



REGULAR BOARD OF EDUCATION MEETING

Monday, April 25, 2022 7:00 PM

Hybrid in Town Council Chambers or use the link below to join the webinar:

<https://glastonburyus-org.zoom.us/j/86906828095?pwd=SWt6dTFOeE14SjBxTU5UWkRvSzVDUT09>
Passcode: 621801, Or Telephone: US: +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 6833 , or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 869 0682 8095

Glastonbury Town Hall
2155 Main Street
Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Awards and Recognition
 - A. CTCOLT Art Award Recipients
 1. Nadja Bergen
Max Gulbrandsen
Katharine Thompson
 - B. 2021-2022 Connecticut Regional Scholastic Art Award Recipients
 1. Cindy Chen
Sofia Brummitte
Ruby Toolan
4. Student Representatives' Report
 - A. Ben Wilkinson, Class of 2022
 - B. Jade Wong, Class of 2023
5. Informal Session for Public Comment
6. Business Requiring Action
 - A. Staff Resignations (consent)
 1. Carol Benoit
 2. Kelly Cruess
 3. Beth Eisenberg
 4. Erin Gatto

5. Janet Giola
6. Rosanne Johnson
7. Maggie Mule
8. Rita Oleksak
9. Paula Reis
- B. Approval of April Budget Revision to the Approved 2021-2022 Board of Education Budget
- C. Approval of Student Trip to FFA Convention in Indianapolis, Indiana
- D. Approval of Glastonbury High School Student Trip to Paris and Dinard, France
- E. Approval of Glastonbury High School Baseball Team Trip to Cooperstown, New York
- F. Approval of Smith Middle School Student Trip to Salamance, Spain
- G. Approval of Board of Education Policy #5118.1 (Children of Out of Town Board of Education Employees)
- H. Approval of Board of Education Policy #3240 (Tuition Fees)
- I. Approval of Board of Education Policy #411811/4218.11 (Non Discrimination)
- J. Approval of Board of Education Policy #6141.2 (Technology and Instruction)
7. Reports and Discussion
 - A. School Report
 1. Gideon Welles School
 2. Nayaug School
 - B. The Magnet School student participation tuition report for 2021-2022.
 - C. STEAM Lab Update
 - D. Glastonbury Education Foundation
8. Approval of Minutes
 - A. Special Meeting Minutes of March 24, 2022
 - B. Meeting Minutes of March 28, 2022
 - C. Special Hearing Meeting, April 6, 2022
9. Committee Reports
10. Chairman's Reports
11. Superintendent's Report
 - A. April 1, 2022 Enrollment Report
 - B. School Suspension Report, March 2022
 - C. Self Insurance, March 2022
 - D. Dates to Remember
12. Adjournment
 - A. Please note: It is possible that the Board of Education may go into Executive Session

1st place, Upper Elementary

Nadja Bergen

Teacher: Magali
Hannegan

Nayaug Elementary
School



1st place, Upper Elementary

Max Gulbrandsen

Teacher: Colleen
Brennan,

Hopewell Elementary
School



GRAND PRIZE

Katharine
Thompson

Teacher:

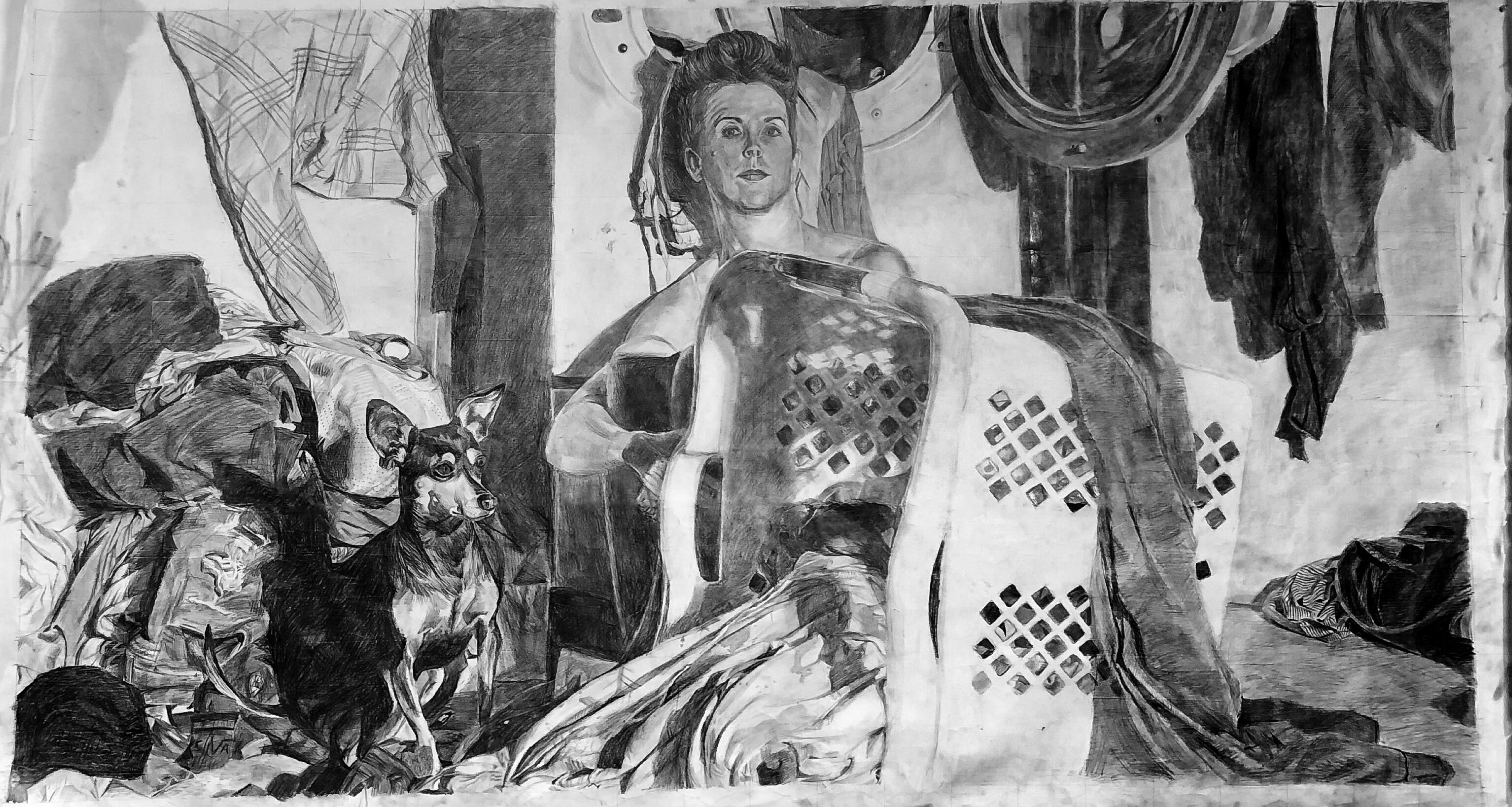
Barbara Dougan,

Glastonbury

High School







Public Comments for BOE Meeting (Responses) 2022

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
4/12/2022 10:32:02	Nancy Hemstreet Eaton	62 Williams Glen Way	<p>To The Board of Education & Dr. Bookman:</p> <p>I have been a town resident since 1983, and my daughters graduated from Glastonbury High School in the 1990s. I am alarmed by what I have learned about the school system as it is being run today.</p> <p>I have learned that Dr. Nancy Bean, GHS Principal; Kate Lund, GHS Head of English; Dr. Tonya Claiborne, Director EDI (the Equity, Diversity, & Inclusion Council); Gretchen Spector and Jemal Graham, EDI members, invited two gender fluid children to give a presentation at February's EDI ZOOM meeting. In that meeting, Mr. Graham addressed keeping student information secret from parents. During recent mandatory Voices assemblies for Juniors and Sophomores, an outside consultant firm was paid \$11,500 (an outsized sum no matter the topic) to coordinate presentations during which the slide deck stressed to students that they were to keep the assemblies' content secret from parents.</p> <p>This is disturbing information to withhold from parents. The transgender population is vulnerable and at high risk. Medically, 'transgender' is diagnosed as Gender Dysphoria. The academic journal Transgender Health found that in over 10K transgender-patient medical records, 58% had at least one psychiatric diagnosis. Most common were depression and anxiety, but also common were schizophrenia, PTSD, ADHD, and substance use disorders. Parents are the most important people to bring into a private conversation about their child. They are their child's best advocate. If this information is kept secret from parents, they will not be able to make timely decisions with and for their child.</p> <p>Another reason parents need to know what is going on with their child: this at-risk population can go to Manchester Planned Parenthood and get testosterone or estrogen cross-sex hormones without the knowledge of their parents. The Internet provides these students with the information to self-diagnose without any objective adult guidance or intervention. It is vital that parents are not kept in the dark about their children.</p> <p>Parents have a right to know what their children are being taught and exposed to in their schools. Residents have a right to know what their taxes are supporting. Most of all, minor students should never be encouraged or outright told to keep secrets from their families. This immense breakdown of trust between the Glastonbury Public Schools and the people it serves should be investigated and rectified immediately.</p> <p>Concerned, Nancy Hemstreet Eaton</p>
4/20/2022 17:57:59	Jill Durall	73 Shagbark Road, Glastonbury	<p>To the Board of Education:</p> <p>Much transgender fanfare and advocacy comes from mass media in an echo chamber of non-profit agencies, pharmaceutical companies and activist physicians. I am going to focus on one physician, a psychiatry fellow at Stanford University, Jack Turban, MD.</p> <p>When you read Dr. Turban's curriculum vitae, you want to believe that he would not lead you astray. You would be wrong. Dr. Turban is a Twitter addict whose bio page reads #queer and #trans. If you go there beware. Both sites are pornographic. He supports puberty blockers, cross-sex hormones and transgender surgery for children. He says any psychotherapy other than affirmative therapy is harmful.</p> <p>Dr. Turban's publications are biased. He has had to retract some of his publications. He likes to use data from a 2015 U.S. Transgender Survey with seriously compromised methodology and thus low quality data. Survey data can not be used to show causation. You cannot claim that 'if this', 'then that' is proven.</p> <p>The mass media loves his biased conclusions. He and his co-authors use the media to widely publish and repeat their propaganda. Even the White House press secretary announces his conclusions as gospel. The echo chamber is loud and hard to resist.</p> <p>Where does the pro-transgender funding come from? Follow the money, it will lead you in a circle:</p> <p>Pfizer produces Estradiol, the female hormone used by boys/men transitioning to girls/women. Pfizer funds Dr. Turban. Pfizer funds the Human Rights Campaign, an activist LGBTQ organization. Pfizer funds the Endocrine Society, they endorse puberty blockers for children. (More on them below.) Pfizer funds the American Academy of Child and Adolescent Psychiatry (AACAP) which advocates for puberty blockers, cross-sex hormones and transgender surgery...in children. The AACAP in turn funds Dr. Turban. To give him more credibility, they gave him the Pilot Research Award.</p> <p>Arbor is a pharmaceutical company that makes Triptodur injection, a puberty blocker. Arbor gave Dr. Turban at least \$15K.</p> <p>Sincerely, Jill Durall</p>

