Windsor Board of Education
Regular Meeting

Tuesday, September 16, 2025 7:00 PM

Regular Meeting, Hybrid via Zoom and In-Person Join from PC, Mac, iPad, or Android: https://us06web.zoom.us/j/89917414070 Join via audio: +1 646 558 8656 +1 301 715 8592 Webinar ID: 899 1741 4070

601 Matianuck Avenue
Windsor, CT 06095

1. Call to Order, Pledge to the Flag, Moment of Silence
   Speaker(s): D. Furie
2. Recognitions/Acknowledgements
   Speaker(s): D. Furie
   - 2.a. Introduction of New BOE Student Representative, Brooklynn Smart
     Speaker(s): B. Parker
   - 2.b. Introduction of Windsor's Educator of the Year, Eleanor Lloyd
     Speaker(s): D. Batchelder/D. Gagne
   - 2.c. Introduction of Windsor's Paraeducator of the Year, Danielle Franklin
     Speaker(s): D. Batchelder/J. Mihalko
   - 2.d. Introduction of New Administrators
     Speaker(s): D. Batchelder
3. Audience to Visitors
   Speaker(s): D. Furie
4. Consent Agenda
   Speaker(s): D. Furie
   - 4.a. Human Resources Report
     Speaker(s): D. Batchelder
   - 4.b. Approval of BOE Regular Meetings for 2026
     Speaker(s): D. Furie
5. Approval of Minutes
   Speaker(s): L. Lockhart
   - 5.a. June 17, 2025 Regular Meeting
     Speaker(s): L. Lockhart
   - 5.b. July 22, 2025, Special Meeting
     Speaker(s): L. Lockhart
   - 5.c. August 12, 2025 Special Meeting
     Speaker(s): L. Lockhart
   - 5.d. September 9, 2025 Long-Range Planning Committee Meeting
     Speaker(s): L. Lockhart
6. Student Representative Report
   Speaker(s): B. Smart
7. Board of Education
   Speaker(s): D. Furie
   - 7.a. President's Report
     Speaker(s): D. Furie
   - 7.b. Set Graduation Date for WHS Class of 2026
     Speaker(s): N. Abdel-Hady
   - 7.c. CABE Level II Distinction Award
     Speaker(s): D. Furie
8. Acting Superintendent's Report
   Speaker(s): N. Abdel-Hady
   - 8.a. Staffing Update for Opening of 2025-2026 School Year
     Speaker(s): D. Batchelder
   - 8.b. Fiscal Year 2025 Year End Financial Report
     Speaker(s): D. Batchelder
   - 8.c. 2024-2025 Assessment Data Overview
     Speaker(s): B. Fineman/M. Williams
   - 8.d. SPMS Overnight Field Trip Request to Quebec City, Canada, 1st Reading
     Speaker(s): J. Balnis/A. Taylor-Love-Kailas

9. Committee Reports
Speaker(s): D. Furie
   9.a. Long-Range Planning Committee Report
   Speaker(s): T. Zotter
10. Other Matters/Announcements/BOE Meetings
Speaker(s): D. Furie
   10.a. BOE Curriculum Committee Meeting, Monday, September 22, 2025, 4:30 PM, Virtual
   Speaker(s): D. Furie
   10.b. BOE Curriculum Committee Meeting, Monday, October 6, 2025, 4:30 PM, Virtual
   Speaker(s): D. Furie
   10.c. Next BOE Regular Meeting is Tuesday, October 21, 2024, 7:00 PM, LPW, Board Room
   Speaker(s): D. Furie
   10.d. Farewell Reception for Departing BOE Members, Tuesday, October 21, 2025, 6:00 – 7:00 PM, LPW, Board Room (Public is invited)
   Speaker(s): D. Furie
11. Audience to Visitors
Speaker(s): D. Furie
12. Consideration of a confidential attorney-client communication regarding personnel matters (Executive Session Anticipated)
Speaker(s): D. Batchelder
13. Adjournment
Speaker(s): D. Furie

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Danielle Batchelder
Chief of Operations

PRESENTED BY: Danielle Batchelder

ATTACHMENTS: Eleanor Lloyd - BIO

SUBJECT: Educator of the Year for 2025-2026

BACKGROUND:

Eleanor Lloyd is from John F. Kennedy School and Poquonock Elementary School

RECOMMENDATION: This is for information only.

Reviewed by: NOB

Recommended by the Superintendent: [signature]

Agenda Item # 2.b.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Danielle Batchelder
Chief of Operations

PRESENTED BY: Danielle Batchelder

ATTACHMENTS: Danielle Franklin - BIO

SUBJECT: Paraeducator of the Year for 2025-2026

BACKGROUND:

Danielle Franklin is from Poquonock School

RECOMMENDATION: This is for information only.

Reviewed by: _____

Recommended by the Superintendent: _____

Agenda Item # 2.C.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Danielle Batchelder
Chief of Operations

PRESENTED BY: Danielle Batchelder

ATTACHMENTS: None

SUBJECT: Newly Hired Administrators

BACKGROUND: The following Administrators have been hired since July 1, 2025.

Newly Hired Administrators

Name	Position	Location
Kristin Blume	Assistant Principal	JFK
Robert Fleeting	Assistant Principal	WHS

RECOMMENDATION: This is for information only.

Reviewed by: _____

Recommended by the Superintendent: _____

Agenda Item # 2.d.

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

Prepared By: Katherine Zager, Human Resources Manager

Presented By: Danielle Batchelder, Chief of Operations

Attachments: Human Resources Report

Subject: Human Resources Report for June 1, 2025 – August 31, 2025

CERTIFIED NEW HIRES / REAPPOINTMENTS

Name	Position	Location	Grade/Step
Tara Andrews	Art Teacher	Clover and Poquonock	TBA / Step 4
Emily Shirreffs	Humanities Instructional Coach	Clover	TSIX / Step 8
Megan Margadonna	Classroom Teacher	Clover	TMA / Step 4
Samantha Carr	Special Education Teacher	Clover	TMA / Step 7
Stacie-Ann James	Special Education Teacher	Clover	TSIX / Step 14
Gracen vanderSwaagh	Special Education Teacher (No Longer Ltd)	John F. Kennedy	TBA / Step 3
Kristin Blume	Assistant Principal (No Longer Acting)	John F. Kennedy	Cat II / Step 1
Elizabeth Miller	Special Education Teacher	John F. Kennedy	TBA / Step 3
Allison Mendola	Classroom Teacher	John F. Kennedy	TMA / Step 9
Emily Quintanilla	Classroom Teacher	John F. Kennedy	TBA / Step 6
Deanna Flug	Special Education Teacher	John F. Kennedy	TMA / Step 8
Cortney Gee	Special Education Teacher	John F. Kennedy	TMA / Step 14
Teriko Roberts	School Social Worker	L.P. Wilson	TSIX / Step 6
Colleen Malehorn	Math Interventionist (No Longer Limited)	Poquonock	TMA / Step 14
Kristin Dailida	STEM Instructional Coach	Poquonock	TSIX / Step 12
Lauren Urena	Bilingual Speech Lang. Pathologist 0.4FTE	Poquonock/Districtwide	TSIX / Step 12
Connor Leahy	Mathematics Teacher	Sage Park	TBA / Step 4
Mikaya Robinson	English Language Arts Teacher	Sage Park	TMA / Step 3
Corey Pace	Gen. Science Teacher (No Longer Limited)	Sage Park	TBA / Step 5
Gillian Rondinone	Technology Education Teacher	Sage Park	TMA / Step 12
Catherine Sasportas	Special Education Teacher	Sage Park	TBA / Step 5
Ophir Bullock	Special Education Teacher	Sage Park	TBA / Step 6
Stephanie Sullivan	English Teacher (No Longer Limited)	Windsor High School	TBA / Step 4
Lindsay Weaver	Social Studies Teacher	Windsor High School	TMA / Step 4
Benjamin Toney	Spanish Teacher	Windsor High School	TBA / Step 4
Kelsey Tranberg	Special Education Teacher	Windsor High School	TMA / Step 3
Victoria Burhans	Art Teacher	Windsor High School	TBA / Step 3
Robert Fleeting	Assistant Principal (No Longer Acting)	Windsor High School	Cat I / Step I
Stephanie Hogan	General Science and Biology Teacher	Windsor High School	TMA / Step 8
Anthony Cruz	AFJROTC Aerospace Science Instructor	Windsor High School	TMA / Step 8
Nitalliya Walcott	Special Education Teacher	Windsor High School	TBA / Step 3

NON-CERTIFIED NEW HIRES / REAPPOINTMENTS

Name	Position	Location
Eric Fillmore	Full-Time Safety Assistant	L.P. Wilson
Brianna Feliciano	Part-Time Administrative Support Assistant	Clover
Michael Loftus	Part-Time Math Tutor	Clover
David Kennedy	Building Substitute	Clover
Leah Piros	Building Substitute	John F. Kennedy
Michelle Clayton	Building Substitute	John F. Kennedy
Dakesha Scrivens	Paraeducator	Oliver Ellsworth
Yesenia Vazquez	Part-Time Lunchroom Monitor	Oliver Ellsworth
Tahara Varela	Paraeducator	Oliver Ellsworth
Victoria Morneau	School Nurse	Oliver Ellsworth
Thomas Green	Behavior Technician	Oliver Ellsworth
Marcus Wilson	Paraeducator	Poquonock
Ricardo Ortiz	Registered Behavior Technician	Poquonock
Leah La Tour	Part-Time Administrative Support Assistant	Poquonock
Rachelle Baran	Part-Time Treehouse Group Leader	Poquonock
Norris Nesbeth	Custodian II (Evenings)	Sage Park
Donna Ward	Part-Time SPARK Tutor	Sage Park
Doyle Scott	Building Substitute	Sage Park
Neal Comstock	Paraeducator	Windsor High School
Ashley Sanzaro	Head Varsity Field Hockey Coach	Windsor High School
Michael Domenech	Custodian II (Evenings)	Windsor High School
Neal Comstock	Assistant Cross Country Coach	Windsor High School
Carlton Palmer	Head Varsity Girls Soccer Coach	Windsor High School
Bernadette Myers	Paraeducator	Windsor High School
Steven Kassoy	Assistant/JV Boys Soccer Coach	Windsor High School
Nicole Ciccarelli	Assistant Girls Swim/Diving Coach	Windsor High School
Nicholas Rice	Head Varsity Swim/Dive Coach (Girls/Boys)	Windsor High School
Robert Q. Fleeting	Interim Head Football Coach	Windsor High School
Maya Prince	Assistant/JV Girls Volleyball Coach	Windsor High School
Todd Cunha	Assistant Girls Soccer Coach	Windsor High School
Hannah Miller	High School Guidance Support Assistant	Windsor High School
Aqeel Ahmed	Custodian II (Evenings)	Windsor High School
Donna Wacker	Paraeducator	Windsor High School
Kyle Petkis	Part-Time Firefighter Instructor	Windsor High School
Brian Nasuta	Part-Time Firefighter Instructor	Windsor High School
Sarah Elkins	Part-Time Firefighter Instructor	Windsor High School
Enrique Torres	Part-Time Firefighter Instructor	Windsor High School
Matthew Falletti	Part-Time Firefighter Instructor	Windsor High School
Benjamin Roland	Part-Time Firefighter Instructor	Windsor High School
Natasha Dieppa	Part-Time Lifeguard (After School)	Windsor High School
Eric Martin	Assistant Varsity Football Coach	Windsor High School
Hannah Tracy	Substitute School Nurse	Districtwide
Deidre Horan	Structured Literacy Tutor (IDEA Grant)	Districtwide
Melissa Leonovicz	Substitute School Nurse	Districtwide
Gabriel Waugh	Crossing Guard	Districtwide

REASSIGNMENTS / TRANSFERS

Name	Position	Location
Jill Darrell	Math Interventionist	Clover
Sarah Burnham	Classroom Teacher (Grade 3)	Clover
Jade Cabral	Classroom Teacher (Grade 3)	Clover
Kira Farrell	Classroom Teacher (Grade 3)	Clover
Candice Steele	Classroom Teacher (Grade 4)	Clover
Jessica Coffey	Classroom Teacher (Grade 4)	John F. Kennedy
Analeise Torres	Social Emotional Learning Specialist	John F. Kennedy
Jill Lepage	Classroom Teacher (Grade 1)	Oliver Ellsworth
Laura Waller	ABA Special Education Teacher	Oliver Ellsworth
Jessica Gonzalez-Perez	Classroom Teacher (Grade 1)	Oliver Ellsworth
Vanessa Barton	Classroom Teacher (Grade 2)	Oliver Ellsworth
Taylor Billington	Classroom Teacher (Grade 1)	Oliver Ellsworth
Shawnese Dezonie	Classroom Teacher (Grade 2)	Oliver Ellsworth
Tamesha Harris	Paraeducator	Oliver Ellsworth
Rosanna Wilson	School Psychologist	Poquonock
Barbara Lester	Social Worker	Poquonock
Charmaine Martin-Hardy	Elementary Principal Admin. Assistant	Poquonock
Nicole Ortiz	Special Ed. Teacher Grade 7	Sage Park
Ross Burba	School Counselor	Sage Park
Bruce McCormick	Full-Time Safety Assistant	Sage Park
Carlton Palmer	Head Girls Soccer Coach	Windsor High School
Sandra Bailey	Full-Time MTSS Tutor	Windsor High School
Peter Orschiedt	Part-Time SPARK Tutor	L.P. Wilson
Samar Saeedosman	Human Resources Temp. Assistant Intern	L.P. Wilson
Robin Daly	Administrative Assistant (Temporary)	L.P. Wilson
Rachel Mays	District Senior Accounts Payable Coordinator	L.P. Wilson
Brien Wilson	Registered Behavior Technician	L.P. Wilson
Andrea Grace	Special Ed. Teacher	L.P. Wilson

RESIGNATIONS / SEPARATIONS / RETIREMENTS

Name	Position	Location
Sanela Voronchak	Classroom Teacher	Clover
Susan Podgurski	Math Interventionist	Clover
TaLoria Wilson	Humanities Instructional Coach	Clover
DeWayne Williams	Classroom Teacher	Clover
Lyn Holzman	Special Education Teacher	John F. Kennedy
Brianna Feliciano	Classroom Teacher	John F. Kennedy
Jacquelyn Filomeno	Classroom Teacher	John F. Kennedy
Rebecca Schultz	Classroom Teacher	John F. Kennedy
Benjamin Belancik	Special Education Teacher	John F. Kennedy
Madelyn McDonald	Classroom Teacher	Oliver Ellsworth
Carrie Canoni	STEM Instructional Coach	Poquonock
Colleen Malehorn	Math Interventionist	Poquonock
Douglas von Hollen	Mathematics Teacher	Sage Park
Corey Pace	General Science Teacher	Sage Park
Derek Duval	Technology Education Teacher	Sage Park
John Scanlon	School Counselor	Sage Park
William Alexander	Social Studies Teacher	Windsor High School
Rebekah Burke	Spanish Teacher	Windsor High School
Alison Lyon	Special Education Teacher	Windsor High School

RESIGNATIONS / SEPARATIONS / RETIREMENTS CONTINUED:

Name	Position	Location
Rachel Santostefano	Art Teacher	Windsor High School
Darry Thomas	Assistant Principal	Windsor High School
Michael Cross	AFJROTC Aerospace Science Instructor	Windsor High School
Teresa Albert	School Counselor	Windsor High School
LeighAnn Tyson	Special Education Teacher	L.P Wilson
Sara Payette	Part-Time Multilingual Learner Tutor	Clover
Elaine Bourque	Part-Time Administrative Support Assistant	Clover
Cynthia Williams	Part-Time Math Tutor	Clover
Gillian Flynn	Building Substitute	Clover
Elyssa Kotler	Social Emotional Learning Specialist	John F. Kennedy
Desiree Roberts	Building Substitute	John F. Kennedy
Sravanthi Mallineni	Building Substitute	John F. Kennedy
Ana Cruz-Diaz	Paraeducator	John F. Kennedy
Iram Khan	Paraeducator	John F. Kennedy
Parminder Kaur	Paraeducator	Oliver Ellsworth
Thaslima Thamanna	Part-Time Parent Educator (FRC)	Oliver Ellsworth
Julia Swanson	Part-Time Lunch Monitor	Oliver Ellsworth
James Stoll	Paraeducator	Oliver Ellsworth
Ivelisse Correa McLaughlin	Paraeducator	Oliver Ellsworth
Tahara Varela	Paraeducator	Oliver Ellsworth
Lorraine Marci	Elementary Principal Admin. Assistant	Poquonock
Tracy Worlund	Registered Behavior Technician	Poquonock
Anjali Sooden	Building Substitute	Poquonock
Kimberly Holman	Part-Time Treehouse Group Leader	Poquonock
Jazmin Llanos-Torres	Part-Time Treehouse Group Leader	Poquonock
Rachelle Baran	Part-Time Treehouse Group Leader	Poquonock
Sandra Zielinski	Paraeducator	Sage Park
Ranson Spence	Custodian II (Evenings)	Sage Park
Kwesi Mills Odoi	Assistant Boys Soccer Coach	Sage Park
Gary Bass	Building Substitute	Sage Park
Michael Loftus	Part-Time SPARK Tutor	Sage Park
Melissa Wolliston	Head Track and Field Coach	Sage Park
Karen Kelley	Paraeducator	Windsor High School
Pamela Spence	Custodian II (Evenings)	Windsor High School
Shamir Holt	Assistant/JV Boys Soccer Coach	Windsor High School
Joseph Maffiolini	Assistant Swim/Dive Coach (Boys and Girls)	Windsor High School
Michael Rathgeber	Head Swim/Diving Coach (Boys and Girls)	Windsor High School
Robert Fleeting	Head Football Coach	Windsor High School
Marina Cruz Pena	Assistant/JV Girls Volleyball Coach	Windsor High School
Gregg Hannan	Varsity Golf Coach	Windsor High School
Aiden McGraw	Part-Time Lifeguard (After School)	Windsor High School
Jared Giese	Paraeducator	Windsor High School
Nathanael Sullivan	Assistant Varsity Football Coach	Windsor High School
Jennifer Avery	Part-Time SPARK Tutor	L.P. Wilson
Sheri Davis	Accounting Manager	L.P. Wilson
Tasha Richards	PSES Support Assistant	L.P. Wilson
Gianna Gill	Comms and Community Engagement Coord	L.P. Wilson
Joseph Russell	Full-Time Safety Assistant	L.P. Wilson
Daniel Covino	Part-Time Adult Ed. Eng & Soc. Studies Instr	L.P. Wilson
Daniel Covino	Part-Time Adult Ed. Science Teacher	L.P. Wilson
Shannon Samuels	Part-Time SPARK Tutor	L.P. Wilson

Reviewed by: _____ **Recommended by the Superintendent:** _____ IRD

Agenda Item # 4.a.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Dr. Noha Abdel-Hady **PRESENTED BY:** David Furie

ATTACHMENTS: N/A

SUBJECT: Board of Education Regular Meetings for 2026 Calendar Year

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BACKGROUND:

In accordance with the Freedom of Information Act, the Board of Education must establish a schedule for its regular meetings for the 2026 calendar year and submit it to the Town Clerk.

The meetings are held on the third Tuesday of the month, with the exception of July and August, in the Board Room at the L.P. Wilson Community Center, 601 Matianuck Avenue, Windsor. The last approved Regular Meetings in the current year are:

Tuesday, October 21, 2025 at 7:00 PM
Tuesday, November 18, 2025 at 7:00 PM
Tuesday, December 16, 2025 at 7:00 PM (Public Forum at 6:30 PM)

STATUS:

The following meeting dates are for the 2026 calendar year. Dates in bold indicate a change from the usual third Tuesday of the month:

Wednesday, January 21, 2026 at 6:30 PM (off schedule due to MLK Day)
Wednesday, February 18, 2026 at 7:00 PM (off schedule due to Presidents' Day Holiday)
Tuesday, March 17, 2026 at 7:00 PM
Tuesday, April 21, 2026 at 7:00 PM
Tuesday, May 19, 2026 at 7:00 PM
Tuesday, June 16, 2026 at 7:00 PM
Tuesday, September 15, 2026 at 7:00 PM
Tuesday, October 20, 2026 at 7:00 PM
Tuesday, November 17, 2026 at 7:00 PM
Tuesday, December 15, 2026 at 7:00 PM (Public Forum at 6:30 PM)

First Meeting of 2027: Wednesday, January 20, 2027 at 6:30 PM (off schedule due to MLK Day)

RECOMMENDATION:

Move to approve the regular meeting schedule for the 2026 calendar year.

Recommended by the Superintendent: Nahah IRD

Agenda Item # 4.b.

Windsor Board of Education
Regular Meeting – Hybrid via Zoom and In-Person
Unapproved Minutes

Tuesday, June 17, 2025 7:00 PM
L.P. Wilson Community Center, Board Room
601 Matianuck Avenue
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, June 17, 2025 Regular Meeting. Any additions or corrections will be made at a future meeting.

Attendance was taken at 7:03 PM.

Ms. Jill Canter:	Absent
Mr. David Furie:	Present
Mr. Jeremy Halek:	Present
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Present
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Absent
Ms. Tracey Zotter:	Present

All board members attended in person. Mr. Wolliston attempted to attend virtually, but due to technical difficulties he did not participate.

1. Call to Order, Pledge to the Flag, Moment of Silence
   The meeting was called to order at 7:03 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, Chief of Operations Danielle Batchelder, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Recognitions/Acknowledgements

a. Recognition--WHS Juried Art Show, Board of Education Purchase Prize to Victoria Dupre for "Sky's Up...Eye's Up"; Superintendent's Purchase Prizes to Rosepreet Kaur for "A Sparkling Spotted Joe-Pye Weed" and Lilliana Yohe for "Stained Glass" and WHS Purchase Prize to Jay Reilly for "Waterfall"

   Dr. Abdel-Hady introduced art teachers Sarah Asplund and Lisa Smith who recognized WHS Juried Art Show award recipients. The recipients were: "Sky's Up...Eye's Up" by Victoria Dupre was the Board of Education Purchase Prize; "A Sparkling Spotted Joe-Pye Weed" by Rosepreet Kaur and "Stained Glass" by Lilliana Yohe were the Superintendent's Purchase Prizes and, "Waterfall" by Jay Reilly was the WHS Purchase Prize.

b. Announcement–Windsor Educator of the Year, Eleanor Lloyd, and Paraeducator of the Year, Danielle Franklin
   Ms. Batchelder announced the Windsor Teacher and Paraeducator of the Year. She announced that Eleanor Lloyd, art teacher at JFK Elementary, had been named Windsor Teacher of the Year. Danielle Franklin, from Poquonock Elementary, had been named Windsor Paraeducator of the Year.

   Ms. Zotter spoke highly of Ms. Lloyd's impact at JFK.

c. Recognition - Wareesha Khan, BOE Student Representative
   Mr. Furie recognized Student Representative Wareesha Khan for her service to the board during the spring semester.

   Several board members expressed their support for her and her future endeavors.

3. Audience to Visitors
   There were no speakers.

4. Consent Agenda
   c. Food Service Report
   d. Human Resources Report

   Move the Board of Education approve consent agenda items 4.c. Food Service Report, and 4.d. Human Resources Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
   Yes: 7, No: 0

   a. Financial Report
   Expenditures for May 31, 2025 $3,512,763
   Expenditures through May 31, 2025 $72,034,587

   Mr. Panos questioned the current difference in magnet school tuition versus what it had been previously.

