

# Board of Education Regular Meeting

Monday, June 14, 2010 7:00 PM

PPMS Library, 1 Route 164, Preston, CT 06365

I. Call to Order	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
II. Pledge of Allegiance	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
III. Approval of Minutes	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
IV. Public Comment	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
V. Board of Education Committee and Other Reports	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
VI. Superintendent Reports and Recommendations	<b>Speaker (s)</b> : Dr. Welch: Superintendent
VI.A. BOE Expenditure Report/Projection Report	<b>Speaker (s)</b> : Dr. Welch: Superintendent
VI.B. Preston Cafeteria Profit and Loss Report	<b>Speaker (s)</b> : Dr. Welch: Superintendent
VII. New Business	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
VII.A. Votes Required	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
VII.B. Discussion	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
VIII. Old Business	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
VIII.A. Votes Required	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
VIII.B. Discussion	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
IX. Information	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair
X. Executive Session	<b>Speaker (s)</b> : Dr. Welch: Superintendent
XI. Date and Time of Next Meeting	<b>Speaker (s)</b> : Pauline Andruskiewicz
XII. Adjournment	<b>Speaker (s)</b> : Pauline Andruskiewicz: Board Chair

## **Board of Education Regular Meeting**

May 10, 2010 07:00PM

PVMS Library

### **1. Call to Order**

Pauline Andruskiewicz called the meeting to order at 7pm. **Other members present:** Dan Harris, John Moulson, Charles Raymond, Sandra Gauthier. James Jancewicz arrived at 7:06pm and Deborah Burke-Grabarek arrived at 7:10pm. **Also present:** Dr. Welch; Superintendent, Gloria Homiski; Recording Secretary, Dr. Walsh; Principal PVMS, Mr. Bernier; Principal PPMS, Mike House; Supervisor of Buildings and Grounds, Patricia Hibbard; Transportation Supervisor, Amy Campbell, Gale and Ken Ennis, Patti and Mike Daniels, Chester Sajkowicz, Greg Keith, Andrew Bilodeau, Pearle Potter, Matt O'Connor, Charlotte Fenton, Mark and Lisa Wotring, Stacy Wilbur, Amy Brosnan, Mrs. Babbitt, Susan Strader, Becky Boenig, Kevin Mercik, Tim Bowles, Kim Moran, Mr. and Mrs. Clancey, Bill Legler, Jim Flahive and John Meyer.

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

### **3. Approval of Minutes**

**Moved, to approve the minutes of April 6, 2010 as amended. Gauthier/Andruskiewicz. Unanimous. Motion Carries.**

### **4. Public Comment**

Discussion:

Charlotte Fenton addressed the BOE. She has been a bus driver in Town for 33 yrs. She takes pride in what she does and does not want to see Preston outsource buses. She thanked the concerned citizens, also against outsourcing, for attending the Special Town Meeting on April 29<sup>th</sup>.

Gale Ennis also addressed the BOE. She expressed her concern as to why the BOE had only one representative at the Town Meeting on the 29<sup>th</sup>.

Mike Clancey thanked Charles Raymond for attending the Special Town Meeting on the 29<sup>th</sup>. He also thanked Sandy, Jim, and Deb for answering his wife's email.

Susan Strader expressed concern over BOE members lack of attendance at Town Meetings. She believes it causes a negative atmosphere. Perhaps if BOE members were in attendance, they could answer questions and create a more positive atmosphere.

### **5. Board of Education Committee and Other Reports**

#### **6. Superintendent Reports and Recommendations**

##### **6.1. BOE Expenditure Report/Projection Report**

Discussion:

Gary Miller reviewed his FY2010 Budget Status Report with the BOE. The report reflects a positive balance now and anticipates one at the end of the school year.

Pauline Andruskiewicz inquired as to the status of the purchase of financial software. Gary explained that the committee will meet soon in order to resolve the hold up and help to move things forward.

## **6.2. Preston Cafeteria Profit and Loss Report**

### **7. New Business**

#### **7.1. Votes Required**

##### **Feasibility Study:**

###### **Discussion:**

Dr. Welch reviewed the Feasibility Study with the BOE and its audience. He explained that the study is intended to research cost analysis. It does not mean that outsourcing the buses will be the definite outcome. He introduced Jim Flahive who helped prepare the feasibility study. Dr. Welch stated that the sub committee voted on April 26<sup>th</sup> to present the study to the Board of Education at its next regular meeting on May 10<sup>th</sup>.

Charles Raymond and John Moulson asked for another transportation sub-committee meeting because they were both unable to attend the first one. They set the next date for Wednesday, May 19<sup>th</sup> at 7pm, PVMS Library.

John Moulson believes we need to set performance standards for the Bus Garage. James Jancewicz questioned why Preston would supply the fuel to an outside company. Gary Miller explained that we do not pay a vendor tax so it is actually cheaper that way. Sandra Gauthier would like to make sure that buses are no more than 5 years old to ensure the best possible conditions.

##### **Fleet Reduction:**

Patricia Hibbard explained that 13 vehicles are needed on a daily basis to transport students. Four older vehicles (14,16, 17 and 20) are on the agenda to be declared as surplus.

**Moved, to declare as surplus, buses 14, 16, 17, and 20 and return said vehicles to the Town of Preston for their disposition. Moulson/Jancewicz.**

Discussion followed.

**Moved, to amend the first motion. Burke-Grabarek, Moulson, Jancewicz, Harris, Gauthier, Andruskiewicz in favor. Raymond abstained. Motion carries.**

**Moved, to declare as surplus, buses 17 and 20 and return said vehicles to the Town of Preston for their disposition. Buses 14 and 16 will not be declared as surplus until after the feasibility study. Harris/Burke-Grabarek.**

**Andruskiewicz, Gauthier, Moulson, Jancewicz in favor. Raymond abstained. Motion carries.**

##### **Proposal for Ground Water Monitoring and Operation:**

Dr. Welch introduced John Meyer from Weston Solutions, Inc. Mr. Meyer prepared Groundwater Monitoring proposals for 2010 and 2011. The State of Connecticut mandates this system be put into place due to the oil spill. The cost for the installation of this system will be paid for by the Town. The BOE will be responsible for the operating costs. These contracts will be renewed annually until the state no longer requires such maintenance of the system.

**Moved, to authorize the Superintendent to enter into contracts as presented for fiscal years 2010 and 2011 with Weston Solutions, Inc. to address groundwater monitoring; groundwater treatment discharge monitoring; groundwater treatment**

system operation and maintenance; and consulting and technical services.  
**Andruskiewicz/Burke-Grabarek**  
Discussion followed.

Moved, to amend the first motion. **Burke-Grabarek, Jancewicz, Andruskiewicz, Harris, Gauthier, and Raymond** in favor. **Moulson** abstained. Motion carries.

Moved, to authorize the Superintendent to enter into contracts as presented for fiscal years 2010 and 2011 with Weston Solutions, Inc. to address groundwater monitoring; groundwater treatment discharge monitoring; groundwater treatment system operation and maintenance; and consulting and technical services; provided the authorization of the FY11 contract follows the Town's approval of appropriations to install the system. **Andruskiewicz/Burke-Grabarek, Raymond, Jancewicz, Gauthier, and Harris** in favor. **Moulson** abstained. Motion Carries.

## 7.2. Discussion

### Policy 3160:

#### Discussion:

John Moulson suggested a revision to Policy 3160: Transfer of Funds Between Categories. He stated that the Town expects the BOE to have more control. He believes the revision to this policy will ensure that control. The revision would have the Board approve most expenditures or encumbrances over 2500.00. Deborah Burke Grabarek asked for Gary Miller's opinion. Gary disagreed with the proposed amendment with the existing software. Dan Harris would like to see a specific breakdown of expenses. Sandra Gauthier suggested that a more detailed report might alleviate the need for a policy change. Policy 3160 will be brought back to the June Meeting.

### Breakfast Program:

The Breakfast Program started today at both PVMS and PPMS. It is hoped that this program will help keep Board subsidies to the Cafeteria Account to a minimum.

### Superintendent's Evaluation:

The Board will decide on an appropriate tool to be used to evaluate Dr. Welch in the near future.

## 8. Old Business

### 8.1. Votes Required

#### Policy 5141.27 AEDs

Moved, to adopt Policy 5141.27, Use of AEDs, as amended. **Burke-Grabarek/Andruskiewicz**. Unanimous. Motion Carries.

### FY11 Budget

Moved, to adopt the FY11 budget in the amount of \$10,020,032.  
**Andruskiewicz/Burke-Grabarek**. Unanimous. Motion Carries.

This budget will allow Preston Public Schools to sustain all programs, increase instrumental music from 2 to 3 days a week, increase technical support from 3 to 4 days a week and increase the Spanish Program to encompass grades K-8.

## School Calendar

Moved, to adopt the 2010-2011 Preston School Calendar as amended. Burke-Grabarek/Gauthier. Unanimous. Motion Carries.

## Designated High School Policy

Moved, to adopt Designated High School Policy 5117.1 as amended. Andruskiewicz/Burke-Grabarek. Andruskiewicz/Burke-Grabarek. Unanimous. Motion Carries.

## Board of Education Employee 403(b) Plan

Moved, to adopt the Preston Board of Education Employee 403(b) Plan. Andruskiewicz/Burke-Grabarek. Unanimous. Motion Carries.

Moved, to add the following topic to the June Meeting Agenda: Policy 4000: Concepts and Roles in Personnel. Moulson/Raymond. Unanimous. Motion carries.

## 8.2. Discussion

### 9. Information

#### Enrollment

Letter to Kevin Mercik

IAABO Sportsmanship Award

### 10. Date and Time of Next Meeting

June 14, 2010

PVMS Library

7pm

### 11. Executive Session

Moved, to convene in Executive Session at 9:56pm in order to discuss strategy with respect to the collective bargaining unit. Burke-Grabarek/Andruskiewicz. Unanimous. Motion Carries. Dr. Welch invited in.

Moved, to come out of Executive Session at 10:33pm. Jancewicz/Andruskiewicz. Unanimous. Motion Carries.

### 12. Adjournment

Moved, to adjourn the meeting at 10:35pm. Jancewicz/Gauthier. Unanimous. Motion Carries.

**Special Meeting of the Board of Education**

May 21, 2010 07:00PM

PVMS Library

**1. Call to Order**

Pauline Andruskiewicz called the meeting to order at 7:02pm. Other members present: John Moulson, Charles Raymond and Deborah Burke/Grabarek. Daniel Harris, Sandra Gauthier and James Jancewicz were absent. Also present: Dr. Welch; Superintendent and Gloria Homiski; Recording Secretary, Bill Legler and Andrew Bilodeau.

**2. Pledge of Allegiance**

**3. Public Comment**

Bill Legler: He understands that the Feasibility Study may not lead to outsourcing buses, but restated his concerns with outsourcing. He would like to see the BOE and the Community have a better working relationship.

**4. Old Business: Votes Required**

Moved, to direct the Superintendent to disseminate the Transportation Feasibility Study to the following four vendors: STA, DATTCO, M&J and First Student. Moulson/Andruskiewicz. Unanimous. Motion Carries.

John Moulson told Mr. Legler that he believes the BOE would be remiss if they did not move forward with the Feasibility Study. The BOE needs to find out the amount of savings, if any, in order to make decisions for the future.

**5. Date and time of Next Meeting**

June 14, 2010

7pm

PVMS Library


**6. Adjournment**

Moved, to adjourn the meeting at 7:12pm. Burke-Grabarek/Andruskiewicz. Unanimous. Motion Carries.



## Preston Public Schools

# Memo

**To:** Jack Welch, Superintendent  
**From:** Gary Miller, Interim Business Manager   
**Date:** June 10, 2010  
**Re:** FY2010 Budget Status Report  
**Encl:** (1) Budget Status – June 2010

The attached Budget Status Report provides an object level view of the current 2009-2010 budget. The Expended column reflects all expenditures through March 2010. The Encumbered & Forecast column shows actual encumbrances plus a forecast of future costs to the end of the fiscal year. The latter column will be adjusted as the year progresses in order to provide a Balance column which more clearly shows areas of potential or known savings, as well as, known and anticipated deficits.

1. Personnel (Object 111 and 112) and Benefits (Object 200) reflect payroll expenses to date. The Salary accounts reflect the transfer of \$115,000 between the Regular Education and Special Education Teacher salary lines approved at the December 14, 2009, Board of Education meeting. The Regular Education Teachers account (111.004) expenses are net of the ARRA Stabilization Grant, the distribution of which is shown below the Certified Personnel total. All the ARRA funds have been drawn down. The last teacher payroll is on June 11, 2010 (balloon checks).
2. In January, the Preston Board of Finance voted to reduce the Board of Education budget by the \$436,130 ARRA Stabilization Grant as allowed by statute. This reduction has been reflected on Page 2 of the status report, showing the revised budget of \$10,020,032.
3. Health Insurance (Object 212) reflects a savings of \$85,000 resulting from my audit of Anthem billing, employee contributions, and payroll.
4. Purchased Services for Professional and Technical Services (Objects 315-331) currently reflect a net deficit of approximately \$56,563. The need to outsource physical and occupational therapy services plus other new Special Education related costs has resulted in a projected deficit in the Special Education Services account (Object 320), which has been partially offset by the Student-base Supplement (\$76,826) granted by new legislation.
5. Purchased Services for Building Maintenance (Objects 430-432 and 450) show the result of the \$40,000 in budget transfers approved at the January 11, 2010, Board of Education meeting to cover current and potential cost for boiler repairs and several other unbudgeted items.