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4/20/2022 18:00:49	Jill Durall. page 2	73 Shagbark Road, Glastonbury	<p>Page 2 The ACLU promotes gender affirmation. The ACLU pays Dr. Turban to be an expert witness.</p> <p>Other players in this money exchange include: Allergan which makes products used in transgender surgery. AbbVie makes the puberty blocker Lupron. The Trevor Project advocates for the LGBTQ community.</p> <p>Allergan and AbbVie have each given the Trevor Project \$50K. AbbVie gave at least \$20K to the Endocrine Society (see above).</p> <p>It is time that we look at transgender information from mass-media talking heads and biased academics with a critical perspective. Think carefully about what you already perceive as truth. Think about the children that are being misled, even harmed.</p> <p>Sincerely, Jill Durall</p>
4/21/2022 14:08:59	Nicole DiCicco	84 Ridgewood Rd.	<p>To whom it may concern: my husband and I moved to town less than a year ago, in large part due to the excellent schools. It worries us that a new curriculum may be introduced which could be harmful to young kids, which many parents may be unaware of. Specifically, we are concerned about sexual education that may be taught to very young children (as in kindergarten) that we, as parents, do not wish our child to be introduced to at such a young age. Will the BOE be opting out of such a curriculum? If not, what can parents do to opt out and protect their children from the harm of being subjected to such content at such a young age?</p>
4/25/2022 7:29:31	Heather Simon	807 Main St	<p>At the last BOE meeting I wrote in commenting on the Whole Child curriculum and asking questions. The topic was covered quickly and discussed as though it is simply a middle or high school health class rather than what it is. The curriculum has 12 hours of sexual education beginning in kindergarten. There are topics on the curriculum framework related to safe and unsafe touch, masturbation, gender identity and expression, explanation of sexual activity to include vaginal, anal, and oral and many other topics that parents are concerned about. Historically the majority of these topics have been reserved for parents and parents and pediatricians to go over.</p> <p>Most of us understand the need for a clinical discussion of sex in middle and high school, but what is the reasoning for introducing these topics to 5,6,7 year olds?</p> <p>Cheri Burke mentioned that the curriculum hasn't been looked at yet but teachers have received professional development on it. How is that possible?</p> <p>Will parents consent be obtained prior to these discussions?</p> <p>Many want to opt out entirely, not just of one lesson. How will that work?</p> <p>And finally, where can parents obtain the sexual education lesson plans, program materials and anything else being used by teachers?</p>
4/25/2022 8:24:55	Tony DiLoreto	79 Candlewood Rd	<p>I've been following the recent story about K-3 curriculum including sex education. As a father of two this concerns me. In my view, sex is a sensitive topic that should be introduced by parents to their children at the time of the parents choosing. Children are still innocent at this age and should be focusing on social skills and assimilating into society. At the very earliest I would think 7th or 8th grade would be appropriate to at least have some very general discussions about sex education. But I firmly believe parents should ultimately decide when is the right time to have the "birds and the bees" talk. I do hope on behalf of my fellow citizens with children in school that Glastonbury reconsiders introducing sex or any sensitive content to elementary school children. Our town has an exemplary reputation for its schools. Introducing sensitive content at such a young age will only serve to erode that.</p>
4/25/2022 10:16:35	MaryJo Dunn	142 Addison Road, Glastonbury, CT 06033	<p>Hi, My name is MaryJo Dunn. I wanted to add a statement to the record because I've been absolutely horrified to learn of the proposed explicit material that would be taught to grades K through 3. I really don't understand what the thought process is exposing our children to this at such a young age. I have 4 year old twins and I know that they would never be prepared for any of this and I'm happy to say that. They are little girls and this would be completely inappropriate. We are steering further and further away from parents having the rights to teach and guide their own children. These topics should be discussed at home when they are age appropriate. I am all for having teachers do whatever they wish with their private lives but it doesn't have to be part of what is taught to our children whether they are gay, straight, transgender etc. The fact that we are steering away from even using the terms boy and girl is absurd to me. I truly can't believe we are even having these discussions. If this becomes part of the curriculum we will not have our children attend public school. I really hope our concerns will be taken seriously. Thank you.</p>

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4/25/2022 11:05:50	Lisa Mendum	45 Candlewood Road	<p>I have noticed on the Program of Studies for Smith Middle School and Glastonbury High School that the Board of Ed members, names of whom are ALL listed out on these documents, state that "The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its education programs or activities because of race, creed, color, national origin, religion, gender, sexual orientation, gender identity or expression, marital status, veteran status, civil air patrol status, age, or disability, subject to the conditions and limitations established by law."</p> <p>I am referencing this section of text in relation to recent suggestions of inappropriate library material and curriculum specifically relating to sexual orientation, gender and gender identity. It seems that a particular member no longer wishes to abide by these exclusions.</p>
4/25/2022 11:17:21	Audrey Smith	53 Belle Woods Dr	<p>Hello. My name is Audrey Smith. I live at 53 Belle Woods Dr and I have 2 kids in the town schools. I have 2 questions for Ms. Jennings about her proposed school library books audit. I'll start by saying that I Do understand your concern about books with strong sexual content. But parents can have schools restrict their child's access to any books they choose, whether it be entire genres of books or individual titles. To me, that sufficiently addresses your accessibility issue so why are parental restrictions on access not a solution for you? Also, it's very unclear what the next steps would be after a book audit is completed - what would happen to the books that are flagged? Thank you for considering my questions.</p>
4/25/2022 11:44:13	Nicole Janine Hankard	17 Kettle Pond Drive	<p>Our children our innocent until deemed otherwise. Until they experience or are taught. As a parent of a 6 year old girl in the Glastonbury Public School System, I think my voice and opinion as a parent should be heard and considered. I will choose when I feel it is appropriate to teach my young child about sensitive topics such as sexuality, masturbation, transgender identities, critical race theory and so on so forth. The public schools do not have my support in teaching this to my child and I would like to have our curriculums reviewed, our libraries audited and permission asked before such topics are taught to my child. I urge you to change how you are tainting our children at such a young, impressionable age and how this is not appropriate for the school system to be doing so. It is my choice as a parent to choose when and how my child learns about these sensitive topics! And it is my job to protect the innocence of my children. Sincerely, a severely agitated parent. Nicole Hankard</p>
4/25/2022 12:00:24	J. Monaghan	86 Main Street, Glastonbury CT 06073	<p>Referring to the proposed curriculum related to sexual education and gender studies. This subject matter is presumably a sensitive area of education for parents and families, for a variety of differing and valid reasons. As such, I am curious as to whether there would be reasonable options or accommodations available for students whose families have decided they would not like their child introduced to these concepts at school. Perhaps a study hall for students whose parents do not want them introduced to the topics or a notice given to parents which would allow the parents to plan for and keep their children home on the day the controversial curriculum is taught?</p>

**GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT FORM**

Title of Report: FY2021-2022 Spring Revised Budget

Board Meeting Date: April 25, 2022

Action: XX Report: Information: Discussion:

Overview: As we do each year, below you will find the *FY 2021-2022 Education Budget April Revisions* for your review and approval. We continue to see savings and additional expenditures throughout the budget as a result of COVID 19. Because of this, revisions will be needed in various programs throughout the budget: salaries, instructional supplies, leased office supplies, legal, and technology replacement.

