



Board of Education Regular Meeting  
Monday, December 16, 2024  
7:00 PM  
Weston Middle School Library Learning Commons  
135 School Road  
Weston, CT 06883

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- I. CALL TO ORDER, VERIFICATION OF QUORUM
- II. PLEDGE OF ALLEGIANCE
  - A. I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.
- III. STUDENT BOARD OF EDUCATION REPRESENTATIVE COMMENTS
  - A. Discussion with WHS Student Board of Education Representatives
- IV. APPROVAL OF MINUTES
  - A. Approval of meeting minutes from the November 11, 2024 Weston Board of Education Special Meeting
  - B. Approval of meeting minutes from the November 18, 2024 Weston Board of Education Meeting
  - C. Approval of meeting minutes from the December 2, 2204 Weston Board of Education Special Meeting
- V. PUBLIC COMMENT
  - A. The Board welcomes the opportunity to hear from members of the public about matters concerning Weston Public Schools. Public comment is an important chance for the Board to receive input and feedback from our school community. We listen attentively to all comments shared.

While we value and pay close attention to public comment, it is our practice not to respond substantively, or sometimes at all, during public comment. There are several reasons for this:

First, engaging in a discussion on non-agenda items could violate the Board's obligations to comply with the Freedom of Information Act.

Second, the Board or the administration may not be prepared to discuss certain matters raised in the first instance by a public comment.

Third, the Board develops its meeting agenda carefully to ensure that the Board addresses matters that are pressing or relevant at the time of the meeting.

We encourage members of the public with specific questions, concerns, or complaints about our schools to reach out directly to Superintendent Barbiero. You may also email the Board at our email address, [boardofeducation@westonps.org](mailto:boardofeducation@westonps.org).

Additional details on Public Comment at board meetings can be found on our website: [https://www.westonps.org/608477\\_3](https://www.westonps.org/608477_3)

Meeting Conduct: Bylaws of the Board #9325 -  
<https://meetings.boardbook.org/Public/Book/2468?docTypeId=224318&file=a5f2950-f792-4ecc-bc14-37a3939de003>

VI. OLD BUSINESS

- A. Discussion and approval of Non-Lapsing Account
- B. Discussion and approval of District Educational Model
- C. Weston Board of Education Policies, Regulations, and Bylaws (second read)
  - 1. 6146: Graduation Requirements
  - 2. 1331: Video Monitoring and Recording Devices
- D. Safety and Security Update

VII. NEW BUSINESS

- A. Gifts, Grants and Bequests (Recognition, Acceptance or Approval)
  - 1. Approve a donation from the WIS PTO in the amount of \$1,100 for inspirational vinyl decals
  - 2. Approve a donation from the HES PTO in the amount of \$1,100 for dash robots in the Hurlbutt Makerspace
- B. Weston Board of Education Policies, Regulations, and Bylaws (first read)
  - 1. 1258 Non-Discrimination (Community)
- C. Discussion and approval of consent agenda
- D. Superintendent Search

VIII. DISTRICT UPDATES

- A. Superintendent Report
- B. Pupil Personnel Services and Special Education
- C. Finance and Operations
  - 1. Discussion and approval of November 2024 Financial Report

IX. COMMITTEE REPORTS (committee chair update, if any)

- A. Communications Committee (meets as needed)
- B. Connecticut Association of Boards of Education (CABE)
- C. Cooperative Educational Services (CES)
- D. Curriculum Committee
- E. Education Optimization Committee (EOC)
- F. Finance & Operations Committee
- G. ~~Negotiations Committee~~ (committee not active at this time)
- H. Safety & Security Committee

- I. Policy Committee
- J. Weston Education Foundation (WEF)
- X. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION
  - A. Review of Pending Agenda Items for Next Meeting
  - B. January 6, 2025, 6:00 PM, Weston Board of Education Special Meeting, Via Zoom, (Formal Presentation of Requested Operating & Capital Budgets)
  - C. January 7, 2024, 9:00 AM, Via Zoom, Weston Board of Education Special Meeting (Budget Workshop)
  - D. January 15, 2025, 6:00 PM, Location: TBD, Weston Board of Education Special Meeting (Public Forum #1 with Administration on Budget Request)
  - E. January 16, 2025, 9:00 AM, Via Zoom, Weston Board of Education Special Meeting (Budget Workshop)
  - F. January 21, 2025, 7:00 PM, Via Zoom, Weston Board of Education Meeting
  - G. January 23, 2025, 6:00 PM, Location: TBD, Weston Board of Education Special Meeting (Public Forum #2 with Administration on Budget Request)
  - H. January 27, 2025, 9:00 AM, Via Zoom, Weston Board of Education Special Meeting (Budget Workshop)
  - I. January 28, 2025, 6:00 PM, Via Zoom, Weston Board of Education Special Meeting (Approval and Adoption of FY 2026 Recommended Operating and Capital Budgets)
  - J. January 30, 2025, 6:00 PM, Via Zoom, Weston Board of Education Special Meeting (Approval and Adoption of FY 2026 Recommended Operating and Capital Budgets, if necessary)
- XI. ADJOURNMENT

**Weston Board of Education Special Meeting**

Monday, November 11, 2024

7:00 PM

Remote Session

**Present:** Steven Ezzes, David Felton, Sharon Ferraro, Peter Gordon, Michael Guido, Chad Hoepfner, Lisa Luft. Present: 7.

I. **CALL TO ORDER, VERIFICATION OF QUORUM**

The meeting was called to order at 7:03 PM

**Additional Attendees:**

Lisa Barbiero, Superintendent of Schools; Tina Henckel, Assistant Superintendent; Phillip Cross, Director of Finance and Facilities; Tracy Edwards, Director of Pupil Personnel Services; Juliane Givoni, Director of Human Resources; Daniel DiVito, Director of Digital Learning and Technology; Meghan Conetta, Daniel Doak, Patricia Falber, Laura Kaddis: Building Principals; Chuck Warrington, Scott Pellman: Colliers

Move that the Weston Board of Education begin the November 11, 2024 Special Meeting Unseconded with a motion by Ezzes, Steven.

II. **PLEDGE OF ALLEGIANCE**

A. I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.

III. **CAMPUS FACILITIES PRESENTATION**

Superintendent Barbiero, along with the building principals, presented the WPS district recommendations and district educational model, school mission, and BOE commitments.

IV. **PRESENTATION BY COLLIERS**

Consultants Chuck Warrington and Scott Pellman from Colliers discussed their assessment of Weston's facilities, using previous studies to recommend a capital improvement plan.

V. **BOARD DISCUSSION & Q&A**

The board members discussed the information provided. The meeting emphasized that the ultimate decision will rest with the community's voters and noted the need for careful planning and adherence to state funding and grant requirements for school construction projects.

VI. **ADJOURNMENT**

The meeting adjourned at 9:50 PM.

Move that the Weston Board of Education adjourn the November 11, 2024 Special Meeting Carried with a motion by Felton, David and a second by Ferraro, Sharon.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter

Gordon: Yea, Michael Guido: Yea, Chad Hoepner: Yea, Lisa Luft: Yea  
Yea: 7, Nay: 0

Respectfully submitted by:  
Jodi Sacchetta, Board Clerk

DRAFT

**Board of Education Regular Meeting**

Monday, November 18, 2024

7:00 PM

Remote Session

**Present:** Steven Ezzes, David Felton, Sharon Ferraro, Peter Gordon, Michael Guido, Chad Hoepfner, Lisa Luft. Present: 7.

**I. CALL TO ORDER, VERIFICATION OF QUORUM**

The meeting was called to order at 7:03 PM.

Chad Hoepfner left the meeting at approximately 7:30 PM

**Additional Attendees:**

Lisa Barbiero, Superintendent of Schools; Tina Henckel, Assistant Superintendent; Phillip Cross, Director of Finance and Facilities; Tracy Edwards, Director of Pupil Personnel Services; Juliane Givoni, Director of Human Resources; Daniel DiVito, Director of Digital Learning and Technology; Meghan Conetta, Daniel Doak, Patricia Falber, Laura Kaddis: Building Principals; Randi Green, College and Career Counselor; Mike Zuba, MP Planning, Inc.

**II. PLEDGE OF ALLEGIANCE**

**A. I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.**

**III. BOARD ELECTION**

**A. Nomination and vote on Board Chairperson**

Move that the Weston Board of Education nominate Steven Ezzes for the position of Chairperson of the Board. Carried with a motion by Ferraro, Sharon and a second by Hoepfner, Chad.

Steven Ezzes: Abstain (With Conflict), David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Chad Hoepfner: Yea, Lisa Luft: Yea

Yea: 6, Nay: 0, Abstain (With Conflict): 1

**B. Nomination and vote on Board Vice Chairperson**

Move that the Weston Board of Education nominate Peter Gordon for the position of Vice Chairperson of the Board. Carried with a motion by Hoepfner, Chad and a second by Luft, Lisa.

Peter Gordon: Abstain (With Conflict), David Felton: Nay, Michael Guido: Nay, Steven Ezzes: Yea, Sharon Ferraro: Yea, Chad Hoepfner: Yea, Lisa Luft: Yea

Yea: 4, Nay: 2, Abstain (With Conflict): 1

**C. Nomination and vote on Board Secretary/Treasurer**

Move that the Weston Board of Education nominate Sharon Ferraro for the position of Secretary/Treasurer Carried with a motion by Gordon, Peter and a second by Luft, Lisa.

Sharon Ferraro: Abstain (With Conflict), Steven Ezzes: Yea, David

Felton: Yea, Peter Gordon: Yea, Michael Guido: Yea, Chad Hoepfner:  
Yea, Lisa Luft: Yea  
Yea: 6, Nay: 0, Abstain (With Conflict): 1

**IV. APPROVAL OF MINUTES**

**A. Approval of meeting minutes from the October 21, 2024 Weston Board of Education Regular Meeting**

Move that the Weston Board of Education approve the October 21, 2024 meeting minutes. Carried with a motion by Felton, David and a second by Gordon, Peter.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Chad Hoepfner: Yea, Lisa Luft: Yea  
Yea: 7, Nay: 0

**B. Approval of meeting minutes from the November 11, 2024 Weston Board of Education Special Meeting**

Move that the Weston Board of Education approve the November 11, 2024 meeting minutes. Carried with a motion by Felton, David and a second by Ferraro, Sharon.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Chad Hoepfner: Yea, Lisa Luft: Yea  
Yea: 7, Nay: 0

**V. STUDENT BOARD OF EDUCATION REPRESENTATIVE COMMENTS**

**A. Discussion with WHS Student Board of Education Representatives**

An assembly was held, and the topic was anti-Semitism. There have been many achievements in fall sports, including state titles in girls' swimming and boys' soccer runner-up, school-wide charity initiatives, such as "Pack the Pantry", Veterans Day activities, and the fall play.

**VI. PUBLIC COMMENT**

- A. The Board welcomes the opportunity to hear from members of the public about matters concerning Weston Public Schools. Public comment is an important chance for the Board to receive input and feedback from our school community. We listen attentively to all comments shared.

While we value and pay close attention to public comment, it is our practice not to respond substantively, or sometimes at all, during public comment. There are several reasons for this:

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comment.

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The following members of the Weston community spoke during public comment:

Michelle, Ruiz Andrews - Saugatuck River Road  
Christina Koether - Steep Hill Road  
Kate Burke - Good Hill Road  
Tyler Del Vento - Old Hyde Road  
Steve McDermott - Rogues Ridge  
Kate Greene - Davis Hill Road  
Matt Burke - Good Hill Road  
Amy Pilato - Georgetown Road

Move that the Weston Board of Education extend the 20-minute per topic rule per the bylaws Carried with a motion by Felton, David and a second by Guido, Michael.

Chad Hoepfner, Absent; Sharon Ferraro: Nay, Peter Gordon: Nay,  
Lisa Luft: Nay, Steven Ezzes: Yea, David Felton: Yea, Michael Guido: Yea  
Yea: 3, Nay: 3, Absent: 1

The board moved forward allowing members of the public to continue speaking beyond the 20-minute per topic rule.

## **VII. OLD BUSINESS**

### **A. Approval of 2025-2026 WPS District Calendar**

Move that the Weston Board of Education approve version 2 of the 2025-2026 district calendar. Carried with a motion by Felton, David and a second by Ferraro, Sharon.

Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea,  
Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea  
Absent: 1; Yea: 6, Nay: 0

## **VIII. NEW BUSINESS**

**A. WIS: School of Distinction**

Principal Falber told the Board that Weston Intermediate School has been recognized as a "School of Distinction" for its high performance and growth metrics. For the third consecutive year, WIS earned this honor for its overall performance and academic growth. The recognition emphasizes the school's dedication and the hard work of its community. This accomplishment reflects the consistent effort to maintain high academic standards and foster significant student development.

**B. MOU between WPS and Weston Youth Services**

Superintendent Barbiero presented the MOU to the board and explained its purpose, which is to formalize an agreement for sharing educational records under strict confidential guidelines. The MOU will be executed as soon as the Town informs us who will sign on their behalf.

**C. Gifts, Grants and Bequests (Recognition, Acceptance or Approval)**

**a. Approve a donation in the amount of \$4,000 from the WMS PTO for binoculars and accessories to be used in the sixth grade classrooms**

Move that the Weston Board of Education approve a donation in the amount of \$4,000 from the WMS PTO Carried with a motion by Felton, David and a second by Guido, Michael.  
Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea  
Absent: 1; Yea: 6, Nay: 0

**b. Approve a donation in the amount of \$3,386.70 from the WHS PTO to purchase whiteboards for the math classes**

Move that the Weston Board of Education approve the donation in the amount of \$3,386.70 from the WHS PTO Carried with a motion by Felton, David and a second by Luft, Lisa.  
Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea  
Absent: 1; Yea: 6, Nay: 0

**c. Accept a donation in the amount of \$1,246 from the WIS PTO for Chromebook charging stations**

Move that the Weston Board of Education accept a donation in the amount of \$1,246. from the WIS PTO Unseconded with a motion by Ezzes, Steven.

