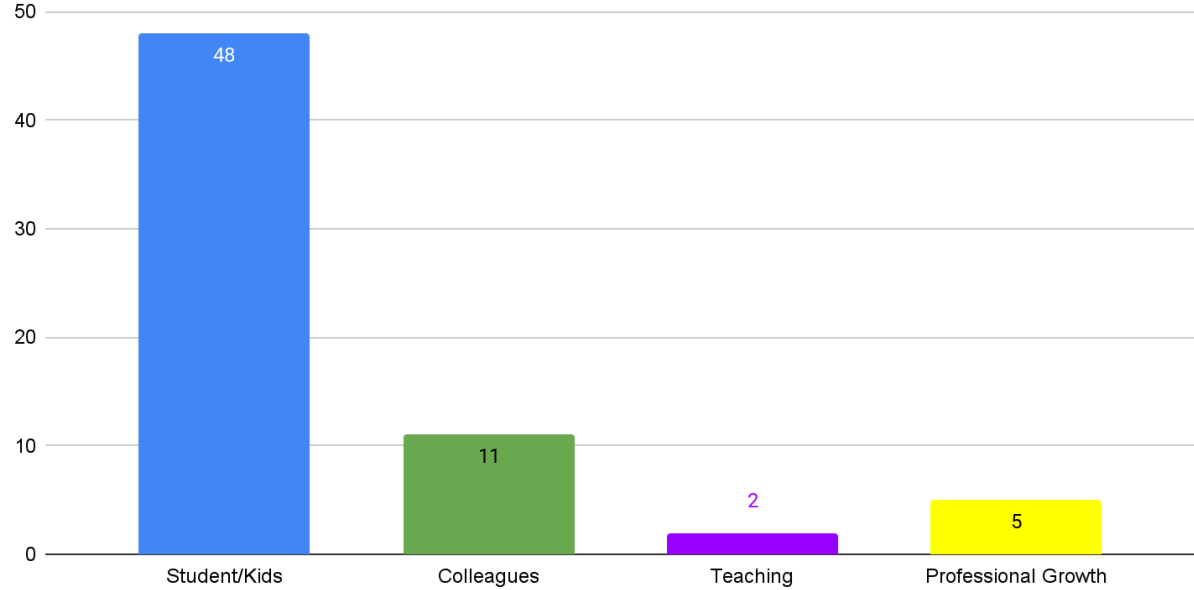
Q1: Onboarding Process



When you think about the onboarding process, from the time you applied until your first day, was your experience positive or negative,

Q2: Look Forward to Most

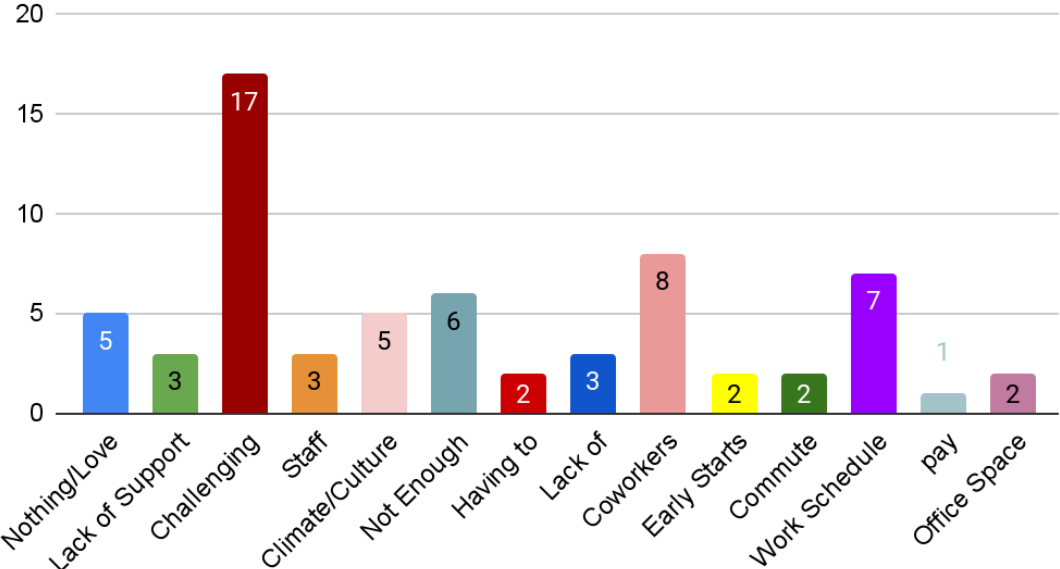
Look Forward to Most



What do you look forward to most when you come to work?

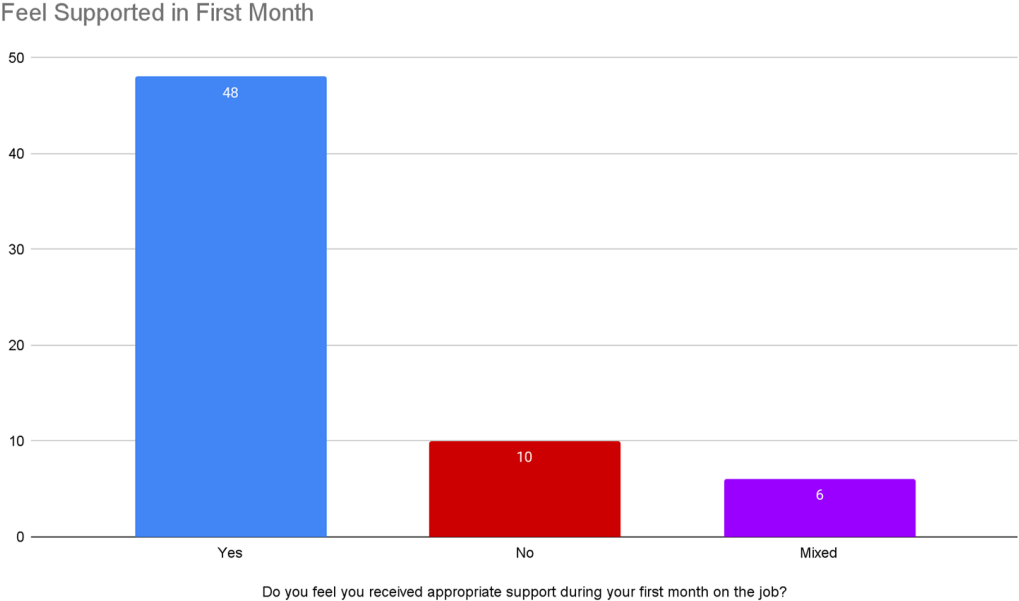
Q3: Look Forward to Least

Look Forward To Least



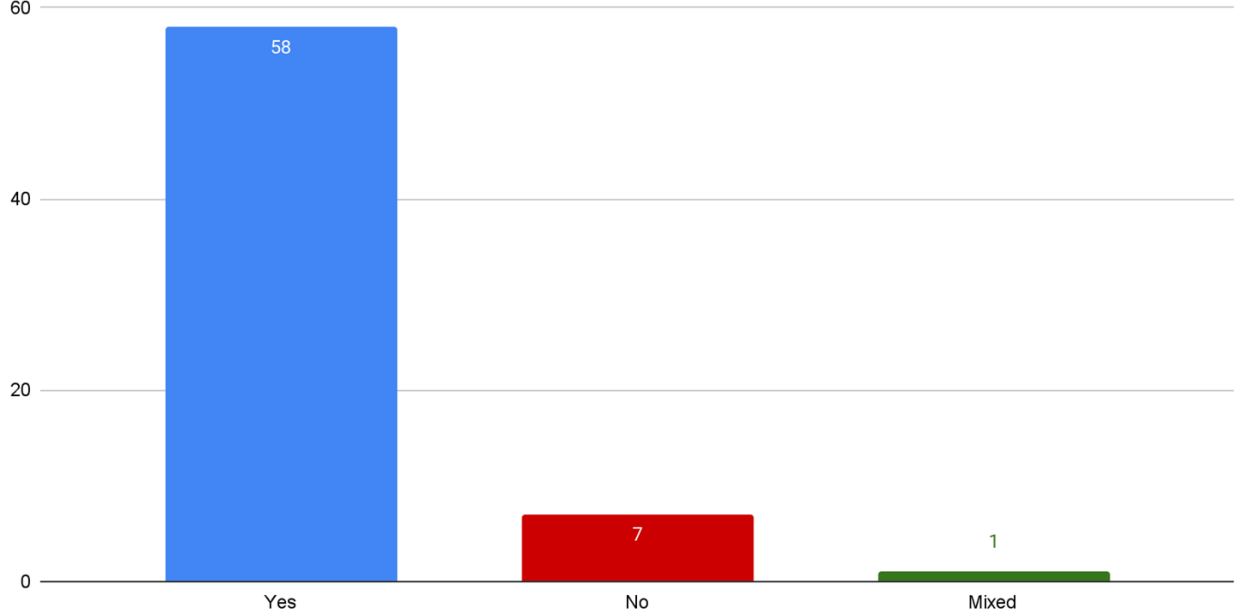
What do you look forward to the least when you come to work each day?