Some of the line items that have been impacted since the last revision include reductions and increases to the following accounts:

- Program 0300 Elementary Education - Reduction to In-Class Tutors/Paras \$44,981, Increase in Lang. Arts/Math-Tutors/Paras \$134,773 and Reduction to Magnet School Tuition \$13,981
- Program 2100 Operations & Maintenance – Reduction to Leased Office Space \$70,562, Increase to Special Projects \$300,000, and Increase to Replacement Equipment \$56,000
- Program 2200 Utilities – Reduction to Power \$95,500
- Program 2700 Special Education – Decrease in Legal \$100,000, Increase in Excess Costs Revenue \$292,511
- Program 2800 Athletics & Clubs – Increase to Supplies/Uniforms \$50,000
- Program 3200 Secondary Operations - Reduction to Magnet School Tuition \$17,090
- Program 3300 Systemwide Support - Increase to New/Replacement Equipment \$150,000
- Program 3400 Fringe Benefits/Substitutes – Decrease to Substitute Teachers \$100,000, Decrease to Health Insurances \$106,002, and Decrease to Unemployment Comp \$10,000
- Program 3600 Technology Support Services - Increase to Technology Replacement \$71,200

Submitted By: Karen Bonfiglio

Reviewed By: Alan Bookman

2021 - 2022

***BOARD OF EDUCATION
APPROVED BUDGET***

SPRING REVISED

April 25, 2022

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

PROGRAM 0200: ART

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	11.60	11.60	12.20	12.20	12.20
SALARIES					
ADMINISTRATIVE	127,354	102,742	106,021	106,021	106,021
TEACHERS	1,024,264	1,054,216	1,125,045	1,111,668	1,111,668
FIELD TRIPS	0	0	250	250	250
SUBTOTAL	1,151,618	1,156,957	1,231,316	1,217,939	1,217,939
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	42,673	74,563	40,000	40,000	48,000
OTHER					
DUES/FEES	334	435	300	300	300
TOTAL	1,194,625	1,231,955	1,271,616	1,258,239	1,266,239

PROGRAM 0300: ELEMENTARY EDUCATION K - 6

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	1.80	1.80	1.80	1.80	1.80
TEACHERS	148.00	148.00	148.00	149.00	149.00
 SALARIES					
ADMINISTRATIVE	281,407	292,277	298,124	298,124	298,124
TEACHERS	13,515,469	13,795,548	14,305,741	14,170,703	14,170,703
PARAPROFESSIONALS, P-T, SCIENCE	17,573	0	16,598	16,598	16,598
IN-CLASS TUTORS/PARAS	154,007	71,208	165,601	165,601	120,620
SUMMER SCHOOL (AE)	12,770	3,234	10,000	0	0
LANG.ARTS/MATH -TUTORS/PARAS	607,179	709,968	649,888	649,888	784,661
DRIVERS/EARLY LITERACY PROGRAM (NA)	4,335	0	3,000	0	0
FIELD TRIPS	4,932	0	15,000	15,000	15,000
SUBTOTAL	14,597,672	14,872,235	15,463,952	15,315,914	15,405,706
 PURCHASED SERVICES					
EXPLORING THE ARTS (GW)	7,555	7,515	8,000	8,000	8,000
MAGNET SCHOOL	80,813	40,824	110,000	60,000	46,019
SUBTOTAL	88,368	48,339	118,000	68,000	54,019
 SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	515,271	246,015	311,385	311,385	311,385
TECHNOLOGY - SOFTWARE	64	4,375	6,590	9,869	9,869
SUBTOTAL	515,335	250,390	317,975	321,254	321,254
 OTHER					
DUES/FEES	5,711	0	7,200	7,200	7,200
 GRANT					
TOTAL EXPENDITURES	15,207,086	15,170,964	16,191,416	16,003,564	16,079,375
GRANT OFFSET			(284,289)	(291,196)	(291,196)
BUDGET TOTAL	15,207,086	15,170,964	15,907,127	15,712,368	15,788,179
 Grants Actual Expenditures					
TITLE I	156,263	167,878			
PROJECT CHOICE - EARLY BEGINNINGS,	63,875	62,350			
ACADEMIC & SOCIAL SUPPORT AND	33,000	54,000			
OPEN CHOICE					
TOTAL	253,138	284,228			

PROGRAM 0400: ENGLISH 7-12/READING & LANGUAGE ARTS K-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.50	0.50	0.50	0.50	0.50
TEACHERS (ENGLISH)	29.00	29.00	29.00	29.00	29.00
TEACHERS (READING)	13.00	13.00	13.00	13.00	13.00
SALARIES					
ADMINISTRATIVE	74,457	81,188	82,812	82,812	82,812
TEACHERS (ENGLISH)	2,783,147	2,969,317	3,053,436	3,053,736	3,053,736
TEACHER (READING)	1,300,175	1,350,748	1,380,164	1,380,164	1,380,164
FIELD TRIPS (ENGLISH)	0	0	300	300	300
SUBTOTAL	4,157,779	4,401,253	4,516,712	4,517,012	4,517,012
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS (ENGLISH)	8,310	7,076	6,000	6,000	6,000
INSTRUCTIONAL MATERIALS (READING)	6,473	7,880	6,000	6,000	6,000
TESTING MATERIALS (READING)	2,506	4,215	9,685	9,685	9,685
TECHNOLOGY SOFTWARE (ENGLISH)	13,500	12,075	12,075	12,075	12,075
SUBTOTAL	30,789	31,246	33,760	33,760	33,760
TOTAL	4,188,568	4,432,499	4,550,472	4,550,772	4,550,772