**d. Accept a donation in the amount of \$2,150 from the WHS PTO to help fund the Max Stossel student/parent presentations**

Move that the Weston Board of Education accept a donation in the amount of \$2,150 from the WHS PTO Carried with a motion by Felton, David and a second by Luft, Lisa.  
Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea,

Lisa Luft: Yea  
Absent: 1; Yea: 6, Nay: 0

- e. **Recognize a donation in the amount of \$350 HES PTO to fund the PBIS kindness rock activity.**
  - f. **Recognize the donation of a Smart TV from Mr. Mike Veno, with a value of \$300.00**
  - g. **Recognize a donation in the amount of \$718.28 from the WHS PTO for an industrial coffee maker for the Community Cup.**
- D. Discussion and approval of consent agenda**  
Juliane Givoni, Director of Human Resources presented the November 2024 consent agenda.  
Move that the Weston Board of Education accept the consent agenda as presented. Carried with a motion by Felton, David and a second by Ferraro, Sharon.  
Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea  
Absent: 1; Yea: 6, Nay: 0
- E. Statistical Report: Class of 2024**  
Dr. Tina Henckel, Assistant Superintendent, Meghan Conetta, Weston High School Principal, and Randi Green, College and Career Counselor, presented the Class of 2024 Statistical report to the Board.
- F. Enrollment Projections Update (MP Planning Group)**  
Mike Zuba, MP Planning Group, Inc, presented the annual enrollment projections to the Board, which focused on demographic trends, housing turnover, and their implications for school enrollment in Weston
- G. Weston Board of Education Policies, Regulations, and Bylaws (first read)**
- a. **6146: Graduation Requirements**  
Lisa Barbiero, Superintendent, presented 6146: Graduation Requirements to the Board and discussed the changes. This is a first-read and will be brought back to the board next month for a second-read and vote.
  - b. **1331: Video Monitoring and Recording Devices**  
Lisa Barbiero, Superintendent, presented 1331: Video Monitoring and Recording Devices to the Board and discussed the changes. This is a first-read and will be brought back to the board next month for a second-read and vote.

H. **Discussion and vote for Collier Project Leaders, Inc. to solicit a proposal from a licensed structural engineer to confirm the structural viability of Weston Middle School for renovation**

Superintendent Barbiero explained the importance of soliciting a proposal from a licensed structural engineer to assess the building's structural integrity as part of the renovation process. The proposal was seen as a critical step in ensuring the safety and feasibility of the project.

Move that the Weston Board of Education authorize Collier Project Leaders, Inc. to solicit a proposal from a licensed structural engineer to confirm the structural viability of Weston Middle School for renovation Carried with a motion by Felton, David and a second by Gordon, Peter.

Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea

Absent: 1; Yea: 6, Nay: 0

**IX. DISTRICT UPDATES**

A. **Superintendent Report**

Lisa Barbiero, Superintendent, encouraged parents to attend the upcoming presentation by Max Stossell, and mentioned that a delegation of Chinese educators will be coming to visit Weston Public Schools in early December. Superintendent Barbiero also took this opportunity to announce her retirement effective June 2025. She has been with the district for 40-years in various positions, culminating as Superintendent.

B. **Human Resources**

Juliane Givoni, Director of Human Resources, told the Board about a new pilot plan for evaluation of our teachers and leaders. The administration has been working to train our staff and our evaluators on that new plan. We're now into the feedback collection phase, and we're meeting with groups of people and using survey data to collect some feedback. There has been a focus for human resources this year on employee wellness, and in both the months of September and October we have provided employee wellness programming in the form of flu clinics, and we offered a financial education seminar around retirement planning. In addition, changes were made to our increasing educator diversity plan, and we hope to achieve our full approval from the State later this winter.

C. **Pupil Personnel Services and Special Education**

Tracy Edwards, Director of Pupil Personnel Services, told the Board about the well-attended virtual parent meeting which focused on navigating the CTSEDS platform, specifically on understanding the layout and organization of the IEP document and accessing the parent portal. Due to technical difficulties with the state website, the session couldn't fully align the visuals with the presentation. Ms. Edwards said they plan to re-record the session with the assistant director to ensure families have access to

clear guidance.

The lottery was held this week for the Early Learning Center (ELC) Program. There has been significant interest in the ELC program, with many applicants. The lottery for placements is being held this week, and families will be notified shortly?.

**D. Finance and Operations**

**a. Discussion and approval of October 2024 Financial Report**

Phillip Cross, Director of Finance and Operations, presented the October 2024 financial report to the Board.

Move that the Weston Board of Education approve the October 2024 Financial Update as presented. Carried with a motion by Felton, David and a second by Guido, Michael.

Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea

Absent: 1; Yea: 6, Nay: 0

**b. Discussion and decision on Non-Lapsing Account**

The discussion about establishing a non-lapsing account revolved around the legislative changes allowing Boards of Education to approve such accounts without town permission. The discussion reflected mixed opinions, with no final decision reached during this meeting. A follow-up was planned to address outstanding concerns and finalize the approach?.

**c. Fiscal Year 22/23 Encumbrance Closeout**

The discussion about the Fiscal Year 22/23 Encumbrance Closeout focused on unliquidated encumbrances and their management.

**d. Review of Medical Claims**

The discussion on the review of medical claims focused on the financial implications for the district's fiscal year 2026 budget. Phil Cross reported that medical claims are trending approximately 130% higher than premiums paid. This discrepancy is anticipated to impact renewal rates significantly, with estimated increases of 25-35%, according to discussions with the district's insurance consultant, Brown and Brown.

If these rates are confirmed by the insurer, Cigna, the district may need to negotiate with unions or consider issuing a Request for Proposals (RFP) for alternative insurance carriers. Alternatives such as reverting to a State Partnership Plan or reevaluating the current high-deductible health plans were also mentioned as potential strategies.

**X. COMMITTEE REPORTS (committee chair update, if any)**

- A. Communications Committee
- B. Connecticut Association of Boards of Education (CABE)
- C. Cooperative Educational Services (CES)
- D. Curriculum Committee
- E. Education Optimization Committee (EOC)
- F. Finance & Operations Committee
- G. ~~Negotiations Committee~~ (committee not active at this time)
- H. Policy Committee
- I. Weston Education Foundation (WEF)

**XI. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION**

- A. The next regular session of the Weston Board of Education will be December 16, 2024 at 7:00 PM. This meeting will be held in the Weston Middle School Library.
- B. Review of Pending Agenda Items for Next Meeting

**XII. ADJOURNMENT**

The meeting adjourned at 11:07 PM  
 Move that the Weston Board of Education adjourn the November 18, 2024 meeting. Carried with a motion by Felton, David and a second by Ferraro, Sharon.  
 Chad Hoepfner, Absent; Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Lisa Luft: Yea  
 Absent: 1; Yea: 6, Nay: 0

Respectfully submitted by:  
 Jodi Sacchetta, Board Clerk

**Weston Board of Education Special Meeting (Superintendent Search Committee)**

Monday, December 2, 2024

10:30 AM

Remote Session

**Absent:** Michael Guido, Chad Hoepfner, **Present:** Steven Ezzes, David Felton, Sharon Ferraro, Peter Gordon, Lisa Luft. Present: 5, Absent: 2.

**I. Call to Order, Verification of Quorum**

The meeting was called to order at 10:34 AM.

Additional Attendees:

Juliane Givoni, Director of Human Resources

A quorum has been met. Move that the Weston Board of Education begin the December 2, 2024 Special Meeting Unseconded with a motion by Ezzes, Steven.

**II. Pledge of Allegiance**

A. I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.

**III. Vote to create Personnel Search Committee**

Move that the Weston Board of Education hereby establish the Superintendent Search Committee in accordance with Conn. Gen. Stat. Section 1-200(7) for the purpose of recommending the person to serve as successor Superintendent, and it hereby appoints the members of the Board of Education (Steven Ezzes, Peter Gordon, Sharon Ferraro, David Felton, Chad Hoepfner, Michael Guido, and Lisa Luft) to serve as the members of such Superintendent Search Committee. Carried with a motion by Felton, David and a second by Ferraro, Sharon.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Lisa Luft: Yea  
Yea: 5, Nay: 0

Move that the Weston Board of Education adjourn the December 2, 2024 Special Meeting Carried with a motion by Felton, David and a second by Gordon, Peter.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Lisa Luft: Yea  
Yea: 5, Nay: 0

**IV. Adjournment**

The meeting adjourned at 10:38 AM.

Move that the Weston Board of Education adjourn the December 2, 2024 Special Meeting Carried with a motion by Felton, David and a second by Gordon, Peter.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Lisa Luft: Yea  
Yea: 5, Nay: 0

Respectfully submitted by:  
Jodi Sacchetta, Board Clerk

**WESTON BOARD OF EDUCATION**

**Weston, CT**

**Meeting Date:** 12/16/24

**Information Only**

**Action Requested**

**Agenda Item Subject:** Discussion and Approval of Non-Lapsing Account

**Submitted by:** Phillip Cross

**Document Summary/Purpose and/or Recommended Action:**

**Following is information regarding the non-lapsing account. We are recommending approval to move forward with creating a non-lapsing account.**



December 16, 2024

TO: Weston Board of Education

FROM: Phillip Cross, Director of Finance and Operations

SUBJECT: Non-Lapsing Account

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We have reached an agreement with the Board of Finance where the Board of Education will create a non-lapsing account utilizing surplus funds from fiscal year 23-24. The total amount of the surplus is approximately \$597,000. As part of this process, the Board of Education will return the \$230,000 capital special appropriation approved in May 2024 used for the following projects:

- District-wide paving projects - \$170,000
- Site work for the Hurlbutt Elementary School playground - \$30,000
- Replacement of wall padding in the Weston High School old gym - \$30,000

The balance of \$367,000 will go to fund the new non-lapsing account. These funds will be used for non-recurring and unanticipated expenditures, including, but not limited to, security related enhancements. Additionally, we discussed with the Board of Finance that any unused funds will be returned to the Town.

InstructionGraduation RequirementsHigh School

- I. To meet the requirements for a diploma from Weston High School, a student must successfully complete a minimum of twenty-five (25) credits in grades nine through twelve as outlined below, unless otherwise determined by a student's PPT in accordance with state and federal law (PA 24-25, Sections 9 and 10)
- A. Humanities, Including World Language and the Arts  
10.0
- |      |  |     |     |
|------|--|-----|-----|
| i.   | English (See Section II)                         | 4.0 |     |
| ii.  | Social Studies                                   | 3.0 |     |
|      | • 1.0 US History                                 |     |     |
|      | • 0.5 American Government                        |     |     |
|      | • 1.5 Other                                      |     |     |
| iii. | Visual and Performing Arts                       | 1.0 |     |
| iv.  | World Language                                   | 1.0 |     |
| v.   | Humanities Elective                              | 1.0 |     |
| B.   | Science, Technology, Engineering and Mathematics |     | 9.0 |
| i.   | Mathematics                                      | 3.0 |     |
| ii.  | Science  | 3.0 |     |
|      | • 1.0 Lab life science                           |     |     |
|      | • 1.0 Lab physical science                       |     |     |
|      | • 1.0 Other                                      |     |     |
| iii. | STEM Electives                                   | 3.0 |     |
| C.   | Physical Education and Wellness                  |     | 1.0 |
| D.   | Health and Safety                                |     | 1.0 |
| E.   | Electives – any area                             |     | 2.5 |

F. **Personal Finance** 0.5

G. **Mastery-Based Assessment – Portrait of the Graduate** ~~(See Section III)~~ 1.0

**TOTAL** **25.0**

~~II. Every student must successfully complete the Weston High School Writing Portfolio.~~

~~III. Every student must successfully complete the Weston High School Portrait of the Graduate.~~

IV.II. In addition to other graduation requirements, seniors must pass a minimum of three credits during the senior year, including one credit in English, to qualify for graduation.

V.III. Full-Time Status – The course load expectations for full-time status are:

- A. Freshmen and Sophomores: Seven courses each semester, all of which must be graded “A” – “F”.
- B. Juniors and Seniors: Six courses each semester, all of which must be graded “A” – “F”.

Notwithstanding the foregoing, the minimum number of credits required for graduation is 25.

VI.IV. Credits awarded by accredited secondary public and private high schools will be accepted toward fulfillment of the twenty-five (25) required credits.

- A. Courses completed prior to enrollment at Weston High School will be documented by attaching the official transcript from the previous institution, reflecting course completion and earned credit, to the Weston High School transcript. Grades awarded for such courses shall not be included in the student’s GPA.
- B. Courses completed for credit recovery while enrolled at Weston High School will be reflected on the Weston High School transcript.

VII.V. Credit for courses taken online will be subject to Policy 6146.2

VIII.VI. **Personal Finance Requirement: Starting with the Class of 2027, students must fulfill a 0.5 elective credit by completing a Personal Finance/Financial Literacy course. The 0.5 Personal Finance credit may be applied to the Humanities, math, or general elective credits.**

IX.VII. **Community Service Credit: Students may earn up to a 0.5 elective credit for community service through the guidelines outlined in the Weston High School Program of Studies.**

X.VIII. All exceptions, including any courses taken pursuant to paragraphs VI and VII above,

must be specifically pre-approved in writing by the principal.

Regulation approved	March 5, 1991
Regulation revised	February 25, 2014 June 6, 2016 February 28, 2017 May 20, 2019 November 15, 2021

WESTON PUBLIC SCHOOLS  
Weston, Connecticut

1331

**Use of Video Monitoring and Recording Devices and Video Recordings**

The Weston Board of Education (“Board”) recognizes the need to maintain appropriate conduct in the buildings and on the grounds of the Weston Public Schools (the “District”). Accordingly, the Board authorizes the installation ~~of~~ and use of video monitoring and recording devices ~~which produce video coverage and recordings~~ in its school buildings and on school grounds to aid in maintaining enhance the safety and security of students, staff, and visitors; to protect school property; to monitor student and adult and ensuring appropriate behavior in the school setting; and as may otherwise be permitted by state and federal law.

The video records from these devices, which provide video coverage only, may be used to assist school administrators in deciding appropriate disciplinary action or for other appropriate purposes as determined by the school administration. In cases where video recordings concern conduct that may be in violation of the law, the video recordings may be shared with police officials.

The Board ~~of Education~~ further authorizes the administration to allow access to video monitoring and recording devices and video recordings by law enforcement for the limited purposes, and in the limited manner, specified in Aadministrative Regulation 1331.

