

Agenda

I. Preliminary Business

A. Call to Order / WebEx Login Information / Motions

<https://woodbridgeps.webex.com/woodbridgeps/j.php?MTID=m2b65aeee4efac1b75de92868eecd02>

Meeting number (access code): 2499 588 7231

Meeting password: 3P3npP5i2ZB

B. Pledge of Allegiance

C. Correspondence

1. Please feel free to submit Correspondence via e-mail to mdegennaro@woodbridgeps.org

D. Public Comment

The Board welcomes public participation. We ask that speakers please limit their comments to three minutes. Please be aware that the Board will not respond to any comments made during the public comment period, except to clarify issues, but we will take into consideration your comments, and when appropriate, district administration will follow-up with you at a later point in time.

E. Board of Selectmen Update

II. Consent Agenda

A. Approval of the January 18, 2022 Regular Meeting, the January 27, 2022 Special Meeting, and the January 28, 2022 Special Meeting Minutes

B. Fiscal Year 2021/22 Budget Narrative Report

C. Fiscal Year 2021/22 Budget Summary Report

D. Fiscal Year 2021/22 Budget Detail Report

III. Reports

A. Superintendent's Report

1. Safe Return Plan & COVID 19 Guidelines
2. Diversity, Equity & Inclusion in the Woodbridge School District
3. BRS Update

B. Facilities Committee Report

C. Finance Committee Report

1. Adopt PreK Tuition Increase for 2022/23
2. WBOE Proposed 2022/23 Capital Budget and Operating Budget Updates

D. Policy Committee Report

1. Adopt Revised Policies 9110 (Number of Members, Terms of Office, Election of Members) and 9321 (Time, Place and Notification of Meetings)
 2. Adopt Revised Policy 5145.52 Harassment
- E. CABA Liaison Report
- F. Upcoming Meeting Presentation(s): Technology

IV. New Business

V. Other

- A. Public Comment - *The Board welcomes public participation. We ask that speakers please limit their comments to three minutes. Please be aware that the Board will not respond to any comments made during the public comment period, except to clarify issues, but we will take into consideration your comments, and when appropriate, district administration will follow-up with you at a later point in time.*
- B. Executive Session, in accordance with State Statute
1. Discussion of a matter which would result in the disclosure of records exempt from disclosure based on attorney-client privilege.
 2. Discussion of matters concerning security strategy, the deployment of security personnel, and/or devices affecting public security.
- C. Action as necessary on items discussed in Executive Session.

VI. Adjournment



Board of Education
Beecher Road School
40 Beecher Road
Woodbridge, CT 06525

January 20, 2022

Dear Board of Education,

As a member of the WEA, I have participated in numerous BOE meetings, listened in on the sidelines as important issues are discussed and decisions are voted upon. I have also participated in public comments as a member and as a representative of our WEA. I have watched and listened as decisions get made that impact teachers and teaching conditions. Unfortunately, teachers are not included in the BOE agenda, nor are they permitted a seat at the table to offer their voice.

After great reflection from the January 18, 2022 meeting in which I requested to speak during public comment, as this is the only time allotted to the WEA representatives, I was provided the allotted standard 3 minutes. Knowing what I had to say was critical to report as our staff are feeling the burden of teaching in this Covid environment, I reached out in advance and requested additional time. I understand the rationale for not allotting me the time was to not set a precedent for others who wish to participate in public comment. Therefore, I raced through making an effort to stay within the 3 minutes and, at the same time, knowing full well I was not going to successfully say what needed to be said within the 3 minutes provided.

However, as I sat and listened to the duration of the meeting, I could not help but feel that the BOE meetings are an inequitable and nondemocratic process. I know this system that is in place is an age-old process. However, as I listened as the PTO representative, Joi Prud'homme, for whom I have the deepest respect provide her update beyond 3 minutes, I questioned why doesn't a teacher have this same opportunity? Why does the PTO get to be part of the agenda but a WEA representative does not? The perspective that is often shared during these meetings is from the administrators' lens. The purpose for writing this is not to suggest there is any distrust with our administrators; it is simply to acknowledge the bias and inequity in a system that is dependent on the strength of good teachers but neglects to acknowledge their voice.

If we are to make our school strong and effectively make change that is meaningful for our students, then we need to allow our teachers the space to share their experiences. Essentially, allowing teachers' voice at the table creates opportunity for growth. We need to create and foster a dynamic that provides all voices to be heard and recognize shared differences as healthy for growth. Innovative ideas do not come from maintaining the status quo. Teachers have direct knowledge of the challenges they are experiencing in their classroom and within the school, and most importantly, they know what students need. If what we want is an inclusive school culture and equity for our students, then we need to model that in our systems as well.

I am requesting that the BOE consider allowing a WEA representative a seat at the table. I am not suggesting that the teacher representative takes part in the voting process or Executive Session. If we are to engage in a true democratic process, I ask that we re-consider the age-old system of excluding teacher representation from the BOE agenda and allow a WEA representative the full opportunity to provide updates as deemed necessary as part of the regularly scheduled BOE meetings.

Thank you for your consideration.



Kim Kline Franklin, M.S.W., M.Ed., M.S.
WEA President



Marsha DeGennaro <mdegennaro@woodbridgeps.org>

Fwd: [External Email] Public Correspondence

1 message

Lynn Plascyk <lplascyk@woodbridgeps.org>
To: Marsha DeGennaro <mdegennaro@woodbridgeps.org>

Mon, Feb 28, 2022 at 12:07 PM

----- Forwarded message -----

From: **Josh Gelder** <jdgelder79@yahoo.com>
Date: Mon, Feb 28, 2022 at 11:14 AM
Subject: [External Email] Public Correspondence
To: lplascyk@woodbridgeps.org <lplascyk@woodbridgeps.org>, mmadonick@woodbridgeps.org <mmadonick@woodbridgeps.org>, sdelprete@woodbridgeps.org <sdelprete@woodbridgeps.org>, jdahya@woodbridgeps.org <jdahya@woodbridgeps.org>, jhughes@woodbridgeps.org <jhughes@woodbridgeps.org>, mstrambler@woodbridgeps.org <mstrambler@woodbridgeps.org>, bhopkins@woodbridgeps.org <bhopkins@woodbridgeps.org>, ewilliamson@woodbridgeps.org <ewilliamson@woodbridgeps.org>, Jonathan Budd <jbudd@woodbridgeps.org>

Good day Beecher Road Board of Ed members,

Thank you for allowing the parents to speak last week during the special meeting regarding the mask mandates. I truly felt the discussions were lively and representative of the diverse opinions of the community and the BOE. With that said, I would like to continue the discussion around some of the mitigation methods that are still on the table for potential reinstatement in the future. Rather than re typing all of my points, I have forwarded the email trail I had with Dr. Budd since last weeks meeting. In the spirit of being pragmatic and thorough, I would like to see some discussion about the effectiveness of all mitigation methods that can potentially be reinstated, specifically masking.

Thank you again for your time,

Joshua D. Gelder

jdgelder79@yahoo.com

203-685-6475

----- Forwarded Message -----

From: Josh Gelder <jdgelder79@yahoo.com>
To: Jonathan Budd <jbudd@woodbridgeps.org>
Sent: Friday, February 25, 2022, 12:11:57 PM EST
Subject: Re: [External Email] Re: Thank You

Jonathan,

Thank you for your follow up. I can appreciate that much of the decision making preceded your tenure. I also can understand how there may not have been any specific data discussed regarding the mask effectiveness at the start of covid, as decisions being made were likely based off of guidance from QVHD and the State of CT. I do think that there should have been specific questions asked about the mitigation methods, especially for something as obtrusive as forcing a child to wear a mask all day for two years.

I ask this because the situation has obviously now completely changed. The BOE is now fully in control of the decision making process, free from state mandates. Per the words of multiple members of the board from Wednesday evenings meeting, the decision making will all take place locally from here on out. Therefore, the BOE now has another opportunity to show that due diligence took place for all proposed mitigation methods that could potentially be reinstated in the future.

This is also a great opportunity to look back and learn from all actions taken over the last two years to evaluate what actions that were taken would be considered best practice to use again in the future. It's also a good time to assess which actions taken that may not have been necessary in light of all of the data that we have now that wasn't available at the onset of Covid. Please know that I and other parents would like to see the board show that the proposed metrics include an analyses of the efficacy of all proposed mitigation methods.

We would also like to see a risk vs. benefit (pros vs. cons) analyses of the methods. There may be multiple mitigation measures that do make a difference in transmission prevention, but if they cause more collateral damage to the student through mental health and development delay, then is there truly a net benefit?

I know this may seem like a big ask, especially since we are entering the later stages of this pandemic. With that said, should there ever be another public health situation like this again, we will already have a fully vetted, community approved plan in place that is ready to be implemented immediately.

I am ok with these emails being shared with the BOE.

Thanks again for your time,

Joshua D. Gelder

jdgelder79@yahoo.com

203-685-6475

On Friday, February 25, 2022, 11:06:34 AM EST, Jonathan Budd <jbudd@woodbridgeps.org> wrote:

Hi Josh,

Thanks for your e-mail. I do appreciate your civility, and your thoughtful engagement, including the thorough document you sent to supplement your oral remarks at the BOE meeting.

In terms of the District's mask policies, they were developed prior to my arrival in the District. I have looked back at the public record for September 2020 (when they were first approved by the BOE) and December 2020 (when they were revised by the BOE), and I do not find any supplemental documents, just the text of the policies themselves being discussed and ultimately approved. The mask policies were revised again after my arrival: in August 2021 they were changed simply to reflect that social distancing requirements moved from 6 feet to 3 feet based on that change to be implemented in September 2021, but no other revisions were made. The substantive discussion and development of the policies thus totally precedes my arrival in Woodbridge, and I do not find anything in the record for data that might assist you.

I will say that the BOE has a standing item on its agenda for a report from me on the Safe Return Plan and COVID guidelines. I will be providing that report Monday evening, although it will be somewhat briefer than usual because we have just had the meeting this past week. I anticipate informing the BOE on any progress made toward the data-based metric they discussed and included in the motion that passed Wednesday night.

Please let me know if I can be of further help,

Jonathan

Jonathan S. Budd, Ph.D.
Superintendent
Woodbridge, CT School District
jbudd@woodbridgeps.org
203-387-6631

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On Thu, Feb 24, 2022 at 10:04 AM Josh Gelder <jdgifter79@yahoo.com> wrote:

Good morning Dr. Budd,

I appreciate the opportunity to speak again last night. I was going to email you to follow up on my request for the data that was used by the board of Ed to decide that masking is an effective tool to prevent the spread of covid. There has been substantial evidence that has come out since that start of covid that does not support mask effectiveness. I posted a document in my correspondence with links to many studies that support mask ineffectiveness. Along with the data other parents presented last night, especially around the covid particle size that pass right through masks, I feel this is more than enough evidence to raise serious discussion amongst the board about masking **effectiveness**.

This is the **second** time I have publicly requested this data. As a parent that had to watch my kids be masked for over 700 days, I am not accepting lack of clarity on the decision making process that led to our children being masked. I am all for mitigation strategies, but they need to be proven that they work before I will support them.

I understand that the board wants to leave the possibility open to reinstate masking policies in the future, and other mitigation strategies. We the parents have been very civil with the board, and very patient. As I stated above our kids have been in masks for 700 plus days. I am asking for the data that was used to support masks as an effective mitigation tool.

If this cant be given to us, I would like to board to add to the next agenda the discussion of removing masks from the list of potential mitigation strategies that could potentially be reinstated in the future. Having kids wear masks that provide no benefit for mitigation is cruel and unnecessary, so until any real data is provided I will continue to fight for their permanent removal.

Please let me know when this data can be provided.

Thank you again for your time,

Joshua D. Gelder

jdgifter79@yahoo.com

203-685-6475

On Thursday, February 24, 2022, 09:06:14 AM EST, Jonathan Budd <jbudd@woodbridgeps.org> wrote:

Good morning, Josh,

I want to thank you for your comments last night during Public Comment. I know that the Board members appreciated your thoughtful and civil presentation, and took your remarks into consideration.

Thank you again for contributing.

Jonathan

Jonathan S. Budd, Ph.D.
Superintendent
Woodbridge, CT School District
jbudd@woodbridgeps.org
203-387-6631

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Marsha DeGennaro <mdegennaro@woodbridgeps.org>

For Correspondence for BoardBook for This Evening

1 message

Jonathan Budd <jbudd@woodbridgeps.org>
To: Marsha DeGennaro <mdegennaro@woodbridgeps.org>

Mon, Feb 28, 2022 at 3:28 PM

Hi Marsha,

Mr. Nichol has asked that his e-mail (see below) be added to Correspondence for tonight's meeting.

Thanks,

Jonathan

From: Tricia Nichol <tnichol430@gmail.com>
Date: Mon, Feb 28, 2022 at 9:04 AM
Subject: [External Email] letter regarding boards decision with mask
To: <lpiascyk@woodbridgeps.org>, <mmadonick@woodbridgeps.org>, <jdahya@woodbridgeps.org>, <mstrambler@woodbridgeps.org>, <bhopkins@woodbridgeps.org>

Dr. Budd and The Board of Education

My wife and I are parents of two children within the Amity school system, a child in Amity High School, and the other in Beecher Road. After the results of the Wednesday night meeting I was complacent in leaving the results of the meeting alone. When we, my family, left the meeting at 845pm, a motion had been sent forward and seconded to let the children remove their masks as a choice. My daughter was very excited, as evidence of her smile and enthusiasm.

We were frustrated with the quality of the meeting, it was difficult to follow due to the WIFI, there were many frozen moments, that I feel, left many important details unobtainable in the moment.

When we received the email the following day that stated we as a community were going to keep the masks until the 7th of March, was very upsetting and left us shocked. After listening to the meeting, 12 out of the 14 people that spoke, were in favor of having the masks optional.

With this information, I began to review the statements made in the meeting. One statement that was made, "was that no matter the outcome of this meeting we will respect the decision as to not create a riff in the community". I then realized that the Board does not respect the parents or the teachers of Beecher Road. It appears that the meeting was a waste of time for the community, the meeting reads as if the decision to keep the masks was pre-determined and calculated.

Over the last two and half years, the Board of Education, Superintendent, Teachers, and the Nursing staff. Have been strict regarding the guidelines set forth by the CDC, the governing body that has guided the nation in this pandemic. Yet the very same CDC, that recommended that masks become optional, is no longer a governing body that this administration is willing to listen to. Why would our administration not listen to them now, it seems that the administration will pick and choose information that suits their needs and not that of the children.

The other issue I have is with the bus. Beecher Road Board of Education has made the decision to have our children wear masks on the buses. Yet Amity High School Board of Education has made the decision to

not have the children riding the bus to High School wear masks. This puzzles me, since we live in a small community where we have multi-aged children in Woodbrige households using the buses minutes after children have been not wearing masks. The time between some of the drop off and pick up is less then 15 minutes, the time in which the CDC stated that the chances of becoming infected with the disease was still viable.

The last point I have to make is this. As a taxpayer in the community, the decision was made to upgrade and improve the HVAC system in Beecher Road due to the known mold problem that existed. Is the system not working properly? I believe it is since the numbers of Covid cases in Beecher Road have not been high.

I wonder, The Board of Education, mentioned the transition to the mask option and the concern with empathy and bullying towards those children who decided to continue to wear a mask. Did the members of the board take the time to consider the overwhelming concerns of the parents and the bullying power of the board to stretch time issues out as long as they can.

I am available to meet any Board member in a public place maskless, of course to discuss the issues that I have outlined. I find it more polite to see with whom I speaking with.

Thank you

Jamie Nichol

203-623-1280

Jonathan S. Budd, Ph.D.
Superintendent
Woodbridge, CT School District
jbudd@woodbridgeps.org
203-387-6631

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MINUTES OF THE REMOTE REGULAR WOODBRIDGE BOARD OF EDUCATION MEETING

Tuesday, January 18, 2022

Via WebEx

<https://woodbridgeps.webex.com/woodbridgeps/j.php?MTID=m2dc67c658c0f33d9fe4eb5e6ce8bf35b>

Meeting Number: 2497 908 9875

Meeting Password: kyPxgruX953

CALL TO ORDER: Ms. Piascyk, Chair called the meeting to order (7:02 PM).

BOARD MEMBERS PRESENT: Ms. Lynn Piascyk, Chair; Dr. Jay Dahya; Ms. Sarah Del Prete (7:22 PM), Secretary; Ms. Brooke Hopkins; Mr. Jeff Hughes; Dr. Maria Madonick, Vice Chair; Dr. David Ross; Dr. Michael Strambler; and Ms. Erin Williamson.

STAFF: Dr. Jonathan Budd, Superintendent; Richard Huot, Interim Director of Business Services / Operations; Cheryl Kiesel, Special Services Director; Analisa Sherman, Principal; James Sapia, Assistant Principal; and Marsha DeGennaro, Clerk of the Board.

GUESTS: Sheila McCreven, BOS Liaison; Joi Prud'homme, PTO; Kim Franklin, WEA.

CORRESPONDENCE

The Board received a letter dated January 12, 2022 from the WEA leadership pertaining to Covid challenges, mitigation strategies, and state mandates.

PUBLIC COMMENT –

Ms. Franklin read the January 12 letter from the WEA leadership pertaining to Covid challenges, mitigation strategies, and state mandates.

CONSENT AGENDA

MOTION #1 – CONSENT AGENDA

Move that we approve the consent agenda as presented.

Dr. Dahya

Second by Ms. Madonick

UNANIMOUS

REPORTS

Superintendent's Report – Superintendent Budd outlined the inclement weather procedures.

Safe Return Plan – Presently, there are 157 confirmed cases in the BRS community (131 additional since the December meeting). The district continues to perform contact tracing and protocols have been modified to accommodate the increased numbers. Only students in isolation or quarantine have the option of attending remotely. Optional in-school screening testing is in its 11th week with approximately 120 students participating. N95 masks have been delivered to staff and test kits are available to those identified as close contacts for both student and staff. We will continue to assess and revise mitigation strategies as necessary. It was questioned whether contact tracing was necessary and that perhaps at this point in time the onus should be placed on the parents to confirm receipt of information.

Ms. Del Prete arrived (7:22 PM).

Ad Hoc Student Culture and Community Committee Final Report – Originally this committee was established in January of 2020 to focus on the staff and program resources necessary to address the changing and significant student behavioral needs at BRS. The Committee paused due to the pandemic and the transition of Superintendents. On September 20, 2021 the Board established a successor Ad Hoc Student Culture & Community Committee “to assess and evaluate student culture and community at Beecher Road School, including the identification of any resources necessary to address short-term and long-term goals to foster a supportive, respectful, and physically and emotionally safe learning environment,” with a report to the full BOE in January 2022.

The work of the committee focused on six (6) main themes: (1) Building Positive Student Culture through Professional Learning; (2) Building Positive Student Culture through Student Activities; (3) Addressing Students' Mental Health Needs; (4) Collecting Data Related to Student Disciplinary Referrals; (5) Collecting Data Related to Complaints of Student Bullying and/or Harassment (linked to revised BOE Policy 5131.911); and (6) Safe School Climate Committee at BRS. A new process for collecting data related to student disciplinary referrals was implemented in November of 2021. It was suggested that the changes in process be communicated to parents and the web site and handbook be updated accordingly.

Mid-Year Progress Update on School Goals – Superintendent Budd, Principal Analisa Sherman and Special Services Director Cheryl Kiesel provided an update. In September 2021, 6 District & 6 BRS goals were presented to the BOE.

District Goals are:

- The WSD will engage in a comprehensive strategic planning process to review and update mission, guiding principles, and goals to guide the district from 2022-2027.
- The WSD will begin a process of assessing climate related to diversity, equity, and inclusion and implementing policy and programs to address any unmet needs.
- The WSD will continue to implement enhanced protocols and procedures related to human resources.
- The WSD will update and revise its capital plan with transparency and feedback from Town leaders and community constituents.
- The WSD will review and update protocols and procedures for assessing the academic, social, and emotional achievement and growth of students with identified special needs, including enhanced communication of assessment results with families.
- The Board of Education of the WSD will effectively engage in professional development necessary for its effective functioning to achieve Board of Education roles and responsibilities.

School Goals:

- ❖ BRS will assess and address effectively the social and emotional needs of all students, including those returning from fully remote learning.
- ❖ BRS will expand and develop best practices for teaching and learning literacy.
- ❖ BRS will expand and develop best practices for culturally responsive teaching and learning, including in the social studies.
- ❖ BRS will expand best practices for using technology to enhance teaching and learning and to strengthen student engagement.
- ❖ BRS will expand professional sharing of best instructional practices, and data-based decision-making, linked to improved student outcomes.
- ❖ BRS will expand and develop best practices for effective engagement of, and communication with, families.

Updates were provided for each goal as well as specifics for continued work. It was noted that professional development initiatives should be enhanced instead of being optional. It is anticipated that the consultant contracted to coordinate and develop the strategic plan will provide additional information at the February meeting.

BRS Update – Ms. Sherman noted several creative art projects and that Grade 5 Band is up and running.

PTO Report – Ms. Prud'homme highlighted the successful Thanksgiving Food Drive which helped 17 BRS families in need as well as the Woodbridge Resident Assistance Fund, the purchase of virtual cameras for various grade levels, a digital subscription to the *Scholastic News* and the funding of seven (7) teacher grant proposals across all grade levels. Also noted were several future activities including virtual author visits, book swap week, Quassy Night, and the Grade 6 Graduation.

Board of Selectmen Update – Ms. McCreven reminded the Board that the BOS / BOF, while strongly supportive of education, have the responsibility to balance needs of other Town departments as well. Together they are all partners. Both Boards are looking forward to the receiving the formal budget presentation on January 25.

Facilities Committee – The next meeting of this committee is February 15 at 7:30 AM.

Finance Committee – Dr. Dahya reviewed the January 11 meeting which included review of the monthly financials and possible revisions to the 2022/23 budget in the area of medical benefits/expenses. The current deficit has been reduced to \$44,329, with the exception of special education which is an additional \$40,000. It is anticipated the increase in medical will be in the range of 20% for the coming year. Preliminary comparative quotes suggest savings of \$550,000+ could be achieved in substantially equivalent coverage through another carrier, or through the current carrier matching the quote. It was noted that the figures were not bonded and therefore ballpark estimates. There was general consensus to continue to explore efficiencies in the budget with a focus on non-instructional areas.

MOTION #2 – PROPOSED REVISIONS TO THE 2022/23 OPERATING BUDGET

Move that we encourage the continued efforts of the Superintendent and the Interim Director of Business Services & Operations to pursue reductions to non-instructional benefits and operations costs, with a report on such efforts to the Finance Committee and the Board of Education at their regular meetings in February 2022.

Dr. Dahya
Second by Mr. Hughes
UNANIMOUS

It was pointed out that benefits for all town employees are designated in a separate line item in the town budget. The Board of Education is the only town department that must include its “fringe benefits” in its operating budget. If that were to be removed, similar to other town departments, the overall budget increase would be a single-digit increase.

CABE Liaison – Dr. Madonick invited Board members to attend the District 7 Legislative Breakfast in Branford on January 28.

Upcoming Meeting Presentations – Equity, Inclusion, Diversity

It is hoped that the presentation will include full survey results as it is important they understand what the community is saying. It was also suggested the presentation outline procedures and their effectiveness in addressing issues. Everyone was reminded of upcoming meetings – the February regular meeting will be February 28. Committee meetings - Facilities February 15 at 7:30 AM; Finance February 23 at 4:30 PM and Policy February 23 at 7:00 PM.

NEW BUSINESS

Open Choice – Superintendent Budd apprised the Board that there would be four vacancies in the fall as a result of current 6th grade slots. The district receives approximately \$4,000 for each student participating, which is applied towards transportation costs. The recommendation is to continue with 18 slots.

MOTION #3 – OPEN CHOICE SLOTS

Move that we adopt the Superintendent's recommendation to authorize a continued enrollment of 18 Open Choice students in the Woodbridge School District, replacing the 4 students who will graduate Grade 6 with 4 new students in Kindergarten.

Dr. Dahya
Second by Ms. Williamson
IN FAVOR: Dr. Dahya; Dr. Madonick, Ms. Piascyk, Dr. Ross; Dr. Strambler; and Ms. Williamson
AGAINST: Ms. Del Prete, Ms. Hopkins, Mr. Hughes

MOTION PASSES 6-3-0

PUBLIC COMMENT - None

The Board entered Executive Session (9:51 PM).

MOTION #4 – EXECUTIVE SESSION

Move that we enter Executive Session to discuss pending claims and litigation, as well as to discuss negotiations with respect to collective bargaining, and invite the Superintendent to join the Board.

Dr. Madonick
Second by Dr. Dahya
UNANIMOUS

BOARD MEMBERS PRESENT: Ms. Lynn Piascyk, Chair; Dr. Jay Dahya; Ms. Sarah Del Prete, Secretary; Ms. Brooke Hopkins; Mr. Jeff Hughes; Dr. Maria Madonick, Vice Chair; Dr. David Ross; Dr. Michael Strambler; and Ms. Erin Williamson.

STAFF: Dr. Jonathan Budd, Superintendent.

The Board discussed pending claims and litigation, as well as negotiations with respect to collective bargaining.

MOTION #5 – RETURN TO PUBLIC SESSION

Move that we return to Public Session (10:32 PM).

Ms. Del Prete
Second by Dr. Dahya
UNANIMOUS

BOARD MEMBERS PRESENT: Ms. Lynn Piascyk, Chair; Dr. Jay Dahya; Ms. Sarah Del Prete, Secretary; Ms. Brooke Hopkins; Mr. Jeff Hughes; Dr. Maria Madonick, Vice Chair; Dr. David Ross; Dr. Michael Strambler; and Ms. Erin Williamson.

STAFF: Dr. Jonathan Budd, Superintendent; Marsha DeGennaro, Clerk of the Board.

MOTION #6 – SPECIAL APPROPRIATION REQUEST

Move that we authorize the Superintendent to request from the Town of Woodbridge an appropriation equaling the payment the Town General Fund is expected to receive from the New Haven Board of Education for student-specific costs, to be applied against the Woodbridge School District's current expenses for special education 1-1 teachers' assistants, said request to be made as soon as possible subsequent to the Town's receipt of such payment.

Dr. Madonick
Ms. Williamson
UNANIMOUS

MOTION TO ADJOURN: (10:34 AM)

Dr. Ross
Second by Dr. Madonick
UNANIMOUS

Recorded by Marsha DeGennaro, Clerk of the Board

MINUTES OF THE REMOTE SPECIAL WOODBRIDGE BOARD OF EDUCATION MEETING

Thursday, January 27, 2022

Via WebEx

<https://woodbridgeps.webex.com/woodbridgeps/j.php?MTID=m3c5070984f59080176ac90d113f0d3a4>

Meeting Number: 2489 695 2732

Meeting Password: bF2Jmg2ENW3

CALL TO ORDER: Ms. Piascyk, Chair called the meeting to order (9:34 AM).

BOARD MEMBERS PRESENT: Ms. Lynn Piascyk, Chair; Dr. Jay Dahya (9:47 AM); Ms. Sarah Del Prete, Secretary; Ms. Brooke Hopkins; Mr. Jeff Hughes; Dr. Maria Madonick, Vice Chair; Dr. Michael Strambler (9:35 AM); and Ms. Erin Williamson.

STAFF: Dr. Jonathan Budd, Superintendent; Richard Huot, Interim Director of Business Services / Operations; Cheryl Kiesel, Special Services Director; Analisa Sherman, Principal; and Marsha DeGennaro, Clerk of the Board.

GUESTS: Dr. Tom Handler, BOF Liaison

The Board reviewed revisions to the WBOE 2022/23 Budget Proposal. Recommendations for reductions were phased into three tiers.

Tier 1A - \$599,053

➤ Medical Insurance – Active Employees	\$426,734
➤ Medical Insurance – Retired Employees	128,919
➤ Electricity	25,000
➤ Shift Food Services Supervisor Benefits to Food Service Budget	13,400
➤ Heating	5,000

Tier 1B - \$71,931

➤ Building Improvements	\$ 53,600
➤ Non-Public Transportation (Ezra)	8,000
➤ Professional Development – Shift to Grant	7,000
➤ SpEd Copier Elimination	3,331

Tier 2 - \$65,023

➤ Supplies	\$ 33,337
➤ Intern Reduction to 7	20,000
➤ Curriculum Writing	4,400
➤ SpEd Software	3,000
➤ Dues & Fees	2,786
➤ SpEd Teaching Equipment	1,500

Tier 3 - \$280,007

➤ 3 General Education Teacher Assistants	\$ 82,086
➤ Grade 3 Teacher – Additional Section	66,232
➤ Additional STEAM Teacher	59,111
➤ .5 Additional Social Work	47,578
➤ Proposed .5 Custodian	25,000

It was noted that the building improvements included HVAC, upgrades in technology and communications and could be moved into the Capital Budget. Also noted was the oil tank removal would incur an additional cost to the Operating Budget of \$40,000, as an environmental consultant would be required to determine if there is oil seepage in the ground.

Dr. Dahya arrived (9:47 AM).

Any reductions outside of Tiers 1-3, while currently not proposed, could include increased class sizes, reductions to services provided by literacy/math specialists, further reductions in teacher assistants, restructuring of support staff and program reductions in the arts, TAG, library media and/or STEAM.

If the Board chose to adopt all reductions identified in Tiers 1-3, and with the addition of the cost associated with the oil tank removal (\$40,000), the 2022/23 Budget Proposal would be reduced to a 7.25% increase.

Discussion ensued regarding comments made at the joint BOS/BOF meeting by various members. There was general agreement among Board members that while the budget presented was in the best interest of educating children for their future, it was made quite clear by the BOS/BOF that, if the Board of Education did not reduce their budget proposal, the BOS and BOF would. This Board was placed in this position because budgets over that last several years did not keep pace with inflation, 80% of the budget pertains to contractual obligations, and there is limited control over State mandates. Board of Education members are elected officials and have a responsibility to the taxpayers as well.

Suggestions were made to:

- ❖ Request the Town bear the burden of funding Ezra transportation and school nurse (\$70,000)
- ❖ Defer the building improvements to Capital Projects
- ❖ Reevaluate the costs associated with heating the pool and hosting the Recreation Department at BRS
- ❖ Allocating the Excess Cost Grant to BRS
- ❖ Analyze grant reimbursements / incremental revenues
- ❖ Continue long-term planning inclusive of consolidation of services
- ❖ Shifting funding of non-direct educational expenses, i.e. SRO, to the Town

There was general consensus that the only acceptable reductions were in Tiers 1A and 1B which would result in a 9.5% increase (9.2% if the oil tank removal is not included). The Board has a deadline of January 31 to render any additional changes to their submitted proposal. Given the tight timeline and the magnitude of the reductions, it was agreed the Board required additional time to arrive at a firm decision.

MOTION #1 – BUDGET DOCUMENTATION

Move that we prepare documentation that has different scenarios of percentage increases and specifies the impact of the reductions, and identify and separate those items that could be shifted to the Town.

Ms. Piascyk
Second Ms. Hopkins
UNANIMOUS

MOTION TO RECESS THIS MEETING UNTIL 1:30 PM FRIDAY, JANUARY 28: (11:26 AM)

Ms. Piascyk
Second by Ms. Del Prete
UNANIMOUS

Recorded by Marsha DeGennaro, Clerk of the Board

MINUTES OF THE REMOTE SPECIAL WOODBRIDGE BOARD OF EDUCATION MEETING

Friday, January 28, 2022

Via WebEx

<https://woodbridgeps.webex.com/woodbridgeps/j.php?MTID=m3c5070984f59080176ac90d113f0d3a4>

Meeting Number: 2489 695 2732

Meeting Password: bF2Jmg2ENW3

CALL TO ORDER: Ms. Piascyk, Chair called the meeting to back to order (1:35 PM).

BOARD MEMBERS PRESENT: Ms. Lynn Piascyk, Chair; Dr. Jay Dahya; Ms. Sarah Del Prete, Secretary; Ms. Brooke Hopkins; Mr. Jeff Hughes; Dr. Maria Madonick, Vice Chair; Dr. Michael Strambler; and Ms. Erin Williamson.

STAFF: Dr. Jonathan Budd, Superintendent; Richard Huot, Interim Director of Business Services / Operations; Cheryl Kiesel, Special Services Director; Analisa Sherman, Principal; and Marsha DeGennaro, Clerk of the Board.