PROGRAM 0500: MATHEMATICS 7-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.60	0.60	0.60	0.60	0.60
TEACHERS	27.20	27.20	27.20	27.20	27.20
SALARIES					
ADMINISTRATIVE	95,515	97,426	99,374	99,374	99,374
TEACHERS	2,524,390	2,618,334	2,716,395	2,730,620	2,730,620
TUTORS	27,504	36,815	30,456	30,456	30,456
MATH LAB SUPV.	2,250	4,500	4,500	4,500	4,500
FIELD TRIPS	43	0	200	200	200
SUBTOTAL	2,649,702	2,757,075	2,850,925	2,865,150	2,865,150
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	6,144	11,553	11,000	11,000	11,000
TECHNOLOGY - SOFTWARE	2,332	5,919	3,000	3,000	3,000
SUBTOTAL	8,476	17,472	14,000	14,000	14,000
OTHER					
DUES/FEES	2,382	1,649	2,500	2,500	2,500
TOTAL	2,660,560	2,776,196	2,867,425	2,881,650	2,881,650

PROGRAM 0600: SCIENCE 7-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.50	0.50	0.50	0.50	0.50
TEACHERS	33.00	33.00	32.00	32.00	32.00
PARAPROFESSIONALS	3.00	3.00	3.00	3.00	3.00
SALARIES					
ADMINISTRATIVE	79,596	81,188	82,812	82,812	82,812
TEACHERS	3,240,509	3,232,363	3,322,600	3,331,797	3,331,797
PARAPROFESSIONALS	94,243	94,878	96,873	96,873	96,873
FIELD TRIPS	2,416	0	3,000	3,000	3,000
TUTOR CREST LAB	18,263	31,544	30,456	30,456	30,456
SUBTOTAL	3,435,027	3,439,973	3,535,741	3,544,938	3,544,938
PURCHASED SERVICES					
TRANSPORTATION/MENTOR PROGRAM	12,836	625	16,000	16,000	16,000
PRINTING	1,085	695	800	800	800
SUBTOTAL	13,921	1,320	16,800	16,800	16,800
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	60,043	109,367	60,000	60,000	60,000
TECHNOLOGY SOFTWARE	2,122	10,260	6,000	8,165	8,165
SUBTOTAL	62,165	119,627	66,000	68,165	68,165
OTHER					
DUES/FEES	1,630	750	2,500	2,500	2,500
TOTAL	3,512,743	3,561,671	3,621,041	3,632,403	3,632,403

PROGRAM 0700: HISTORY & SOCIAL SCIENCE 7-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.60	0.60	0.60	0.60	0.60
TEACHERS	22.40	22.40	22.40	22.40	22.40
SALARIES					
ADMINISTRATIVE	95,515	97,426	99,374	99,374	99,374
TEACHERS	2,166,192	2,227,826	2,307,760	2,275,077	2,275,077
FIELD TRIPS	0	0	200	200	200
SUBTOTAL	2,261,707	2,325,252	2,407,334	2,374,651	2,374,651
PURCHASED SERVICES					
RESOURCE SPEAKERS	150	0	1,500	1,500	1,500
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	7,907	5,750	8,000	8,000	8,000
TECHNOLOGY SOFTWARE	1,565	9,501	12,500	12,500	12,500
SUBTOTAL	9,472	15,251	20,500	20,500	20,500
OTHER					
DUES/FEES	75	0	2,000	2,000	2,000
TOTAL	2,271,404	2,340,502	2,431,334	2,398,651	2,398,651

PROGRAM 0900: CAREER & TECHNICAL EDUCATION

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.90	0.90	0.90	0.90	0.90
TEACHERS	14.20	14.20	14.20	14.20	14.20
SALARIES					
ADMINISTRATIVE	146,873	146,138	149,062	149,062	149,062
TEACHERS	1,386,954	1,382,313	1,430,375	1,421,053	1,421,053
TRANSPORT/TECHNICAL SCHOOLS	21,629	16,611	23,006	31,000	31,000
FIELD TRIPS	763	0	1,000	1,000	1,000
SUBTOTAL	1,556,219	1,545,062	1,603,443	1,602,115	1,602,115
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	46,149	81,735	55,000	55,000	61,600
TECHNOLOGY SOFTWARE	4,500	4,500	5,000	5,000	5,000
SUBTOTAL	50,649	86,235	60,000	60,000	66,600
GRANT					
TOTAL EXPENDITURES	1,606,868	1,631,297	1,708,451	1,707,123	1,713,723
GRANT OFFSET			(45,008)	(45,008)	(45,008)
BUDGET TOTAL	1,606,868	1,631,297	1,663,443	1,662,115	1,668,715
Grants Actual Expenditures					
PERKINS	34,009	39,457			

PROGRAM 1000: COMMUNITY SERVICES

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
CUSTODIANS	2.50	2.50	2.50	2.50	2.50
SECRETARIAL	0.75	0.75	0.75	0.75	0.75
SALARIES					
CUSTODIAL, HIGH SCHOOL	128,013	134,094	136,630	136,755	136,755
SECRETARIAL	48,518	49,469	49,469	50,437	50,437
PART-TIME/OVER-TIME, SYSTEMWIDE	133,873	18,476	170,197	170,197	170,197
AUDIO-VISUAL SERVICES	19,724	10,379	28,526	28,526	28,526
SUBTOTAL	330,128	212,418	384,822	385,915	385,915
SUPPLIES/MATERIALS					
SUPPLIES	12,110	17,235	16,000	16,000	16,000
TOTAL EXPENDITURES	342,238	229,653	400,822	401,915	401,915
CUSTODIAL FEE OFFSET	(12,130)	0	(30,000)	(30,000)	(30,000)
BUDGET TOTAL	330,108	229,653	370,822	371,915	371,915