**Legal References:**

Connecticut General Statutes §10-221; \_\_\_\_\_ -Boards of ~~e~~Education to prescribe rules, policies and procedures

Connecticut General Statutes §31-48b, \_\_\_\_\_ Use of electronic surveillance devices employers limited. Prohibition on recording negotiations between employers and employees

Connecticut General Statutes §31-48d \_\_\_\_\_ -Employers ~~e~~Engaged in ~~e~~Electronic ~~M~~onitoring required to give prior notice to employees. Exceptions. Civil penalty

Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §§ 1232g et seq.

Office of the Public Records Administrator, Retention Schedule M1-General Administration Records

Office of the Public Records Administrator, Retention Schedule M8-Education Records

Title I—Amendments to the Individuals with Disabilities Act. (PL 105-17) Family Education Rights and Privacy Act

**Commented [ADP1]:** The law is complex when surveillance equipment has audio capability. As such, we recommend that Weston not audio record as part of its general electronic monitoring of school buildings and grounds, and that the Board make that clear in its policy.

If the Board allows audio recordings on school buses, that can be addressed in the Board’s separate policy regarding video surveillance on buses, which we would be happy to discuss.

**Policy References:**

Policy and Administrative Regulation 5145.12, Search and Seizure

Policy and Administrative Regulation 5131.2, Video and Audio Recording on School Buses

Policy adopted: July 21, 2014

Policy Revised: July 27, 2020

[Policy Revised:](#)

WESTON PUBLIC SCHOOLS

Weston, Connecticut

**Commented [ADP2]:** We recommend that the Board review this policy and would be happy to assist in that process, if helpful.

**Commented [ADP3]:** Insert new revision date if Board revises the policy.

## R 1331

### Use of Video Monitoring Devices and Video Recordings

The Weston Board of Education (“Board”) recognizes the need to maintain appropriate conduct in the buildings and on the grounds of the Weston Public Schools (the “District”). Accordingly, the Board authorizes the installation and use of video monitoring and recording devices in its school buildings and on school grounds to aid in maintaining security of and ensuring appropriate behavior in the school setting. The video records from these devices, which provide video coverage only, may be used to assist school administrators in deciding appropriate disciplinary action or for other appropriate purposes as determined by the school administration. In cases where video recordings concern conduct that may be in violation of the law, the video recordings may be shared with police officials.

#### A. Video Surveillance Rules

1. The District shall annually notify its students, their parents/guardians, and its staff that video surveillance may occur on any school property or grounds, and the District shall post signs at each building with video cameras.
2. The use of video surveillance equipment on school grounds and on other District property shall be supervised and controlled by the building administrator or designee.
3. The system can be used for live, day-time viewing and/or night-time monitoring and surveillance of school buildings and grounds.
4. The use of video recordings from surveillance equipment shall be subject to the other policies of the District, including policies concerning the confidentiality of student and personnel records.
5. The District or its administrators may use video surveillance for any legitimate educational or operational purposes, including but not limited to: a) monitoring and protecting District property from vandalism or theft; b) fostering the safety and security of students, staff, and visitors during or after school and/or while participating in school functions; c) cooperating with specific law enforcement inquiries and proceedings; and d) when warranted, investigating and/or remediating specific disciplinary situations.
6. Authorized officials of the District may access the videotapes as needed to fulfill their professional responsibilities.

#### B. Operation of the Video Surveillance System

Cameras will be installed and used as directed by the Superintendent of Schools or his/her designee.

1. Video cameras will be installed and utilized in areas recommended by the building administration and approved by the Superintendent.
2. Video recording equipment will be installed prominently. Equipment will not be placed in areas where students, employees, and the general public have a reasonable expectation of privacy.
- ~~2-3.~~ Video recording equipment may be in operation 24 hours per day.
- ~~3-4.~~ Building principals, other administrators, and other personnel working with the video surveillance system will be required to review and apply these regulations in performing their duties and functions related to operation of the system.
- ~~4-5.~~ Staff and students are prohibited from unauthorized use of, tampering with, or otherwise interfering with video records and/or video camera equipment. Staff and/or students found to violate this regulation will be subject to appropriate disciplinary action, consistent with District policies and procedures.
- ~~5-6.~~ The District will provide reasonable safeguards including, but not limited to, password protection and controlled physical access to protect the surveillance system from hackers, unauthorized users, and unauthorized use.
- ~~6-7.~~ Video monitors will be located in administrative offices.
8. Video surveillance equipment will be used in accordance with all Board policies.

**Commented [ADP4]:** Please confirm or modify, as appropriate.

C. Storage/Security

- ~~1. Recordings, and all copies thereof, will be stored and secured to ensure confidentiality.~~
1. Surveillance video recordings shall be maintained by the District for at least two weeks, after which time the tapes may be recycled. If a video recording becomes evidence in any kind of disciplinary proceeding or litigation; if notice of pending action has been filed with the town clerk and provided to the Board; if a request for access has been made and is still pending; or if a video recording otherwise takes on a status that would require a longer retention period according to the applicable retention schedule, the video recording must be retained for the amount of time specified by the records retention schedule of the State of Connecticut Public Records Administrator, or until all actions have been resolved, whichever time period is greater.
2. ~~Recordings-~~ Video recordings identified for review of student or adult incidents will be maintained in their original digital format pending resolution. The Recording will then be either released for erasure, copied for authorized law enforcement agencies, or retained as necessary as a part of the student's behavioral record, employee's personnel record District's records in accordance with -, or in another appropriate location in the case of an adult who is not an employee in accordance with the established Board policy, District procedures, and applicable law.

**Commented [ADP5]:** Please confirm the digital format is the original format.

- ~~3. For bus videos, retrieval and viewing of stored video recordings will include a school administrator and/or transportation official from the district bus company designated by the Superintendent of Schools. Employees of the district bus company will sign an agreement reflecting that they will abide by the district's student records confidentiality policy and FERPA.~~

**Commented [ADP6]:** The Board maintains a separate policy on bus recordings.

#### **Use**

- ~~1. Cameras will be installed and used as directed by the Superintendent of Schools or his/her designee.~~
- ~~2. Staff and students are prohibited from tampering with or otherwise interfering with Camera equipment.~~
- ~~3. Recordings will be stored for the period of at least fourteen (14) days.~~

#### **D. Viewing Requests**

- ~~1. Requests to review video records will be addressed in accordance with all applicable state and federal laws and Board policy.~~

~~1.~~

- ~~2. All requests for review of video recordings that are considered an education record will be as follows:~~

~~Requests for viewing Recordings will be limited to the administration, security personnel, and other individuals authorized by the Superintendent or his/her designee. In the event that a Recording is utilized in connection with student discipline, the parent/guardian of the student, and/or the student if he/she has reached the age of eighteen (18), will be permitted to view the recording being used in connection with the discipline.~~

- ~~a. All viewing requests must be submitted in writing to the Superintendent within five (5) school days of the date of the recording. Requests for viewing will be limited to those parents/guardians, students, and/or law enforcement officials with a direct interest in the proceedings. Only the portion of the video record concerning the related specific incident will be made available for viewing.~~

~~Approval/denial for viewing will be made in writing within no more than seven (7) school days of receipt of request and so communicated to the requesting individuals(s).~~

~~b.~~

~~Recordings will generally be made available for viewing within no more than five (5) school days of the request approval.~~

c.

d. Timelines may be adjusted as reasonably necessary, including for requests for viewing which arise at the end of a school year or prior to vacation periods.

~~2.~~ In the event that a video recording is utilized in connection with staff discipline, the staff member (and ~~his/her~~ the staff member's union representative, at the request of the employee) will be permitted to view the recording being used in connection with the discipline.

3.

~~3.~~ Except as stated below under Law Enforcement, requests for viewing recordings by parties other than those listed herein will only be granted as may otherwise be required by law. ~~Video recordings are related to school security, and in some cases may constitute confidential educational records pursuant to the Family Educational Rights and Privacy Act ("FERPA"), and are thus exempt from disclosure under the Freedom of Information Act ("FOIA").~~

4.

~~4. Approval/denial for viewing will be made in writing within no more than seven (7) school days of receipt of request and so communicated to the requesting individual(s).~~

~~5.4 Recordings will be made available for viewing within no more than five (5) school days of the request approval.~~

#### E. Viewing Process

~~1. Actual viewing will be permitted at school sites only or as otherwise required by law.~~

~~2.1~~ All viewing will include the building principal or designee and will take place in the school's administrative offices or as otherwise required by law, be done in the presence of a school administrator and/or a transportation official designated by the Superintendent of Schools.

~~3.2~~ A written log will be maintained of ~~those any persons~~ viewing video recordings. Such log shall include the date of viewing, the reason for viewing, the date the recording was made, and the signature of the viewer.

~~4.3~~ Video recordings remain the property of the District and may be reproduced only in accordance with law, applicable Board policy and regulations, District procedures regarding student and personnel records ~~policies and procedures~~, and applicable labor agreements.

- ~~1.~~
- ~~1.~~
- ~~2.~~
- ~~3.~~
- ~~4.~~

F. Student Records

1. A video surveillance record may become a part of a student's education record if it is directly related to a student and the video record is maintained by the District.
2. The District will comply with all applicable state and federal laws and Board policies related to maintenance, retention, access, and review of such records.

**Student Records**

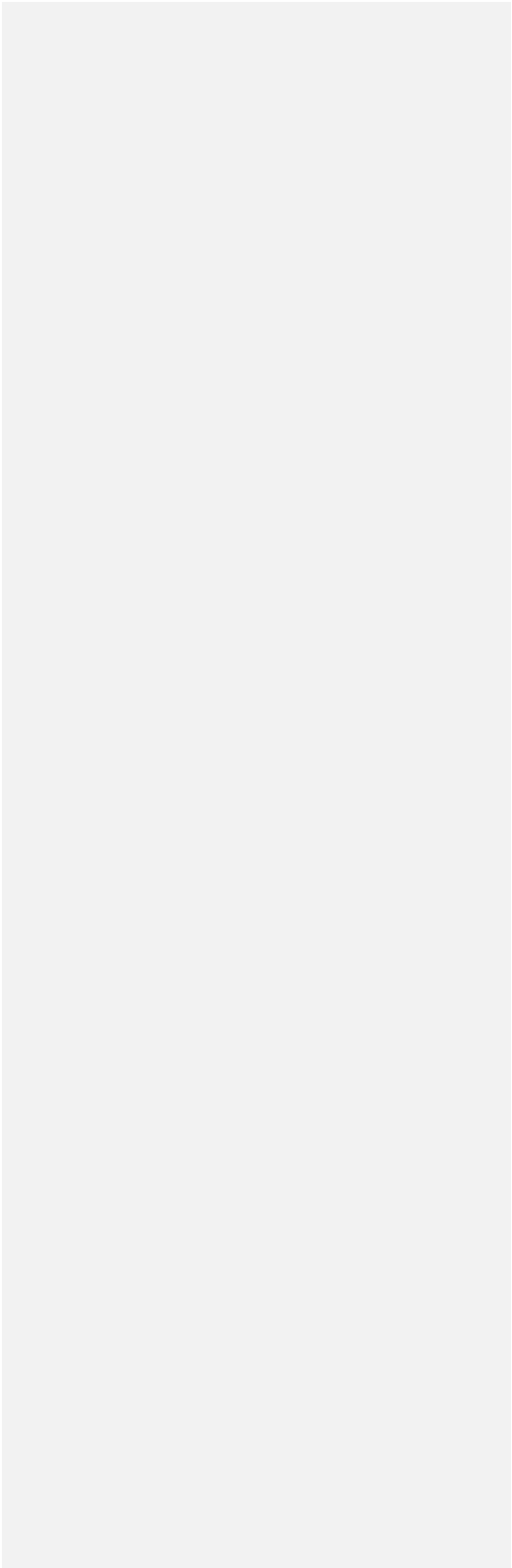
- ~~1. The District will comply with provisions of law regarding student records including the Family Education and Privacy Act and the Individuals with Disabilities Education Act (IDEA), as applicable, in the District's use of video recordings ("Recordings"). Recordings considered for retention as a part of a student's behavioral record will be maintained in accordance with established procedures governing access, review and release of student records.~~
- ~~2. The District will include notice in parent/student handbooks that video monitoring and recording devices ("Cameras") are in use in schools and on school grounds. The District will include, as a part of its notice procedures, a link to this regulation and the governing policy.~~
- ~~3. Students should assume that the Cameras are in operation at all times.~~
- ~~4. A notice shall be posted at the entrance to each school indicating that Cameras are in operation. Such notice will be posted in a conspicuous location.~~

G. Staff Employee Records

1. Recordings considered for retention as part of an employee's personnel record will be maintained in accordance with established Board personnel policies, administrative regulations and labor agreements governing access, review, and release of employee personnel records.
2. This provision applies to all employees of the District as well as all contractors, agents, and their employees, as applicable.
- ~~2. The District will post notices in the main office of each school, and in a conspicuous location at other school facilities, that Cameras are in use in the District.~~
- ~~3. Staff should assume that the Cameras are in operation at all times.~~

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## H. Law Enforcement

- ~~1. For the purposes of this section (“Law Enforcement”), “External Cameras” shall mean Cameras which monitor the areas on the outside of the schools and other District buildings. “Internal Cameras” shall mean Cameras which monitor the interior space of the schools and other District buildings.~~
- ~~2. The Weston Police Department (“WPD”) will be granted access to live video coverage of all External Cameras which monitor the areas outside of the school buildings.~~
- ~~3. The WPD will be provided with a code to gain access to the live video on the Internal Cameras which may only be used in the case of an active threat of physical violence within the District. The District will monitor the use of this code to ensure compliance with this section.~~
- ~~4. The District does not authorize the use of the Internal Cameras for criminal investigations or monitoring other than may be related to the monitoring authorized in subsection 3 above. However, the Superintendent of Schools or his/her designee, in his/her discretion, may authorize the WPD to access the Internal Cameras for use in an active police investigation. Such authorization must be in writing.~~
- ~~5. The District does not authorize the WPD to make recordings of the live video on the External Cameras and Internal Cameras. The WPD and/or other law enforcement agencies may request access to recordings by contacting the Superintendent or his/her designee. Unless access to recordings is required by law, access to such recordings will be at the discretion of the Superintendent or his/her designee. In the event that a recording constitutes a confidential student record, the recording may only be provided to the WPD, or other law enforcement agency, as permitted by FERPA.~~
1. In the event of a criminal investigation, the Weston Police Department (the “Department”) or other law enforcement agencies may request access to video images, live or recorded, by making a request for access to the Superintendent. Access may be granted by the Superintendent or other such certified administrator as designated by the Superintendent only when determined by the Superintendent to be appropriate under state and federal law.
2. In the absence of express permission from the Superintendent, the Department may only access the District’s live streaming video and/or recorded images from school cameras in emergency circumstances, including an emergency

**Commented [ADP7]:** This section was revised to reflect the provisions of the SRO MOU. In the alternative, the district could simply state that the Weston Police Department, other law enforcement agencies, and the School Resource Officer (“SRO”) will be permitted access to video images, live and recorded, in accordance with applicable law and the SRO agreement between the parties.

alarm originating from one of the school facilities or grounds or a 911 call pertaining to a school facility/grounds. Any such access by the Department shall only be made for the purpose of the Department and other law enforcement or first responders aiding in the public safety emergency response to a school facility.