GUESTS: Dr. Tom Handler, BOF Liaison

Superintendent Budd noted the minor changes from the presentation yesterday, which included specifics related to the oil tank removal in the amount of \$40,000, Ezra transportation / health services, and revenue increases.

Tier 1A - \$599,053

➤ Medical Insurance – Active Employees	\$426,734
➤ Medical Insurance – Retired Employees	128,919
➤ Electricity	25,000
➤ Shift Food Services Supervisor Benefits to Food Service Budget	13,400
➤ Heating	5,000

Tier 1B - \$71,931

➤ Building Improvements	\$ 53,600
➤ Non-Public Transportation (Ezra)	8,000
➤ Professional Development – Shift to Grant	7,000
➤ SpEd Copier Elimination	3,331

Tier 2 - \$65,023

➤ Supplies	\$ 33,337
➤ Intern Reduction to 7	20,000
➤ Curriculum Writing	4,400
➤ SpEd Software	3,000
➤ Dues & Fees	2,786
➤ SpEd Teaching Equipment	1,500

Tier 3 - \$280,007 (Most, if not all, relate to New Staff)

➤ 3 General Education Teacher Assistants	\$ 82,086
➤ Grade 3 Teacher – Additional Section	66,232
➤ Additional STEAM Teacher	59,111
➤ .5 Additional Social Work	47,578
➤ Proposed .5 Custodian	25,000

As discussed previously at the January 27 meeting, there was general consensus that the only acceptable reductions were in Tiers 1A and 1B which would result in a 9.5% increase (9.2% if the oil tank removal is not included).

It is unlikely that revenue amounts will change significantly in the coming year. PK tuition is limited to typical peer families and federal and state grants are not expected to increase, and the \$4,000 reimbursement for each Open Choice student has already been applied to Transportation.

MOTION #1 – PROPOSED REVISION TO 2022/23 OPERATING BUDGET

Move that we adopt Tiers 1A and 1B of the proposed revisions to the Woodbridge Board of Education Proposed 2022/23 Operating Budget, with the exception of Building Improvements on Tier 1B and with the addition of all of Tier 2 and authorize the Superintendent to transmit such revisions to the Town of Woodbridge in accordance with State statutes and Town procedures and to request Capital Budget or other Town support to fund the necessary oil tank remediation project.

Ms. Piascyk

No Second

MOTION DOES NOT CARRY

There was general agreement the oil tank remediation should be deferred to Capital Projects. It was noted that the building improvements included HVAC, upgrades in technology and communications and could be moved back into the Operating Budget next year.

Discussion ensued regarding the Excess Cost Grant legalities and whether those monies should be returned to BRS instead of the Town. There has been a long-standing process for these monies going to the town and the Board of Education always having the option to go to the Town when special education costs have exceeded budgeted amounts. Historically, the district has budgeted only for known students, not unanticipated future ones. It was suggested that a discussion be held with the Town to determine what the best approach might be.

MOTION 2 – REVISIONS TO THE 2022/23 OPERATING BUDGET

Move that we adopt Tiers 1A and 1B of the proposed revisions to the Woodbridge Board of Education Proposed 2022/23 Operating Budget, and authorize the Superintendent to transmit such revisions to the Town of Woodbridge in accordance with State statutes and Town procedures and to request Capital Budget or other Town support to fund the necessary oil tank remediation project.

Ms. Williamson

Dr. Madonick

A friendly amendment was suggested by Dr. Madonick to also include the reduction in interns (\$20,000). The friendly amendment was denied and the motion as originally stated was voted. It was further clarified that this motion includes moving building improvements (*HVAC improvements, technology wiring improvements, telecommunications improvements and architect fees for roof replacement project*) into the proposed capital budget along with costs associated with the removal of the oil tank.

UNANIMOUS

The Board agreed that, given current schedules and time constraints of individual board members, the Executive Session items would be rescheduled to a Special Meeting to be conducted sometime next week.

MOTION #3 – TABLE AGENDA ITEM III

Move that we table Agenda Item III.

Dr. Madonick

Second Dr. Dahya

UNANIMOUS

The Board extended a sincere thank you to administration for their efforts and as well as Board members for their commitment and dedication to the job of being Board of Education members.

MOTION TO ADJOURN: (2:24 PM)

Ms. Williamson

Second by Ms. Hopkins

UNANIMOUS

Recorded by Marsha DeGennaro, Clerk of the Board

Woodbridge School District 2021-2022 Budget Narrative

February 1, 2022

February 1, 2022 represents seven months of the fiscal year, and five months of the school year. The 90th school day, or mid- year, fell on Friday, January 21, 2022.

100 Series Salaries – This projection includes the supplemental appropriation of \$75,664 approved by the Town. It has been posted to account 61601-1303 One to One Teaching Assistants. It is bolded and highlighted in the right hand column. The salary accounts reflect full staffing and should remain relatively constant for the remainder of the year except for unforeseen circumstances. Given the weather, overtime for snow removal is difficult to judge and will vary with Mother Nature’s whims.

200 Series Benefits – The negative balance has grown. The cause is a retirement-generated additional expense. This type of payment has been made in individual salary accounts in the past. Henceforth, this account will be used to pay contractual retirement benefits to improve transparency. Benefits have stabilized and are not expected to vary significantly in the final months of the year.

300 Series Purchased Professional Services- This category includes legal, audit, and other expenses that are generated on a month-by-month basis and generally a month or two behind in the billing process. You will notice a negative balance in account 63500-1403 Substitutes. This reflects a shift from 65500-1401 Interns, who the district has been unable to get, to Daily Substitutes, whom we hope to attract.

400 Series Purchased Property Services - Winter subjects the HVAC systems to heavy wear. The building has experienced a small leak in a unit ventilator caused by freezing and we are in the process of replacing a failed hot water circulating pump.

500 Series Other Purchased Services - This budget series includes transportation, tuition, interns, liability insurance, and items that do not fall within the professional services/property services categories. You may notice there is a larger positive balance in Account 65500-1401 Interns. This reflects our inability to get interns and offsets the addition cost of Daily Substitutes mentioned above in the 300 Series of accounts.

600 Series Materials and Supplies – Except for custodial/maintenance supplies, this category is direct support for classroom instruction. You can see from the projection some savings will accrue in supplies, as each order will be judged on its relative merit. You can be assured instructional needs will be met.

700 Series Furniture and Equipment - If funds in this group of accounts have not been expended, it is unlikely they will be used by year end, with the exception of Computer Equipment District Wide; this category supports an upgrade of network equipment.

800 Series Dues and Fees – This budget category is small but important as it links staff to professional organizations that help keep them up-to-date in their respective academic fields.

900 Series Misc. Expenses - The primary expense in this category is the Ezra Nurse, a non-public health expense we are required by law to maintain. The balance in these accounts is expected to remain stable.

Summary: The overall budget is basically balanced with the additional appropriation. Yet, weather and unforeseen circumstances can put additional pressure on accounts. The more I learn about and track expenses, it is apparent there is no “fat” nor fiscal flexibility in this budget. This office will remain diligent in monitoring accounts and seeking savings wherever possible.

WOODBRIDGE PUBLIC SCHOOLS 2021-2022 BUDGET
2/1/2022

BUDGET SUMMARY

ACCOUNT	ACCOUNT DESCRIPTION	ORIGINAL APPROP	TRANFRS/ ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMB.	Avail. Budget	Projection
	Total Certified Staff	7,443,063	0	7,443,063	3,982,033	3,549,912	-88,882	
	Total Non Certified Staff Supplemental Appropriation	1,906,621	75,000	1,981,621	1,079,897	833,165	68,559	
100	Grand Total Salaries -	9,349,684	75,000	9,424,684	5,061,930	4,383,077	\$ (20,323)	(20,323)
200	Total Benefits	3,259,340	0	3,259,340	2,255,542	3,940	999,858	(65,548)
300	Total Purchased Professional Services	464,323	-75,000	389,323	87,294	23,780	278,249	(19,727)
400	Total Purchased Property Services	562,119	0	562,119	296,581	186,863	78,675	(41,920)
500	Total Other Purchased Services	1,494,089	0	1,494,089	722,868	570,067	201,154	56,787
600	Total Materials & Supplies	298,848	0	298,848	119,873	44,789	134,186	42,000
700	Total Furniture & Equipment	121,012	0	121,012	104,216	3,647	13,149	3,384
800	Total Dues & Fees	26,697	0	26,697	10,125	1,550	15,022	4,000
900	Total Miscellaneous Expenses	61,172	0	61,172	23019	0	38,153	38,053
	Total 101 Woodbridge Board of Education	15,561,620	\$0	15,561,620	8,681,448	5,217,713	1,738,123	-3,294

Woodbridge School District Budget
as of February 1, 2022

OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS				AVAILABLE BUDGET	Est. Yr. End
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET	YTD EXPENDED		
61100	1301	Special Ed. Director Salary	145,964	0	145,964	98,355	47,610	-1
61101	1401	Superintendent Salary	203,000	0	203,000	132,731	70,269	0
61102	1401	Business Manager Salary	128,958	0	128,958	96,280	32,678	0
61103	1401	Principal Salary	167,998	0	167,998	107,166	60,833	-1
61104	1401	Asst. Principal Salary	135,236	0	135,236	84,491	50,745	0
61200	1105	Teacher Salaries-Art	43,468	0	43,468	39,141	39,142	-34,815
61200	1107	Teacher Salaries-Kindergarten	485,661	0	485,661	266,167	266,168	-46,674
61200	1111	Teacher Salaries-Music	79,795	0	79,795	39,817	39,816	162
61200	1112	Teacher Salaries-Phys Ed	147,742	0	147,742	73,871	73,871	-1
61200	1117	Teacher Sal-World Lang.	95,330	0	95,330	52,060	43,270	0
61200	1120	Teacher Sal-Multi-Age	358,838	0	358,838	188,585	170,253	0
61200	1126	Teacher Salaries-Grade 1	399,101	0	399,101	197,611	197,611	3,879
61200	1127	Teacher Salaries-Grade 2	405,568	0	405,568	218,730	218,730	-31,892
61200	1205	Teacher Salaries-Art	97,330	0	97,330	57,513	39,817	0
61200	1211	Teacher Salaries-South Music	121,662	0	121,662	52,655	60,617	8,391
61200	1212	Teacher Salaries-Phys Ed	144,392	0	144,392	72,196	72,196	-1
61200	1217	Teacher Sal-World Lang.	95,330	0	95,330	52,060	43,270	0
61200	1228	Teacher Salaries-Grade 3	451,153	0	451,153	213,395	197,641	40,117
61200	1229	Teacher Salaries-Grade 4	400,101	0	400,101	273,650	258,461	-132,010
61200	1230	Teacher Salaries-Grade 5	545,242	0	545,242	272,621	272,621	0
61200	1231	Teacher Salaries-Grade 6	518,359	0	518,359	220,101	198,774	99,484
61200	1303	Teacher Salaries-Sped	1,009,375	0	1,009,375	529,774	489,848	-10,248
61200	1313	Teacher Sal-Sped Pre-School	67,680	0	67,680	45,173	32,632	-10,125
61200	1333	Teacher Salaries-Sped Summer	28,800	0	28,800	20,736	0	8,064
61200	1408	Teacher Sal-DW Language Arts	367,488	0	367,488	167,150	166,696	33,642
61200	1409	Teacher Salaries-DW Math	76,115	0	76,115	63,570	58,986	-46,441
61200	1410	Teacher Salaries-DW Media Cntr	132,420	0	132,420	84,809	84,810	-37,199
61200	1418	Teacher Salaries-DW Technology	166,239	0	166,239	67,948	63,690	34,601
61200	1434	Teacher Salaries-STEAM	69,128	0	69,128	40,848	28,280	0
61201	1303	Psychologist Sal-Sped Loc Wide	235,608	0	235,608	118,350	121,872	-4,614
61201	1403	Tutor/Homebound Salary-DW	2,620	0	2,620	400	1,500	720
61201	1419	Curriculum Writing Salary	36,400	0	36,400	150	0	36,250
61203	1303	Social Worker Salary	50,962	0	50,962	26,928	35,705	-11,671
61204	1403	Stipends	30,000	0	30,000	7,000	11,500	11,500
	100	Total Certified Salaries	7,443,063	0	7,443,063	3,982,033	3,549,912	-88,882

Woodbridge School District Budget
as of February 1, 2022

OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS			YTD EXPENDED	ENCUMB	AVAILABLE BUDGET	Est. Yr. End
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET				
61303	1402	Custodian Salaries-DW School	399,108	0	399,108	221,036	144,432	33,641	
61305	1402	Custodian OT Salary-DW School	48,106	0	48,106	37,143	0	10,963	
61400	1404	Nurses Salaries-DW	151,245	0	151,245	75,315	71,940	3,990	
61500	1101	Admin. Asst. Sal-North Admin	0	0	0	32,796	15,569	-48,365	
61500	1201	Admin. Asst. Sal-School Admin	142,547	0	142,547	53,016	40,258	49,273	
61500	1301	Admin. Asst. Sal-Sped Admin	60,719	0	60,719	29,440	18,871	12,408	
61500	1401	Admin. Asst. Sal. Cent. Admin	165,131	0	165,131	109,174	57,585	-1,628	
61600	1103	Non-Certified Sal. TA -DW	182,174	0	182,174	87,016	82,112	13,046	
61600	1203	Non-Certified Sal- Loc Wd	15,219	0	15,219	5,807	5,807	3,605	
61600	1303	Non-Certified Sal-TA - Sped DW	242,414	0	242,414	71,416	55,488	115,510	
61600	1333	Non-Certified Sal-TA-Sped Sum	11,900	0	11,900	2,481	0	9,419	
61600	1410	Non-Certified Sal-DW Media Cnt	0	0	0	11,418	7,867	-19,285	
61600	1418	Non-Certified Sal-DW Technology	14,318	0	14,318	13,631	13,416	-12,730	
61600	1421	Non-Certified Sal-DW Copy Cntr	15,219	0	15,219	7,610	7,609	0	
61601	1303	One to One Sal-TA-Sped DW	351,552	0	351,552	236,519	244,454	-128,421	Supplemental Appropriation 75664
61700	1303	Occupational Therapist Salaries	32,000	0	32,000	20,274	16,107	-4,381	
61710	1303	Physical Therapist Salaries	19,168	0	19,168	9,584	9,584	-1	
61900	1403	Cafe Aides-DW	36,988	0	36,988	7,586	10,920	18,482	
61900	1418	IT Manager	0	75,000	75,000	44,135	28,846	2,019	
61900	1423	Clerk of the Board-DW Board ED	6,641	0	6,641	4,342	2,299	0	
61903	1103	Lifeguard Salary- DW	2,912	0	2,912	0	0	2,912	
61903	1203	Lifeguard Salary-Loc Wd	3,510	0	3,510	157	0	3,353	
61904	1403	Degree Changes-DW	5,750	0	5,750	0	0	5,750	
	100	Total Non Certified Salaries	1,906,621	75,000	1,981,621	1,079,897	833,165	69,560	
	100	Grand Total Salaries	9,349,684	75,000	9,424,684	5,061,930	4,383,077	-20,322	-20322
62200	1432	FICA-DW Benefits	258,364	0	258,364	148,349	0	110,015	3000
62300	1432	MERF Amortization-DW	11,610	0	11,610	12,523	0	-913	-913
62301	1432	MERF-DW	330,473	0	330,473	162,052	0	168,421	2800
62700	1425	Retired Emp Medical Ins-DW	118,274	0	118,274	110,646	0	7,628	0
62700	1432	Medical Insurance-DW	2,488,845	0	2,488,845	1,791,534	0	697,311	-64851
62800	1432	Life Insurance-DW	33,774	0	33,774	22,651	0	11,123	-250
62900	1401	Retirement Payments-DW	0	0	0	5,334	0	-5,334	-5334
62902	1403	Course Reimbursement-DW	8,000	0	8,000	2,453	3,940	1,607	0

Woodbridge School District Budget
as of February 1, 2022

OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS				AVAILABLE BUDGET	Est. Yr. End		
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET	YTD EXPENDED			ENCUMB	
68250	1401	Unemployment Compensation	10,000		0	10,000	0	0	10,000	0
	200	Total Employee Benefits	3,259,340		0	3,259,340	2,255,542	3,940	999,858	-65548
63200	1103	Prof Development-Loc Wd	0		0	3,088	0	0	-3,088	0
63200	1201	Prof Development-Sch. DW	3,500		0	3,500	190	0	3,310	222
63200	1303	Prof Development-Sped DW	3,425		0	3,425	731	305	2,389	360
63200	1401	Prof Development-Cent. Admin	3,500		0	3,500	3,542	395	-437	-437
63200	1404	Prof Development-DW Nurse	500		0	500	0	0	500	500
63200	1419	Prof Development-DW Curriculum	35,000		0	35,000	780	2,000	32,220	4500
63200	1423	Prof Development-DW Board Ed	2,000		0	2,000	0	0	2,000	500
63300	1301	Legal-Sped Admin	12,000		0	12,000	795	0	11,205	3500
63300	1401	Legal-Cent. Admin	20,000		0	20,000	9,947	0	10,053	3000
63400	1403	Software Support-DW Loc Wide	22,000		0	22,000	23	0	21,977	
63400	1404	Software Support-DW Nurse	2,238		0	2,238	0	0	2,238	-250
63400	1410	Software Support-DW Media Cntr	2,150		0	2,150	1,998	9,774	-9,622	-9622
63500	1403	Substitutes-DW Loc Wide	25,000		0	25,000	21,929	0	3,071	-25000
63900	1401	Other Prof Services-Cent Admin	270,935	-75,000		195,935	43,968	6,250	145,717	0
63900	1404	DW-Nurse-Oth Prof serv	1,683		0	1,683	0	0	1,683	500
63901	1303	Consultants-Sped Loc Wide	35,000		0	35,000	304	5,056	29,640	2500
63902	1401	Financial Audit-Cent. Admin	25,392		0	25,392	0	0	25,392	0
	300	Total Purchased Professional Services	464,323	-75,000		389,323	87,294	23,780	278,248	-19727
64100	1402	Electricity-Maintenance & Oper	179,196		0	179,196	115,516	51,680	12,000	-10804
64101	1402	Water & Sewer-Maintenance & Op	18,121		0	18,121	4,175	13,946	0	0
64200	1402	Heating -Maintenance & Oper	72,061		0	72,061	23,566	47,251	1,244	-18000
64300	1401	Repairs & Maint-Cent. Admin	975		0	975	760	0	215	0
64300	1402	Repairs & Maint-Maintenance &	44,818		0	44,818	25,028	12,394	7,395	0
64300	1403	Repairs & Maint-DW Loc Wide	13,000		0	13,000	0	0	13,000	3000
64300	1418	Repairs & Maint-DW Technology	0		0	0	996	299	-1,295	-1295
64450	1101	Leases & Rentals- Sch. Admin	3,756		0	3,756	1,616	0	2,140	0
64450	1201	Leases & Rentals-South Admin	2,855		0	2,855	289	0	2,566	0
64450	1301	Leases & Rentals-Sped Admin	3,331		0	3,331	881	0	2,450	0
64450	1401	Leases & Rentals-Central Admin	10,438		0	10,438	3,169	0	7,269	500
64450	1402	Leases & Rentals-Maintenance &	0		0	0	330	0	-330	-330
64450	1410	Leases & Rentals-DW Media Cntr	385		0	385	1,647	0	-1,262	-1262

Woodbridge School District Budget
as of February 1, 2022

OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS			YTD EXPENDED	ENCUMB	AVAILABLE BUDGET	Est. Yr. End	
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET					
64450	1421	Leases & Rentals-DW Copy Cntr	33,166	0	33,166	6,198	0	26,968	3000	
64500	1402	Building Improvement-Main & Op	0	0	0	17,829	0	-17,829	-17829	JACE
64900	1402	Purchased Ser- Maintenance & O	25,092	0	25,092	13,720	6,671	4,702	0	
64901	1303	Service Contracts-Sped	36,370	0	36,370	10,325	22,325	3,720	1000	
64901	1401	Service Contracts-Cent. Admin	1,776	0	1,776	1,606	0	170	0	
64901	1402	Service Cont. Main,& Operation	92,990	0	92,990	57,176	31,008	4,806	0	
64901	1421	Service Contracts-DW Copy Cntr	680	0	680	0	0	680	100	
64901	1435	Service Contracts-DW Security	23,109	0	23,109	11,755	1,289	10,066	0	
	400	Total Purchased Property Services	562,119	0	562,119	296,581	186,863	78,675	-41920	
65100	1212	Transportation-Phys Ed	1,776	0	1,776	0	0	1,776	1776	
65100	1303	Transportation-Sped	195,533	0	195,533	67,816	127,557	160	0	
65100	1333	Transportation-Sped Summer	35,848	0	35,848	25,145	0	10,703	10703	
65100	1403	Transportation-DW Loc Wide	345,246	0	345,246	180,815	165,173	-742	-742	
65101	1403	Transportation Non-Public	45,862	0	45,862	34,248	2,978	8,636	8636	
65102	1403	Fuel for Buses-DW	28,793	0	28,793	0	0	28,793	0	
65200	1401	Liability Ins. Central Admin	94,871	0	94,871	110,165	0	-15,294	-15294	
65201	1401	Worker's Compen. Central Admin	193,102	0	193,102	132,348	68,726	-7,972	-7972	
65300	1101	Telephones-Sch. Admin	4,917	0	4,917	3,009	0	1,908	0	
65300	1201	Telephones-Sch. Admin	4,917	0	4,917	3,009	0	1,908	0	
65300	1301	Telephones-Sped Admin	1,716	0	1,716	881	0	835	0	
65300	1401	Telephones-Cent. Admin	4,962	0	4,962	1,890	0	3,072	500	
65300	1402	Telephones-Main & Oper	806	0	806	0	0	806	806	
65350	1401	Internet-Central Admin	25,000	0	25,000	19,122	0	5,878	600	
65370	1101	Postage-School. Admin	1,500	0	1,500	1,086	0	414	0	
65370	1201	Postage-South Admin	1,000	0	1,000	314	0	686	0	
65370	1301	Postage-Sped Admin	1,250	0	1,250	358	0	892	0	
65370	1401	Postage-Cent. Admin	1,900	0	1,900	359	0	1,541	0	
65400	1401	Advertising-Central Admin	2,500	0	2,500	0	0	2,500	1200	
65500	1401	Interns	176,010	0	176,010	24,000	15,300	136,710	50000	
65502	1401	Service Contracts-Cent. Admin	0	0	0	90	0	-90	-90	
65600	1303	Tuition-Sped Loc Wide	273,400	0	273,400	75,806	188,101	9,493	2200	
65600	1333	Tuition-Sped Summer Program	39,280	0	39,280	36,116	0	3,164	3164	
65900	1101	Misc Purch Services-Sch Admin	500	0	500	190	0	311	200	
65900	1201	Misc Purch Services-South Admn	500	0	500	0	0	500	300	

Woodbridge School District Budget
as of February 1, 2022

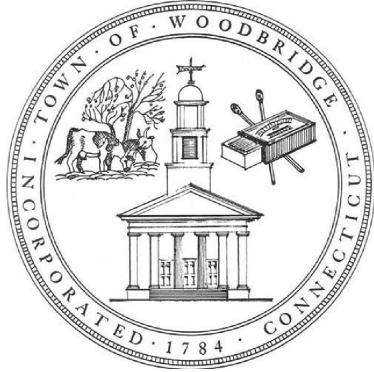
OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS			YTD EXPENDED	ENCUMB	AVAILABLE BUDGET	Est. Yr. End
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET				
65900	1401	Misc Purch Services-Cent Admin	10,900	0	10,900	6,100	2,232	2,568	250
65900	1404	Misc Purch Servs-Nurse	1,300	0	1,300	0	0	1,300	350
65900	1423	Misc Purch Servs-DW Board Ed	700	0	700	0	0	700	200
	500	Total Other Purchased Services	1,494,089	0	1,494,089	722,868	570,067	201,154	56787
66100	1103	Supplies-North Loc Wide	2,397	0	2,397	889	800	708	
66100	1105	Supplies-Art	1,752	0	1,752	0	476	1,276	
66100	1107	Supplies-Kindergarten	4,000	0	4,000	2,200	1,412	389	
66100	1111	Supplies-Music	700	0	700	169	3,230	-2,699	
66100	1112	Supplies-Phys Ed	1,629	0	1,629	0	0	1,629	
66100	1120	Supplies Multi Age	5,000	0	5,000	144	2,060	2,796	
66100	1126	Supplies-Grade One	5,000	0	5,000	3,468	1,333	199	
66100	1127	Supplies-Grade Two	3,900	0	3,900	2,553	33	1,315	
66100	1203	Supplies-South Loc Wide	1,508	0	1,508	0	979	529	
66100	1205	Supplies-South Art	2,100	0	2,100	0	2,100	0	
66100	1211	Supplies-South Music	2,800	0	2,800	1,351	280	1,169	
66100	1212	Supplies-South Phys Ed	1,600	0	1,600	0	1,185	415	
66100	1228	Supplies-Grade Three	3,892	0	3,892	1,357	871	1,664	
66100	1229	Supplies-Grade Four	2,750	0	2,750	1,266	28	1,457	
66100	1230	Supplies-Grade Five	4,600	0	4,600	3,479	0	1,121	
66100	1231	Supplies-Grade Six	4,600	0	4,600	3,781	205	615	
66100	1303	Supplies-Sped Loc Wide	5,966	0	5,966	4,426	0	1,540	
66100	1313	Supplies-Sped Pre-School	813	0	813	0	123	690	
66100	1407	Supplies-World Language	600	0	600	94	0	506	
66100	1408	Supplies-DW Language Arts	5,650	0	5,650	1,607	2,367	1,676	
66100	1409	Supplies-DW Math	4,800	0	4,800	4,343	610	-153	
66100	1410	Supplies-DW Media Center	5,100	0	5,100	3,067	331	1,703	
66100	1418	Supplies-DW Technology	12,000	0	12,000	5,157	0	6,843	
66100	1420	Supplies-Social Studies	5,164	0	5,164	0	0	5,164	
66100	1421	Supplies-DW Copy Center	16,000	0	16,000	83	7,788	8,129	
66100	1424	Supplies-DW Tag	5,000	0	5,000	0	0	5,000	
66100	1434	Supplies-DW STEAM	12,000	0	12,000	5,686	2,862	3,452	
66200	1301	Computer Software-Sped Admin	11,540	0	11,540	10,207	324	1,009	
66200	1401	Computer Software-Cent. Admin	42,414	0	42,414	17,072	0	25,342	
66200	1403	Computer Software-DW Loc Wide	14,500	0	14,500	1,350	0	13,150	

Woodbridge School District Budget
as of February 1, 2022

OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS			YTD EXPENDED	ENCUMB	AVAILABLE BUDGET	Est. Yr. End
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET				
66200	1418	Computer Software-DW Technology	0	0	0	270	0	-270	
66300	1402	Supplies Custodial-Main. & Op	40,340	0	40,340	22,676	9,894	7,770	
66301	1402	Supplies Maintenance-Main & Op	6,366	0	6,366	3,846	1,333	1,187	
66350	1101	Supplies Office-Sch Admin	2,450	0	2,450	328	69	2,053	
66350	1201	Supplies Office-South Admin	1,700	0	1,700	180	0	1,520	
66350	1301	Supplies Office-Sped Admin	1,350	0	1,350	0	114	1,236	
66350	1401	Supplies Office- Cent. Admin	8,395	0	8,395	3,214	682	4,500	
66400	1410	Books and A/V-DW Media Center	10,000	0	10,000	0	0	10,000	
66450	1401	Subscriptions-Cent. Admin	233	0	233	942	0	-709	
66450	1404	Subscriptions-DW Nurse Srvs	255	0	255	0	0	255	
66450	1408	Subscriptions-DW Language Arts	70	0	70	0	0	70	
66450	1410	Subscriptions-DW Media Center	15,150	0	15,150	0	1,881	13,269	
66450	1418	Subscriptions-DW Technology	6,500	0	6,500	980	1,421	4,099	
66500	1303	Testing-Sped Loc Wide	3,750	0	3,750	3,664	0	86	
66500	1419	Testing-DW Curriculum	10,450	0	10,450	9,072	0	1,378	
66900	1435	Security/Safety	2,064	0	2,064	953	0	1,111	
	600	Supplies & Materials	298,848	0	298,848	119,873	44,789	134,185	42000
67320	1403	Equip Computers-DW Loc Wide	11,000	0	11,000	0	0	11,000	1500
67320	1418	Equip Computers-DW Technology	100,200	0	100,200	102,128	0	-1,928	-1928
67350	1303	Equip Teaching-Sped Loc Wide	6,000	0	6,000	2,088	3,647	266	0
67400	1402	Equip Building-Main & Oper	3,452	0	3,452	0	0	3,452	3452
67450	1203	Furniture-South Loc Wide	360	0	360	0	0	360	360
	700	Equipment & Furniture	121,012	0	121,012	104,216	3,647	13,149	3384
68100	1101	Dues, Fees & Member-Sch, Admin	625	0	625	0	0	625	
68100	1201	Dues, Fees & Member-South Admn	700	0	700	0	0	700	
68100	1203	Dues, Fees & Member-So. Loc Wd	240	0	240	0	0	240	
68100	1205	Dues, Fees & Member-Art	895	0	895	0	0	895	
68100	1211	Dues, Fees & Member-Music	1,290	0	1,290	50	315	925	
68100	1303	Dues, Fees & Member-Sped	250	0	250	0	250	0	
68100	1401	Dues, Fees & Member-Cent.Admin	16,282	0	16,282	9,775	844	5,664	
68100	1404	Dues, Fees & Member-DW Nurse	180	0	180	0	141	39	
68100	1408	Dues, Fees & Member-Lang Arts	300	0	300	0	0	300	
68100	1409	Dues, Fees & Member-DW Math	400	0	400	0	0	400	

Woodbridge School District Budget
as of February 1, 2022

OBJECT	ORG	ACCOUNT DESCRIPTION	TRANFRS			YTD EXPENDED	ENCUMB	AVAILABLE BUDGET	Est. Yr. End
			ORIGINAL APPROP	/ADJSMT S	REVISED BUDGET				
68100	1410	Dues, Fees & Member-Media Cntr	915	0	915	0	0	915	
68100	1418	Dues, Fees & Member-Technology	1,500	0	1,500	0	0	1,500	
68100	1419	Dues, Fees & Member-Curriculum	0	0	0	300	0	-300	
68100	1423	Dues, Fees & Member-Board Ed	3,000	0	3,000	0	0	3,000	
68100	1434	Dues, Fees & Member-STEAM	120	0	120	0	0	120	
	800	Total Dues and Fees	26,697	0	26,697	10,125	1,550	15,023	4000
69000	1423	Food	2,500	0	2,500	3,779	0	-1,279	-1279
69001	1401	Ezra Nurse	36,503	0	36,503	19,240	0	17,263	17163
69900	1401	Unanticipated Misc. Expense	22,169	0	22,169	0	0	22,169	22169
	900	Total Miscellaneous Expenses	61,172	0	61,172	23,019	0	38,153	38053
		Grand Total	15,637,284	0	15,637,284	8,681,447	5,217,714	1,738,123	-3,293
			15,561,620	0	15,561,620	8,681,447	5,196,327	1,683,846	



Diversity, Equity, and Inclusion in the Woodbridge School District

Woodbridge Board of Education

February 28, 2022

Members of the Community & Diversity Committee

Presentation Goal

Organized and presented by members of the District Community & Diversity Committee, this presentation will highlight major aspects of diversity, equity, and inclusion in our District, including:

1. District Diversity Statistics
2. Subgroup Analysis Applied to Key District Metrics
3. Curriculum & Professional Development related to DEI
4. Student Involvement through SEEDS
5. Presentation of Recent DEI Survey Results
6. Links to the Town's Work with DEI
7. Thoughts for Ongoing Work

Segment 1:
District Diversity Statistics

District Diversity Statistics

2001-2022 Five-Year-Interval Comparison Student Demographic

	Asian	Black	Hispanic/ Latinx	White	Free/Reduced Meals	Total Minority
2001-2002	7.4%	3.1%	2.1%	87.2%	3.7%	12.8%
2006-2007	11.3%	2.8%	2.9%	82.6%	2.5%	17.4%
2011-2012	15.9%	3.1%	4.3%	74.6%	3.5%	25.4%
2016-2017	13.1%	3.6%	6.3%	73.8%	8.2%	26.2%
2021-2022	15.1%	3.4%	8.3%	66.4%	13.6%	33.6%

2021-2022: American Indian and Two or more races reflected in Total Minority data

District Diversity Statistics

2020-2021

Student Racial Demographic Comparison: WSD vs. All Connecticut Public Schools

	Woodbridge School	State of Connecticut
Asian	14.6%	5.2%
Black	4.4%	12.7%
Hispanic or Latino	8.9%	27.8%
White	66.4%	49.9%
Total Minority	33.6%	50.1%

Source: EdSight.ct.gov; data.ctdata.org/

District Diversity Statistics

2020-2021

Teacher Racial Demographic Comparison: WSD vs. All Connecticut Public Schools

	Woodbridge School	State of Connecticut
Asian	2.4%	1.3%
Black	0%	4.1%
Hispanic or Latino	1.2%	4.3%
White	96.4%	89.9%
Total Minority	3.6%	10.1%

Source: EdSight.ct.gov

District Diversity Statistics

2001-2022 Five-Year-Interval Comparison Teacher vs. Student Racial Demographic

	Faculty		Students	
	White	Total Minority	White	Total Minority
2001-2002	98.9%	1.1%	87.2%	12.8%
2006-2007	100%	0%	82.6%	17.4%
2011-2012	97.4%	2.6%	74.6%	25.4%
2016-2017	95%	5.0%	73.8%	26.2%
2021-2022	92.8%	7.2%	66.4%	33.6%

Multilingual Learners

- Currently 3.3% of BRS population (n=27)
 - Has grown from 2.0% (n=15) in 2012-13
- Complex changing needs
- Staff professional development

Segment 2:
Subgroup Analysis Applied to
Key District Metrics

Disaggregating Student Attendance Statistics

Grades	# of students chronically absent or truant*
K-3	6
4-6	7

- “Chronically Absent”: student has been absent 10% or more of the days on which school has been in session during the school year
- “Truant”: student has had 4 unexcused absences in a month, or 10 unexcused absences in the school year

** Data through 2/13/22*

Subgroup analysis shows these students are disproportionately male, and disproportionately recipients of free/reduced-price lunch

Disaggregating Student Discipline Statistics

Grades	# of in-school disciplinary referrals*	# of bus disciplinary referrals**
K-3	40	43
4-6	19	22

** Data from 11/1/21 through 2/25/22*

*** Data through 2/25/22*

Subgroup analysis does not reveal any disproportionate gaps.