   Ms. Batchelder said that Windsor was just credited a portion of the tuition cost, by the state, at the close of the legislative session recently, so it would not have been accounted for prior to that date.

   b. Enrollment Report Mr. Panos' question during the Financial Report included a reference to the magnet school enrollment numbers.

   Move the Board of Education approve consent agenda items 4.a. Financial Report, 4.b. Enrollment Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
   Yes: 7, No: 0

5. Approval of Minutes
   a. May 20, 2025 Regular Meeting
   b. May 28, 2025 Policy Committee Meeting

   Move the Board of Education approve the minutes of the May 20, 2025 Regular Meeting and the May 28, 2025 Policy Committee Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.
   Yes: 7, No: 0

6. Board of Education
a. President's Report
   Mr. Furie spoke about his attendance at many end-of-year school events, district-wide.

b. Poquonock Partial Roof Replacement - Approval or Acceptance of Completed Project - State Project Number 164-0096 RR

   Ms. Batchelder explained that this agenda item is regarding a state grant project that had not been closed by a former Windsor BOE and needs to be done before the state will consider issuing more grant funds for Capital Improvements.

   Both Mr. Lockhart and Ms. Taylor, although supportive of the motion, did not appreciate that a former board had not completed this motion and it fell to the current board to accept that this work had been done. They recommended a full audit of all prior grants and work permits to prevent a similar situation in the future.

   Move that the Board of Education approve the project as completed and accept the Poquonock School Partial Roof Replacement Project - State Project Number 164-0096 RR for public school purposes. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
   Yes: 7, No: 0

c. Discussion and Possible Action to Extend the Current Hybrid Format for Board of Education Meetings
   As this agenda item is addressed each year, the board has decided to have the Policy Committee address creating a formal policy regarding having a hybrid and/or virtual format for meetings.

   Mr. Panos suggested that Executive Committee meetings should be held virtually as well and that recordings should be posted to the district website.

There was discussion about outfitting the board room more adequetly for hybrid meetings.

Move to extend the current hybrid meeting format for the 2025-2026 school year for board members and the public for regular board meetings, including special meetings and leaving finance committee as hybrid and policy, curriculum and long range planning committee meetings as virtual. Executive committee meetings would be decided by the BOE President. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

7. Superintendent's Report
On behalf of Superintendent Hill, Dr. Abdel-Hady presented the Superintendent's Report.

She reviewed graduation numbers and the spectrum of schools that graduates had been accepted into. She thanked district scholarship partners for their support of the graduating class. She announced that Kristin Blume had been appointed the permanent assistant principal for JFK Elementary School. She also announced that Robert Fleeting had been appointed assistant principal at WHS. She provided details about the WPS Summer Food Program.

Dr. Abdel-Hady shared the mobile classroom schedule for the upcoming week and its inaugural visits in the community. She announced that she will be speaking at the CABE Convention in November about the mobile classroom initiative. The WPS Summer Reading Program, *Color our World*, is currently underway. She offered special thanks to Mr. Paul Goldberg at the firehouse on Bloomfield Avenue, helping to make the end-of-year leadership retreat a success. She thanked WIN-TV and BOE staff for their expertise at the board meetings throughout the year. The first day of the new school year will be Monday, August 25, 2025, and the next regular board meeting will be Tuesday, September 16, 2025, at 7:00 PM.

a. Curriculum Development, 2nd Reading
   1. Civics
   2. U.S. History

Dr. Fineman addressed questions emailed by Mr. Panos prior to the meeting.

Move the Board of Education approve the Civics and U.S. History Curriculum as a 2nd Reading. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

b. Policy Adoption, 1st Reading
   1. New P/AR 4118.53 and 6141.3273 Electronic Resources Generative AI (Artificial Intelligence
   2. Revised P/AR 5112 Age of Attendance
   3. Revised P/AR 5113 Attendance, Truancy and Chronic Absenteeism
   4. Revised P/AR 5114 Student Discipline
   5. Revised AR 5123.1 Windsor High School Graduation Requirements
   6. New P 5144.2 Restorative Practices Response Policy
   7. Revised P 6148 Policy to Improve Completion Rates of the Free Application for Federal Student Aid (FAFSA)

Move the Board of Education approve P/AR 4118.53 and 6141.3273 Electronic Resources Generative AI (Artificial Intelligence), P/AR 5112 Age of Attendance, P/AR 5113 Attendance, Truancy, and Chronic Absenteeism, P/AR 5114 Student Discipline, AR 5123.1 Windsor High School Graduation Requirements, P 5144.2 Restorative Practices Response Policy, and P 6148 Policy to Improve Completion Rates of the Free Application for Federal Student Aid (FAFSA) as a 1st Reading and waiving the 2nd Reading. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

8. Committee Reports
   Mr. Furie said that the Policy Committee will need to revisit the topic of cell phones as it will be a state requirement to have a cell phone policy in place.

   Ms. Zotter reviewed her intention to hold a Long-Range Planning Committee meeting early in the next school year for the purposes of discussing having a cost/benefit study done to evaluate the possibility of renovating buildings versus new buildings and/or combining elementary schools.

9. Announcements

a. BOE Special Meeting, Tuesday, June 24, 2025, 6:30 PM, LPW, Board Room (POSTPONED)

b. Next BOE Regular Meeting is Tuesday, September 16, 2025, 7:00 PM, LPW, Board Room

Ms. Zotter spoke about the tragic loss of a district parent, Allison Eichner, and its impact on the community.

Mr. Lockhart congratulated Dr. Abdel-Hady on the mobile classroom.

Mr. Halek congratulated the class of 2025.

Ms. Taylor congratulated the graduates and requested that everyone stay safe.

Mr. Panos wanted the community to have a great summer.

Mr. Furie appreciated how student achievements have been highlighted to the board recently. He wished everyone a great summer.

10. Audience to Visitors

There were no speakers.

11. Adjournment

Move to adjourn at 8:58 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 7, No: 0

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Leonard O. Lockhart, Secretary
Windsor Board of Education

Windsor Board of Education
BOE Special Meeting – Hybrid via Zoom and In-Person
Unapproved Minutes

Tuesday, July 22, 2025 6:00 PM
Town Hall, Council Chambers
275 Broad Street
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, July 22, 2025 BOE Special Meeting. Any additions or corrections will be made at a future meeting.

Attendance was taken at 6:02 PM.

Ms. Jill Canter:	Present
Mr. David Furie:	Present
Mr. Jeremy Halek:	Present
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Present
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Present
Ms. Tracey Zotter:	Present

Mr. Halek and Ms. Zotter participated virtually.

Ms. Tracey Zotter: Absent
Ms. Zotter left the meeting at 7:03 PM.

1. Call to Order, Pledge to the Flag, Moment of Silence
   The meeting was called to order at 6:02 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady.

2. Audience to Visitors
   There were no speakers.

3. Appointment of Acting Superintendent (Executive Session Anticipated and Action Anticipated)

   Motion to move into executive session to discuss the appointment of the acting superintendent of schools inviting Dr. Noha Abdel-Hady into executive session. This motion, made by Mr. Paul Panos and seconded by Ms. Ayana Taylor, Passed.
   Yes: 9, No: 0

   The board entered into executive session at 6:05 PM and returned to the open session at 7:03.

   At this time, the audience was informed that Ms. Zotter was no longer in attendance.

   MOVED: That in accordance with Connecticut General Statutes, Section 10-157, the Board of Education hereby appoints Dr. Noha Abdel-Hady to serve as Acting Superintendent of Schools for the Windsor Public Schools commencing on July 22, 2025 and shall continue to be assigned to serve as Acting Superintendent until Dr. Terrell Hill returns from leave or a successor superintendent commences employment.

FURTHER MOVED: In recognition of Dr. Abdel-Hady's additional responsibilities as Acting Superintendent, the Board agrees to pay the Acting Superintendent an annual salary of $ 227,245.00 (prorated for the period Dr. Abdel-Hady serves as Acting Superintendent).

In addition, during the term of this Agreement, the Acting Superintendent shall continue to receive all fringe benefits that she receives in her current position of Assistant Superintendent for Instructional Services, including continued accumulation of vacation, sick and personal days. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 8, No: 0

At the time of the vote, some board members took the opportunity to make comments.

Ms. Canter congratulated Dr. Abdel-Hady, as did Mr. Furie.

Mr. Halek said this was the best move for the district, and he congratulated her also.

Mr. Lockhart congratulated Dr. Abdel-Hady and said she has been well prepared.

Mr. Panos, Ms. Taylor, and Mr. Wolliston offered congratulations.

Following the motion, Dr. Abdel-Hady thanked the board for their vote of confidence. She thanked Dr. Hill for his support and also the district staff who have supported her.

4. Announcements
   Ms. Canter, Mr. Lockhart, Mr. Panos, Ms. Taylor, Mr. Halek, and Mr. Furie congratulated Dr. Abdel-Hady.

5. Adjournment
   Move to adjourn the meeting at 7:13 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
   Yes: 8, No: 0

_____

Leonard O. Lockhart, Secretary
Windsor Board of Education

Windsor Board of Education
Special Meeting – Virtual
Unapproved Minutes

Tuesday, August 12, 2025 6:00 PM
Virtual Meeting
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, August 12, 2025 Special Meeting - Virtual. Any additions or corrections will be made at a future meeting.

Attendance was taken at 6:08 PM.

Ms. Jill Canter:	Absent
Mr. David Furie:	Present
Mr. Jeremy Halek:	Absent
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Absent
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Present
Ms. Tracey Zotter:	Present

Mr. Panos arrived into the meeting at 6:10 PM.

Mr. Halek arrived into the meeting at 6:16 PM.

Mr. Panos left the open session at 6:18 PM, prior to the recess motion.

Mr. Panos was in attendance, with audio for the remainder of the meeting beginning at 8:06 PM. His votes were made by text as his microphone was inoperable for the meeting.

1. Call to Order, Pledge to the Flag, Moment of Silence

   The meeting was called to order at 6:08 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Acting Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder.

   Due to audio difficulties, Mr. Panos could hear the meeting, but not respond. He arrived into the meeting at 6:10 PM.

2. Audience to Visitors

   There were no speakers.

3. Discussion concerning a contract grievance filed by the UPSEU, Local 424-Unit 143, Windsor BOE Nurses pertaining to a personnel matter (Possible Executive Session)

   Mr. Halek arrived into the meeting at 6:16 PM.

   The following procedure concerning Board-level grievance meetings was approved by the district's attorney, Tom Mooney.

   Mr. Furie asked the following question of Union Representative Sterling Cochran and the grievant:

   We are here today to consider the grievance filed by the UPSEU, Local 424-Unit 143, Windsor BOE Nurses. My understanding is that the grievance relates to the benefits for a nurse and that the employee has requested that the evidentiary portion of the hearing be held in executive session. Is this correct?

The response was in the affirmative.

Mr. Furie then continued:

When the evidentiary portion is complete, all invited parties will be excused from deliberations. We will now entertain the motion to move into executive session.

Mr. Panos disconnected from the open session at 6:18 PM, prior to the vote.

Move to enter into executive session with the purpose of discussing a contract grievance filed by the UPSEU, Local 424-Unit 143, Windsor BOE Nurses pertaining to a personnel matter, inviting Union Representative Sterling Cochran, the grievant, Acting Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder. This motion, made by Ms. Ayana Taylor and seconded by Mr. Jeremy Halek, Passed.

Yes: 7, No: 0

The board moved into executive session at 6:20 PM.

Possible action concerning a contract grievance filed by the UPSEU, Local 424-Unit 143, Windsor BOE Nurses pertaining to a personnel matter

The board returned to open session at 8:06 PM.

Mr. Furie thanked the administration, Mr. Cochran, and the grievant for their presentations.

He stated that the board has the opportunity to deliberate for up to 30 days before declaring their determination. He stated that the board would come to a conclusion during that time.

Consideration of a confidential attorney-client communication regarding a request for Board review of action by the administration (proposed for executive session)

Move to enter into executive session for consideration of a confidential attorney-client communication regarding a request for Board review of action by the Administration, inviting Acting Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder. This motion, made by Ms. Ayana Taylor and seconded by Mr. Jeremy Halek, Passed.

Yes: 8, No: 0

The board moved into executive session at 8:11 PM.

Consideration of and possible action on a request by former employee for Board review of action by the Administration

The board returned to open session at 8:31 PM.

The following vote was taken by roll call.

Move that the Board denies the request by a former employee for Board review of action by the Administration because by policy the Board has delegated such matters to the Superintendent. This motion, made by Ms. Ayana Taylor and seconded by Mr. Jeremy Halek, Passed.

Yes: 8, No: 0

10. Announcements

There were no announcements.

11. Adjournment

Move to adjourn at 8:33 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Jeremy Halek, Passed.

Yes: 8, No: 0

_____
Leonard O. Lockhart, Secretary
Windsor Board of Education

Windsor Board of Education
Long-Range Planning Committee Meeting – Virtual
Unapproved Minutes

Tuesday, September 9, 2025 7:00 PM
Virtual Meeting

The following are the unapproved minutes of the Tuesday, September 9, 2025 Long-Range Planning Committee Meeting. Any additions or corrections will be made at a future meeting.

Attendance was taken at 7:03 PM.

Mr. Jeremy Halek:	Present
Mr. Leonard Lockhart:	Present
Ms. Tracey Zotter:	Present

Call to Order, Pledge to the Flag and Moment of Silence

The meeting was called to order at 7:03 PM by Committee Chair Zotter, with the Pledge to the Flag and a Moment of Silence. Also in attendance was Acting Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder.

2. Audience to Visitors

There were no speakers.

Elementary School Facilities Cost Benefit Study

Ms. Zotter explained that the scope of the meeting was to discuss the feasibility of having a cost benefit study done. She said that the attached report includes information collected from other districts who have done similar studies and that the goal is to have a bi-partison sub-committee which would involve the town council and community insight.

Concerns from the committee included funding options, old versus new buildings, and location of build sites.

Dr. Abdel-Hady and Ms. Batchelder would be meeting with South Windsor Superintendent Dr. Kate Carter for guidance on the topic.

There was unanimous consent to send the topic to the whole board for review.

4. Adjournment

Move to adjourn at 7:39 PM. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Jeremy Halek, Passed.

Yes: 3, No: 0

_____
Leonard O. Lockhart, Secretary
Windsor Board of Education

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Dr. Noha Abdel-Hady

PRESENTED BY: Danielle Batchelder, Chief of Operations

ATTACHMENTS: N/A

SUBJECT: Set Graduation Date for Class of 2026

BACKGROUND:

Each year the Board of Education must vote on the date for graduation. We are requesting the Board approve Tuesday, June 9, 2026 as the date for graduation. Graduation will be held at The Bushnell in Hartford. Connecticut State law now allows the graduation date be set early on in the school year.

RECOMMENDATION:

The Board shares the above information with the public.

Move the Board of Education approve Tuesday, June 9, 2026 as the graduation date for the Class of 2026.

Recommended by the Superintendent: 1RD

Agenda Item # 7.b.

CABE Board Recognition Awards

Board Leadership Award and Board of Distinction Award

CABE believes that Boards of Education and Superintendents which exhibit the most effective leadership are characterized by their ability to work together as "teams." The **CABE Board Recognition Awards** are designed to recognize Boards which work effectively in this manner. Boards which fulfill 22 of the following 37 Level One criteria, including a minimum of three in each area, will earn the Level One **CABE Board Leadership Award.**

In order to appropriately recognize those Boards which are truly exemplary, CABE has now established a second level of awards, the **Board of Distinction Award**. Only Boards which have achieved Level One distinction at least twice in the prior four years are eligible to receive the **Board of Distinction Award.**

Please respond to the criteria requested on this form and send your information, with supporting data, to CABE when you believe your Board has earned a Leadership Award or a Board of Distinction Award. If you have any questions, need further information, or require help in satisfying any of the criteria, please contact us for assistance.

Deadline for submission is: **Friday, October 3, 2025**

REQUIRED CRITERIA

1. Board Leadership/Student Achievement

Level One (minimum of three)

- ☐ A. The Board has developed district goals for this year. ***(provide copy of goals)***
- ☐ B. The Board has conducted a self-evaluation and developed a plan for improvement in the past 12 months. ***(provide copy of plan or descriptive narrative)***
- ☐ C. The Board has conducted a superintendent evaluation in past 12 months.
- ☐ D. The Board monitors its performance against a Board of Education code of conduct. ***(provide copy of code)***
- ☐ E. The Board has conducted meetings pursuant to Board policy.
- ☐ F. The Board has established a calendar to ensure all responsibilities are conducted in timely manner. ***(provide copy of meeting calendar)***
- ☐ G. The Board ensures that student voice is part of its decision-making process. ***(provide bylaws that allow for student voice)***
- ☐ H. The Board models civil discourse while conducting Board business. (provide examples)
- ☐ I. The Board conducts orientation for new Board members. ***(provide agenda or bylaws)***

Level Two *(minimum of three)*

- ■ A. The Board of Education works to improve student achievement. ***(provide description)***
- ☐ B. The Board relates the mission statement and goals to agenda items. ***(provide examples)***
- ■ C. The Board supports the appropriate use of technology in educational programming. ***(provide examples)***
- ■ D. The Board uses data to make informed decisions regarding student achievement. ***(provide examples)***
- ☐ E. The Board addresses issues of diversity, equity, and inclusion. ***(provide examples)***

2. Board Member Professional Development

Level One (minimum of three)

- ☐ A. A majority of Board members have taken part in workshops or other in-service training during the last year. ***(provide list of workshops and/or in-service training)***
- ☐ B. The Board provides adequate funds to permit Board members to take part in training. ***(provide budget or listing for Board professional development)***
- ☐ C. A majority of the Board attended the CABE/CAPSS Convention in the last 12 months. ***(provide list of Convention participants)***
- ☐ D. A majority of the Board participated in the CABE Board Member Academy in the last 12 months. ***(provide list of programs and board members who attended)***
- ☐ E. The Board has used a CABE facilitator or other outside group for Board workshop/retreat in last 12 months. ***(provide agenda)***
- ☐ F. New Board members are provided orientation, including attending CABE New Board Member Orientation. ***(provide list of 2024-2025 participants)***
- ☐ G. The Board has participated in professional development about issues of diversity, equity and inclusion. ***(provide a list of workshops and provider)***

Level Two *(minimum of two)*

- ☐ A. The Board has developed district goals and reviews them on a regular basis. ***(provide examples)***
- ☐ B. The Board has incorporated Board professional development into policy. ***(provide examples)***
- ☐ C. The Board holds a retreat outside of a regular meeting with a component offering professional development. ***(provide copy of agendas)***

3. Policy

Level One (minimum of three)

- ☐ A. The Board has developed and adhered to procedure for policy review. ***(provide procedure)***
- ☐ B. The Board has a regular process for reviewing policies every three years.
- ☐ C. The Board uses CABE or a similar policy update service to ensure that policies remain current.
- ☐ D. The Board has adopted all required policies.
- ☐ E. The Board has reviewed appropriate policies as law and regulations have changed.
- ☐ F. The Board relies on policies as "living documents," by referring to them at Board meetings or in Board agendas.
- ☐ G. The Board provides the district policy manual in a searchable online version. ***(provide URL)***
- ☐ H. The Board has a Code of Ethics. ***(provide Code of Ethics)***

Level Two *(minimum of three)*

- ☐ A. The Board relates applicable agenda items to appropriate policies. ***(provide sample agendas that show this practice)***
- ☐ B. Policy discussions are a regular part of Board meetings. ***(provide agendas where this takes place)***
- ☐ C. The Board has adopted a policy addressing diversity equity, and inclusion. ***(provide policy)***
- ☐ D. The Board has adopted a policy on civility. ***(provide policy)***

4. Community Relations

Level One (minimum of three)

- ☐ A. The Board has clear, written policies on Community-Board Relations. ***(provide copy)***
- ☐ B. The Board provides opportunities for appropriate participation at meetings by members of the community. ***(provide copies of two recent agendas)***
- ☐ C. The Board seeks active community involvement with the schools. ***(provide examples)***
- ☐ D. The Board demonstrates cooperation with news media. ***(describe)***
- ☐ E. The Board promotes the school system to the public. ***(provide copies of information disseminated)***
- ☐ F. The Board disseminates information to the public on its decisions in a unified, timely manner. ***(provide copy of information provided)***

Level Two *(minimum of two)*

- ☐ A. The Board sponsored a community-wide discussion of issues (courageous conversations, community conversations, CABE Equity Toolkit, etc.) during the past year. ***(provide agenda and report the end results of the program)***
- ☐ B. The Board has successfully worked with other community leaders. ***(provide description and/or supporting documentation)***
- ☐ C. The Board works with the community's local cable access channel. ***(provide description)***
- ☐ D. The Board works with other Boards of Education. ***(provide description)***

5. Related Organizational Leadership

Level One (minimum of three)

- ☐ A. A Board member serves on the CABE Board of Directors. ***(provide name)***
- ☐ B. One or more Board members are active participants in the Convention Committee, CABE Government Relations Committee, Resolutions Committee or Federal Relations Network. ***(provide name(s))***
- ☐ C. One or more Board members actively serve on a RESC Board. ***(provide name(s) and RESC)***
- ☐ D. One or more Board members participated in the NSBA Convention, CUBE or other NSBA-sponsored activity in the last 12 months. ***(provide name(s))***
- ☐ E. One or more Board members have participated in the CABE Delegate Assembly or Day-on-the-Hill in last 12 months. ***(provide name(s))***
- ☐ F. The Board has submitted a resolution to CABE for consideration by the CABE Delegate Assembly in last two years. ***(provide resolution(s))***
- ☐ G. The Board ensures that all collective bargaining agreements and the superintendent's contract are sent in a timely manner to CABE's Negotiations Service. ***(provide date information sent)***

CABE Board Recognition Awards
Board Leadership Award and Board of Distinction Award

Level Two *(minimum of two)*

- ■ A. Representatives of the Board presented a workshop related to a district initiative at the annual CABE/CAPSS Convention or NSBA Convention. ***(provide a copy of any handouts and presentation materials)***
- ■ B. The Board has sponsored a Legislative Breakfast or some other legislative event. ***(provide invitation or agenda)***
- ■ C. The Board works closely with its local legislative delegation to improve the schools. ***(provide description)***
- ☐ D. The Board sponsors an annual area meeting. ***(provide agenda)***

Optional Question:

Level One

Please tell us what, in your opinion, makes your Board's leadership especially effective.
Feel free to provide any information that other Boards would find beneficial in learning about your Board's leadership.

Level Two

Please tell us what, in your opinion, makes your Board's leadership especially effective in improving student achievement.

The Board of Education for Windsor Public Schools routinely ask thoughtful questions regarding policy and curriculum, showing their concerns for the wellbeing of the district's students. The Board routinely invites students to showcase their achievements throughout the year. The Board requests presentations and documentation that provides additional information and data regarding student achievements and their successes.

CABE Board Recognition Awards

Board Leadership Award and Board of Distinction Award

To be eligible for the Board of Distinction Award, a motion must be made at a board meeting to approve the application. If the majority votes in favor, the Board Chair and Superintendent should sign below ***(please attach minutes)***.

_____	_____
Board Chair	Date
_____	_____
Superintendent	Date

CABE Connecticut Association of Boards of Education

81 Wolcott Hill Road • Wethersfield, CT 06109
860-571-7446 • 860-571-7452 (fax) • www.cabe.org

LEVEL 2 ITEM 1A. BOARD LEADERSHIP/STUDENT ACHIEVEMENT

The Board of Education works to improve student achievement. (provide description)

The Board continues to support the Superintendent's emphasis on student achievement. Through its budget, the Board continued its support of the SEL programs in the schools.