3. A virtual private network will be used for live viewing by the Department when authorized by these regulations. Other than system tests conducted by the Chief of Police or designee(s), conducted on a periodic basis at times when students are not present in the building, the Department will not be permitted to routinely view District video images, live or recorded, to monitor the schools or grounds.
4. Notwithstanding the above, any School Resource Officer (“SRO”) assigned to the District’s schools will have access to live video images captured at the school at which the SRO is assigned, during the days and hours in which the SRO is performing such assignment, in order to help maintain school security.

**Legal References:**

Connecticut General Statutes §10-221      Boards of education to prescribe rules, policies and procedures

Connecticut General Statutes §31-48b,      Use of electronic surveillance devices employers limited. Prohibition on recording negotiations between employers and employees

Connecticut General Statutes §31-48d      Employers engaged in electronic monitoring required to give prior notice to employees. Exceptions. Civil penalty

Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §§ 1232g et seq.

Office of the Public Records Administrator, Retention Schedule M1-General Administration Records

Office of the Public Records Administrator, Retention Schedule M8-Education Records

Connecticut General Statutes, 10-221, Boards of Education to prescribe rules

Connecticut General Statutes, Section 31-48d, Employers Engaged in Electronic Monitoring

Titles I—Amendments to the Individuals with Disabilities Act (PL 105-17)

Family Educational Rights and Privacy Act

**Policy References:**

Policy and Administrative Regulation 5145.12, Search and Seizure

Policy and Administrative Regulation 5131.2, Video and Audio Recording on School Buses

Adopted:

**Commented [ADP8]:** Insert relevant dates.

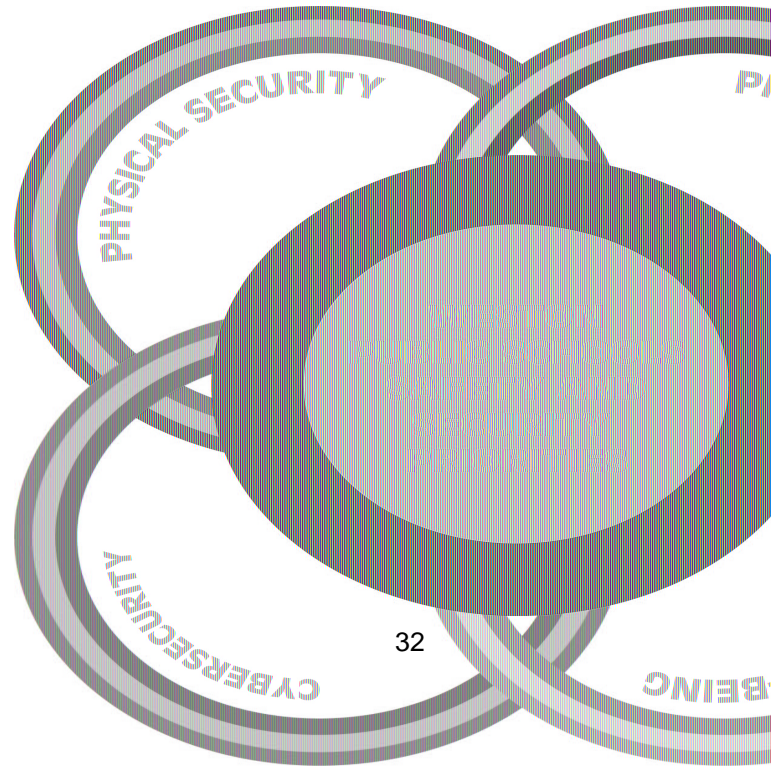


# Safety & Security

## State of Weston Public Schools

Weston Board of Education  
December 16, 2024

# WPS 4 Key Elements of Safety & Security



# 4 Key Elements of School Safety & Security

## Physical Security & Threat Prevention



Physical

Prevention

Cybersecurity

Well-being

Committed to building and maintaining a best-in-class security posture for WPS through the implementation of various measures to support both physical security and threat prevention

- **Physical Security:** Safeguarding the school environment through measures, such as controlled access points, surveillance systems & secure building designs, implementing physical barriers, monitoring systems, and emergency preparedness plans
- **Threat Prevention:** Identifying & mitigating potential threats before they materialize. This includes conducting threat assessments, establishing reporting mechanisms, and fostering a culture where students and staff feel empowered to report concerns

# Homeland Security's Five D's of Perimeter Security- WPS Layered Approach



Physical

Prevention

Cybersecurity

Well-being

1. **Deter** potential threats from happening
  - Signage, fencing
2. **Detect** a threat as far on the outside of building as possible
  - Cameras, lighting, communication (radio), identification systems
3. **Deny** a threat via restricting access
  - Single points of entry, gates/closed access, bollards
4. **Delay** the threat from gaining entry into a building
  - Reinforced/Locked points of entry, vestibules, ballistic glass, window film
5. **Defend** against / Respond to threats that are active security incidents
  - Door & window alarms, panic<sup>34</sup> buttons, security personnel, police proximity, public address (PA ) and communication systems

# Unique Features of WPS Campus



- Buildings located on a unified school district campus (1 of 2 in Fairfield County) that promotes the flexible use of security personnel and assets
- Police station in close proximity to Weston's school campus supports rapid response times from active-duty police personnel
- Crime lab on premises provides access to a unique swath of subject matter expertise across the FBI, Secret Service, and Homeland Security

# Physical Security & Threat Prevention

## *A Deeper Dive*



Physical

Prevention

Cybersecurity

Well-being

**Goal:** Building and maintaining a best-in-class security posture to ensure that every member of our district community experiences a safe learning and working environment

**Strategy:** Implementing an all-of-the-above, layered approach to minimize threats to the campus perimeter and keep security threats outside of school buildings

**Tactics:** Proactively employ Homeland Security's recommended layered approach across five core pillars, accounting for the unique considerations of Weston's school campus

- Employing experienced **Personnel**
- Securing the campus **Perimeter**
- Hardening school **Buildings**
- Integrating state-of-the-art **Technology**
- Ensuring a best-in-class security posture through continued **Training and Evaluation**



# 5 Core Pillars of Physical Security: Personnel

**Goal:** Employ an experienced team of professionals that works in partnership with the police to effectively employ a flexible security posture with rapid response time

- Director of Safety & Security
- 2 Security specialists at WHS
- 2 Security specialists at WMS
- 1 Security specialist at WIS
- 1 Security specialist at HES
- 1 Floater (primarily at WIS & HES)
- 2 School Resource Officers (SROs)
- 1 Mile of Safety Officer (campus coverage)

# 5 Core Pillars of Physical Security: Personnel

## *WPS Director of Safety & Security*



### **Overview of Function:**

- Supervises & evaluates district security specialists
- Monitors all school facilities to ensure safe operation
- Coordinates with Weston Police and other appropriate agencies
- Coordinates/facilitates security updates and trainings
- Reviews & revises school safety & emergency response plans
- Oversees emergency preparedness drills
- Recommends policies and procedures to improve safety



# 5 Core Pillars of Physical Security: Personnel

## *WPS Security Specialist*

### **Overview of Function:**

- Directs traffic at arrival & dismissal
- Actively patrols schools and grounds
- Facilitates visitor management & student sign-in/out
- Monitors security cameras/exterior doors
- Participates on school safety committee
- Actively participates in emergency response preparedness
- Maintains a positive relationship with students, staff, and families



# 5 Core Pillars of Physical Security: Personnel

## *WPS School Resource Officer (SRO)*

### **Overview of Function:**

- Assigned to WMS and WHS with secondary assignments at lower level
- Trained in de-escalation strategies, social emotional learning & restorative practices
- Provides educational programs to students
- Builds positive relationships with staff & students
- Medically trained first responder
- Informal counseling & family outreach
- Armed, handcuffs, taser, pepper spray, baton, body cam, police radio



# 5 Core Pillars of Physical Security: Personnel

## *Mile of Safety Police Officer*

### **Overview of Function:**

- Medically-trained first responder
- Familiar with campus & buildings
- Oversees traffic
- Patrols entire school campus
- Investigates suspicious activity
- Armed, handcuffs, taser, pepper spray, baton, & body cam, breaching door equipment & patrol rifle
- Police Radio - Mutual aid response
- All Weston police officers share this assignment guaranteeing a solid familiarity with the school campus



# 5 Core Pillars of Physical Security: Personnel

## Additional Considerations

- All active-duty Weston Police Officers are provided dedicated, state-of-the-art equipment
- Proximity of police department provides additional law enforcement resources at a rapid rate of response

## Next Steps

- Onboarding a new WPS Director of Safety & Security
- Formation of BOE Subcommittee on Safety & Security  
Chair Michael Guido, Steven Ezzes, David Felton



# 5 Core Pillars of Physical Security:

## Perimeter

**Goal:** Secure school campus by creating an umbrella of defense around the district's outdoor spaces & buildings to promote deterrence and early detection of threats

- **Current Highlights**

- Signage posted, announcing the closure of campus grounds during school hours
- Gates / closed access
- Bollards at school building entrances

- **Next Steps**

- In coordination with TOW, continue to communicate that the campus - track, tennis courts, & sidewalks w/i campus - are closed during school hours
- Continued rollout of extended bollard installations
- Discuss solutions to reinforce various sections along School Road (i.e., playgrounds)
- Engage with TOW to discuss considerations and viability of closing School Road



# 5 Core Pillars of Physical Security: Buildings

**Goal:** Harden school structures to prevent entry (“keep the fight outside”) and allow for additional law enforcement assets to respond

- **Current Highlights**

- Window film wrapping of all schools
- Front doors secured and/or replaced
- ‘Left-side’ handles on key exterior doors removed
- Single points of entry enforced
- Classroom door window shades replaced

- **Next Steps**

- Complete the installation of upgraded auto-locking mechanisms for classroom doors
- Review recommendation of ballistic glass considerations in specified areas



# 5 Core Pillars of Physical Security: Technology

**Goal:** Implement use of the latest technology to advance the monitoring, detection, notification, and location of potential threats

- **Current Highlights**

- Raptor Visitor Management system implemented to proactively identify threats
- Alertus notification system deployed to all classrooms and administration offices
- Cameras and servers upgraded
- Campus-wide mobile radio usage

- **Next Steps**

Enhanced portable alert system (Janyard “panic buttons”) rollout to increase response time & identify geolocation of potential threats



# 5 Core Pillars of Physical Security: Training & Evaluation

**Goal:** Facilitate the training of all district stakeholders (guards, teachers, staff, and students) to successfully respond to a crisis situation, and ensure security effectiveness through periodic evaluation

- **Current Highlights**

- Stop-the-Bleed training
- National Incident Management System (NIMS) - FEMA training
- Fire & Lockdown Drills
- Crisis Drills
- Reunification plan / training

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- **Next Steps**

- Discuss necessity of third-party independent security audit

# 4 Key Elements of School Safety & Security

## Cybersecurity



Physical

Prevention

Cybersecurity

Well-being

**Goal:** Protecting digital infrastructure by implementing robust cybersecurity measures to safeguard sensitive information and ensure the integrity of online learning platforms.

### **Supportive Measures:**

- **Data Protection and Privacy:** Safeguarding sensitive student, staff, & administrative data against unauthorized access, breaches & misuse, in compliance with FERPA, CT Public Act 16-189, and other regulatory requirements
- **Infrastructure Security:** Implementing robust defenses for networks, servers & devices to prevent Cyber Attacks, including ransomware & phishing, which threaten educational continuity
- **Awareness & Training:** Educating staff, students & administrators on recognizing & responding to cyber threats, fostering a culture of cybersecurity vigilance
- **Swatting Training:** Ensuring all front line staff are trained in protocols

# 4 Key Elements of School Safety & Security

## Mental Well-being



Physical

Prevention

Cybersecurity

Well-being

**Goal:** Addressing the mental health needs of students & staff as a crucial component to ensuring a safe school environment. Providing access to counseling services, promoting social & emotional learning, & creating supportive atmospheres help to prevent issues that could lead to safety concerns

### **Staffing:**

- Director of Pupil Personnel Services (PPS) & 3 Assistant Directors
- HES & WIS: School Psychologist, Social Worker
- WMS: 3 School Counselors, School Psychologist, Social Worker
- WHS: 5 School Counselors, School Psychologist, 2 Social Workers

### **Supportive Measures:**

- Social-Emotional Learning Programs
- Regional Juvenile Review Board
- Comprehensive School Threat Assessment Training

# School Safety & Security

## Next Steps



### **Formation of the BOE Subcommittee on Safety & Security**

- BOE Committee Members: Michael Guido (Chair), Steven Ezzes, David Felton
- Other Participants: Lisa Barbiero (Superintendent), Director of Safety & Security
- Monthly Zoom Meetings beginning on Tuesday, January 14, 2025 @ 8:30AM

### **New Director of Safety & Security- James Wiltse**

- Anticipated Start Date: February 3, 2025

### **Meet the Director: February 2025**

- Interactive Discussion(s) with the Director and the Weston Community
- Specific Date(s) TBD

# Timeline of District Initiatives 2006-2025



## **2006-2007**

- Mile of Safety implemented in partnership w/ Weston Police

## **2012-2013**

- Security staff increased from 5 to 9 after December 2012 (post Sandy Hook)

## **2013-2014**

- Film strategically placed on doors/windows

## **2015-2016**

- Classroom locks upgraded

# District Initiatives

## 2006-2025



### 2016-2017

- School Resource Officer (SRO) program implementation at high school
- National Incident Management System (NIMS) - FEMA Training
- Reunification plan developed
- Reduction of one security specialist

### 2018-2019

- Raptor Visitor Management system implemented
- School Resource Officer (SRO) hired for middle school
- Alertus System implemented
- Camera repairs/cameras added
- Monitors added to view cameras security/ police/admin
- Reduction of two security specialists

# District Initiatives 2006-2025



## 2019

- Stop the Bleed training

## 2022-2023

- WHS Raptor Student Digital Kiosk - Open Campus
- NIMS- FEMA Training continues

## 2023-2024

- Director of Safety & Security appointed
- Safety and Security Specialist Floater
- Additional film added on windows
- Exterior doors replaced as needed
- Reunification Training

# District Initiatives 2006-2025



## 2024-2025

- Servers and camera system upgraded (summer)
- Interior doors upgraded as needed (summer)
- NIMS training for administrators (summer)
- Additional signage around closing campus
- Classroom door shades replaced & installed (October)
- Portable alert buttons ordered (October)
- Classroom locks ordered (October)



Gifts, Grants and Bequests Approval Form

COMPLETE ONLINE FORM. PRINT, SIGN AND FORWARD TO THE SUPERINTENDENT'S OFFICE.