Disaggregating Student Bullying/Harassment Statistics

Grades	# of verified student bullying/harassment complaints*
K-3	1
4-6	7

** Data through 2/25/22*

Subgroup analysis does not reveal any disproportionate gaps.

Disaggregating Special Education Identification+Referral

Classification	# of students*	% of special education population	% of total BRS population
Hispanic	3	2.3%	8.3%
Black	13	9.8%	3.4%
Asian	18	13.6%	15.1%
White	98	74.2%	66.4%
Multilingual Learner	4	3.0%	3.3%
Free & Reduced-Price Lunch	33	25.05%	13.6%

* Data through 2/25/22

Subgroup analysis shows a disproportionality in race and free & reduced-price lunch classification.

Attention to DEI in Hiring

- Beginning March 2021, online application software employed to ensure objective review of applications; DEI question added to application
- Applicants' Self-Identification: Gender
 - 51.4% female
 - 12.9% male
 - 35.7% no response / non-binary
- Applicants' Self-Identification: Race/Ethnicity
 - 48.0% white
 - 6.6% Hispanic
 - 4.5% Black / African-American
 - 40.9% no response / other

Segment 3:
Curriculum & Professional Development
Related to DEI

Schoolwide Curricular Initiatives

Diwali

Filipino American History Month

Native American History Month

Columbus Day

Thanksgiving

Veterans Day (white table ceremony)

President's Day

Constitution Day

Día de Los Muertos

Hanukkah

Kwanzaa

Martin Luther King, Jr. Day

LatinX Heritage Month

Christmas

New Year's

Winter Solstice

Lunar New Year

*Promote inclusive and diverse resources

Professional Development for Staff

2019-2020

- Reflecting on classroom communities through the lens of inclusivity

2020-2021

- Adverse childhood experiences and trauma
- Culturally responsive teaching
- Sexual harrassment training

2021-2022

- Culturally responsive teaching
- Race in education
- Upcoming March: CT Education Association providing professional development on implicit bias and working towards culturally responsive education; panel of students from Amity to provide lived experiences

Segment 4:
Student Involvement through SEEDS

Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change

What are some of the ways that diversity and inclusion drive results?

- “Diversity jolts us into **cognitive action** in ways that homogeneity simply does not.” ~ Columbia Business School Professor Katherine Phillips in describing hers and other research for *Scientific American* in “How Diversity Makes Us Smarter”
- Diverse teams become **better prepared for decision-making**.
- Differences among team members force each person to **anticipate that there will be alternative and unexpected viewpoints** to consider and evaluate.
- **Reaching consensus will take more effort**. People must work harder to communicate their own thinking, and they need to broaden their own views to consider unexpected perspectives.
- **Diverse and inclusive cultures are providing companies with a competitive edge over their peers.**” ~ Reported in *The Wall Street Journal's* first corporate ranking that examined diversity and inclusion among S&P 500 companies.

Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change

Phase I: “I do”

- Students will engage in **independent** projects about unsung heroes and teach their classmates about what they learned by taking part in a *jigsaw* of their learning

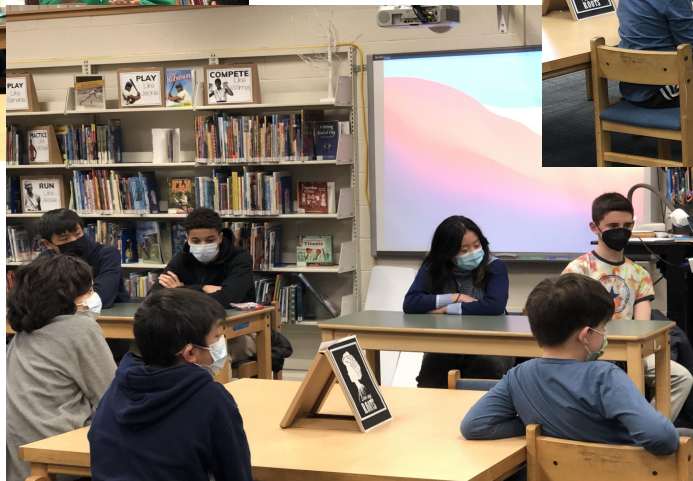
Phase II: “We do”

- Students will collaborate with a **partner** to learn about a historical concept/topic related to civil rights and social justice and teach their classmates through presentations

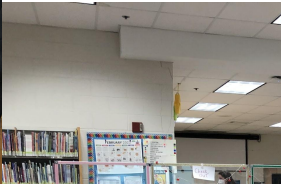
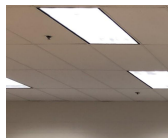
Phase III: “They do”

- Students will engage in **team** debates about social issues topics

Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change



Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change



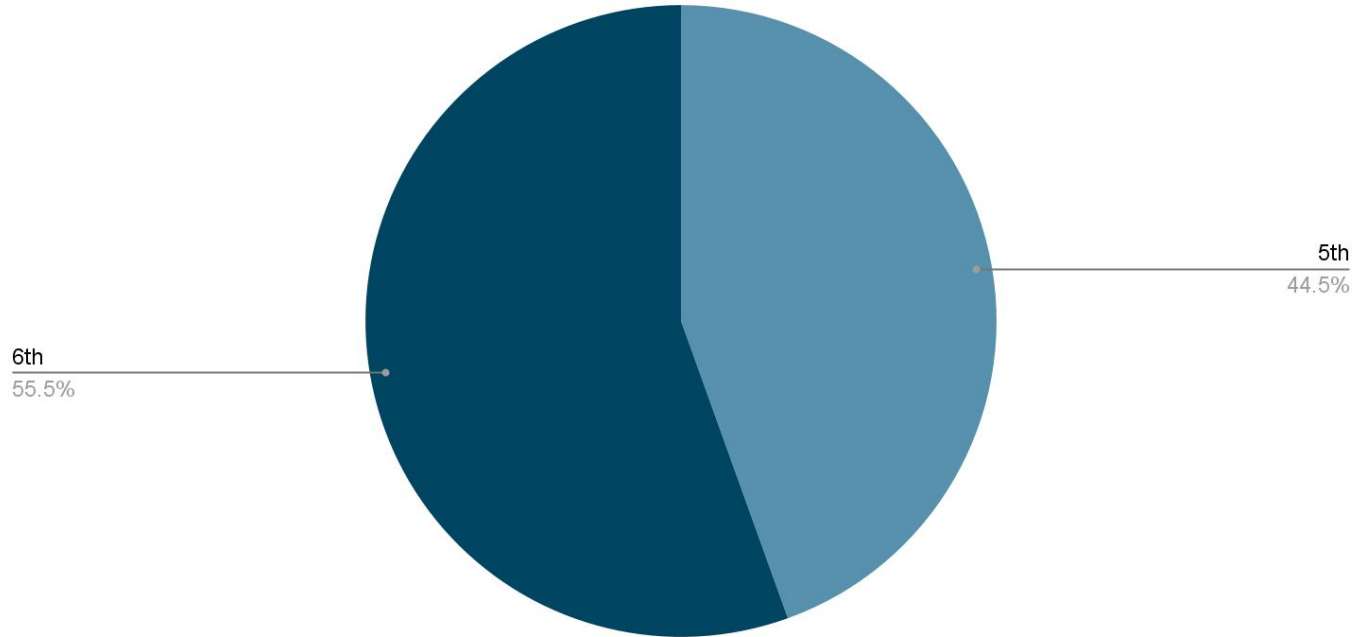
Segment 5:
Presentation of Recent
DEI Survey Results

Development of DEI Survey

- Community & Diversity Committee determined:
 - Best timeline for survey implementation
 - Focus and purpose of survey: *To get feedback about how some types of diverse learners are included in our community*
 - Participant groups for survey
 - Survey questions based on review of models (Panorama, Canadian, etc.)
- After teacher feedback and a small pilot, survey was refined and then distributed
- Students with specific follow-up needs were met with individually

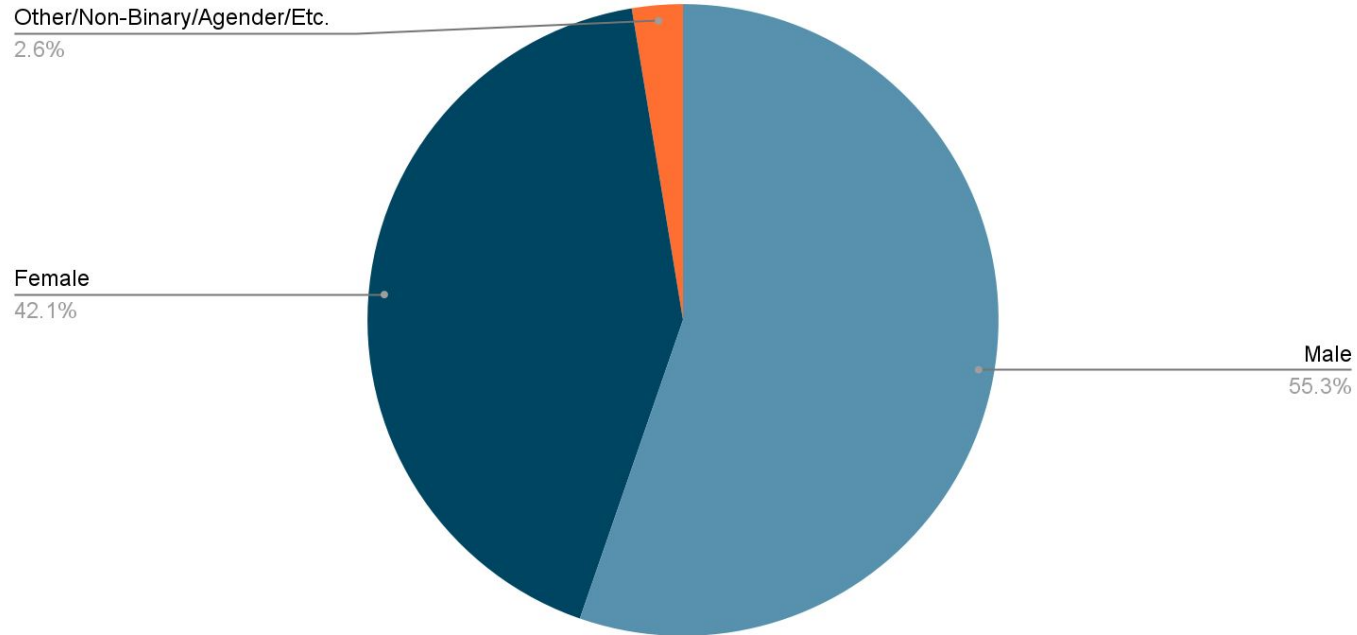
Results of Recent DEI Survey: *Students (n=155)*

What grade are you in?



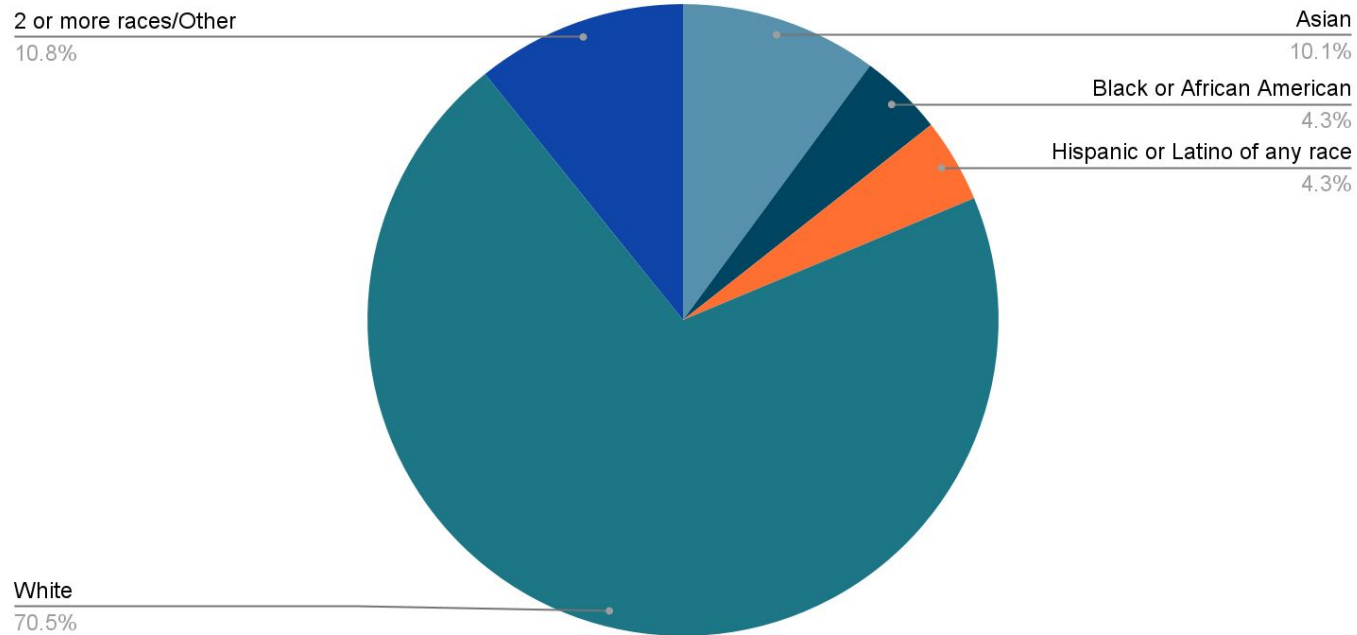
Results of Recent DEI Survey: *Students*

What gender are you?



Results of Recent DEI Survey: *Students*

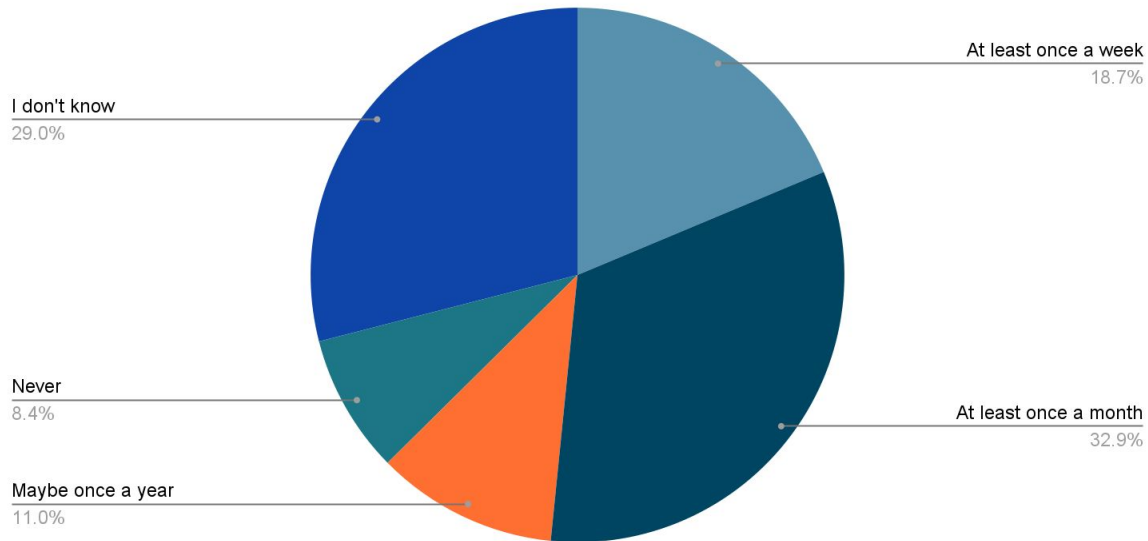
What race are you?



Results of Recent DEI Survey: *Students*

How often does each of the following occur?

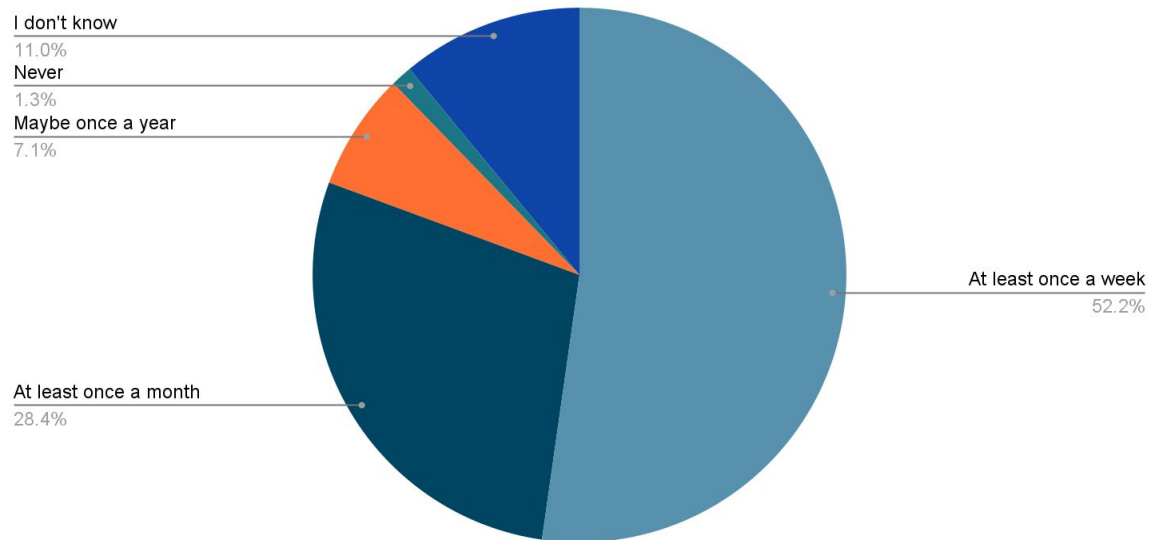
- Students at Beecher talk about the importance of understanding their own feelings and the feelings of others.



Results of Recent DEI Survey: *Students*

How often does each of the following occur?

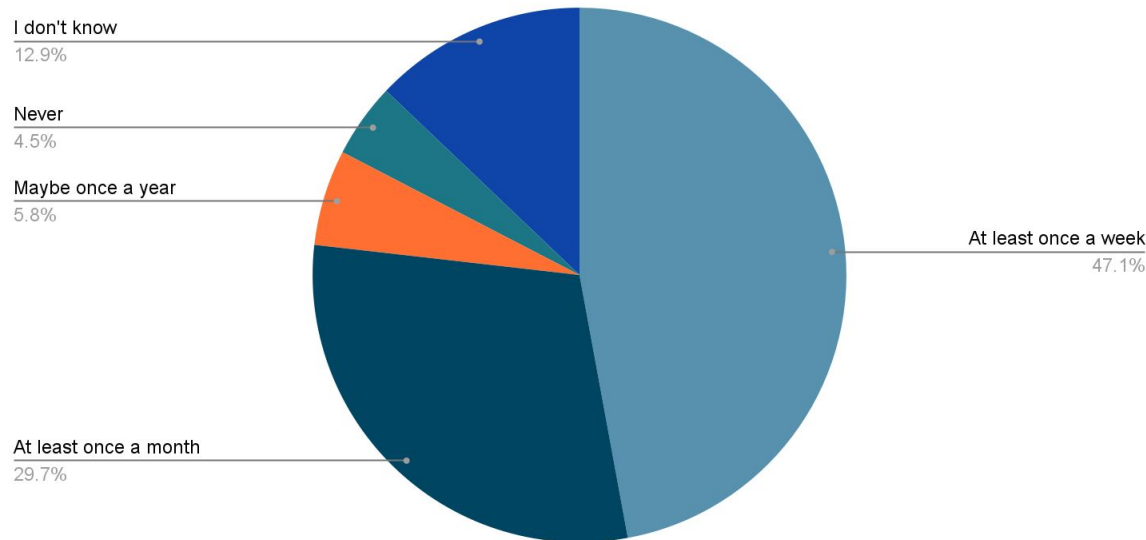
- Students at Beecher work on listening to others to understand what they are trying to say.



Results of Recent DEI Survey: *Students*

How often does each of the following occur?

- Students at Beecher try to work out their disagreements with other students by talking to them.

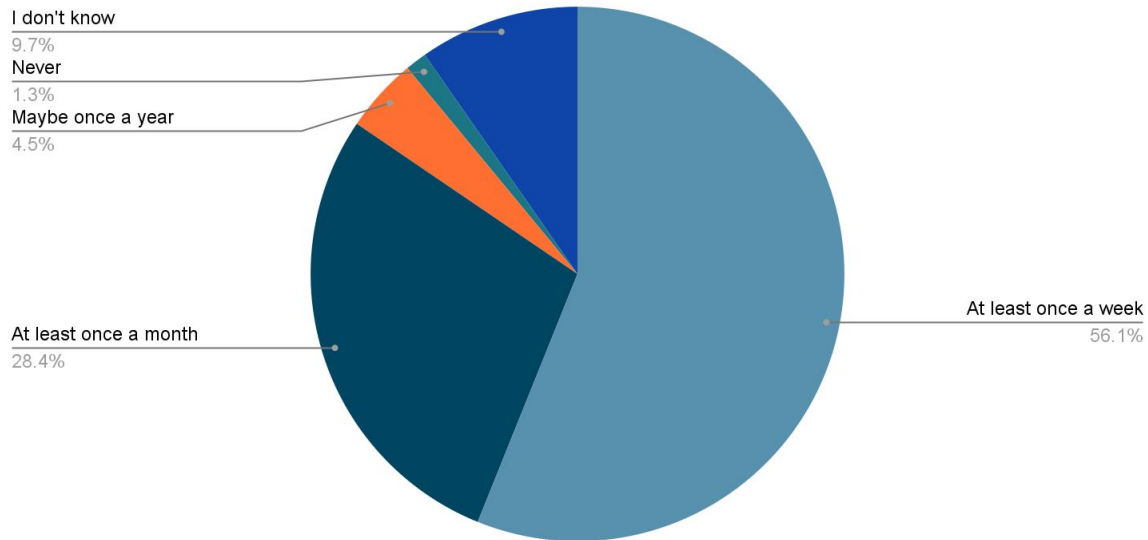


Many BRS students report talking and listening to each other to work out disagreements.

Results of Recent DEI Survey: *Students*

How often does each of the following occur?

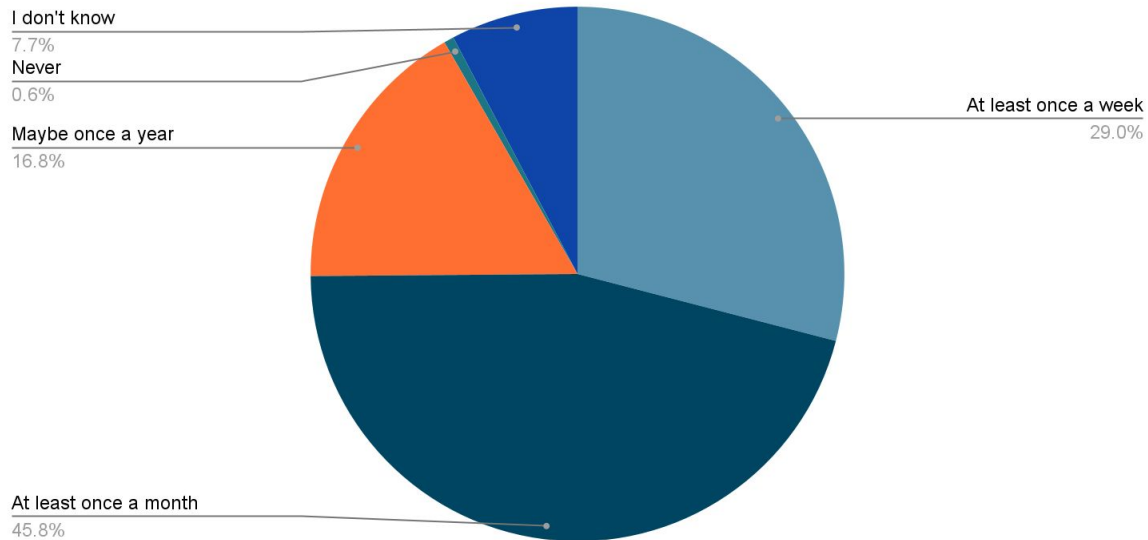
- Teachers at Beecher help students resolve disagreements with each other by talking to them.



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

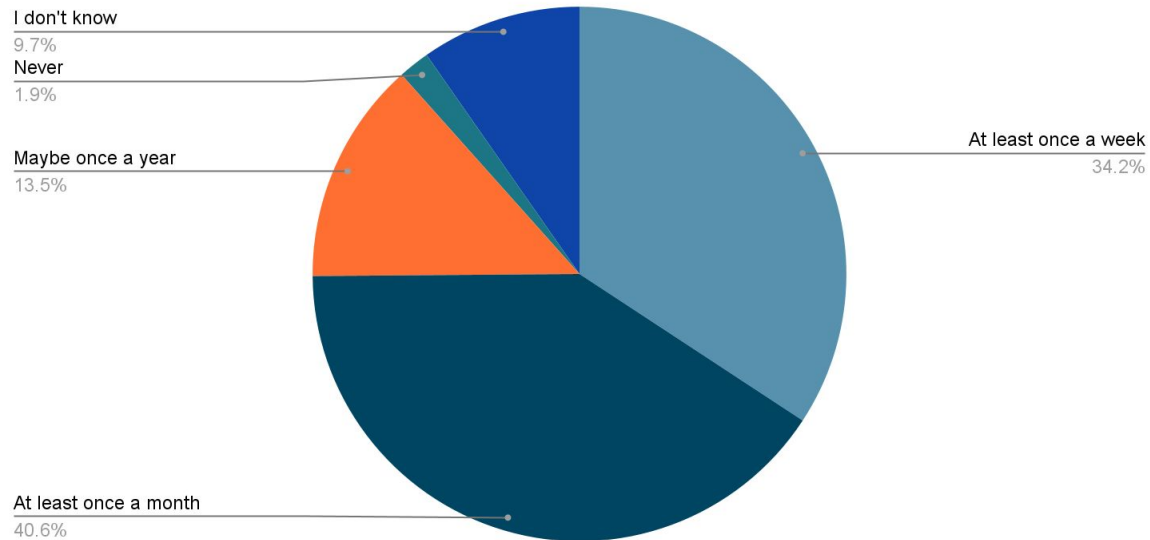
- People of different races, ethnicities, or skin colors?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

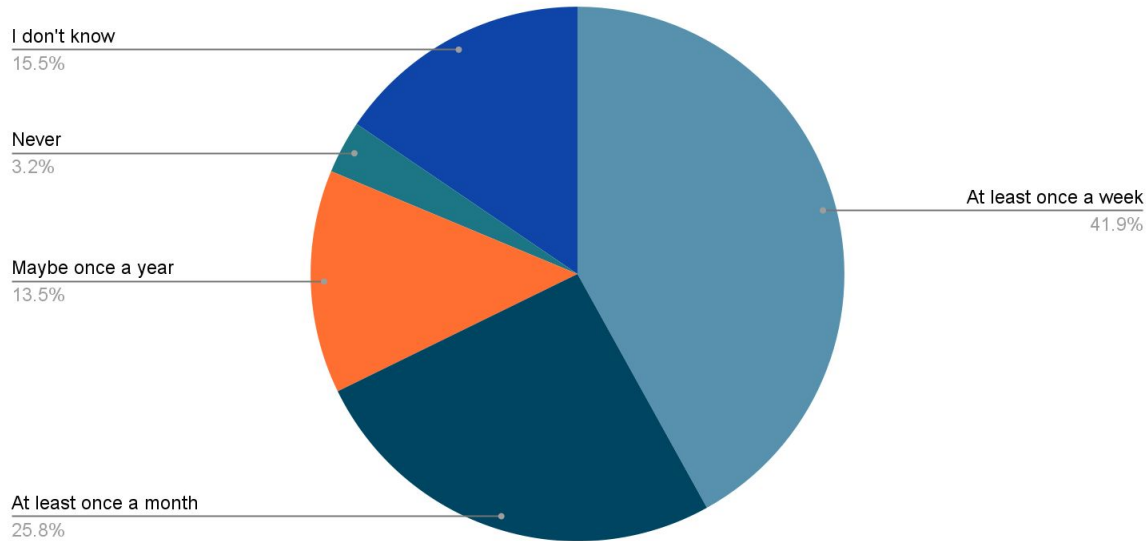
- People from different countries?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

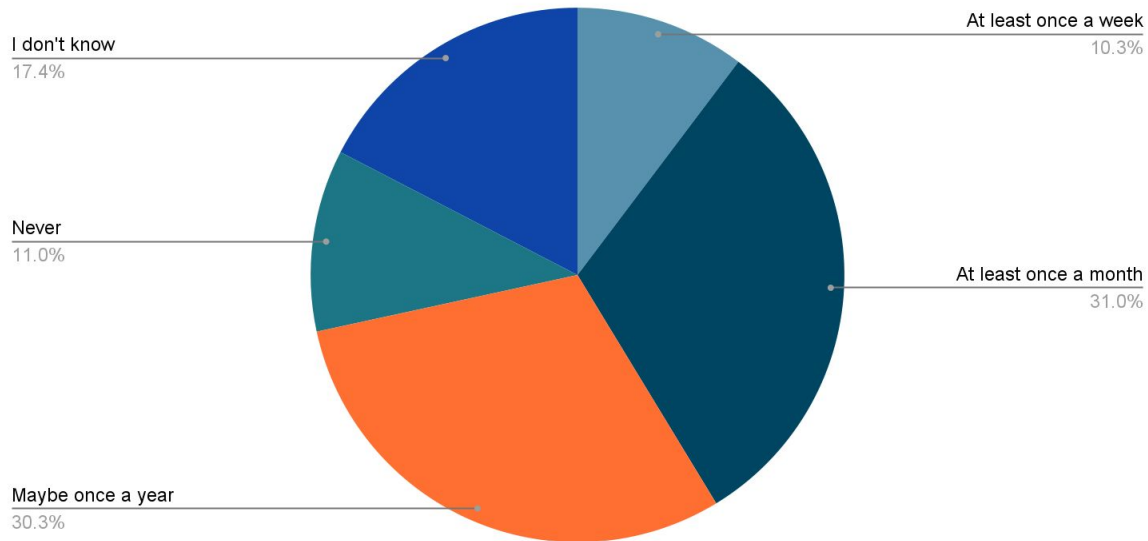
- People of different religions or faiths?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

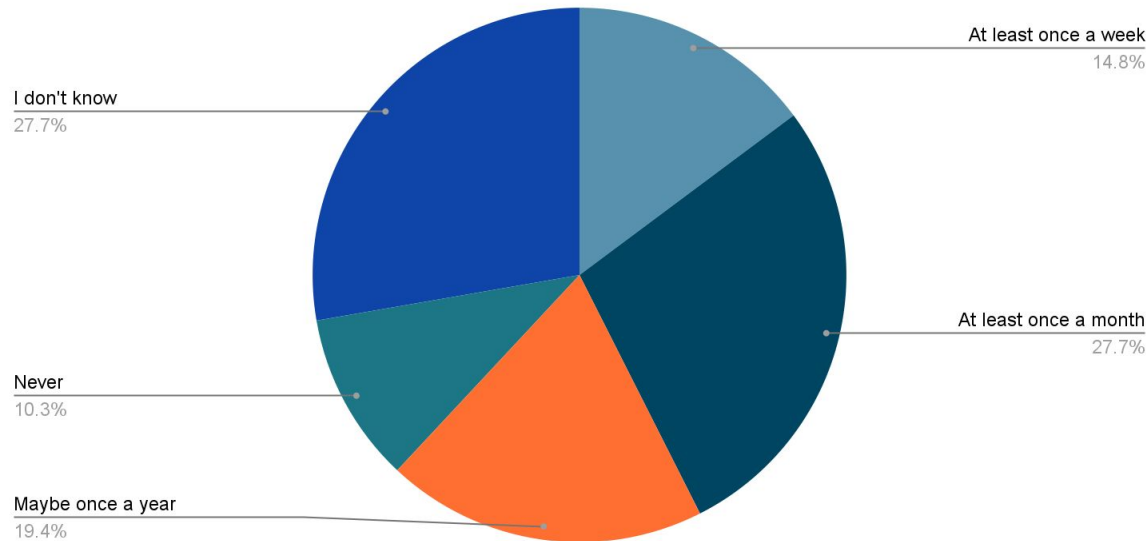
- People with learning disabilities or differences?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

- People who make different amounts of money?