PROGRAM 1100: PACE/MATH & SCIENCE RESOURCE

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
TEACHERS	6.00	6.00	6.00	6.00	6.00
SALARIES					
TEACHERS	577,729	596,257	624,530	624,530	624,530
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	1,198	4,933	2,000	2,000	2,000
OTHER					
DUES/FEES	1,395	0	2,000	2,000	2,000
TOTAL	580,322	601,190	628,530	628,530	628,530

PROGRAM 1300: WORLD LANGUAGES (1-12) & ELL

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
TEACHERS	40.40	40.40	40.40	40.60	40.60
TEACHERS (ELL)	1.40	1.40	1.40	1.40	1.40
SALARIES					
ADMINISTRATIVE	159,192	162,376	165,624	165,624	165,624
TEACHERS	3,761,084	3,833,024	3,938,620	3,945,368	3,945,368
TEACHERS (ELL)	144,975	148,064	150,987	150,987	150,987
FOREIGN LANGUAGE SUPV.	2,076	0	4,007	4,007	4,007
TUTORS (ELL)	149,147	172,538	197,964	197,964	197,964
FIELD TRIPS	1,355	0	3,000	3,000	3,000
FIELD TRIPS (ELL)	0	0	1,000	1,000	1,000
SUBTOTAL	4,217,829	4,316,002	4,461,202	4,467,950	4,467,950
PURCHASED SERVICES					
NATIONAL COMPETITION	4,511	5,280	4,500	4,500	4,500
RESOURCE SPEAKERS/ARTISTS	1,794	904	5,250	5,250	5,250
INTERPRETER SERVICES	11,607	6,820	12,000	12,000	12,000
SUBTOTAL	17,912	13,004	21,750	21,750	21,750
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	18,530	37,446	22,500	22,500	22,500
INSTRUCTIONAL MATERIALS/ELL	12,436	25,707	21,000	21,000	21,000
TECHNOLOGY SOFTWARE	8,262	6,993	12,000	12,000	12,000
SUBTOTAL	39,228	70,146	55,500	55,500	55,500
OTHER					
DUES/FEES	30,190	32,439	36,048	36,048	36,048
GRANT					
TOTAL EXPENDITURES	4,305,159	4,431,591	4,618,417	4,625,165	4,625,165
GRANT OFFSET			(43,917)	(43,917)	(43,917)
BUDGET TOTAL	4,305,159	4,431,591	4,574,500	4,581,248	4,581,248
Grants Actual Expenditures					
TITLE III	12,828	15,025			
ASIAN SOCIETY	6,112	11,331			
TOTAL	18,940	26,356			

PROGRAM 1400: SCHOOL COUNSELING

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
COUNSELORS	18.00	18.00	18.00	18.00	18.00
PSYCHOLOGISTS	12.00	14.00	14.00	14.00	14.00
SECRETARIAL	5.00	5.00	5.00	5.00	5.00
SALARIES					
ADMINISTRATIVE	159,192	162,376	165,624	165,624	165,624
COUNSELORS	1,670,146	1,731,896	1,803,081	1,803,081	1,803,081
PSYCHOLOGISTS	1,108,213	1,306,559	1,378,037	1,330,361	1,330,361
SUMMER HELP, CERTIFIED	64,478	54,721	60,559	60,559	60,559
SECRETARIAL	237,689	249,641	259,442	264,572	264,572
PARA, P-T/SMITH SCHOOL	11,264	11,589	12,077	12,077	12,077
SUBTOTAL	3,250,982	3,516,782	3,678,820	3,636,274	3,636,274
PURCHASED SERVICES					
SCHOLASTIC APTITUDE TEST	1,695	3,500	3,500	3,500	3,500
COLLEGE PLANNING PROGRAMS	3,395	975	5,450	5,450	5,450
SUBTOTAL	5,090	4,475	8,950	8,950	8,950
SUPPLIES/MATERIALS					
SUPPLIES	7,552	5,613	11,500	11,500	11,500
50-YEAR REUNION	0	0	1,000	1,000	1,000
TECHNOLOGY - SOFTWARE	26,220	22,345	28,034	28,034	28,034
SUBTOTAL	33,772	27,958	40,534	40,534	40,534
OTHER					
DUES/FEES	20	0	500	500	500
TOTAL	3,289,864	3,549,215	3,728,804	3,686,258	3,686,258

PROGRAM 1500: HEALTH EDUCATION & PHYSICAL EDUCATION

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	21.20	21.20	21.20	21.20	21.20
SALARIES					
ADMINISTRATIVE	127,354	115,854	132,499	132,499	132,499
TEACHERS	1,899,330	1,944,312	2,010,888	1,982,980	1,982,980
LIFEGUARD	3,480	1,610	2,760	2,760	2,760
FIELD TRIPS	0	0	686	686	686
SUBTOTAL	2,030,164	2,061,776	2,146,833	2,118,925	2,118,925
PURCHASED SERVICES					
HUMAN GROWTH SEMINAR	3,554	4,147	4,147	4,147	4,147
RESOURCE SPEAKERS	570	0	1,000	1,000	1,000
PRINTING	0	0	500	500	500
SUBTOTAL	4,124	4,147	5,647	5,647	5,647
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	10,398	32,020	15,000	15,000	15,000
TECHNOLOGY - SOFTWARE	1,297	1,715	1,297	1,297	1,297
SUBTOTAL	11,695	33,735	16,297	16,297	16,297
OTHER					
DUES/FEES	2,682	3,488	3,740	3,740	3,740
TOTAL	2,048,665	2,103,146	2,172,517	2,144,609	2,144,609