Gift Value:

Gifts Valued Under \$1,000: Minor gifts valued under \$1,000 require approval by the Superintendent or building principal before being accepted however, do not require formal action by the Board of Education. Minor gifts that require approval of the Superintendent.

- have an impact on the curriculum,
• introduce new programs or procedures,
• produce inequity among the schools or add equipment that would incur further costs to the school system

Gifts Valued \$1,000 to \$3,000: All gifts valued from \$1,000 to \$3,000 require approval by the Superintendent and formal acceptance by the Board of Education.

Gifts Valued Over \$3,000: All gifts valued at over \$3,000 must be approved by the Board of Education before being accepted.

School/Building: HES WIS WMS WHS CO

Name of Donor: WIS PTO

Value of gift(s) being donated: \$ 1,100

Description:

To decorate the 36 WIS bathroom stalls with colorful, inspirational quotes to brighten up the space, and also make it an area that helps build student's self-esteem.

Signature of Patricia Saebur

Principal Signature

Signature of Superintendent

Superintendent Signature

Date:

Nov. 19, 2024

Date:

Board of Education Approval

Not required

Yes (If yes, date of Board of Education Approval:

No



# WESTON PTO

## INTERMEDIATE SCHOOL

PARENT TEACHER ORGANIZATION

11/11/2024

Lisa Barbiero  
Superintendent of Schools  
Weston School District  
24 School Road  
Weston, CT 06883

Dear Ms. Barbiero,

On behalf of the Weston Intermediate School PTO, we are pleased to inform you and the Board of Education that our organization would like to provide the following:

- \$1,100 for inspirational vinyl school bathroom stall decals (see image on page 2) to provide colorful motivating, positive messages to inspire kindness and self-confidence.

We are grateful to our members for recognizing the importance of building school community and PRIDE values at Weston Intermediate School.

We look forward to continued success.

Warmest regards,

*Kellie*

Kellie James  
WIS PTO Philanthropy Chair

CC: Stephanie Feingold, WIS PTO President  
Patricia Falber, WIS Principal

Weston Intermediate School PTO Inc.  
95 School Road Weston, CT 06883





**Gifts, Grants and Bequests Approval Form**

**COMPLETE ONLINE FORM. PRINT, SIGN AND FORWARD TO THE SUPERINTENDENT'S OFFICE.**

**Gift Value:**

Gifts Valued Under \$1,000: Minor gifts valued under \$1,000 require approval by the Superintendent or building principal before being accepted however, do not require formal action by the Board of Education. Minor gifts that require approval of the Superintendent.

- have an impact on the curriculum,
- introduce new programs or procedures,
- produce inequity among the schools or add equipment that would incur further costs to the school system

Gifts Valued \$1,000 to \$3,000: All gifts valued from \$1,000 to \$3,000 require approval by the Superintendent and formal acceptance by the Board of Education.

Gifts Valued Over \$3,000: All gifts valued at over \$3,000 must be approved by the Board of Education before being accepted.

School/Building:  HES  WIS  WMS  WHS  CO

Name of Donor: HES PTO

Value of gift(s) being donated): \$ 1100


**Description:**

Dash robots for Hurlbutt Makerspace

These robots are used for coding. Children learn coding concepts like sequencing, events, loops, algorithms, operations, and variables through self-directed play and guided challenges.

X 

Principal Signature

X 

Superintendent Signature

Date: 11/19/24

Date: 11/20/24

**Board of Education Approval**

Not required

Yes (If yes, date of Board of Education Approval:

No

S

**HURLBUTT PTO PHILANTHROPY REQUEST FORM**

Please provide as much detailed information as possible (manufacturer, model, pricing, etc.) Whenever possible, please provide a photo, picture, brochure, catalog or sample.

SUBMITTED BY: Sharon Rodko

DATE: November 18, 2024

REQUEST:

Dash robots for the Hurlbutt makerspace.

PURPOSE:

To enhance our makerspace.  
These robots are used for coding. Children learn coding concepts like sequencing, events, loops, algorithms, operations, and variables through self-directed play and guided challenges.

COST/PRICING INFORMATION: (\*\*2 quotes for comparison plus shipping/handling)

up to \$1,100.00

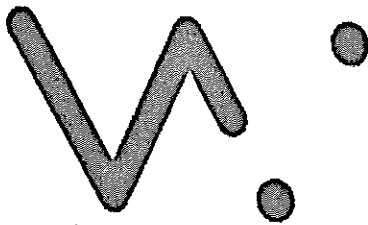
If we need to contact you for further information, what is the best way?

sharonrodko@westonps.org

Approvals and Date:

Laura Kaddis [Signature] 11/18/24  
Philanthropy [Signature] 11/18

Executive Board: Amy 11/18  
General Board: Joelle 11/18



# Quote

PO Box 1520  
Millbrae CA 94030  
United States

Date 11/12/2024  
Estimate # Q607  
Expires 12/12/2024  
Exp. Close 11/12/2024  
Memo Dash Loyalty Program  
Shipping Code (2)

### Bill To

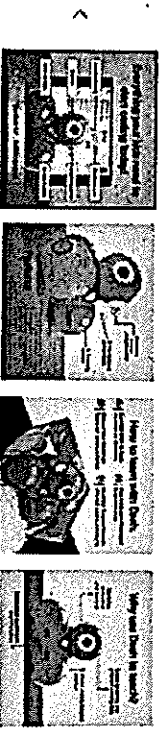
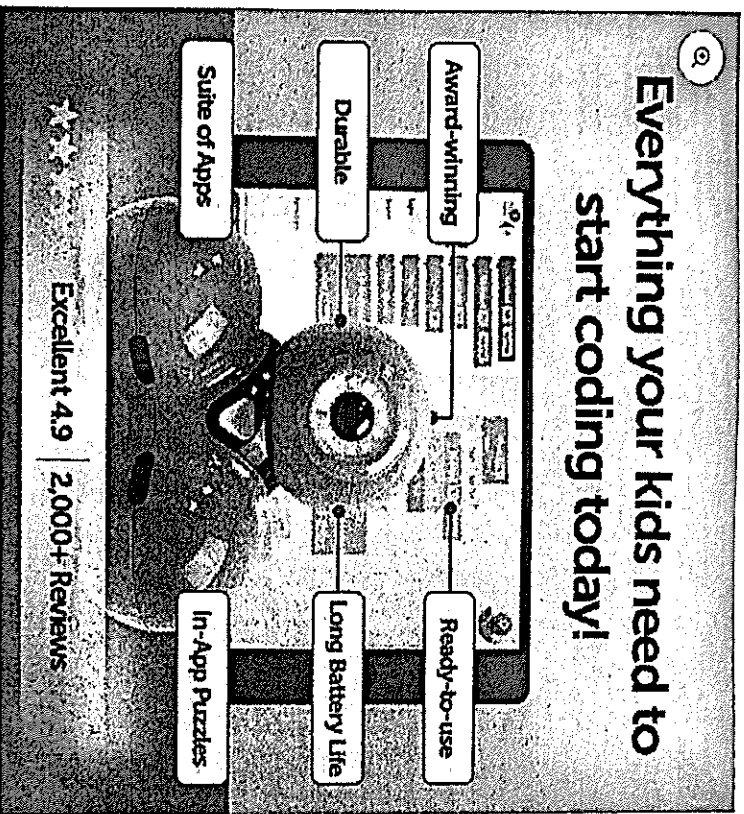
Weston Public Schools  
24 School Road  
Weston CT 06883  
United States

### Ship To

Weston Public Schools  
24 School Road  
Weston CT 06883  
United States

Item	Quantity	Description	Rate	Tax	Amount
1-DA03-11	8	Dash Robot			1,439.92

<b>Subtotal</b>	1,439.92
<b>Discount Item (DISCOUNT)</b>	-480.00
<b>Sales Tax</b>	60.95
<b>Total</b>	<b>\$1,020.87</b>



**Description**

Creative Child Kid's Product of the Year & Toy of the Year winner, Dash, the beloved programmable robot is used by families and schools all over the world.

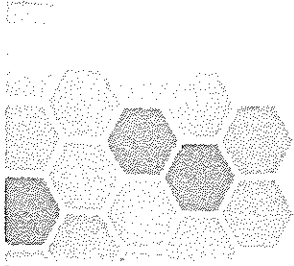
Durable and with a long rechargeable battery life, Dash's sensors enable it to interact with its surroundings while obeying the programming commands.

Using one of our free apps, like Blockly or Wonder, kids ages 6-11 can program Dash to move, sing, dance, flash its lights, respond to voices, make sounds, and even tell a story. Children learn coding concepts like sequencing, events, loops, algorithms, operations, and variables through self-directed play and guided challenges.

Dash does not contain a camera.

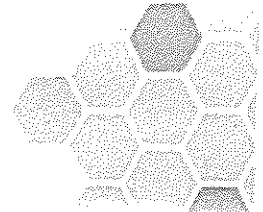
Kids can watch their code turn into tangible learning experiences in real time as Dash.

Apps are available for iOS, Android, and Chrome browsers (laptop & desktop). An internet connection is not required when using the apps on a mobile device, like an iPad or Android tablet. An internet connection is required to download and install the apps and to use Blockly for the web on a laptop



# Hurlbutt PTO

ELEMENTARY



November 18, 2024

Lisa Barbiero  
Superintendent of Schools  
Weston School District  
24 School Road  
Weston, CT 06883

Dear Ms. Barbiero,

On behalf of the Hurlbutt Elementary PTO, we are pleased to inform you and the Board of Education that our organization would like to provide the following:

- \$1100 for dash robots in the Hurlbutt Elementary School Makerspace

We are deeply grateful to our members for recognizing the value of enhancing our students' learning experiences in this vital part of the school, inspiring creativity and innovation in their education.

Warmest regards,

*Lindsay Bennett*

Lindsay Bennett  
HES PTO Philanthropy Chair

CC: Kellie James, Hurlbutt PTO President  
Laura Kaddis, Hurlbutt Principal



Relations

**NON-DISCRIMINATION**

***Protected Class Discrimination Prohibited:***

It is the policy of the ~~\_\_\_\_\_~~ Weston Board of Education (the “Board”) that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, 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”) is prohibited in the ~~\_\_\_\_\_~~ Weston Public Schools (the “District”), whether by students, Board employees, Board members or third parties subject to the control of the Board, subject to the conditions and limitations established by law. The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics, school-sponsored activities, as well as the District website. 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.

***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: Discrimination in violation of this policy occurs when an individual is denied participation in, or the benefits of, a program or activity of the Board because of such individual'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 an individual'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:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases 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 involve intent to harm, be directed toward a specific person, or involve repeated incidents.

Sexual harassment is a form of harassment that is prohibited by law and Board policy. For more information regarding harassment based on sex, sexual orientation, pregnancy, or gender identity or expression, contact the District's Title IX Coordinator at:

~~[contact information]~~ Director of Pupil Personnel Services or Director of Human Resources

C. 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.

D. 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.

E. 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, Air Force, and Space 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).

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.

G. Domestic violence: 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.

***Alleged Discrimination/Harassment of Students or Employees:***

Complaints of alleged discrimination and/or harassment of students and/or employees will be investigated in accordance with the non-discrimination policies applicable to students and/or personnel respectively. Complaints pertaining to specific forms of discrimination and/or harassment, such as sexual harassment or disability-based harassment, have specific policies and procedures applicable to these forms of harassment and will be investigated in accordance with the specific procedures for such issues. If a complaint involves allegations of discrimination or harassment of an employee or 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 #4118.11— [Insert Policy #], Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Personnel), or Policy #5145— [Insert Policy #], Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Students). Complaints involving allegations of discrimination or harassment of an employee or of a student based on disability will be addressed in accordance with the procedures set forth in Board Policy #4118.13— [Insert Policy #], Section 504/ADA (Personnel), or Board Policy #5114.7— [Insert Policy #], Section 504/ADA (Students).

***Alleged Discrimination/Harassment of Community Members on the Basis of Sex:***

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) on the basis of sex, sexual orientation, pregnancy, or gender identity or expression, the complaint shall be referred to the District's Title IX Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

***Alleged Discrimination/Harassment of Community Members on the Basis of Disability:***

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) based on disability, the complaint shall be referred to the District's Section 504/ADA Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

***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. The District will investigate both formal and informal complaints of discrimination, harassment or retaliation.

Any individual who believes a community member 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 ~~[IDENTIFY APPROPRIATE PERSONNEL]~~ **Director of Pupil Personnel Services or Director of Human Resources** in accordance with the Board’s complaint procedures included in the Board’s Administrative Regulations Regarding Non-Discrimination/Community, which accompany this policy, and are available online at <https://meetings.boardbook.org/Public/Organization/2468> ~~[Insert website address for Board policies]~~ or upon request from the main office of any District school.