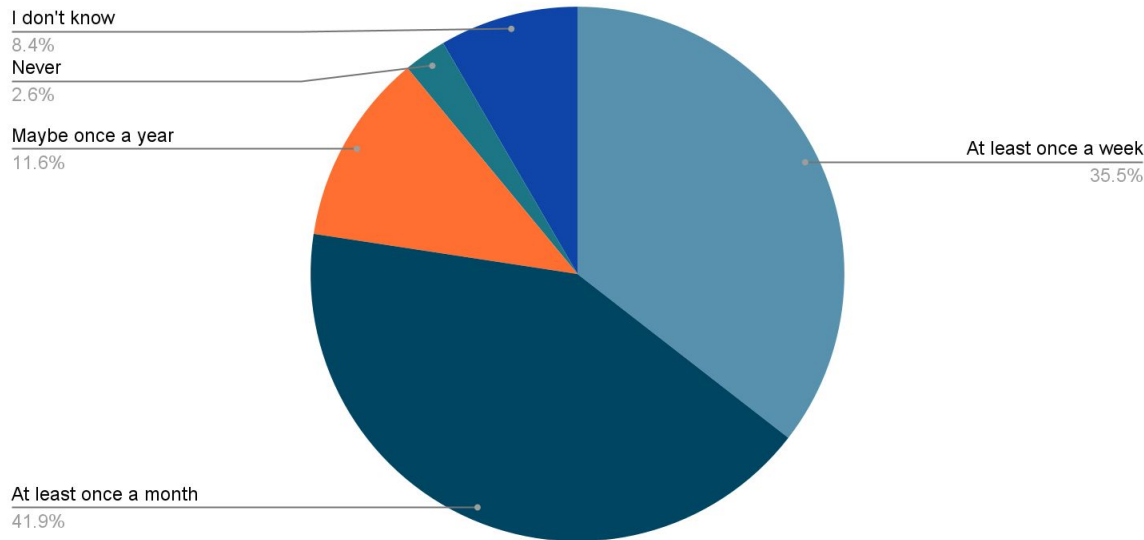


Areas of improvement would be around learning about people with learning disabilities/differences and people who make different amounts of money.

Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

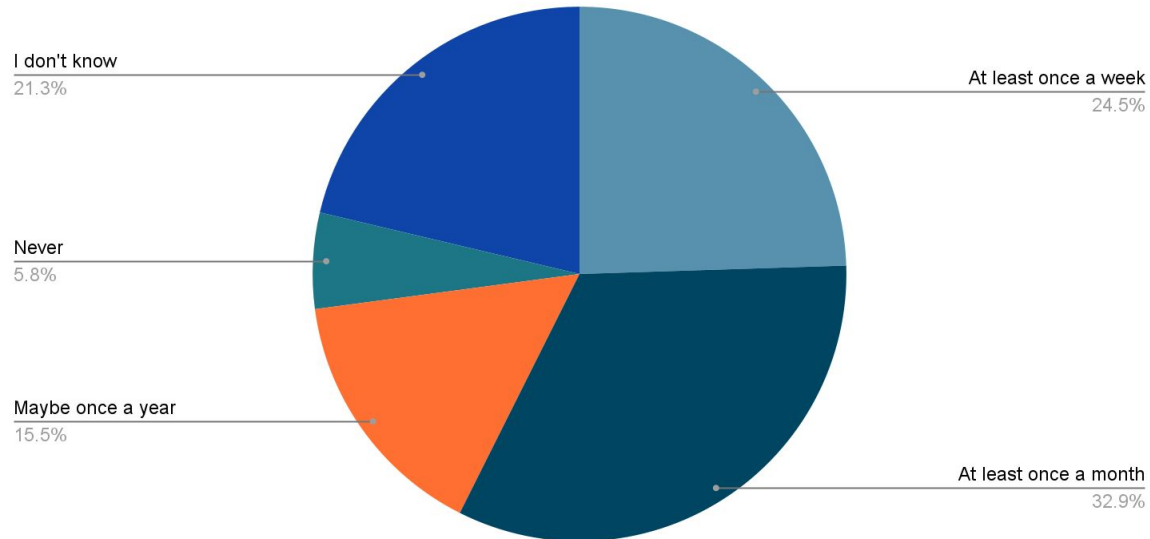
- Books?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

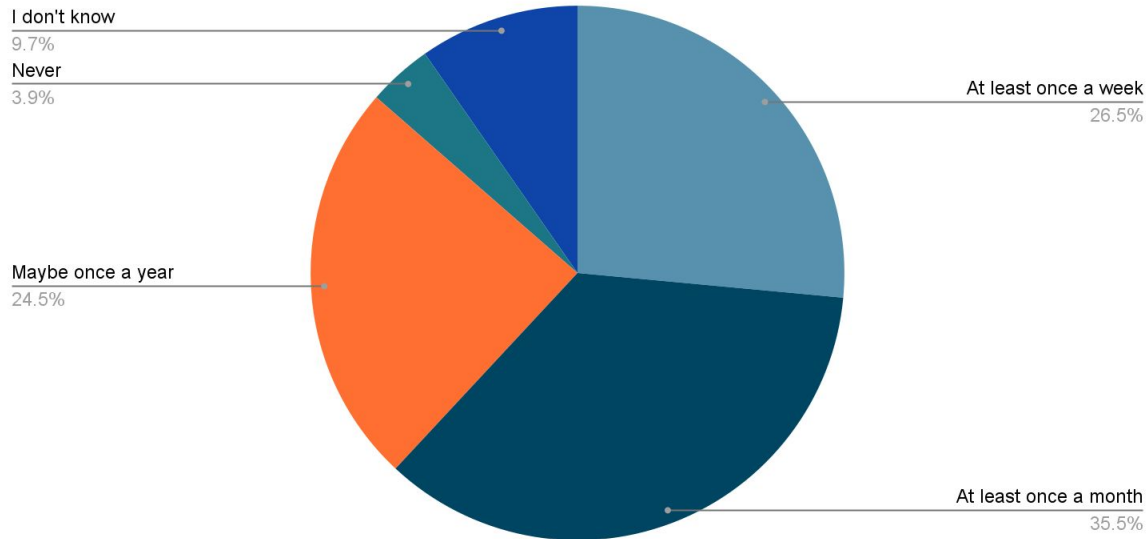
- Posters/pictures?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

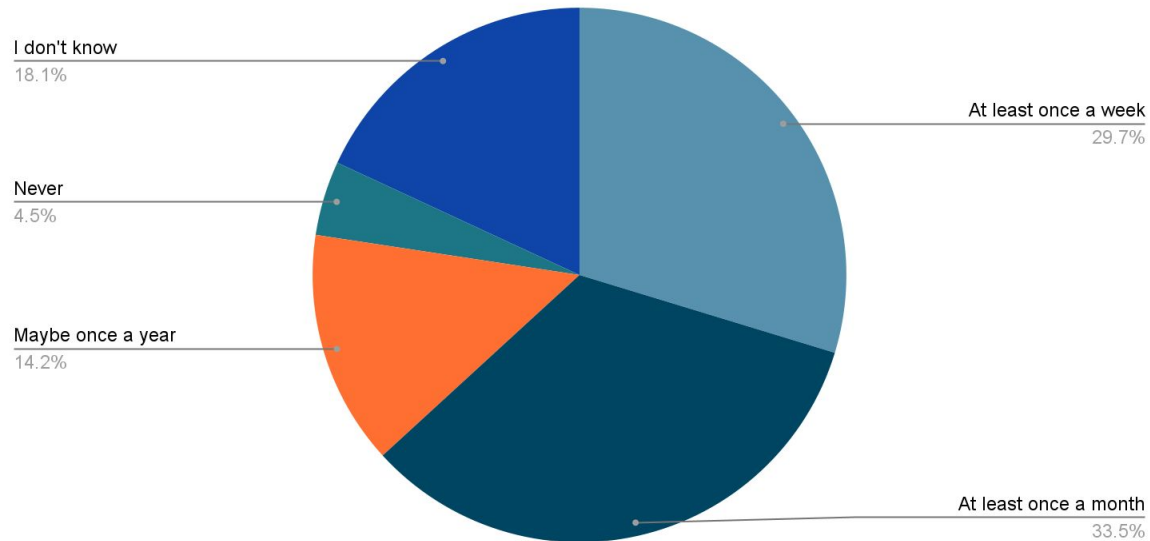
- Videos?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

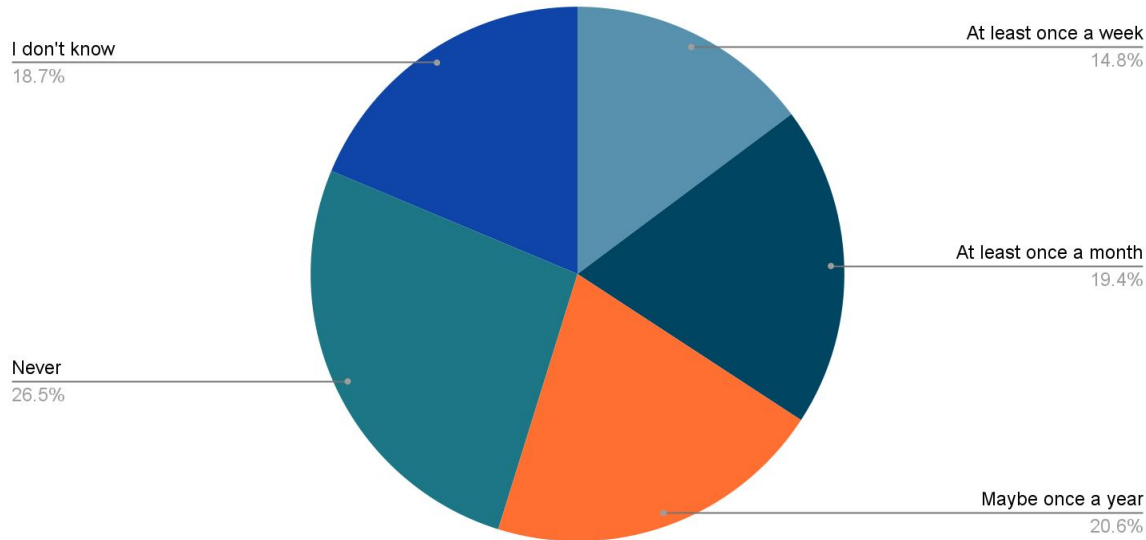
- Classwork?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

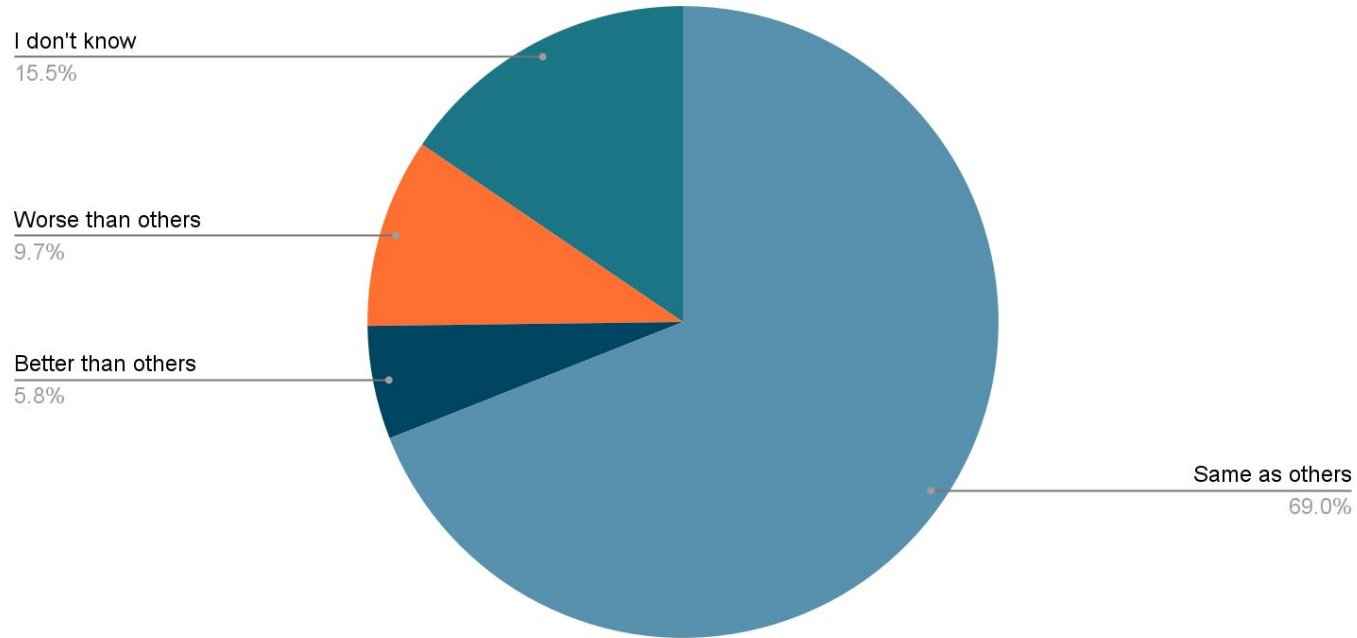
- Homework?



Building on the work accomplished in expanding diverse classroom libraries, a next area of growth is representing diversity in homework.

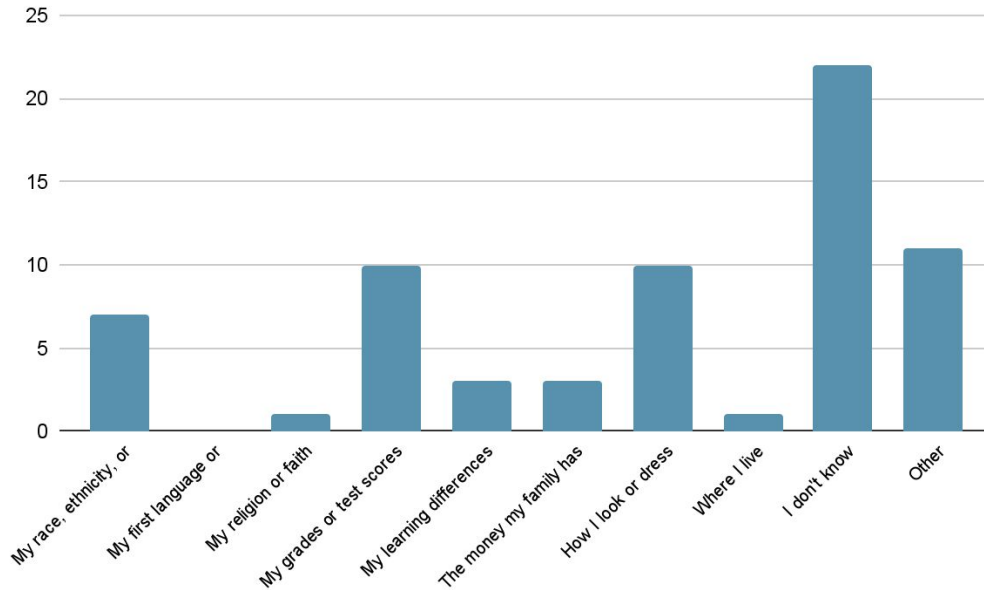
Results of Recent DEI Survey: *Students*

How do you feel you are treated by the other kids at Beecher?



Results of Recent DEI Survey: *Students*

If you feel like you are treated better or worse, do you think it is because of any of the following? Please check all items that apply to you. *[only to be answered by students who answered “Better than others” or “Worse than others” to prior question]*

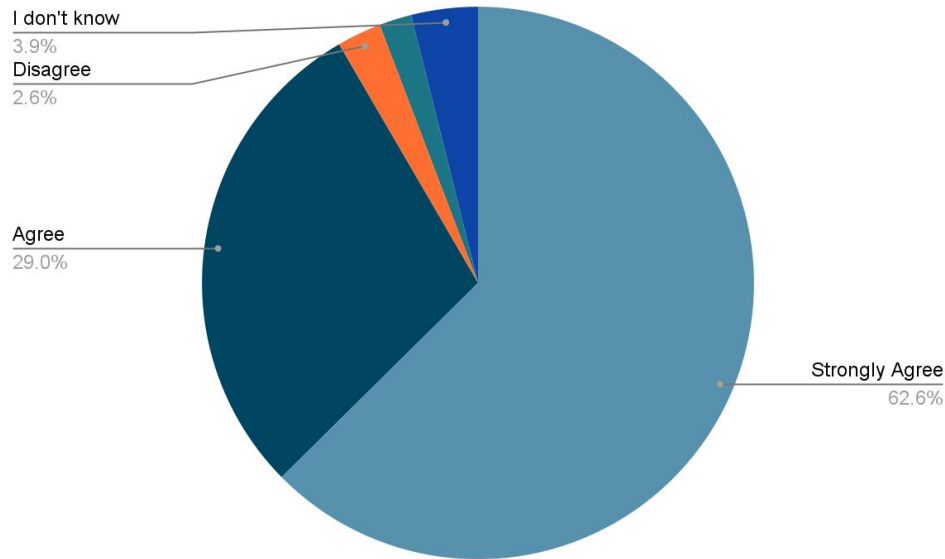


We don't want any student to feel treated worse or better because of any of these factors.

Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

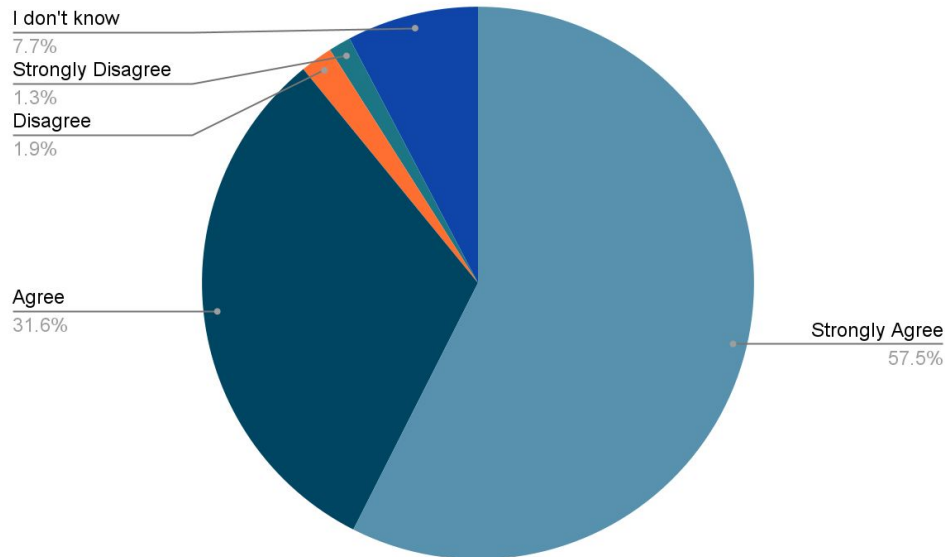
- Their race, ethnicity, or skin color?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

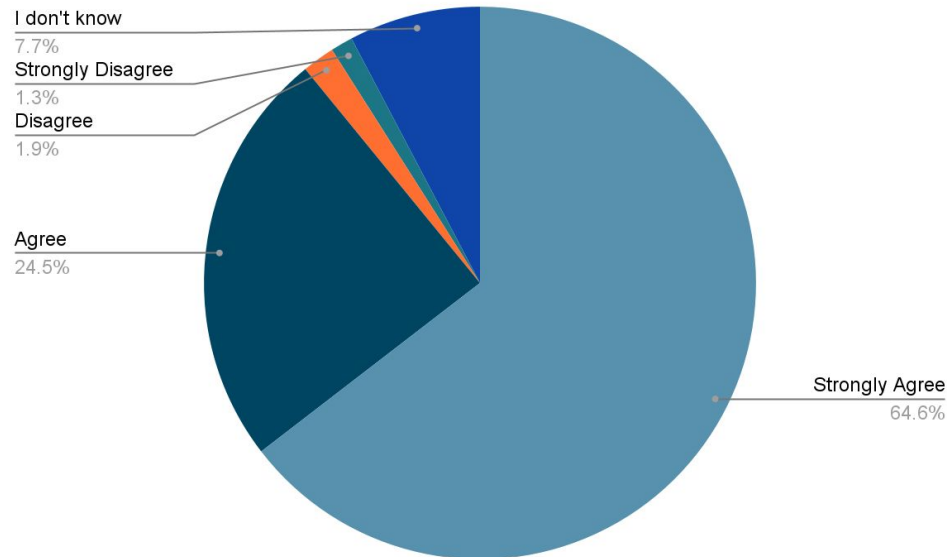
- Their first language or accent?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

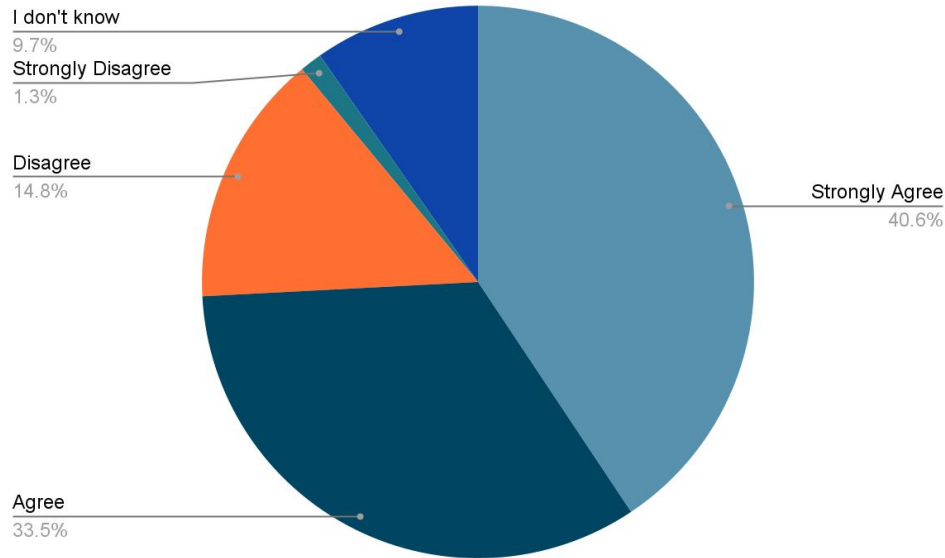
- Their religion or faith?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

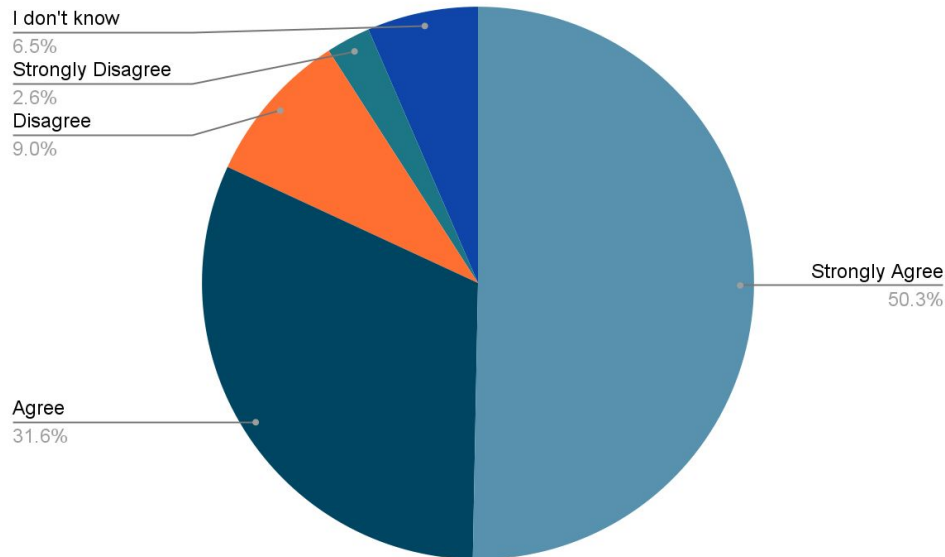
- Their grades or test scores?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

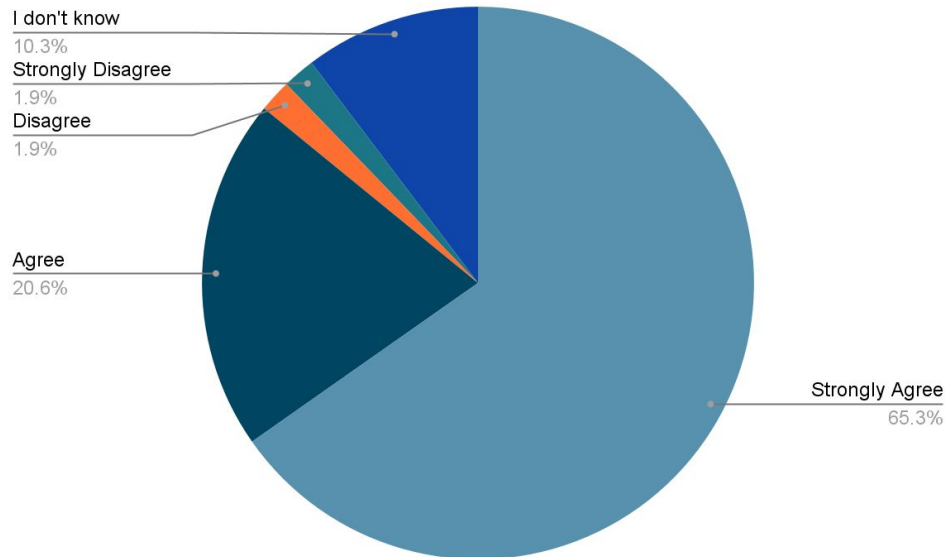
- Whether or not they have learning differences or disabilities?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

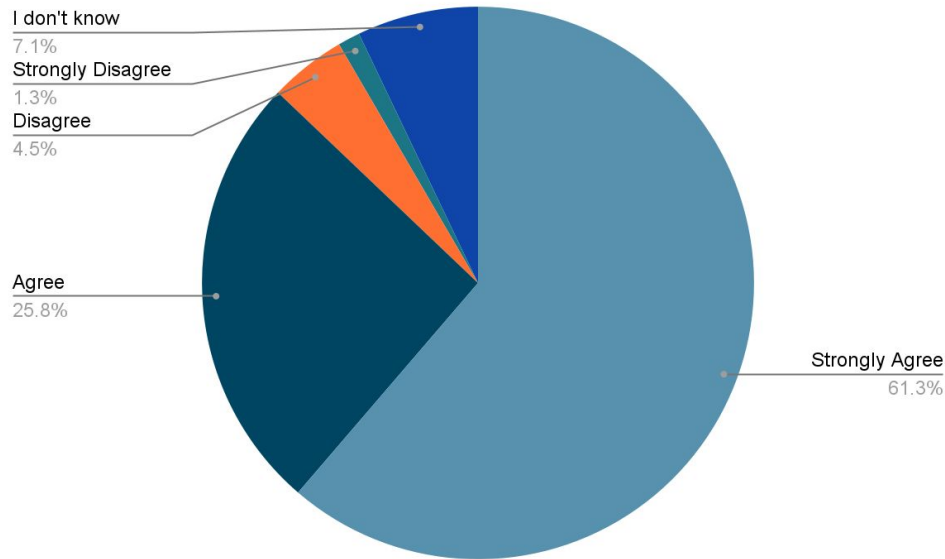
- How much money their families have?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

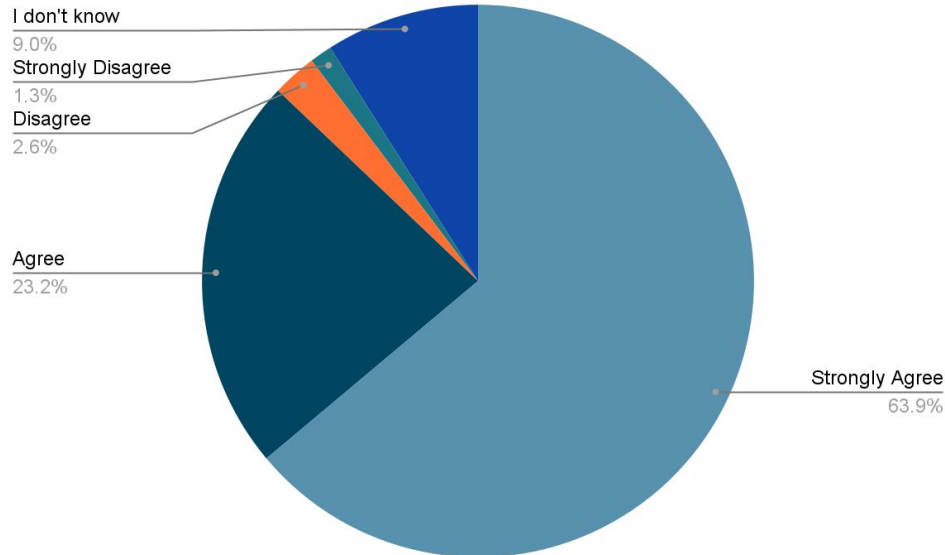
- How they look or dress?



Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

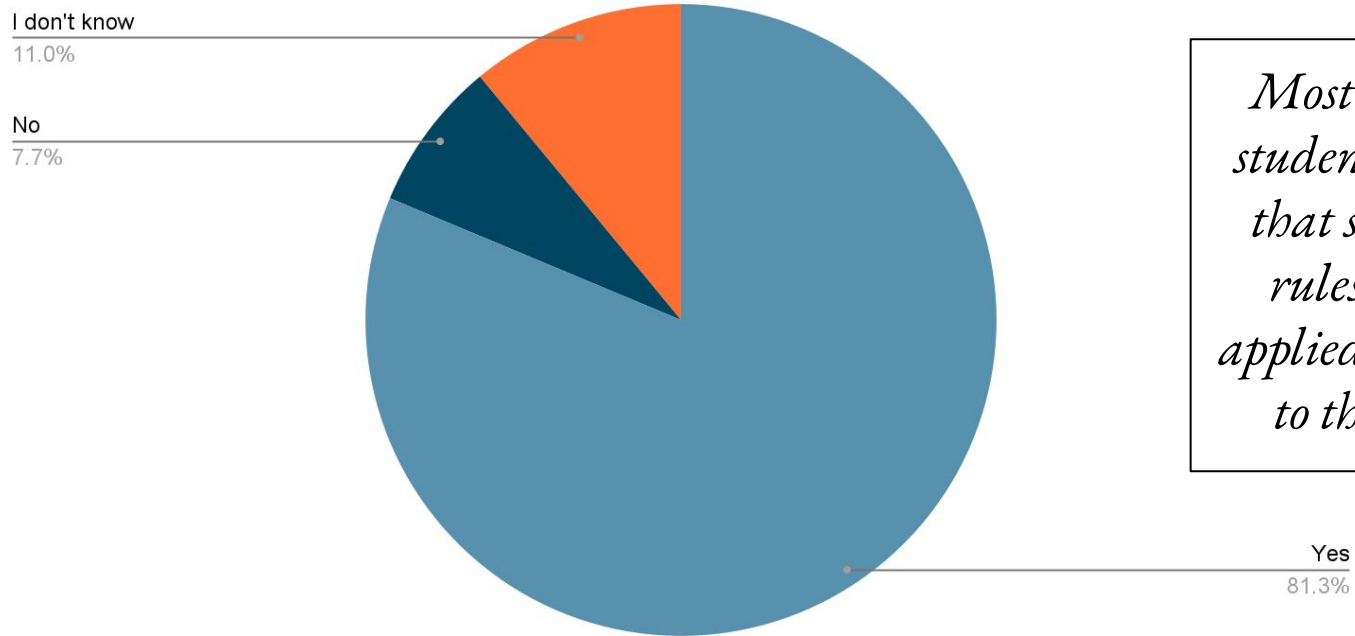
- Where they live?



Overall, most BRS students feel that adults treat students fairly.

Results of Recent DEI Survey: *Students*

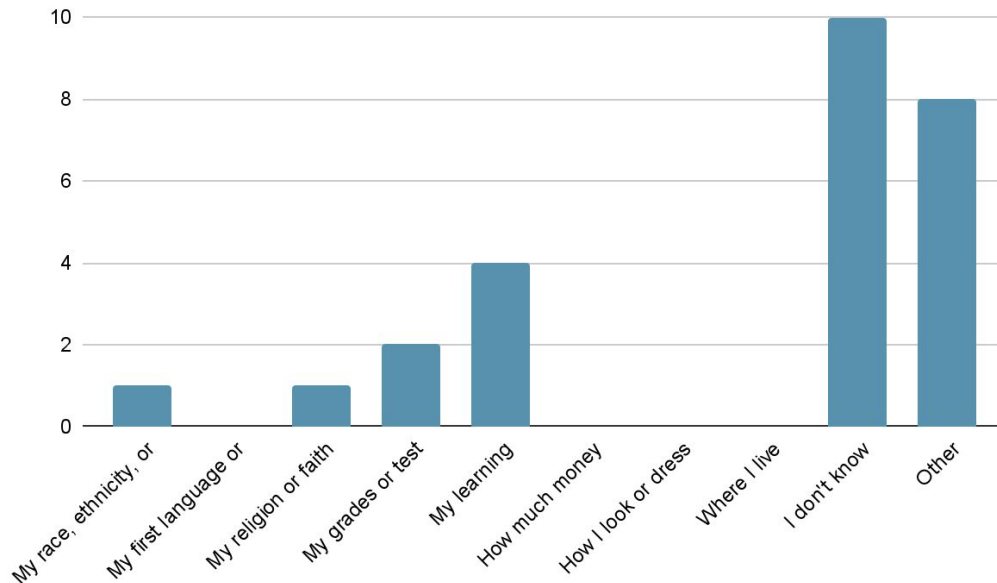
Do you feel that school rules are applied fairly to you?



Most BRS students feel that school rules are applied fairly to them.

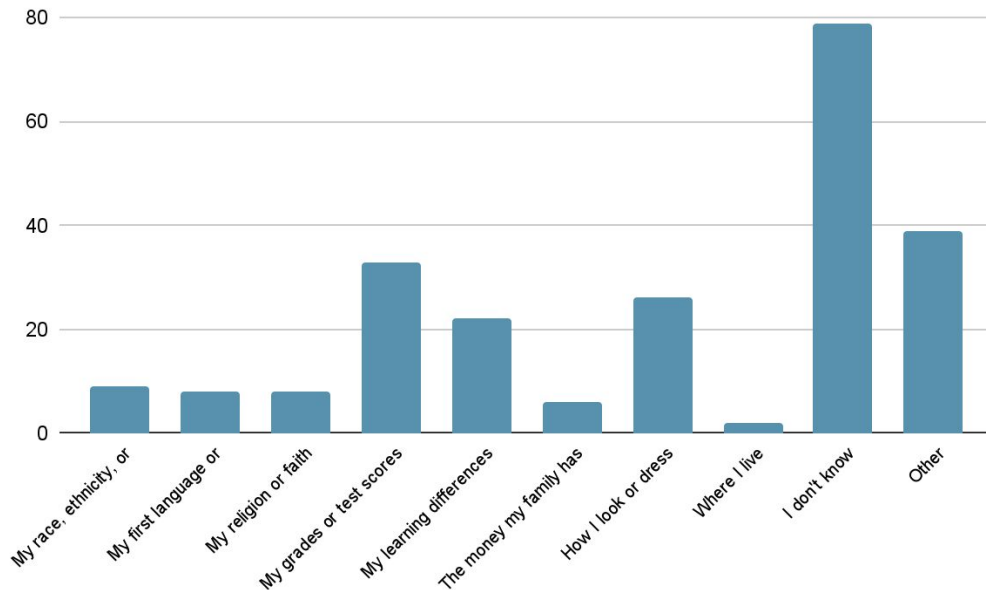
Results of Recent DEI Survey: *Students*

If you don't feel that school rules are applied fairly to you, do you think it is because of any of the following? Please check all items that apply to **you**. *[only to be answered by students who answered "No" to prior question]*



Results of Recent DEI Survey: *Students*

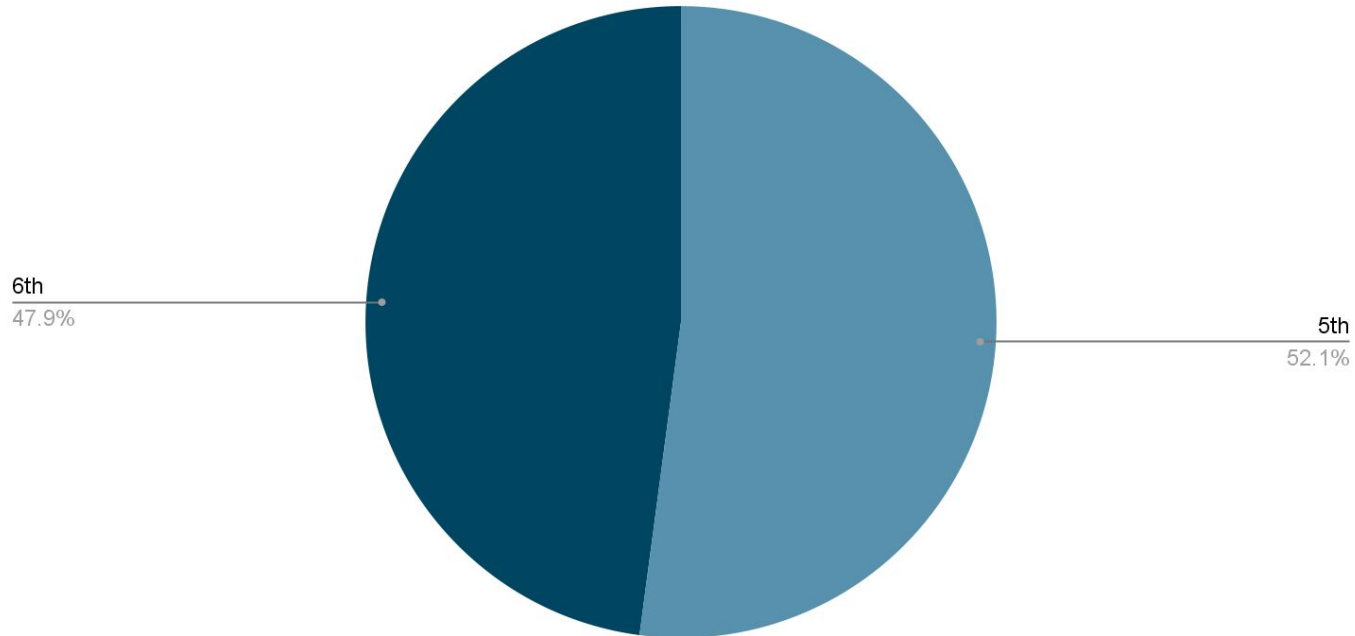
“Bullying” means picking on someone in a constant, harmful, or repeated way. Have you ever observed students being bullied or harassed at Beecher because of any of the following?



We don't want any student to be bullied or harassed because of any of these factors.

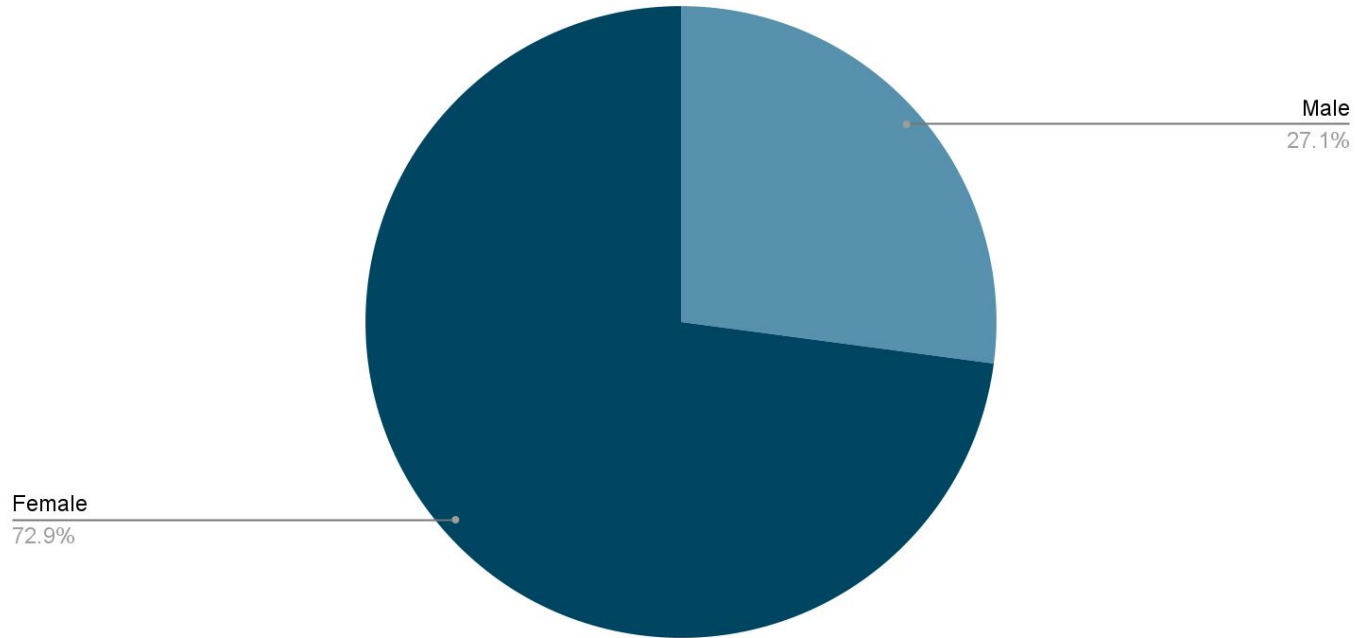
Results of Recent DEI Survey: *Parents/Guardians* (*n=119*)

What grade is your child in?



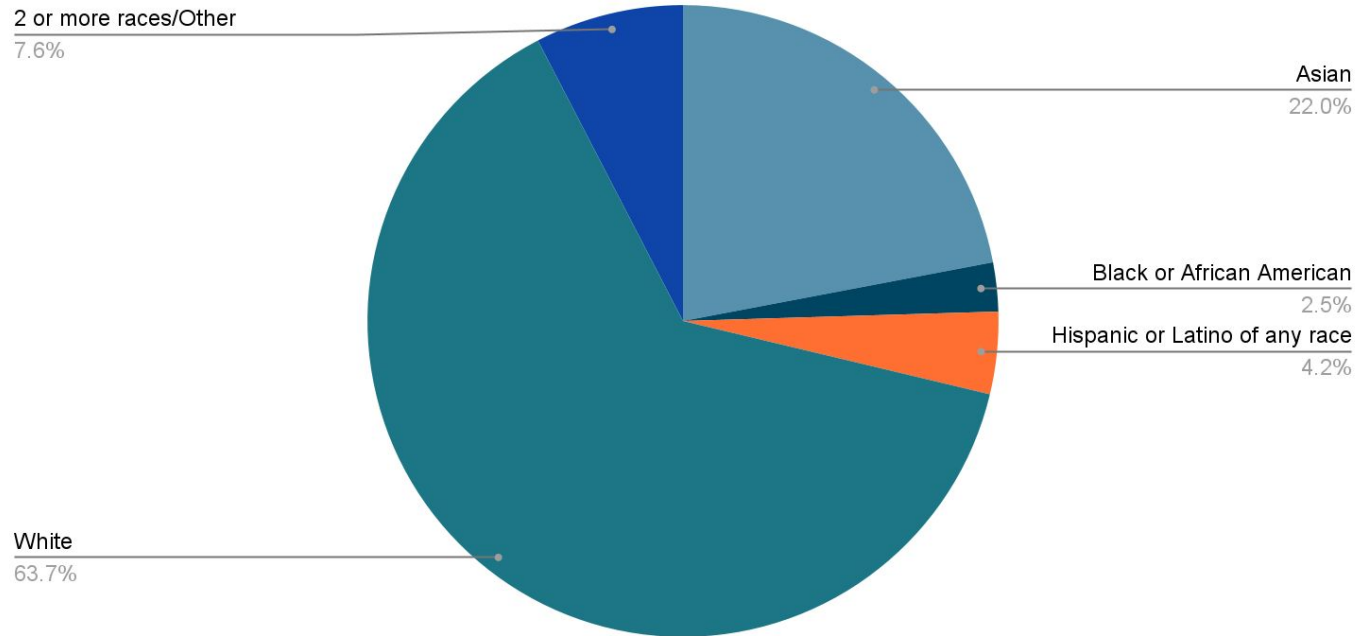
Results of Recent DEI Survey: *Parents/Guardians*

What gender are you?



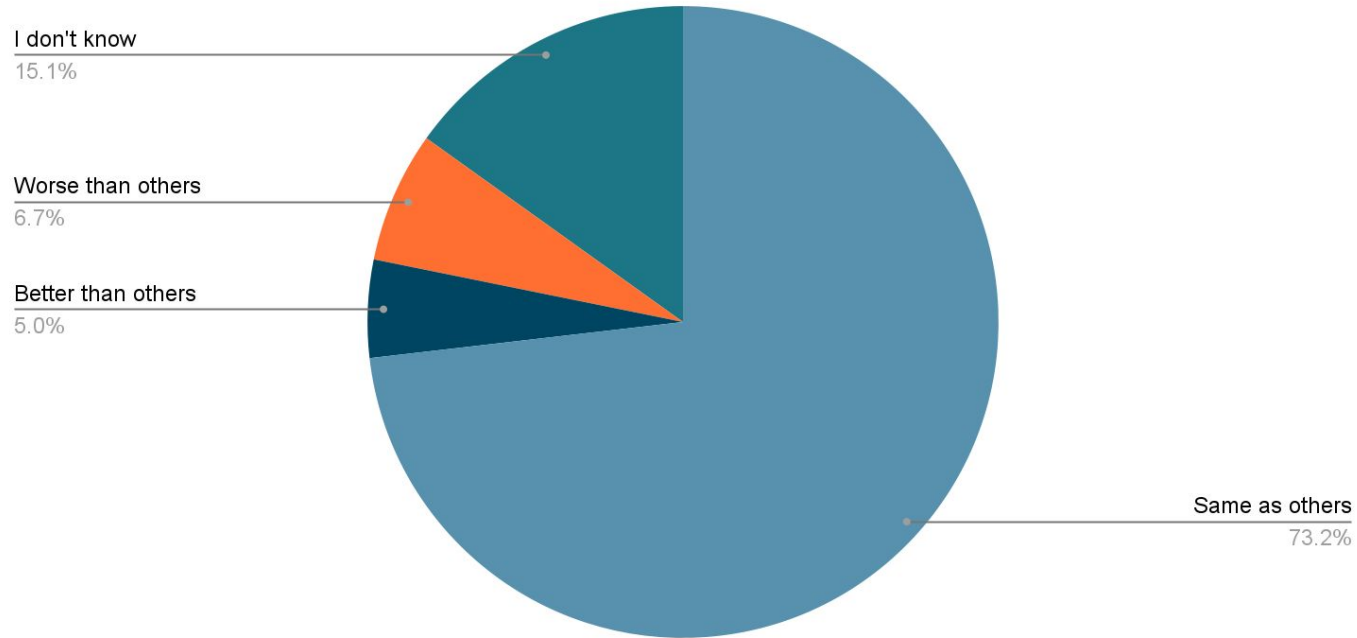
Results of Recent DEI Survey: *Parents/Guardians*

What race are you?



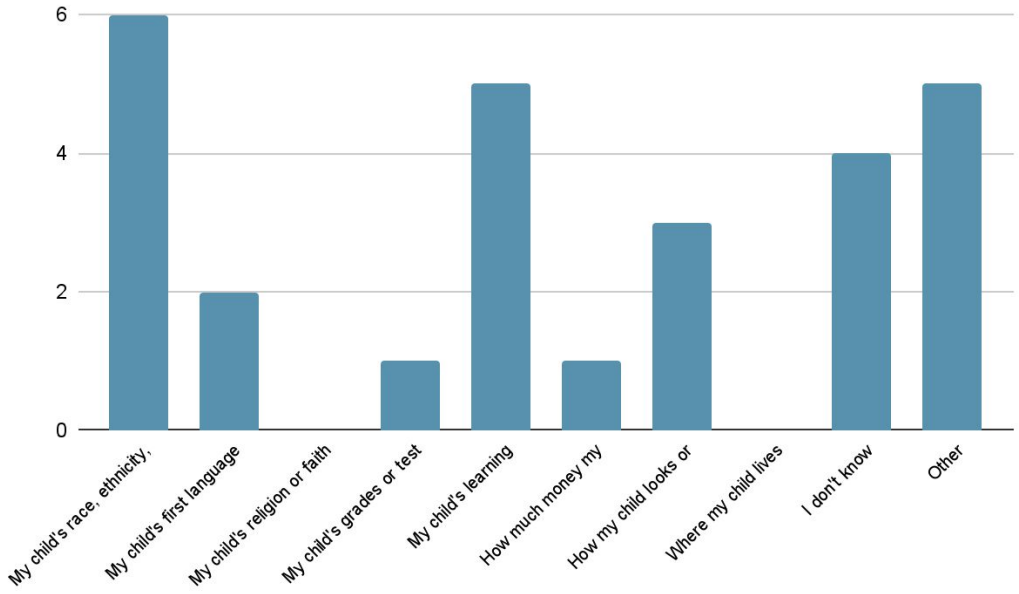
Results of Recent DEI Survey: *Parents/Guardians*

How do you feel your child is treated by the other children at Beecher?



Results of Recent DEI Survey: *Parents/Guardians*

If you feel like your child is treated better or worse, do you think it is because of any of the following? *[only to be answered by parents/guardians who answered “Better than others” or “Worse than others” to prior question]*

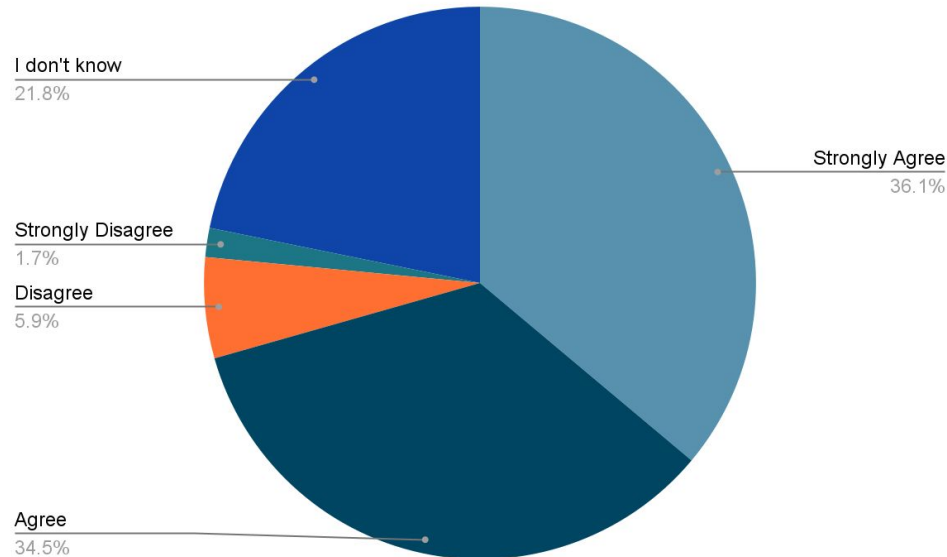


We don't want any child to feel treated worse or better because of any of these factors.

Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

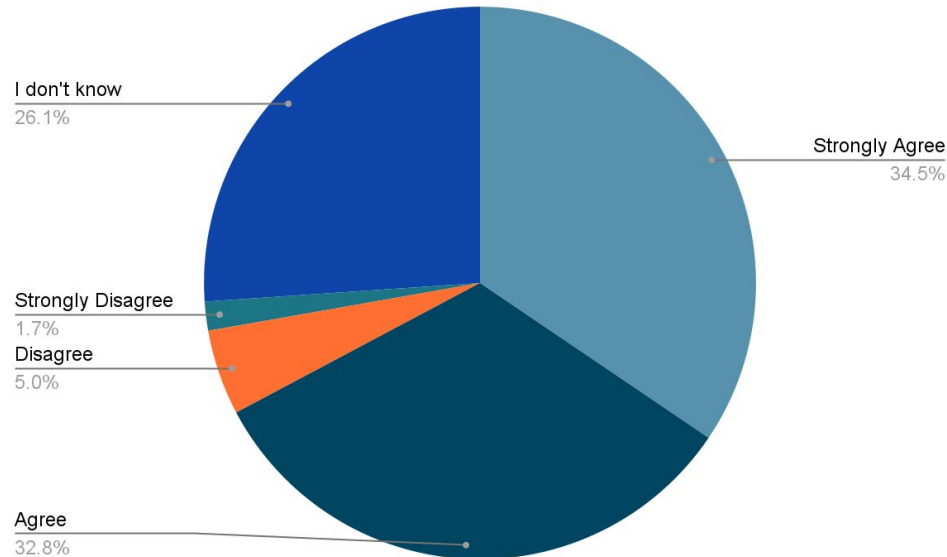
- Their race, ethnicity, or skin color?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

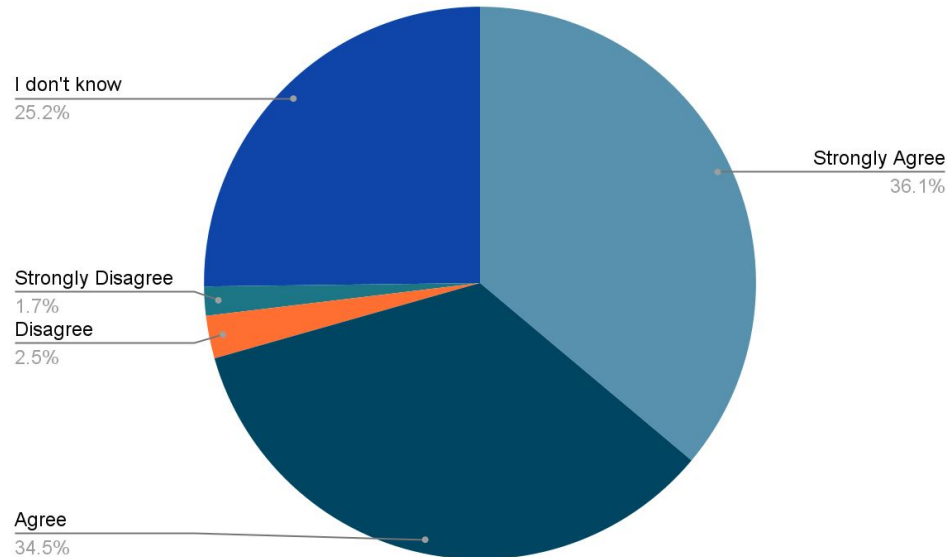
- Their first language or accent?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

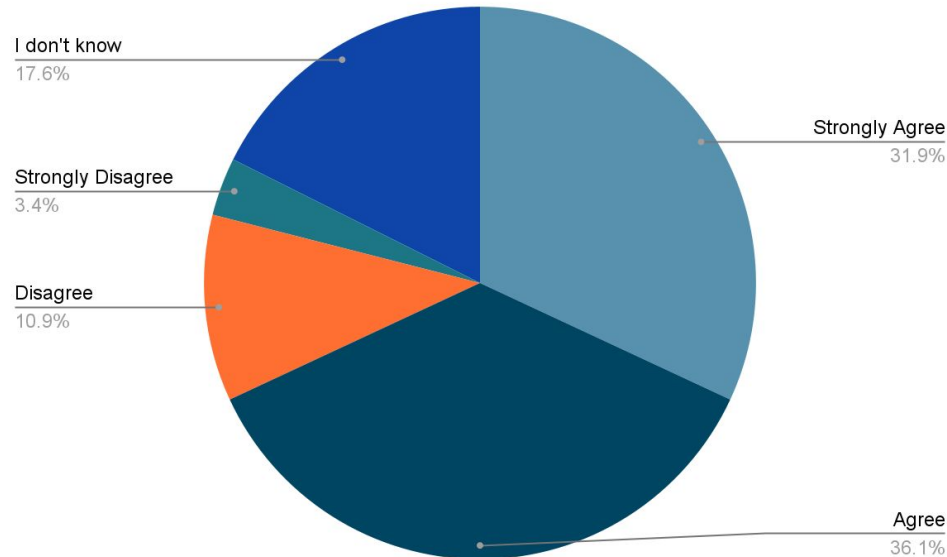
- Their religion or faith?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

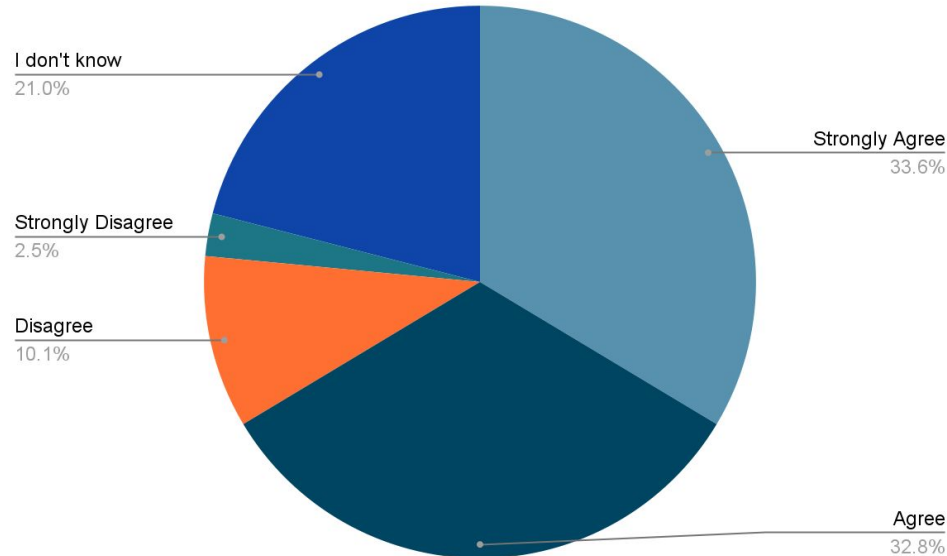
- Their grades or test scores?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

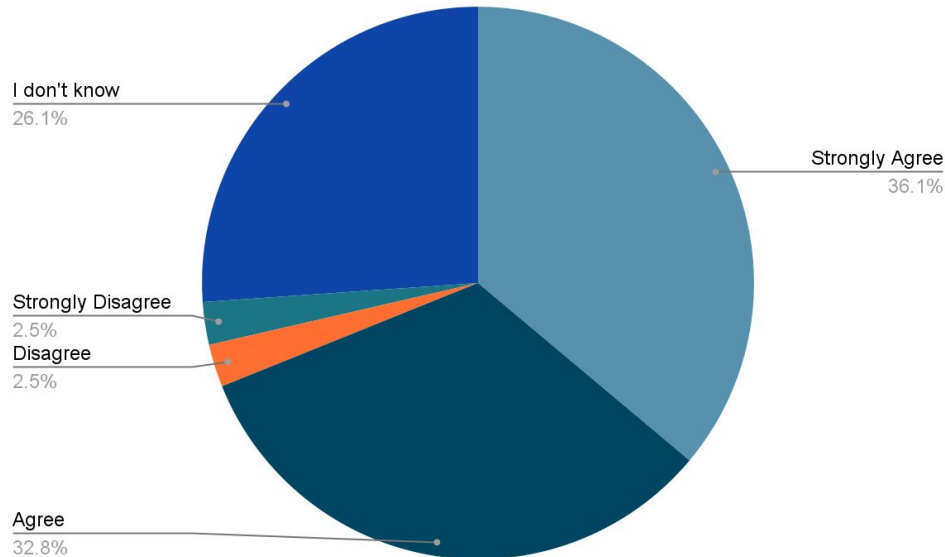
- Whether or not they have learning differences or disabilities?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

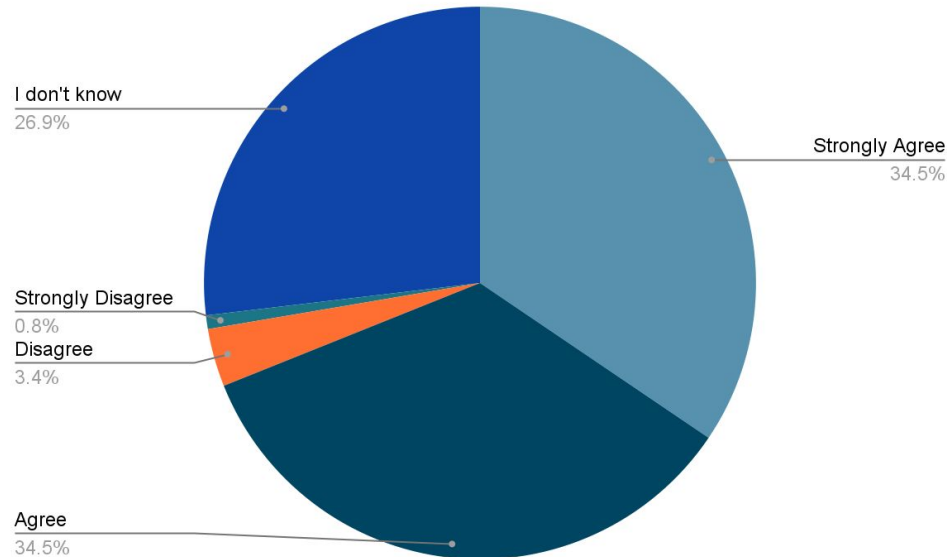
- How much money their families have?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following?