Q4: Feel SUpported in First Month



Q5: Feel Heard By Peers

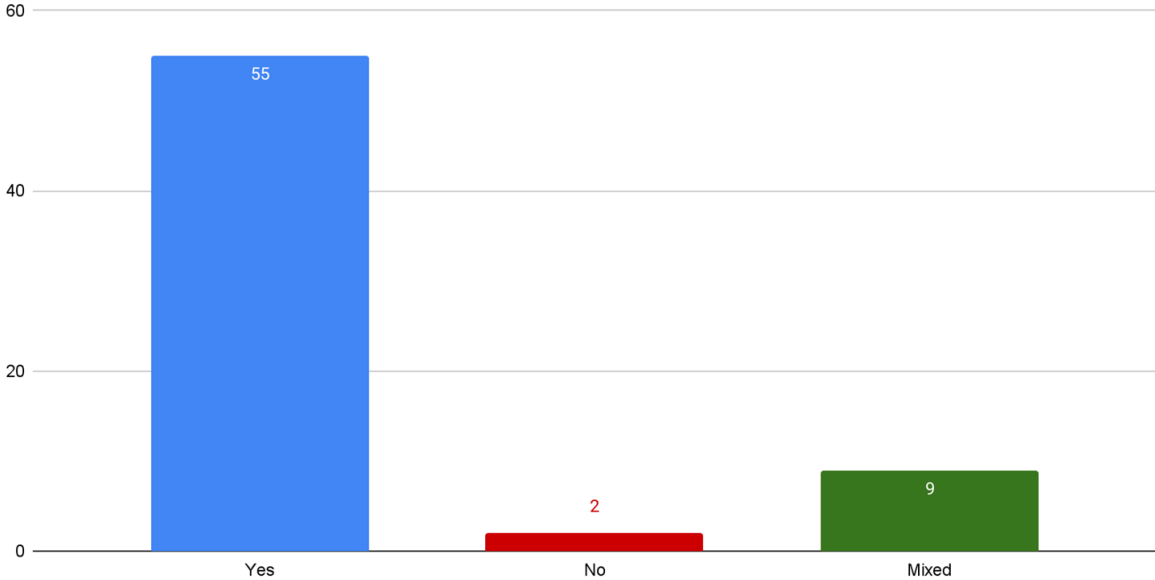
Feel Heard By Peers



5. Do you feel heard by your peers? If so, why, if not, why?

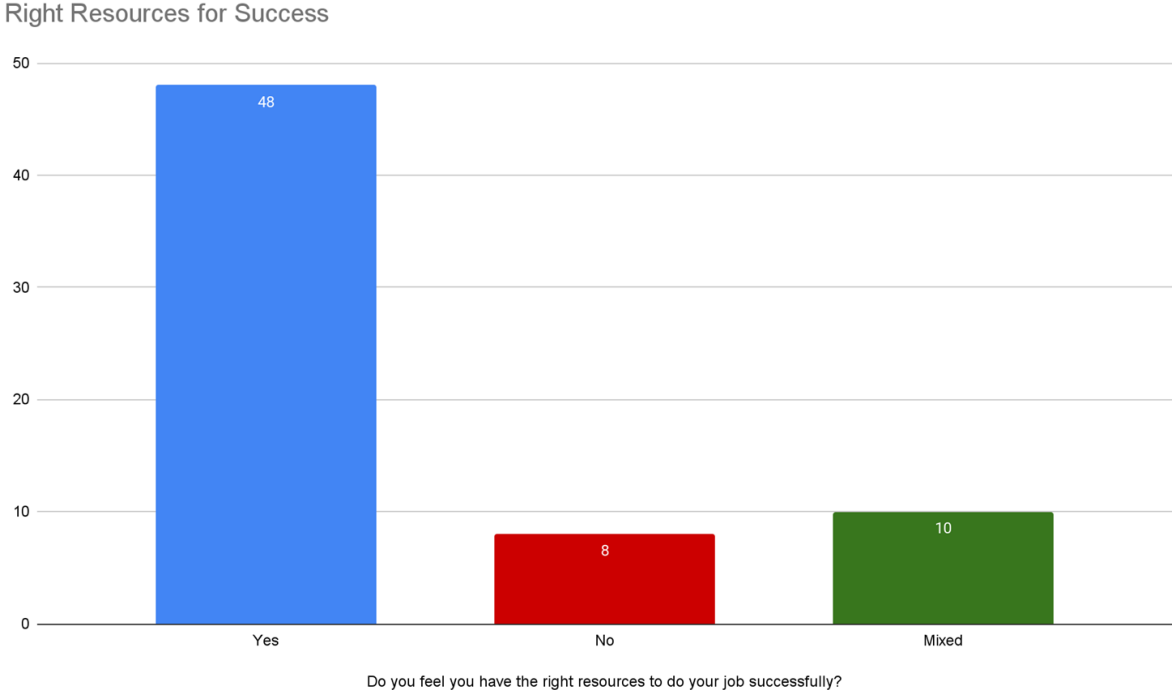
Q6: Feel Supported by Mgr./Admin

Feel Supported By Manager/Admin



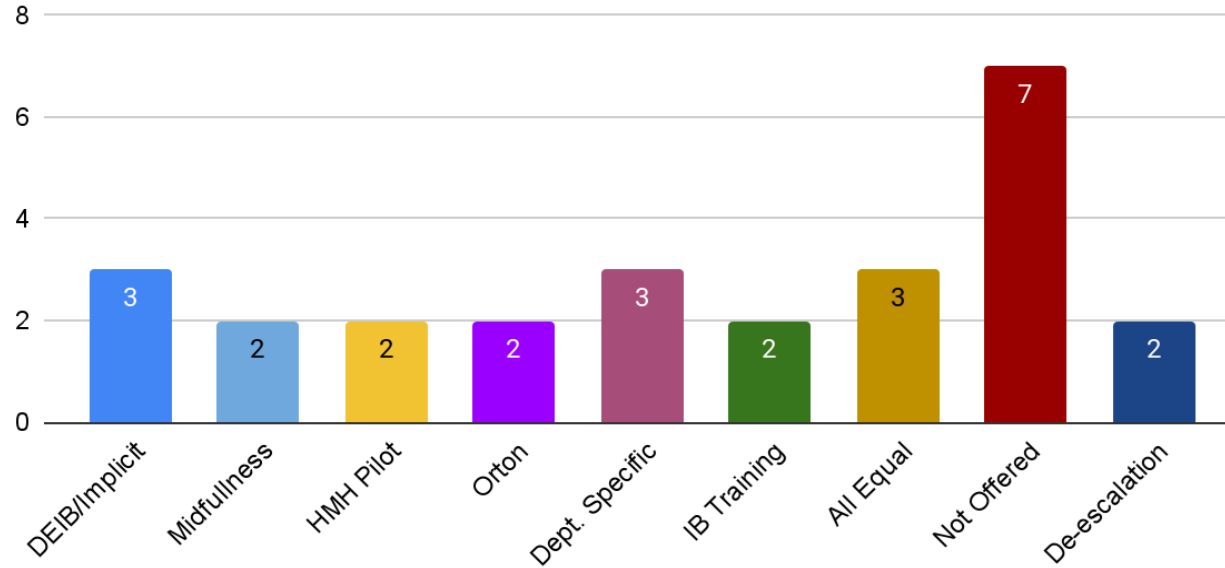
Do you feel supported by your manager/supervisor/admin? If so why; if not why?

Q7: Right Resources For Success



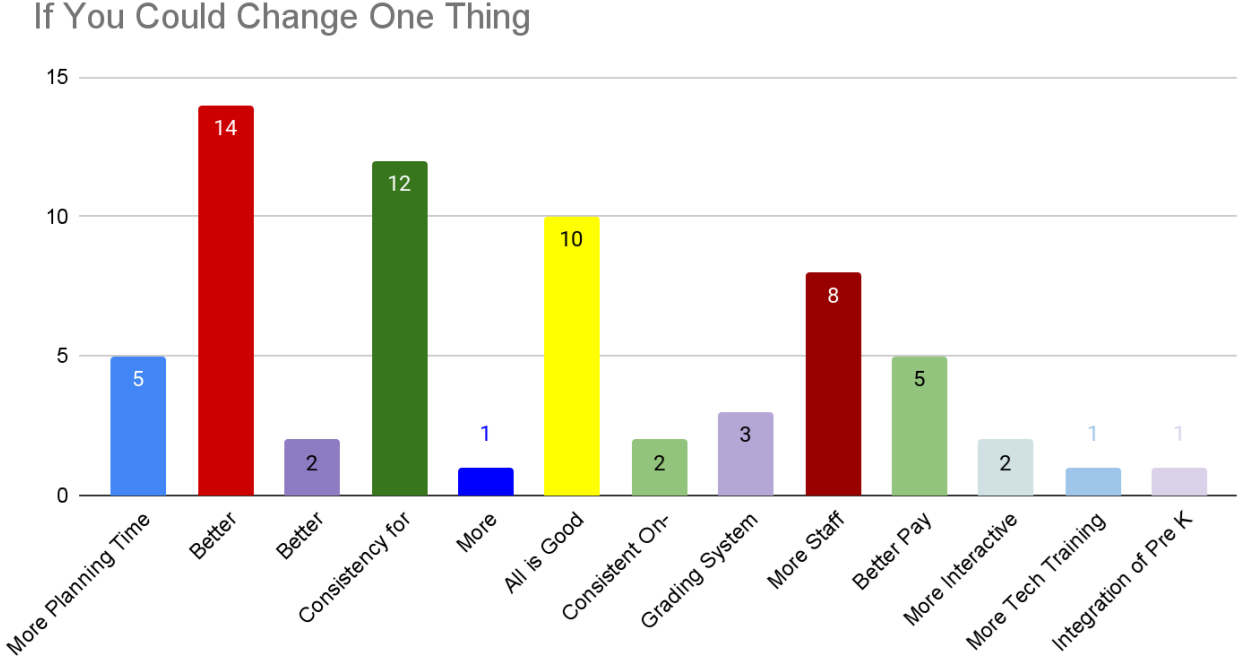
Q8: Professional Development Most Value

Professional Development Most Value



What professional development has provided you the most value?