***Reporting to State and Federal Agencies:***

In addition to reporting to District officials in accordance with this policy, individuals 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)

Equal Employment Opportunity Commission (employees only):

Equal Employment Opportunity Commission, Boston Area Office  
John F. Kennedy Federal Building  
475 Government Center

Boston, MA 02203  
(800-669-4000)

**Questions/Requests for Accommodation:**

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who:

1. has questions or concerns about this policy or its accompanying regulations;  
OR
2. wishes to request or discuss accommodations based on religion; OR
3. who would like a copy of the Board’s complaint procedures or complaint forms related to claims of discrimination or harassment:

may contact any District administrator or the following District official:

**[Insert name/title, address, telephone number, e-mail address] Director of Pupil Personnel Services or Director of Human Resources**

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board’s policies regarding discrimination or harassment on the basis of gender/sex, gender identity or expression, sexual orientation or pregnancy may contact the District’s Title IX Coordinator:

**[Insert name/title, address, telephone number, e-mail address] Director of Pupil Personnel Services or Director of Human Resources**

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board’s policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the District’s Section 504/ADA Coordinator:

**[Insert name/title, address, telephone number, e-mail address] Director of Pupil Personnel Services or Director of Human Resources**

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.  
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.

Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905  
Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.  
Americans with Disabilities Act, 42 U.S.C. § 12101  
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794  
Connecticut General Statutes § 1-1n, “Gender Identity or Expression”  
defined  
Connecticut General Statutes § 27-103  
Connecticut General Statutes § 46a-51, Definitions  
Connecticut General Statutes § 46a-58, Deprivation of rights  
Connecticut Fair Employment Practices Act, Connecticut General Statutes  
§ 46a-60  
Connecticut General Statutes § 46a-81c, Sexual orientation discrimination:  
Employment  
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: \_\_\_\_\_: January 22, 2018

REVISED: \_\_\_\_\_: May 17, 2021

REVISED:

9/11/2024

## ADMINISTRATIVE REGULATIONS REGARDING DISCRIMINATION COMPLAINTS (COMMUNITY MEMBERS)

### ***Protected Class Discrimination Prohibited:***

It is the policy of the Weston Board of Education (the “Board”) that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, 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”) is prohibited in the Weston Public Schools (the “District”), whether by students, Board employees, Board members or third parties subject to the control of the Board, 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.

### ***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.

The District will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of Protected Class harassment or discrimination. Any such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.

### ***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.

### ***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.

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:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases 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 involve intent to harm, be directed toward a specific person, or involve repeated incidents.

***Alleged Discrimination/Harassment of Students or Employees:***

Complaints of alleged discrimination and/or harassment of students and/or personnel will be investigated in accordance with the non-discrimination policies applicable to students and/or personnel respectively. Complaints pertaining to specific forms of discrimination and/or harassment, such as sexual harassment or disability-based harassment, have specific policies and procedures applicable to these forms of harassment and will be investigated in accordance with the specific procedures for such issues. If a complaint involves allegations of discrimination or harassment of a student or an employee 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 ~~#4118.11~~ **[Insert Policy #]**, Prohibition of Sex Discrimination, Including Sex-Based Harassment (Personnel), or Policy ~~#5145~~ **[Insert Policy #]**, Policy Regarding Prohibition of Sex Discrimination, Including Sex-Based Harassment (Students). Complaints involving allegations of discrimination or harassment of a student or an employee based on disability will be addressed in accordance with the procedures set forth in Board Policy ~~#4118.13~~ **[Insert Policy #]**, Section 504/ADA (Personnel), or Board Policy ~~#5114.7~~ **[Insert Policy #]**, Section 504/ADA (Students).

***Alleged Discrimination/Harassment of Community Members on the Basis of Sex:***

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g. an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) on the basis of sex,

sexual orientation, pregnancy, or gender identity or expression, the complaint shall be referred to the District's Title IX Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

***Alleged Discrimination/Harassment of Community Members on the Basis of Disability:***

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) based on disability, the complaint shall be referred to the District's Section 504/ADA Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

***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. The District will investigate both formal and informal complaints of discrimination, harassment, or retaliation.

Any individual who believes that they, or another individual, has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of Board policy should report such concern in writing to ~~Insert Here the Names and Contact Information of Appropriate School Personnel~~ Director of Pupil Personnel Services or Director of Human Resources -in accordance with the Board's complaint procedures included in these Administrative Regulations Regarding Non-Discrimination/Community.

***Complaint Procedure:***

Preferably, complaints should be filed within thirty (30) calendar days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. The District will investigate such complaints promptly and equitably, and will take corrective action when allegations are verified.

As soon as an individual feels that they, or another individual, has been subjected to Protected Class discrimination or harassment, the individual should make a written complaint to the Superintendent or designee.

The individual who is alleged have experienced Protected Class discrimination/harassment (the "complainant") and any individual accused of Protected Class discrimination/harassment (the "respondent") (if applicable) will be provided a copy of the Board's policy and regulation and made aware of the individual's rights under this policy and regulation. In the event reported conduct allegedly violates more

than one policy, the Board will coordinate an investigation in compliance with the applicable policies, laws and regulations.

The complaint should state the:

- A. Name of the complainant,
- B. Date of the complaint,
- C. Date(s) of the alleged harassment/discrimination,
- D. Name(s) of the harasser(s) or discriminator(s),
- E. Location where such harassment/discrimination occurred,
- F. Names of any witness(es) to the harassment/discrimination,
- G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
- H. Proposed remedy.

Any individual who makes an oral complaint of discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. If an individual is unable to make a written complaint, the employee receiving the oral complaint will either reduce the complaint to writing, assist the individual with completing the written complaint form, or request the assistance of a District administrator to do so.

All complaints received by employees are to be forwarded immediately to the Superintendent or designee. Upon receipt of a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) under this complaint procedure, the Superintendent shall promptly investigate the complaint, or designate a District administrator or other trained individual to do so. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the complainant, the reporter (if different from the complainant), the respondent and any witnesses to the conduct. Complaints will be investigated promptly within the timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and/or other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible, as determined by the investigator.

Upon receipt of a written complaint of discrimination or harassment of a community member, the investigator should:

1. Offer to meet with the complainant and respondent (if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) to discuss the nature of the complaint, discuss the availability of interim measures, identify individuals the complainant or respondent believes has relevant information, and obtain any relevant documents the complainant or respondent may have;
2. Provide the complainant and respondent (if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;
3. Conduct an investigation that is adequate, reliable, and impartial. Investigate the factual basis of the complaint, including, as applicable, conducting interviews with the parties to the complaint and any relevant witnesses or other individuals deemed relevant to the complaint;
4. Review any records, notes, statements, or other documents relevant to the complaint;
5. Maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
6. Complete a final investigation report that includes: (i) a findings of fact based on the evidence gathered; (ii) for each allegation, the conclusion(s) and reasoning(s) as to whether the discrimination or harassment occurred; and (iii) for any individual(s) found to have engaged in discrimination or harassment, a broad statement of consequences imposed (to the extent permitted by state and federal confidentiality requirements) (e.g., "Consequences were imposed.");
7. Communicate the outcome of the investigation in writing to the complainant and respondent (if any) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) from the date the complaint was received by the Superintendent's office. The complainant and respondent (if any) shall be notified of any extension of the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the District will remedy the

discrimination or harassment, adhering to the requirements of state and federal law;

8. If a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of employees and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant and respondent (if any) will receive notice and interim measures may be implemented as necessary;
9. Whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the discrimination or harassment. Corrective action should include steps designed to avoid continuing discrimination or harassment;
10. After receiving the written notice of the outcome, parties shall have ten (10) school days to submit a formal written statement of appeal, if they so choose, to the Superintendent challenging the outcome of the investigation and explaining the basis for appeal. Upon receipt of an appeal, the Superintendent shall appoint a decisionmaker(s) for the appeal, who may be the Superintendent or designee. The decisionmaker(s) for the appeal will provide the appealing party's written statement to the non-appealing party. The non-appealing party will then have ten (10) school days to submit to the decision-maker(s) for the appeal a written statement in support of, or challenging, the outcome of the investigation. The decisionmaker(s) for the appeal shall review the evidence and the information presented by the parties and determine if further action and/or investigation is warranted. Such action may include consultation with the investigator(s) and the parties, a meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling the written outcome. Generally, a party's disagreement with the outcome of the investigation, alone, will not be basis for further action. The decisionmaker(s) for the appeal will attempt to issue written notice of the outcome of the appeal to the parties within thirty (30) school days of receipt of all written statements from the parties.

***Complaint Procedure for Superintendent/Board Member Complaints:***

Any district administrator or Board member who receives a complaint of discrimination, harassment or retaliation of a community member by a Board Member and/or the Superintendent shall forward the complaint promptly to the **Insert Contact Information** **Director of Human Resources**. Complaints pertaining to the Superintendent or Board of Education members will be forwarded to the Chair of the Board of Education. Complaints pertaining to the Board Chair will be forwarded to the Board Vice Chair. In all cases, the individual receiving the complaint shall take appropriate steps to cause the matter to be investigated in a manner consistent with the procedures described above.

If a complainant or a respondent is not satisfied with the findings and conclusions of an investigation in which the Superintendent or a member of the Board is the respondent, within (30) calendar days of receiving the findings such party may present the complaint and written outcome to the Board Chair (or, if initially presented by the Board Chair, the Board Vice Chair), who will take appropriate steps to cause the matter to be reviewed in a manner consistent with the Board's non-discrimination policy and regulation. Such steps may include retention of an investigator different from the investigator who investigated the complaint.

***Remedial Action:***

If the District makes a finding of discrimination, harassment or retaliation of a community member, 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.

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***Staff Development:***

The District will periodically provide staff development for District administrators and periodically distribute the Board’s Non-Discrimination policies and the implementing administrative regulations to staff, students and parents in an effort to maintain an environment free of discrimination and harassment.

***Reporting to State and Federal Agencies:***

In addition to reporting to District officials in accordance with this policy, individuals 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>

Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
(800-669-4000)

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 (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who:

1. has questions or concerns about this policy or its accompanying regulations;  
OR
2. wishes to request or discuss accommodations based on religion; OR
3. who would like a copy of the Board’s complaint procedures or complaint forms related to claims of discrimination or harassment:

may contact any building administrator or the following District official:

**[Insert name/title, address, telephone number, e-mail address] Director of Pupil Personnel Services or Director of Human Resources**

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board’s policies regarding discrimination or harassment on the basis of gender/sex, gender identity or expression, sexual orientation or pregnancy may contact the District’s Title IX Coordinator:

**[Insert name/title, address, telephone number, e-mail address] Director of Pupil Personnel Services or Director of Human Resources**

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board’s policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the District’s Section 504/ADA Coordinator:

**[Insert name/title, address, telephone number, e-mail address] Director of Pupil Personnel Services or Director of Human Resources**

REGULATION ADPOTED: May 17, 2021

REVISED:

9/11/2024

**DISCRIMINATION/HARASSMENT COMPLAINT FORM**

**(For complaints based on race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, veteran status, or status as a victim of domestic violence)**

Name of the reporter \_\_\_\_\_

Relationship of reporter to the District \_\_\_\_\_

Name of the complainant/victim \_\_\_\_\_

Relationship of complainant/victim to the District \_\_\_\_\_

Date of the complaint \_\_\_\_\_

Date of the discrimination/harassment \_\_\_\_\_

Name or names of the discriminator(s) or harasser(s) \_\_\_\_\_

Location where such discrimination/harassment occurred \_\_\_\_\_

Name(s) of any witness(es) to the discrimination/harassment \_\_\_\_\_

Detailed statement of the circumstances constituting the alleged discrimination or harassment \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Proposed remedy: \_\_\_\_\_

9/11/2024

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**INTEROFFICE MEMORANDUM**

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**To:** Lisa Barbiero  
**From:** Juliane Givoni - Director of Human Resources  
**Subject:** Consent Agenda – December 2024  
**Date:** December 13, 2024

**NEW HIRES:**

- Noonan, Paige, WIS Building Substitute - Effective December 2, 2024
- Sportini, Melissa, (1.0) WHS Social Worker - Effective January 2, 2025
- Wiltsie, James, Director of Safety & Security - Effective February 3, 2025

**RESIGNATIONS:**

- Clements, Nicole, (1.0) CIL Language Arts 6-12 - Effective November 22, 2024
- Neumann, Benjamin, (1.0) WHS Special Education Teacher - Effective December 31, 2024
- Nice, Jennifer, (1.0) WHS Library Para-educator - Effective January 16, 2025
- Ting, Alison. WIS Building Substitute - Effective December 20, 2024

**RETIREMENTS:**

- Barbiero, Lisa, Superintendent - Effective June 30, 2025

**WESTON BOARD OF EDUCATION**

**Weston, CT**

**Meeting Date:** 12/16/24

**Information Only**

**Action Requested**

**Agenda Item Subject:** Approval of the November 2024 Financial Report

**Submitted by:** Phillip Cross

**Document Summary/Purpose and/or Recommended Action:**

Following is the fifth FY25 (November 2024) Financial Report Including Internal Services Fund (for Dental). We are recommending approval of the report.



December 13, 2024

**TO:** BOE Finance Committee

**FROM:** Phillip Cross, Director of Finance and Operations

**SUBJECT:** November Financial Report for FY 24-25

**Financial Summary**

Below is the financial summary for the period ending November 30, 2024 as well as trends and highlights.