PROGRAM 1600: HEALTH SERVICES

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
NURSES	12.70	12.80	12.80	14.80	14.80
SALARIES					
NURSES	721,798	703,775	771,135	822,185	846,756
PARAPROFESSIONAL	10,248	11,151	10,349	10,349	10,349
NURSES, P-T	19,008	18,933	22,938	22,938	22,938
SUMMER HELP	9,849	0	9,800	9,800	9,800
SUBTOTAL	760,903	733,860	814,222	865,272	889,843
PURCHASED SERVICES					
MEDICAL ADVISOR	1,000	1,000	1,200	1,200	1,200
LIABILITY INSURANCE	688	741	771	796	796
SUBTOTAL	1,688	1,741	1,971	1,996	1,996
SUPPLIES/MATERIALS					
SUPPLIES	12,573	6,136	8,000	8,000	8,000
PUBLICATIONS	0	0	225	225	225
SUBTOTAL	12,573	6,136	8,225	8,225	8,225
OTHER					
TRAVEL	49	0	900	900	900
TOTAL	775,213	741,737	825,318	876,393	900,964

PROGRAM 1900: LIBRARIES/MEDIA CENTERS

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
MEDIA SPECIALISTS	9.00	7.00	7.00	7.00	7.00
PARAPROFESSIONALS	11.00	11.00	11.00	11.00	11.00
SALARIES					
LIBRARIANS/MEDIA SPECIALISTS	873,384	696,443	716,364	709,317	709,317
PARAPROFESSIONALS	341,191	321,140	344,264	307,002	307,002
SUMMER, CERTIFIED/CLASSIFIED	3,137	2,969	5,000	5,000	5,000
SUBTOTAL	1,217,712	1,020,551	1,065,628	1,021,319	1,021,319
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	77,958	90,246	70,000	70,000	70,000
TECHNOLOGY - SOFTWARE	35,191	38,869	38,870	38,870	38,870
SUBTOTAL	113,149	129,115	108,870	108,870	108,870
OTHER					
DUES/FEES	660	660	1,000	1,000	1,000
TOTAL	1,331,521	1,150,327	1,175,498	1,131,189	1,131,189

PROGRAM 2000: MUSIC

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.80	0.80	0.80	0.80	0.80
TEACHERS	17.20	17.20	17.40	17.40	17.40
SALARIES					
ADMINISTRATIVE	127,354	129,901	132,499	119,131	119,131
TEACHERS	1,556,641	1,618,845	1,681,387	1,694,634	1,694,634
FIELD TRIPS	1,637	0	3,600	3,600	3,600
SUBTOTAL	1,685,632	1,748,746	1,817,486	1,817,365	1,817,365
PURCHASED SERVICES					
GUEST CONDUCTORS	750	600	2,800	2,800	2,800
ARTIST IN RESIDENCE	2,000	200	4,500	4,500	4,500
SUBTOTAL	2,750	800	7,300	7,300	7,300
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	16,964	20,362	20,475	20,475	20,475
TECHNOLOGY SOFTWARE	1,102	4,662	2,600	2,600	2,600
SUBTOTAL	18,066	25,024	23,075	23,075	23,075
OTHER					
ENTRANCE FEES/DUES	688	490	1,570	1,570	1,570
EQUIPMENT					
NEW	0	0	0	0	0
REPLACEMENT	40,097	26,418	14,500	14,500	14,500
SUBTOTAL	40,097	26,418	14,500	14,500	14,500
TOTAL	1,747,233	1,801,478	1,863,931	1,863,810	1,863,810

PROGRAM 2100: OPERATIONS & MAINTENANCE

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
SUPERVISION	4.00	4.00	4.00	4.00	4.00
SECRETARIAL	1.00	1.00	1.00	1.00	1.00
CUSTODIANS	55.50	55.50	57.50	57.50	57.50
MAINTAINERS	12.00	12.00	12.00	12.00	12.00

SALARIES

SUPERVISION	333,881	337,178	347,300	347,300	347,300
SECRETARIAL	52,861	54,204	55,578	56,680	56,680
CUSTODIAL	2,987,278	2,979,967	3,218,084	3,210,959	3,210,959
CUSTODIAL, PART-TIME	77,328	162,551	0	0	0
MAINTENANCE	759,140	808,271	839,442	839,442	839,442
SUMMER/ PART-TIME	70,005	66,752	80,000	80,000	80,000
COVERAGE	132,361	200,103	170,000	170,000	170,000
SUBTOTAL	4,412,854	4,609,027	4,710,404	4,704,381	4,704,381

PURCHASED SERVICES

TESTING/INSPECTION/MONITOR	58,632	105,747	103,855	103,855	103,855
CONTRACTED SVCS.-BY BUILDING	570,773	433,137	515,800	515,800	515,800
CONTRACTED SVCS.-SYSTEMWIDE	219,222	196,939	223,900	223,900	223,900
MAINTENANCE PROJECTS, CONTR.	327,740	133,928	127,000	127,000	127,000
INSURANCE-PROPERTY/BOILER	169,589	182,695	190,002	196,255	196,255
VEHICLE MAINTENANCE	6,658	5,077	12,000	12,000	12,000
LEASED OFFICE SPACE	449,907	429,684	289,643	289,643	219,081
SUBTOTAL	1,802,521	1,487,207	1,462,200	1,468,453	1,397,891

SUPPLIES/MATERIALS

CUSTODIAL SUPPLIES	208,322	289,982	216,772	216,772	216,772
MAINTENANCE SUPPLIES	147,740	145,042	125,700	125,700	125,700
MAINTENANCE PROJECTS, SUPL.	90,262	99,595	90,000	90,000	90,000
TECHNOLOGY - SOFTWARE	11,573	13,656	13,657	13,657	13,657
SUBTOTAL	457,897	548,275	446,129	446,129	446,129

OTHER

TRAVEL REIMBURSEMENT	11,011	10,800	10,800	10,800	10,800
SPECIAL PROJECTS	696,338	1,413,110	290,000	290,000	590,000
DUES/FEES	1,678	1,994	2,000	2,000	2,000
SUBTOTAL	709,027	1,425,904	302,800	302,800	602,800

EQUIPMENT

NEW	119,495	22,050	0	0	0
REPLACEMENT	66,477	3,492	70,000	70,000	126,000
SUBTOTAL	185,972	25,542	70,000	70,000	126,000

TOTAL

	7,568,271	8,095,955	6,991,533	6,991,763	7,277,201
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LINKS REVENUE OFFSET