6. Alternative Transportation (Object 510) – This account accounts for summer school transportation as well as specialized transportation for students that can not be accommodated with our own vehicles. A shortage of drivers and transportation requirements has exacerbated the situation. The current balance reflects the \$65,000 budget transfer approved at the January 11, 2010, Board of Education meeting. Based on the current level of services, I am projecting a \$53,300 deficit in this account. The a new carrier we engaged in April for most of these services has helped avoid further cost overruns.
7. Regular Education Tuition (Object 560) includes tuition paid to Norwich Free Academy (NFA), Ledyard HS and Vocational-Agricultural programs, and tuitions at other regular education placements for which the district is responsible. This account was reduced at budget adoption by \$25,550 due to reduced total tuition at NFA. Costs at Ledyard and other educational placements have changed recently. An estimated \$39,000 savings is projected.
8. Special Education Tuition (Object 563) – Based on changes in out-placements and associated tuition costs, we are projecting a budget surplus in this account. The revised Excess Cost reimbursement rate is now 84% of eligible costs—up from 77%. A savings of approximately \$123,000 is currently projected as a result of receiving \$310,597 in excess cost reimbursement from the state.
9. Food Service Stop-loss (Object 570) – The cafeteria must be made solvent by the end of the fiscal year. I do not anticipate any additional funds to the cafeteria enterprise fund as a result of the success of the new breakfast program and the \$25,000 added previously to improve cash-flow.
10. Electricity (Object 622) – As a result of my utility analysis, I have identified a potential savings in electricity for this year due to cost saving measures taken last year to procure generated electricity through a source other than CL&P. The rate through GEXA Energy CT LLC is approximately 0.5 cents per KWH less than the standard offer from CL&P. Electricity consumption continues to run well below budget. This savings may be needed to offset the loss of heating oil at PVMS in December.
11. Technology Equipment (Object 730) reflects the \$47,000 lease payment expense from 2008-09 that was disallowed by the auditors and charged to 2009-10 creating the \$64,165 estimate deficit shown.
12. Budget transfers approved to date are as follows:

(a) December 14, 2009

111.004 Special Education Teachers	(\$115,000)
111.006 Regular Education Teachers	\$155,000

(b) January 11, 2010

563 Special Education Tuition	(\$105,000)
431 Equipment Repairs	\$25,000
450 Building Improvements	\$15,000
510 Alternative Transportation	\$65,000

**Preston Board of Education**  
**FY2010 Budget Status Report**  
 July 2009 to May 2010

	Account	Current Budget	Expenses	Encumb-Projected	Balance
111	Certified Personnel				
	.001 · Superintendent	115,257	101,958	13,299	-
	.002 · Director of Cir., Inst & Sped	84,460	74,715	9,745	-
	.003 · Principals	196,013	173,396	22,617	-
	.004 · Regular Education Teachers	2,313,813	1,309,583	1,004,230	436,130
	.005 · Principal Designee	1,700	1,400	300	-
	.006 · Special Education Teachers	479,650	450,249	18,401	11,000
	.007 · Nurses	92,501	85,398	7,103	-
	.008 · Summer school teachers	13,111	17,433	-	(4,322)
	<b>Total Certified Personnel</b>	<b>3,296,505</b>	<b>2,214,132</b>	<b>1,075,695</b>	<b>442,808</b>
	<i>ARRA Stabilization Grants Offset</i>	-	(394,000)	(42,130)	-
112	Classified Personnel				
	.010 · Business Manager	68,165	83,149	7,992	(22,976)
	.011 · Admin Ass't- Special Education	36,520	38,661	2,141	(4,282)
	.012 · Executive Administrative Ass't	44,321	39,324	4,997	-
	.013 · Fiscal Assistant	-	450	900	(1,350)
	.014 · B&G Supervisor	66,415	58,751	7,664	-
	.015 · Technical Coordinator	35,000	30,961	4,039	-
	.016 · Paraprofessionals	314,286	226,555	24,566	63,165
	.018 · School Secretaries	49,040	51,116	5,500	(7,576)
	.019 · Custodians	136,907	124,720	12,187	-
	.020 · Transportation Personnel	501,450	391,378	80,162	29,910
113	Substitute Paraprofessionals	9,000	10,565	1,146	(2,711)
114	Tutors - Homebound Students	12,000	7,356	798	3,846
122	Stipends	21,050	7,750	13,300	-
	<b>Total Classified Personnel</b>	<b>1,294,154</b>	<b>1,070,736</b>	<b>165,392</b>	<b>58,026</b>
212	Health Insurance	983,306	733,741	164,565	85,000
215	Life Insurance	9,374	3,181	6,193	-
220	Social Security	152,634	115,964	36,000	670
250	Unemployment Comp	44,000	31,470	4,495	8,035
260	Workers Comp	53,404	63,937	2,695	(13,228)
291	Annuity Payments	88,362	26,222	40,000	22,140
	<b>Total Benefits</b>	<b>1,331,080</b>	<b>974,515</b>	<b>253,948</b>	<b>102,617</b>
315	Substitute Teachers and Interns	70,000	72,947	7,910	(10,857)
320	Special Education Services	55,496	45,212	17,434	(7,150)
322	Staff Development	15,500	25,593	-	(10,093)
330	Professional Purchased Services	38,759	56,789	5,000	(23,030)
331	Legal Services	50,000	28,156	4,000	17,844
421	Bus & Garage Repairs	45,000	42,233	6,030	(3,263)
430	Repairs & Maintenance	55,384	75,181	5,000	(24,797)
431	Equipment Repairs	29,500	29,681	-	(181)
432	EMERGENCY REPAIRS	17,000	5,281	-	11,719
442	Copy Machine Leases, etc.	43,000	35,861	7,500	(361)
450	Building Improvements	36,065	42,459	-	(6,394)
	<b>Total Purchased Services</b>	<b>455,704</b>	<b>459,393</b>	<b>52,874</b>	<b>(56,563)</b>

**Preston Board of Education  
FY2010 Budget Status Report**

July 2009 to May 2010

	Current Budget	Expenses	Encumb- Projected	Balance
Account				
510 · Alternative Transportation	115,400	143,701	25,000	(53,301)
530 · Communications	40,000	38,861	1,000	139
531 · Postage	5,600	1,273	400	3,927
570 · Food Service Stoploss	25,000	26,830	-	(1,830)
580 · Travel	10,000	6,172	880	2,948
<b>Total Other Purchased Services</b>	<b>196,000</b>	<b>216,837</b>	<b>27,280</b>	<b>(48,117)</b>
560 · Regular Ed Tuition	1,927,638	1,838,237	50,288	39,113
563 · Special Ed Tuition	1,353,879	1,005,941	225,000	122,938
<b>Total Student Tuition</b>	<b>3,281,517</b>	<b>2,844,178</b>	<b>275,288</b>	<b>162,051</b>
611 · Instructional Supplies	53,110	58,392	-	(5,282)
613 · Custodial Supplies	26,000	31,844	-	(5,844)
620 · Heat & Propane	94,747	95,625	13,200	(14,078)
622 · Electricity	174,253	92,094	30,000	52,159
628 · Gasoline/Diesel	113,313	126,693	-	(13,380)
641 · Textbooks/Workbooks	14,420	6,261	-	8,159
690 · Non-Instructional Supplies	9,784	17,190	2,000	(9,406)
<b>Total Supplies/Commodities</b>	<b>485,627</b>	<b>428,099</b>	<b>45,200</b>	<b>12,328</b>
730 · Instructional Equipment	-	684	-	(684)
734 · Technology	102,870	156,351	10,000	(63,481)
<b>Total Equipment</b>	<b>102,870</b>	<b>157,035</b>	<b>10,000</b>	<b>(64,165)</b>
810 · Dues/Fees	12,705	13,115	-	(410)
<b>Total Expense</b>	<b>10,456,162</b>	<b>8,378,040</b>	<b>1,905,677</b>	<b>172,445</b>
Reduction by Board of Finance	(436,130)			-
<b>Current Projected Balance</b>	<b>10,020,032</b>	<b>8,378,040</b>	<b>1,905,677</b>	<b>172,445</b>

11:17 AM  
05/18/10  
Accrual Basis

**Preston Cafeteria**  
**Profit & Loss**  
July 2009 through June 2010

	<u>Jul '09 - Jun 10</u>
<b>Income</b>	
50 · State Funding	26,183.12
51 · School Lunch Revenue	81,776.73
53 · Subsidy from BOE	25,000.02
<b>Total Income</b>	<u>132,959.87</u>
<b>Expense</b>	
112 · Payroll Expense	55,723.29
212 · Health Insurance	0.00
220 · FICA Expense	4,619.92
221 · FUTA	0.00
222 · SUTA	2,879.11
291 · Retirement Incentive	503.46
330 · Payroll Prep	1,963.45
630 · Food	68,659.52
690 · Other Supplies	5,307.00
<b>Total Expense</b>	<u>139,655.75</u>
<b>Net Income</b>	<u><u>-6,695.88</u></u>

Donna,

I have gone through the 09-10 LAP policy premiums and the premiums that I think that you wanted for the BOE breakout are as follows:

The current 09-10 LAP policy annual premium for the Town of Preston and the Preston BOE is: \$ 100,835 (policy premiums by line are in red below)

Automobiles: total auto premium ---- \$ 27,098

**BOE - 21 vehicles premium ---- \$ 15,342** (I attached to this email the automobile schedule for you to see where I have pulled the premiums from.)

2006 Ford F350 --- \$ 793 annual premium

2006 Intl school buses – 65 passenger ----- \$ 742 each annual premium

Property: total property premium ---- \$ 12,264

**BOE – 2 properties + leased computer equipment premium ---- \$ 10,732** (I attached to this email the property schedule for you to see where I have pulled the premiums from.)

General Liability: total GL premium ---- \$ 37,433

**BOE – portion of GL premium (10,456,161 expenditures) ---- \$ 14,505**

School Leaders' Liability: total SLL premium --- \$ 6,854

**BOE is charged for the total premium: \$ 6,854**

Boiler & Machinery Breakdown: Total B & M premium ---- \$ 2,599

**BOE – portion of B & M premium ---- \$ 2,274**

Excess Liability: total Excess premium ---- \$ 5,764

????? ---Of this premium for the Excess liability – I don't know how much should be for each of the two entities -- Town and BOE.

Premiums for other coverages which belong to the Town of Preston only are:

Inland Marine ---- \$ 684

Law Enforcement Liability ---- \$ 1,000

Public Officials' Liability ---- \$ 7,139

BOE premiums are as follows:	Auto	\$ 15,342
	Property	\$ 10,732
	B & M	\$ 2,274
	GL	\$ 14,505
	SLL	\$ 6,854
	Excess	\$ <u>????</u> (looks like it s/b
approximately 50% for town/50% for BOE)		
	BOE	\$ 49,707 (plus their share of the
Excess premium)		

Donna,

From talking to you today, these are the premium figures that reflect what I understood that you wanted from CIRMA.

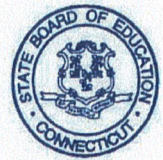
Have a good evening, Becky

Becky Dix  
Senior Customer Service Representative  
CIRMA  
900 Chapel Street  
New Haven, CT 06510  
W: (203) 946-3779  
F: (203) 773-9961


[bdix@ccm-ct.org](mailto:bdix@ccm-ct.org)



STATE OF CONNECTICUT  
DEPARTMENT OF EDUCATION



**TO:** Superintendents of Schools  
Participating in the National School Lunch Program

**FROM:** Charlene Russell-Tucker, Associate Commissioner   
Division of Family and Student Support Services

**DATE:** February 11, 2010

**SUBJECT:** Healthy Food Certification Statement for July 1, 2010, through June 30, 2011

This memo summarizes the requirements for submitting the annual Healthy Food Certification Statement to the Connecticut State Department of Education (CSDE). It also provides information on the Connecticut Nutrition Standards, healthy food certification resources and an information session for districts considering first time implementation.

**Annual Healthy Food Certification Statement**

Section 10-215f of the Connecticut General Statutes (C.G.S.) requires that each local board of education or governing authority for Connecticut public school districts participating in the National School Lunch Program (NSLP) must **take action annually** to certify whether all food items sold to students **will or will not** meet the Connecticut Nutrition Standards. This includes all regional educational service centers, the Connecticut Technical High School System, charter schools, interdistrict magnet schools and endowed academies.

Under C.G.S. Section 10-215b, districts that certify for the healthy food option must follow the Connecticut Nutrition Standards (see page 2) for all food items sold to students separately from a reimbursable breakfast or lunch. These food items include food offered for sale to students at all times in all schools and from all sources including, but not limited to, school stores, vending machines, school cafeterias and any fundraising activities on school premises. Districts that opt for healthy food certification receive 10 cents per lunch, based on the total number of reimbursable lunches (paid, free and reduced) served in the district's NSLP in the prior school year.

The healthy food certification application materials are available on the CSDE Web site (Application Forms for Healthy Food Certification page) at <http://www.sde.ct.gov/sde/cwp/view.asp?a=2626&q=322424>. Additional guidance, resources and a PowerPoint presentation on the application procedures are also available. Interested school districts should review these materials and meet with the appropriate individuals responsible for the school food service program, school stores, vending machines, culinary arts programs and fundraising activities to ensure that all criteria will be followed.

**All public school districts participating in the National School Lunch Program must complete the Healthy Food Certification Statement – Addendum to Agreement for Child Nutrition Programs (ED-099).** Districts that certify for the healthy food option must also complete the District Contact and Information Sheet. These forms must be returned by **Thursday, July 1, 2010**, to the Connecticut State Department of Education, Bureau of Health/Nutrition, Family Services and Adult Education, 25 Industrial Park Road, Middletown, CT 06457.