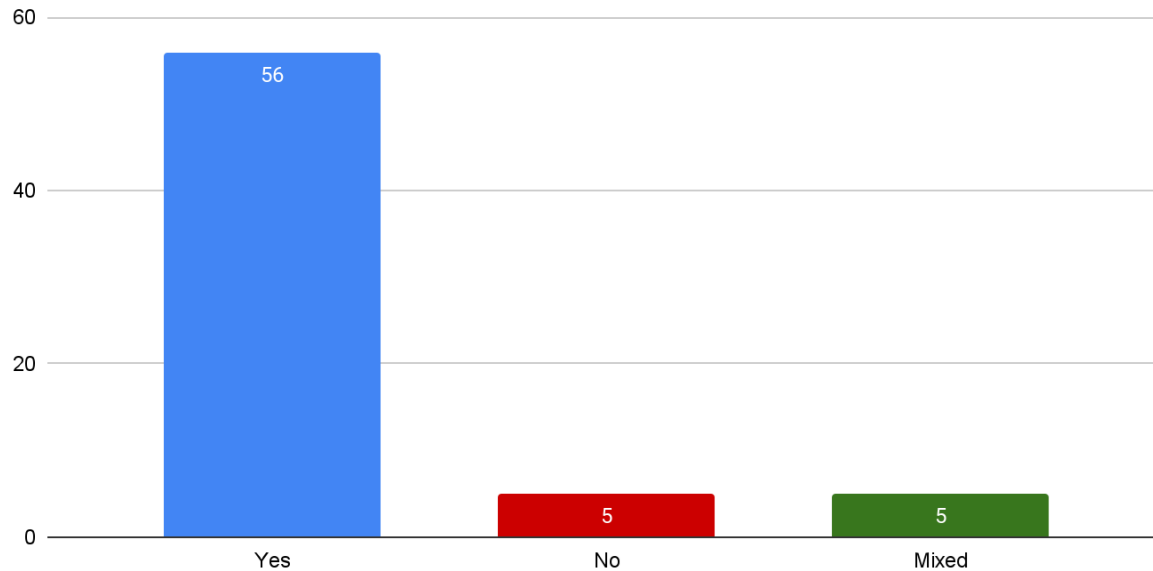
Q9: If You Could Change One Thing



If you could change one thing in the organization, what would it be?

Q10: Feel Valued and Recognized

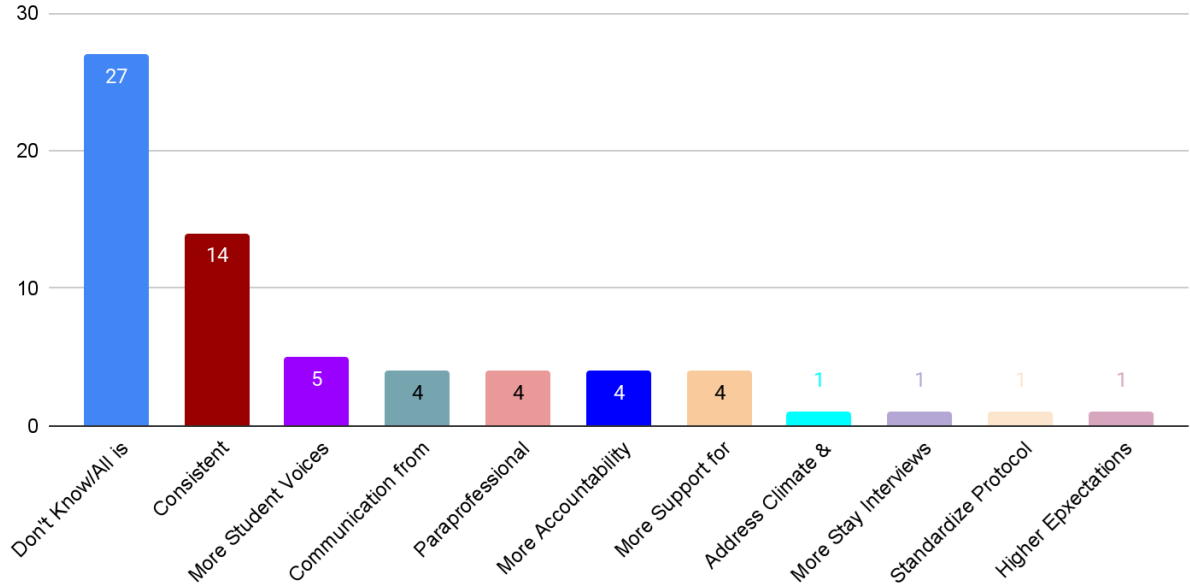
Feel Valued and Recognized



Do you feel valued and recognized by the Company?

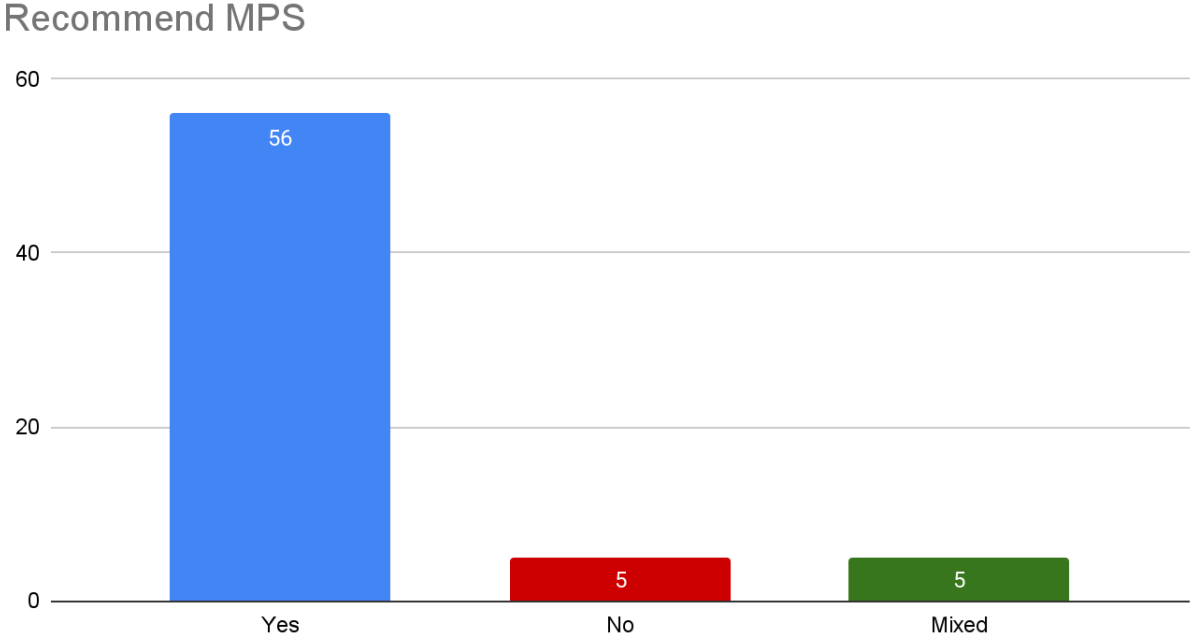
Q11: What We Are Not Doing

What We Are Not Doing



What are we currently not doing that you feel we should?

Q12: Recommend MPS



Would you recommend working at Middletown Public Schools? If so, why; if not, why?

What Happens Next?