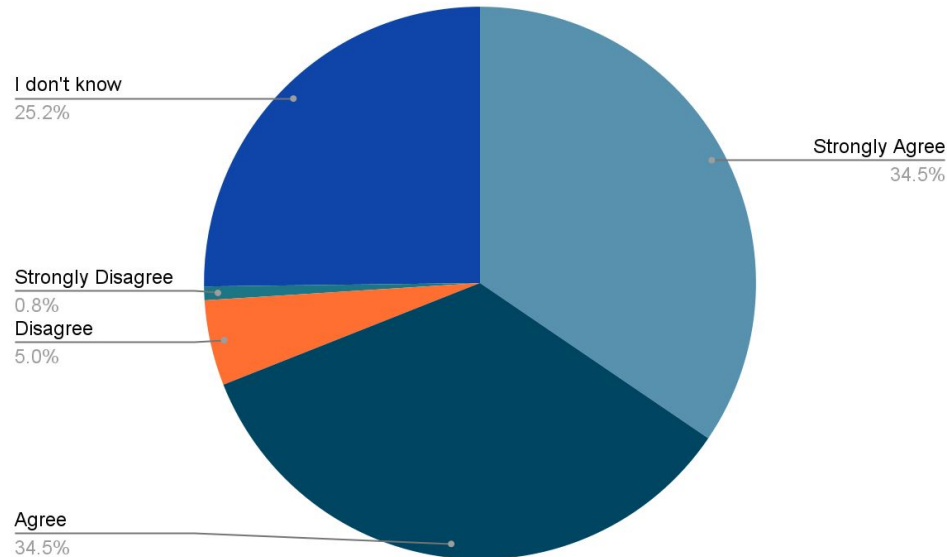
- How they look or dress



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

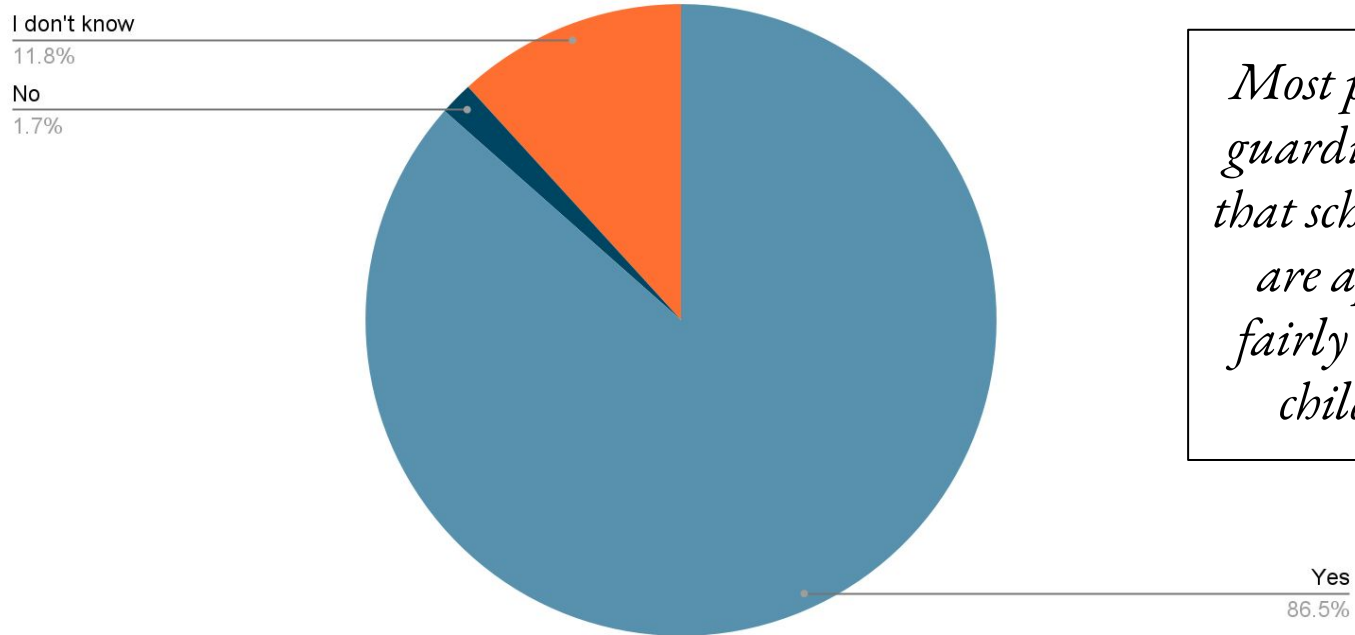
- Where they live?



Most parents/guardians feel that adults treat students fairly, acknowledging the much higher "I don't know."

Results of Recent DEI Survey: *Parents/Guardians*

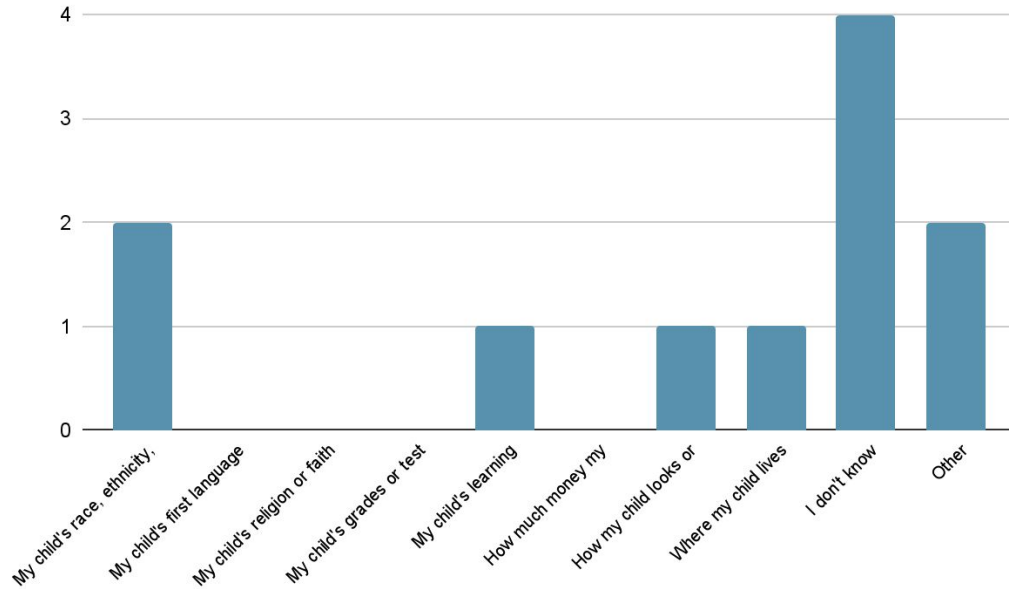
Do you feel that school rules are applied fairly to your child?



Most parents/guardians feel that school rules are applied fairly to their children.

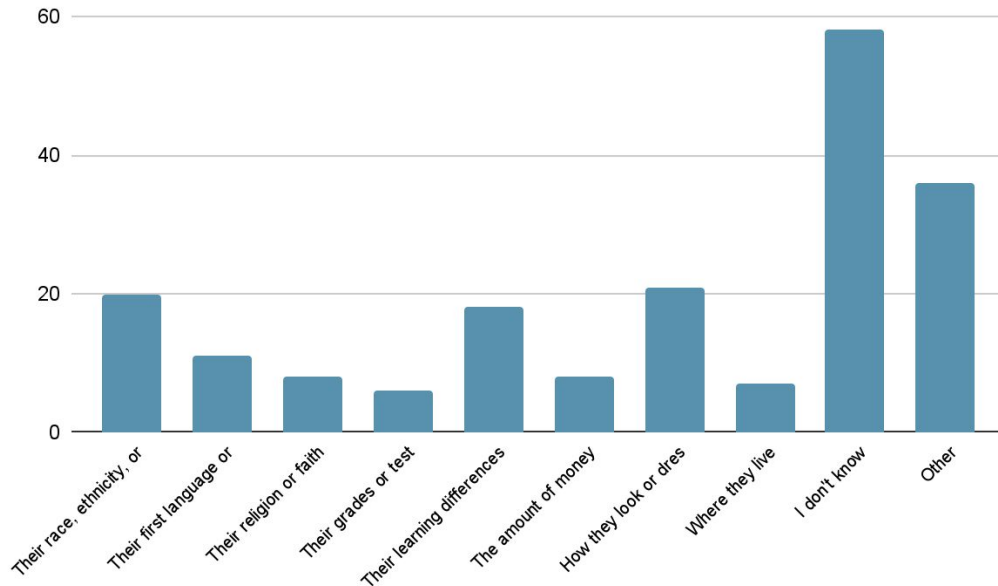
Results of Recent DEI Survey: *Parents/Guardians*

If you don't feel that school rules are applied fairly to your child, do you think it is because of any of the following? *[only to be answered by parents/guardians who answered "No" to prior question]*



Results of Recent DEI Survey: *Parents/Guardians*

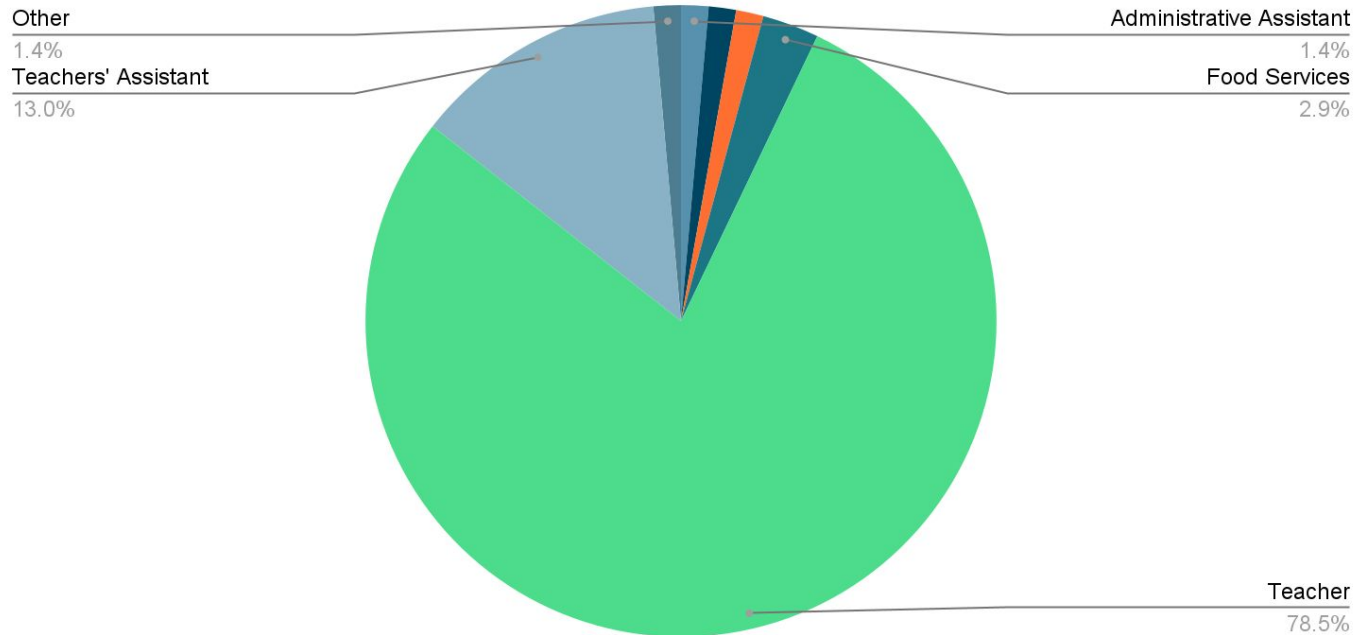
“Bullying” means picking on someone in a constant, harmful, or repeated way. Have you ever heard of students being bullied or harassed at Beecher because of any of the following?



Compared to the student responses, more concern from parents/guardians was expressed related to bullying around race, ethnicity, or skin color.

Results of Recent DEI Survey: *Staff* (n=69)

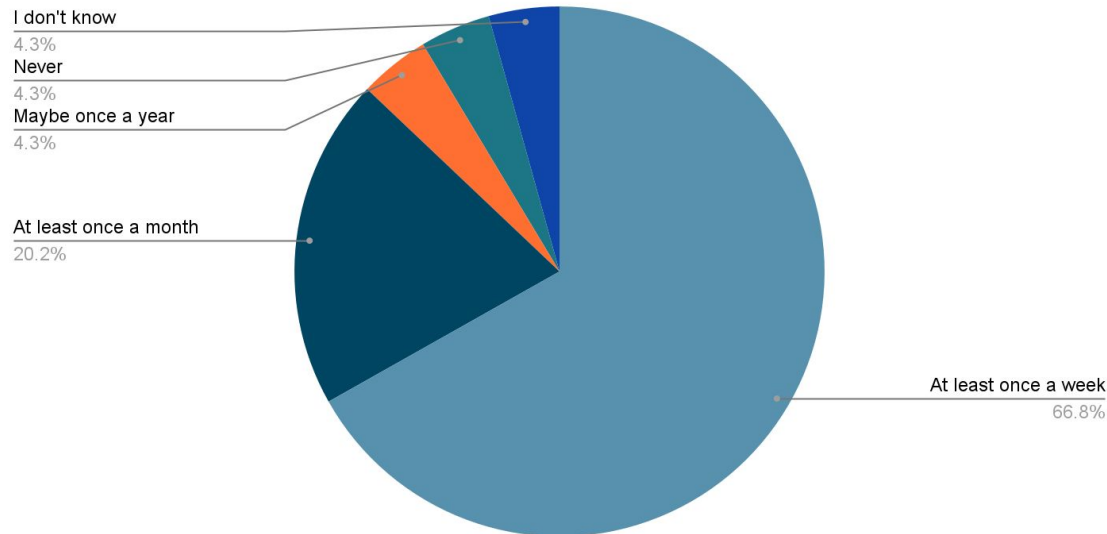
What category best describes your staff role at Beecher?



Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

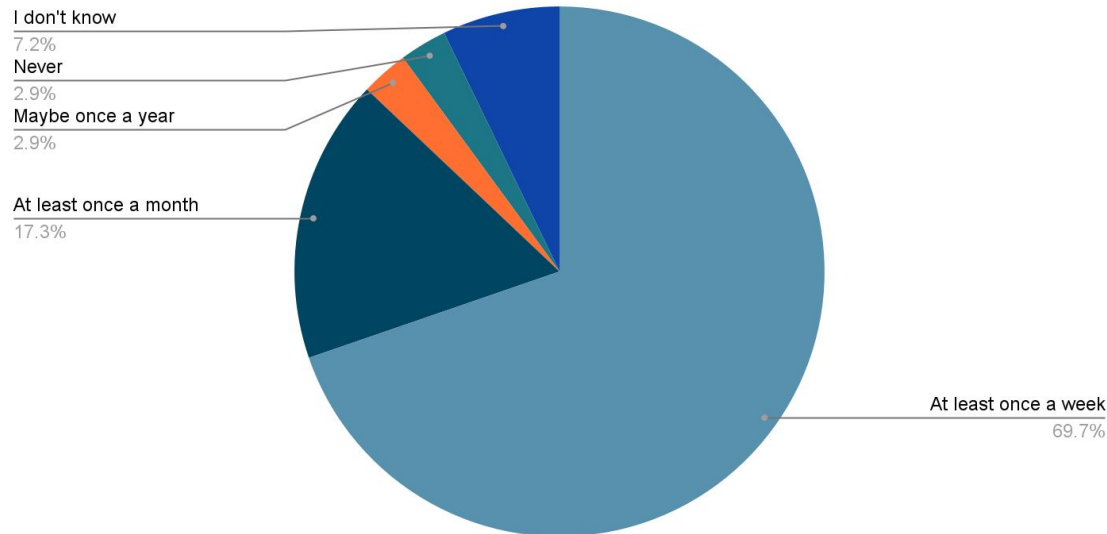
- Students at Beecher talk about the importance of understanding their own feelings and the feelings of others.



Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

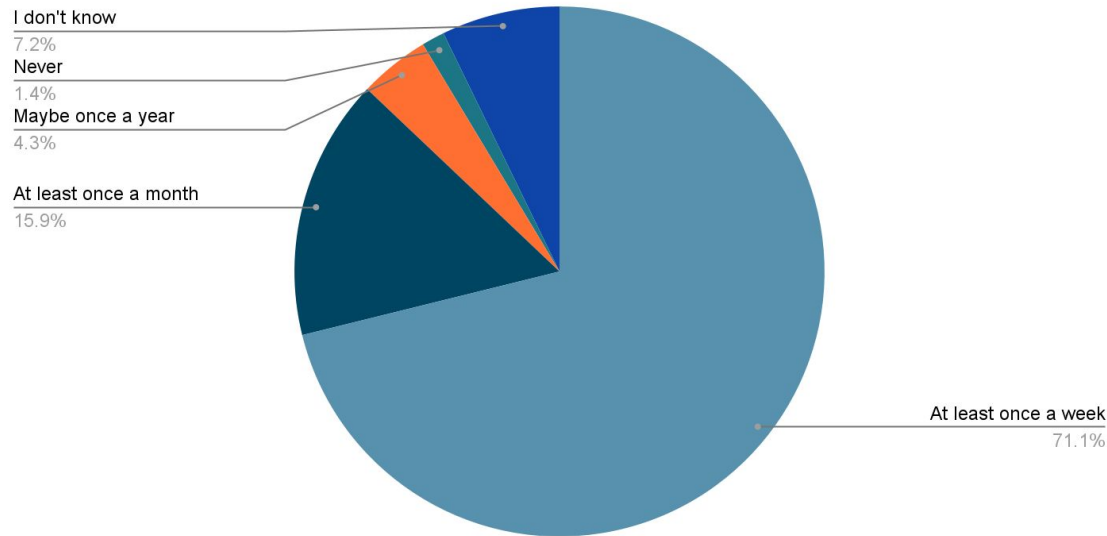
- Students at Beecher work on listening to others to understand what they are trying to say.



Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

- Students at Beecher try to work out their disagreements with other students by talking to them.

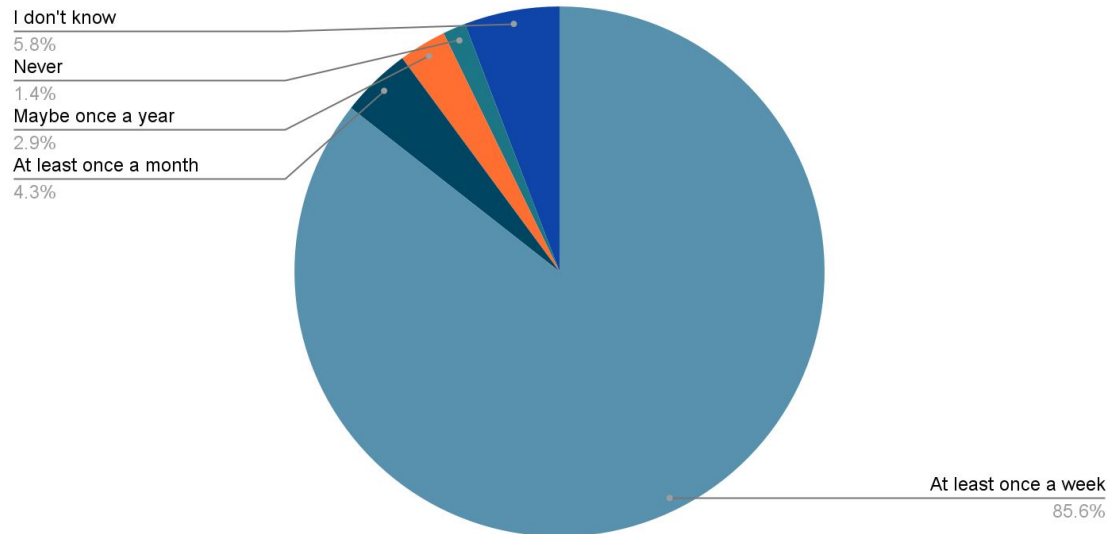


Staff report even higher frequencies of students talking and listening to each other to work out disagreements.

Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

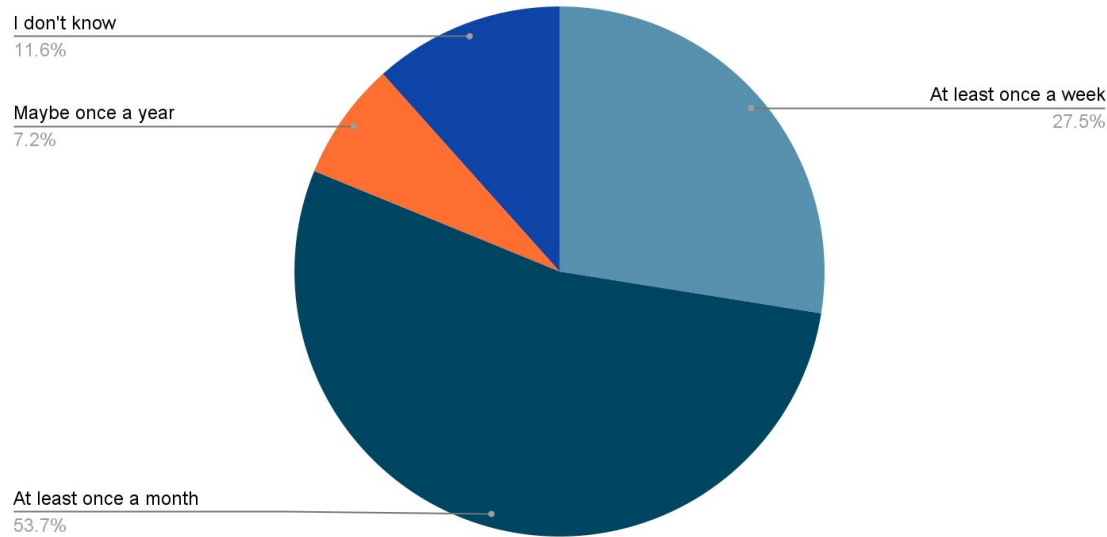
- Teachers at Beecher help students resolve disagreements with each other by talking to them.



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

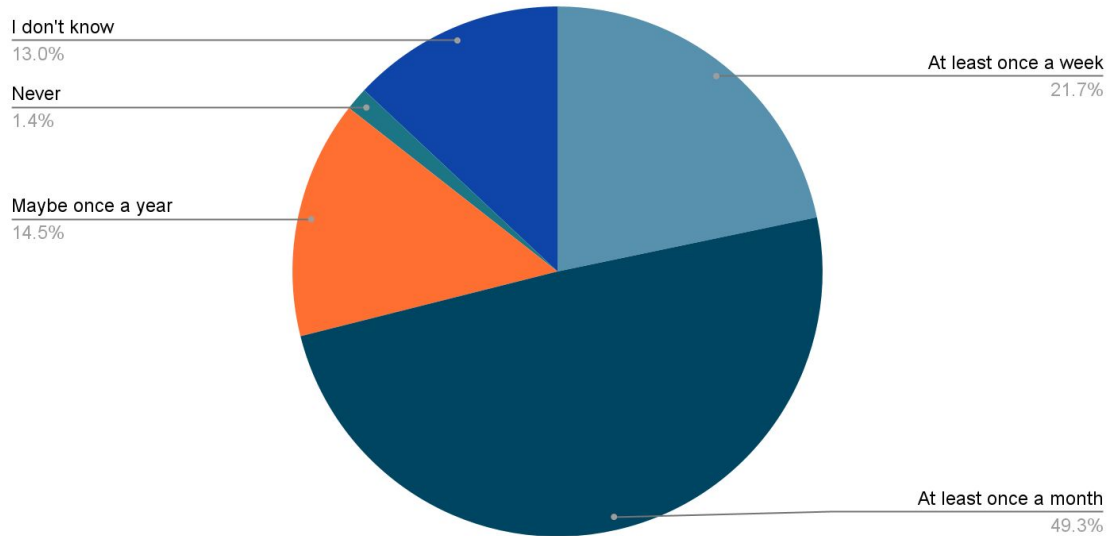
- People of different races, ethnicities, or skin colors?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

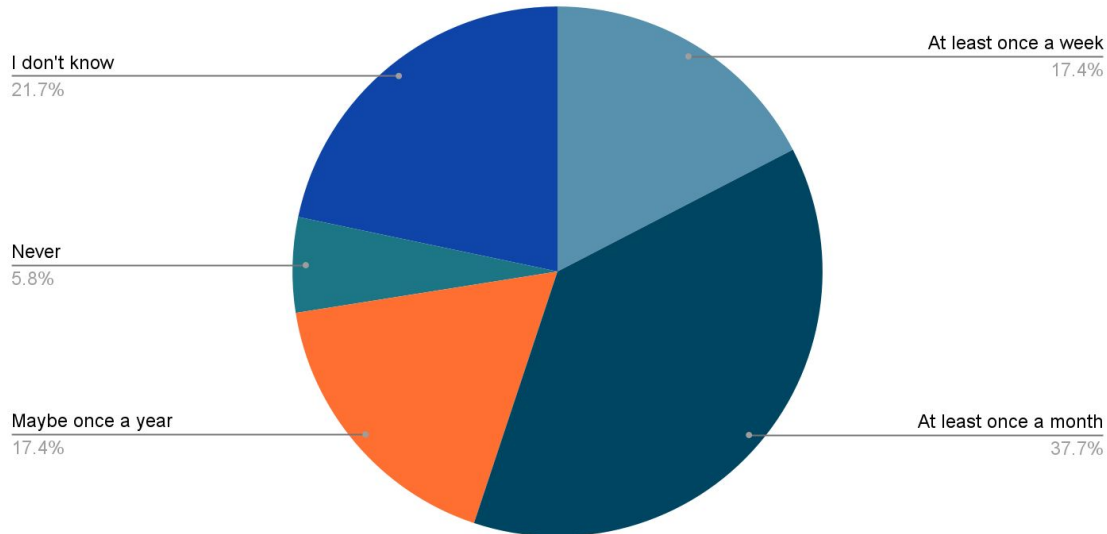
- People from different countries?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

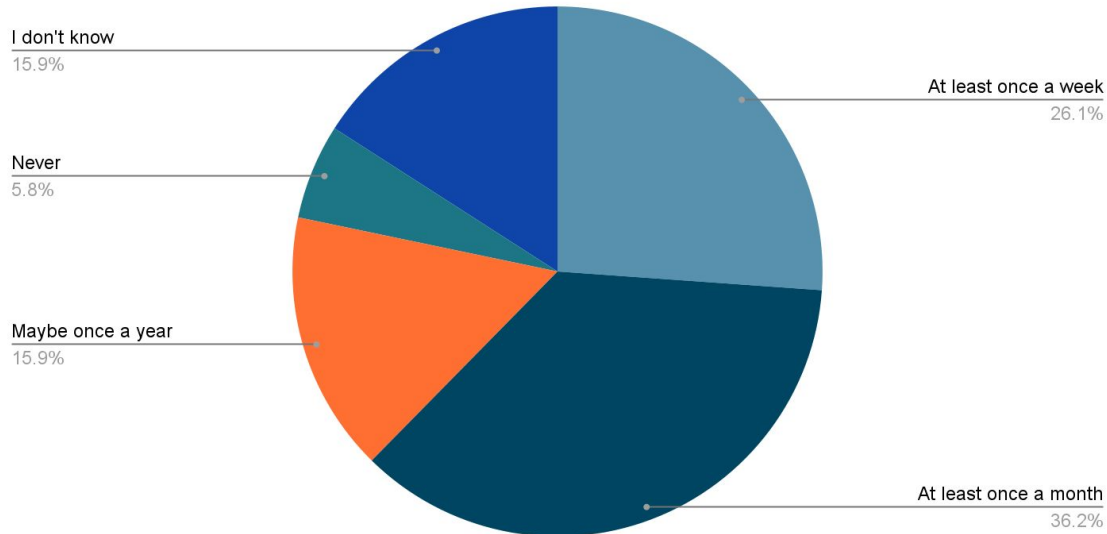
- People of different religions or faiths?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

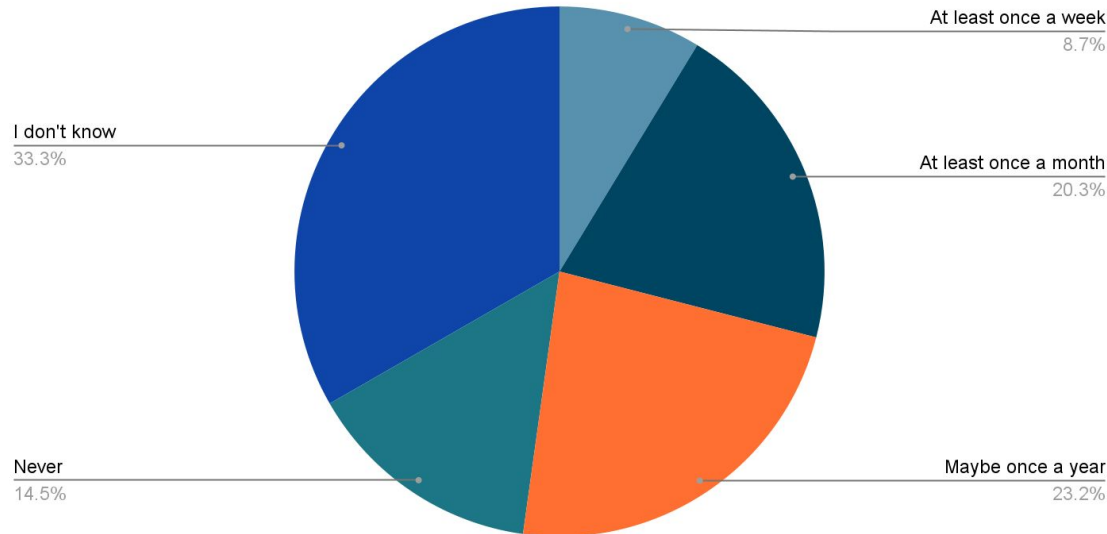
- People with learning differences or disabilities?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

- People who make different amounts of money?

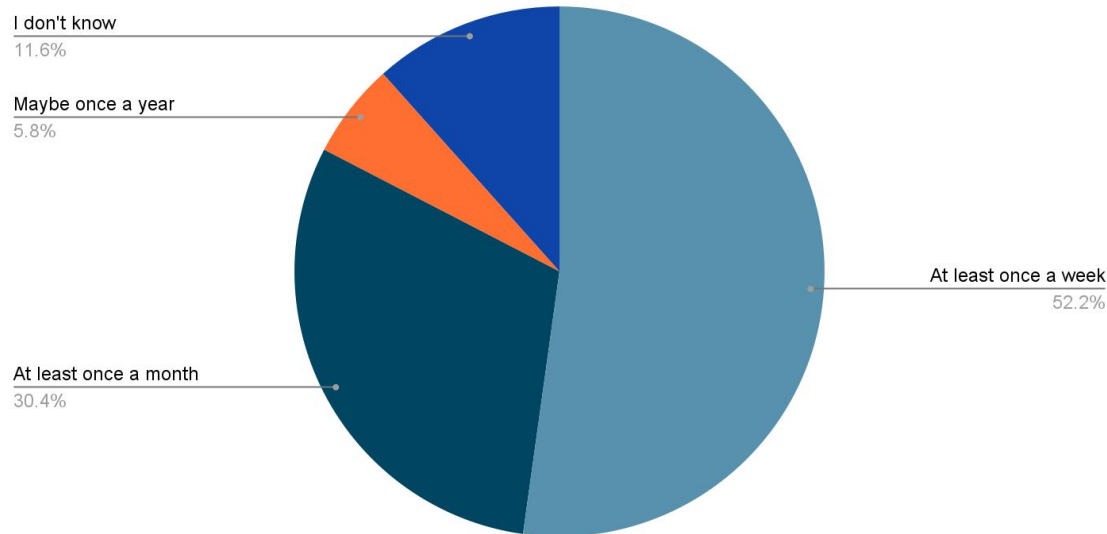


The staff responses confirm the student responses on this set of questions.

Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

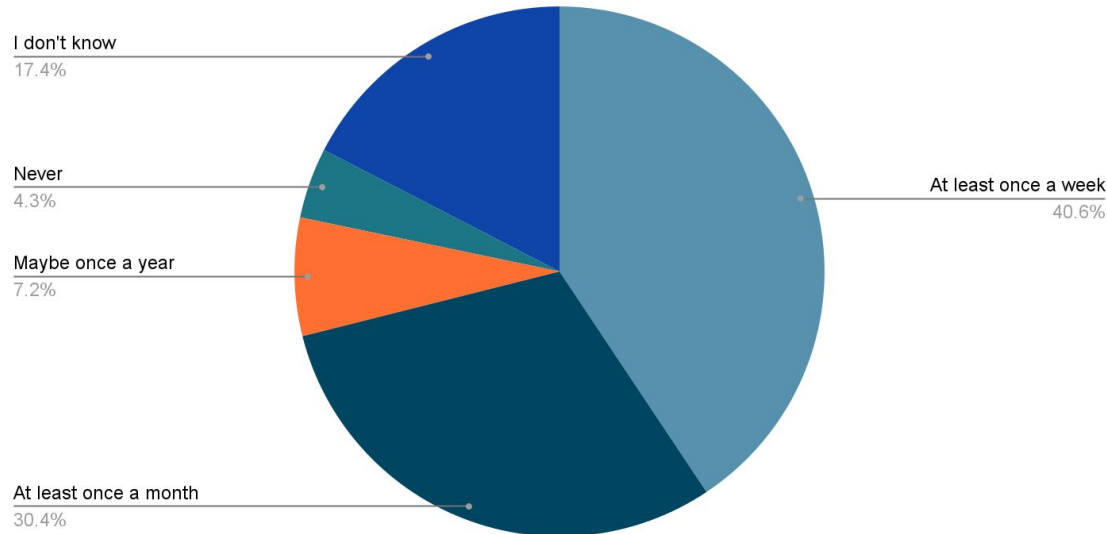
- Books?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

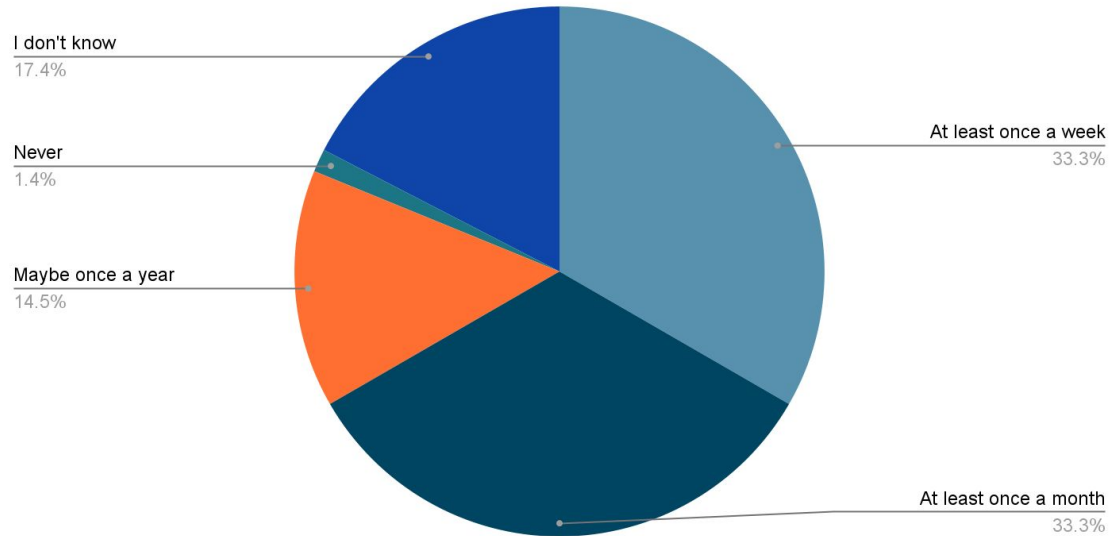
- Posters/pictures?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

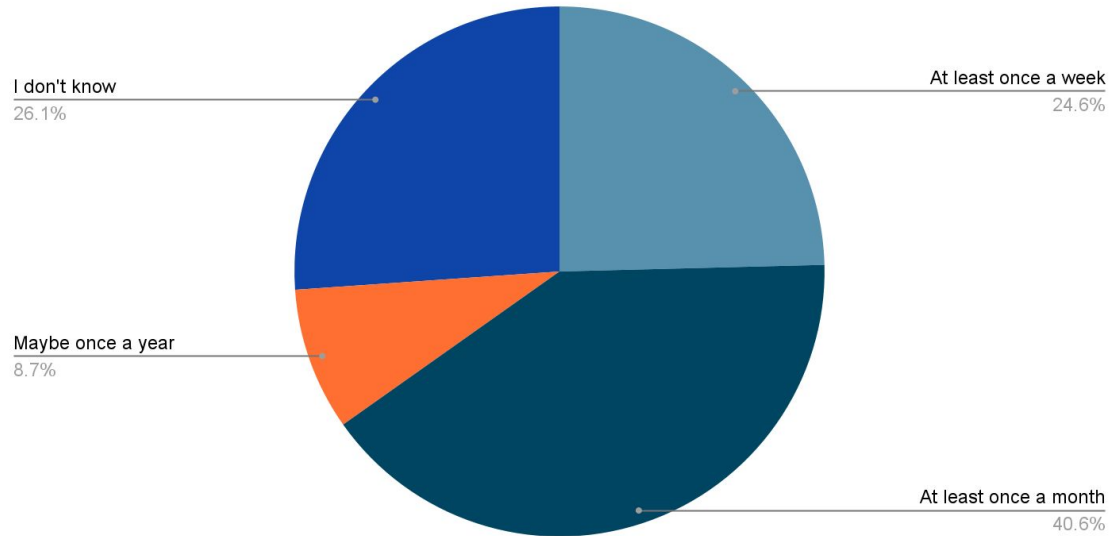
- Videos?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

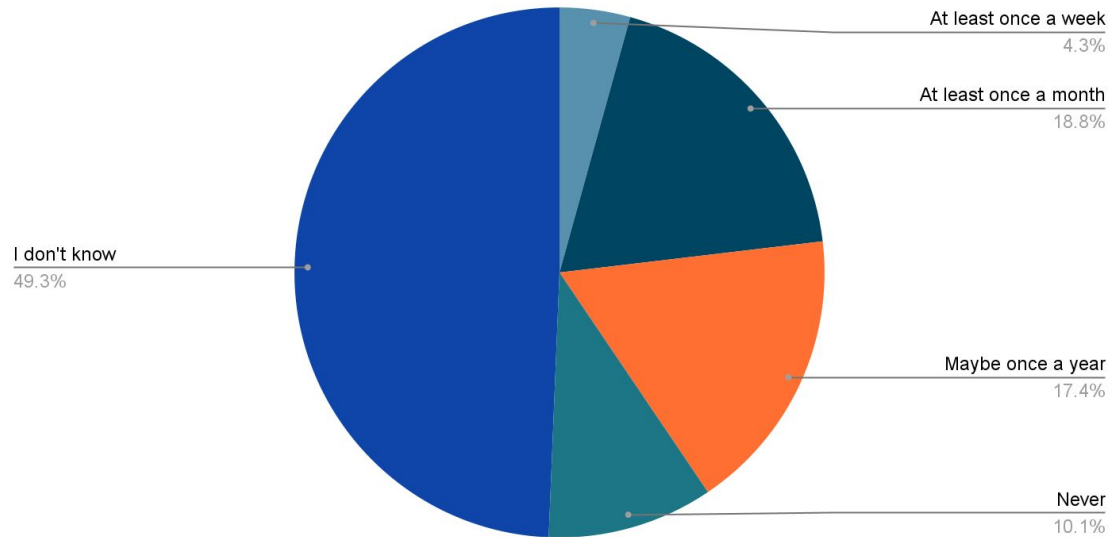
- Classwork?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

- Homework?

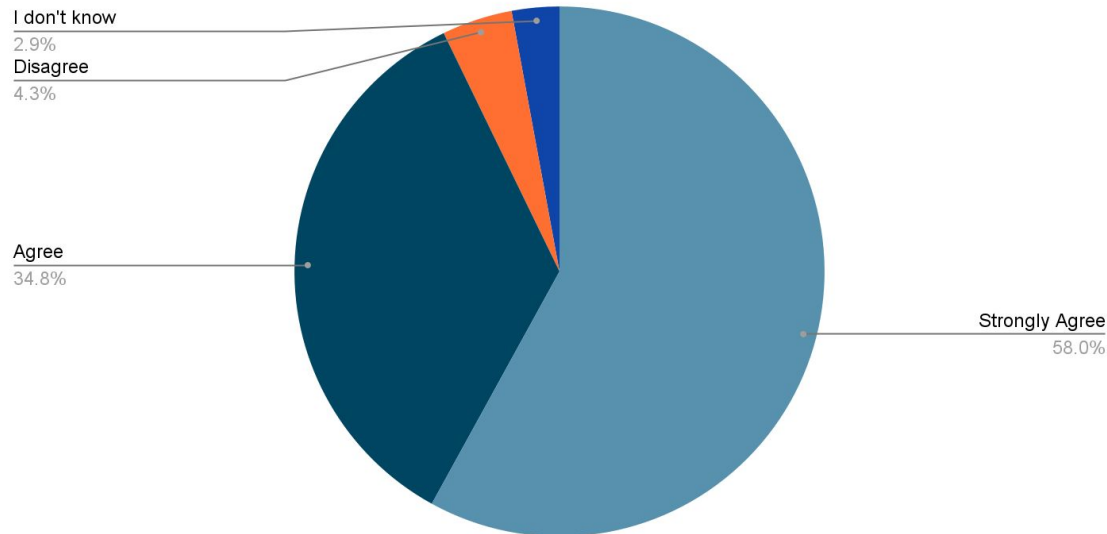


The staff responses confirm the student responses on this set of questions.

Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

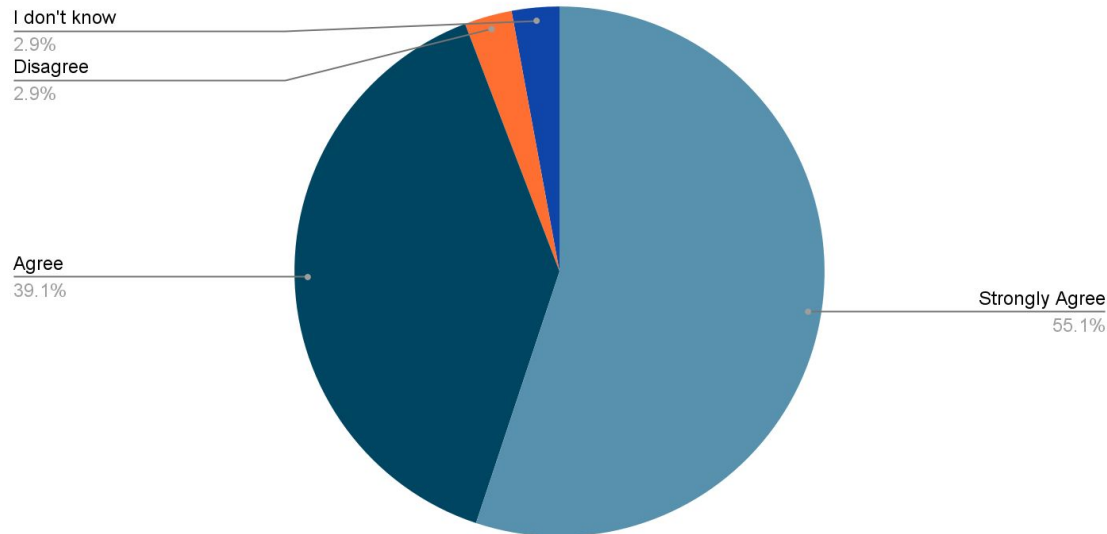
- Their race, ethnicity, or skin color?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

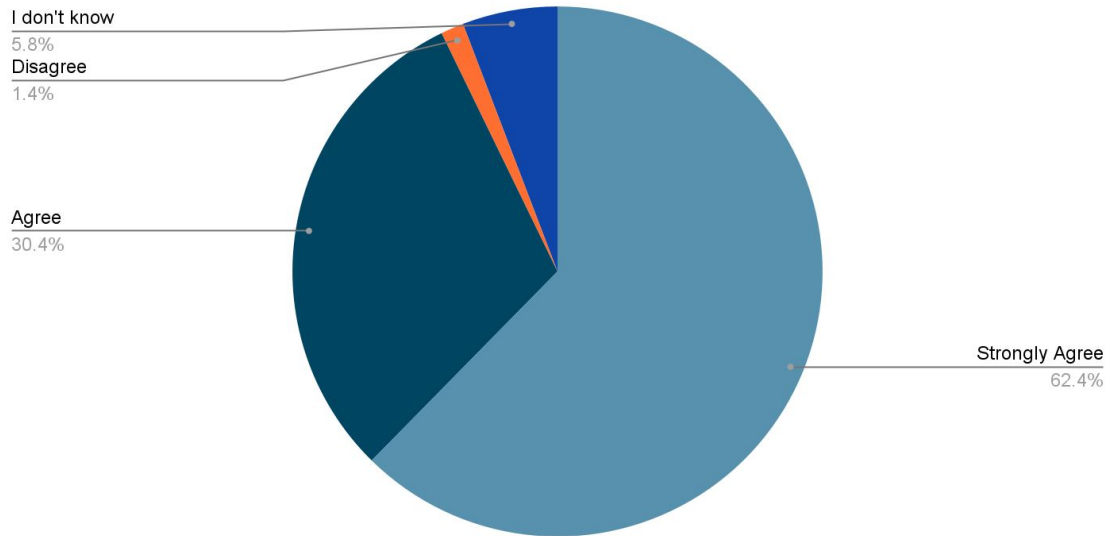
- Their first language or accent?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

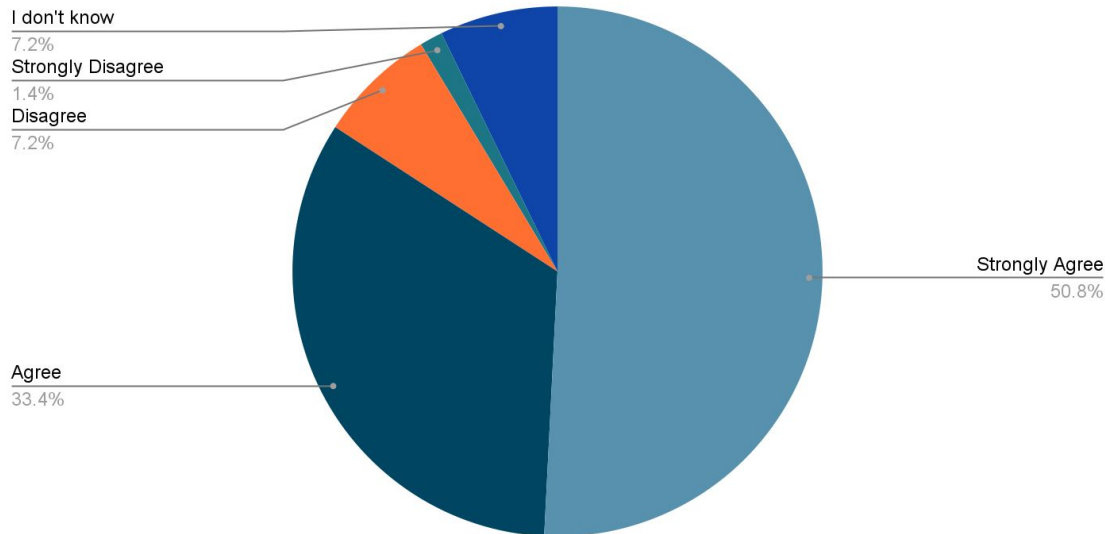
- Their religion or faith?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

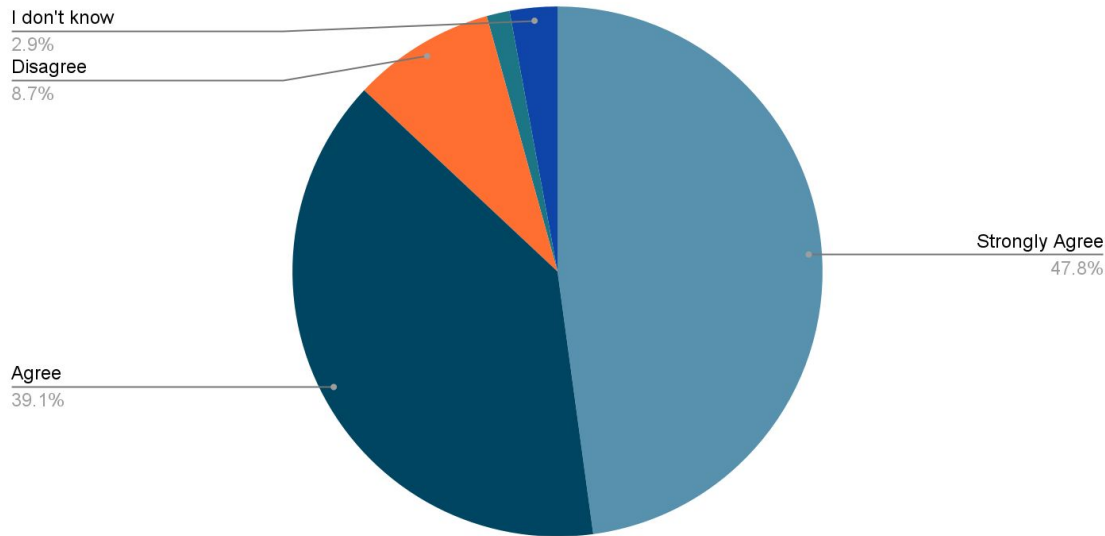
- Their grades or test scores?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

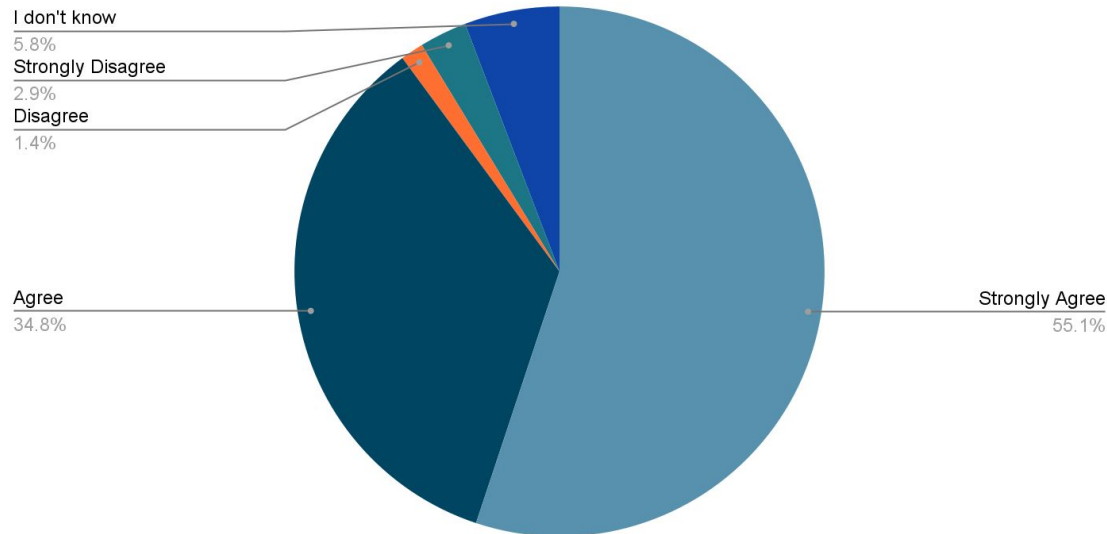
- Whether or not they have learning differences or disabilities?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

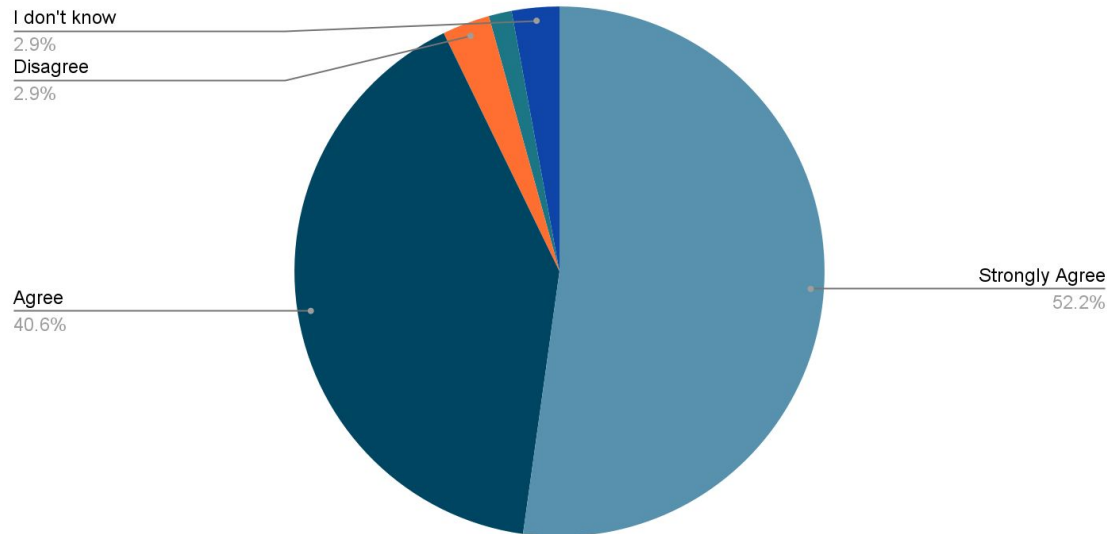
- How much money their families have?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

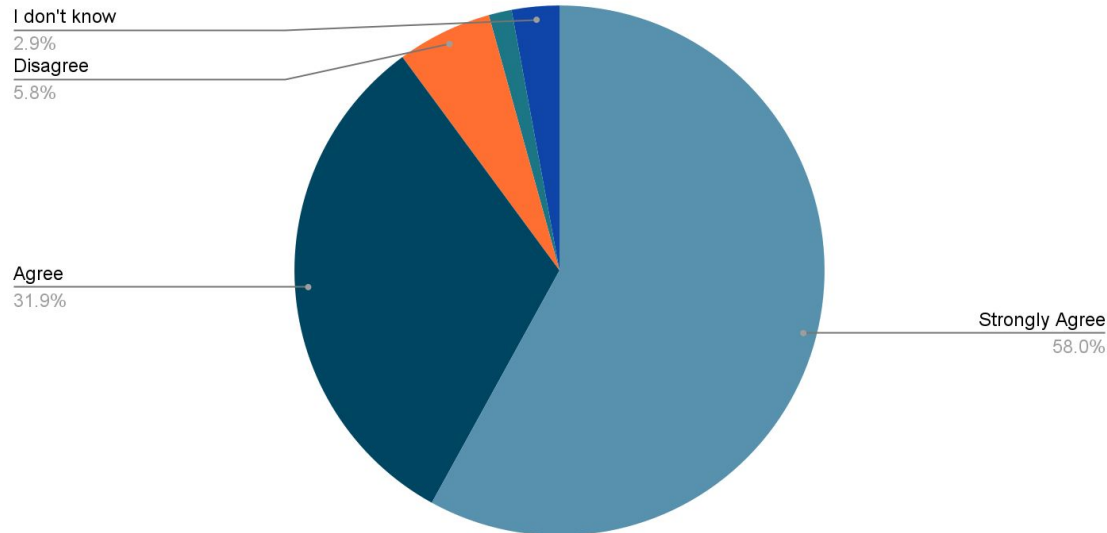
- How they look or dress?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

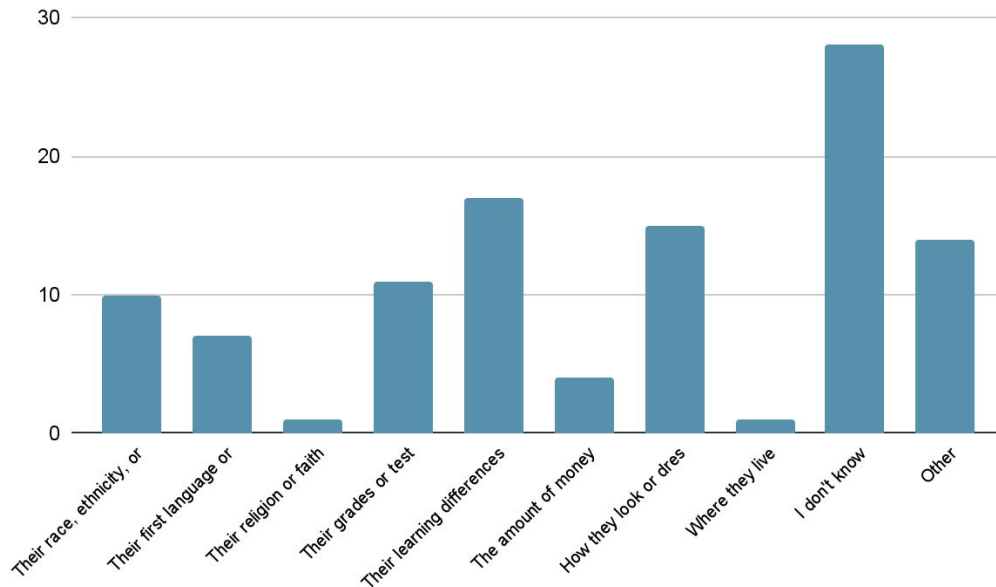
- Where they live?



Most staff feel that adults treat students fairly, similar to the student and parent/guardian responses.

Results of Recent DEI Survey: *Staff*

“Bullying” means picking on someone in a constant, harmful, or repeated way. Have you ever observed students being bullied or harassed at Beecher because of any of the following?



More concern from staff was expressed related to bullying around learning differences or disabilities, and how students look or dress.

Segment 6:
Links to the Town's Work with DEI

Town Ad Hoc Committee on Diversity, Equity, & Inclusion

- Woodbridge Like Me Day:
BRS Community
Diversity Committee
provided a reading corner
with diverse books along
with an engaging craft
celebrating our
uniqueness



Town Ad Hoc Committee on Diversity, Equity, & Inclusion

- Mosaic: Woodbridge Reading in Community Series
- Upcoming “Experiencing Woodbridge Survey”

Segment 7:
Thoughts for Ongoing Work

Future Anticipated Focus Areas

- Increased attention to groups represented disproportionately in student attendance statistics and special education statistics
- Continued schoolwide lessons and activities (Black History Month, Women's History Month, etc.)
- Continued ongoing curriculum work (Social Studies and ELA)
- Continued professional development based on March 2022 staff feedback
- Ongoing collaboration with Town DEI Committee
- Pursuing the needs of each and every BRS community member who does not yet feel they belong
- Development of BOE policy related to DEI
- Continued website development related to DEI

Questions?

MINUTES OF THE WBOE FACILITIES COMMITTEE

Tuesday, February 15, 2022

Conducted via Webex

I. CALL TO ORDER: Jeff Hughes, Chair, called the meeting to order at 7:32 a.m.

PRESENT: Jonathan S. Budd, Ph.D., Superintendent; Richard Huot, Interim Director of Business Services & Operations; Vito Esparo, Facilities Manager; Jeff Hughes, Facilities Committee Chair; Dr. Jay Dahya, BOE; Brooke Hopkins, BOE; Lynn Piasyck, BOE Chair, ex officio

II. PUBLIC COMMENT: There was no Public Comment.

III. FEBRUARY 2022 FACILITIES REPORT

Mr. Esparo reviewed the attached report. Committee members noted Mr. Esparo's ongoing attention to facilities needs at Beecher.

IV. UPDATE ON BRS CAPITAL NEEDS

Dr. Budd and Mr. Esparo reviewed the recent move of three building improvement projects from the proposed operating budget to the proposed capital budget, the necessary replacement of the oil tank that the Town has been asked to fund, and the current progress in soliciting quotes for necessary elevator upgrades. Committee members noted the importance of proactive attention to Beecher's capital needs.

IV. ADJOURNMENT

Meeting Adjourned: 7:53 a.m.

February 2022

Beecher Road School

Facilities Department Monthly Report

CLEAN

SAFE

HEALTHY

SCHOOLS

Vito Esparo

Facilities Manager

Beecher Road School

40 Beecher Road

Woodbridge, CT 06525

Phone: 203-389-2195

Fax: 203-389-2196



Completed Projects:

- In late December classroom B-1 displayed an unusually high space temperature. Upon inspection a faulty valve actuator was identified. The actuator was replaced that day with a spare actuator salvaged from a recent repair.
- Over winter break HVAC PMs were completed including MERV-13 filter changes to all classroom units.
- On 1/4 a replacement of the JACE that controls the building management system was completed. The replacement was a success.
- On the morning 1/14 the Voicemail Pro module for the phone system failed to connect. After exhausting several remote troubleshooting options it was determined the module needed replacement. The module was replaced the same day.
- Overnight on 1/17 an unusually low exhaust air temperature was observed within AHU_1. The following day an inspection determined the damper motor was functional. The damper itself was inspected, lubricated, and recalibrated. The low exhaust air temperature has been resolved.
- On the morning of 1/18 water on the floor of classroom K-8 was reported. Upon inspection an abandoned heating valve was discovered behind the casework. The corrective repair was completed on 1/20.
- During the month of January, 2 aged and leaking faucets were reported and replaced in classrooms K-8 and Pre-K.
- During the months of December and January, 102 “fix-it” tickets were closed. This number is not inclusive of time-sensitive maintenance issues reported outside of fix-it. This number is also non-inclusive of the majority of HVAC repairs.

Projects in process:

- Boiler 1 has been exhibiting persistent temperature reading fluctuations. Multiple boiler technicians have been onsite to troubleshoot the issue. The most recent diagnosis is a software update from AERCO will solve the issue. Our vendor is awaiting the update from the manufacturer.
- One remaining water bottle filling station will soon be installed by the South entrance. The D-Wing filling station is open and being utilized by students and staff in the area. The S-Wing filling station is mounted and will be open for usage shortly.
- AHU_1's intermittent fan failures have persisted. A replacement TR150 variable frequency drive has been obtained. Replacement of the drive is imminent.
- In late January a leak was observed on HWP4 servicing the micro turbine. It was determined the pump needs replacement. HWP4 has been taken offline and HWP3 will be supporting the micro turbine until the repair is complete. Parts have been ordered.
- Test results from our water treatment program for our Dual Temp and Hot Water loops improved. We have reached and sustained our PH benchmark and nitrite levels in both loops.

Outstanding issues to be addressed:

- Persistent roof leaks above the K-wing and North entrance continue to be monitored.

MINUTES OF THE WBOE FINANCE COMMITTEE MEETING

Wednesday 23 February 2022, at 4.31pm to 5.37pm

(Meeting via Webex)

Attendees: Jonathan S. Budd, Superintendent; Richard Huot, Interim Business Operations Manager; Jay Dahya, WBOE; Maria Madonick, WBOE; Sarah Beth Del Prete, WBOE; Lynn Piasyck, WBOE; Tom Handler, BOF Woodbridge; Shelia McCreven, BOS Woodbridge; Kim Franklin, Teacher; Sumithra Sudhir, PTO Representative; Jane Roddy, Cafeteria Supervisor.

1. Call to order
2. Public Comment: No public comment
3. Action(s) Taken: None
4. Items presented by the Administration for Discussion:
 - a. FY 2021/2022 operating budget narrative, operating budget report summary, and operating budget itemized report as of February 1, 2022.
 - b. FY 2022/2023 operating budget
 - a. Proposed revisions to the FY 2022/2023 operating budget
 - b. Revenue generators (Pre-K tuition increase) and cost reductions (Consolidate bus routes) to reduce FY 2022/2023 operating budget

Key Points

- (A) Administration forecasts a current year deficit of \$3,294 (for FY 2021/2022). This is about a \$40,000 reduction from the prior month where the deficit stood at \$44,239.
- (B) Superintendent Budd presented a revision to the operating budget in FY 2022/2023.
 - a. Reductions resulted in lowering the budget request from 9.21% to 8.92%.
- (C) Six-month Finance Committee Review.
 - a. Presentation on the achievements, growth, and challenges we have faced as a new board subcommittee in our first six months.



WOODBRIDGE SCHOOL DISTRICT

40 Beecher Road – South
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent
jbudd@woodbridgeps.org

MEMORANDUM

TO: Woodbridge Board of Education
FROM: Jonathan S. Budd, Ph.D., Superintendent
DATE: February 24, 2022
RE: Adopt PreK Tuition Increase for 2022/23

At this past week's meeting of the Finance Committee, a proposal for increasing the WSD PreK tuition for 2022/23, with a move from a 4-day model to a 5-day model, was discussed. Options for reducing medical insurance costs were discussed, including planned next steps. Details will now be shared with the full Board for discussion. Subsequent to discussion, I will recommend that the Board of Education support the following motion:

Move that we authorize an increase in PreK tuition for the 2022-23 school year to \$3,250 based on a 5-day model.