Healthy Food Certification Statement for July 1, 2010, through June 30, 2011  
February 11, 2010  
Page 2

### **Connecticut Nutrition Standards**

The Connecticut Nutrition Standards have recently been updated, in compliance with Section 10-215e of the C.G.S. These standards are in effect for the 2010-11 school year. A summary of the Connecticut Nutrition Standards is available at <http://www.sde.ct.gov/sde/lib/sde/PDF/DEPS/Student/NutritionEd/SummaryCTnutritionStandards.pdf>. Additional information on the Connecticut Nutrition Standards is available on the CSDE Web site (Connecticut Nutrition Standards page) at <http://www.sde.ct.gov/sde/cwp/view.asp?a=2626&q=322422>.

### **Resources for Healthy Food Certification**

Numerous resources to assist districts with implementing healthy food certification are available on the CSDE Web site (Healthy Food Certification page) at <http://www.sde.ct.gov/sde/cwp/view.asp?a=2626&q=322420>, including:

- Questions and Answers on Connecticut Statutes for School Food and Beverages;
- Fundraising with Food and Beverages;
- Requirements for Food and Beverages in Vending Machines;
- Requirements for Food and Beverages in School Stores; and
- Ensuring District Compliance with Healthy Food Certification.

### **Healthy Food Certification Information Session**

The CSDE will be conducting an information session on healthy food certification on **Tuesday, April 27, 2010**, at the CSDE in Middletown (see enclosed flier). This two-hour session is designed for districts considering first time implementation of healthy food certification. It will provide an overview of healthy food certification requirements and the Connecticut Nutrition Standards. The registration deadline is **Friday, April 16, 2010**.

### **State Beverage Requirements**

As a reminder, the beverage requirements of C.G.S. 10-221q **apply to all public schools**, regardless of whether the district certifies for the healthy food option under C.G.S. Section 10-215f. Additional information on the beverage requirements is available on the CSDE Web site (Beverage Requirements page) at <http://www.sde.ct.gov/sde/cwp/view.asp?a=2626&q=322418>.

If you have any questions or need additional information, please contact Susan Fiore at 860-807-2075 or [susan.fiore@ct.gov](mailto:susan.fiore@ct.gov) or Teri Dandeneau at 860-807-2079 or [teri.dandeneau@ct.gov](mailto:teri.dandeneau@ct.gov).

CRT:sff

cc: Mark K. McQuillan, Commissioner of Education  
George A. Coleman, Deputy Commissioner of Education  
School Food Service Directors  
Business Managers

Enclosure

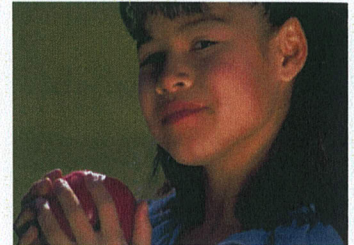


# Understanding Healthy Food Certification

*An information session for districts considering first-time implementation of healthy food certification under Section 10-215f of the Connecticut General Statutes*

### *Topic*

This session will provide an overview of how healthy food certification (HFC) works in schools. Participants will learn about HFC requirements (including cafeteria sales, school stores, vending machine and fundraisers), the Connecticut Nutrition Standards, monitoring compliance, implementation strategies and resources to promote healthy food and beverages in schools. Time will be allowed to address participants' questions.



### *Who Should Attend*

Districts considering first-time implementation of HFC are encouraged to send appropriate school staff members, such as school administrators, school food service directors, and individuals who coordinate fundraising activities, school stores, vending machines and any other food sales to students.

### *Date and Location*

**Tuesday, April 27, 2010, from 9:30 a.m. to 11:30 a.m.** at the Connecticut State Department of Education (SERC Classroom), 25 Industrial Park Road, Middletown, CT 06457.

### *Questions*

For questions regarding registration, contact Glenda Stuckey at [glenda.stuckey@ct.gov](mailto:glenda.stuckey@ct.gov) or 860-807-2210. For questions regarding HFC or workshop content, contact Susan Fiore at [susan.fiore@ct.gov](mailto:susan.fiore@ct.gov) or 860-807-2075.

### *Registration*

There is no cost but you must **preregister by Friday, April 16, 2010**. Mail completed registration form to Glenda Stuckey, Connecticut State Department of Education, Bureau of Health/Nutrition, Family Services and Adult Education, 25 Industrial Park Road, Middletown, CT 06457. When your registration is accepted, you will receive an e-mail confirmation with directions.

---

Name: \_\_\_\_\_ Title: \_\_\_\_\_

School District: \_\_\_\_\_

Address: \_\_\_\_\_  
(Street) (Town) (Zip)

Work Phone: (\_\_\_\_) \_\_\_\_\_ E-mail Address: \_\_\_\_\_

Connecticut State Department of Education  
Addendum to Agreement for Child Nutrition Programs (ED-099)  
**Healthy Food Certification Statement**

**Section 1 – Background**

Section 10-215e of the Connecticut General Statutes directs the Connecticut State Department of Education (CSDE) to develop and publish nutrition standards for food items offered for sale to students at school separately from reimbursable meals sold as part of the National School Lunch Program and School Breakfast Program. Section 10-215f requires that participants in the National School Lunch Program, including each local and regional board of education, regional educational service center, the Connecticut Technical High School System and the governing authority for each state charter school, interdistrict magnet school and endowed academy, must certify each year in its annual application to the CSDE whether all food items made available for sale to students will meet the nutrition standards. Section 10-215b further provides additional funding to National School Lunch Program participants who annually certify compliance with the Connecticut Nutrition Standards.

**Section 2 – Certification Statement**

► ***Must be completed by all Connecticut public school districts that participate in the National School Lunch Program.***

On behalf of the \_\_\_\_\_ and  
(Name of the Board of Education or Governing Authority)

pursuant to section 10-215f of the Connecticut General Statutes, I hereby certify that all food items offered for sale to students in the school(s) under our jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, (*select appropriate box*)

**will** (*must complete Sections 3 and 4 on page 2*)

**will not** (*sign below and return form*)

meet said standards during the period of **July 1, 2010 through June 30, 2011**. Such certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any fundraising activities on school premises, whether or not school sponsored.

**Local or Regional Board of Education or  
Governing Authority**

Signature: \_\_\_\_\_  
(Signature of the Authorized Representative) (Printed Name of the Authorized Representative)

\_\_\_\_\_  
Title (*Superintendent of Schools, President or Chairperson of the Board*) Date of Authorization

ED-099  
Addendum  
Healthy Food Certification  
(Connecticut General Statutes Section 10-215f)  
December 2009 Revision

**Section 3 – Exemption Statement**

► *To be completed only by districts opting for the healthy food certification, i.e., those districts that checked “will” in Section 2.*

Pursuant to section 10-215f of the Connecticut General Statutes, I hereby acknowledge that the board of education or governing authority, (*select appropriate box*)

will

will not

exclude from certification food items that do not meet the Connecticut Nutrition Standards, provided that (1) such food is sold in connection with an event occurring after the end of the regular school day or on the weekend, (2) such sale is at the location of the event, and (3) such food is not sold from a vending machine or school store.

**Section 4 – Amendment to Agreement for Child Nutrition Programs (ED-099)**

► *To be completed only by districts opting for the healthy food certification, i.e., those districts that checked “will” in Section 2.*

Pursuant to section 10-215f of the Connecticut General Statutes, the Agreement for Child Nutrition Programs (ED-099) with

\_\_\_\_\_  
*(Name of the Board of Education or Governing Authority)*

is hereby amended to include the above certification statement of compliance with the Connecticut Nutrition Standards and application for funding related to those standards. This addendum covers the period from **July 1, 2010 through June 30, 2011.**

**Local or Regional Board of Education or  
Governing Authority**

Signature: \_\_\_\_\_  
*(Signature of the Authorized Representative)*                      *(Printed Name of the Authorized Representative)*

\_\_\_\_\_  
*Title (Superintendent of Schools, President or Chairperson of the Board)*                      *Date of Authorization*

**FOR STATE USE ONLY • DO NOT SIGN BELOW THIS LINE**

Connecticut State Department of Education

Signature: \_\_\_\_\_ **Brian Mahoney** \_\_\_\_\_  
*(Signature of State Agency Representative)*                      *(Printed Name of State Agency Representative)*

**Chief Financial Officer**  
\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

*The State of Connecticut Department of Education is committed to a policy of equal opportunity/affirmative action for all qualified persons and does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, national origin, sex, disability, age, religion or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws. Inquiries regarding the Department of Education's nondiscrimination policies should be directed to the Equal Employment Opportunity Manager, State of Connecticut Department of Education, 25 Industrial Park Road, Middletown, CT 06457, 860-807-2101.*

# Preston Board of Education

## Policies, Regulations, and Bylaws

4000

### Personnel Certified and Non-Certified

#### Concepts and Roles in Personnel

The school system exists for the educational development of the students. To this end, the development of personnel policies for certified and non-certified staff is an essential component of Preston's educational program.

Through its personnel policies, the Board of Education will help establish a school environment to attract and maintain the best-qualified and thereby help provide the best possible student learning environment. The goals of these policies are:

- A. To recruit, select and employ the best qualified personnel to staff the district's schools.
- B. To provide staff compensation and benefits sufficient to attract and retain the district's employees.
- C. To provide an in-service training program to improve performance.
- D. To provide for an evaluation program that will contribute to the continuous improvement of staff personnel.
- E. To assign personnel to ensure that they are used as effectively as possible.

Except as noted below, the Superintendent is authorized to hire certified and non-certified staff for positions authorized by the Board; additions or deletions of staff positions must be specifically voted upon by the Board; provided, however, that the Superintendent may hire special education certified and non-certified staff pursuant to the requirements of a student's IEP. With the exception of daily substitute teachers, any temporary hires, including those arranged through a staffing agency, must be explicitly approved by the Board. Approval must include pay rate, number of weekly hours, duties, and number of weeks on staff.

Certain staff positions, due to their administrative and managerial importance, must be filled by personnel acceptable to both the Superintendent and the Board. These positions include: the Director of Special Education, Principals, Business Manager, Board Secretary, and Supervisor of Buildings and Grounds. New appointees or promotions to these positions shall be recommended by the Superintendent to the Board for final approval. Approval shall be by vote of the Board; provided, however, that pursuant to Conn. Gen. Statute 10-151, the board may not appoint any individual to an administrative position who has not been expressly recommended for appointment by the Superintendent.

The Superintendent shall produce a report for the October Board meeting and for budgeting purposes (February/March) showing all authorized positions, personnel in said positions, vacancies, salaries, and percentage of full time for each position. For teaching personnel, the report shall also show grades/subjects taught and number of students in each class.

Wages and salaries for non-affiliated personnel shall be as set by the Board after receiving recommendations from the Superintendent. Adjustments to such salaries will normally occur at

# Preston Board of Education

## Policies, Regulations, and Bylaws

the first meeting of the Board following final approval of the annual education budget.

Legal Reference:

**Connecticut General Statutes**  
10-220 Duties of boards of education

**Policy adopted:**

## PROPOSED REVISION TO POLICY STATEMENT      POLICY 4000

The school system exists for the educational development of the students. To this end the development of personnel policies for certified and non-certified staff is an essential component of the Preston educational program.

Through its personnel policies, the Board of Education will help establish a school environment to attract and maintain the best qualified and thereby help provide the best possible student learning environment. The goals of these policies are:

- A. To recruit, select and employ the best qualified personnel to staff the district's schools.
- B. To provide staff compensation and benefits sufficient to attract and retain the district's employees.
- C. To provide an in-service training program to improve performance.
- D. To provide for an evaluation program that will contribute to the continuous improvement of staff personnel.
- E. To assign personnel to ensure they are used as effectively as possible.

Except as noted below, the Superintendent is authorized to hire certified and non-certified staff for positions authorized by the Board. Additions or deletions of staff positions must be specifically voted upon by the Board. Any temporary hires, including those arranged through a staffing agency, must be explicitly approved by the Board. Approval must include pay rate, number of weekly hours, duties, and number of weeks on staff.

Certain staff positions, due to their administrative and managerial importance, must be filled by personnel acceptable to both the Superintendent and the Board. These positions include: the Director of Special Education, Principals, Business Manager, Board Secretary, and the ~~Head of Maintenance~~. New appointees or promotions to these positions shall be recommended by the Superintendent to the Board for final approval. Approval shall be by vote of the Board.

The Superintendent shall produce a report for the October Board meeting and for budgeting purposes (February/March) showing all authorized positions, personnel in said positions, vacancies, salaries, and percentage of full time for each position. For teaching personnel, the report shall also show grade/subjects taught and number of students in each class.

Wages and salaries for non-affiliated personnel shall be as set by the Board after receiving recommendations from the Superintendent. Adjustments to such salaries will normally occur at the first meeting of the Board following final approval of the annual education budget.

## Personnel Certified and Non-Certified

### Concepts and Roles in Personnel

The school system exists for the educational development of the students. Staff dedication is necessary to improve student education programs. To this end, the development of personnel policies for certified and non-certified staff is an essential component of Preston's educational program.

Through personnel policies, the Board of Education will help establish a school environment to attract and maintain the best-qualified people and thereby provide the best possible student learning opportunities. The long-range goals on which these policies will be based are:

- A. To recruit, select, and employ the best-qualified personnel to staff the district's schools.
- B. To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.
- C. To provide an in-service training program for all employees to improve their performance.
- D. To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.
- E. To assign personnel to ensure that they are used as effectively as possible.

Implementation of personnel policies shall include channels of communication and procedures for handling professional and ethical problems through which all persons or groups affected may express suggestions, concerns, and opinions.

Legal Reference:

**Connecticut General Statutes**  
10-220 Duties of boards of education

Policy adopted:

**Personnel -- Certified**

**Recruitment and Selection**

The Superintendent of Schools shall develop a plan for minority staff recruitment. The administration is directed to make a serious effort to see that the recruitment procedures of the district produce a total staff representative of the total population of the district and that the assignment procedures of the district bring to each school staff members representative of the population represented by the student membership in each local school.