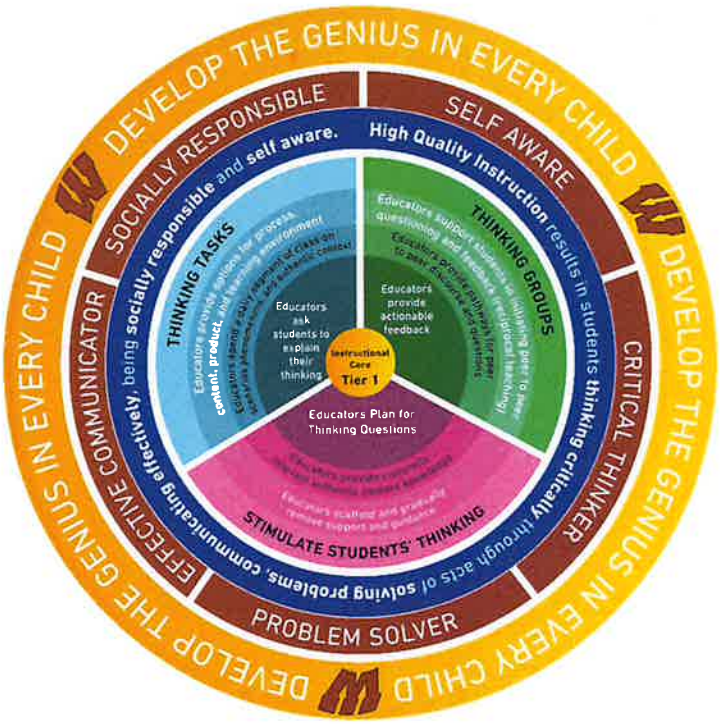
The BOE continues to work collaboratively with CCSU regarding Dual Enrollment CTE Courses on the CCSU campus and developing opportunities for Dual Enrollment Courses at Windsor High School.

The BOE also works collaboratively with UCONN by inviting experts on ECE processes to speak on the benefits of the program. (see minutes from April 8, 20025 attached and agenda summary for October 16, 2025).

In the fall of 2024, the district's "North Star" was introduced by Assistant Superintendent Dr. Noha Abdel-Hady, now Acting Superintendent, to the Windsor Public Schools' community.

The Windsor Instructional Core Wheel (North Star) is a visual embodiment of who we are and what we aspire to achieve, both academically and socially. Its outer circle represents our mission, while the next level highlights the five attributes of the Profile of the Windsor Graduate, developed with community input and endorsed by our Board of Education. Moving inward, the Wheel defines our shared vision of high-quality instruction and the daily practices expected in every classroom to cultivate critical thinking and global readiness.

At its core lies Tier 1 instruction, explicit teaching, differentiation, and building on students' prior knowledge, the foundation of effective learning. This framework is our North Star, guiding every decision to ensure that each Windsor student is prepared to thrive in any field they choose.



Windsor Board of Education
Regular Meeting – Hybrid via Zoom and In-Person
Approved Minutes

Tuesday, April 8, 2025 7:00 PM
L.P. Wilson Community Center, Board Room
601 Matianuck Avenue
Windsor, CT 06095

The following are the approved minutes of the Tuesday, April 8, 2025 Regular Meeting– Hybrid via Zoom and In-person at L.P. Wilson Community Center, Board Room as approved in the May 20, 2025 Regular Meeting. Attendance was taken at 7:03 PM.

Ms. Jill Canter:	Present
Mr. David Furie:	Present
Mr. Jeremy Halek:	Present
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Present
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Present

All participants were in the board room.

Attendance was taken again at 7:55 PM with new member Tracey Zotter.
Ms. Tracey Zotter: Present

1. Call to Order, Pledge to the Flag, Moment of Silence
   The meeting was called to order at 7:03 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Superintendent of Schools Dr. Terrell Hill, Chief of Operations Danielle Batchelder, Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Recognitions/Acknowledgements

a. Proclamation--Teacher Appreciation Week, May 5-9Mr. Furie read the Teacher Appreciation Week Proclamation, presented it to WEA President Jennifer Delskey, and shared the celebration schedule at the schools.

   Mr. Lockhart spoke about supporting staff and teachers throughout the year.

b. JFK Student Presentation on Composting

   Students from JFK School presented their composting initiative in association with Blue Earth Composting to minimize the amount of waste that is thrown away by the school.

   Each student showcased a portion of the presentation and answered questions from the board.

3. Audience to Visitors
   Mr. Wolliston left the meeting from 7:33 PM and returned at 7:38 PM.

   Denise Latulippe, Poquonock School - Speaking as a district nurse, she spoke in opposition to the staffing reduction for the upcoming school year.

   Zane Colabrese, Oliver Ellsworth School - Also speaking as a district nurse, she gave additional insight to the expectation of school nurses.

Anthony King, 435 Palisado Avenue - He spoke about his concerns over student censorship. He spoke in support of the acceptance of Ms. Zotter for the board vacancy.

Rebecca Jacobsen, 50 Lighthouse Hill Road - She spoke in support of student's free speech and the responsibility of elected officials to be held to a higher standard.

Trevor Tomco, 28 Spring Street - Speaking as Ms. Zotter's fiance, he spoke in favor of her acceptance to the board.

Katelyn Craig, 30 Village Lane - She spoke in support of Ms. Zotter.

Nuchette Black-Burke, 41 Pierce Boulevard - Speaking not as the Mayor, she spoke with high regard for Ms. Zotter and her pending acceptance to the board.

4. Replacement for Board of Education Member, Anthony King
Board members took the opportunity to speak in support of Ms. Zotter, with no comments of dissent.

Move the Board of Education elect Tracey Zotter to serve the remaining term of Anthony King or until the next general town election for members of the Board of Education. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 8, No: 0

Mr. Scott Nolan, Town Clerk, swore Ms. Zotter in after the vote.

Mr. Furie appointed Ms. Zotter to Chair the Long Range Planning Committee, member of the joint BOE/Town Council,Committee, and liaison to the Youth Commission.

5. Consent Agenda
   b. Enrollment Report
   c. Food Service Report
   d. Human Resources Report

Move the Board of Education approve consent agenda items 5.b. Enrollment Report, 5.c. Food Service Report, 5.d. Human Resources Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

a. Financial Report
Questions were asked regarding insurance benefits.

Expenditures for March 31, 2025 $5,727,445

Expenditures through March 31, 2025 $59,188,655

Move the Board of Education approve consent agenda item 5.a. Financial Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

6. Approval of Minutes
   a. March 18, 2025 Regular Meeting

Move the Board of Education approve the minutes of the March 18, 2025 Regular Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

7. Student Representative Report

Ms. Khan said that the high school is making preparations for many upcoming event. Some of these include: Spring Break, music competitions, blood drive, fundraisers, both proms, inductions ceremonies, and the art show.

8. Board of Education

a. President's Report

Mr. Furie reported on the results of both Team Paragon and Blazing Spirits TSA competitions. He congratulated Mr. Guzauckas for his support in the programs and the team advancement. Mr. Furie stated that the district budget would be presented to Town Council at their next meeting. He also announced Mr. Lockhart's acceptance of President-elect for the National School Board Association beginning in April 2026.

b. School Liaison Reports

1. Windsor High School

Ms. Taylor said that the School Governance Council survey is available for submission and that Project Graduation is in need of donations and volunteers.

Mr. Wolliston asked about the Project Graduation fundraiser of "flocking".

2. Sage Park Middle School

Mr. Panos shared current and upcoming events including the 8th Grade Washington D.C. trip, Career Day, Cluster Expo, and testing.

Ms. Zotter attended the PTO meeting and spoke highly of the dialog.

3. Clover Street School

Mr. Madison shared that upcoming events being held at Clover Street School include: STEM Night, a fun run, and music concerts.

4. John F. Kennedy School

Ms. Canter gave the dates for several field trips and showcases, as well as the next PTO meeting.

5. Oliver Ellsworth School

Mr. Lockhart had no report but he shared his hope for a safe and restful spring break.

6. Poquonock School

Mr. Halek announced that the Easter Bunny would be at the Poquonock School Easter Egg Hunt. He also shared event dates.

c. Set Last Day of School for 2024-2025

Ms. Batchelder was asked to remind the audience of the original last day of school.

Move the Board of Education approve a change to their approved 2024-2025 calendar setting Monday, June 9, 2025 as the last day of school for students in grades Pre-Kindergarten to Grade 11 and the last day for teachers would be Tuesday, June 10, 2025. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

d. Healthy Food Certification

Pursuant to C.G.S. Section 10-215f, the Windsor Public School's Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the State of Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2025, through June 30, 2026. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

The Windsor Board of Education or governing authority will allow the sale to students of food items that do not

meet the Connecticut Nutritional Standards and beverages not listed in Section 10-221 q of the Connecticut General Statutes provided that the following conditions are met: 1. the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2. the sale is at the location of the event; and 3. the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

e. Residency Report
Mr. Kearse reviewed the current school year's residency investigations and the process of investigating.

9. Superintendent's Report
Dr. Hill announced the district Paraeducator of the Year, Danielle Franklin from Poquonock School. He also commended the WHS winter sports teams on their strong finish to the season. He spoke about teachers deserving praise year round, and that Teacher Appreciation Week is an opportunity to show our gratitude. He reminded the community about the spring break schedule and announced the upcoming Coffee Talk date.

Mr. Madison left the meeting from 9:09 PM and returned at 9:14 PM.

* Dr. Hill introduced UCONN ECE Executive Director Chris Todd. Mr. Todd explained how the ECE American History class is structured and how it compares to similar classes. He answered questions from the board.

10. Committee Reports
There were no committee reports.

11. Other Matters/Announcements/Regular BOE Meetings
a. BOE Curriculum Committee Meeting, Tuesday, April 29, 2025, 4:30 PM, Virtual
b. BOE Curriculum Committee Meeting, Tuesday, May 13, 2025, 4:30 PM, Virtual
c. Next BOE Regular Meeting is Tuesday, May 20, 2025, 7:00 PM, LPW, Board Room

Mr. Wolliston welcomed Ms. Zotter to the board.

Ms. Canter wished a happy Administrative Professionals Day, Nurses Day, and Teacher Appreciation Week.

Ms. Taylor wished everyone a happy spring break.

12. Audience to Visitors
There were no speakers.

13. Executive Session on Employee Personnel Matter -- It is proposed the Board move into executive session to discuss contract non-renewals before taking possible action in the regular meeting.Move the Board enter into Executive Session to discuss contract non-renewals before taking possible action in the regular meeting. We invite Superintendent Dr. Hill and Chief of Operations Danielle Batchelder into executive session. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

The board entered into executive session at 9:35 PM and returned to open session at 10:00 PM.

Move that the contract of employment of employees listed in the Non-Renewal document not be renewed for the following year upon its expiration at the end of the 2024-2025 school year and that the Superintendent of Schools is directed to advise such persons in writing of this action. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

14. Adjournment

Move to adjourn the meeting at 10:00 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

Leonard O. Lockhart, Secretary
Windsor Board of Education

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: October 16, 2024

Prepared By: Terrell M. Hill **Presented By:** Paul Panos

Attachments: N/A

Subject: Review of process of approving UConn ECE courses in general, and review of the American Studies ECE course approved last year 1063 High Honors (English) / 1162 High Honors (Social Studies)

BACKGROUND:

Minority Leader Paul Panos placed this item on the agenda with the support of Board members Jeremy Halek, Jill Canter and James Madison.

STATUS:

Explanation for the review:

Approval of the ECE courses by the Board of Education requires that the courses be described in enough detail that the Board can understand what is in it, or at least know that it has been generally accepted widely by universities, such as AP courses or existing UConn courses. These course descriptions are generally available from UConn or the College Board (for AP courses).

The American Studies course that was approved last year by the Board had no detail to it because it was said that the course was not yet designed or written, and that it required the summer to be able to design and write the course.

It is not a standard course, such as English Literature or Chemistry, etc. If an ECE course is the same as an AP course, the content is known. If it is a UConn course, its syllabus and curriculum are available from UConn.

No syllabus or course timeline or curriculum was provided in 2023, when the Board was asked to approve it. Only in September of 2024, after the course was running, was a list of the literature readings and a schedule of units of the history provided.

The Board should be provided with the content of a new course before it is brought for approval.

There will be some discussion of the American Studies course.

RECOMMENDATION:

For discussion

Recommended by the Superintendent:_____

Agenda Item #_____

LEVEL 2 ITEM 1C. BOARD LEADERSHIP/STUDENT ACHIEVEMENT

The Board of Education supports the appropriate use of technology in educational programming.

Through its budget process, the Board receives detailed information from the Assistant Superintendent for Instructional Services who oversee the IT Department. The Board of Education supports the use of technology in the district through programs listed on the attached documents. In addition, the Board supports technology through steady financial increases to support 21st century instructional practices using technological tools including 1:1 Chromebooks, iPads, assistive technologies, and specialty software technologies used in CTE, unified arts, and in the general education environment.

The Board continues to support the WHS/SPMS TSA (Technology Student Association) and its attendance at state and national competitions.

The following attachments indicates the Board's commitment to technology instruction for Windsor Public Schools' students:

- Technology goals for 24-25 school year
- Technology budget
- Technology education at WHS

Technology

Technology tools are integrated within all of the day-to-day operations of the school district. They are an essential component of the educational curriculum that provides opportunities for students to develop critical thinking, communication, collaboration, and creativity skills while simultaneously strengthening attributes such as persistence and leadership. The department provides critical infrastructure, from broadband, devices, and policy recommendations, to digital content and instructional support for both staff and students to further teaching, learning, assessment, accountability, leadership, and culture with a focus on equity.

The goals for the 2024-2025 school year are to:

- Continue to maintain a robust Infrastructure and Technology Foundation. This involves the procurement, maintenance, and upgrades of hardware and networking equipment, alongside managing software licenses, ensuring their maintenance, and investing in educational software and platforms. Additionally, a strong emphasis will be placed on network security through the implementation of cybersecurity measures, firewall systems, and comprehensive employee training.
- Continue to provide user Support and Capacity Building. This includes provisions for a Help Desk and User Support services, aimed at providing timely assistance for students, teachers, and staff encountering technical issues.
- Continue to offer training and professional development covering initiatives for educators, workshops to enhance students' digital literacy, and resources to facilitate the seamless integration of technology into the curriculum by technology integration specialists.

Towards our goals, to date we have accomplished the following:

- **Infrastructure and Technology Upgrades**: Managed software licenses, upgraded educational technology platforms, and replaced outdated displays for Grades 3-5 with modern interactive panels to enhance the learning environment. Prioritized privacy and security in all hardware and software decisions.
- **Support and Technical Assistance**: Leveraged a fully functional Help Desk to deliver efficient technical support to students, teachers, and staff, streamlining processes for optimal effectiveness.
- **Professional Development**: Provided targeted training initiatives and streamlined onboarding processes to empower staff with the skills to effectively integrate technology, including new displays and the Planetarium, into teaching and learning.
- **Curriculum Integration Support**: Offered resources and direct assistance through instructional technology specialists to seamlessly infuse educational technology into the curriculum.

Major 2025-2026 school year work:

- Professional Development and Digital Literacy: Provide ongoing training for educators to effectively integrate technology in teaching and educate students on responsible use, online safety, and digital citizenship.
- Ethical Use and Data Privacy: Ensure compliance with privacy laws (e.g., FERPA, COPPA), prioritize student data security, and establish policies for ethical use of AI tools to enhance education and administration.
- Strategic Technology Deployment: Support the adoption of emerging technologies, optimize hardware and software investments through data-driven decisions, and address redundancies with a phased, disruption-minimizing approach.
- Policy Modernization: Review and update district-wide technology policies to align with current best practices and develop a comprehensive AI strategy that enhances teaching, learning, and operational efficiency.

SITE: 76 Technology

	Actual Budget 23-24	BOE Adopted Budget 24-25	BOE Adopted Budget 25-26	%
Professional Development	$ 6,287	$ 7,500	$ 7,500	
Stipends - Liaisons	11,520	10,500	12,074	
Stipends/Extra Time	55,910	21,218	21,218	Summer work
Contracted Services - District Licenses	1,124,499	1,043,320	1,277,356	All DW licenses
*Equipment	594,183	352,205	352,205	
Supplies	53,600	25,700	25,700	
Service Repairs	6,502	9,000	9,000	
Dues & Fees and Travel	4,779	6,000	6,000	
TOTAL	**$ 1,857,280**	**$ 1,475,443**	**$ 1,711,053**	**15.97%**

Technology	Actual 23-24 FTE	BOE Adopted 24-25 FTE	BOE Adopted 25-26 FTE
Director of Information & Technology	1	-	-
MIS Manager	1	1	1
^ Senior Network Specialist	0	1	1
Technology Teacher	2	3	3
Specialist	2	2	2
Security & IT Specialist	1	-	-
Technician	2	2	2
Total	**9**	**9**	**9**

^ Position added after the BOE Budget was adopted. Position needed for network & cyber security measures.

*Annual Chromebook replacement (student and staff) ; iPad Replacement (10% of fleet annually)

customs. Each cohort selects the regions and countries of study, with a specific focus on literacy, customs, and traditional culinary skills.

Information Technology Career Cluster

Programming and Software Development Pathway

CS 1 Introduction to Programming **1609 College**

0.5 Credit. Credit change Prerequisite: Algebra 1 or concurrent. This course introduces students to computer science and programming. Students will learn about the fundamental components of computers, programming in both visual and written languages, as well as ethics and cryptography. Projects include scratch games, Python applications, and more. Students of all experience levels are invited to learn more about technology and gauge their interest in computer science as a career. This course counts as a STEM elective or any elective credit for graduation requirements.

CS 2 ECE Introduction to Computing for Engineers **1613 High Honors**

1.0 Credit. Prerequisite: Computer Science 1 or instructor approval. This course introduces students to computing logic, algorithmic thinking, computing processes, a programming language and computing environment. Knowledge obtained in this course enables use of the computer as an instrument to solve computing problems. Representative problems from science, mathematics, and engineering will be solved. This course counts as a STEM elective or any elective credit for graduation requirements. This course aligns to UCONN's CSE 1010.

CS 3 AP Computer Science **1267 AP**

1.0 credit. Prerequisite: Computer Science 1 or instructor approval. This course serves as a college-level introduction to computer science through the Java programming language. This course follows the goals and topics of the AP Computer Science A curriculum. Students who complete the course and examinations successfully may receive credit for one semester college introductory computer science course. Students are required to take the AP exam. This course counts as a STEM elective or any elective credit for graduation requirements. This course qualifies for University of Connecticut Early College Experience credit.

CS AP Computer Science Principles **1266 AP**

1.0 credit. Prerequisite: Computer Science 1 or instructor approval. This course is designed to give students foundational computing skills, an understanding of real-world impact of computing applications and programming literacy. The course will introduce students to the creative aspects of programming, abstractions, algorithms, large data sets, the internet, cybersecurity concerns, and computing impacts. This course follows the goals and topics of the AP Computer Principles curriculum. Students are required to take the AP exam. This course counts as a STEM elective or any elective credit for graduation requirements. This course qualifies for University of Connecticut Early College Experience credit.

CS Data Science 1 **1256 College**

0.5 Credit. Prerequisite: Algebra II. This course introduces students to the main ideas in data science through free tools such as Google Sheets, Python and Data Commons. Students will learn to be data explorers in project-based units, through which they will develop their understanding of data analysis, sampling, correlation/causation, bias and uncertainty, probability, modeling with data, making and evaluating data-based arguments, the power of data in society, and more! At the end of the course students will have a portfolio of their data science work to showcase their newly developed abilities. "This course counts as a STEM elective for graduation requirements."

Clubs and Sports
Balancing Your School Program

In selecting an appropriate program of studies, you need to be cognizant of demands outside the classroom that are placed upon you such as jobs, community activities, volunteering, school sports, clubs, etc. You are encouraged to make the most of your high school time and experiences. Balance is the important ingredient here. Learning how to budget time, both in and out of the classroom, can help you with your future plans. Listed below are many of the school activities you may want to consider in balancing your high school experience. **Club offerings can vary from year-to-year.**

Clubs and Organizations

Action Club	Literary Magazine "Voices"
Art Club	National Honor Society*
As Schools Match Wits	PALS Club
Black Excellence Club	Robotics
Christianity Club	Social Club
Climate Change Club	Social Studies Honor Society
Dancing Warriors	Spanish Honor Society
Debate Team	Student Council
Drama Club	S.W.O.R.D (Students Who Occasionally Roll Dice), WHS Board Game Club
Dungeon and Dragons	The Windsor Wire
Electrathon Club	TSA
FBLA (Future Business Leaders of America)	Unified Sports
FCCLA (Family, Career and Community Leaders of America)	Warrior Productions
Garden Club	Yearbook
GSA (Gender and Sexuality Alliance)	Young Women's Leadership Corp
Latin Club	
Legos Club	

* The GPA (see page 15) is the academic criterion used in determining "scholarship" for induction into the WHS National Honor Society. The student's "character," "leadership" and "service" are the other cornerstones used in the selection process.

LEVEL 2 ITEM 1D. BOARD LEADERSHIP/STUDENT ACHIEVEMENT

The Board uses data to make informed decisions regarding student achievement (provide examples).

- At their 11/19/24 meeting, the Board received an extensive presentation on the State Accountability Report, which included an update on the State Accountability Indicators, the accountability index and Windsor's ranking among the 35 Alliance Districts. (Presentation attached)

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: November 19, 2024

PREPARED BY: Dr. Noha Abdel-Hady **PRESENTED BY:** Dr. Noha Abdel-Hady

ATTACHMENTS: BOE Academic Update November 19, 2024 Presentation

SUBJECT: State Accountability Report

BACKGROUND:

Upon request of the BOE, Dr. Noha Abdel-Hady will be presenting the 2023-2024 Next Generation Accountability Report to the BOE.

RECOMMENDATION: N/A

Reviewed by: Nohahy **Recommended by the Superintendent:** TH/SB

Agenda Item # 8.C.

Taking Windsor To New Heights

WINDSOR PUBLIC SCHOOLS

BOE Academic Updates

2024 - 2025

WINDSOR PUBLIC SCHOOLS

Superintendent's Priorities

Culture & Climate

Academics

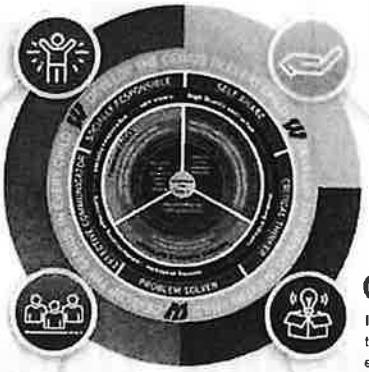
Culture- Expectations

Courageous

Be Brave in Decision-Making : Take calculated risks that prioritize student well-being and learning, even when it challenges the status quo.
Speak Up for What's Right: Advocate for all students, especially those who are marginalized or underserved, ensuring equity and inclusion in every classroom.
Embrace Change: Approach new initiatives and challenges with an open mind, ready to adapt and innovate.

Caring

Show Empathy: Listen actively to students, colleagues, and parents, showing understanding and compassion in all interactions.
Build Relationships : Foster a supportive and nurturing environment where every student feels valued and respected.
Support Your Colleagues: Collaborate and offer help when others are in need, contributing to a positive and cohesive school culture.