- Share Data with Administrators/Managers/Supervisors
- Continue Next School Year
- Expand to Staff More Tenured - (Stay Longer Interviews)
- Review Onboarding/Orientation Methods
- Report Out Semi -annually moving forward; (December & June)



Employee Exit Interview Update

Middletown Board of Education Meeting

June 11, 2024

Employee Questionnaire Data Overview

Data Period: January 2024 - June 6, 2024

- Represents feedback collected during the last half of the school year

Form Revised Due to State Mandate:

- Compliance with state regulations prompted revisions to the exit questionnaire

Recipient Criteria:

- Sent to staff who voluntarily separate from the BOE
- Includes both full-time and part-time staff members

Exclusions:

- Excludes change of assignments, temporary, and seasonal staff



Purpose of the MPS Exit Interview

Assess the Overall Employee Experience:

- Gain insights into the experiences of departing employees to better understand strengths and areas for improvement within our organization

Identify Opportunities for Retention and Engagement:

- Pinpoint specific areas where enhancements can be made to enhance employee satisfaction, retention, and engagement levels



Features of the Exit Questionnaire:

Google Form Format:

- Convenient and user-friendly platform for collecting feedback from departing employees

Anonymous Submission:

- Ensures confidentiality, encouraging honest and candid responses

Opportunity for Employee Feedback:

- Provides departing employees with a platform to share their perspectives, helping us reflect on our ability to meet the needs of our facility and staff



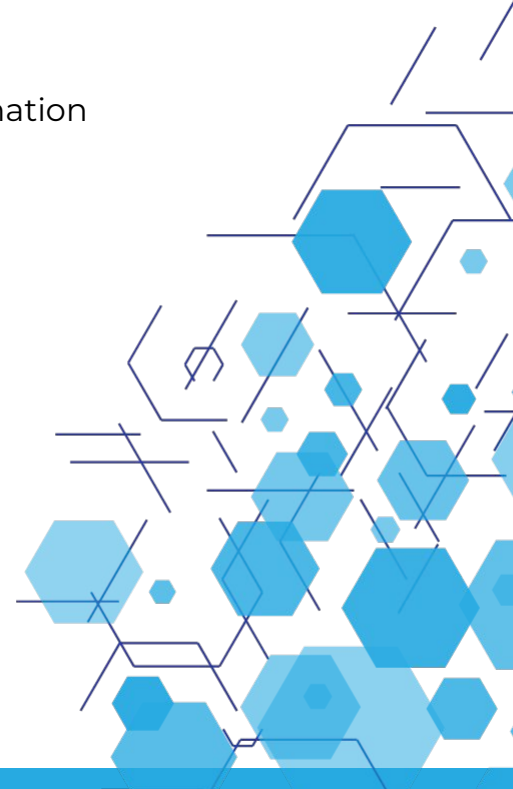
Distribution of MPS Exit Questionnaire

Delivery Method:

- The MPS Exit Questionnaire is distributed electronically via email
- Employees receive the Google Form upon notification of retirement or resignation

Flexible Completion Options:

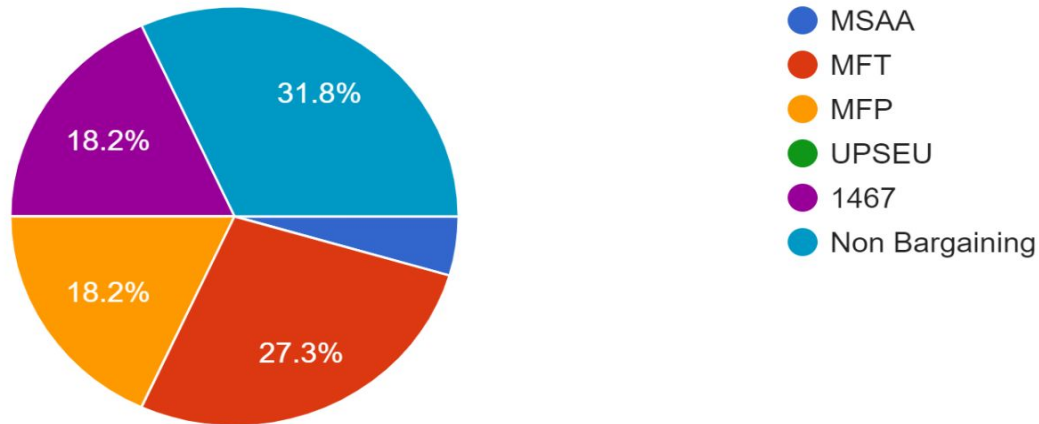
- Employees have multiple options for completing the questionnaire
 - Online submission via the Google Form
 - In-person meeting
 - Virtual meeting
 - Phone interview



Question - I currently hold a certified, non-certified or unaffiliated position in Middletown:

I currently hold/held a _____ position in Middletown

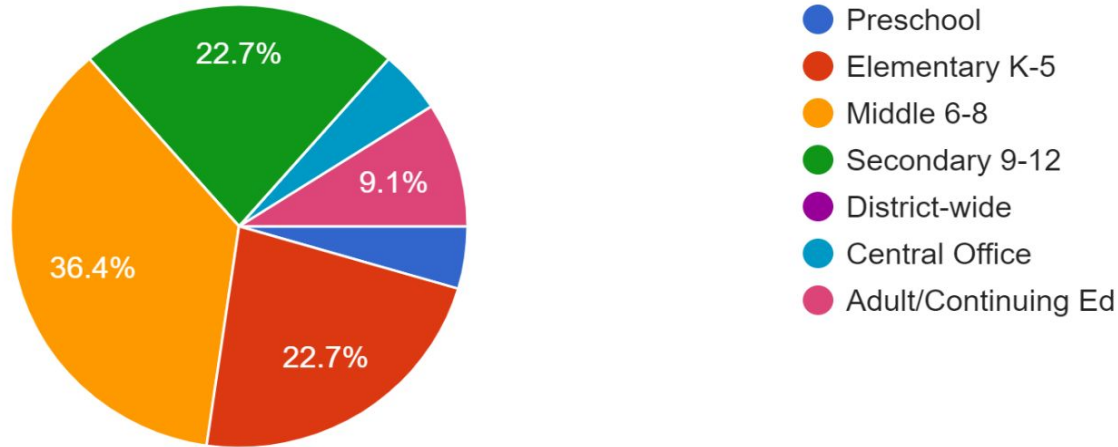
22 responses



Question - The position I am currently leaving is at the following building:

The position I am leaving/left is at the following level:

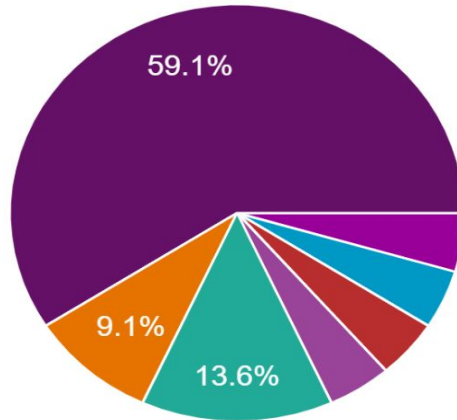
22 responses



Question - Subject Area Taught

Subject Areas Taught

22 responses



- Art
- Music
- PE/Health
- Library Media/Maker
- English Language Arts
- Math
- World Language
- History/Social Studies

▲ 1/3 ▼



Question - Primary Reason For Leaving

Top Reasons:

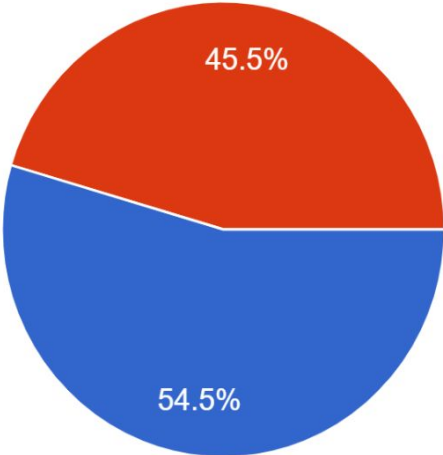
1. Retirement (5)
2. Career Change (2)
3. Recruitment for another position (2)
4. Dissatisfaction with their administrator (2)



Question -Lateral or Advancement

Is your new position a

11 responses



- Lateral move
- Career Advancement



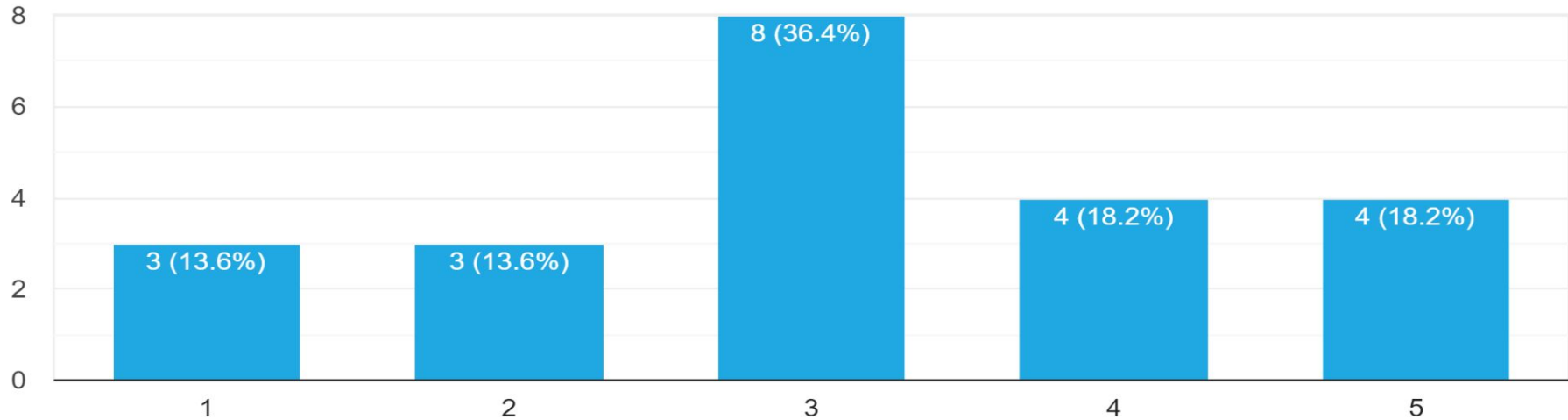


91%

Question - I have felt professionally supported.