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The administration shall be responsible for establishing recruitment, selection and appointment procedures.

**Legal Reference:**

**Connecticut General Statutes**

10-151 Employment of teachers. Notice and hearing on termination of contract.

10-153 Discrimination on account of marital status.

10-220 Duties of Boards of Education. (as amended by PA 98-252)

46a-60 Discriminatory employment practices prohibited.

**Policy Approved:**

**Preston Board of Education**  
**Policies, Regulations, and Bylaws**

**4111.1**  
**4211.1**

**Personnel -- Certified and Non-Certified**

**Equal Employment Opportunity**

The Board of Education will provide equal employment opportunities for all persons without regard to race, color, religious creed, age, marital status, national origin, sex, sexual orientation, or physical disability. The Superintendent shall establish as an employment goal the recruitment, selection, and employment of qualified people among racial and ethnic minority groups to reflect the racial and ethnic composition of this community.

The Board of Education requests an annual report from the Superintendent of Schools concerning the extent to which affirmative action program goals are being achieved.

Advertisement of employment opportunities shall, by intent and design, foster employment of qualified people among racial and ethnic minority groups.

**Legal Reference:**

**Connecticut General Statutes**

10-153 Discrimination on account of marital status.

46a-60 Discriminatory employment practices prohibited.

Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

PA 91-58 An Act Concerning Discrimination on the Basis of Sexual Orientation.

**Policy adopted:**

# Preston Board of Education Policies, Regulations, and Bylaws

4111.3

## **Personnel -- Certified**

### **Minority Recruitment Plan**

The Board of Education recognizes that the increasing diversity of individuals and cultures is a growing characteristic of our state and nation which should have a significant bearing on the activities of the school district. Further, the State of Connecticut has determined that the educational interests of the state require efforts by each school district to provide educational opportunities for its students to interact with teachers from other racial, ethnic and economic backgrounds in order to reduce racial, ethnic and economic isolation.

To this end, the Board of Education believes that the importance of diversity of individuals and cultures should be recognized in the recruitment and assignment of personnel in order to help promote an intellectually and culturally dynamic environment that enables all students to gain an increased awareness and appreciation of the diverse world in which all are connected.

Accordingly, the Superintendent of Schools shall develop and maintain a written plan for minority staff recruitment as approved by the Board and shall report to the Board annually on implementation of the plan. Consistent with the Board's policies on Affirmative Action (4111.1) and Nondiscrimination (4118.11), said plan for minority staff recruitment shall provide for an energetic effort to attract talented minority educators and other minority personnel to serve in available positions within the District with the long range goal of achieving staffing of the school district and of each school which is broadly representative of the populations of the regional and state communities of which the District is a part.

Legal Reference:       **Connecticut General Statutes**  
10-151 Employment of teachers. Notice and hearing on termination of contract.  
10-153 Discrimination on account of marital status.  
10-220 Duties of Boards of Education. (as amended by PA 98-252)  
46a-60 Discriminatory employment practices prohibited.

**Policy adopted:**

**Preston Board of Education**  
**Policies, Regulations, and Bylaws**

4112

**Personnel — Certified**

**Appointment**

The Superintendent of Schools shall appoint and employ teachers, including substitute teachers, for positions authorized by the Board of Education and report such actions to the Board. For administrative positions, the Superintendent of Schools will recommend one or more finalists for Board interview and a final decision.

For all positions, while retaining authority for final decisions, the Superintendent of Schools shall involve appropriate administrators, teachers, and other staff members in personnel screening and interviews as appropriate.

The Superintendent shall insure that all certified personnel employed meet state certification requirements for the position, including required fingerprinting and other criminal records checks.

Within guidelines of any existing provisions in negotiated agreements, the Superintendent shall be responsible for placement of appointed employees on the salary schedule. The Superintendent shall award credit for years of previous professional experience at his/her discretion.

**Legal Reference:**

**Connecticut General Statutes**

10-144o through 10-145f re teacher certification.

10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal.

10-153 Discrimination on account of marital status.

10-155f Residency requirement prohibited.

46a-60 Discriminatory employment practices prohibited.

Public Act 94-221 An Act Concerning School Discipline and Security

**Policy adopted:**

**Preston Board of Education**  
**Policies, Regulations, and Bylaws**

**4112.1**  
**4212.1**

**Personnel — Certified and Non-Certified**  
**Provisions of Negotiated Agreements/Contracts**

All articles in negotiated agreements/contracts with teachers' and administrators' bargaining representatives shall have the effect of Board of Education policy. In cases of conflict between negotiated agreements/contracts and Board of Education policies or administrative regulations, agreements/contracts take precedence.

Legal Reference:                    **Connecticut General Statutes**  
   10-153a through 10-153j

**Policy adopted:**

**Preston Board of Education**  
**Policies, Regulations, and Bylaws**

**4112.5**  
**4212.5**

**Personnel -- Certified/Non-Certified**

**Security Check/Fingerprinting**

In order to create a safe and orderly environment for students, all offers of employment will be conditional upon the successful outcome of a criminal record check.

District employees shall within 30 days after they are hired submit to state and national criminal checks. District students employed by the school system are exempted from this requirement.

Workers placed in a school under a public assistance employment program shall also submit to the criminal check if such individuals will have direct contact with students.

Legal Reference:      **Connecticut General Statutes**  
                                 10-221d Criminal history records checks of school personnel.  
                                 Fingerprinting. Termination or dismissed. (as amended by PA 01-173)

**Policy Approved:**

# Preston Board of Education

## Policies, Regulations, and Bylaws

4112.51

4212.51

### Personnel -- Certified/Non-Certified

#### Reference Checks

Applicant references shall be checked prior to an offer of employment. The administration shall make a documented effort to contact an applicant's former employer(s) for recommendations and information about the person's fitness for employment prior to an offer of employment. References should be checked with prior employers listed on the application, even if those references are not specifically listed on the "references" section of the employment application.

The Superintendent of Schools or his/her designee is directed to develop regulations for reference checks.

(cf. 5125 Student Records)

#### Legal References:

##### Connecticut General Statutes

1-200 through 1-241 of the Freedom of Information Act.

5-193 through 5-269 -State Personnel Act

10-151c Records of teacher performance and evaluation not public records.

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C. 1232g.).

Dept. of Educ. 34 C.F.R. Part 99 (May 9, 1980 45 FR 30802) regs.

Implementing FERPA enacted as part of 438 of General Educ. provisions act (20 U.S.C. 1232g) -parent and student privacy and other rights with respect to educational records, as amended 11/21/96.

PA 01-173 An Act Concerning Revisions to the Education Statutes.

#### Policy Approved:

# Preston Board of Education

## Policies, Regulations, and Bylaws

4112.6(a)  
4212.6

### Personnel -- Certified and Non-Certified

#### Personnel Records

Personnel records shall be maintained securely and confidentially in the central office for all current employees and shall include information customarily kept in personnel files. Files also shall be maintained for past employees, including years of employment, salaries, and such other basic and essential information as the Superintendent of Schools shall require.

There shall be only one personnel file for each employee, and principals shall not maintain employee files separate from the official employee file in the central office.

Requests for access to personnel files, except from an employee to see his or her own file, shall be referred to the Superintendent who shall determine whether disclosure of such records would legally constitute invasion of employee privacy. If the Superintendent believes disclosure is not an invasion of privacy, requested information shall be disclosed, but professional courtesy suggests the employee should be notified of such disclosure.

If the Superintendent determines disclosure would invade employee privacy, the employee/s and collective bargaining representatives if any, shall be notified in writing of the request. If the Superintendent does not receive a written objection, from the employee or bargaining representative, within seven business days from receipt of their notification, or if there is no evidence of receipt not later than nine business days from the date the notice was mailed, sent, posted, or otherwise given, requested records shall be disclosed. However, if an objection is received in a timely manner on the form prescribed, the Superintendent shall not disclose requested information unless directed to do so by the Freedom of Information Commission. Notwithstanding an objection filed by an employee's bargaining representative, the employee may subsequently approve disclosure of records by filing a written notice with the Superintendent.

Employee or bargaining representative objections to disclosure of records shall be made in writing on a form developed by the Superintendent including a signed statement by the employee or bargaining representative, under penalties of false statement, that to the best of respondent's knowledge, information, and belief, there is good grounds to support the objection and that the objection is not interposed for delay.

Notwithstanding earlier provisions of this policy, personnel evaluations of certified employees, except the Superintendent, are not public records subject to disclosure unless the employee consents in writing to the release of such records.

**Preston Board of Education**  
**Policies, Regulations, and Bylaws**

**4112.6(b)**  
**4212.6**

**Personnel -- Certified and Non-Certified**

**Personnel Records (continued)**

Each employee's own file shall be available for his or her inspection at reasonable times, and, upon request, employees will be provided a copy of information contained in his or her file.

**Legal Reference:**

**Connecticut General Statutes**

1-19b Agency administration. Disclosure of personnel, birth and tax records.

1-20a Objection to disclosure of personnel or medical files.

1-20b Record of arrest as public record.

1-21i(b) Denial of access to public records or meetings.

10-151a Access of teacher to supervisory records and reports in personnel file.

10-151c Records of teacher performance and evaluation not public records.

**Policy Approved:**

The information contained in this proposal is confidential. It is intended for, and limited to, the use of specific decision makers at the Town of Preston during the process of evaluating a solar contractor and PPA provider.

June 7, 2010

Veterans Memorial School  
Preston, CT  
Solar PPA

Presented by  
Omay Elphick



# Background

## Delayed Funding from CCEF

- Applied for funding January 2009 under a PPA through EOS Ventures
- CCEF notified lack of funds spring of 2009
- Final Design and Engineering Specifications completed Fall 2009
- CCEF notified EOS Ventures and Town of Preston Spring of 2010 requesting revised project specifications and costs no later than June 30, 2010

# Next Steps

Due to CCEF June 30, 2010

- Updated project costs and materials (if applicable)
- Updated system one-line/site plan if you will be changing the inverter or panel type
- Copy of most recent utility bills
- Updated 12 month summary of usage
- Updated EOS financial information
- Site plan that prints correctly on one page
- Site energy efficiency measures – school must participate in CL&P audit program prior to grant calculation AND all items with a payback of 5 years or less must be implemented prior to grant payment
- Updated PPA
- Updated agreement with Alteris
- Digital photo of solar pathfinder

Not for Construction.



**SW Aerial**  
conceptual  
N.T.S.

**ISSUE**  
8-5-09  
Rev. 6  
**DRAWN BY**  
JR

**PROJECT**  
Rooftop  
Photovoltaic  
Layout

**CLIENT**  
Preston School  
325 Shetucket Tpk  
Preston, CT 06365

64 Main St.  
Montpelier, VT 05602 USA  
802 223 7604



formerly Solar Works / Solar Wrights



Not for Construction.



**Plan View**  
on photo  
1" = 40' (8 1/2 x 11)

**ISSUE**  
8-5-09  
Rev. 6  
**DRAWN BY**  
JR

**PROJECT**  
Rooftop  
Photovoltaic  
Layout

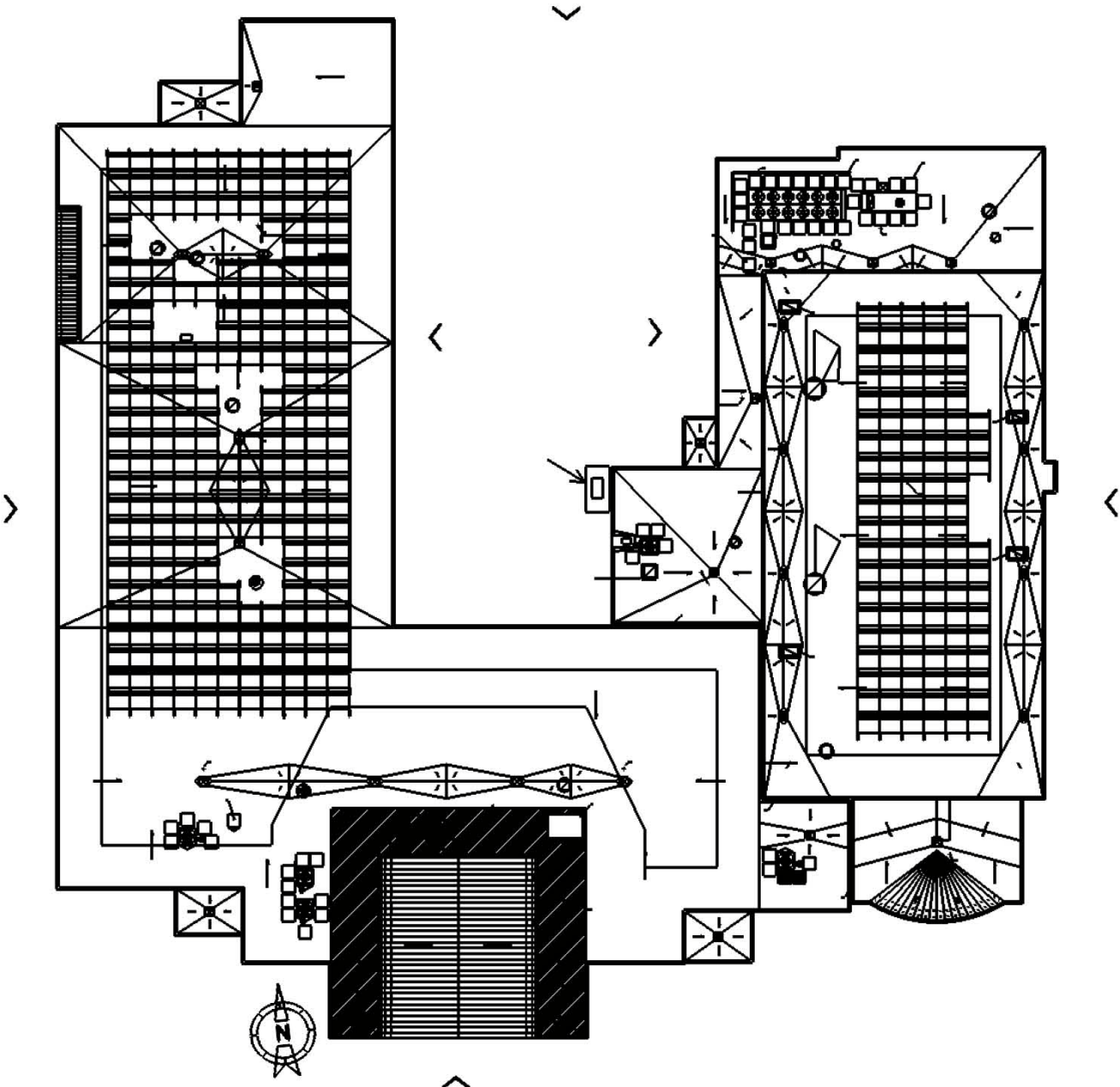
**CLIENT**  
Preston School  
325 Shetucket Tpk  
Preston, CT 06365

64 Main St.  
Montpelier, VT 05602 USA  
802 223 7804



formerly Solar Works / Solar Wrights

Not for Construction.