FY 2024-25 CATEGORY SUMMARY								
Object Series	Adjusted Budget	YTD Actuals	Encumbrance	Anticipated	Total Expenditures	Projected Balance	Previous Month Balance	Month Over Month Change
Salaries (1000's)	36,444,080	12,100,588	22,794,730	1,476,782	36,372,100	71,980	75,798	(3,818)
		33.20%	62.55%	4.05%	99.80%	0.20%	0.21%	-0.01%
Benefits (2000's)	10,643,788	4,597,052	5,132,378	735,011	10,464,441	179,347	179,440	(93)
		43.19%	48.22%	6.91%	98.32%	1.68%	1.69%	0.00%
Professional Services (3000's)	1,584,714	499,700	1,029,038	175,976	1,704,714	(120,000)	(120,000)	0
		31.53%	64.94%	11.10%	107.57%	-7.57%	-7.57%	0.00%
Property Services (4000s)	2,266,696	703,929	1,130,828	396,936	2,231,693	35,003	35,003	-
		31.06%	49.89%	17.51%	98.46%	1.54%	1.54%	0.00%
Other Services (5000s)	6,635,775	3,101,168	3,358,392	315,379	6,774,940	(139,164)	(222,072)	82,907
		46.73%	50.61%	4.75%	102.10%	-2.10%	-3.35%	0.23%
Supplies (6000s)	2,881,453	1,225,372	1,112,621	543,460	2,881,453	-	-	-
		42.53%	38.61%	18.86%	100.00%	0.00%	0.00%	0.00%
Equipment (7000s)	274,579	279,563	273,182	(278,166)	274,579	-	-	-
		101.82%	99.49%	-101.31%	100.00%	0.00%	0.00%	0.00%
Other Objects (8000s)	133,013	54,914	49,403	28,697	133,013	-	-	-
		41.28%	37.14%	21.57%	100.00%	0.00%	0.00%	0.00%
Revenue (9000s)	(1,524,396)	(246,900)	-	(1,079,909)	(1,326,809)	(197,587)	(212,717)	15,130
		16.20%	0.00%	70.84%	87.04%	12.96%	13.95%	0.53%
<b>Total</b>	<b>\$ 59,339,701</b>	<b>\$22,315,387</b>	<b>\$ 34,880,572</b>	<b>\$ 2,314,164</b>	<b>\$ 59,510,123</b>	<b>(170,422)</b>	<b>(264,548)</b>	<b>94,126</b>
<b>Total %</b>		<b>37.61%</b>	<b>58.78%</b>	<b>3.90%</b>	<b>100.29%</b>	<b>-0.29%</b>	<b>-0.45%</b>	<b>0.16%</b>

**TRENDS AND HIGHLIGHTS**

The change for the period ending November 30, 2024 is \$94,126. Below are the main drivers of the change.

## **Other Services - \$82,908**

### Transportation

- Athletics- In FY 22-23 First Student experienced driver shortages due to the pandemic, leading to challenges in covering athletic charters. To address this we had to partner with a higher cost transportation provider.

To mitigate uncertainties, the athletics transportation budget was increased by approximately \$60,000 in FY23-24. This amount has been maintained for (FY25). Now that staffing has stabilized, we anticipate this additional funding may not be fully expended this year.

- Out of district transportation-cost has increased by **(\$13,221)**, reflecting changes in student needs.
- Based on the student's projected start date, the anticipated tuition has been reduced by-\$36,128.

## **Revenue Offset – \$15,310**

- Non-resident tuition - \$29,530 – The projected receipts has decreased as there are one fewer full-pay student and one fewer partial pay student.
- Pre-K tuition - **(\$20,653)** - Increase to pre-k tuition rates have resulted in anticipated receipts that exceeds the budget.
- Town Reimbursement - An adjustment of \$24,007 that was not accounted for during budget development but has been factored in for this period.

## **Internal Service Fund**

Dental claims and fees are in-line with historical averages.

**WESTON PUBLIC SCHOOLS  
INTERNAL SERVICES FUND  
FOR HEALTH BENEFITS PROGRAM**

Fiscal Year Ended	2025
<b>STATEMENT OF REVENUES AND EXPENDITURES</b>	
Fund Balance -July 1, 2024	\$ 418,466
Revenues:	
General Fund	\$ 385,918
Reimbursements	\$ -
Total Contributions	\$ 385,918
Total Revenues (A)	\$ 385,918
Projected Claims:	
Delta Dental:	
Claims	\$ 362,534
Administrative Fees	\$ 23,384
Total Dental Claims (B)	\$ 385,918
Net Change (A-B)	-
<b>Projected Fund balance June 30, 2025</b>	<b>\$ 418,466</b>
<b>Dental- Actual Claims &amp; Fees</b>	
<b>Month</b>	<b>Claims &amp; Fees</b>
July	37,461
August	33,544
September	22,959
October	26,780
November	22,392
<b>Total</b>	<b>\$ 143,136</b>
Actual YTD Spend Rate	37.1%
Theoretical YTD Spend Rate	41.7%
<i>YTD Theoretical variance %</i>	-4.6%

**WESTON PUBLIC SCHOOLS**

**FYE 25 FINANCIAL REPORT**

As of November 30, 2024

Period: 5 of 12

2021-2022 Year-End Expense	2022-2023 Year-End Expense	2023-2024 Year-End Expense	Object Code	Description	2024-2025							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Salaries &amp; Wages (1000s)</i>								
2,881,354	2,854,614	3,375,352	1110	Administrators	3,471,863	-	3,471,863	1,462,134	2,010,033	-	3,472,167	(304)
14,465,388	14,827,266	15,169,704	1111	General Ed. Teachers	15,789,653	-	15,789,653	4,975,405	10,758,561	20,745	15,754,711	34,942
2,303,563	2,522,780	2,359,825	1112	Special Ed. Teachers	2,731,016	-	2,731,016	817,724	1,789,585	22,403	2,629,712	101,304
983,206	1,021,018	948,323	1113	Guidance	993,064	-	993,064	303,031	681,819	-	984,850	8,214
468,881	397,172	418,788	1114	Psychologist	437,475	-	437,475	129,493	302,694	-	432,187	5,288
202,927	353,558	410,444	1115	Social Worker	490,714	-	490,714	161,707	335,222	-	496,929	(6,215)
543,134	539,131	510,769	1116	Speech & Hearing	636,232	-	636,232	185,495	345,079	-	530,574	105,658
1,184,208	887,328	1,261,271	1117	Academic Assistants	1,281,047	-	1,281,047	406,037	892,492	-	1,298,529	(17,482)
169,686	110,854	59,724	1118	Talented & Gifted	61,217	-	61,217	18,836	42,381	-	61,217	-
403,577	400,239	455,475	1119	Library/Media	477,800	-	477,800	133,099	353,658	-	486,757	(8,957)
46,587	57,886	51,774	1135	Transition Coordinator	68,088	-	68,088	8,915	-	59,173	68,088	-
832,301	847,138	877,957	1139	Certified Stipends	953,162	-	953,162	224,823	154,353	573,986	953,162	-
574,562	651,668	969,094	1140	Academic Leader (CIL's)	1,016,399	-	1,016,399	335,410	712,089	-	1,047,499	(31,100)
2,650	1,852	2,571	1141	Mentor Teacher	2,000	-	2,000	511	-	1,489	2,000	-
187,872	113,090	-	1142	Behavioral Analyst	169,321	-	169,321	27,076.96	62,313	79,931	169,321	-
45,835	58,267	68,897	1145	Multilingual Learner	85,703	-	85,703	20,632	46,423	18,648	85,703	-
<b>\$ 25,295,731</b>	<b>\$ 25,643,861</b>	<b>\$ 26,939,968</b>		<b>Sub-Total Certified Salaries</b>	<b>\$ 28,664,754</b>	<b>\$ -</b>	<b>\$ 28,664,754</b>	<b>\$ 9,210,328</b>	<b>\$ 18,486,702</b>	<b>\$ 776,376</b>	<b>\$ 28,473,405</b>	<b>191,349</b>
					6.40%			32.1%	64.5%	2.7%	99.3%	0.7%
				<i>Other Certified Salaries</i>								
45,700	40,788	25,138	1131	Homebound Tutor	44,500	-	44,500	11,972	-	32,528	44,500	-
-	-	-	1136	Degree Level Change	44,390	-	44,390	-	-	-	-	44,390
278,078	246,814	216,491	1137	Substitute Teacher	178,801	-	178,801	61,992	15,990	100,819	178,801	-
212,521	189,064	194,739	1138	Summer Work -Certified Staff	190,408	-	190,408	115,299	-	75,109	190,408	-
99,315	127,403	152,490	1143	Building Substitutes	203,175	-	203,175	41,843	118,058	43,275	203,175	-
295,291	385,336	215,245	1144	Long term Substitute	118,000	-	118,000	36,861	66,745	14,393	118,000	-
-	-	-	1160	Turnover Savings	(170,000)	-	(170,000)	-	-	-	-	(170,000)
<b>\$ 930,904</b>	<b>\$ 989,404</b>	<b>\$ 804,103</b>		<b>Sub-Total Other Certified Salaries</b>	<b>\$ 609,274</b>	<b>\$ -</b>	<b>\$ 609,274</b>	<b>\$ 267,967</b>	<b>\$ 200,793</b>	<b>\$ 266,124</b>	<b>\$ 734,884</b>	<b>\$ (125,610)</b>
								44.0%	33.0%	43.7%	120.6%	-20.6%

**WESTON PUBLIC SCHOOLS**

**FYE 25 FINANCIAL REPORT**

As of November 30, 2024

Period: 5 of 12

2021-2022	2022-2023	2023-2024	Object Code	Description	2024-2025							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Non-Certified Salaries</i>								
381,506	413,013	496,658	1210	Non-Cert. Supervisors	503,427	-	503,427	195,744	249,328	58,355	503,427	-
223,520	213,706	238,317	1211	Nurses	244,816	-	244,816	82,195	162,677	-	244,872	(56)
306,924	247,373	279,358	1215	Occupational & Physical Therapists	337,013	-	337,013	112,098	223,552	-	335,651	1,362
1,140,104	1,156,839	1,328,819	1221	Administrative Support	1,350,863	-	1,350,863	517,382	834,088	-	1,351,471	(608)
1,767,360	1,697,360	1,828,311	1231	Para Educators	1,856,507	-	1,856,507	644,386	1,293,615	(81,493)	1,856,507	-
146,862	156,413	141,394	1234	Bus Aides	147,297	-	147,297	33,589	-	113,708	147,297	-
485,773	495,877	505,325	1235	Technicians	524,782	-	524,782	212,815	311,042	-	523,857	925
61,996	65,017	46,914	1237	Vocational Specialist	67,540	-	67,540	24,186	46,112	-	70,298	(2,758)
247,175	262,406	276,448	1241	Safety Monitors	308,860	-	308,860	107,165	194,494	-	301,659	7,201
506,491	513,999	514,241	1251	Custodians	553,611	-	553,611	207,316	333,985	12,309	553,611	-
460,027	477,370	543,741	1261	Maintenance Mechanics & Grounds	568,374	-	568,374	221,935	346,264	-	568,199	175
84,861	90,458	103,682	1269	Athletic Support Staff	122,205	-	122,205	32,337	44,908	44,961	122,205	-
197,442	192,939	188,200	1280	Non Certified Stipends	198,605	-	198,605	39,302	67,171	92,133	198,605	-
<b>\$ 6,010,040</b>	<b>\$ 5,982,771</b>	<b>\$ 6,491,407</b>		<b>Sub-Total Non-Certified Salaries</b>	<b>\$ 6,783,900</b>	<b>\$ -</b>	<b>\$ 6,783,900</b>	<b>\$ 2,430,451</b>	<b>\$ 4,107,236</b>	<b>\$ 239,972</b>	<b>\$ 6,777,659</b>	<b>\$ 6,241</b>
								35.8%	60.5%	3.5%	99.9%	0.1%
				<i>Other Non-Certified Salaries</i>								
47,199	39,524	39,305	1213/122 3/1233	Non-Certified Substitutes	47,500	-	47,500	5,149	-	42,351	47,500	-
176,085	199,553	230,025	1212/22/ 38/42/52/ 62	Overtime	203,700	-	203,700	84,149	-	119,551	203,700	-
127,252	114,912	101,739	1268	Summer Work-Non-Cert.	134,952	-	134,952	102,544	-	32,408	134,952	-
-	-	-	1270	Salary Differential	-	-	-	-	-	-	-	-
<b>\$ 350,536</b>	<b>\$ 353,988</b>	<b>\$ 371,068</b>		<b>Sub-Total Other Salaries</b>	<b>\$ 386,152</b>	<b>\$ -</b>	<b>\$ 386,152</b>	<b>\$ 191,842</b>	<b>\$ -</b>	<b>\$ 194,310</b>	<b>\$ 386,152</b>	<b>-</b>
								49.7%	0.0%	50.3%	100.0%	0.0%
<b>\$ 32,587,211</b>	<b>\$ 32,970,025</b>	<b>\$ 34,606,546</b>		<b>TOTAL SALARIES</b>	<b>\$ 36,444,080</b>	<b>\$ -</b>	<b>\$ 36,444,080</b>	<b>\$ 12,100,588</b>	<b>\$ 22,794,730</b>	<b>\$ 1,476,782</b>	<b>\$ 36,372,100</b>	<b>\$ 71,980</b>
					5.31%			33.2%	62.5%	4.1%	99.8%	0.2%