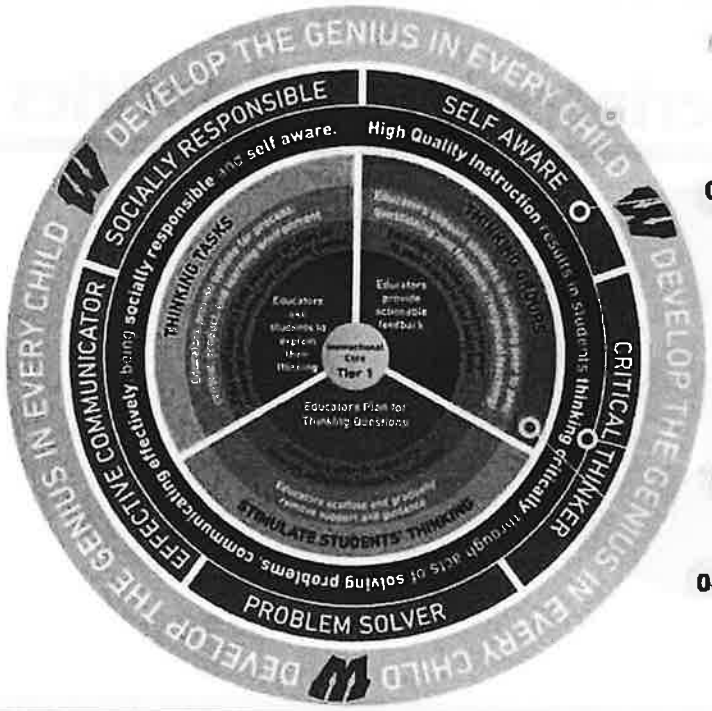


Committed

Dedicate Yourself to Excellence: Consistently strive to improve your practice, seeking professional development and feedback to enhance student outcomes.
Follow Through : Keep your promises and stay consistent in your actions, ensuring reliability and trustworthiness.
Hold High Expectations: Maintain rigorous academic and behavioral standards for all students, believing in their ability to succeed.

Creative

Innovate in the Classroom : Experiment with new teaching strategies, technologies, and resources to engage and inspire students.
Encourage Curiosity : Cultivate a learning environment where questioning and exploration are encouraged and celebrated.
Think Outside the Box: Approach challenges with a solutions-oriented mindset, finding unique ways to overcome obstacles.



01 School to Home Connection | Why?

02 PDG Attributes Desired Qualities SEL | What?

03 Shared understanding of High Quality Instruction | How?

04 Expectations for Daily Practices | How?

WINDSOR PUBLIC SCHOOLS

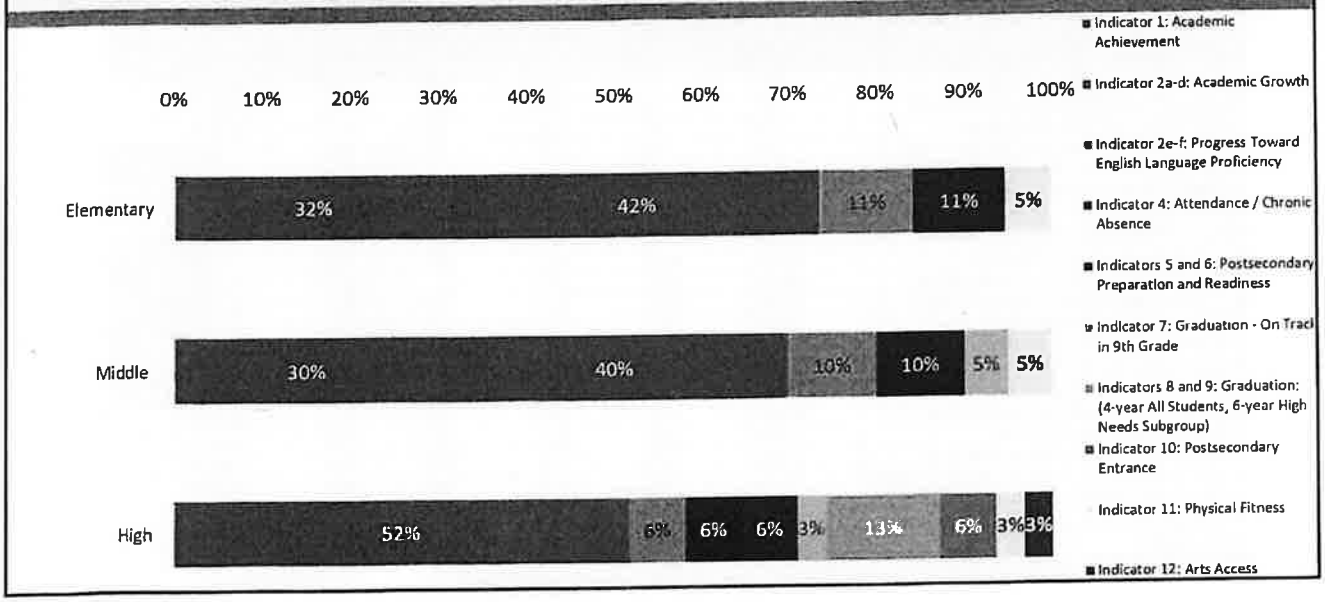
WINDSOR PUBLIC SCHOOLS

Next Generation Accountability

2024 - 2025

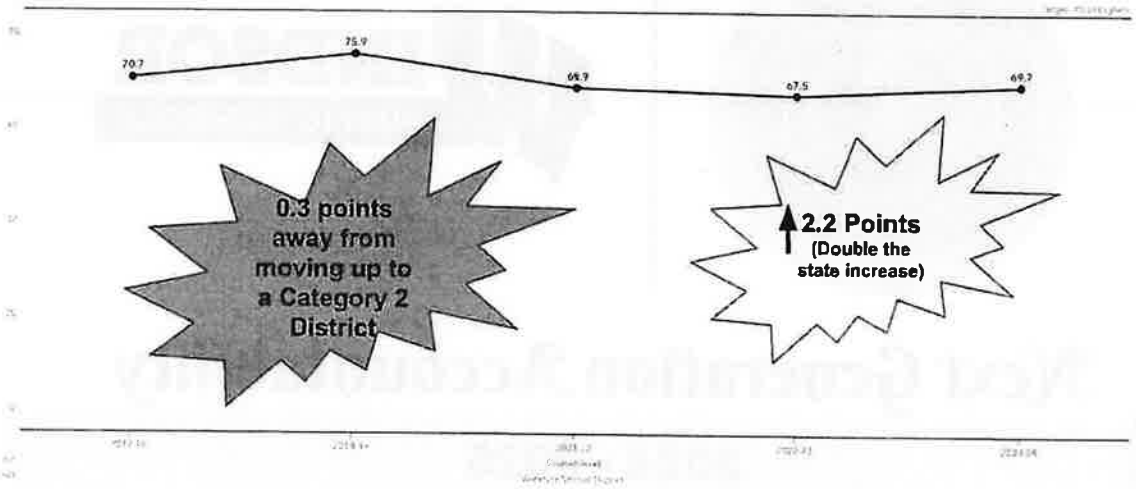
WINDSOR PUBLIC SCHOOLS

State Accountability Percentages



WINDSOR PUBLIC SCHOOLS

District Wide Index



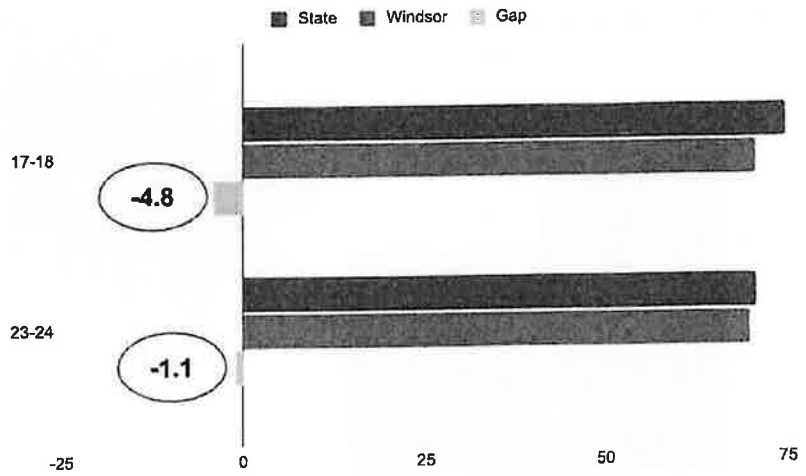
WINDSOR PUBLIC SCHOOLS

District Vs. State

Indicator	Index/Rate	Target	Points Earned	Max Points	% Points Earned (23-24)	State % Points Earned (23-24)	Difference from STATE to WIN
1a. ELA Performance Index - All Students	60.7	75	40.5	50	81	85.2	-4.2
1b. ELA Performance Index - High Needs Students	53.2	75	35.5	50	71	72.1	-1.1
1c. Math Performance Index - All Students	57.8	75	38.6	50	77.1	80.2	-3.1
1d. Math Performance Index - High Needs Students	49.9	75	33.3	50	66.6	66.1	[illegible]
1e. Science Performance Index - All Students	62	75	41.4	50	82.7	82.4	[illegible]
1f. Science Performance Index - High Needs Students	54.5	75	36.3	50	72.7	68.5	[illegible]
2a. ELA Academic Growth - All Students	58.40%	100%	58.4	100	58.4	58.7	-0.3
2b. ELA Academic Growth - High Needs Students	54.20%	100%	54.2	100	54.2	54.2	[illegible]
2c. Math Academic Growth - All Students	65.20%	100%	65.2	100	65.2	61.4	[illegible]
2d. Math Academic Growth - High Needs Students	59.80%	100%	59.8	100	59.8	55.1	[illegible]
2e. Progress Toward English Proficiency - Literacy	62.40%	100%	31.2	50	62.4	58.9	[illegible]
2f. Progress Toward English Proficiency - Oral	56.20%	100%	28.1	50	56.2	55.2	[illegible]
4a. Chronic Absenteeism - All Students	17.10%	<=5%	25.8	50	51.6	49.3	[illegible]
4b. Chronic Absenteeism - High Needs Students	24.10%	<=5%	11.8	50	23.6	17.9	[illegible]
5. Preparation for CCR - Percent Taking Courses	97.40%	75%	50	50	100	100	[illegible]
6. Preparation for CCR - Percent Passing Exams	33.20%	75%	22.1	50	44.3	59.1	-14.8
7. On-track to High School Graduation	79.40%	94%	42.2	50	84.4	89.9	-5.5
8. 4-year Graduation: All Students (2023 Cohort)	85.80%	94%	91.2	100	91.2	94	-2.8
9. 5-year Graduation: High Needs Students (2021 Cohort)	82.10%	94%	87.3	100	87.3	92.1	-4.8
10. Postsecondary Entrance (Graduating Class 2023)	63.10%	75%	84.1	100	84.1	91.2	-7.1
11. Physical Fitness (estimated participation rate = 96.6%)	43.00%	75%	28.7	50	57.4	63	-5.6
12. Arts Access	53.10%	60%	44.2	50	88.4	91.7	-3.3
Accountability Index			1010	1450	69.7	70.8	-1.1

WINDSOR PUBLIC SCHOOLS

Closing the Gap with State Avg.



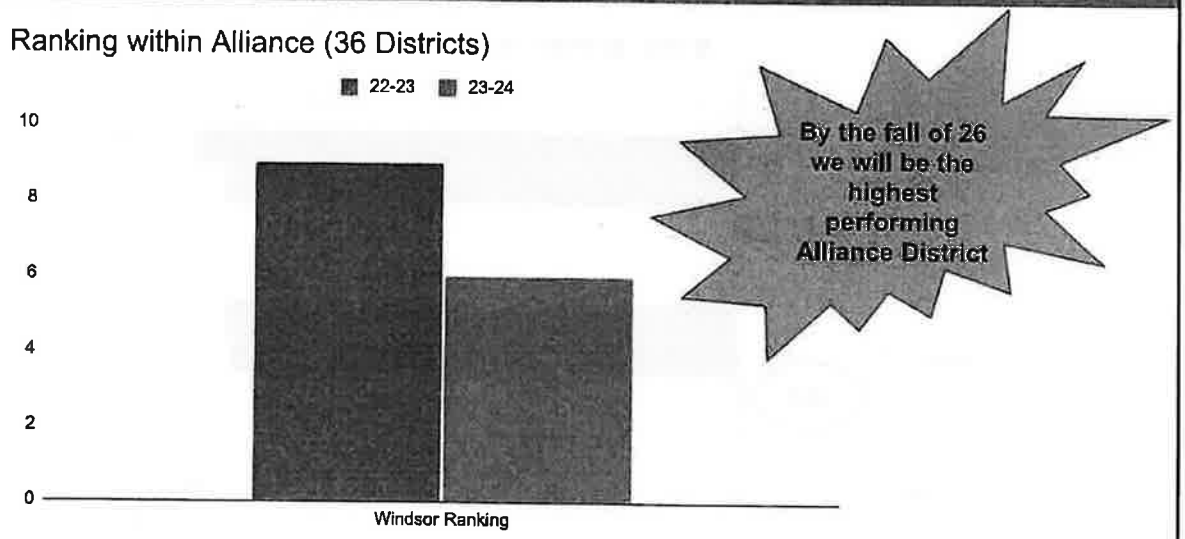
WINDSOR PUBLIC SCHOOLS

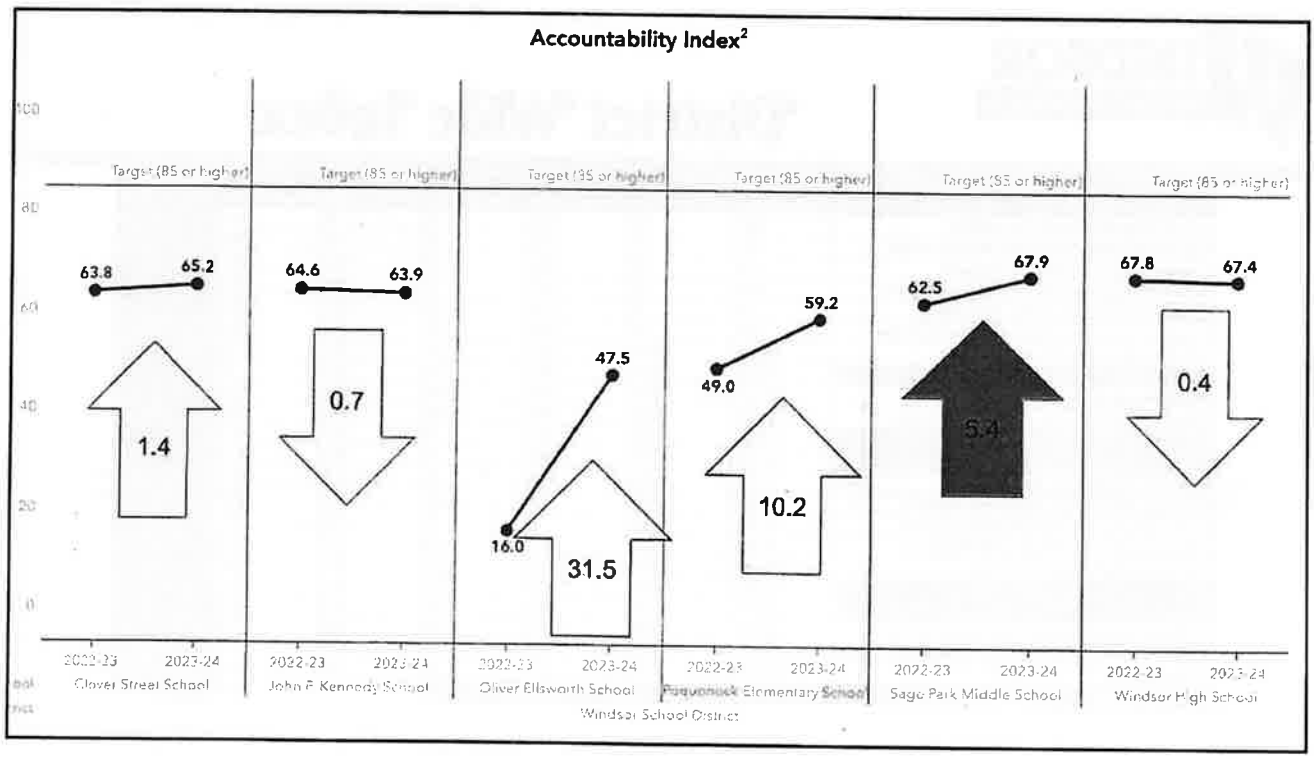
District Wide Index

Indicator	Index/Rate	Target	Points Earned	Max Points	% Points Earned (23-24)	% Points Earned (22-23)	Growth from 22-23 to 23-24
1a. ELA Performance Index - All Students	60.7	75	40.5	50	81	79.3	[illegible]
1b. ELA Performance Index - High Needs Students	53.2	75	35.5	50	71	70.4	[illegible]
1c. Math Performance Index - All Students	57.8	75	38.6	50	77.1	73.9	[illegible]
1d. Math Performance Index - High Needs Students	49.9	75	33.3	50	66.6	63.8	[illegible]
1e. Science Performance Index - All Students	62	75	41.4	50	82.7	76.8	[illegible]
1f. Science Performance Index - High Needs Students	54.5	75	36.3	50	72.7	65.5	[illegible]
2a. ELA Academic Growth - All Students	58.40%	100%	58.4	100	58.4	58	[illegible]
[illegible]	54.20%	100%	54.2	100	54.2	57	[illegible]
2c. Math Academic Growth - All Students	65.20%	100%	65.2	100	65.2	61.9	[illegible]
2d. Math Academic Growth - High Needs Students	59.80%	100%	59.8	100	59.8	56.4	[illegible]
[illegible]	62.40%	100%	31.2	50	62.4	63.3	[illegible]
[illegible]	56.20%	100%	28.1	50	56.2	71.1	[illegible]
4a. Chronic Absenteeism - All Students	17.10%	<=5%	25.8	50	51.6	39.1	[illegible]
4b. Chronic Absenteeism - High Needs Students	24.10%	<=5%	11.8	50	23.6	10.5	[illegible]
5. Preparation for CCR - Percent Taking Courses	97.40%	75%	50	50	100	100	[illegible]
6. Preparation for CCR - Percent Passing Exams	33.20%	75%	22.1	50	44.3	37.9	[illegible]
7. On-track to High School Graduation	79.40%	94%	42.2	50	84.4	82.7	[illegible]
[illegible]	85.80%	94%	91.2	100	91.2	93.3	[illegible]
[illegible]	82.10%	94%	87.3	100	87.3	94.6	[illegible]
10. Postsecondary Entrance (Graduating Class 2023)	63.10%	75%	84.1	100	84.1	77.6	[illegible]
11. Physical Fitness (estimated participation rate = 96.5%)	43.00%	75%	28.7	50	57.4	40.2	[illegible]
12. Arts Access	53.10%	60%	44.2	50	88.4	86.4	[illegible]
Accountability Index			1010	1450	69.7	67.5	[illegible]

WINDSOR PUBLIC SCHOOLS

Alliance Districts





WINDSOR PUBLIC SCHOOLS

Focus Indicators

- High Needs students performance and growth
- Continue our work on Fitness Assessment
- High school on track for graduation (4 years and 6 years High Needs)
- Chronic Absenteeism

WINDSOR PUBLIC SCHOOLS

Next Steps

- Tier 1 **(Back to the Basics)**
  - Explicit Teaching
  - Paper-Pencil (No Busy Work) - Note Taking
  - Proper and limited use of technology (5% of the day ~ 20 min)
  - Using our North Star to guide our work
- Data
  - Data Talks (All core content areas and Administrators)
  - Data talks with SPED teachers and MLL Teachers
  - Small groups informed by data

WINDSOR PUBLIC SCHOOLS

Next Steps

- Auditing our Math and ELA curriculum K-8
- Piloting BookWorms K-3
- Focus on our North Star practices with an emphasis on critical thinking
- Transitioning to Standards based goals and objectives to ensure our students with special needs are progressing academically
- Systems at WHS to ensure students who are at risk of failing are caught early and proper interventions are put in place

Taking Windsor To New Heights

WINDSOR PUBLIC SCHOOLS

THANK YOU

2024 - 2025

LEVEL 2 ITEM 2A. BOARD MEMBER PROFESSIONAL DEVELOPMENT

The Board has developed district goals and reviews them on a regular basis.

The Board of Education developed district goals in 2016. They are reaffirmed consistently and are always referred to by the BOE, administration, staff and community. They are attached.

WINDSOR PUBLIC SCHOOLS

Mission Statement

To develop the genius in every child and create life-long learners.

Goals

To accomplish this mission, the Windsor Public Schools, in cooperation with families and the greater Windsor community, will ensure that all students acquire the following skills and behaviors:

1. **All students will demonstrate a strong work ethic, exemplary academic skills, effective oral and written communications, technological aptitude, and necessary skills to work collaboratively with others.**

2. **All students will demonstrate the ability to think critically and to solve complex problems utilizing analytical ability, creativity, research skills, logical reasoning, innovation, integrative understanding and resilience.**

3. **All students will demonstrate a knowledge and understanding of the increasingly global nature of society and behaviors associated with good citizenship.**

4. **All students will graduate from Windsor Public Schools with a clear achievable post-secondary plan.**

5. **All students will demonstrate an understanding of the importance of health and wellness.**

6. **All students will gain an appreciation for the visual and performing arts.**

Approved by the Board of Education: December 20, 2016

LEVEL 2 ITEM 2B. PROFESSIONAL DEVELOPMENT

The Board has incorporated Board professional development into policy.

Attached:

- BL 9250
- BL 9340

Bylaws of the Board

Remuneration and Reimbursement

Remuneration

Board of Education members shall receive no compensation for their services.

Reimbursement

Attendance by members of the Board at school board conventions or seminars held out of State, shall be approved by a majority of the Board at least two (2) months prior to the convention or seminar. The Board of Education will pay expenses for conventions and seminars held out of State in accordance with Board policies related to expense reimbursement as follows:

A. Pre-paid registration fees;

B. Reimbursement for hotel accommodations and meals for Board of Education members only;

C. Travel expenses for Board of Education members only; and

D. Board of Education members shall not be reimbursed for expenses of a spouse or companion.

Each member of the Board may attend school Board conventions or seminars within the State without the prior approval of the Board, provided that the remuneration or reimbursement for expenses shall be limited to registration fees and housing accommodations if appropriate as provided for by the Board in its annual budget.

Bylaw Adopted: January 19, 2005

Section:	**Bylaws of the Board**	
Subject:	**MEMBERSHIP ASSOCIATIONS**	**BL-9340**

BOARD OF EDUCATION BYLAW
WINDSOR PUBLIC SCHOOLS
WINDSOR, CT

The Board of Education may ordinarily hold membership and attend meetings of such local, state, regional and national school board associations as may exist, and may look upon such memberships as opportunities for in-service training.

(cf. 1500 - Relations between area, state, regional and national associations and the schools)
(cf. 9140 - Board representatives)

Bylaw Adopted: January 19, 2005

LEVEL 2 ITEM 3A. POLICY

The Board related applicable agenda items to appropriate policies.

BOE regular meetings on 5/20/25 regarding the CABE Student Leadership Awards (BL 9411 and agenda attached) and the 6/17/25 regarding the Hybrid Format for Board of Education Meetings (agenda attached).