**Plan View**  
with CAD  
1" = 40' (8 1/2 x 11)

**ISSUE**  
8-5-09  
Rev. 6  
**DRAWN BY**  
JR

**PROJECT**  
Rooftop  
Photovoltaic  
Layout

**CLIENT**  
Preston School  
325 Shetucket Tpk  
Preston, CT 06365

64 Main St.  
Montpelier, VT 05602 USA  
802 223 7604



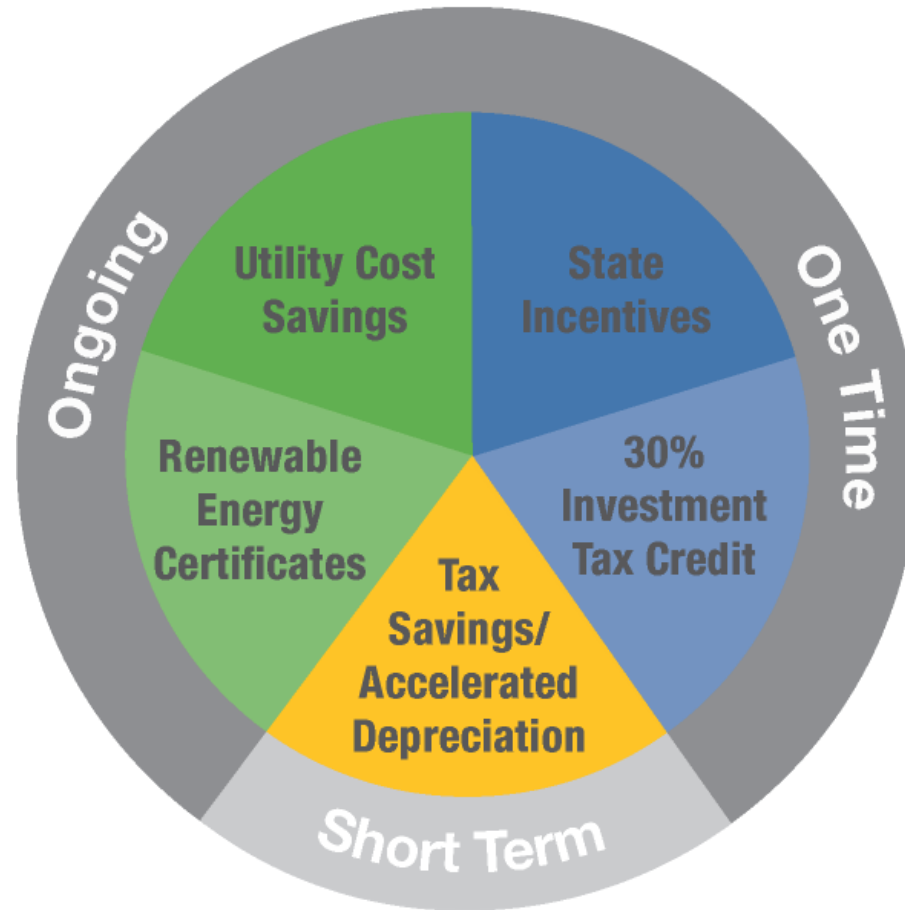
# System Summary

<b>System Type:</b>	Grid-connected Photovoltaic Power System
<b>Interconnection type:</b>	Net-metering
<b>STC Peak Wattage:</b>	109,800 Watts DC (STC=Standard Test Conditions)
<b>Estimated energy production:</b>	126,472 Kilowatt Hours
<b>Modules:</b>	(360) High-Efficiency SunPower SPR-305-WHT Watt Modules
<b>Mounting:</b>	PowerTilt T-10 Flat Roof Mounting System
<b>Inverter(s):</b>	(1) SatCon PVS-100
<b>Data Acquisition System (DAS):</b>	Fat Spaniel Monitoring System

# Revised Pricing

Total Costs	Jan, 2009	June, 2010	Percent Reduction
Estimated Total Cost	\$835,022	\$705,672	15.5%
Cost per watt	\$7.60/watt	\$6.42/watt	15.5%
Rebate Request	\$446,130 (54% of project cost)	\$377,022 (54% of project cost)	15.5%
PPA Rate	\$.138/kwhr 3% escalator	\$.1225/kwhr 1.5% escalator	11% (cost) 50% (esc)

# The Finance of Solar



Your system is designed by credentialed Electrical and Mechanical engineers

# Town of Preston Ownership Options

## Traditional Ownership

Town finances project

Town receives State Rebate

No tax benefits

O&M: Maintenance, Insurance,  
Repair

“Free” electricity for life of system

## 3<sup>rd</sup> Party Ownership with PPA

No capital investment

3<sup>rd</sup> party received State Rebate

3<sup>rd</sup> party receives tax benefits

3<sup>rd</sup> party responsible for O&M

Pay monthly electricity bill with  
predetermined rate for 20-year term

Buyout options at years 10, 15, and  
20

# PPA Structure

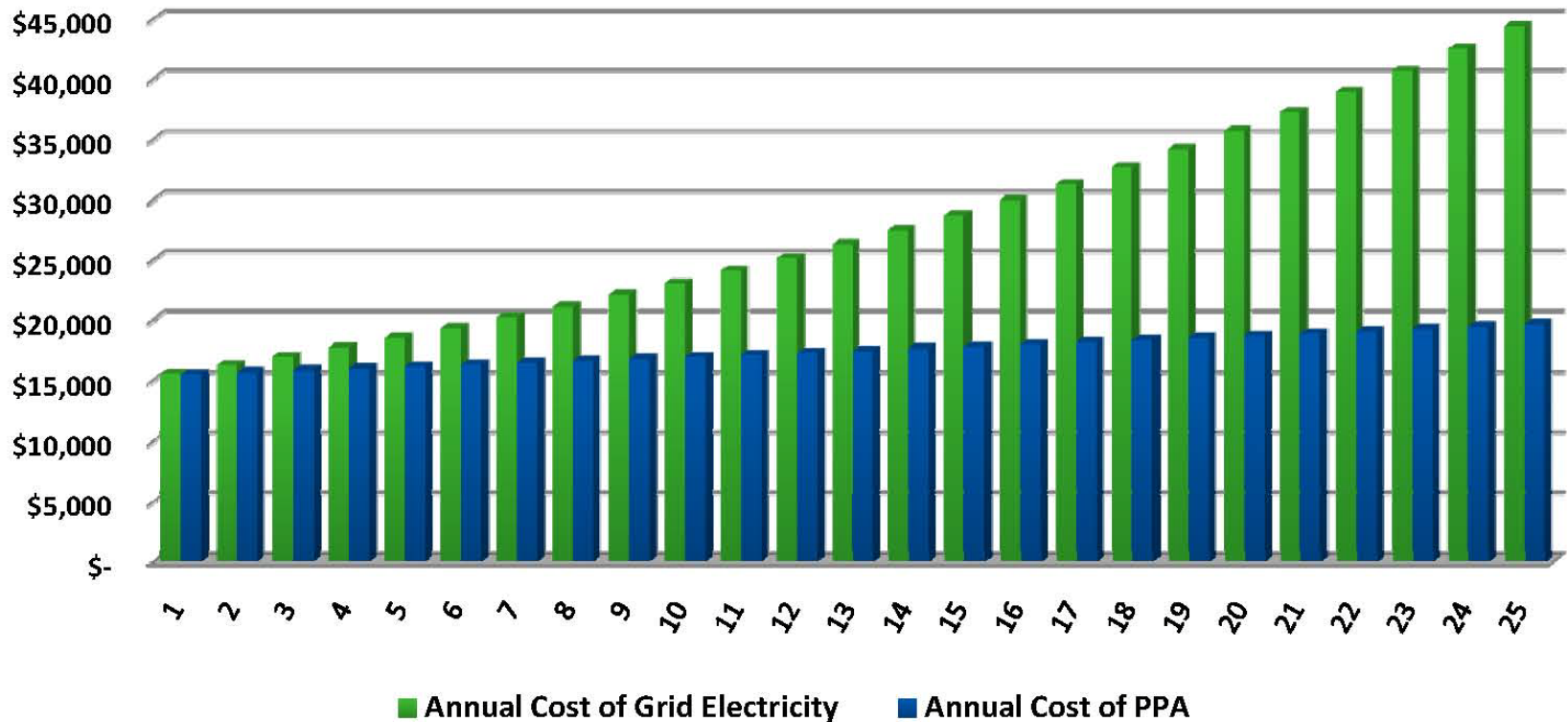


## EOS Ventures PPA Summaries

Term	• 20 years
CT Rebate Assumption	• 54% or \$377,022
Rate	• \$.1225/kwhr • 1.5% annual escalator
Ownership Options	• Buyout in years 10 or 15