Question: Culture in my building

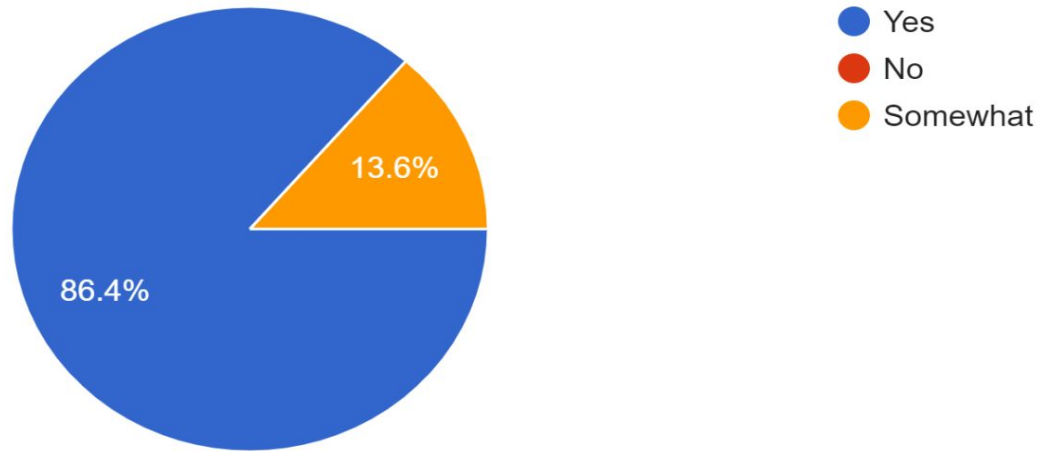
Professional Environment: The overall culture in my building/office can be described as
22 responses



Question - Do you feel prepared to work in a multicultural setting?

Did you feel prepared to work in a multi-cultural setting?

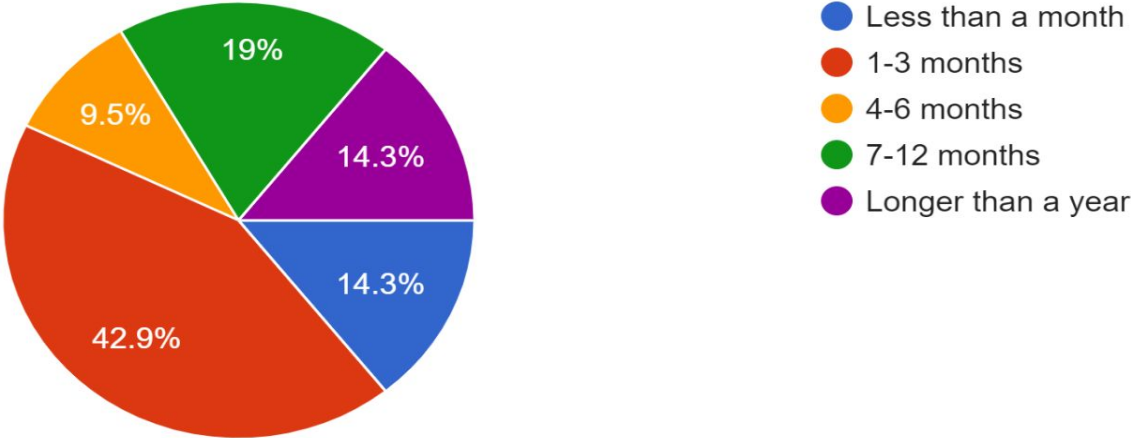
22 responses



Question - How long did you consider leaving this position before submitting a resignation?

How long did you consider leaving this position before submitting a resignation?

21 responses



Improving Impact

- Enhanced Questionnaire Design
- Integration with Stay Interviews
- Continuous Improvement



Next Steps

Job Training & Staff Development Initiatives

Enhanced Onboarding Process

- Clear Communication for New Employees & Supervisors/Administrators
- Streamlined Processes for Efficient Integration
- Regular Check-ins to Ensure Progress & Address Concerns

Creation of Comprehensive Employee Manuals

- Detailed Guides for Roles, Responsibilities, and Procedures
- Accessible Resources for Continuous Reference and Learning
- Regular Updates to Reflect Organizational Changes



Next Steps

Job Training & Staff Development Initiatives

Targeted Coaching and Professional Learning for Managers and Administrators:

- Enhance Leadership and Management Skills

Mentor Program Implementation (Beyond Teachers)

- Pairing New Employees with Experienced Mentors Across Departments
- Structured Program to Foster Knowledge Transfer and Relationship Building
- Opportunities for Both Mentors and Mentees to Learn and Grow



Next Steps continued & Summary

Review of Compensation and Benefits Package

- Ensuring Competitive Compensation to Attract and Retain Talent
- Evaluation of Benefits Offerings to Meet Diverse Needs
- Regular Reviews to Stay Aligned with Market Trends and Employee Expectations

Investing in job training and staff development is critical for organizational success. By improving employee onboarding processes, providing resources and offering targeted training we can provide better experiences to our employees leading to overall excellence within Middletown Public Schools.





Office of the Superintendent
Unlocking the Potential in ALL Students

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superintendent@mpsct.org | (860) 638-1401
311 Hunting Hill Ave, Middletown, CT 06457
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Budget Committee Meeting Minutes
May 13, 2024

Meeting called to order by Chairman Harold Panciera at 4:02

In attendance: Superintendent Dr. Vazquez-Matos, Finance Director Eduardo Miranda, Executive Directive of Operations Marco Gaylord, Board Chair Sheila Daniels, Board member Deborah Guss, Board Member Susan Owens

Minutes from the last meeting on March 11 were approved with a motion by Harold Panciera, and a second by Susan Owens

Topic #1: Finance Director Miranda reported on the transfers and financials during April. No concerns were expressed by committee members from the Board.

Topic #2: Major areas of concern from the last two months did not show any unusual increases. These were tuition costs for schools of choice and special education placements, and transportation costs for each.

Topic #3: The Superintendent's budget was reduced by the mayor from a 5.88% increase to one of about 4%. In response, the Supt. resubmitted a revised budget that reduced money for the following areas: purchased services, operations, and staffing. The Common Council will vote on the town budget , including the Board of Education, on May 14.

Any money that will come from the state through municipal grants has not been determined. Money from the legislature to pay for state-mandated programs in the schools will not come close to covering the costs of running these programs.

Topic #4: The Superintendent could not be certain that a budget reduction would not impact the initiatives he has proposed. However, he did say that he will find the money needed to pay for the new learning academy for some four-year olds.

There were no other topics discussed, and no suggestions for the next agenda.

Motion to adjourn was made at 4:48 by Harold Panciera, and seconded by Susan Owens.

Next meeting date: June 10, 2024.

**MIDDLETOWN BOARD OF EDUCATION
CURRICULUM COMMITTEE**

April 4, 2024

Zoom

5:30 PM

<p><u>Board of Education (BOE)</u> <u>Committee Members Present</u> Debra Guss, Committee Chair and BOE Member Liz Crooks, Committee member Adam Hayn, Committee member Shiela Daniels, Chair Deborah Kleckowski, BOE member Susan Owens, BOE member Harold Panciera, BOE member</p>	<p><u>Also Present</u> Stacey McCann, Assistant Superintendent of Teaching and Learning Paul Griswold, Director of Assessment, Professional Development, & Instruction Ryan Mertel, Assistant Principal, Middletown High School (“MHS”) Andrea Pringle, Assistant Principal, MHS Jason Serra, Assistant Principal, MHS Richard Cordaway, Director of Math (K-12) Yvonne Daniels, 6-12 Math Supervisor Megan Hanly, Steam Director K-12 Daniel Raucei, 6-12 English Language Arts (“ELA”) Supervisor Colleen Fitzpatrick, K-5 ELA Supervisor DeLita Rose Daniels, Community member</p>
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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. **Middletown High School Academic Updates:** Next, various members of the Office of Teaching and Learning provided a history, including the objectives and timeline of de-leveling of classes at MHS. Mr. Griswold then reviewed AP Language exam results since English 9 was de-leveled in the 2019-2020 school year to the 2023 testing year, including demographic data. A discussion followed, including topics related to course selection, professional development and strategies to provide differentiated instruction. Next, members of the Office of Teaching and Learning reviewed current sample standards-based grading rubrics for Math, ELA and Science classes and the timeline for implementation of standards-based grading at MHS. A discussion followed.
3. **Math Pathways:** Mr. Cordaway and Ms. Daniels next reviewed an updated Math Pathways proposal, including the objectives, timeline and community, teacher and professional engagement activities related to the proposal. Ms. Daniels then reviewed the content of the proposed new Math courses that would re-sequence the current Algebra I, Geometry and Algebra II classes and allow for increased access to higher level Math classes for all MHS students by shortening the current class sequencing by half a year. Ms. Daniels also noted that the proposed classes were designed with input from local Math university professors and covered all previously taught foundational math elements, but also included a review of certain 6th and 7th grade math components to reinforce these important Math skills as well to provide additional practice for Math covered in the Connecticut State mandated SAT test. A discussion followed.
4. **Adjournment:** Committee Chair Debra Guss then adjourned the meeting at 6:53 p.m.