Windsor Board of Education
Regular Meeting – Hybrid via Zoom and In-Person
Approved Minutes

Tuesday, May 20, 2025 7:00 PM
L.P. Wilson Community Center
601 Matianuck Avenue
Windsor, CT 06095

The following are the approved minutes of the May 20, 2025 Windsor Board of Education Regular Meeting as approved in the June 17, 2025 Regular Meeting.

Attendance was taken at 7:04 PM.

Ms. Jill Canter:	Absent
Mr. David Furie:	Present
Mr. Jeremy Halek:	Present
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Present
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Present
Ms. Tracey Zotter:	Present

All board members were present in the board room.

1. Call to Order, Pledge to the Flag, Moment of Silence
   The meeting was called to order at 7:04 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Superintendent of Schools Dr. Terrell Hill, Chief of Operations Danielle Batchelder, Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Recognitions/Acknowledgements

a. Recognition—CABE Student Leadership Awards: WHS Amanda Eneh and Victor Montilla; SPMS Mackenzie Blair and Mayci Curtis

   Sage Park Middle School Principal Liana Jorgensen introduced her CABE Leadership Award recipients Mackenzie Blair and Mayci Curtis.

   Windsor High School Principal Dr. Breon Parker introduced his CABE Leadership Award recipients Amanda Eneh and Victor Montilla.

b. Presentation of CABE Bonnie B. Carney Award of Excellence for Educational Communications - WPS Wellness Committee Newsletter
   CABE Area 2 Director Dr. Lisa Simone presented the Bonnie B. Carney Award of Excellence for Educational Communications for the WPS Wellness Committee Newsletter. Administrative Assistant for Instructional Services Alexis Kruger accepted the award on behalf of the Wellness Committee. She and Danielle Batchelder answered questions about both the committee and the newsletters.

   Mr. Halek left the meeting at 7:37 PM and returned at 7:40 PM.

c. Presentation on WHS Hydroponics
   Dr. Bonnie Fineman presented the hydroponics presentation on behalf of WHS Science Teacher Joseph Oblon. The presentation covered the classes' participation in hydroponics, aquaponics, AI gardening, and traditional gardening. She answered questions regarding the future of the class and the potential for cross-disciplinary teaching. Students will be asked to be present at a future meeting to share their experiences.

3. Audience to Visitors
There were no speakers.

4. Consent Agenda
   b. Enrollment Report
   c. Food Service Report
   d. Human Resources Report

Move the Board of Education approve consent agenda items 4.b. Enrollment Report, 4.c. Food Service Report, 4.d. Human Resources Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 8, No: 0

a.Financial Report
Expenditurs for April 30, 2025 $9.433.169

Expenditures through April 30, 2025 $68,521,824

A question was asked about the district being "in the red" for the end of the fiscal year.

Move the Board of Education approve consent agenda item 4.a. Financial Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 8, No: 0

5. Approval of Minutes
   a. April 8, 2025 Regular Meeting
   b. April 29, 2025 Curriculum Committee Meeting
   c. May 5, 2025 Special Meeting
   d. May 13, 2025 Curriculum Committee Meeting

Move the Board of Education approve the minutes of the April 8, 2025 Regular Meeting, April 29, 2025 Curriculum Committee Meeting, May 5, 2025 Special Meeting, and May 13, 2025 Curriculum Committee Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.
Yes: 8, No: 0

6. Student Representative Report
Ms. Khan updated the board with information about special events and dates of importance.

7. Board of Education
a. President's Report
Mr. Furie spoke about attending various district functions.

b. Revision to 2025-2026 School Calendar
Ms. Batchelder detailed the revisions to the calendar for 2025-2026 related to following the CREC calendar, additional early release dates and a shift in the WHS testing schedule for January.

Move the Board of Education approve changes to their approved 2025-2026 calendar, changing the April break dates to Monday, April 13, 2026 through Friday, April 17, 2026; changing WHS Exam week to Monday, January 12, 2026 through Friday, January 16, 2026; and adding three (3) additional Early Release Days for Teacher Professional Development. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.
Yes: 8, No: 0

c. Discussion of Limits to Free Speech of Students During School-Sponsored Speech, as Opposed to Private Student Speech
Mr. Panos made a statement regarding the need to address this topic. He also read a letter from the WPS district Attorney, Tom Mooney, regarding the expectations of free speech during school activities versus while attending school.

d. School Liaison Reports

1. Windsor High School

Ms. Taylor promoted Project Graduation fundraisers. She also stated that ten of the twelve Shad Derby princesses were WHS students.

Mr. Wolliston had nothing to add.

2. Sage Park Middle School

Mr. Panos mentioned upcoming events at Sage Park Middle School.

Ms. Zotter thanked the PTO for their supplemental support of staff during Teacher Appreciation Week.

3. Clover Street School

Mr. Madison spoke about K-Kids activities as well as the visit by Poquonock 2nd graders.

4. John F. Kennedy School

Ms. Canter was not present, but Ms. Zotter was given the opportunity to speak about JFK. She expressed her gratitude to Art Teacher Ellie Lloyd for hosting an impressive art fair. She also congratulated Ms. Lloyd on being selected as Windsor's Teacher of the Year.

5. Oliver Ellsworth School

Mr. Lockhart spoke about PTO meetings, Pre-K graduation and the science fair.

6. Poquonock School

Mr. Halek described the success of the Easter Egg Hunt, music field trip, and PTO meetings.

8. Superintendent's Report

Dr. Hill spoke about the unveiling of the district's new mobile classroom on Monday and the final Coffee Talk which showcased the bus as well. He announced the launch of a speaker series called "The Plug" which brings local businesses in to speak to high school students about opportunities, networking, and personal growth. The Town of Windsor, including the Board of Education, has been awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada. Leonard Lockhart has been announced as the National School Boards Association President-elect for the 2026-2027 school year. The National Honor Society Induction Ceremony was held and also honored several students with superintendent awards. He congratulated seniors who had signed to play college-level sports. He gave details about Commencement and the last day of school.

Mr. Wolliston left the meeting at 9:27 PM and returned at 9:31 PM.

Mr. Madison left the meeting at 9:29 PM and returned at 9:35 PM.

Dr. Hill invited Dr. Abdel-Hady to give an update on the K-3 reading mandate. She and Elementary Curriculum Director Michelle Williams answered questions from the board.

a. Curriculum Development, 1st Reading

1. Civics
2. U.S. History

Dr. Abdel-Hady and Dr. Fineman addressed questions the board had related to the updated Civics and U.S. History courses at WHS.

Move the Board of Education approve as a 1st Reading: Civics and U.S. History. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 8, No: 0

Mr. Lockhart left the meeting at 9:37 PM and returned at 9:42 PM.

9. Committee Reports

Ms. Taylor had nothing additional to report for the Curriculum Committee.

Mr. Wolliston shared the date and time of the next Policy Committee meeting.

Ms. Zotter stated that she would like to have a meeting of the Long-Range Planning Committee regarding facilities.

10. Other Matters/Announcements/Regular BOE Meetings

a. BOE Policy Committee, Wednesday, May 28, 2025, 5:30 PM, Virtual

b. Next BOE Regular Meeting is Tuesday, June 17, 2025, 7:00 PM, LPW, Board Room

Ms. Zotter announced the JFK music concert on May 22.

Mr. Madison said his favorite time on the board was the hydroponics presentation.

Mr. Lockhart asked to continue the good week with positive vibes.

Ms. Taylor spoke highly of the graduating class.

Mr. Panos said he is looking forward to graduation.

11. Audience to Visitors

There were no speakers.

12. Adjournment

Move to adjourn the meeting at 10:14 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 8, No: 0

Leonard O. Lockhart, Secretary
Windsor Board of Education

Bylaws of the Board

Recognition of Accomplishments by Students, Staff Members, Citizens or Members of the Board of Education

Recognition for Accomplishment

The Board is committed to recognizing and reinforcing the positive efforts and performance of individuals involved in the school system. The Superintendent shall develop procedures to honor the distinguished or exceptional achievements of students, staff and citizens. This should also include retiring staff who have contributed to the school system over an extended period of time. This may be done by recognition at Board meetings, letters of recognition, or other appropriate methods.

Bylaw Adopted: January 19, 2005

Windsor Board of Education
Regular Meeting – Hybrid via Zoom and In-Person
Unapproved Minutes

Tuesday, June 17, 2025 7:00 PM
L.P. Wilson Community Center, Board Room
601 Matianuck Avenue
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, June 17, 2025 Regular Meeting. Any additions or corrections will be made at a future meeting.

Attendance was taken at 7:03 PM.

Ms. Jill Canter:	Absent
Mr. David Furie:	Present
Mr. Jeremy Halek:	Present
Mr. Leonard Lockhart:	Present
Mr. James Madison:	Present
Mr. Paul Panos:	Present
Ms. Ayana Taylor:	Present
Mr. Nathan Wolliston:	Absent
Ms. Tracey Zotter:	Present

All board members attended in person. Mr. Wolliston attempted to attend virtually, but due to technical difficulties he did not participate.

1. Call to Order, Pledge to the Flag, Moment of Silence
   The meeting was called to order at 7:03 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Assistant Superintendent for Instructional Services Dr. Noha Abdel-Hady, Chief of Operations Danielle Batchelder, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Recognitions/Acknowledgements

a. Recognition--WHS Juried Art Show, Board of Education Purchase Prize to Victoria Dupre for "Sky's Up...Eye's Up"; Superintendent's Purchase Prizes to Rosepreet Kaur for "A Sparkling Spotted Joe-Pye Weed" and Lilliana Yohe for "Stained Glass" and WHS Purchase Prize to Jay Reilly for "Waterfall"

   Dr. Abdel-Hady introduced art teachers Sarah Asplund and Lisa Smith who recognized WHS Juried Art Show award recipients. The recipients were: "Sky's Up...Eye's Up" by Victoria Dupre was the Board of Education Purchase Prize; "A Sparkling Spotted Joe-Pye Weed" by Rosepreet Kaur and "Stained Glass" by Lilliana Yohe were the Superintendent's Purchase Prizes and, "Waterfall" by Jay Reilly was the WHS Purchase Prize.

b. Announcement–Windsor Educator of the Year, Eleanor Lloyd, and Paraeducator of the Year, Danielle Franklin
   Ms. Batchelder announced the Windsor Teacher and Paraeducator of the Year. She announced that Eleanor Lloyd, art teacher at JFK Elementary, had been named Windsor Teacher of the Year. Danielle Franklin, from Poquonock Elementary, had been named Windsor Paraeducator of the Year.

   Ms. Zotter spoke highly of Ms. Lloyd's impact at JFK.

c. Recognition - Wareesha Khan, BOE Student Representative
   Mr. Furie recognized Student Representative Wareesha Khan for her service to the board during the spring semester.

   Several board members expressed their support for her and her future endeavors.

3. Audience to Visitors
   There were no speakers.

4. Consent Agenda
   c. Food Service Report
   d. Human Resources Report

Move the Board of Education approve consent agenda items 4.c. Food Service Report, and 4.d. Human Resources Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

a. Financial Report
Expenditures for May 31, 2025 $3,512,763
Expenditures through May 31, 2025 $72,034,587

Mr. Panos questioned the current difference in magnet school tuition versus what it had been previously.

Ms. Batchelder said that Windsor was just credited a portion of the tuition cost, by the state, at the close of the legislative session recently, so it would not have been accounted for prior to that date.

b. Enrollment Report Mr. Panos' question during the Financial Report included a reference to the magnet school enrollment numbers.

Move the Board of Education approve consent agenda items 4.a. Financial Report, 4.b. Enrollment Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

5. Approval of Minutes
   a. May 20, 2025 Regular Meeting
   b. May 28, 2025 Policy Committee Meeting

Move the Board of Education approve the minutes of the May 20, 2025 Regular Meeting and the May 28, 2025 Policy Committee Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

6. Board of Education
a. President's Report
Mr. Furie spoke about his attendance at many end-of-year school events, district-wide.

b. Poquonock Partial Roof Replacement - Approval or Acceptance of Completed Project - State Project Number 164-0096 RR

Ms. Batchelder explained that this agenda item is regarding a state grant project that had not been closed by a former Windsor BOE and needs to be done before the state will consider issuing more grant funds for Capital Improvements.

Both Mr. Lockhart and Ms. Taylor, although supportive of the motion, did not appreciate that a former board had not completed this motion and it fell to the current board to accept that this work had been done. They recommended a full audit of all prior grants and work permits to prevent a similar situation in the future.

Move that the Board of Education approve the project as completed and accept the Poquonock School Partial Roof Replacement Project - State Project Number 164-0096 RR for public school purposes. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

c. Discussion and Possible Action to Extend the Current Hybrid Format for Board of Education Meetings
As this agenda item is addressed each year, the board has decided to have the Policy Committee address creating a formal policy regarding having a hybrid and/or virtual format for meetings.

Mr. Panos suggested that Execuitive Committee meetings should be held virtually as well and that recordings should be posted to the district website.

There was discussion about outfitting the board room more adequetly for hybrid meetings.

Move to extend the current hybrid meeting format for the 2025-2026 school year for board members and the public for regular board meetings, including special meetings and leaving finance committee as hybrid and policy, curriculum and long range planning committee meetings as virtual. Executive committee meetings would be decided by the BOE President. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

7. Superintendent's Report
On behalf of Superintendent Hill, Dr. Abdel-Hady presented the Superintendent's Report.

She reviewed graduation numbers and the spectrum of schools that graduates had been accepted into. She thanked district scholarship partners for their support of the graduating class. She announced that Kristin Blume had been appointed the permanent assistant principal for JFK Elementary School. She also announced that Robert Fleeting had been appointed assistant principal at WHS. She provided details about the WPS Summer Food Program.

Dr. Abdel-Hady shared the mobile classroom schedule for the upcoming week and its inaugural visits in the community. She announced that she will be speaking at the CABE Convention in November about the mobile classroom initiative. The WPS Summer Reading Program, *Color our World*, is currently underway. She offered special thanks to Mr. Paul Goldberg at the firehouse on Bloomfield Avenue, helping to make the end-of-year leadership retreat a success. She thanked WIN-TV and BOE staff for their expertise at the board meetings throughout the year. The first day of the new school year will be Monday, August 25, 2025, and the next regular board meeting will be Tuesday, September 16, 2025, at 7:00 PM.

a. Curriculum Development, 2nd Reading
   1. Civics
   2. U.S. History

Dr. Fineman addressed questions emailed by Mr. Panos prior to the meeting.

Move the Board of Education approve the Civics and U.S. History Curriculum as a 2nd Reading. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

b. Policy Adoption, 1st Reading
   1. New P/AR 4118.53 and 6141.3273 Electronic Resources Generative AI (Artificial Intelligence
   2. Revised P/AR 5112 Age of Attendance
   3. Revised P/AR 5113 Attendance, Truancy and Chronic Absenteeism
   4. Revised P/AR 5114 Student Discipline
   5. Revised AR 5123.1 Windsor High School Graduation Requirements
   6. New P 5144.2 Restorative Practices Response Policy
   7. Revised P 6148 Policy to Improve Completion Rates of the Free Application for Federal Student Aid (FAFSA)

Move the Board of Education approve P/AR 4118.53 and 6141.3273 Electronic Resources Generative AI (Artificial Intelligence), P/AR 5112 Age of Attendance, P/AR 5113 Attendance, Truancy, and Chronic Absenteeism, P/AR 5114 Student Discipline, AR 5123.1 Windsor High School Graduation Requirements, P 5144.2 Restorative Practices Response Policy, and P 6148 Policy to Improve Completion Rates of the Free Application for Federal Student Aid (FAFSA) as a 1st Reading and waiving the 2nd Reading. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

8. Committee Reports
   Mr. Furie said that the Policy Committee will need to revisit the topic of cell phones as it will be a state requirement to have a cell phone policy in place.

   Ms. Zotter reviewed her intention to hold a Long-Range Planning Committee meeting early in the next school year for the purposes of discussing having a cost/benefit study done to evaluate the possibility of renovating buildings versus new buildings and/or combining elementary schools.

9. Announcements
a. BOE Special Meeting, Tuesday, June 24, 2025, 6:30 PM, LPW, Board Room (POSTPONED)
b. Next BOE Regular Meeting is Tuesday, September 16, 2025, 7:00 PM, LPW, Board Room

Ms. Zotter spoke about the tragic loss of a district parent, Allison Eichner, and its impact on the community.

Mr. Lockhart congratulated Dr. Abdel-Hady on the mobile classroom.

Mr. Halek congratulated the class of 2025.

Ms. Taylor congratulated the graduates and requested that everyone stay safe.

Mr. Panos wanted the community to have a great summer.

Mr. Furie appreciated how student achievements have been highlighted to the board recently. He wished everyone a great summer.

10. Audience to Visitors
There were no speakers.

11. Adjournment
Move to adjourn at 8:58 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.
Yes: 7, No: 0

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Leonard O. Lockhart, Secretary
Windsor Board of Education

LEVEL 2 ITEM 3B. POLICY

Policy discussions are a regular part of Board meetings.

Attached:

- June 17, 2025 regular meeting agenda

Windsor Board of Education
Regular Meeting – Hybrid via Zoom and In-Person
Unapproved Minutes

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Ms. Tracey Zotter:	Present

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Yes: 7, No: 0

_____
Leonard O. Lockhart, Secretary
Windsor Board of Education

LEVEL 2 ITEM 3C. POLICY

The Board has adopted a policy addressing diversity, equity and inclusion. BOE policies that address these items are:

- P 2112 Professional Development
- P 4100 Personnel – Recruitment and Selection
- P 5117 School Attendance Areas
- P 6320 Equipment, Books and Materials

Administration

Professional Development

The Board encourages the Superintendent to make every effort to stay abreast of educational trends and to seek and take advantage of opportunities for professional growth.

For these purposes and so that he/she can keep the Board and professional staff informed of new and promising educational developments, the Board encourages the Superintendent to maintain membership in certain professional organizations, attend and participate in workshops, conferences, conventions, and appropriate courses, and to engage in reading and writing of a professional and developmental nature.

The Board of Education recognizes the importance of professional development opportunities for new and experienced administrators. As leaders of the school system, administrators' active participation in professional development provides positive role models for other staff and students by enacting dual roles of teacher and learner. Formal acknowledgment of the importance of these reciprocal roles and responsibilities will lead to sustained professional growth and learning among administrative staff, which will, in turn, benefit the school community.

A philosophy that promotes continued learning for all educators should permeate professional development programs and practices. The philosophy should specifically support different learning needs, based on experience, and an investment in the professional growth of future school leaders:

1. Innovative programs should be developed and established for teachers who aspire to administrative positions. A special effort should be made to encourage women and minorities to seek administrative positions.

2. For new administrators, a comprehensive orientation program should include broad-based exposure to district practices and resources, provision of mentor support from experienced administrators, and development of an individualized professional growth plan that targets priority learning needs.

3. For experienced administrators, flexible professional development opportunities should be entertained, allowing for career advancement support and long-term areas of professional pursuit.

All administrators should be exposed to professional growth opportunities and educational practices that address ways to foster diversity and equity in the school community. Professional development programs should be developed to assist and alert participants to issues related to the impact of racial, ethnic, and gender bias in the classroom, in the schools, and in the broader community.

Policy Adopted: November 1, 2005

Personnel - Certified/Non-Certified

RECRUITMENT AND SELECTION

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. The Superintendent is authorized to make all appointments of personnel except for administrators serving in positions of the rank of principal or above.

The recruitment procedures of the district shall attempt to produce a total staff representative of the diversity of the students in the Windsor community, and assignment procedures shall conform to State and Federal law. The Board of Education recognizes the need to provide students with an opportunity to interact with students and staff from different racial, ethnic and economic backgrounds.

It is the policy of the Board of Education to recruit, select and employ the best qualified personnel on the basis of their merit and effectiveness without discrimination as to their "...race, color, religious creed, age, sex, sexual orientation, marital status, national origin, ancestry, present or past history of mental disorder, intellectual disability, or physical disability, including but not limited to, blindness, except in the case of a bona fide occupational qualification or need.

Sexual harassment is explicitly prohibited by Board of Education policy. Sexual harassment in relation to employment will result in disciplinary action.

Employment decisions will not be influenced, affected or determined on the basis of membership in or holding of office in an employee association or union.

The Board of Education directs the administration to develop, implement and maintain a plan for people of color and ethnically under-represented groups for teacher and administrator recruitment. Such a plan shall include, but not be limited to, short and long term goals, objectives, and recruitment, hiring and retention procedures. The district will continue to recruit, hire and retain people of color and ethnically under-represented groups as important components of the Board of Education's overall commitment to employ the most qualified staff and to provide quality educational experiences and learning opportunities for all students.

Legal Reference: Connecticut General Statutes

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

10-220, Minority Recruitment Plan

10-153 Discrimination on account of marital status.

10-155f Residency requirement prohibited.

31-126 Unfair Employment Practices (as amended by P.A. 80-285)

Title IX - Equal Employment Opportunity

Americans With Disabilities Act (ADA)

Family Medical Leave Act (FMLA)

Policy adopted: January 18, 2006

Policy revised: April 18, 2017

Windsor Public Schools

Windsor, CT

AR4100

Personnel - Certified/Non-Certified

RECRUITMENT AND SELECTION

In the employment of teachers and other certified personnel, special consideration is given to professional training, teaching experience, and personal characteristics desirable in good teachers. Residency requirements for teachers are prohibited by law. Each candidate will:

1. Submit an official college transcript to the personnel office.

2. Submit a record of teaching and other work experience to the personnel office. The Superintendent will determine initial placement on the salary schedule based upon a candidate's education and experience.

3. Appear, unless unusual hardship prevents, for a personal interview.

4. Submit evidence of meeting the certification requirements of the State.

5. Submit evidence of the employee's identification and employment authorization for immigration purposes. This documentation shall consist of one of the following:

a. U. S. Passport

b. Certificate of U. S. citizenship

c. Certificate of naturalization

d. Unexpired foreign passport which has an unexpired authorization of the U. S. Attorney General permitting the alien's employment in the United States; or

e. Resident alien card (commonly referred to as the "Green Card"), or other alien registration card which bears a photograph of the alien, or other authorized identification information and which shows authorization of U. S. Employment.

If one of the documents listed above is not available, one document in each of the following two groups may be used:

Group I: Documents Demonstrating Employment Authorization

a. Social Security Card (except one specifically stating that its issuance does not authorize employment)

b. Certificate of birth in U. S. or establishing U. S. nationality

c. Other documentation that the U.S. Attorney General, by regulation, deems acceptable as proof of employment authorization for immigration purposes.

Group II: Document Establishing Identification

a. Identification issued by a state (such as a driver's license) which has a photograph or identifying information

b. For individuals who do not hold a driver's license or who reside in a state which does not issue identification documentation other than a driver's license, the U.S. Attorney General will establish other documentation requirements for proof of identification.

Affirmative Action and People of Color and Ethnically Under Represented Groups

Recruitment, Selection and Retention of Personnel: Recognizing the critical importance of effective recruitment and hiring practices in implementation of the district's Affirmative Action Plan, the following procedures will be followed:

1. Job announcements will specify the information needed so those applicants have access to the employer, and/or unit to be contacted for information and application procedures. Every announcement or listing of the position will include the statement that the Windsor Public Schools is an Equal Opportunity Employer M/F.