**WESTON PUBLIC SCHOOLS**

**FYE 25 FINANCIAL REPORT**

As of November 30, 2024

Period: 5 of 12

2021-2022 Year-End Expense	2022-2023 Year-End Expense	2023-2024 Year-End Expense	Object Code	Description	2024-2025							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Benefits (2000's)</i>								
8,412,125	9,202,598	8,801,704	2000	Health Insurance	9,440,933	-	9,440,933	4,049,283	5,053,627	118,528	9,221,438	219,495
(1,508,844)	(1,705,489)	(1,410,661)	2022	Premium Cost Share	(1,580,090)	-	(1,580,090)	(539,975)	-	(998,331)	(1,538,306)	(41,784)
1,006,469	1,020,503	1,032,102	2001	Social Security & Medicare	1,079,635	-	1,079,635	363,421	-	716,214	1,079,635	-
175,275	175,214	180,451	2003	Workers Compensation	189,473	-	189,473	186,253	1,583	-	187,836	1,637
25,494	14,660	1,644	2004	Unemployment Compensation	30,000	-	30,000	15,904	-	14,096	30,000	-
149,718	130,080	-	2005	Early Retirement Incentive	-	-	-	-	-	-	-	-
1,177,822	1,328,122	1,192,864	2007	Pension Contributions	1,276,861	-	1,276,861	480,888	30,615	765,358	1,276,861	-
83,227	91,124	101,963	2010	Tuition Reimbursement	85,500	-	85,500	-	-	85,500	85,500	-
63,952	63,051	71,543	2011-12	Life & Disability Insurance	76,476	-	76,476	29,923	46,553	-	76,476	-
105,506	56,400	22,381	2014	Sick Bank	45,000	-	45,000	11,354	-	33,646	45,000	-
<b>\$9,690,744</b>	<b>\$10,376,262</b>	<b>\$9,993,990</b>		<b>TOTAL BENEFITS</b>	<b>\$10,643,788</b>	<b>\$ -</b>	<b>\$10,643,788</b>	<b>\$4,597,052</b>	<b>\$ 5,132,378</b>	<b>\$735,011</b>	<b>\$10,464,441</b>	<b>\$179,347</b>
					6.50%			43.2%	48.2%	6.9%	98.3%	1.68%
				<i>Professional &amp; Technical Services (3000s)</i>								
545,611	504,232	525,441	3210	Contracted Services Educational	285,176	-	285,176	48,275	196,097	40,804	285,176	-
128,921	149,405	176,454	3220-21	Consulting Services	186,777	-	186,777	65,515	66,209	55,053	186,777	-
123,549	75,937	94,342	3235	Testing	96,565	-	96,565	43,429	79,214	(26,077)	96,565	-
6,158	106,990	260,876	3239	Other Pupil Services	294,100	-	294,100	76,785	202,715	14,600	294,100	-
64,991	66,056	34,711	3303	Management Services	37,169	-	37,169	20,932	15,157	1,080	37,169	-
1,775	2,064	3,145	3304	License Fees-Facilities	3,500	-	3,500	1,998	740	763	3,500	-
245,731	232,999	183,838	3306	Legal Fees-SPED	240,000	-	240,000	151,238	208,761	-	360,000	(120,000)
167,193	187,860	162,916	3306	Legal Fees- Districtwide	150,000	-	150,000	37,577	102,424	10,000	150,000	-
95,138	106,091	109,322	3308	Police/Fire	124,101	-	124,101	26,872	78,152	19,077	124,101	-
67,382	67,685	155,452	3309	Professional Technical Services	113,190	-	113,190	27,080	25,433	60,677	113,190	-
49,966	41,996	41,210	3310	Sports Officials	54,136	-	54,136	-	54,136	-	54,136	-
<b>\$ 1,496,415</b>	<b>\$ 1,541,315</b>	<b>\$ 1,747,705</b>		<b>TOTAL PROF. &amp; TECH SERVICES</b>	<b>\$ 1,584,714</b>	<b>\$ -</b>	<b>\$ 1,584,714</b>	<b>\$ 499,700</b>	<b>\$ 1,029,038</b>	<b>\$ 175,976</b>	<b>\$ 1,704,714</b>	<b>\$ (120,000)</b>
								31.5%	64.9%	11.1%	107.6%	-7.6%

**WESTON PUBLIC SCHOOLS**

**FYE 25 FINANCIAL REPORT**

As of November 30, 2024

Period: 5 of 12

2021-2022 Year-End Expense	2022-2023 Year-End Expense	2023-2024 Year-End Expense	Object Code	Description	2024-2025							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Property Services (4000s)</i>								
859,036	907,204	969,175	4200	Cleaning Services	1,034,776	-	1,034,776	412,216	581,437	-	993,653	41,123
48,405	50,825	66,687	4202	Rubbish Removal	72,934	-	72,934	23,531	38,346	11,057	72,934	-
122,591	82,370	171,370	4302	Equipment Repairs	188,805	-	188,805	29,513	56,746	102,546	188,805	-
164,029	184,530	189,525	4400	Equipment Rental	175,767	-	175,767	43,763	119,677	12,327	175,767	-
74,770	213,171	215,350	4500	Repair Allowance	150,000	-	150,000	4,485	28,697	116,819	150,000	-
29,913	30,182	40,740	4514	Fire Alarm System	37,430	-	37,430	39,430	4,120	-	43,550	(6,120)
172,720	201,994	191,606	4518	Sewer System Plant Maintenance	159,795	-	159,795	45,237	114,559	-	159,795	-
171,669	205,809	247,875	4520	Service Contracts	194,724	-	194,724	70,438	67,145	57,142	194,724	-
61,247	93,203	66,984	4530	Parks & Recreation	82,425	-	82,425	-	62,000	20,425	82,425	-
16,959	39,271	31,644	4540	Athletic Facilities Repairs	59,500	-	59,500	26,235	9,945	23,320	59,500	-
186,270	195,029	74,974	4541	Contracted Services	89,300	-	89,300	6,923	47,077	35,300	89,300	-
122,304	109,755	-	4600	Special Projects	-	-	-	-	-	-	-	-
2,366	11,275	6,377	4604	Snow Plowing	10,500	-	10,500	-	-	10,500	10,500	-
138,631	35,888	35,100	4701	Security System Monitoring	10,740	-	10,740	2,160	1,080	7,500	10,740	-
<b>\$ 2,170,908</b>	<b>\$ 2,360,505</b>	<b>\$ 2,307,405</b>		<b>TOTAL PROPERTY SERVICES</b>	<b>\$ 2,266,696</b>	<b>\$ -</b>	<b>\$ 2,266,696</b>	<b>\$ 703,929</b>	<b>\$ 1,130,828</b>	<b>\$ 396,936</b>	<b>\$ 2,231,693</b>	<b>\$ 35,003</b>
								31.1%	49.9%	17.5%	98.5%	1.5%

**WESTON PUBLIC SCHOOLS**

**FYE 25 FINANCIAL REPORT**

As of November 30, 2024

Period: 5 of 12

2021-2022 Year-End Expense	2022-2023 Year-End Expense	2023-2024 Year-End Expense	Object Code	Description	2024-2025							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Other Services (5000s)</i>								
1,589,157	1,592,600	1,737,496	5100	Regular Transportation	1,848,365	-	1,848,365	1,689,615	1,454	-	1,691,069	157,296
729,788	843,911	935,160	5101	SPED Transportation	1,045,512	-	1,045,512	418,804	494,318	-	913,122	132,390
96,953	218,024	100,391	5104	Athletic Transportation	174,168	-	174,168	23,921	87,079	3,168	114,168	60,000
1,537	12,802	4,237	5105	Extra-Curricular Transportation	14,060	-	14,060	-	-	14,060	14,060	-
104,190	160,181	107,032	5112	Diesel & Gasoline	116,710	-	116,710	10,488	45,885	60,337	116,710	-
103,321	128,142	136,003	5200	General Liability Insurance	142,803	-	142,803	134,609	-	8,194	142,803	-
15,525	14,400	15,008	5202	Athletic Insurance	15,758	-	15,758	15,008	-	751	15,758	-
100,707	104,154	106,579	5205	Property Insurance	109,776	-	109,776	109,196	-	580	109,776	-
89,975	87,714	89,414	5300	Communications	94,106	-	94,106	32,198	55,702	6,207	94,106	-
30,990	27,469	27,030	5400	Postage	29,383	-	29,383	14,632	12,450	2,301	29,383	-
4,440	853	1,626	5500	Advertising	4,000	-	4,000	816	630	2,554	4,000	-
17,176	16,962	18,356	5501	Printing	23,987	-	23,987	10,080	5,872	8,035	23,987	-
2,007,688	2,367,437	2,232,934	5600	Out of District Tuition	1,929,128	-	1,929,128	551,775	1,866,203	-	2,417,978	(488,850)
923,345	1,063,918	1,147,396	5601	Tuition Settlements	1,006,152	-	1,006,152	70,115	776,560	159,477	1,006,152	-
15,346	41,076	39,352	5800	Travel & Conference	58,317	-	58,317	16,402	10,768	31,147	58,317	-
3,163	3,803	3,282	5801	Mileage Reimbursement	10,703	-	10,703	1,000	108	9,595	10,703	-
2,349	5,684	3,905	5900	Other Purchased Services	12,847	-	12,847	2,511	1,363	8,973	12,847	-
<b>\$ 5,835,649</b>	<b>\$ 6,689,130</b>	<b>\$ 6,705,201</b>		<b>TOTAL OTHER SERVICES</b>	<b>\$ 6,635,775</b>	<b>\$ -</b>	<b>\$ 6,635,775</b>	<b>\$ 3,101,168</b>	<b>\$ 3,358,392</b>	<b>\$ 315,379</b>	<b>\$ 6,774,940</b>	<b>\$ (139,164)</b>
								46.7%	50.6%	4.8%	102.1%	-2.1%
				<i>Supplies &amp; Materials (6000's)</i>								
395,832	884,656	889,057	6110	Materials	542,614	-	542,614	170,467	156,680	215,467	542,614	-
22,091	36,390	32,719	6120	Office Materials	34,009	-	34,009	8,696	20,427	4,886	34,009	-
184,684	174,050	173,801	6130	Maintenance Materials	181,624	-	181,624	31,884	98,615	51,125	181,624	-
71,587	95,137	98,514	6131	Custodial Materials	78,348	-	78,348	42,227	28,369	7,752	78,348	-
16,815	21,943	43,776	6132	Security Materials	26,284	-	26,284	5,660	9,063	11,561	26,284	-
522,319	517,581	570,217	6140	Software	629,926	-	629,926	573,015	22,736	34,175	629,926	-
196,324	98,833	104,825	6410	Books	61,450	-	61,450	17,164	20,928	23,358	61,450	-
388,111	325,229	467,063	6510	Heating Oil	492,452	-	492,452	39,909	386,686	65,857	492,452	-
722,884	482,463	644,985	6520	Electricity	831,746	-	831,746	335,964	366,503	129,279	831,746	-
2,079	2,890	2,377	6530	Propane	3,000	-	3,000	386	2,614	-	3,000	-
<b>\$ 2,522,725</b>	<b>\$ 2,639,172</b>	<b>\$ 3,027,334</b>		<b>TOTAL SUPPLIES &amp; MATERIALS</b>	<b>\$ 2,881,453</b>	<b>\$ -</b>	<b>\$ 2,881,453</b>	<b>\$ 1,225,372</b>	<b>\$ 1,112,621</b>	<b>\$ 543,460</b>	<b>\$ 2,881,453</b>	<b>\$ -</b>
								42.5%	38.6%	18.9%	100.0%	0.0%

**WESTON PUBLIC SCHOOLS**

**FYE 25 FINANCIAL REPORT**

As of November 30, 2024

Period: 5 of 12

2021-2022 Year-End Expense	2022-2023 Year-End Expense	2023-2024 Year-End Expense	Object Code	Description	2024-2025							
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Equipment (7000's)</i>								
541,176	192,826	262,615	7300	Equipment	274,579	-	274,579	279,563	273,182	(278,166)	274,579	-
<b>\$ 541,176</b>	<b>\$ 192,826</b>	<b>\$ 262,615</b>		<b>TOTAL EQUIPMENT</b>	<b>\$ 274,579</b>	<b>\$ -</b>	<b>\$ 274,579</b>	<b>\$ 279,563</b>	<b>\$ 273,182</b>	<b>(\$278,166)</b>	<b>\$ 274,579</b>	<b>\$ -</b>
								101.8%	99.5%	-101.3%	100.0%	0.0%
				<i>Other Objects (8000's)</i>								
87,211	87,938	89,670	8100	Dues, Fees and Memberships	105,668	-	105,668	42,893	39,088	23,687	105,668	-
24,317	32,434	38,529	8900	Other Objects	27,345	-	27,345	12,021	10,315	5,009	27,345	-
<b>\$ 111,528</b>	<b>\$ 120,372</b>	<b>\$ 128,199</b>		<b>TOTAL OTHER OBJECTS</b>	<b>\$ 133,013</b>	<b>\$ -</b>	<b>\$ 133,013</b>	<b>\$ 54,914</b>	<b>\$ 49,403</b>	<b>\$28,697</b>	<b>\$ 133,013</b>	<b>\$ -</b>
								41.3%	37.1%	21.6%	100.0%	0.0%
				<i>Revenue Offset (9000's)</i>								
(29,042)	(29,462)	(29,903)	9200	Technology Revenue	(29,903)	-	(29,903)	(31,457)	-	-	(31,457)	1,554
(73,800)	(74,800)	(78,660)	9201	Participation Fees, Athletics	(64,133)	-	(64,133)	(34,700)	-	(29,433)	(64,133)	-
(18,350)	(21,689)	(13,475)	9202	Gate Receipts, Athletics	(14,000)	-	(14,000)	-	-	(14,000)	(14,000)	-
(77,445)	(89,987)	(25,495)	9204	Transportation Credits	(14,805)	-	(14,805)	(22,425)	-	-	(22,425)	7,620
(812,440)	(928,213)	(839,156)	9205	Excess Cost SPED	(711,339)	-	(711,339)	-	-	(711,339)	(711,339)	-
(79,561)	(121,242)	(156,288)	9206	Pre School Tuition	(188,361)	-	(188,361)	(111,000)	-	(98,014)	(209,014)	20,653
(75,981)	(119,873)	(141,162)	9207	Non-Resident Tuition	(116,623)	-	(116,623)	(45,673)	-	(41,420)	(87,093)	(29,530)
(19,878)	(61,203)	(42,681)	9208	Parks & Rec Portion of Field Maintenance	(42,681)	-	(42,681)	-	-	(66,688)	(66,688)	24,007
(40,000)	(30,800)	-	9209	Parking Fees	(24,075)	-	(24,075)	-	-	(24,075)	(24,075)	-
(46,050)	(42,223)	(53,727)	9210	Theater Receipts	(51,025)	-	(51,025)	-	-	(51,025)	(51,025)	-
-	-	-	9212	Facility Use Rental	(27,500)	-	(27,500)	-	-	(27,500)	(27,500)	-
(4,768)	(14,336)	(50,764)	9215	Medicaid Revenue	(18,060)	-	(18,060)	(1,644)	-	(16,416)	(18,060)	-
				Board of Finance Reduction - TBD	(221,891)	-	(221,891)	-	-	-	-	(221,891)
<b>(\$1,277,316)</b>	<b>(\$1,533,828)</b>	<b>(\$1,431,311)</b>		<b>Total Revenue Offset</b>	<b>(\$1,524,396)</b>	<b>\$ -</b>	<b>(\$1,524,396)</b>	<b>(\$246,900)</b>	<b>\$0</b>	<b>(\$1,079,909)</b>	<b>(\$1,326,809)</b>	<b>(\$197,587)</b>
								16.2%	0.0%	70.8%	87.0%	13.0%
<b>\$ 53,679,039</b>	<b>\$ 55,355,779</b>	<b>\$ 57,347,685</b>		<b>GRAND TOTAL</b>	<b>\$ 59,339,701</b>	<b>\$ -</b>	<b>\$ 59,339,701</b>	<b>\$ 22,315,387</b>	<b>\$ 34,880,572</b>	<b>\$ 2,314,164</b>	<b>\$ 59,510,123</b>	<b>(\$170,422)</b>
								37.61%	58.78%	3.90%	100.29%	-0.29%