Facilities Department
“Unlocking the Potential in ALL Students”

Joshua Burger, Facilities Support Specialist.
372 Hunting Hill Avenue, Middletown, CT 06457 Telephone: (860) 638-1407
Email: burgerj@mpsct.org, Web: www.middletownschoools.org

FACILITIES COMMITTEE MEETING MINUTES

MIDDLETOWN PUBLIC SCHOOLS FACILITIES COMMITTEE MEETING

Wednesday, April 17, 2024 at 5:30 pm 311 Hunting Hill Avenue, Conference Room B
(Central Office), Middletown CT 06457

MOTION to call to order: Madam Chairwoman Susan Owens at: 5:31 pm

INTRODUCTIONS

Joshua Burger, Facilities Support Specialist, Harold Panciera, Board of Education Member. Marco Gaylord Executive Director of Operations, Madam Chairwoman Susan Owens, Jennifer Cannata- Assistant Superintendent, Geoffrey Belair, Community Member, Kevin Dion, Director of Facilities.

REVIEW OF THE MARCH 17 2024 MINUTES

MOTION to approve by Madam Chairwoman Susan Owens, seconded by Harold Panciera

STATUS AND UPDATES OF BEMAN MIDDLE SCHOOL OPEN PROJECTS- K. DION

Updates were provided regarding the replacement of the dial pads with the locks in the orange pod. Testing is ongoing, and further action will be taken if successful. Discussion on the scoreboard and field maintenance ensued. Dr. Nocera is collaborating with the parks department Per Marco Gaylord's update.

INDOOR AIR QUALITY GRANT. K. DION

There are no updates yet. The committee is expecting updates by the end of April. Concerns were raised regarding pending improvements and lead times.

STATE OF CT IAQ REQUIREMENT MANDATE K. DION

There is no update at this time. Marco Gaylord is awaiting further information from the attorneys.

BUILDING COMMITTEE UPDATE. K. DION

City building committee meeting scheduled for tomorrow. Progress on track and field project discussed, with anticipation of work starting on June 17th. Updates on Farm Hill PV project and Snow School roof application provided.

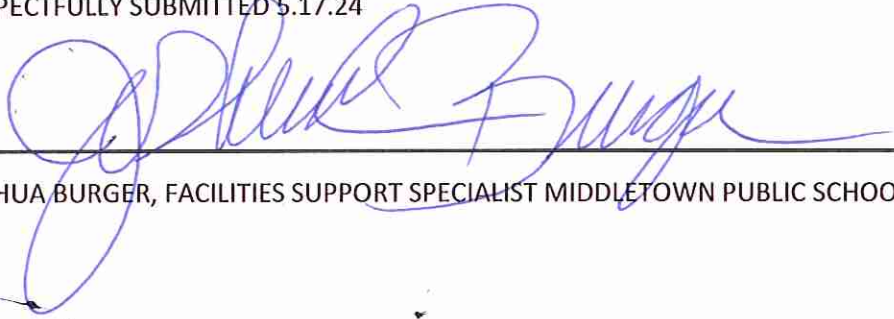
2024 CAPITAL PLAN UPDATE DISCUSSION

Kevin Dion hopes to present updates next month, including a presentation on the 5-year plan, focusing on HVAC and building envelope improvements. Discussion on solar panels and the need to secure capital funds from the city. Assurance of no damage or issue reported from the recent earthquake.

OPEN DISCUSSION

MOTION TO ADJOURN BY Madam Chairwoman Susan Owens AT: 5:58 pm, seconded by Harold Panciera.

RESPECTFULLY SUBMITTED 5.17.24



JOSHUA BURGER, FACILITIES SUPPORT SPECIALIST MIDDLETOWN PUBLIC SCHOOLS

**MIDDLETOWN BOARD OF EDUCATION
POLICY COMMITTEE**

Meeting Minutes

Tuesday, May 21, 2024

Virtual Meeting 5:30 P.M.

Board of Education Policy Committee Members participating:

Susan Owens

Shelia Daniels, Chair of Board of Education

Ashley Dunn, Community Member

Deb Kleckowski, Policy Committee Chair

Also participation:

Dr. Alberto Vazquez Matos, Superintendent

Jennifer Cannata, Assistant Superintendent

Dr. Bobbi-Jo Wathen, Coordinator of Guidance

Marco Gaylord, Executive Director of Operations

William Wilson, Technology Department

Jill Power, Operations Administrative Secretary

The Virtual Meeting was called to order by Deb Kleckowski at 5:37P.M.

1. Introductions

2. Policy #5141.5 Suicide Prevention and Intervention

Marco Gaylord discussed that the General Statue requires Boards to adopt a written policy for dealing with youth suicide/prevention. Marco Gaylord spoke with Vacianna Spaulding, our Special Education director and she stated that we do have a team in place for students. Dr. Vazquez Matos followed up on that comment and mentioned we have a Crisis Intervention Team and it will be activated in a time of crisis. Dr. Vazquez Matos also mentioned that last year there was a statue passed that required all student ID's to have the suicide helpline on them. Students can use that number or call 211 in a crisis. Marco Gaylord also mentioned how our district uses Sandy Hook Promise, an anonymous hotline students or peers can send in alerts if they see something suspicious or sense someone might do harm to themselves, and it is working very well. After discussion the Board moved this policy forward to its first and final reading at the Board meeting on June 11th, 2024.

3. Policy #5145.14 On Campus Recruitment

Marco Gaylord discussed this policy and Dr. Wathen mentioned that the high school is having career days, college fairs, individual school visitations and in school recruiting. Sheila Daniels asked if parents are getting notified if they want to opt out. Dr. Wathen explained that they can not provide information until the summer before junior year. Once they can do that she will send out a google form for parents to fill out if they wish to opt out. After discussion the Board moved this policy forward to its first and final reading at the Board meeting on June 11th, 2024.

4. Policy #5145.4 Non-Discrimination (Students)

Dr. Vazquez Matos explained over the summer at the federal level there was a change that impacted the state laws as it relates to the Title IX protected class. New law requires a clear understanding of discrimination/protected class and also making sure there are procedures/protocols in place by institutions especially public institutions and what are the remedies as it relates to students who fall under title IX. Shelia Daniels was concerned about a sentence being redlined when it should still be there. The sentence states, "It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging and discrimination on the basis of protected characteristics such as race, color, religion, age...". After discussion was had by the committee the committee decided to keep the redlined sentence and just make a slight change to read "It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination." The Board moved this policy forward with the slight change to its first and final reading at the Board meeting on June 11th, 2024.

5. Policy #6144.1 Exemption from Instruction

Marco Gaylord discussed that the BOE is required to provide an exemption from programs such as HIV/AIDS instruction, family life instruction, dissection, sexual abuse and assault awareness and prevention and or firearms safety programs, and mentioned it had not been revised since 2006. Dr. Vazquez Matos mentioned that we currently allow parents and families to opt out of these programs with our current curriculum. The Board moved this policy forward to its first and final reading at the Board meeting on June 11th, 2024.

6. Policy #6146 High School Graduation Requirements

Marco Gaylord discussed that this policy was revised in 2021 and the district has been compliant with the changes. Marco Gaylord had Dr. Bobbi-Jo Wathen speak to this policy. She discussed how she added the number of credits into the policy and that they are keeping the community service requirement. The big changes are the language so they are compliant with the state. Dr. Wathen stated that community service can be counted towards 2 career and lifestyle electives if they are supervised and are approved. Shelia Daniels asked if they are helping students find community service if needed and Dr. Wathen explained that they have implemented a program during advisory time that students can earn 4 hours of community service each year as well as having school counselors help if needed. Shelia Daniels asked if Algebra I is counted for a high school credit if taken in 8th grade. Dr. Vazquez Matos explained that yes, it is and now math is a part of the STEM requirements but you still need no less than 4 credits in math. After discussion the Board moved this policy forward to its first and final reading at the Board meeting on June 11th, 2024.