2. Efforts will be made to increase recruitment of people of color and other ethnically under-represented groups. Recruitment sources to be used include social media online sites, newspapers, newsletters, and journals with people of color and other ethnically under-represented groups' audiences; people of color and other ethnically under-represented group organizations; news media; web sites of colleges and universities, particularly those with significant people of color and other ethnically under-represented groups' populations; the Capitol Region Education Council web site; community organizations and schools; and specialized employment programs. In addition, announcements of position openings during the school year will be made available to personnel presently employed by the Windsor Public Schools to provide promotional opportunities.

3. Recruitment from colleges and universities will continue to include institutions with high percentages of students of various people of color and other ethnically under-represented

groups. Procedures will include some of the following: Sending notices to placement offices, people of color and other ethnically under-represented groups' affairs offices, people of color and other ethnically under-represented groups' student programs, counseling centers, and people of color and other ethnically under-represented groups' student organizations. Interracial and/or male/female recruiting teams will be used whenever possible.

4. The Windsor Public Schools will continue its active participation in the Capitol Region Education Council Task Force on Minority Recruitment.

5. Discriminatory or unnecessary restrictions on age, sex, physical characteristics, education, and experience will be deleted from all recruiting announcements and only bona fide occupational qualifications may be specified.

6. Education and experience requirements will be job related and will not create artificial barriers for employment.

7. All efforts will be made to connect with professional organizations that work primarily with people of color and other ethnically under-represented groups in order to assist in recruitment.

8. Uniform interview techniques will be used to assure that equal treatment and consideration is afforded to all applicants in the final selection process, including those referred by various sources and regardless of "...race, color, religious creed, age, sex, sexual orientation, marital status, national origin, ancestry, present or past history of mental disorder, intellectual disability or physical disability, including, but not limited to, blindness;..."

9. All employees with responsibilities for recruitment, hiring, or selection procedures shall be issued the current revised Affirmative Action Plan.

Promotion and Upgrading of Personnel

1. Job posting procedure will be used to encourage the promotion or transfer of qualified internal candidates, but in no event shall this plan require the selection of a less qualified applicant over a better qualified applicant for any position.

2. The employee shall be afforded the opportunity for promotion to any position for which he/she meets the minimum qualifications.

3. Every effort will be made so that seniority provisions do not contribute to overt or inadvertent discrimination against people of color and other ethnically under-represented groups.

4. Individuals with reporting responsibility to the Superintendent of Schools and responsibility in the evaluation, upgrading and promotion of personnel shall complete by June 1 of each school year, a yearly report:

a. The promotion records of men, women, and people of color and other ethnically under-represented groups in each employee classification and unit.

b. The identification of employees who presently hold positions that underutilize their credentials and abilities.

5. For terminations, an exit interview shall be offered to employees who leave voluntarily to ensure that there is no disparate treatment with respect to people of color and other ethnically under-represented groups.

Assignment of Staff

1. All staff assignments will be reviewed and assessed on a yearly basis to insure non-discrimination. Particular attention during the monitoring process will be given to:

a. The assignment of personnel to specific schools or jobs.

b. The assignment of paying and non-paying extra duty work or assignment.

c. The assignment of overtime duties.

d. The opportunities to participate in special events or training programs.

Retention of Staff

1. Maintaining a successful and productive relationship between the school district and the minority teacher or administrator is a critical component of a people of color and other ethnically under-represented groups' staffing plan.

a. Provide an orientation program for all new hires. Include an introduction of school and town officials, explain the payroll process, the budget process, the Teacher Education and Mentoring Program (TEAM), and provide insights into the "culture" of the school.

b. Provide new hires with staff support and mentors in addition to the mentors formally assigned through the TEAM Program.

c. Schedule periodic meetings throughout the school year for all first year teachers.

d. Encourage participation in educators support groups such as the CREC MTR minority educator partnership.

e. Introduce new hires to the local teachers' and/or administrators' organizational leadership.

f. Support local, state and regional activities of people of color and other ethnically under-represented groups.

g. Avoid requesting or assigning only people of color and other ethnically under-represented staff to serve as the expert for special cultural days or months.

h. Provide diversity training for all staff.

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.

10-155f Residency requirement prohibited.

31-126 Unfair Employment Practices (as amended by P.A. 80-285)

Title IX - Equal Employment Opportunity

Americans with Disabilities Act (ADA)

Family Medical Leave Act (FMLA)

Administrative Regulation approved and updated: April 18, 2017

Craig A. Cooke, Ph.D.

Superintendent of Schools

Windsor Public Schools

Windsor, CT

Students

SCHOOL ATTENDANCE AREAS

1. The Board of Education shall establish school attendance area boundaries toward the goal of providing a quality education in schools that reflect the character and diversity of the community. The drawing of attendance area boundaries shall be guided by the following considerations:

A. Educational needs of students

B. Proximity of students to the school

C. Safety of students

D. Racial and ethnic balance of the school population

2. All Windsor students residing within each respective school attendance area shall attend that school, except that the Superintendent may allow individual students to attend, on a year-to-year basis, a different school in which space is available. Such exceptions shall be granted upon written application of the student's parents or guardian under any of the following conditions:

A. The student's health requires a different school assignment. A physician's diagnosis must accompany the parents' request. The school medical advisor shall review the application and make a recommendation to the Superintendent.

B. The student has moved to a different school attendance area in Windsor after January 1. Such a student may finish the school year at the school he or she attended at the time of the move.

C. Decision of a Planning and Placement Team.

D. The Superintendent recommends attendance at a different school is in the best educational interests of the student.

3. The Board of Education shall not provide transportation for any student attending a school outside his or her home school attendance area, unless the reason for attending another school falls under 2A or 2C above.

Legal Reference: Connecticut General Statutes

10 226b Existence of racial imbalance.

10 226c Plan to correct imbalance.

10 226d Approval of plan by state board.

Policy Revised: September 20, 2016

Policy Adopted: April 24, 2007

Windsor Public Schools

Windsor, CT

Instruction

Equipment, Books and Materials

1. The Board of Education will provide students with a wide and diversified range of quality materials which support instruction from the approved curriculum. These materials will accurately portray the cultural and racial diversity, as well as the male/female roles in our society.

2. The Board of Education believes that at all times the schools should be well equipped and maintained as may be possible within existing financial limitations.

3. The Board of Education must approve the change of any textbooks by a two-thirds vote of all members of the Board. Notice of such intended change must have been given at a meeting of such Board held, at least one week prior to the vote upon such a change.

4. Students have the responsibility to care for the materials provided by the schools.

5. The disposition of old and obsolete materials shall be accomplished under the direction of the Superintendent of Schools.

6. Materials advertising any individual, company, product or organization shall not be distributed to the students in the Windsor Public Schools.

7. It is recognized that opinions differ concerning appropriateness of instructional materials. Occasionally an individual or group may find instructional materials used in the schools conflict with their views. Parents/guardians may challenge materials in accordance with the Administrative Regulation.

8. The procedures for the selection, approval, purchase, use, and care of materials is detailed in Administrative Regulations in the 6320 series.

Legal References: Connecticut General Statutes

10-228 Free textbooks, supplies, materials and equipment

10-229 Change of textbooks

Policy Adopted: October 15, 1996

LEVEL 2 ITEM 3D. POLICY

The Board has adopted a policy on civility. Board policy 9271 Code of Ethics addresses civility (attached).

Civility

Bylaws of the Board

Code of Ethics

As a guide to performing their duties, Board members should:

1. Be an advocate of high quality free public education for all Connecticut children;

2. As an agent of the state, uphold and enforce all laws, rules, regulations and court orders pertaining to public schools, and bring about any needed change only through legal and ethical means;

3. Help create public schools which meet the individual educational needs of all children regardless of their ability, race, color, national origin, ancestry, sex, sexual orientation, physical or mental disability, religion or social standing;

4. Work to help the community to understand the importance of proper support for public education;

5. Become informed about the nature, value and direction of contemporary education and support needed change in the schools;

6. Recognize that a Board member's responsibility is not to "run the schools," but to see that they are well-run through effective policies;

7. Exercise care in any discussions concerning the employment, performance, promotion, evaluation, health or dismissal of a Windsor Public School employee or applicant for employment because (1) they do not supervise such employees and (2) they may be required to make impartial judgments concerning such employees. Board members should refrain from such discussions unless acting as a personal reference during the normal course of the hiring process.

8. Recognize that they are prohibited from discussing confidential information they receive as Board members concerning academic or disciplinary matters related to Windsor Public school students except as permitted by law.

9. Confine Board action to policy-making, planning, and appraisal, and consult with those who will be affected by the Board's actions;

10. Arrive at conclusions after fully discussing the issue at an open meeting, and abide by the principle of majority rule;

11. Recognize that authority rests only with the whole Board assembled in a meeting, and make no personal promises nor take any private action that may compromise the Board;

12. Acknowledge that the Board represents the entire school community, and will refuse to surrender their independent judgment to special interests or partisan political groups;

13. Never use the position on the Board for personal gain;

14. Hold confidential all matters pertaining to the schools that, if disclosed, might needlessly injure individuals or the schools;

15. Ensure that all school business transactions be open and ethical;

16. Ensure that the best personnel available are appointed to all positions in the district;

17. Refer all complaints through the proper "chain of command" within the system, and act on such complaints at public meetings only when administrative solutions fail;

18. Treat all fellow Board of Education members, school district employees and community members with mutual respect, trust, civility and regard for each other's respective roles and responsibilities; and

19. Practice and promote ethical behavior in the Boardroom as a model for all members of the school district.

Bylaw Adopted: January 19, 2005

LEVEL 2 ITEM 4B. COMMUNITY RELATIONS

The Board has successfully worked with other community leaders. A monthly BOE report (attached) is provided to the town governing body, Town Council, on a monthly basis. Either the BOE President or Secretary attends the meeting to give the report and answer any questions from Town Council members. Additionally, the Chair of BOE Finance Committee (along with the Superintendent, Chief of Operations, and BOE President) provides a presentation on the BOE budget each April (April TC meeting agenda attached). The Town Council membership is invited to district events such as convocation and graduation. They receive a copy of the BOE agenda and attachments for all regular and special meetings.

All Town Council meetings are live streamed and available to the community on the town's website. They are also available through our local cable access channel.

Attachments:

- 4/9/25 Town Council Special Meeting Agenda
- 5/5/25 BOE Report to Town Council

TOWN OF WINDSOR, CONNECTICUT

Special Meeting Notice

Zoom Instructions

Dialing in by Phone Only:

Please call: **309 205 3325 or 312 626 6799**

1. When prompted for participant or meeting ID enter: **839 5230 3712** then press #
2. You will then enter the meeting muted.

Joining in by Computer:

Please go to the following link: https://us02web.zoom.us/j/83952303712

1. When prompted for participant or meeting ID enter: **839 5230 3712**

AGENCY: **Town Council**

DATE: **April 9, 2025**

PLACE: **Hybrid Meeting – in person in Council Chambers and via Zoom**

TIME: **6:30 PM**

AGENDA

1. Call to Order
2. Board of Education
3. Revenues
4. Human Services
5. Public Works
6. Landfill Enterprise Fund
7. Resident Transfer Station Enterprise Fund
8. Adjournment

Public Act 75-312 requires notice of special meetings to be posted in the Town Clerk's Office no less than 24 hours prior to the time of such meetings. No other business shall be considered at this meeting than that listed on this Agenda.

Board of Education Report to Town Council
Monday, May 5, 2025

- The Windsor High School Class of 2025 Commencement will take place on Tuesday, June 10, 2025 at the Bushnell Performing Arts Center at 6:30 PM. Town Council members will receive additional information regarding graduation and other year-end events via the WHS principal's office. The last day of school for students Pre-K to Grade 11 will be Monday June 9, 2025. The last day for teachers will be Tuesday, June 10, 2025.

- The Board of Education, through a proclamation at its April 8 meeting, declared its appreciation to the district's teaching staff and proclaimed the week of May 5 - May 9 as Windsor Teacher Appreciation Week. The Board will host a special breakfast for teachers and staff at each school location throughout the first two weeks of May. We hope Town Council members and members of the community will reach out to a teacher(s) and express their appreciation for their dedication to the students of Windsor Public Schools.

- On April 24, 2025, the National School Boards Association (NSBA) announced that Leonard Lockhart, Windsor Public School's Board of Education Secretary, would be President-elect for the 2026-2027 school year. He will be working closely with the current president until he takes office next year.

- Windsor Public Schools launched a new speaker series in April named, "The Plug", which is made possible with a Windsor Chamber of Commerce E2B (Education to Business) grant. The kickoff event recognized Amazon with WPS' OFCP Office of Family and Community Partnerships Partner of the Year Award.

- The WHS National Honor Society Induction Ceremony was held on Thursday, April 24. President Furie congratulated the new inductees. Dr. Abdel-Hady was pleased to announce the three superintendent awards given in honor of three previous superintendents: Daniel Howard Scholar is Samuel Garcia, Dr. Earle S. Russell Scholar is Amanda Eneh and the Paul J. Sorbo Scholar is Victor Alexander Montilla.

- The WHS Music Department participated in the Music in the Parks Adjudicated Festival in Jackson, New Jersey. The following awards were received:

    - **Chamber Choir-** 1st Place with a rating of Superior
    - **Gospel Choir-** 1st Place with a rating of Superior
    - **Gospel Choir-** Overall Choral Ensemble Award (ensemble with the highest score rating)
    - **Emily "Kiki" Romero-Lewis-** Most Outstanding Vocal Soloist Award
    - **Maya White (Keyboard) and Jayden Dailey (Drums)-** Most Outstanding Accompanists Award

- Congratulations to our seniors who have signed to play athletics at a college/university next fall:
    - Imanuel Cox- Football- Assumption University
    - Hannah Donzella- Track- Hofstra University
    - Sydney Hicks- Softball- Nichols College
    - Ja'Veon Jones- Football- Southern Connecticut State University
    - Brady Kelly- Baseball- University of St. Joseph
    - Jaden Langford- Football- Central Connecticut State University
    - Cashmire Lewis- Football- Bowling Green State University
    - John Manning- Football- Central Connecticut State University
    - Ryan Mays- Track- Eastern Connecticut State University
    - Anthony (AJ) Pagano- Boys Soccer- American International College
    - Lucas Pearce- Track- Central Connecticut State University
    - Ryleigh Phillips- Girls Soccer- Southern Connecticut State University
    - Olivia Rosario- Girls Soccer- Rivier University
    - Sydney Thomas- Field Hockey- Hartwick College
    - Jordyn Williams- Track- Morgan State University
    - Zoe Mercado- Girls Basketball- Johnson & Wales University

- The BOE's next regular meeting will be on Tuesday, May 20, 2025 at 7:00 PM in the Board Room at LP Wilson Community Center.

- Dr. Hill's next Coffee Talk will be on Wednesday, May 20, 2025 at 4:00 PM at Bart's Drive-In Restaurant. The Instructional Services team will be showcasing a surprise project viewing for the community. Please RSVP for the event on the district website.

- Please remember to check our website, www.windsorct.org, for the most updated information, athletic schedules and academic calendar. Snow day information will be located on a banner on the website as soon as possible if inclement weather should affect the school day. In addition, the district will send out a communication about schools being closed, delayed or early dismissal through our notification system. Families should make sure their child's school has their most up-to-date contact information.

LEVEL 2 ITEM 4C. COMMUNITY RELATIONS

The Board of Education and district often work with Windsor Community Television: WIN-TV.

WIN-TV provides videotaping services for Board of Education meetings in our newly renovated Board Room and livestreams our meetings out into the community. They also are available to tape other district events. This year, WIN-TV taped our August New Teacher Orientation, a three-day event and the unveiling of our new Mobile Classroom in May.

From WIN-TV's website:

Windsor Community Television (WIN-TV) is a private, non-profit, corporation and was incorporated by the State of Connecticut in January of 1982. WIN-TV is a public, education, and government (PEG) cable community access provider. The Hartford area franchise holder in 1981 was Times Mirror Communication Inc. and was required, by a franchise agreement with the Connecticut Department of Public Utilities Control (DPUC), to establish Community Access Television in each of the six Hartford Franchise towns once proper wiring passed a sufficient number of homes in each town.

Once the station was incorporated, Times Mirror supported WIN-TV through direct dollar grants, employed the Station Manager, and shared equipment. With this strong support from the Franchise, WIN-TV was ready to begin programming from its first home, the basement of Windsor Public Library. Programming was created by community volunteers and we were on the air two hours each weekday evening when volunteers could come to the station and run the tapes.

The station has grown since then to a 24 hour community station. With the ability to watch programming on demand as well as a mobile app coming soon.

LEVEL 2 ITEM 4D. COMMUNITY RELATIONS

The Board of Education works with other Boards of Education.

A few of the Board members reached out to other Boards of Education regarding a cell phone policy. A number of Boards responded with details of how they were moving forward with this type of policy. The Boards who responded to the inquiry included:

- Groton BOE
- Torrington BOE
- Hartford BOE
- Lyme/Old Lyme BOE
- Manchester BOE
- Seymour BOE
- Stonington BOE
- Waterbury BOE

LEVEL 2 ITEM 5A. RELATED ORGANIZATIONAL LEADERSHIP

Representatives of the Board presented a workshop related to a district initiative at the annual CABE/CAPSS Convention of NSBA Convention.

Attached is the 2024 CABE Workshop Proposal, Transforming Communication: Leveraging Storytelling for Advocacy in Education presented by Dr. Terrell Hill and Gianna Gill.

Also attached is the CABE/CAPSS Convention "At a Glance" listing the workshop above.

www.windsorct.org

2024 CABE WORKSHOP PROPOSAL

Transforming Communication: Leveraging Storytelling for Advocacy in Education

Windsor Public Schools
601 Matianuck Ave.
Windsor CT, 06095
Proudly Serving 3,244 Students

Presenters:

Dr. Terrell Hill
Superintendent

Gianna Gill
Communications & Partnerships Coordinator

WORKSHOP TITLE:

Transforming Communication: Leveraging Storytelling for Advocacy in Education

DESCRIPTION

Join us for an immersive workshop where we will showcase the innovative communication strategies implemented by Windsor Public Schools to advocate for public education and engage all stakeholders effectively. Through a multi-tiered approach, we have transformed communication efforts, ensuring transparency, accessibility, and meaningful engagement across our diverse community.

Our workshop will highlight key initiatives including:

1. **Coffee Talk with Dr. Hill**: Experience firsthand how Superintendent Dr. Terrell Hill opens his doors to the community, families, educators, administrators, and board members for monthly Coffee Talk sessions. Learn how these intimate gatherings foster dialogue, address concerns, and provide insights into the happenings at Windsor Public Schools.

2. **Chat and Chill with Super. Hill Podcast**: Explore the power of storytelling through our bi-monthly podcast hosted by Superintendent Dr. Hill and produced by Gianna Gill. Discover how Chat and Chill with Super. Hill connects with stakeholders by sharing impactful stories from students, educators, alumni, parents, and staff. Gain insights into how podcasts can be utilized as a tool for advocacy and community engagement.

3. **Superintendent's Student Advisory Council**: Delve into the collaborative approach adopted by Windsor Public Schools through the Superintendent's Student Advisory Council. Understand how Superintendent Dr. Hill interacts with students from elementary, middle, and high schools to address their needs, concerns, and aspirations. Learn valuable lessons on student engagement and empowerment in decision-making processes.

4. **Strategic Social Media Presence:** Explore our vibrant social media strategy designed to amplify district priorities and showcase success stories. Discover how we leverage social media platforms to engage stakeholders, communicate district initiatives, and promote transparency. Gain practical tips for leveraging social media as a powerful advocacy tool.

5. **Dynamic Website and Thrillshare Platform:** Experience how our dynamic website and Thrillshare platform serve as hubs for storytelling and information dissemination. Explore our visually engaging website, which showcases the diversity of our student body and teaching staff. Learn how Thrillshare enables us to meet families where they are, providing information through email, text messages, web, and social media.

WORKSHOP FORMAT:

Through interactive presentations, case studies, and hands-on activities, participants will gain practical insights into leveraging storytelling for advocacy in education. Attendees will have the opportunity to engage in discussions, share experiences, and collaborate on strategies for enhancing communication efforts in their own districts.

EXPECTED OUTCOMES:

- Understanding the importance of storytelling and strategic communication in advocating for public education.
- Learning from real-life examples of successful communication initiatives implemented at Windsor Public Schools.
- Gaining practical strategies and tools for engaging stakeholders and fostering transparency in communication efforts.
- Empowering district leaders to leverage technology and innovative platforms for effective advocacy and community engagement.

TARGET AUDIENCE:

This workshop is designed for board of education members, superintendents, school administrators, communications directors, and other education leaders interested in enhancing communication strategies and advocating for public education. Participants at all levels of communication experience are welcome.

Join us as we explore the transformative power of communication in advocating for public education and learn how to effectively share your district's stories, needs, and successes with stakeholders. Together, let's empower our communities and shape the future of education for generations to come.