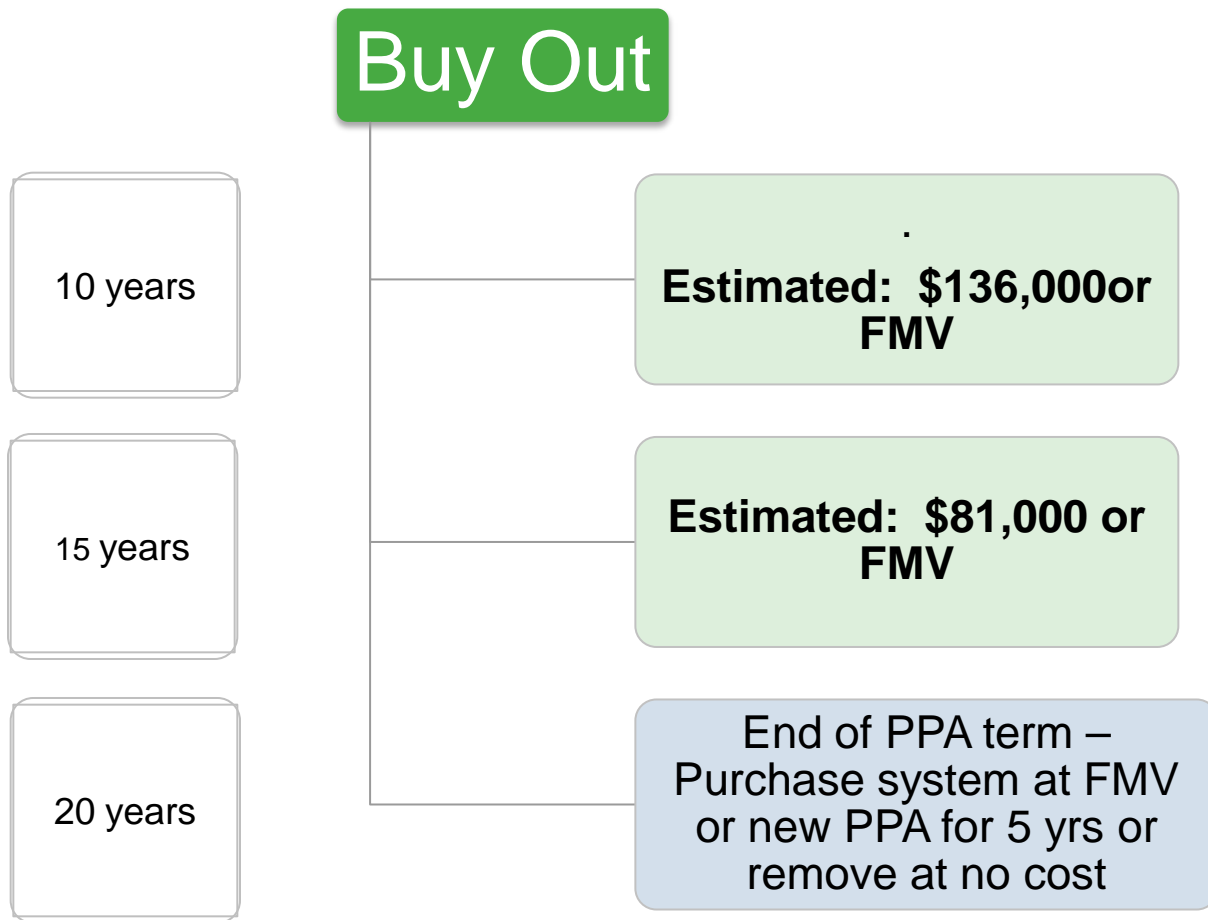
# Annual Utility Cost Comparison

## Annual Electricity Cost Comparison

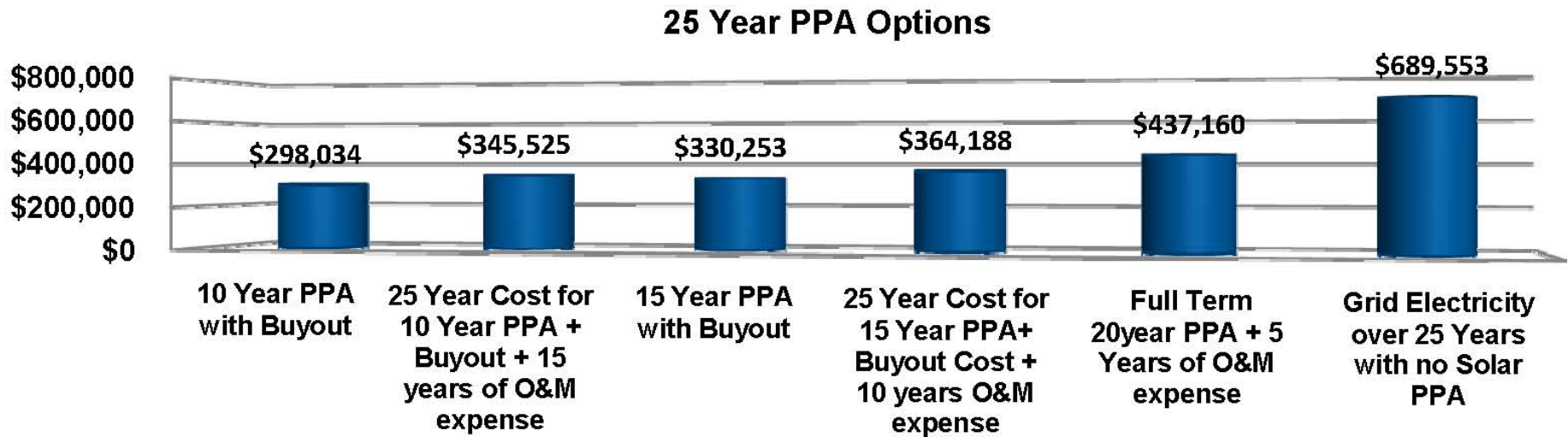


Our value-engineering process maximizes your investment and energy output

# Buy Out and Termination Details



# Annual Utility Cost Comparison



Our value-engineering process maximizes your investment and energy output

# Next Steps

Resubmit to CCEF June 30, 2010 (promised quick turn around)

- Updated project costs and materials (if applicable)
- Updated system one-line/site plan if you will be changing the inverter or panel type
- Copy of most recent utility bills
- Updated 12 month summary of usage
- Updated EOS financial information
- Site plan that prints correctly on one page
- Site energy efficiency measures – school must participate in CL&P audit program prior to grant calculation AND all items with a payback of 5 years or less must be implemented prior to grant payment
- Updated PPA
- Updated agreement with Alteris
- Digital photo of solar pathfinder

Begin Financial Health Review and PPA Term Negotiations

Construction: TBD maybe late summer

# Confidentiality Note:

The information contained in this proposal is confidential. It is intended for, and limited to, the use of specific decision makers at the Town of Preston during the process of evaluating a solar contractor and PPA provider.

**Preston Board of Education  
2010 Transportation Feasibility Study**

**In-House Transportation Cost Analysis**

Category	2008-09	2009-10	2010-11	2010-11	Transportation Proposals			
					STA	1st Stud	DATTCO	
<b>Salaries (1)</b>								
Drivers, Mech, Trips, etc	409,596	448,155	445,762					
Field Trips @ \$17.01	18,711	18,711	18,711		(7)	66,000	55,000	44,000
<b>Benefits</b>								
Health Insurance	102,000	108,038	108,038					
Annuity Match	12,849	14,005	15,871					
FICA/Medicare	32,765	34,284	34,101					
Unemployment Ins	1,500	1,500	1,500					
Workers' Comp	5,000	5,000	5,000					
<b>Purchase Services</b>								
Bus Repairs	118,475	45,000	50,000					
Physicals/Testing	1,800	1,800	1,800					
Legal Services	5,000	5,000	10,000					
LAP Insurance	15,342	15,342	15,342	706,125 BOE		813,960	696,136	775,992 (8)
<b>Town Costs</b>								
Town Debt (P & I) on Buses	210,000	205,282	200,000					
	<b>Total Cost</b>	<b>933,038</b>	<b>902,117</b>	<b>906,125</b>		<b>879,960</b>	<b>751,136</b>	<b>819,992</b>
Bus Routes (3)	16	16	16			14	14	14 (9)
Operating Days (4)	192	192	192			192	192	192
Daily Rate (5)	304	294	295			310	293	293

**Notes:**

- 1 Does not include Supervisor position
- 2 Amount covers current debt and/or cost of routine replacements - revised to reflect actual debt service
- 3 Routes include 14 in town and equivalent out-of-district (NFA, Ledyard, Magnet)
- 4 Operating days are 184 district plus estimated 8 overlap days to cover calendar mismatches
- 5 Two waves - twice per day
- 6 Associated costs of Alternative Transportation outsourcing not included
- 7 Field trips estimated at approx 1100 hours per year at current and proposed rates. Contractor rates include all costs. BOE rates are strictly salary.
- 8 Proposed service rates include cost of purchasing all buses currently owned by the Town
- 9 All three proposals reduce the number of routes due to a better mix of vehicles

# Preston Board of Education

## Policies, Regulations, and Bylaws

3160

### **Business and Non-Instructional Operations**

#### **Transfer of Funds between Categories**

The Board of Education may transfer any unexpended or unencumbered portion of any appropriation for school purposes to any other item, but expenditures shall not exceed the appropriation made by the fiscal authority combined with such money as may be received from other sources for school purposes.

The Superintendent shall not exceed in encumbrances or expenditures any individual line item budgeted amount. Based on recommendations from the Superintendent, the Board may, if necessary, make adjustments in the form of transfers between line items to cover projected shortfalls from items which are projected to be under expended but may not normally transfer already encumbered funds. Line items are defined on the attached list. The line item list may be altered from time to time to suit changing circumstances.

The Board shall explicitly authorize by vote the expenditure of any amount, or series of related amounts, exceeding \$2500 prior to expenditure or encumbrance except in the area of payroll, ~~wages and salaries~~, **and special education costs**, which the Superintendent may authorize. The Superintendent shall present to the Board such items requiring its approval.

The Superintendent is authorized to transfer funds from any line item in an amount less than \$10,000, under emergency conditions if the urgent need for the transfer prevents the Board from meeting in a timely fashion to consider such transfer. All transfers made in such instances shall be announced at the next regularly scheduled meeting of the Board, and such announcements shall be accompanied by a report from the Superintendent explaining the emergency and measures taken to obtain an emergency meeting of the Board.

Legal Reference:       **Connecticut General Statutes**  
10-222 Appropriations and budget (as amended by PA 98-141).

**Policy adopted:**

PRESTON BOARD OF EDUCATION  
325 Shetucket Turnpike  
Preston, Connecticut 06365



**BOARD OF EDUCATION MEETING DATES**  
**Calendar Year 2010**

<b>Month</b>	<b>Date</b>	<b>Day</b>	<b>Type of Meeting</b>
January	11	M	Regular Meeting
February	08	M	Regular Meeting
March	08	M	Regular Meeting
April	12	M	Regular Meeting
May	10	M	Regular Meeting
June	14	M	Regular Meeting
July	12	M	Regular Meeting
<b>July</b>	<b>26</b>	<b>M</b>	<b>Additional Meeting</b>
August	09	M	Regular Meeting
<b>August</b>	<b>23</b>	<b>M</b>	<b>Additional Meeting</b>
September	13	M	Regular Meeting
<b>September</b>	<b>27</b>	<b>M</b>	<b>Additional Meeting</b>
October	18	M	Regular Meeting
<b>October</b>	<b>25</b>	<b>M</b>	<b>Additional Meeting</b>

November	08	M	Regular Meeting
<b>November</b>	<b>22</b>	<b>M</b>	<b>Additional Meeting</b>
December	13	M	Regular Meeting
<b>December</b>	<b>27</b>	<b>M</b>	<b>Additional Meeting</b>

All meetings (unless otherwise noted) start at **7:00** p.m. in Preston Veterans' Memorial School Library located at 325 Route 165/Shetucket Tpke.

Approved  
Preston Board of Education

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\_\_\_\_\_  
Chairperson



**PRESTON PUBLIC SCHOOLS**  
Office of the Superintendent of Schools  
325 Shetucket Turnpike  
Preston, Connecticut 06365-8631

John J. Welch, Ed.D.  
Superintendent of Schools  
welchj@prestonschools.org

(860) 889-6098  
FAX (860) 889-8685

May 11, 2010

Mr. Robert Congdon  
First Selectman  
Preston Town Hall  
389 Route 2  
Preston, CT 06365

Dear Mr. Congdon,

I am writing to inform you that the Preston Board of Education declared buses 17 (1998 model year, 72 passenger, 104,177 miles) and 20 (1998 model year, 15-WC, 174,657 miles) as surplus with an expectation that they be returned to the Town.

Please advise as to how and when you would like to take delivery of these vehicles.

Very truly yours,

John J. Welch, Ed. D.

cc: Preston Board of Education  
Mrs. Hibbard  
Mr. Miller



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Office of the Superintendent of Schools  
325 Shetucket Turnpike  
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**John J. Welch, Ed.D.**  
*Superintendent of Schools*  
[welchj@prestonschools.org](mailto:welchj@prestonschools.org)

**(860) 889-6098**  
**FAX (860) 889-8685**

May 24, 2010

Mr. Paul Fitzgerald  
Preston Plains Middle School  
1 Route 164  
Preston, CT 06365

Dear Paul,

Congratulations upon producing and directing another stellar performance of the Preston Plains Middle School band and chorus on May 19, 2010.

I thought that the students did a very nice job and appeared very confident as they performed for such a large audience.

We definitely are on the right track and it is encouraging to see the progress that has been made over a relatively short period of time.

Apart from continuing to make these presentations in the future, our immediate objective must be to increase the level of student participation.

Toward that end, I expect to convene a meeting prior to the end of the year involving the principals, you and myself to discuss the steps we need to take in order to realize that objective.

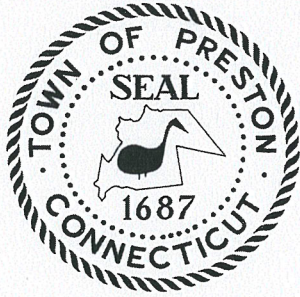
Thank you for the effort and vision that both you and Lisa have contributed to moving this program forward. It is terrific to see.

Very truly yours,

A handwritten signature in cursive script that reads "Jack".

John J. Welch, Ed. D.

cc: Principals  
**Preston Board of Education**



**PRESTON PUBLIC SCHOOLS**  
**Office of the Superintendent of Schools**  
**325 Shetucket Turnpike**  
**Preston, Connecticut 06365-8631**

**John J. Welch, Ed.D.**  
*Superintendent of Schools*  
*welchj@prestonschools.org*

**(860) 889-6098**  
**FAX (860) 889-8685**

May 24, 2010

Mrs. Lisa Feltes  
Preston Plains Middle School  
1 Route 164  
Preston, CT 06365

Dear Lisa,

Congratulations upon producing and directing another stellar performance of the Preston Plains Middle School band and chorus on May 19, 2010.

I thought that the students did a very nice job and appeared very confident as they performed for such a large audience.

We definitely are on the right track and it is encouraging to see the progress that has been made over a relatively short period of time.

Apart from continuing to make these presentations in the future, our immediate objective must be to increase the level of student participation.

Toward that end, I expect to convene a meeting prior to the end of the year involving the principals, you and myself to discuss the steps we need to take in order to realize that objective.

Thank you for the effort and vision that both you and Paul have contributed to moving this program forward. It is terrific to see.

Very truly yours,

A handwritten signature in black ink that reads "Jack".

John J. Welch, Ed. D.

cc: Principals  
Preston Board of Education



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Office of the Superintendent of Schools  
325 Shetucket Turnpike  
Preston, Connecticut 06365-8631

John J. Welch, Ed.D.  
Superintendent of Schools  
welchj@prestonschools.org

(860) 889-6098  
FAX (860) 889-8685

May 10, 2010

Sharon Robbins  
Preston Plains Middle School  
1 Route 164  
Preston, CT 06365

Dear Sharon,

I was delighted to learn that the Preston Plains Middle School girls' varsity basketball team is the recipient of the Roger LaFrancois, Sr. Sportsmanship Award.

As Bob Bernier, Secretary of the International Association of Approved Basketball Officials (District #8) stated in his congratulatory letter, this award "symbolizes the very finest aspects of school sports – that of fair play, humility and respect for all participants of the game."

It takes a dedicated and conscientious coach to instill that attitude among student-athletes. All too frequently the pre-occupation with winning overshadows the more important lessons that participation in sports has to offer students. So, thank you, for being that kind of coach.

Best wishes for the continuing success of the Preston Plains Middle School girls' basketball program.

Very truly yours,

A handwritten signature in cursive script that reads "John J. Welch".

John J. Welch, Ed. D.

cc: Mr. Bernier  
Mr. Braunhardt  
Preston Board of Education



**PRESTON PUBLIC SCHOOLS**  
Office of the Superintendent of Schools  
325 Shetucket Turnpike  
Preston, Connecticut 06365-8631

John J. Welch, Ed.D.  
Superintendent of Schools  
welchj@prestonschools.org

(860) 889-6098  
FAX (860) 889-8685

May 24, 2010

Amanda Migliaccio  
61 River Road  
Preston, CT 06365

Dear Amanda,

I am writing to congratulate both you and your classmate, Taylor, for writing the lyrics to the Preston Plains Middle School song. Very well done!