7. Other

Marco Gaylord mentioned that the committee does not meet in June, July, or August unless needed. Marco and Dr. Vazquez Matos will review the matrix for the upcoming academic year and come up with a plan for the next year's scope and sequence. And anything new from the summer sessions that are required will be added. Shelia Daniels asked if the BOE will be switching to CAFE to save money budget

wise instead of using legal services through Shipman and Goodwin or still moving forward as you've been doing with using Shipman? Marco Gaylord stated "Dr. Vazquez Matos has instructed him to do an analysis of the policies to be addressed. Anytime Marco can use CABE without legal services is what he will do. Marco will sit down with Dr. Vazquez Matos and go through these. We are doing things as cost effective as possible without using legal services. We have plenty of policies to go through that have already had Shipmans legal services and will continue to go through those policies first."

The next policy committee meeting will take place in September 17, 2024.

ADJOURNMENT

The meeting was adjourned at 6:17 P.M.

Respectfully submitted,

Marco Gaylord

Executive Director of Operations

POLICY TO IMPROVE COMPLETION RATES OF THE FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA)

The Middletown Board of Education (the “Board”) understands that completion of the Free Application for Federal Student Aid (“FAFSA”) is an important step in the path to postsecondary education and is associated with higher rates of college enrollment. The Board is committed to improving the completion rates of the FAFSA for students enrolled in the Middletown Public Schools (the “District”).

Program to Improve FAFSA Completion Rates

In order to improve the completion rates of the FAFSA by students enrolled in grade twelve in the District and students enrolled in the District’s adult education program, the District shall develop a systematic program through which students are educated about the purpose and content of the FAFSA, encouraged to complete the FAFSA, and assisted in the completion of the FAFSA, as may be necessary and appropriate. The Board directs the Superintendent or designee to develop administrative regulations in furtherance of this policy. The Board further directs the Superintendent or designee to conduct periodic assessments of such regulations, at least annually, to determine the effectiveness of such regulations in improving completion rates of the FAFSA.

FAFSA Graduation Requirements

Students graduating in 2025 and beyond are required to have satisfied one of the following prior to graduation:

- (1) completed a FAFSA;
- (2) for students without legal immigration status, completed and submitted to a public institution of higher education an application for institutional financial aid; or
- (3) completed a waiver of completion of the FAFSA and/or financial aid application, as applicable, on a form prescribed by the Commissioner of Education, signed by the student’s parent or guardian or signed by the student if the student is eighteen or older.

On and after March 15 of each school year, a principal, school counselor, teacher, or other certified educator may complete the waiver on behalf of any student who has not satisfied the above requirements if such principal, school counselor, teacher, or other certified educator affirms that they have made a good faith effort to contact the parent/guardian or student about completion of such applications.

Confidentiality of FAFSA

Any information contained in a FAFSA, held by the Board, shall not be a public record for purposes of the Freedom of Information Act and thus shall not be subject to disclosure under the provisions of section 1-210 of the Connecticut General Statutes.

Reporting of FAFSA Completion Rates

Each year, the Superintendent or designee will report to the Board the FAFSA completion rate for each high school in the District and for the District's adult education program.

Gifts, Grants and Donations to Implement Policy

The Board may accept gifts, grants and donations, including in-kind donations, to implement the provisions of this policy.

Legal References:

Conn. Gen. Stat. § 10a-11i

Conn. Gen. Stat. § 10-223m

Public Act No. 23-204, "An Act Concerning the State Budget for the Biennium Ending June 30, 2025, and Making Appropriations Therefor, and Provisions Related to Revenue and Other Items Implementing the State Budget"

Policy adopted: July 5, 2022

Policy revised:

POLICY REGARDING GREEN CLEANING PROGRAMS

It is the policy of the Middletown Board of Education (the “Board”) to implement a green cleaning program in which the Board procures and properly uses environmentally preferable cleaning products in school buildings and facilities. Pursuant to subsection (a)(2)(A) of section 10-231g of the Connecticut General Statutes, any disinfectant, disinfecting cleaner, sanitizer or any other antimicrobial product approved by federal law may be used by the Board.

The Board shall provide the staff of each school and, upon request, the parents and guardians of each child enrolled in each school with a written statement of the school district’s green cleaning program. Such notice shall include (1) the types and names of environmentally preferable cleaning products being applied in schools, (2) the location of the application of such cleaning products in the school buildings and facilities, (3) the schedule of when such cleaning products are applied in the school buildings and facilities, (4) the statement, "No parent, guardian, teacher or staff member may bring into the school facility any consumer product which is intended to clean, deodorize, sanitize or disinfect" and (5) the name of the school administrator, or a designee, who may be contacted for further information. Such notice shall be provided to the parents or guardians of any child who transfers to a school during the school year and to staff hired during the school year.

The Board shall make such notice, as well as the report submitted to the Department of Education pursuant to subsection (a) of section 10-220 of the Connecticut General Statutes (*i.e.*, required report on condition of facilities, action taken to implement the Board’s long-term school building program, indoor air quality and green cleaning program), available on its web site and the web site of each school under such board's jurisdiction. If no such web site exists, the Board shall make such notice otherwise publicly available.

Legal References:

Connecticut General Statutes:

§ 10-220(a) Duties of board of education.

§ 10-231g Green cleaning program at schools: Definitions. Implementation. Notice.

Policy adopted: September 13, 2016

Policy revised: December 8, 2020

Policy revised:

EMPLOYEE USE OF THE DISTRICT'S COMPUTER SYSTEMS AND ELECTRONIC COMMUNICATIONS

Computers, computer networks, electronic devices, Internet access, and electronic messaging systems are effective and important technological resources. The Middletown Board of Education (the "Board") has installed computers and a computer network(s), including Internet access and electronic messaging systems, on Board premises and may provide other electronic devices that can access the network(s) and/or have the ability to send and receive messages with an operating system or network communication framework. Devices include but are not limited to personal computing devices, cellular phones, Smartphones, Smartwatches, network access devices, radios, personal cassette players, CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, and other electronic signaling devices. Electronic messaging systems include mobile, chat, and instant message; cloud collaboration platforms, including internal chat, peer-to-peer messaging systems, and draft email message transfer; and products that have the ability to create duration-based or subjective removal of content, such as Snapchat, and security focused platforms, such as Signal. The Board's computers, computer networks, electronic devices, Internet access, and electronic messaging systems are referred to collectively as "the computer systems" and are provided in order to enhance both the educational opportunities for our students and the business operations of the Public Schools (the "District").

These computer systems are business and educational tools. As such, they are made available to Board employees for business and education-related uses. The Administration shall develop regulations setting forth procedures to be used by the Administration in an effort to ensure that such computer systems are used for appropriate business and education-related purposes.

In accordance with applicable laws and the Administrative Regulations associated with this policy, the system administrator and others managing the computer systems may access electronic messaging systems (including email) or monitor activity on the computer system or electronic devices accessing the computer systems at any time and for any reason or no reason. Typical examples include when there is reason to suspect inappropriate conduct or there is a problem with the computer systems needing correction. Further, the system administrator and others managing the computer systems can access or monitor activity on the systems despite the use of passwords by individual users and can bypass such passwords. In addition, review of electronic messaging systems (including email), messages or information stored on the computer systems, which can be forensically retrieved, includes those messages and/or electronic data sent, posted and/or retrieved using social networking sites, including but not limited to, Twitter/X, Facebook, LinkedIn, Instagram, YouTube-and TikTok.

Incidental personal use of the computer systems may be permitted solely for the purpose of email transmissions and access to the Internet on a limited, occasional basis. Such incidental personal use of the computer systems, however, is subject to all rules, including

monitoring of all such use, as the Superintendent may establish through regulation. Moreover, any such incidental personal use shall not interfere in any manner with work responsibilities.

Users should not have any expectation of personal privacy in the use of the computer system or other electronic devices that access the computer system. Use of the computer system represents an employee's acknowledgement that the employee has read and understands this policy and any applicable regulations in their entirety, including the provisions regarding monitoring and review of computer activity.

Legal References:

Conn. Gen. Stat. § 31-40x

Conn. Gen. Stat. § 31-48b

Conn. Gen. Stat. § 31-48d

Conn. Gen. Stat. §§ 53a-182b; 53a-183; 53a-250 *et seq.*

Electronic Communications Privacy Act, 18 U.S.C. §§ 2510 through 2523

Policy adopted: August 25, 2009

Policy revised: March 11, 2014

Policy revised: December 8, 2020

Policy revised:

ALCOHOL, TOBACCO AND DRUG-FREE WORKPLACE

PURPOSE

The purpose of this policy is to establish a workplace that is free of the effects of alcohol and second-hand smoke, and free from drug abuse. By accomplishing this purpose, the Board of Education (the "Board") also seeks to promote a safe, healthy working environment for all employees and to reduce absenteeism, tardiness, and other job performance problems that may be caused by alcohol and/or drug abuse. This policy is adopted in accordance with state law and the Drug Free Workplace Act.