TIME: 60-75 MINS

Friday, November 15, 2024

7:30 - 8:45 AM **Registration Begins** ..... Mystic Ballroom
Networking and Continental Breakfast | Exhibit Area Opens ..... Mystic Ballroom

8:45 - 10:45 AM **Welcome** ..... Marriott Ballroom
Student Performance | Remarks | CAPSS Superintendent of the Year
Keynote Address - ***Dr. Timothy Shriver***

10:55 AM - 12:15 PM Session A Workshops

A1 Legislative Update (APE, C, DEI, TOOLS) ..... **Marriott Salon A**
A2 Leveraging Data to Prepare Every Student for Post-Secondary Success (APE, DEI) ..... **Conference Room 1**
A3 Understanding Connecticut's Freedom of Information Act (Including Recent Updates) (C, TOOLS) ..... **Conference Room 5**
A4 Forward -Thinking Educational Approaches: Let's Dream Big, Implement New Ideas and Promote Innovation (APE ..... **Conference Room 2**
A5 Awareness, Inclusivity, and Safety: An Overview of How School Districts Should Support Transgender and Gender Non-Conforming Students (C, DEI, TOOLS) ..... **Conference Room 3**
A6 Legal Issues (APE, C, DEI, TOOLS) ..... **Marriott Salon C**
A7 The Seven Core Competencies Needed by Superintendents Today (APE) ..... **Marriott Salon B**
A8 Meeting with the State Board of Education (APE, C, DEI, TOOLS) ..... **Conference Room 7**

12:15 - 12:45 PM **Networking, Reception, Exhibits** ..... Mystic Ballroom
12:45 - 2:15 PM **Luncheon | Acknowledgment of Guests | Student Performance | Student Panel | Networking** ..... Marriott Ballroom
2:15 - 2:45 PM **Dessert/Networking in Exhibit Area** ..... Mystic Ballroom

2:50 - 4:10PM Session B Workshops

B1 Roles and Responsibilities of Board of Education Members and Superintendents (APE, C, DEI, TOOLS) ..... **Conference Room 5**
B2 Success at the Bargaining Table (TOOLS) ..... **Conference Room 1**
B3 AI Equity, Literacy, and What's Next for Connecticut (DEI) ..... **Conference Room 7**
B4 Increasing Student Achievement through High Dosage Tutoring (APE, TOOLS) ..... **Conference Room 2**
B5 A Framework to Implement Equity in Your School District (DEI) ..... **Conference Room 3**
B6 Communities Divided: How to Navigate Polarizing Issues (APE, C, DEI, TOOLS) ..... **Marriott Salon A**

2:50 - 4:50 PM Session C Clinic

C1 35th Annual Meeting of the Nutmeg Board (APE, C, DEI, TOOLS) ..... **Marriott Salon C**
C2 Creating a Districtwide Instructional Vision: Theory, Research, and Practice (APE, DEI, TOOLS) ..... **Marriott Salon B**

4:15 - 5:30PM Session D Workshops

D1 Policy (APE, C, DEI, TOOLS) ..... **Conference Room 5**
D2 Transforming Communication: Leveraging Storytelling for Advocacy in Education (APE, DEI, TOOLS) ..... **Conference Room 7**
D3 How to Have Successful, Difficult Conversations NOW! (APE, C, DEI, TOOLS) ..... **Conference Room 1**
D4 The Anatomy of a Discipline Case: Perspectives from a Superintendent, Human Resources, and a Board Attorney (TOOLS) ..... **Conference Room 2**
D5 Districtwide Master Planning: A Tool for Aligning School Facilities with Your District's Educational Mission and Strategic Plan (APE, DEI, TOOLS) ..... **Marriott Salon A**
D6 Board Chair Check-In (APE, C, DEI) ..... **Conference Room 3**

5:30 - 6:05 PM **Reception** ..... Marriott Prefunction Space

6:05 - 8:15 PM **Dinner** ..... Marriott Ballroom
Election Results | President's Remarks | Teacher of the Year

8:15 - 11:00 PM **Evening Reception** ..... Mystic Ballroom

Saturday, November 16, 2024

7:30 - 8:30 AM Registration Begins – Networking and Continental Breakfast

8:30 - 9:30 AM General Session ..... Marriott Ballroom
Welcome | Student Performance
Keynote Address - *Beth "Morning Deer" Regan*

9:35 - 10:45 AM Student Session - Policy into Practice (APE, C, DEI, TOOLS) ..... Marriott Salon A

9:35 - 10:45 AM Session E Workshops

E1 An Overview of Media Literacy Policy in K12 Classrooms and Opportunities for Policymakers (APE) ..... Conference Room 1
E2 Streamlining Strategies for Strategic Planning (TOOLS) ..... Conference Room 7
E3 Every Student Served: Development of In-District Sites for Special Education Programming (APE, DEI, TOOLS) ..... Conference Room 5
E4 You Have an AI Policy – What's Next? Strategic Planning to Support Digital Literacy (TOOLS). ..... Conference Room 3
E5 Career Pathways: Access and Opportunity for Students Aligned with Connecticut's High Growth/High Demand Industries (DEI) ..... Conference room 2
E6 Today's Hot Topics (APE, C, DEI, TOOLS) ..... Marriott Salon B

9:35 - 11:35 AM Session F Clinic

F1 Resolving Dissonance: IPEC Framework to Improve Boardroom Cohesion and Manage Conflict (C) ..... Marriott Salon C

10:50 AM - 12:00 PM Session G Workshops

G1 Student Driven News Broadcasts – Increasing Student Voice and Empowering Students (APE, C, DEI) ..... Conference Room 5
G2 Great Schools Have Great Arts Programs! How Strong Arts Programs Will Positively Transform Your School Culture (APE, TOOLS) ..... Conference Room 7
G3 Building Safe Schools: Cultivating a Culture for School Safety (APE, C, DEI, TOOLS) ..... Marriott Salon B

Workshops

Workshops are typically one hour and ten minutes to one hour and 35 minutes. These sessions often provide multiple presenters and allow for questions and answers.

Clinics

Clinics are two hours in length and allow presenters and participants alike to dig deeper into a subject. While participants will not be experts following a Clinic, you will walk away with a solid foundation in the topic delivered.

LEVEL 2 ITEM 5B. RELATED ORGANIZATIONAL LEADERSHIP

The Board has sponsored a Legislative Breakfast or some other legislative event.

Windsor BOE and Windsor Public Schools in collaboration with SERC sponsored a Community Forum on Education at Windsor High School on January 14, 2025. Senator Douglas McCrory and Commissioner Russell-Tucker spoke and answered questions with community members. Please see the press release attached.

WINDSOR PUBLIC SCHOOLS

Brown, Sally <sbrown@windsorct.org>

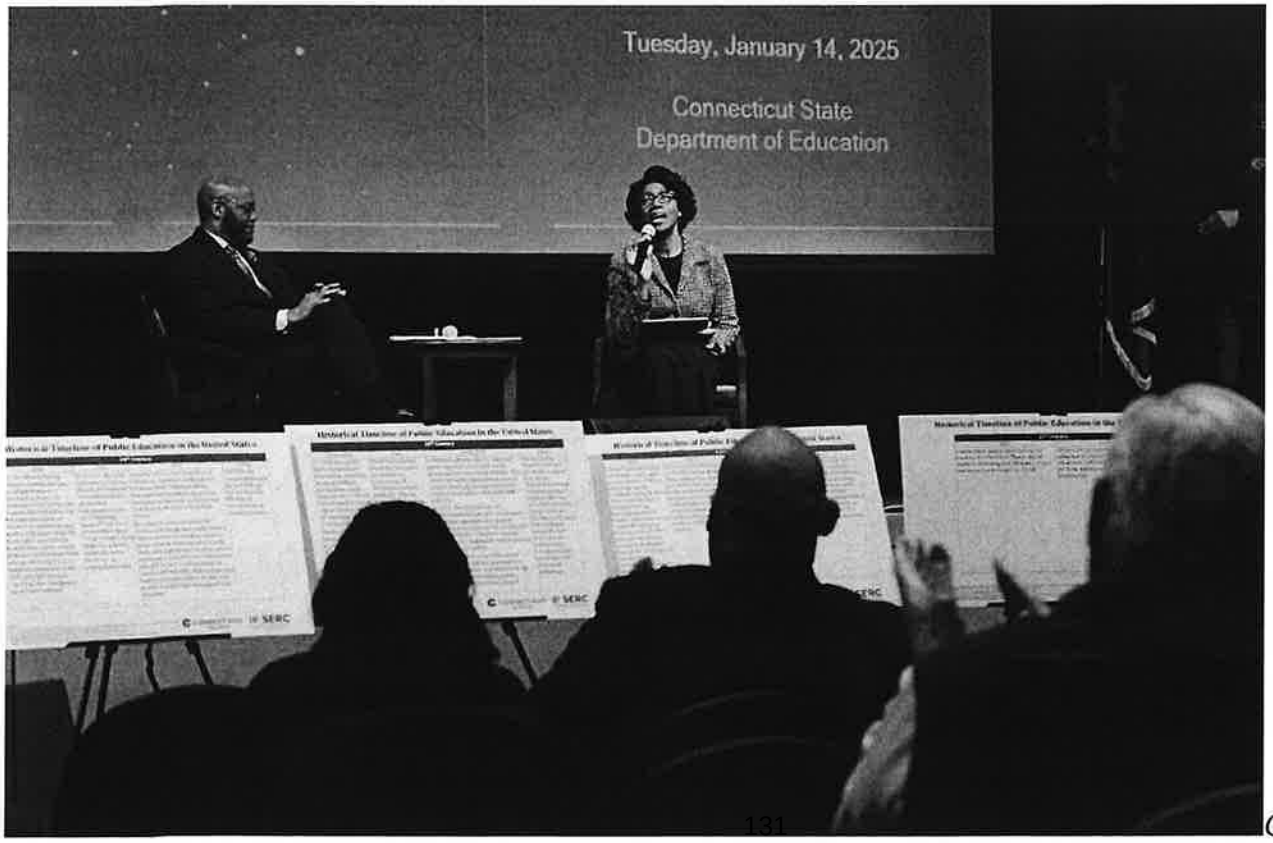
PRESS RELEASE: Connecticut Commissioner of Education Charlene M. Russell-Tucker Joins Senator McCrory at Windsor High School for Pivotal Forum on the Future of Education

Gill, Gianna <ggill@windsorct.org> Wed, Jan 15, 2025 at 12:14 PM
To: "Brown, Sally" <sbrown@windsorct.org>
Cc: Journal Inquirer News <news@journalinquirer.com>, Bloomfield Journal <bfjournal06002@aol.com>, win-tv@win-tv.org, Tim Jensen <tim.jensen@patch.com>, WTNH-News8 <ctnew-news8@nexstar.tv>, bdavidow@courant.com, "DiSalvo, Emily" <Emily.DiSalvo@hearstmediact.com>, Nadine.ElBawab@abc.com, "Montague, Deidre" <dmontague@courant.com>, Rachel Rooney <Rachel.Rooney@wfsb.com>, catwood@journalinquirer.com, "editor@thewindsorjournal. com" <editor@thewindsorjournal.com>, Joseph Wenzel <Joseph.Wenzel@wtnh.com>, "Caron, Matt" <MCaron@fox61.com>, "Gaiss, Kevin" <Kevin.Gaiss@nbcuni.com>, WTNH Assignment Desk <AssignmentDesk-WTNH@nexstar.tv>, Stephanie.o'connell@nbcuni.com, Olivia.Kalentek@wfsb.com, Caroline.Tien@hearst.com, NEWS12CT@news12.com, ABavaro@fox61.com, "Sherman, Jolie (NBCUniversal)" <Jolie.Sherman@nbcuni.com>, klove@courant.com, "Flood, Bill" <bflood@fox61.com>, KPaddyfote@fox61.com, sarah.rumpf@fox.com, "Zisa, Kimberly" <kimberly.zisa@ct.gov>, Kellie.Guilbert@cga.ct.gov

FOR IMMEDIATE RELEASE

MEDIA CONTACT:
Gianna Gill
860.709.3858
ggill@windsorct.org

Connecticut Commissioner of Education Charlene M. Russell-Tucker Joins Senator McCrory at Windsor High School for Pivotal Forum on the Future of Education



Commissioner Russell-Tucker addresses the participants at the Community Forum held at Windsor High School.

Windsor, CT (January 15, 2025) – The Community Forum on Education, held last night at Windsor High School, brought together parents, educators, students, and local representatives for a dynamic and collaborative conversation on shaping the future of education in Connecticut.

Participants engage with the Historical Timeline of Public Education in the United States, spanning from the 1600s to the present, displayed prominently at the entrance and in the auditorium.

The evening opened with a compelling timeline of education in Connecticut, tracing its evolution from the 1600s to the present, setting the stage for a forward-looking discussion. Senator Douglas McCrory, whose vision inspired the event, partnered with the State Education Resource Center (SERC) and Connecticut Commissioner of Education Charlene M. Russell-Tucker to create an opportunity for open dialogue.

Superintendent of Schools, Dr. Terrell Hill welcomes, Commissioner Russell-Tucker and Senator McCrory to Windsor High School.

Commissioner Russell-Tucker set the tone early, challenging attendees to take away actionable steps for improving education for all students. Moderated by SERC Executive Director Dr. Ingrid M. Canady, the forum encouraged participants to engage deeply with focus questions designed to spark reflection and solution-oriented thinking.

Commissioner Russell-Tucker takes time to speak to Windsor High School students during the forum.

"Parents, educators, and students each bring valuable perspectives to our schools," said Dr. Terrell Hill, Superintendent of Windsor Public Schools and a steadfast advocate for student voice. "Gathering together like this creates opportunities for meaningful, lasting change that truly reflects the needs of our community. This forum marks the start of an ongoing and vital dialogue."

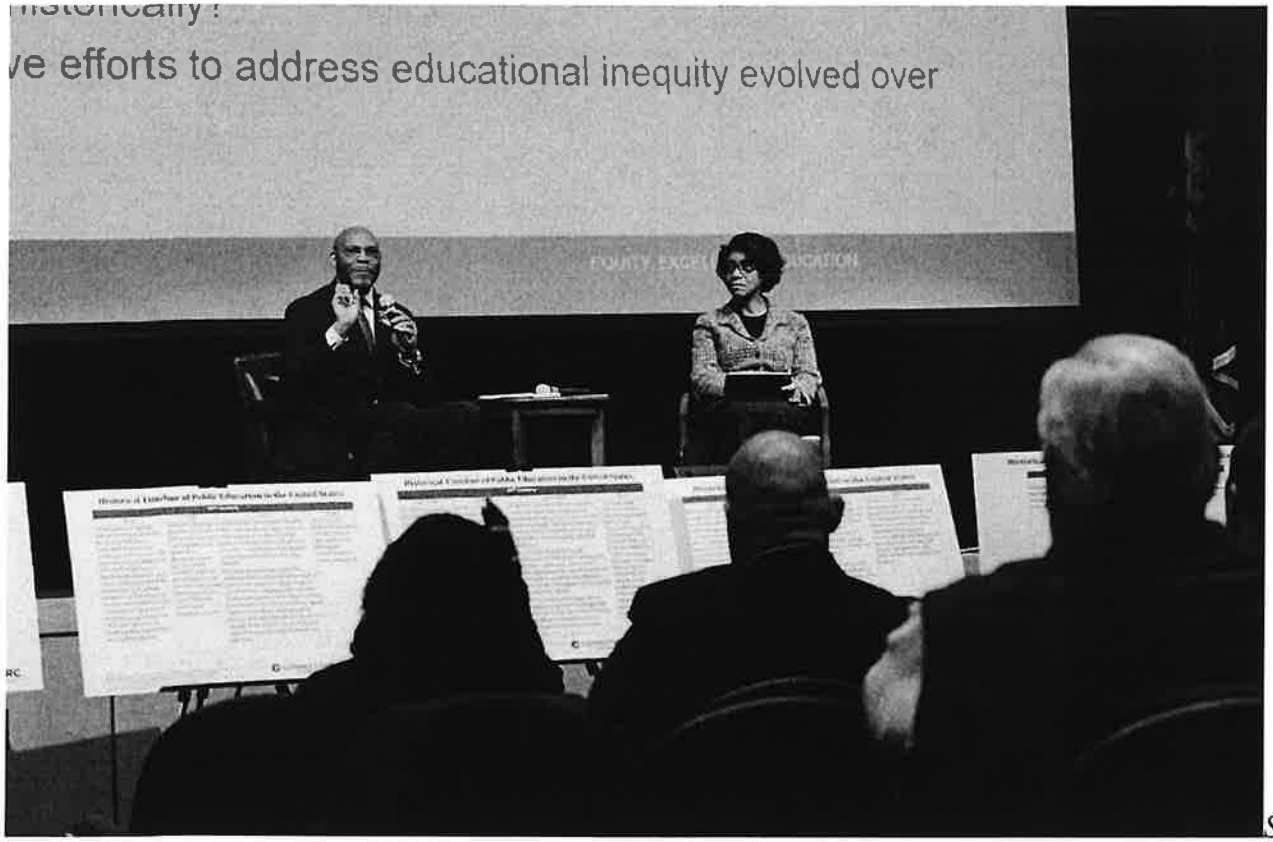
Windsor High School students share their insights, addressing challenges in today's education system and reflecting

on the historical education timeline that sparked thoughtful discussions.

The energy in the room was palpable, with attendees reflecting on their experiences and sharing innovative ideas to address challenges in education. A Windsor High School student, attending their first community forum, shared their perspective:

"As a student, it was powerful to see so many people working together for our future. It made me feel like my voice matters and that I can help make a difference in my school."

Participants engaged in meaningful conversations around the room.



Senator McCrory addresses forum attendees alongside State Commissioner of Education Charlene M. Russell-Tucker, setting the stage for a powerful discussion on the future of education.

The forum underscored the importance of collaboration and community engagement in building a brighter future for education. Senator McCrory expressed his gratitude for the event's success, noting, "This was about connecting directly with the people, listening to their concerns, and working together to find solutions. Tonight's forum was proof that when we come together, we can achieve great things."

The event was made possible through the collaboration of Senator McCrory, Commissioner Russell-Tucker, and SERC, with Windsor High School proudly opening its doors to host this important community discussion.

About Windsor Public Schools:

Windsor Public Schools is dedicated to creating safe, supportive, and nurturing environments where every student can succeed. Through partnerships with families and the community, WPS provides holistic education, health, and wellness programs that ensure students are prepared to thrive both in school and in life.

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Gianna Gill
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Press Release_ Connecticut Commissioner of Education Charlene M. Russell-Tucker Joins Senator McCrory at Windsor High School for Pivotal Forum on the Future of Education.pdf
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LEVEL 2 ITEM 5C. RELATED ORGANIZATIONAL LEADERSHIP

The Board works closely with its local legislative delegation to improve schools.

- BOE President David Furie, Secretary Leonard Lockhart (and CABE's President) and Minority Leader Paul Panos attended the CABE Day on the Hill with Superintendent Terrell Hill, Assistant Superintendent Dr. Noha Abdel-Hady and Chief of Operations Danielle Batchelder on March 12, 2025. President Furie escorted three WHS students to the event. They met with Windsor legislators Jane Garibay, Douglas McCrorey, and John Kissel.

- Throughout the school year, our elected officials are invited to the schools including Convocation, Graduation, and special events.

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

Prepared By: Dr. Noha Abdel-Hady **Presented By:** David Furie

Attachments: CABE Board Recognition Awards Application (Level II)

Subject: CABE Level II Distinction Award

BACKGROUND:

The Connecticut Association for Boards of Education (CABE) believes that Boards of Educations and Superintendents which exhibit the most effective leadership are characterized by their ability to work together as "teams". The CABE Board Recognition Awards are designed to recognize Boards that work effectively in this manner.

The Windsor Board of Education received the CABE Level II Distinction Award in 2021, 2022, 2023, and 2024. Boards of Education are able to apply yearly for this distinction.

RECOMMENDATION:

Move the Board of Education approve its submission of the required criteria for the CABE Level II Distinction Award to be submitted by the superintendent's office

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Recommended by the Superintendent: Noha / RD

Agenda Item # 7.C.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Danielle Batchelder, Chief of Operations

PRESENTED BY: Danielle Batchelder

ATTACHMENTS: None

SUBJECT: Staffing Update for Opening of 2025-2026 School Year

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BACKGROUND: For the September Board of Education meeting, information is always provided on all of the personnel actions that have taken place since the June Board of Education meeting.

A. Recruitment Fairs

Administration actively recruited new teachers starting in the winter of 2024 through the beginning of September 2025. We attended numerous recruitment fairs and were able to hold on the spot interviews with newly graduated students from surrounding colleges and universities.

B. Advertisements

We advertised our teacher openings in the CT REAP (website with CT educational jobs), CEA (CT Educ. Assoc.), CASCIAC (CT Assoc. of Schools and CT Interscholastic Athletic Conference), CAPSS (CT Assoc. of Public School Superintendents) and the Windsor Public Schools Website. In our efforts to reach a much larger and, more diverse population we continue to contract with Education Week (edweek.org)/ Top Schools Jobs (topschoolsjobs.org). New this past summer, the CSDE has their own hiring portal for all Special Ed/Pupil Service positions. The HR team also utilized this new portal as well as our WPS Social Media outlets (i.e. facebook, twitter, etc.)

C. Hiring Process

Candidates participate in multiple rounds of interviews, which typically include representation from teachers, supervisors, building administrators and central office administrators. All interview processes for teachers' end with an interview with the Chief of Operations. Interview processes for administrators below the rank of cabinet or building principal end with an interview with the Superintendent.

Another important piece of the process is the reference check. Administrators complete a district reference check form by personally contacting at least three (3) of the candidates' references. A requirement of any certified hire is for the administrator to obtain a reference check with the candidate's direct supervisor. A detailed conversation ensues focusing on areas that are important to Windsor in its new hires.

D. New Teacher/Staff Orientation

All new teachers, took part in the 3-day New Teacher/Staff Orientation. New Teacher/Staff orientation was held August 13th – 15th. The orientation focused on informational sessions from Instructional Services Department, Pupil Services, Office for Family and Community Partnerships, WEA Union Reps, and technology. Marge Renno and her Induction Support teachers presented to new faculty the requirements for TEAM (Teacher Education and Mentoring Program). They specifically focused on Teacher Responsibility and Ethics.

E. Statistics

As of August 31, 2025, there were 54 new employees in the district. This number includes teachers, administrators, supervisors, SEL specialists, behavior technician, food services, custodial, safety monitors, building substitutes, tutors and paraeducators. Teacher openings were due mainly to teachers taking positions in other districts, retirements, resignations, or childrearing.

For all newly hired certified employees (31 total), the breakdown between male and female is 22.6% male and 77.4% female. Of the newly hired certified staff, 38% of them are educators of color. The district-wide percentage of certified staff of color now stands at 26.1%.

RECOMMENDATION: The BOE receives this report for informational purposes only.

Reviewed by: nOB

Recommended by the Superintendent: Shah /RD

Agenda Item # 8.a.

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Danielle Batchelder, Chief of Operations

PRESENTED BY: Danielle Batchelder

ATTACHMENTS: Year End Budget Site & Category Balances

SUBJECT: Fiscal Year '25 Year End Balances

BACKGROUND:

Board Policy 3160 allows the board to transfer any unencumbered portion of any budget site to another budget site, but expenditures shall not exceed the appropriation made by the fiscal authority of the Town.

The Board of Education's budget for Fiscal Year 2025, which ended June 30th, was $84,306,609. Our unexpended balance is $6,731. (NOTE: results have not been audited.)

For the Fiscal Year End June 30, 2025, due to brining students back from OOD placements, there were significant under expenditures in Special Education OOD Tuition. There was also a significant under expenditures in certified salaries due to being understaffed throughout the year. The other significant under expenditure was in magnet school tuition due to the change is state law to put a cap on magnet school tuition costs. Offsetting this under expenditure was over expenditures in Special Education Transportation, tutors salaries, Physical Plant Services and Benefits.

STATUS:

The projections of expenditures for the close of Fiscal Year 2025 are **within** the total approved appropriation from the Town of Windsor for the Fiscal Year. The total expenditures for the fiscal year did **not** exceed the budget appropriation of $84,306,609.

The attached financial report outlines the budget sites and categories that were over budget and their subsequent budget sites and categories that offset the deficits.

RECOMMENDATION:

That the Board approves the return of $6,731 to the Town with the details of the projected budget/category surpluses and deficits as attached. (Final amount subject to completion of the audit.)

Reviewed by: _____ **Recommended by the Superintendent:** _____ IRD

Agenda Item # 8.b.