You should be very proud of this accomplishment as we are of you. Your name, and that of your classmate, will forever be associated with the school's song.

Best wishes for your continuing success.

Very truly yours,

A handwritten signature in cursive script that reads "John J. Welch".

John J. Welch, Ed. D.

cc: Mr. Bernier  
Mrs. Feltes  
Mr. Fitzgerald  
**Preston Board of Education**



**PRESTON PUBLIC SCHOOLS**  
Office of the Superintendent of Schools  
325 Shetucket Turnpike  
Preston, Connecticut 06365-8631

**John J. Welch, Ed.D.**  
*Superintendent of Schools*  
*welchj@prestonschools.org*

**(860) 889-6098**  
**FAX (860) 889-8685**

May 24, 2010

Taylor Daggett  
351 Krug Road  
Preston, CT 06365

Dear Taylor,

I am writing to congratulate both you and your classmate, Amanda, for writing the lyrics to the Preston Plains Middle School song. Very well done!

You should be very proud of this accomplishment as we are of you. Your name, and that of your classmate, will forever be associated with the school's song.

Best wishes for your continuing success.

Very truly yours,

A handwritten signature in cursive script that reads "John J. Welch".

John J. Welch, Ed. D.

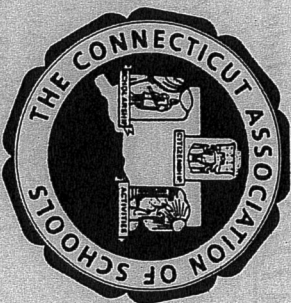
cc: Mr. Bernier  
Mrs. Feltes  
Mr. Fitzgerald  
Preston Board of Education

## KIDSMARATHON PLANNING COMMITTEE

<i>Regina Birdsall</i>	<i>Assistant Executive Director</i>
<i>Jessica Bruenn</i>	<i>The Connecticut Association of Schools</i>
<i>Christine DeSanto</i>	<i>William Strong Elementary School, Plainville</i>
<i>Norma Fisher-Doiron</i>	<i>B.W. Tinker Elementary, Waterbury</i>
<i>Stephanie Ford</i>	<i>Southeast Elementary, Mansfield Center</i>
	<i>Director of Marketing</i>
<i>Evelyn Gobstein</i>	<i>The Connecticut Association of Schools</i>
<i>Diane Hutton</i>	<i>Central Ave School, Naugatuck</i>
<i>Andrienne Longobucco</i>	<i>Southeast Elementary School, Mansfield Center</i>
<i>David Maloney</i>	<i>Center School, Litchfield</i>
	<i>Assistant Executive Director</i>
<i>Janice Myerum</i>	<i>The Connecticut Association of Schools</i>
<i>Jean Mee</i>	<i>McKinley School, Fairfield</i>
<i>Rosie Vojtek</i>	<i>CT Dept of Education</i>
<i>Betsy Parker</i>	<i>Ivy Drive School, Bristol</i>
<i>Sean Warren</i>	<i>Southeast Elementary School, Mansfield Center</i>
<i>Kim Wartchow</i>	<i>Central Ave School, Naugatuck</i>
	<i>Cook Hill School, Wallingford</i>

## VERY SPECIAL THANKS TO:

**ROD DIXON**, *Olympian, World-Class Runner, Author of KIDSMARATHON*  
**TARY MAKOWICKI**, *Athletic Director, Norwich Free Academy*  
**CHRISTINE HIGGINS**, *Director of Sales,*  
**ANTHEM BLUE CROSS AND BLUE SHIELD**  
**CONNECTICUT GROWN**  
**ROXANNE MOORE MS, RD**, *National Director of Wellness Education*  
**SODEXO**  
**BILL BURGESS**, *Litchfield Hills Food Systems Inc.*  
**SWISS SHOES** *for their generous contribution for providing our children's Training Manuals*



## THE CONNECTICUT ASSOCIATION OF SCHOOLS

Is Pleased to Present

# KIDSMARATHON

... an amazing life-changing fitness program resulting in a tremendous feeling of accomplishment and self-confidence...

A Celebration as our Runners Complete the  
Last Leg of their Marathon

Saturday, June 5, 2010,

At Norwich Free Academy  
305 Broadway, Norwich, CT 063360

## KIDSMARATHON Schedule of Events:

12:30 p.m. to 1:00 p.m.

**Registration** NEA Gymnasium

1:10 p.m. to 1:15 p.m.

**Introduction and Welcome**

Regina Birdsell,  
Assistant Executive Director  
The Connecticut Association of Schools  
Corporate Sponsors

1:15 p.m. to 1:30 p.m.

**Opening Remarks**

Rod Dixon  
Olympian, World-Class Runner  
Author of KIDSMARATHON

1:35 p.m. to 1:45 p.m.

**Parade of Schools** NEA Track  
National Anthem

1:45 p.m. to 1:55 p.m.

**Warm-Up Exercises**

2:00 p.m. to 2:45 p.m.

**Running of the Last Leg**

4 Laps  
**Heat 1**  
Robert W. Carbone Elementary, Preston  
Veterans Memorial, Southeast  
Elementary  
**Heat 2**  
Windham Middle School  
Jack Jacker Intermediate  
John B. Stanton School

2:45 p.m. to 3:00 p.m.

**Closing Ceremony**

Attention Adults:

*Please join the students and participate  
in all of the event activities*

## PARTICIPANTS

### Preston Veterans Memorial School, Preston

Anna Barencic, Marina Britos-Swain, Liam Cook, Peter Cray, Nate Cray, Case Eldridge, Nick Fallivan, Gabriella Farinha, Liz Gammeter, Mackenzie Gauthier, Elizabeth Gong, Haley Hult, Max Kogut, Ashley Koniecko, Sydney Kupis, Jenna Lame, Sylvia Liang, Jenna Liskiewicz, Aayana Loftis, Courtney Majewski, Lindsey McCaslin, Jim McNally, Savannah Meakie, Austin Nadeau, Jessica Neigel, Jon Nixie, Lillian Pappas, Brandon Peck, Sadie Peck, Summer Pellegrini, Zeb Piasecki, Emma Price, Rylee Reed, Aysia Reed, Nick Ross, Ed Ryan, Michaela Sabrowski, Jordan Shelton, Hunter Shepherd, Lindsey Silvia, Christian Smith, John Stuart, Kelly Tam, Sara Tomis, Leyah Walden, Rhiannon Willey, Brett Wood, Autumn Young

### Windham Middle School, Willimantic

Mariely Almodovar, Cyril Alo, Lily Barton, Makayla Christian, Kiara Cruz, Abriel Drivere, Jeremiah Dunnack, Kristian Esteves, Kristina Esteves, Kenneth Gale, Michael Hua, Marisol Irizarry, Sheenkai Jabary, Kaylme Marcantel, Jonalys Martinez, Kelsey McAllister, Angelique Mendez, Chelsea Morales, Mary Mugisha, Trevor Niddrie, Keysha Pabon-Negron, Jazlynn Ramos, Samantha Richard, Kalinar Rivera, Lauren Rosado, Daianira Ruiz, Mary Schmitz, Travis Shashok, Sabryn Smith, Angelica Sotelo-Flores, Xavier Torres, Jordan Wolf



Health. Join In.



## PARTICIPANTS

### Washington Monessori School, New Preston

(will be running their final leg at Litchfield Road Race)

Pretam Berram, Eu Bin, James Brown, Gabby Bruck, Jacob Bruck, Arron Conway, Jack Coyne, Laura Davenport, Augie Delves-Vroughton, Katerie Doty, Jyne Dunbar, Sean Dunbar, Max Fossiland, Nellie Funk, SaraLa Funk-Greyson, Cameron Gardner, Aiden Grayson Funk, Olivia Greenberg, Rachylle Hart, Alie Hawley, Colin Haye, Alvin Hermanns, Buckley Hostedler, Nathaniel Ince, Leo Jianfanga, Christina Kahili, Mark Khaili, Ben Laufer, Liam Lawlor, James Lawlor, Garret Luhman, Griffen Malcon, Canning Malkin, Jacob Maron, Isabel Martin, Carter Matthews, Brett Matthews, Gabe Menesson, Caitlyn Merrit, Allie Merritt, Jasmen Moe, Olivia Mooney, Nicole Morikawa, Emma Nance, Graham Nance, Emily Ollero, Kun-Woo Orzano, Anna Paolucci, Ella Paolucci, Zach Pereira, Kenyon Preveau, Violet Reid, Beau Root, Winston Salk, Molly Savage-Farrrell, Stephanie Schor, Benediccia Szewczuk, Eli Taylor, Xander Tilton, Harrison Tolou, Sydney Trevaan, Lauren Uhl, Noah Van Handel, Christian Von Strasser, Anderson Warshaw, Amber Willen, Ben Willis

### John B. Stanton School, Norwich

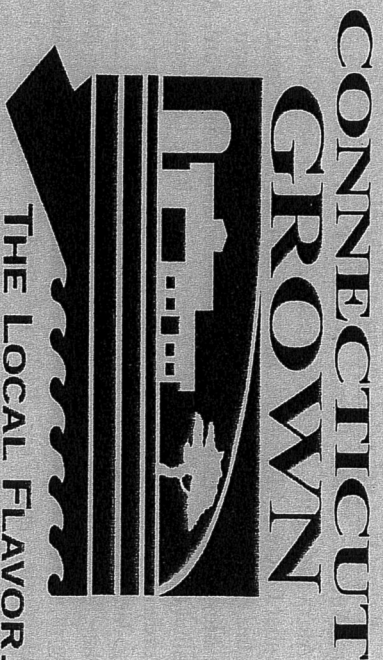
Matthew Bauer, Malika Blanchard, Becker Bordeau, Desiree Bumpus, Nildia Cardoso, Kevin Chen, Rayane Chrabaszcz, Guisepppe Conte, David Cordero, Taylor Cosrick, Ethan Daigle, Sicard Delva, Yamil Dip, Zoe Drew, Cordelia Ducharme, Rayshtawn Duclona, Wood Estelan, James Everett, Jayson Garcia, Lisa Gauthier, Shayna Gelfond, Jade Greenlee, Kaleela Greenlee, Rueben Hall, Thomas Heard, Abigail Heiser, Christie Hughes, Trey Jaffe, Tyller Johnson, Timothy Jones, Jayson King, Ethan Knieser, Charles Kosloskey, Ashley Lac, Rachel Laguerre, Miranda Lathrop, Deven Leigh Rafuse, Michelle Loo, Mairim Lopez, Noah Lucien, Matthew Maglio, Joseph Marien, Tyra Mayo, Tiana Moore, Jennifer Moriera, Dante Murphy-Baker, Hope Nazario, Ireland Normile, Bryan Ortiz, Neveah Ortiz, Luekensley Paul, Daniel Paul, Andrew Poster, Jadon Powell, Justin Relaz, Adriana Robbins, Katherine Sistare, Kandace Spalding, Jahneim Spruill, Sydney St. Onge, Reese-Anne Staples, Austin Stevens, Steven Torres, Amber Wells, Lilli Wydra, Kyle Xu

*“Finishing is Winning. . . . Winning is Finishing”*

Rod Dixon's

**KID'S  
M A R A T H O N**<sup>TM</sup>

*The Elementary Level Division of  
The Connecticut Association of Schools  
salutes our participating schools for participating in  
the second KIDSMARATHON in Connecticut*



## PARTICIPANTS

### *Jack Jacket Intermediate School, Colechester*

Ben Amor, Julia Bates, Kate Blakley, Alexi Boix, Annie Bornhorst, Eyan Bradstreet, Shea Bresnahan, Cameron Curtis, Alexandra DiBiasco, Andrew DiBiasco, Abigail Eberte, Alexis Faulkner, Taryn Formanek, Alexander Grant, Abby Gustafson, Cole Gustavsen, Luke Hajdasz, Jason Harvey, Hailynn Kane, Molly Kelly, Ryan Kelsey, Brendan Kennedy, Ryan Konon, Teagan Lewis, Gillian Lewis, Samantha Lovering, Davin Lowander, Amanda Magyarik, Conor McCourt, James McCoy, Isabel McIntyre, Erica Morabito, Gabriella Niederwerfer, Brady Noniewicz, Noah O'Connor, Madeleine O'Neil, Will Pipicelli, Sam Pipicelli, Scott Quine, Jillian Reynolds, Nicholas Roncone, Vanessa Rowland, Austin Rubino, Luke Sanford, Jessica Savage, Madeline Scherff, Hannah Schofield, Natalie Sedor, Zack Sedor, Hunter Simone, Zacahary Simone, Logan Smith, Gabriella Snow, Kayla Studwell, Madeline Sullivan, Alaina Walsh, Alex Weinberger, Emily Wescott, Elijah Williams, Jasmine Wilson

### *Robert W. Carbone Elementary School, East Haven*

Alexa Accerra, Angelica Alfano, Gianna Alvarado, Ryan Baez, Matthew Battaglino, Alexa Battaglino, Jillian Baukrecht, Ryan Brockett, Katelynn Canestri, Amber Ciscone, Michaela D'Amato, Sabrina Didiano, Spencer Donaldson, Jay Donaldson, Giovanni Donofrio, Jake Edwards, Shawn Eisensmith, Alex Falcone, Jenna Ferratolo, Jake Ferratolo, Alias Ford, Asaiah Ford, Michelina Gagliardi, Gary Golia, John Goratleb, Rose Greenspun, Logan Hamilton, Jordan Harrison, Giacomo Izzo, Johnny Jara Silva, Daniel Jimenez, Luz Jimenez, Jack Kabel, Albion Koleci, Cailey Korwek, Rachel Lai, Megan Lendroth, Nae leonardo, Kara Ludington, Nallely Mangana, Ariana Marone, Jake Marquardt, Pasquale Martoni, Josh Misbach, Bojana Mitrovic, Alexis Orozco, Diego Ortiz, Tamer Perry, Richard Petnick, Jessica Petnick, Michelle Porazzo, Stephanie Redding, Taylor Redding, Hanna Selmani, Ileana Share, William Share, Abigail Shute, Emily Sortito, Fallon Speers, Micheal Streeto, Rafael Suarez, Juliet Taylor, Gennaro Terrone, Michael Wajdowicz, Randy Wisniewski, Mateusz Wisniewski, Jeffrey Wynne, Shannon Wynne, Elizabeth Zembrowski, Jordyn Zembrowski