Proposed PreK Tuition Increase for 2022-23

Woodbridge Board of Education

February 28, 2022

Jonathan S. Budd, Ph.D., Superintendent

Richard Huot, Interim Director of Business Services & Operations

Cheryl Kiesel, Director of Special Services

Background

- For ages 3-4 children with identified special needs, PreK must be offered by the public school district at no charge. Tuition may be charged for other students, the “typical peers.” WSD currently offers a half-day program Monday-Thursday (3-year-olds in the morning, 4-year-olds in the afternoon). The half-day nature of the program is not recommended to change, as doing so would necessitate increased personnel, more space, etc.

Program	2021-22 Model	2021-22 Cost
Woodbridge Public	4 half days	\$2,400 age 3 / \$2,520 age 4

- The Finance Committee is asked to endorse a move from a 4-day model to a 5-day model, with increased tuition, based on comparatives and other elements.

Program	Proposed 2022-23 Model	Proposed 2022-23 Cost
Woodbridge Public	5 half days	\$3,250

Comparatives

Program	2022-23 Model	2022-23 Cost
Woodbridge Public	5 half days (proposed)	\$3,250 (proposed)
Bethany Public	5 half days	\$3,250
Orange Public	5 half days	\$3,250
Children's Garden (Woodbridge)	5 half days*	\$10,458
Ezra Academy (Woodbridge)	5 half days*	\$8,565
Trinity Community Preschool (Woodbridge)	5 half days*	\$4,360
Woodbridge Child Center	5 full days	\$13,104

* *“Half day” in some non-public programs is longer than in the public programs.*

Other Elements

- Moving to 5 days/week would shift hours of programming slightly, but result in increased hours to align with the CT Early Learning and Development Standards:

Age	2021-22 Hours	Proposed 2022-23 Hours	% Time Increase
3-year-olds	8:35-11:05 a.m. M-Th	8:35-11:05 a.m. M-F	25%
4-year-olds	11:50 a.m. - 2:50 p.m. M-Th	12:15-2:45 p.m. M-F	4%

- Staff time outside these hours will continue to be used for assisting with student transportation needs, planning & preparation, PPT meetings, & lunch.
- 5 days/week prepares students for routines of the Kindergarten experience.

In Conclusion

- Potentially, additional substitute coverage for the PreK teacher will be necessary to conduct PPTs that have typically been scheduled on Fridays; the District will attempt to minimize this, and the recent inclusion of additional arts programming in PreK will help.
- With 10 anticipated typical peers, anticipated additional revenue from the proposed model would represent a proposed operating budget savings of \$5,500. We would recommend a BOE Policy permitting the District to solicit enrollment of residents of other towns if the 10 seats are not filled by Woodbridge residents.
- With this proposal, there would be no increase in transportation cost, and a modest increase in bus fuel cost.



Updated Revisions to WBOE Proposed 2022-23 Operating Budget

Woodbridge Board of Education

February 28, 2022

Jonathan S. Budd, Ph.D., Superintendent

Richard Huot, Interim Director of Business Services & Operations

Proposed FY23 WBOE Operating Budget: Objective

- The Proposed Operating Budget was recommended by the Board of Education to maintain the excellence of Beecher Road School within a time of escalating student needs, including those related to the COVID-19 pandemic.

Revisions Achieved by BOE Action, 1/28/22

- Medical Insurance cut to 0% increase based on preliminary rates & move to new carrier
- Shift of Food Services Supervisor benefits cost to Food Services budget
- Electricity & heat rates recalculated based on updated actuals
- Non-public transportation line recalculated based on updated actuals
- Building improvements projects moved to Capital Budget proposal
- Office realignment to reduce 1 copy machine
- Professional development shifted to grant as possible

Total Savings: \$670,984;

Proposed Budget Increase = +9.21%

Next Level of Recommended Revisions: Largely Technical Edits, Slide 1 of 2

Line	Rationale	Recommended Revision	Impact
Teacher Salaries - Music (61200-1111)	Replacement hire at lower salary	- \$7,385	None
Electricity (64100-1402)	Additional decrease based on actuals	- \$28,000	None
Fuel for Buses (65102-1403)	Decrease based on recent fuel bid	- \$1,000	None
Liability Insurance (65200-1401)	Review of actual covered items	- \$1,368	None
Ezra Nurse (69001-1401)	Reconfirmation of non-public nursing needs	- \$2,000	None

Next Level of Recommended Revisions: Largely Technical Edits, Slide 2 of 2

Line	Rationale	Recommended Revision	Impact
Misc. Purch. Services (65600-1401)	Tuition at Wintergreen Magnet for new WSD student	+ \$6,000	None
Teacher Salaries - PreK (61200-1313)	Increase to PreK tuition* (requires BOE approval)	- \$5,500	None
Offset from Extended-Day (various)	Increase E-Day revenue offset against BOE operating budget	- \$5,000	None

*Total Savings: \$44,253;
Proposed Budget Increase = +8.92%*

Looking at Transportation Cost

- Transportation, including fuel cost, is approximately 3.9% of our budget
- Student transportation is required by State statute and governed by various contractual provisions
- Two possible structural revisions have been suggested, each detailed below:

Revision	Impact
Reduction of 1 bus route	<ul style="list-style-type: none">● may not be possible based on # of students● may require change in start/end time of day● may require negotiated revision of transportation contract
Change to 2 bus runs daily	<ul style="list-style-type: none">● would require negotiated revision of transportation contract involving Amity● would require supervision of students before/after school at additional cost

MINUTES OF THE WBOE POLICY COMMITTEE

Thursday, February 3, 2022

Conducted via Webex

I. CALL TO ORDER: Maria Madonick, Chair, called the meeting to order at 4:02 p.m.

PRESENT: Jonathan S. Budd, Ph.D., Superintendent; Maria Madonick, Policy Committee Chair; Brooke Hopkins, BOE; Erin Williamson, BOE; Lynn Piasyck, BOE Chair, ex officio

1 additional member of the BOE was in attendance: Sarah Beth Del Prete. WEA representative Cathy Zdrowski was in attendance.

II. PUBLIC COMMENT: There was no Public Comment.

III. POLICIES FOR REVIEW

A. Policy 9110 – Number of Members, Terms of Office, Election of Members / Policy 9321 – Time, Place and Notification of Meetings

Committee members reviewed the proposed adjustments to the two policies, and by consensus agreed to move the policies to the Board of Education for approval at its February 28 Regular Meeting.

B. Policy 5145.52 – Harassment

Committee members reviewed the proposed adjustments to the policy, and by consensus agreed to move the policy to the Board of Education for approval at its February 28 Regular Meeting.

IV. ADJOURNMENT

Meeting Adjourned: 4:25 p.m.



WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

MEMORANDUM

TO: Woodbridge Board of Education

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: February 3, 2022

RE: Proposed Revision of Policy 9110, "Number of Members, Terms of Office, Election of Members," & Policy 9321, "Time, Place and Notification of Meetings"

Based on this afternoon's meeting of the Policy Committee, please find attached a proposed revision of Policies 9110 & 9321 based primarily on Connecticut Public Act 21-2, which has moved municipal elections to November rather than May. In addition, duplicative language in the two policies has been consolidated so that it occurs in only one policy. The proposed changes are represented in red.

The proposed revised policies are brought forward to you tonight for adoption.

Bylaws of the Board

Number of Members, Terms of Office, Election of Members

The Board of Education shall consist of nine members. Their terms of office shall be four years in length in accordance with the Woodbridge Town Charter and any other governing laws. Before entering upon their official duties, members of the Board of Education shall take the oath of office before the Town Clerk or their designee.

No more than five nor less than four members of the Board of Education shall be elected to each serve for a four-year term at each regular Town election.

The Board of Education shall conduct its organizational meeting at its first meeting in November or December following Board elections. The Board of Education shall elect from its members at the organizational meeting, a Chairperson, a Vice-Chairperson and a Secretary. The organizational meeting shall be called to order by the current Board Chairperson who will preside until a Chairperson is elected. In the absence of the Chairperson, the Vice-Chairperson or Secretary in that order shall preside until a new Chairperson is elected. Election of officers shall be in writing and the vote of each member shall be made available for public inspection within forty-eight hours and recorded in the minutes of the meeting. If a Chairperson and/or Secretary are not chosen within one month, because of a tie vote of the members, Town Selectmen shall choose such officers from the Board membership.

Upon his/her election the Chairperson shall assume the chair and proceed with the election of the Board Vice Chairperson and Secretary.

If the office of Chairperson, Vice Chairperson or Secretary becomes vacant between organizational meetings, the Board shall, within 30 days thereafter, fill the vacancy for the unexpired term by a majority vote of the members of the Board present, at a meeting warned for that purpose.

(cf. [9321](#) – Time, Place, Notification of Meetings)

Legal Reference: Connecticut General Statutes

[10-218](#) Officers. Meetings

Charter of the Town of Woodbridge Section 8-15(a)(b)

Bylaw adopted by the Board: October 17, 2011

Bylaws of the Board

Time, Place and Notification of Meetings

Organizational Meeting

~~The Board of Education shall conduct its organizational meeting at its first meeting in July following Board elections, and at this meeting Board officers shall be elected—Chairperson, Vice-Chairperson and Secretary. The organizational meeting shall be called to order by the current Chairperson who will preside until his/her successor is chosen by a majority vote of the Board. In the absence of the Chairperson, the Vice-Chairperson or Secretary in that order shall preside until a new Chairperson is elected.~~

~~Election of officers shall be in writing and the vote of each member shall be made available for public inspection within forty-eight hours and recorded in the minutes of the meeting. If a Chairperson, and/or Secretary are not chosen within one month, Town Selectmen shall choose such officers from the Board membership.~~

~~Upon his/her election the Chairperson shall assume the chair and proceed with the election of the Board Vice Chairperson and Secretary.~~

~~If the office of Chairperson, Vice-Chairperson or Secretary becomes vacant between organizational meetings, the Board shall, within 30 days thereafter, fill the vacancy for the unexpired term by a majority vote of the members of the Board present, at a meeting warned for that purpose.~~

Regular Meetings

There shall be a regular meeting of the Board each month unless canceled by special action of the Board. The Woodbridge Board of Education shall file with the Woodbridge Town Clerk, not later than January 31st of each year, the schedule of the regular meetings of the Board of Education, for that year. No regular meeting shall be held sooner than thirty (30) days after such filing. The schedule will include the date, time, and location of each meeting.

All regular meetings shall be open to the public and the press. Changes of regular meetings from normal dates shall be filed with the Town Clerk and publicized in accordance with requirements of the Freedom of Information Commission. Only items on the regular meeting agenda may be taken up by the Board unless a two-thirds vote of the Board approves additions to a regular meeting agenda.

Special Meetings

Special meetings may be called by the Chair or acting Chair whenever he/she deems it necessary and must call a special meeting when requested to do so by three members of the Board.

Notice of each special meeting of the Woodbridge Board of Education shall be given at least twenty-four hours in advance of the meeting by filing a notice of the time, place and business to be conducted in the Office of the Town Clerk; however, in case of emergency, any such special meeting may be held without complying with the foregoing requirement for the filing of notice, but a copy of the minutes of any such special meeting adequately setting forth the nature of the emergency and the proceedings occurring at such meeting shall be filed with the Town Clerk not later than 72 hours following the holding of such meeting. No other business shall be considered by the Board at that special meeting. In addition, such written notice delivered to the Town Clerk less than 24 hours in advance of the meeting must also be delivered to the residence of each Board member, unless at, or prior to, the time the special meeting convenes a Board member files with the Town Clerk or Clerk of the Board of Education a written waiver of such notice.

In determining the time within which or by when a notice is required to be given, made available, posted or filed, Saturdays, Sundays, legal holidays, and any other day when the Town Clerk's office is closed shall be excluded.

(cf. 1331 - Smoke Free Environment)

(cf. [9121](#) - Board of Education Officers)

(cf. [9323](#) - Agenda Construction)

(cf. [9325](#) - Meeting Conduct & Parliamentary Procedures)

(cf. 9325.1 - Quorum)

(cf. [9325.2](#) - Order of Business)

(cf. 9326 - Minutes)

Legal Reference: Connecticut General Statutes

[1-200](#) (2) Definitions. "Meeting"

[1-206](#) Denial of access to public records or meetings.

[1-225](#) Meetings of government agencies to be public, as amended by June 11 Special Session, PA 08-3

[1-227](#) Mailing of notice of meetings to persons filing written request.

[1-228](#) Adjournment of meetings. Notice.

[1-229](#) Continued hearings. Notice.

[1-230](#) Regular meetings to be held pursuant to regulation, ordinance or resolution.

[10-218](#) Officers. Meetings

Bylaw adopted by the Board: October 17, 2011



WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

MEMORANDUM

TO: Woodbridge Board of Education
FROM: Jonathan S. Budd, Ph.D., Superintendent
DATE: February 3, 2022
RE: Proposed Revision of Policy 5145.52, "Harassment"

Based on this afternoon's meeting of the Policy Committee, please find attached a proposed revision of Policy 5145.52 to update this policy based on current recommendations of the Connecticut Association of Boards of Education (CABE). This policy revision, which is total, is represented in red. The proposed revised policy is brought forward to you tonight for adoption.

Students

Harassment

The Woodbridge Board of Education strives to provide a safe, positive working and learning climate. Therefore, harassment, in any form, will not be tolerated in the Woodbridge School District. This policy applies to all students, staff members, Board members, parents, vendors, contracted individuals, volunteers, other employees, and other visitors -- who are on District grounds or property or on property within the jurisdiction of the District; on buses operated by or for the District; while attending or engaged in District activities; and while away from District grounds if the misconduct directly affects the good order, efficient management, and welfare of the District.

Employees, students, and others are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that might otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the district's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

For purposes of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, sex, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation (including gender identity/expression), or age when such conduct/harassment:

1. is sufficiently severe, persistent, or pervasive that it affects an individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening or abuse education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or work performance;
3. otherwise adversely affects an individual's learning or work opportunities;
4. is made either explicitly or implicitly a term or condition of an individual's education, employment, or participation in district programs or activities; and
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; and

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature;
- repeated demeaning jokes, stories, or activities directed at the individual.

For purposes of this policy, sexual harassment shall consist of unwelcome sexual advances; requests for sexual favors; and other inappropriate verbal, written, graphic or physical conduct of a sexual nature when:

1. acceptance of such conduct is made, either explicitly or implicitly, a term or condition of an individual's continued education employment; or participation in district programs or activities; and
2. submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; and
3. such conduct is sufficiently severe, persistent, or pervasive that it has the purpose or effect of substantially interfering with the employee's job performance or creating an intimidating, hostile, or offensive working environment.

Examples of conduct that may constitute sexual harassment include, but are not limited to, sexual flirtations, advances, touching or propositions; verbal abuse of a sexual nature; graphic or suggestive comments about an individual's dress or body; sexually degrading words to describe an individual; jokes; pin-ups; calendars; objects;

graffiti; vulgar statements; abusive language; innuendos; references to sexual activities; overt sexual conduct; or any conduct that has the effect of unreasonably interfering with an employee's ability to work or creates an intimidating, hostile, or offensive working environment.

Each staff member shall be responsible to maintain an educational environment free from all forms of unlawful harassment. Each student shall be responsible to respect the rights of all students and to ensure an environment free from all forms of unlawful harassment.

Should harassment be alleged, it is the policy of this Board that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

In order to maintain a work environment that discourages and prohibits unlawful harassment, the Board designates the Director of Special Services as the District's Compliance Officer.

The Compliance Officer shall publish and disseminate this policy and the complaint procedure annually to students, parents, employees, independent contractors, vendors, and the public. The publication shall include the position, office address, and telephone number of the District's Compliance Officer.

The District shall annually inform students, staff, parents, independent contractors, and volunteers that unlawful harassment will not be tolerated with the school system.

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

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8 (a0 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26,1998)

Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26,1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)

Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation)

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy adopted:

Personnel -- Students

Harassment

Harassment Complaint Procedure

If a person believes that a student is being or has been harassed, that person should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the person shall have the option of pursuing either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or a formal complaint procedure that is defined below.

Any person who makes an informal oral complaint of student harassment to the Director of Special Services will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the person may pursue the formal complaint procedure, which involves submitting a written complaint to the Director of Special Services. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

If the complainant is a minor student, the person to whom the complaint is given should consider whether a child abuse report should be completed. (See Policy #5141.4, [Reporting of Child Abuse and Neglect](#))

All formal complaints and informal complaints involving staff are to be forwarded immediately to the Director of Special Services unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the Director of Special Services, will, as soon as possible, commence an effective, thorough, objective, and complete investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter, and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.

If the complainant is dissatisfied with the result of the investigation, he or she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator, and the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If, after a thorough investigation, there is reasonable cause to believe that student harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, expulsion, disciplinary action, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

All employees and supervisors shall be provided copies of the Board of Education policy concerning student harassment, and this policy will be reproduced in all employee and student handbooks.

Regulation approved:

Students

Harassment/Intimidation

The Board of Education believes that all students and those who have a relationship or involvement with the school district should treat one another with respect for the individual's dignity. It is the policy of the board of Education that all students have a right to attend school in an environment free of discrimination, which includes freedom from all forms of harassment. The Board of Education in support of this belief prohibits all forms of harassment of students by other students, employees, outside vendors, contracted services providers and community members.

Harassment of students will not be tolerated. Any form of harassment related to a student's race, color, sex, sexual orientation, religion, national origin, age, disability (physical or mental), marital, or veteran status will be considered a violation of this policy and will be treated as a disciplinary matter. Harassment is a repeated or persistent form of inappropriate and deliberate conduct intended to annoy and/or undermine the student relationship.

If a student feels that he/she is being harassed by another student, employee, vendor, visitor, parent, or other individual who has cause to be associated with the school district, the student should, if possible, first let the harassing person know of their objections. If the student finds it difficult to do so or that their first objections do not produce results, the problem characterized as harassment is to be reported immediately to the teacher or Principal. If the teacher or Principal is the source of the harassment, the individual making of a complaint shall report it to the Director of Special Services or the Superintendent.

To the extent possible, the student's confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, the student and/or parent/guardian will be informed of the outcome of the investigation.

This policy prohibits retaliation against any student who rejects, protests, or complains about harassment. The Superintendent will develop regulations detailing procedures for reporting and processing complaints in relation to harassment.

The Director of Special Services or another individual designated by the Superintendent will investigate every complaint of harassment, without bias or premature judgment. An investigation shall include interviews with the individual filing the complaint, the subject of the complaint, and others who may have knowledge of the situation.

The investigator will make every reasonable attempt to rationally and objectively resolve any questions of credibility between the complaining and the accused individuals. Information obtained during the course of an investigation of harassment will be maintained in confidence and released only to individuals who have a need to know.

Administration reserves the right to determine whether an incident is more properly investigated and handled under the bullying policy or the harassment policy and that an investigation and complaint resolution process under one policy serves to satisfy the complaint resolution process under the other policy.

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

29 CFR 1604.11 EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b) OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)

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Gebbs v Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

~~Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)~~

~~Connecticut General Statutes~~

~~[46a-60](#) Discriminatory employment practices prohibited.~~

~~[10-15e](#) Discrimination in public schools prohibited. School attendance by five-year olds.
(Amended by P.A. 97-247 to include "sexual orientation")~~

~~[10-153](#) Discrimination on account of marital status.~~

~~[17a-101](#) Protection of children from abuse.~~

Policy adopted: March 17, 2014

WOODBRIIDGE SCHOOL DISTRICT

Woodbridge, Connecticut

Students

Harassment/Intimidation

The Board of Education endeavors to provide all students with a school environment that is free from all forms of harassment. Harassment does not only depend upon the person's intention but also upon how the person who is the subject of the behavior reasonably perceives the behavior and is affected by it. Harassment will not be tolerated by, among or against students of the school district. The Board recognizes that harassing behavior can originate from a person of either sex against a member of either the opposite or same sex. All members of our school community are required to adhere to a standard of conduct that is respectful and courteous to students, district employees and the general public.

The Board of Education condemns and prohibits all harassment. Unwelcome behavior is harassment, if submission to or rejection of it is made implicitly or explicitly, a term or condition of instruction or participation in an educational activity or the basis of evaluation or an academic decision, or if it has the purpose or effect of creating a hostile, intimidating or offensive student environment. Examples of such behavior include unwanted touching, insulting or degrading comments and the display of explicit or suggestive gestures, objects words or practices.

It is the express policy of the Board of Education to encourage victims of harassment to report such claims. Students should promptly report complaints of harassment to the appropriate teacher or the building Principal or his/her designee. The Superintendent is directed to develop and implement specific procedures on reporting, investigating and remedying allegations of harassment. The right to confidentiality of the complainant and the accused will be respected consistent with the Board's legal obligations and with the necessity to investigate allegations of misconduct and take corrective action when such conduct has occurred. There shall be no retaliation whatsoever against an individual filing a complaint of harassment made in good faith.

In accordance with the law and Board policy, a substantiated charge of harassment against a student shall subject that student to appropriate corrective action, which may include suspension or expulsion, consistent with student discipline policy.

In an effort to provide a learning environment that is free of harassment, The Board directs the administration to educate students and staff about harassment, emphasizing the areas of awareness and prevention. In addition, the Woodbridge School District will provide staff development for administrators and supervisory personnel and will annually inform staff and students of this policy.

Procedure

Any students and/or parent or guardian who believes that he or she has reason to complain about harassment should report the alleged misconduct immediately to a teacher or the building Principal. The building Principal, or if the building Principal's conduct is in question, the Superintendent, will conduct a prompt, full and impartial investigation of any complaint of harassment and, if harassment is determined to have occurred, will design and implement prompt corrective action.

Reprisals or retaliation occurred, will design and implement prompt corrective action. Reprisals or retaliation against anyone making a good faith report of possible harassment will not be permitted.

All complaints of harassment will be treated with appropriate confidentiality and in accordance with Complaint Levels 1, 2 and 3 as set forth below. The parents of a child making a claim of, or accused of, harassment will be promptly notified of the complaint, included in its proceeding and apprised of the results of the investigation, consistent with applicable state and federal statutes and regulations.

Remedial Action

Students who are determined to have engaged in harassment will be subject to appropriate corrective action, including disciplinary action up to and including suspension and expulsion. Parents of children determined to have engaged in harassing behavior will be informed of the fact and about faculty resources available to assist them in avoiding recurrence of the behavior.

Employees who are determined to have engaged in harassment will be subject to appropriate corrective action, including disciplinary action up to and including suspension and/or termination.

False Complaint

It is determined that a complaint of harassment was not made in good faith or was deliberately false, the complainant will be subject to appropriate corrective action, which may include suspension or expulsion, consistent with student discipline policy.

Investigation in the Absence of a Complaint

The Board of Education may, in the absence of a victim's complaint, initiate an investigation upon learning of possibly harassing conduct.

Staff Responsibility

Any staff member who is made aware of a complaint of possible harassment must immediately report the complaint to the school Principal. The school Principal will verbally inform the Superintendent of Schools of the situation and Superintendent or designee will assure the complaint is given proper consideration, and at the same time, protect the rights of the individuals involved.

Confidentiality

The right to confidentiality of the complainant and the accused will be respected consistent with the Board's legal obligations and with the necessity to investigate allegations of misconduct and take corrective action when such conduct has occurred.

Level 1 Complaint

Students and/or parent/guardian who believe they have reason to complain about harassment may request that an informal meeting be held between themselves and the appropriate member of administration. The purpose of such a meeting will be to discuss the allegations and remedial steps available.

If a potential incident of harassment is articulated in the meeting, the teacher and/or administrator will promptly discuss the complaint with the alleged harasser(s). Should the harasser(s) admit engaging in harassment, the administration will implement or initiate corrective action as appropriate, including, if possible, obtaining the harasser(s) written assurances that the unwelcome behavior will stop and depending upon the severity of the charges, the implementation or recommendation of disciplinary action up to and including student suspension and/or expulsion. The administrator will prepare a written report of the incident and submit a copy to the Superintendent of Schools.

If the charges are substantiated, the complainant will be so informed and that appropriate action has occurred to remedy the situation. In addition, the complainant is to be informed that any recurrence of harassing behavior or any retaliatory behavior, either by the original harasser or others, should be promptly reported.

Should the alleged harasser deny engaging in harassment or should the administrator conclude that any incident did not constitute harassment, the administrator is to so inform the complainant and invite him/her to submit a Level 2 complaint. The administrator will file a report with the Superintendent of Schools, as appropriate, on the complaint and the actions taken to date. If the complainant does submit a Level 2 complaint, a copy of it will accompany the administrator's report. If administration deems it appropriate, investigation may continue even absent a Level 2 written complaint by the complainant.

Level 2 Complaint

Level 2 complaints may be submitted either initially to report any incidents of possible harassment or as a follow-up to an unsatisfactory resolution of a level 1 attempt to resolve a harassment complaint. In the latter case, the Level 1 complaint is to be submitted to or by the teacher and/or administrator originally consulted, who will then forward it to the Superintendent of Schools, as appropriate, for action.

The Level 2 complaint will be made on appropriate forms and be accompanied by copies of any applicable reports. The appropriate forms will solicit the specifics of the complaint including the names of the complainants, name(s) of the alleged harassers, date(s) and place(s) of the incidents, description(s) of the speech or behavior, names of any witness(es), and additional relevant information concerning the allegations and information

concerning any previous action taken to resolve this matter.

Appeal Procedure – Level 3

The complainant(s) or the accused harasser(s) may appeal to the next supervisory level or to the Board of Education if there is dissatisfaction with a formal investigation's conclusion as to whether harassment has occurred or with any remedial action taken, provided they have successfully adhered to and followed Level 1 and Level 2 procedures. The appeal must include reference to the original complaint and a statement of the reason for the appeal. The Superintendent of Schools or finally the Board of Education will be provided copies of all relevant reports concerning the specific action being appealed along with the appeal document.

Legal Reference: Title VII, Civil Rights Acts, 42 U.S.C. 2000e, et seq.

~~29 CFR 1604.11 EEOC Guidelines on Sex Discrimination.~~

~~Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.~~

~~34 CFR Section 106.8(b), OCR Guidelines for Title IX.~~

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~~[10-153](#) Discrimination on Account of marital status.~~

~~[17a-101](#) Protection of children from abuse.~~

Regulation approved: March 17, 2014

WOODBIDGE SCHOOL DISTRICT

Woodbridge, Connecticut

**WOODBIDGE SCHOOL DISTRICT
HARASSMENT COMPLAINT REPORT**

LEVEL 1

Student: Please detail the nature of the complaint, setting forth names and dates, as appropriate.

Teacher/Administrator: Please detail the nature of the complaint, setting forth names and dates, as appropriate; and the response of the individual against whom the complaint is made.

Finding the Action Taken:

Signature of Teacher/Administrator: _____

Date: _____

Reports of harassment shall be treated with all appropriate confidentiality.

**WOODBIDGE SCHOOL DISTRICT
HARASSMENT COMPLAINT REPORT**

LEVEL 2

Name of Complainant: _____

Student's Parents/Guardian: _____

Home Address: _____ Telephone: _____

Date of Incident: _____ Time of Incident: _____ Date Reported: _____

Location of Incident: _____

Complaint Filed Against: _____

Witness: _____

_____	Name	_____	Address	_____	Telephone
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_____	Name	_____	Address	_____	Telephone
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_____	Name	_____	Address	_____	Telephone
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Details (description) of complaint: (Please attach any additional information/documentation as necessary)

Recommended Action/Action Taken: _____

Signatures (Acknowledgments):

Complaint: _____ Date: _____

Parent/Guardian: _____ Date: _____

Subject of Investigation: _____ Date: _____

Principal: _____ Date: _____

Superintendent: _____ Date: _____

Reports of harassment shall be treated with all appropriate confidentiality.

**WOODBIDGE SCHOOL DISTRICT
HARASSMENT COMPLAINT APPEAL**

LEVEL 3

Names(s) and Position(s) of Appeal Initiator: _____

Name(s) and Position(s) of Original Complainant: _____

Date of Original Complaint: _____

Date of Appeal: _____

This appeal is being submitted to the:

Superintendent _____ Board of Education _____

What is/are the decision(s) and/or remedial action(s) being appealed? _____

Why is/are the decision(s) and/or remedial action(s) being appealed? _____

_____ Name of Appealing Party _____ Date

Reports of harassment shall be treated with appropriate confidentiality



Connecticut Association of Boards of Education, Inc.



2022 LEGISLATIVE PRIORITIES

While the COVID-19 pandemic continues to impact all aspects of our lives and tests our resilience, Connecticut school districts are supporting students and families in unprecedented ways that have many positive implications.

CABE urges the legislature to:

- Strengthen the support for social and emotional learning through professional development for educators, resource for students, parents and community members, and an expanded pipeline of mental health professionals.
- Remove the cap on the special education Excess Cost Grant.
- Provide supports for increasing interdistrict partnerships.
- Support programs that promote attracting, training, hiring and retaining educators from diverse backgrounds.

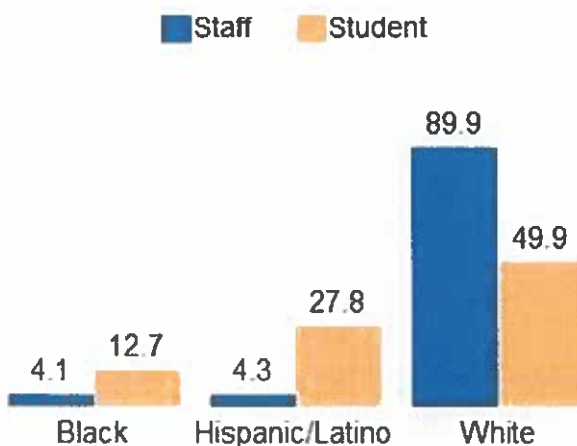


*CABE Mission Statement:
To assist local and regional boards of education in providing high quality education for all Connecticut children through effective leadership.*

For over a century CABE has been the collective voice of more than 1,300 board of education members across the State. As CABE has grown, so has our prominence as a leader in shaping public education programs – helping Connecticut prepare for the increasingly competitive 21st Century.

CABE's positions reflect the commitment of board of education members to promote public participation through local lay control of public education, to promote equal opportunity and a high quality education for all of Connecticut's public school children, and to increase public awareness of education issues.

Percentage by Race/Ethnicity, 2020-21 ⓘ



Source: Connecticut State Department of Education



Connecticut Association of Boards of Education, Inc.
*The Leading Voice for Connecticut
Public Education*

81 Wolcott Hill Road, Wethersfield, CT 06109
860.571.7446
www.cabe.org

CABE urges legislators to analyze each piece of legislation by asking

“How will this legislation promote student achievement?”

and

**“What is the fiscal and administrative impact on
local communities?”**

Patrice A. McCarthy

Deputy Director and General Counsel pmccarthy@cabe.org

Sheila McKay

*Senior Staff Associate for Government Relations
smckay@cabe.org*

CABE Update

WBOE February 28, 2022

Board Member Engagement

- Legislative Breakfast
1/28/2022
 - 2022 CABE Legislative Priorities
- Board Meeting Fundamentals:
2/23/2022
 - Access available in CABE Library
- New Board Member Orientation Packet

Upcoming Events

- March 8th webinar: *Leading Civil Meetings*
- March 10th: CABE Virtual Day on the Hill
 - CABE Affinity Groups
 - April 25th: School Multidisciplinary Threat Assessment Virtual Training



WOODBIDGE SCHOOL DISTRICT

40 Beecher Road – South
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent
jbudd@woodbridgeps.org

MEMORANDUM

TO: Woodbridge Board of Education

FROM: Jonathan S. Budd, Ph.D., Superintendent

DATE: February 24, 2022

RE: February 28 Regular Meeting:
Executive Session

- (1) Discussion of A Matter Which Would Result in the Disclosure of Records Exempt from Disclosure based on Attorney-Client Privilege
- (2) Discussion of Matters Concerning Security Strategy, the Deployment of Security Personnel, and/or Devices Affecting Public Security

In accordance with Connecticut General Statutes § 1-200 *et seq.*, I recommend that the Board of Education support the following motion:

Move that we enter Executive Session to discuss a matter which would result in the disclosure of records exempt from disclosure based on attorney-client privilege discuss matters concerning security strategy, the deployment of security personnel, and/or devices affecting public security, and, and invite the Superintendent to join the Board for both topics, and the Interim Director of Business Services and Operations to join the Board for the first topic.