STATEMENT OF POLICY

Employees shall not be involved with the unlawful manufacture, distribution, possession, or use of an illegal drug, a controlled substance, or alcohol, and shall not be under the influence of such substances while on school property or while conducting Board business on or off school property. Any employee who discovers illegal drugs, a controlled substance, or alcohol on school property shall notify the Superintendent who shall investigate the matter.

An employee must report any conviction under a criminal drug statute for violations occurring on or off school property while on Board business to the Superintendent within five (5) days after the conviction. The Board will notify any agency awarding a grant to the Board of such conviction within ten (10) days thereafter.

Employees shall only use prescription drugs on school property, or during the conduct of Board business, that have been prescribed to them by a licensed medical practitioner, and such drugs shall be used only as prescribed. However, in accordance with Conn. Gen.

Stat. § 21a-408a through 408q, the Board specifically prohibits the palliative use of marijuana on school property, at a school-sponsored activity, or during the conduct of Board business, and specifically prohibits employees from being under the influence of intoxicating substances, including marijuana used for palliative purposes, during work hours.

The Board prohibits smoking, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), electronic cannabis delivery system, or vapor product, and the use of tobacco products in any area of a school building, on school property, including property owned, leased, contracted for, or utilized by the Board, or at any school-sponsored activity.

While Connecticut law allows for the legal use of marijuana under certain circumstances, because marijuana use is still prohibited under federal law, the use of marijuana at work, or outside of work if it impairs an employee's ability to perform their job, constitutes a violation of this policy.

Violations of this policy may result in disciplinary action, up to and including possible termination of employment.

DEFINITIONS

“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.

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

“Controlled substance” means a controlled substance in schedules I through V of section 202 of the Comprehensive Drug Abuse Prevention and Control Act of 1970 (21 U.S.C. 812), including marijuana.

“Electronic cannabis delivery system” means 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” means 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 property” means any land and all temporary and permanent structures comprising the district’s school and administrative office buildings and includes, but is not limited to, classrooms, hallways, storage facilities, theatres, gymnasiums, fields, and parking lots.

“School-sponsored activity” means any activity sponsored, recognized, or authorized by a board of education and includes activities conducted on or off school property.

“Smoke” or “smoking” means 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” means 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.

EMPLOYEE ASSISTANCE

In appropriate circumstances, the Board shall provide an employee with an opportunity for rehabilitation in overcoming addiction to, dependence upon or other problem with alcohol or drugs.

Employees who feel they have developed an addiction to, dependence upon, or other problem with alcohol or drugs are encouraged to seek assistance. Certain benefits for alcoholism or drug addiction are provided under the Board's group medical insurance plan and/or Emergency Action Plan (EAP). An employee may be given an opportunity to participate in a rehabilitation

program that requires absence from work for bona fide treatment. Such absence may be charged to the employee's accrued and unused sick leave, subject to the provisions of the employee's collective bargaining agreement and/or any applicable Board policies and regulations.

Any request for assistance with a drug or alcohol problem will be treated as confidential and only those persons "needing to know" will be made aware of such request.

Legal References:

Connecticut General Statutes:

Conn. Gen. Stat. § 10-233a(h) (definition of school-sponsored activity)

Conn. Gen. Stat. § 19a-342

Conn. Gen. Stat. § 19a-342a

Conn. Gen. Stat. § 21a-408a through 408q (palliative use of marijuana)

June Special Session, Public Act No. 21-1

United States Code:

Pro-Children Act of 2001, 20 U.S.C. § 7973, as amended by the Every Student Succeeds Act, Public Law 114-95, § 4001

Drug Free Workplace Act, 41 U.S.C. § 8101 et seq.

Policy adopted: September 19, 1995

Policy revised: June 6, 2000

Policy revised: June 22, 2004

Policy revised: October 14, 2014

Policy revised: January 12, 2021

Policy revised:

UNIFORM TREATMENT OF RECRUITERS

Subject to the provisions of law, all recruiters, including commercial, military and nonmilitary concerns, recruiters representing institutions of higher education, and prospective employers shall be provided equal opportunities of access to students enrolled in the district's secondary school[s].

Access may be granted through programs conducted by the Guidance Department. Such programs may consist of career days, college fairs, individual school visitations, and in-school recruiting.

Except as provided below, military recruiters and institutions of higher education shall, upon request, be given access to the names, addresses and telephone numbers of secondary school students.

On an annual basis, the school district will notify parents of secondary school students of their right to object to the disclosure of the student's name, address and telephone number to military recruiters or to an institution of higher education. If a secondary school student or the parent of a secondary school student objects in writing to the disclosure of a student's name, address or telephone number to a military recruiter or an institution of higher education, then the district shall not disclose the student's name, address or telephone number to a military recruiter or an institution of higher education. The objection shall remain in force until the district re-issues the annual notification referenced above, after which time the parents and/or secondary school student must inform the school district in writing again of their objection to the disclosure of the information described above.

Legal References:

- Conn. Gen. Stat. §10-221b Boards of education to establish written uniform policy re treatment of recruiters
- Every Student Succeeds Act § 8025, 20 U.S.C. § 7908
Armed Forces recruiter access to students and student recruiting information
- National Defense Authorization Act for Fiscal Year 2002 § 544, 10 U.S.C. § 503
Enlistments: recruiting campaigns; compilation of directory information

ADOPTED: _____

REVISED: June , 2024

9/11/2020

CURRICULAR EXEMPTIONS

[NOTE: Boards of education are required, by statute, to provide HIV/AIDS instruction and implement the sexual abuse and assault awareness and prevention program described in this policy. Boards of education may, but are not required to, provide family life education and firearms safety programs. For instruction in any of these areas, as well as dissection, state law provides that parents and guardians may submit a written request for a curricular exemption, which must be granted in accordance with the terms described below.]

Mandatory Curricular Exemptions:

Upon the written request of a parent or guardian received by the school district prior to planned instruction in the areas set forth below, the Middletown Board of Education (the “Board”) shall permit curricular exemptions for instruction in the following areas:

1. Dissection;
2. Family life education;
3. HIV/AIDS;
4. Sexual abuse and assault awareness and prevention program; or
5. Firearms safety programs.

Definitions:

“Dissection Instruction” is defined as instruction in which a student must participate in, or observe, the dissection of any animal.

“Family Life Education Instruction” is defined as instruction pertaining to family planning, human sexuality, parenting, nutrition and the emotional, physical, psychological, hygienic, economic and social aspects of family life.

“HIV/AIDS Instruction” is defined as ongoing and systematic instruction on Acquired Immune Deficiency Syndrome (AIDS) by the district pursuant to state law. “Sexual abuse and assault awareness and prevention program” is defined as the state-wide program identified or developed by the Department of Children and Families, in collaboration with the Department of Education and Connecticut Sexual Assault Crisis Services, Inc. (or a similar entity) that includes age-appropriate educational materials designed for children in grades kindergarten to twelve, inclusive, regarding child sexual abuse and assault awareness and prevention that may include, but not be limited to, (A) the skills to recognize (i) child sexual abuse and assault, (ii) boundary violations and unwanted forms of touching and contact, and (iii) ways offenders groom or desensitize victims, and (B) strategies to (i) promote disclosure, (ii) reduce self-blame, and (iii) mobilize bystanders.

Written Request for Mandatory Exemption:

Parents who wish to exercise such exemptions must notify the school district in writing in advance of the instruction to be provided.

Permissive Curricular Exemptions:

Except for the mandatory curricular exemptions noted above, or otherwise required by law, the Board does not require teachers to exempt students from any other aspect of the curriculum.

Alternative Assignments:

1. Any student excused from participating in, or observing, the dissection of any animal as part of classroom instruction shall be required to complete an alternate assignment to be determined by the teacher.
2. Any student excused from participating in the sexual abuse and assault awareness and prevention program or a firearm safety program shall be provided, during the period of time in which the student would otherwise be participating in such program, an opportunity for other study or academic work as determined by the teacher.
3. Any student excused from any other aspect of the curriculum may be required by the teacher to complete an alternative assignment as determined by the teacher.

Legal References:

Conn. Gen. Stat. § 10-16c.
Conn. Gen. Stat. § 10-16e.
Conn. Gen. Stat. § 10-18c.
Conn. Gen. Stat. § 10-18d.
Conn. Gen. Stat. § 10-19(b)
Conn. Gen. Stat. § 17a-101q.

ADOPTED: _____
REVISED: June , 2024

[] BOARD OF EDUCATION
Curricular Exemption Request Form

I request that my child be exempted from instruction in the following areas:

Check all that apply:

- 1. Dissection _____
- 2. Family life education _____
- 3. HIV/AIDS _____
- 4. Sexual abuse and assault awareness and prevention program _____
- 5. Firearm safety program _____

I recognize that teachers may require my child to complete alternative assignments in lieu of the curricular instruction planned in the area of exemption.

This form must be completed annually and returned to the school principal by

Date

Name of Student (Please Print)

Parent's/Guardian's Signature _____ Date _____

Or

Student's Signature (if 18 years of age) _____ Date _____