## PARTICIPANTS

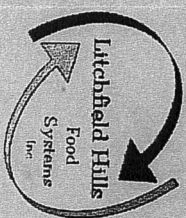
### *Litchfield Center School, Litchfield*

#### *(will be running their final leg at Litchfield Road Race)*

Polly Andrunis, Margaret Bove, Maria Bozzuto, Coleby Bunnell, Corinne Casali, Miles Chapman, Hannah Collins, Anna Conaghan, Hailey Cowles, Allison Davenport, Megan Davenport, Kayla Depino, Sydney Donohue, Rebecca Dragan, Anna Dunn, Sean Fitzgerald, Marcus Grammatica, Alexa Guerrero, Zoe Hyres, James Keller, Matthew Kent, Lydia Mahan, Shea Mahan, Cassidy Marecki, Jack Marecki, Casy Mathews, Michael Mathews, Sarah McCarthy, Carson Mello, Peyton Mello, Jared Murphy, Ryan Murphy, Brooke Nicholas, Emily O'Hara, Allison O'Neill, Stephan Papandrea, Jacob Philips, Ashley Ray, Alexander Raquist, Avery Savage, Heather Savage, Katie Shipp, Kevin Shipp, Megan Smith, Roxanne Snowden, Meredith Snowden, John Stevens, Margaret Swomley, Claire Vailionis, Eric Warner, Peter Whibey, Victoria Wood, Henry Yanaway

### *Southeast Elementary School, Mansfield Center*

Alexander Aggison, Caleb Blanchard, Alexandria Bober, Tristan Burns, Gwen Cherner, Andrew Christenson, Katie Crammer, William Delaney, Ella Demers-Schiffler, Keith Dixon, Caryssa Drinkuth, Kobe Edwards, Ward Ewalt, Emerson Feme, Kelley Gifford, Gavin Gowls, Alex Grove, Tyler Harakaly, Brooke Hawthorne, Caitlin Jenco, Brandon Koehler, Carrie Kugelmass, Simone Landry, Hyunmin Lee, Malcom Lewis, Xinba Li, Micheal Lin, Grace Lopes, Ari Maduka, Ashlynn Magnuski, Amealia Maynard, Jack Molloy, Finn Morrison, Leah Newmyer, Amara Niarhakos, Erica Oliver, Thomas Oliver, Travis Pearl, Jalean Perugorria, Madwyn Roberts, Alyssa Rosado, Elizabeth Rose, Max Ruecki, Lydia Russell, Carly Schaefer, Julia Shashok, Alisha Smith, Sarah Sommer, Caitrin Spottisoodo, Owen Stacey, Callie Storrs, Sophie Strimple, Ryan Sweeney, Anthony Tafoya, David Trudeau, Annie Wang, Isabelle White, John Zhou, Abigail Ziemba



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**THE NORWICH FREE ACADEMY**  
*Serving youth since 1856*

*Mark E. Cohan, Ph.D.*

*Superintendent / Head of School*

**To: Bus Coordinators 2009-2010**

**From: Bryant Sheldon, Norwich Free Academy**

**Date: May 25, 2010**

**Re: NFA Emergency Early Release**

Good Afternoon,

On behalf of the Campus Safety department, the NFA administration, and myself, I want to thank you all for your immediate response to our decision to have an emergency early dismissal yesterday. From the moment that we called you to the time that the last bus left our campus was less than 1 hour. We appreciate your support and willingness to help out in such a time of need.

Our Incident Management Team will be debriefing yesterday's incident to determine any change in protocol that could make what happened run more smoothly and efficiently should a similar scenario present itself again. If you have any suggestions or concerns regarding yesterday's incident, please do not hesitate to contact either Al Fecteau, Director of Campus Safety or myself.

Again, thank you!

Bryant Sheldon, Interim Bradlaw House Principal  
Norwich Free Academy  
860-425-5760  
[sheldonb@norwichfreeacademy.com](mailto:sheldonb@norwichfreeacademy.com)

Al Fecteau, Director of Campus Safety  
Norwich Free Academy  
860-425-5590  
[fecteaua@norwichfreeacademy.com](mailto:fecteaua@norwichfreeacademy.com)

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**PRESTON PUBLIC SCHOOLS**  
Office of the Superintendent of Schools  
325 Shetucket Turnpike  
Preston, Connecticut 06365-8631

John J. Welch, Ed.D.  
Superintendent of Schools  
welchj@prestonschools.org

(860) 889-6098  
FAX (860) 889-8685

**May 24, 2010**

**Dear Parent(s):**

**I am writing to inform you that the fiscal year 2011 budget of 10,020,032 adopted by the Preston Board of Education on May 10, 2010 represents a 0% increase in spending over fiscal year 2010. This budget request will be the subject of a town wide Referendum vote on June 22, 2010.**

**I am proud of the fact that our budget respects current economic conditions, honors the fourth and final year of our collective bargaining agreement with teachers, avoids lay-offs and ensures the continuation of existing programs and services. Regrettably, other Connecticut school districts have not been as fortunate.**

**Reasonable class size - always our strong suit - remains intact. Based upon current enrollment forecasts, kindergarten classes will average about 15 students in 2010-2011; grades 1-5 teacher-student ratios will average 18 students, except for grade 4 which will average 21 students; grade 6 will average 19 students; grades 7 - 8 will average 18 students per class.**

**Our ability to support the current educational program is the result of savings accrued from sponsoring an early retirement incentive program among teachers, declining tuition obligations at NFA, the reduction of two teacher positions - special education and regular education - due to declining enrollment, and the elimination of a part-time world language position due to a change in instructional priorities. Lastly, we expect to realize savings in health insurance and utilities. Collectively, these savings have made it possible for the board to avoid seeking an increase in funding for the upcoming school year.**

**In addition to sustaining current services, this budget will fund an additional day of technology support and instrumental music as well as an expansion of our Spanish program to include all grades, K-8. Lastly, the budget supports the employment of a part-time payroll/accounts payable clerk in central office which is part of an**

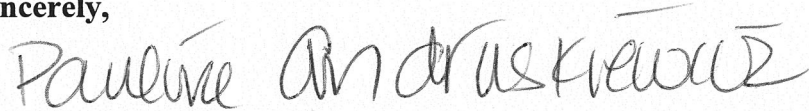
**evolving plan between the Town and Board to centralize the management of each entities financial resource under one manager.**

**This budget represents the third year wherein the board expects to meet its obligations with the same dollar appropriation; namely, 10,456,162. Since this appropriation includes the second and final installment of federal stimulus funds totaling \$436,130, the Town is being asked to appropriate 10,020,032. In fact, this budget request comports with the State's Minimum Expenditure Requirement, i.e., the minimum below which the town is not permitted to go without facing a state-imposed penalty.**

**As I stated at the beginning of these remarks, this budget respects current economic conditions without compromising the quality of the education we provide to students. And that is a very good thing for the students who attend Preston Public Schools.**

**Thank you, and I will be happy to respond to any questions that you may have about the budget, upon request.**

**Sincerely,**

A handwritten signature in cursive script that reads "Pauline Andruskiewicz".

**Pauline Andruskiewicz, Chairperson  
Preston Board of Education**

**cc: BOE Members  
Superintendent  
All staff**

LAW OFFICES

**SIEGEL, O'CONNOR, O'DONNELL & BECK, P.C.**

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(860) 727-8900  
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14 EUGENE O'NEILL DRIVE, SUITE 202  
NEW LONDON, CONNECTICUT 06320  
(860) 442-4747  
FAX (860) 442-4714

June 3, 2010

PLEASE REPLY TO HARTFORD OFFICE

Robert J. Krzys  
Attorney at Law  
P.O. Box 207  
New Hartford, CT 06057

**Re: Preston Board of Education**

Dear Attorney Krzys:

This correspondence is written in response to your letter to me dated May 28, 2010.

I understand your position that the Union has a right to exercise "free speech." My point is that by agreeing to the language set forth under Article 10 of the collective bargaining agreement between the parties and then engaging in conduct that flies in the face of the agreed upon language, the Union's conduct evinces bad faith bargaining.

Although the Union can claim that it was exercising its right to "free speech," the truth is, the Union agreed to recognize the Board's right to subcontract bargaining unit work. By agreeing to such language and then engaging in conduct that is contrary to the agreed upon language under the guise of "free speech," brings into question the Union's sincerity when the language was agreed to by the parties.

I should also note that the Union engaged in "free speech" in response to the Board's **notice** that the Board would be conducting a feasibility study.

The Union's message to the public, as set forth in its flier of April, 2010, was:

**Keep our kids safe!**

**Preston has some of the best school bus drivers in the state.**

So, why is the Board of Education trying to **contract-out bus services?**

The Board of Education shouldn't put **the health and safety of Preston's most precious cargo in the hands of companies like those involved in the tragic death of the Rocky Hill student killed in January.**

# SIEGEL, O'CONNOR, O'DONNELL & BECK, P.C.

Robert J. Krzys  
Attorney at Law  
June 3, 2010  
Page 2 of 2

I believe that if the Union had waited to see the terms set forth in the feasibility study, such as: (1) the requirement that Preston bus drivers would be offered employment; and (2) that the Preston bus fleet would have to be purchased, such caustic, inflammatory comments would have been unnecessary.

The question beckons: if the Board's former drivers are driving the Board's former buses, then is the "health and safety of Preston's most precious cargo" any different than it is now?

Even under your "free speech" standard, I think you would have to agree with me that the message set forth in the Union's flier was not only inappropriate, premature and misinformed, it was, to put it mildly, reckless.

The Board will continue to bargain in good faith with the Union over the terms of a successor collective bargaining agreement, as it has done since the Union was certified as the employees' collective bargaining representative. I believe that the former CSEA representatives who have negotiated with the Board in the past (Sam Franzo and Richard Barlow), would attest to such conduct by the Board.

Moreover, the Board has, and will continue to, comply with its obligations under Article 10 of the contract. We trust that the Union will act in kind.

Very truly yours,



Nicholas J. Grello

cc: Jack Welch

# LD & NATION



◀ **Lucas Harshan, 2**, of Greensburg, Pa., waves a flag as he waits Sunday for former President Bill Clinton to arrive at a rally in Johnstown. Clinton was campaigning for Mark Critz, the Democrat in a special congressional election.

## Children hurting from coast to coast

States' budget woes hitting programs for kids hard

By **DON BABWIN**

Associated Press Writer

**Chicago** — Now the crisis is reaching the children.

In Arizona, a program that helped blind high school students care for themselves and find jobs is suspended. In South Carolina, all five state-run group homes for kids closed and a program that helped paroled youths get jobs is shuttered. And in Hawaii, a program to reduce child abuse and neglect was cut so much that two years after serving 4,000 families, it now serves 100.

All over the country, the financial crisis has forced states to make historic cuts to close what the National Conference of State Legislatures found was an overall budget gap of \$174.1 billion this fiscal year and has lawmakers looking to trim another \$89 billion next year.



PAUL BEATY/AP

**Mother House Crisis Nursery teachers Tammy Helton, back, and Faye Wheeler, foreground, work with 4-year-old Jason at the facility in Rockford, Ill. States' budget woes are affecting programs for kids, and officials at the nursery worry that decreased funding will force the center to reduce its hours.**

That means slashing services to the one population they've long protected: Children.

The scope of the cuts is, say child advocates, unprecedented. Hit are programs that addressed everything from childhood obesity to child abuse and from prenatal care to preschool inspections. Some can't serve as

many kids, while others are forced to deal with months-long delays and many programs simply disappear.

"We were really taken aback at just the sheer magnitude of the cuts," said Linda Smith, executive director of the National Association of Child Care Resource & Referral Agencies, which released a study in Jan-

uary that found programs for children were cut or eliminated in more than 40 states. And now, advocates worry all the gains they've made in improving children's lives will be lost and juvenile crime, child abuse, child neglect and other problems will climb. "We will end up with a kid who is killed or will kill someone else," said Karen McLeod, president of Children and Family Services Association-N.C., an organization in North Carolina, where the state's mental health system was cut by \$155 million last year. "We are very, very worried about what is going to happen."

Already, cutbacks to programs have led desperate parents to take increasingly desperate steps. They're leaving kids home alone or in households with a history of domestic violence. One mom in North Carolina camped out with her teenage son at a county facility for eight days, waiting for state officials to find him a bed in a state mental hospital.

Salima Mabry's son is autistic and mentally disabled. Fearing that taking him home even for a few hours would mean having to start the waiting process over, the two slept in chairs, took sponge baths in a public restroom sink and ate food friends and family brought.

"You're in a sitting chair like you wait for the doctor," Mabry said. "He had a fit (and) they had to restrain him (because) he didn't like sitting in a room."

Officials eventually found him a hospital bed.

The checks agencies get from the state are about to get smaller or already have.

In Oklahoma, which has a \$1.2 billion budget shortfall, the health department is shuttering 17 of its 33 child-guidance centers where children with significant behavioral problems can be assessed.

"Some kids just won't get services," said Oklahoma State Department of Health Commissioner Terry Cline.