Windsor Public Schools
Financial Report
June 30, 2025

	2024-2025 Budget	Expenditures YTD 6/30/2025	Encumbrance	Balance 6/30/2025	% Balance
Instructional Services					
Clover Street School	50,170	38,818	0	11,352	**23%**
John F. Kennedy School	71,950	72,267	0	(317)	**0%**
Oliver Ellsworth School	74,230	69,533	0	4,697	**6%**
Poquonock School	56,800	53,125	0	3,675	**6%**
Sage Park Middle School	184,935	185,481	0	(546)	**0%**
Windsor High School	355,145	337,670	0	17,475	**5%**
Windsor High School Interscholastic Sports	260,000	259,650	0	350	**0%**
Athletic Coaches	320,000	363,182	0	(43,182)	**-13%**
WHS Career & Technical Education	59,745	51,803	0	7,942	**13%**
Continuing Education	70,400	69,560	0	840	**1%**
Instructional Mgt. & Curriculum Development	288,488	273,609	0	14,879	**5%**
Magnet School Tuition	1,860,600	1,160,266	0	700,334	**38%**
Technology	1,443,725	1,441,900	0	1,825	**0%**
Total Instructional Services	**5,096,188**	**4,376,864**	**0**	**719,324**	**14%**
Education Support Services					
Pupil Personnel Services	384,250	302,647	0	81,603	**21%**
Special Education	96,400	83,894	0	12,506	**13%**
Special Education Tuition	6,779,140	5,714,584	0	1,064,556	**16%**
Policy & Planning	133,386	96,494	0	36,892	**28%**
Employee Personnel Services	152,000	148,692	0	3,308	**2%**
Financial Management	270,840	260,349	0	10,491	**4%**
Financial Services	38,500	38,026	0	474	**1%**
Pupil Transportation & Safety	3,408,754	2,826,801	0	581,953	**17%**
Special Education Transportation	2,622,200	3,246,151	0	(623,951)	**-24%**
Physical Plant Services	2,693,517	3,475,013	0	(781,496)	**-29%**
Major Maintenance	423,000	325,036	0	97,964	**23%**
L.P. Wilson Center	272,900	275,968	0	(3,068)	**-1%**
Benefits	12,596,761	14,938,090	0	(2,341,329)	**-19%**
Certified Salaries	36,373,508	35,369,971	0	1,003,537	**3%**
Non-Certified Salaries	11,009,813	10,920,279	0	89,534	**1%**
Regular Ed Tutor Salaries*	606,395	661,239	0	(54,844)	**-9%**
Special Ed Tutor Salaries	507,000	390,846	0	116,154	**23%**
Substitute Salaries	792,788	800,882	0	(8,094)	**-1%**
FRC & SEL	56,000	54,783	0	1,217	**2%**
Total Education Support Services	**79,217,152**	**79,929,745**	**0**	**(712,593)**	**-1%**
Total All Sites	**$84,313,340**	**$84,306,609**	**$0**	**$6,731**	**0%**

*As of the March BOE Meeting, the Full Time Tutor budget allocation and expense has been moved FROM Non-Certified Salaries TO Regular Ed Tutor Salary line item.

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

Prepared By: B. Fineman/M. Williams **Presented By:** B. Fineman/M. Williams

Subject: 2024-2025 Assessment Data Overview

Background:

The Windsor BOE requested a quick data update on i-Ready, PSAT/SAT, and AP. i-Ready is our district's diagnostic test for reading and math. PSAT/SAT and AP tests are created by The College Board, and are used for purposes related to college entrance and post-secondary credit accrual. The SAT is also the required school day assessment for all 11th graders in the State of CT.

Status:

This presentation is the precursor to a more formal and comprehensive data report we share later in the year.

Recommendation:

Informational Only

Reviewed by:_____ **Recommended by the Superintendent:** Johah 1RD

Agenda Item # 8.C.

WINDSOR BOARD OF EDUCATION
AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

Prepared By: Ashlee Taylor-Love-Kailas

Presented By: Jennifer Balnis/Ashlee Taylor-Love-Kailas

Attachments: Pertinent Information Related to the Quebec City, Canada Field Trip

Subject: SPMS Overnight Field Trip Request to Quebec City, Canada - 1st Reading

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Background:
We would like to provide students at Sage Park Middle School with an opportunity to travel to Quebec City in Canada in order to expose students to French-Canadian history, culture, and the French language. This trip has been tailored to be an engaging and unforgettable experience for 7th and 8th graders where they will learn a lot about French-Canadian culture and have authentic opportunities to use the French language that they learn in a classroom, out in the real world.

Status:
A proposed field trip in May 2026 to Quebec City, Quebec, Canada is considered for students enrolled in French in 7th and 8th grade. The educational objectives for the trip, as well as the cost, itinerary, trip, and cancellation insurance are included in the packet provided to the Windsor Board of Education.

Recommendation:

Move that the Board of Education approve the proposed trip to Quebec City, Canada as a 1st Reading, reserving the right to cancel if it feels that the safety of the students is at risk.

Reviewed by: _____ **Recommended by the Superintendent:** _____

Agenda Item # 8.d.

9/9/2011

International Travel Request

Supervising Teacher(s): Ashlee Taylor Love Kailas Date: May 21-24, 2026

Pertinent Information

1. Educational Objectives/References: **There are three main objectives for students as they prepare for this trip, as well as while they are on this trip. The first is that students will better understand French culture. The second objective is that students are able to use the French language in an authentic setting. The last objective is that students understand the history of Quebec. It is useful and important when trying to understand and learn about a culture, that you understand where that culture came from and its history.**

2. Organization Profile: I contacted 4 companies to get quotes (Jumpstreet, Prométour, EFA, and Landmark.) and after comparing the activities, price, and other options my principal and I picked Jumpstreet as the tour company for the trip. I have traveled with them when organizing similar field trips in my previous district and I have been very happy with our experiences with Jumpstreet.

3. Itinerary: See attachment

4. Housing: Once we sign a contract with Jumpstreet they will book rooms for our group. Groups are booked on the same floor and have a tour guide that stays with us the entire trip as well as a night security guard to ensure students are safe and in their rooms. The hotel will be comparable to a Quality Inn and the specific hotel information will be shared with families once it is booked.

5. Transportation – List Carriers: Once we sign a contract with Jumpstreet they will book a bus for our group. The bus and driver will be with us the entire time.

6. Insurance: **Families have two different insurance options when traveling (Comprehensive Travel Protection Plan is an additional $92 and covers a refund for the trip price for illness/ injury. Travel Protection Plan Plus is an additional $179 and covers a refund for the trip price for illness/injury or a partial refund for any other reason. Both of these insurance options have medical coverage included while abroad.)**

7. Medical Considerations: Families will be asked to submit a health form and any medication that students need on the trip must be submitted with a form filled out by their physician and turned in to the school nurse in advance of the trip. All medication will be administered by certified staff.

8. Immigration Regulations: Students will need travel documents (either a passport, passport card, or a full version of their birth certificate with a photo ID may be used.) All students will also need a signed form to indicate parent/ guardian permission in order to cross the Canadian/USA border.

9. Student Participation Criteria: Students in 7th and 8th grade French classes are eligible for the trip and must also be in good academic and behavioral standing.

10. Fund Raising Activities: Various fundraising activities will be planned to help defray the cost of the trip for families that choose to participate in the fundraising opportunities.

11. Cost to Student: **The base price for students with 45 enrolled in the trip with 4 students per room is $869. (Additional supplements for a student to have their own bed/ room at the hotel as well as the insurance options.)**

12. Number of Students Participating: Up to 45.

13. Chaperones (names, qualifications): All chaperones will be staff from Sage Park Middle school: (1) Ashlee Taylor Love Kailas (teacher), Lynn Valentin(teacher), Tramaine Taylor(social worker), Benjamin Oster (teacher), Michael Mercado (teacher)

ACTION: Curriculum Leader: _____ Date: 9/8/2025

Principal: _____ Date: 9/8/25

Superintendent: _____ Date: 9/9/25

This request must be submitted for approval at least nine (9) months in advance of the trip.

Thursday, May 21, 2026

08:00 AM The day has arrived! The trip you've been waiting for is finally here!! Hop aboard your locally chartered luxury motorcoach, get comfortable and get ready for your adventure!

Stops and lunch en route (at individual expense).

04:30 PM Hooray, you've arrived in Quebec City! Your tour leader will greet you and get the show underway. The fun begins now :)

Visit the Upper Town with your tour leader to see the St-Louis Gate, the Château Frontenac, the Dufferin Terrace, the Assemblée Nationale building and more.

05:30 PM For tonight's dinner, let's discover a lovely "bistro français" on Rue St-Jean, le Bistro Les Trois Garçons. À table!

07:30 PM Participate in a French-Canadian legends' theatre workshop. All will become actors... one will become a werewolf!

09:00 PM Departure for the hotel.

09:30 PM Overnight stay at the hotel (hotel will only be confirmed upon receipt of deposit)

Friday, May 22, 2026

08:00 AM Everybody ready? Time to head out for your activities! Your tour leader will fill you in on all the fun that's in store.

08:30 AM Enjoy croissants and a bowl of hot chocolate at le Cochon Dingue, a quaint café in the historic Quartier Petit Champlain.

Stop to admire "La Fresque des Québécois". See how many characters of Quebec's history you can identify!

10:00 AM Living the world... together. The Musée de la civilisation explores different facets of human reality, such as popular culture, politics, science, etc., with its unique approach that combines enchantment and knowledge. Enjoy your visit!

11:30 AM Time for lunch and to explore in Old Quebec! Hang out with your friends, grab some food (at individual expense) and practice your conversational French. Your tour leader will give you a meeting place and time.

01:30 PM Ready to learn some more? Partake in our Grocery Scavenger Hunt in a local grocery store. (Complete with prizes for the winning team!)

02:30 PM All aboard! It's time to head off to Wendake!

03:00 PM Located in the heart of Wendake just north of Quebec City, Village Huron is a portrait of First Nations life past, present and future. Enjoy a guided tour of the village, followed by a legend presentation and time to shop at the boutique.

05:00 PM All aboard! Next stop: the SUGAR SHACK!
Discover how the people of Quebec managed to brave the difficult winters through the tradition of maple syrup production as your tour leader shares their Sugar Shack story.

05:30 PM Get ready to party like it's 1699! At Érablière du Cap, an authentic French-Canadian cabane à sucre, you're going to feast on a 17th Century meal and get down to traditional songs and dances. You'll even break a sweat attempting to make your own maple butter. Don't forget to add some syrup to your pea soup (we're not kidding).

08:30 PM Departure for the hotel.

Saturday, May 23, 2026

07:30 AM Fuel up with breakfast at the hotel before meeting your tour leader for an orientation session outlining the day's activities and important information.

08:30 AM The Côte-de-Beaupré, also referred to as Québec's breadbasket, has deep agricultural roots running back to the First Nations and New France's earliest settlers. Time to discover another part of Quebec and head out there for your next activity!

09:00 AM	Discover the copper trade in Quebec and the art of "repoussé" metal before making your own medallion at the Albert Gilles Copper Museum.
10:15 AM	Observe beautiful mosaics and a replica of Michelangelo's Pieta during your visit of the Ste-Anne de Beaupré shrine.
11:45 AM	Parc de la Chute-Montmorency is a spectacular historic site, not least because of the Battle of Montmorency on July 31, 1759, and its legends, such as that of the "White Lady". The highest waterfall in Quebec dominates the landscape at 83 meters. During your visit, you'll be able to get up close to it in a variety of ways and feel its full strength.
01:00 PM	Let's go to the mall, the Galeries de la Capitale! This is an awesome place to practice your French. You'll explore, order lunch, maybe buy a souvenir or three... there's even a brand-new indoor amusement park to try out! (Attractions and meal are at individual expense.)
03:00 PM	Depart for the hotel to relax and unwind before dinner.
05:00 PM	Welcome to Murphy's Irish Pub, a warm and traditional Irish pub that serves comfort eats in Old-Quebec.
07:00 PM	Time to sail away aboard the S.S. Louis Jolliet for a dance boat cruise on the Saint-Lawrence River. Your DJ will play all the latest and greatest hits and you'll admire the Quebec City coastline in all its glory.
09:00 PM	Departure for the hotel.

Sunday, May 24, 2026

07:30 AM	Begin your day with a lovely breakfast and orientation session at the hotel with your tour leader.
09:00 AM	You won't believe it, but the time has come...for your last day of this fantastic journey! Time to leave the hotel with your luggage and take advantage of today to say goodbye to these foreign lands.
09:30 AM	Join in for a guided tour of the Citadelle de Québec, North America's largest British fortress and true crown jewel of the city's fortifications.
11:00 AM	Spend some extra time exploring in Old Quebec. Perhaps bargain with one of the many artists on rue du Trésor, shop 'till you drop along rue St-Jean, or enjoy a busker's street performance on Terrasse Dufferin! Don't forget to grab a lunch (at individual expense) along the way!
01:00 PM	Already time to leave! Wave goodbye to your tour leader and head back home.
	Stops and dinner en route (at individual expense).
09:30 PM	This is when you're expected to arrive back at your school, where your family and friends will be eager to hear all about your adventure!

TOUR PRICE (including taxes)

Complimentary chaperones Double Occupancy	Paying students Quad Occupancy	Per student
5	45	US$869.00
4	40	US$919.00
4	35	US$995.00
3	30	US$1069.00

WHAT IS INCLUDED

- 1 Tour Leader(s) with your group 24/7, to bring your itinerary to life!
- Virtual parent/guardian meeting (by request and pending availability)
- All programming, reservations and itinerary items
- Bracelets featuring our 24/7 toll-free emergency line
- Round trip transportation via luxury motorcoach(es)
- Hotel(s) and restaurant(s) as per itinerary (or equivalent depending on availability when trip is confirmed)
- 24/7 access to George Washington University Doctors on Call
- Online individual payment and registration platform
- 24/7 tour support, with a direct patch to our senior staff
- Your money placed in a bonded trust account
- $25M in liability protection for teachers and chaperones
- Early warning service for disruptions or global threats to avoid or minimize risks to travel security
- All fees related to road, bridge, tunnel and parking tolls
- Private security guard (per coach) to monitor the hallways at night
- Carbon neutral travel

MEALS

- 3 Breakfast(s)
- 3 Dinner(s)

ACTIVITIES

- Musée de la civilisation - Visite autonome (Secondaire)
- Albert Gilles - Atelier de repoussé
- Parc de la Chute-Montmorency - Admission / Parking
- Musée Royal 22e Régiment / La Citadelle de Québec - Visite guidée
- Métro Place Ste-Foy - Grocery Scavenger Hunt
- Par Épisode - Legends Theatre Workshop
- Sanctuaire de Sainte-Anne-de-Beaupré - Self-guided Tour
- Village Huron - Visite guidée + 3 Légendes
- Croisières AML - Dance Cruise (Québec)

TO CONFIRM YOUR TRIP

The contents of the proposed itinerary are subject to availability. As soon as you sign below and return a copy of this page to me, I will book your coach and hotel. I will then activate your online portal which will give you access to planning resources, a preliminary itinerary and the payment schedule. **An initial payment of $249 per paying participant is due 30 days following the signing of this contract which enables me to begin reserving your entire proposed itinerary and guarantee your trip price.**

CLASSROOM TRAVEL RESOURCES

Our classroom travel resources will help you and your community stay organized and energized as you prepare for your adventure.

INSURANCE

By law, we are required to inform you of the insurance plans available to your group. I have sent you information about comprehensive coverage. Please distribute this information to your group as insurance must be purchased at the same time as the initial payment.

TERMS AND CONDITIONS

Please read our complete terms and conditions. The following sections are particularly helpful:

- **Trip price**
- **Cancellation policy: group cancellation**
- **Cancellation policy: individual cancellation**
- **Exchange rates**

By signing below you are confirming:

- **That you agree with the itinerary and price**
- **That you agree with the payment schedule**
- **That you have distributed our travel insurance options to your group**
- **That you have read and accepted our terms and conditions**

Client signature **Date**

Portal activation will act as your electronic signature in case we do not receive this signed proposal.

Comprehensive Travel Protection Plan

We recommend covering your investment with the Comprehensive Travel Protection Plan through third-party provider Trip Mate. This insurance plan ensures your purchase is protected and so are you, shielding you from individual cancellation penalties and providing peace of mind throughout your travels.

TRIP PRICE	PRICE OF INSURANCE*
$0 to $1,000	$92
$1,001 to $1,500	$107
$1,501 to $2,000	$121
$2,001 to $2,500	$139
$2,501 to $3,000	$154
$3,001 to $3,500	$170
$3,501 to $4,000	$190
$4,001 to $4,500	$205
$4,501 to $5,000	$226
$5,001 to $6,000	$257

SUMMARY OF BENEFITS**	COMPREHENSIVE TRAVEL PROTECTION PLAN
Trip cancellation (such as illness or injury—doctor's note must be provided)	100% of the total trip price
Trip interruption	100% of the total trip price
Travel delay	$750 (up to $150 per day)
MEDICAL EXPENSE / EMERGENCY EVACUATION WHILE ON TOUR	
Medical expense	$50,000
Emergency evacuation & repatriation	$50,000
Accidental death	$50,000
Baggage & personal effects	$3,000
Baggage delay	$300

*Prices are subject to change without notice until time of purchase. Plan cannot be purchased once the trip has been paid in full, and is not refundable. See policy (by State of departure) for full details.

**The exclusion of pre-existing conditions is waived if the insurance plan is purchased within 14 days of the initial trip payment.

Travel Protection Plan Plus (TPPP)

We recommend protecting your investment with the Travel Protection Plan Plus. The TPPP includes the Comprehensive Travel Protection Plan from third-party provider Trip Mate and WorldStrides' Cancel For Any Reason waiver benefit which allows you to cancel your trip for reasons not otherwise covered by the policy, for a reimbursement of 75% of non-refundable cancellation fees.

TRIP PRICE	PRICE OF INSURANCE*
$0 to $1,500	$179
$1,501 to $3,500	$279
$3,501 to $6,000	$379
$6,001 to $8,000	$479

SUMMARY OF BENEFITS	TRAVEL PROTECTION PLAN PLUS
WorldStrides' Cancel For Any Reason waiver benefit**	• **Covers 75% of the amount due per the payment schedule;** • **The price of the trip will not increase for the remaining participants due to reduced numbers;** • **Cancellation must occur at least 48 hours prior to departure.**
Trip cancellation (such as illness or injury—doctor's note must be provided)	100% of the total trip price
Trip interruption	100% of the total trip price
Travel delay	$750 (up to $150 per day)
Itinerary change	$150
MEDICAL EXPENSE / EMERGENCY EVACUATION WHILE ON TOUR	
Accident & sickness medical expense	$50,000
Emergency evacuation & repatriation	$50,000
Accidental death	$25,000
Baggage & personal effects	$3,000
Baggage delay	$300

*Prices are subject to change without notice until time of purchase. Plan must be purchased within 14 days of the initial trip payment and is not refundable once purchased. See policy (by State of departure) for full details.

**WorldStrides' CFAR waiver benefit will come into effect if the insurance claim is rejected—once rejected, you can send a CFAR refund request to yourteam@jumpstreet.com, including your reason of cancellation, for a reimbursement within 6 weeks.

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 09/08/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Willis Towers Watson Southeast, Inc.
c/o 26 Century Blvd
P.O. Box 305191
Nashville, TN 372305191 USA

CONTACT NAME: WTW Certificate Center
PHONE (A/C, No, Ext): 1-877-945-7378 FAX (A/C, No): 1-888-467-2378
E-MAIL ADDRESS: certificates@wtwco.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A: Arch Insurance Company	11150
INSURER B: HDI Global Specialty SE	B0783
INSURER C: Transportation Insurance Company	20494
INSURER D: Texas Insurance Company	16543
INSURER E:	
INSURER F:	

INSURED
Jumpstreet/Worldstrides Canada
701 E Water Street, Suite 200
Charlottesville, VA 229025062

COVERAGES **CERTIFICATE NUMBER:** W40201666 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	[X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [X] POLICY [ ] PRO-JECT [ ] LOC OTHER:	Y		TAP0196147-03	09/30/2024	09/30/2025	EACH OCCURRENCE	$ 10,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 1,000,000
							MED EXP (Any one person)	$ 10,000
							PERSONAL & ADV INJURY	$ 10,000,000
							GENERAL AGGREGATE	$ 10,000,000
							PRODUCTS - COMP/OP AGG	$ 10,000,000
								$
A	AUTOMOBILE LIABILITY [ ] ANY AUTO [ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS [X] HIRED AUTOS ONLY [X] NON-OWNED AUTOS ONLY			TAP0196147-03	09/30/2024	09/30/2025	COMBINED SINGLE LIMIT (Ea accident)	$ 10,000,000
							BODILY INJURY (Per person)	$
							BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
B	[ ] UMBRELLA LIAB [X] OCCUR [X] EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $			18EX4142	09/30/2024	09/30/2025	EACH OCCURRENCE	$ 5,000,000
							AGGREGATE	$ 5,000,000
								$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y/N [ ] (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A		7040225396	09/30/2024	09/30/2025	[X] PER STATUTE [ ] OTH-ER	
							E.L. EACH ACCIDENT	$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000
A	Professional Liability			TAP0196147-03	09/30/2024	09/30/2025	Each Negligent Act or Negligent Omission	$10,000,000
	Abusive Acts						Each Occ/Agg	$2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

As of the effective date noted above, certificate holder is included as an additional insured but only with respect to the operations of the Named Insured in connection with the travel and/or tour services provided, as required by written contract and per the terms and conditions of the policy.

SEE ATTACHED

CERTIFICATE HOLDER

Sage Park Middle School
Attn: Ashlee Taylor Love Kailas
25 Sage Park Road
Windsor, CT 06095

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

John Beau

AGENCY CUSTOMER ID: _____

LOC #: _____

ADDITIONAL REMARKS SCHEDULE

AGENCY Willis Towers Watson Southeast, Inc.	NAMED INSURED Jumpstreet/Worldstrides Canada 701 E Water Street, Suite 200 Charlottesville, VA 229025062
POLICY NUMBER See Page 1	
CARRIER See Page 1 / NAIC CODE See Page 1	EFFECTIVE DATE: See Page 1

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

May 2026

INSURER AFFORDING COVERAGE: Texas Insurance Company NAIC#: 16543

POLICY NUMBER: BESGLXTVA011401_170557_01 EFF DATE: 09/30/2024 EXP DATE: 09/30/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Excess Liability		See Excess Program Attached

INSURER AFFORDING COVERAGE: Transportation Insurance Company NAIC#: 20494

POLICY NUMBER: 7040225401 EFF DATE: 09/30/2024 EXP DATE: 09/30/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Workers Compensation - CA	E.L.Each Incident	$1,000,000
& Employers Liability	E.L. Disea Pol Limits	$1,000,000
Per Statute	E.L.- Each employee	$1,000,000

Excess Program Structure

Effective Date	Carrier	Policy Number	Limit	Layer
9/30/24 to 9/30/25	HDI Global Specialty SE	18EX4142	$5,000,000	$5M Primary
9/30/24 to 9/30/25	Texas Insurance Company	BESGLXTVA011401_170557_01	$5,000,000	$5M x $5M
9/30/24 to 9/30/25	Westchester Surplus Lines Insurance Company	G72597734 003	$10,000,000	$10M x $10M
9/30/24 to 9/30/25	Everest National Insurance Company	XC3EX00425-241	$5,000,000	$5M x $20M
9/30/24 to 9/30/25	Navigators Insurance Company	GA24EXRZ0CGBUIV	$5,000,000	$5M x $25M
9/30/24 to 9/30/25	HDI Global Specialty SE	HDHX003701361	$5,000,000	$5M x $30M
9/30/24 to 9/30/25	Allianz Global Corporate & Specialty SE	RMHX004900128	$5,000,000	$5M x $35M
Total Limits			$40,000,000	

Underlying schedule of insuring agreements included under Excess tower (subject to policy limits, deductibles, terms, conditions, and applicable statutes and regulations):

- General Liability
- Employee Benefits Liability
- Automobile Liability
- Employer's Liability
- Foreign General Liability
- Foreign Contingent Automobile Liability
- Foreign Employer's Liability

WINDSOR BOARD OF EDUCATION

AGENDA ITEM

For Consideration by the Board of Education at the Meeting of: September 16, 2025

PREPARED BY: Danielle Batchelder **PRESENTED BY:** David Furie

SUBJECT: Consideration of a confidential attorney-client communication regarding personnel matters (Possible Executive Session and Possible Action Anticipated)

BACKGROUND:

A communication regarding a confidential attorney-client personnel matter will be provided to the board for review.

STATUS:

The Board of Education met for a Special Meeting on August 12, 2025 to review the first communication on this matter. Additional discussion is required to discuss this second communication.

RECOMMENDATION:

Possible action concerning a confidential attorney-client communication regarding personnel matters.

Recommended by the Superintendent:_____

Agenda Item #__12__