	41,730	0	(50,000)	(50,000)	(50,000)
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BUDGET TOTAL

	7,610,001	8,095,955	6,941,533	6,941,763	7,227,201
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PROGRAM 2200: UTILITIES

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
WATER	135,119	135,477	134,683	134,683	134,683
SEWER	38,838	24,326	29,967	29,967	29,967
POWER	1,272,877	1,301,291	1,585,178	1,585,178	1,489,678
GAS, MISC.	16,864	18,512	22,286	22,286	22,286
HEAT (OIL/GAS)	394,990	376,214	494,241	494,241	494,241
ENERGY CONSERVATION INITIATIVES	63,994	69,621	67,300	67,300	67,300
TELEPHONE	175,285	164,795	152,000	152,000	152,000
TELECOMMUNICATIONS	15,084	15,584	25,000	25,000	25,000
TELECOM REPAIR/MNTC	4,198	13,424	20,000	20,000	20,000
TELECOMMUNICATIONS/NEW EQUIPMENT	0	0	2,000	2,000	2,000
TOTAL	2,117,249	2,119,244	2,532,655	2,532,655	2,437,155

PROGRAM 2300: PROGRAM & STAFF DEVELOPMENT

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
PROGRAM DEVELOPMENT					
CURRICULUM DEVELOPMENT	148,161	190,807	145,000	145,000	145,000
TEST SCORING	15,814	16,428	38,000	38,000	38,000
TESTING SUPPLIES	24,766	21,547	15,000	15,000	15,000
INSTRUCTIONAL SUPPLIES	2,296	248	5,000	5,000	5,000
RECRUITMENT	746	717	1,000	1,000	1,000
SUBTOTAL	191,783	229,746	204,000	204,000	204,000
STAFF DEVELOPMENT					
PROF.MTGS., ADMINISTRATORS	10,789	3,688	6,000	6,000	6,000
PROF.MTGS., CERTIFIED	180,675	92,915	140,000	140,000	140,000
PROF.MTGS., CLASSIFIED	4,071	2,624	9,000	9,000	9,000
TEACHERS COLLEGE PROJECT	93,999	62,931	20,000	20,000	20,000
PROFESSIONAL DUES	8,315	7,771	6,500	6,500	6,500
TUITION REIM.-TEACHERS	125,000	98,823	187,500	187,500	187,500
TUITION REIM.-ADMINS.	7,200	16,612	25,000	25,000	25,000
TUITION REIM.-SECY/PARA/NON-CONTRACT	1,474	1,050	7,000	7,000	7,000
SUBTOTAL	431,523	286,415	401,000	401,000	401,000
OTHER					
PUBLICATIONS	23,119	18,270	10,000	10,000	10,000
GRANT					
TOTAL EXPENDITURES	646,425	534,430	712,754	718,161	718,161
GRANT OFFSET			(97,754)	(103,161)	(103,161)
BUDGET TOTAL	646,425	534,430	615,000	615,000	615,000
Grants Actual Expenditures					
TITLE II	82,702	84,511			
TITLE IV	11,405	13,244			
TOTAL	94,107	97,755			

PROGRAM 2400: TRANSPORTATION

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
SUPERVISION	1.00	1.00	1.00	1.00	1.00
SECRETARIAL	1.00	1.00	1.00	1.00	1.00
BUS YARD PERSONNEL	6.00	6.00	6.00	6.00	6.00
SALARIES					
SUPERVISION	88,826	90,569	92,346	92,346	92,346
SECRETARIAL	49,667	56,048	55,578	56,680	56,680
DAY RATE DRIVERS	1,691,767	1,717,530	1,735,137	1,761,563	1,761,563
MISC. DRIVER ACTIVITIES	35,579	66,806	51,758	51,758	51,758
OVERTIME	19,575	34,046	35,705	35,705	35,705
SCHOOL CROSSING GUARDS	105,569	120,563	117,694	117,694	117,694
IN-SERVICE TRAINING	8,199	14,137	25,060	25,060	25,060
BUS YARD PERSONNEL	351,290	358,547	360,389	363,389	363,389
MAGNET SCHOOL DRIVERS	27,345	8,707	29,165	29,165	29,165
SUBTOTAL	2,377,817	2,466,952	2,502,832	2,533,360	2,533,360
PURCHASED SERVICES:					
VEHICLE RENTAL	22,150	21,504	43,790	43,790	43,790
MEDICAL ADVISOR	12,078	14,379	14,000	14,000	14,000
PUPIL/BUS SAFETY EDUC.	5,600	7,584	7,615	7,615	7,615
REPAIRS/PARTS	306,550	263,892	320,000	320,000	320,000
MAGNET SCHOOL VEH. RENTAL	18,021	11,928	15,106	15,106	15,106
INSURANCE/VEHICLE	112,604	121,043	125,885	130,027	130,027
CONTRACTED TRAINING	1,330	0	6,775	6,775	6,775
SUBTOTAL	478,333	440,330	533,171	537,313	537,313
SUPPLIES/MATERIALS					
FUEL	242,866	218,458	301,000	301,000	301,000
MAGNET SCHOOL FUEL	13,905	15,062	10,200	10,200	10,200
LUBRICANTS	13,795	13,823	16,790	16,790	16,790
TIRES/TUBES	60,813	34,300	60,750	60,750	60,750
SUPPLIES/UNIFORMS	17,263	20,420	16,000	16,000	16,000
PUBLICATIONS	0	846	200	200	200
TECHNOLOGY - SOFTWARE	33,205	42,211	47,720	47,720	47,720
SUBTOTAL	381,847	345,119	452,660	452,660	452,660
OTHER					
TRAVEL	3,676	4,409	6,335	6,335	6,335
DUES/FEES	4,072	5,179	6,000	6,000	6,000
SUBTOTAL	7,748	9,588	12,335	12,335	12,335
EQUIPMENT					
NEW	3,935	1,850	0	0	0
REPLACEMENT	383,025	426,878	405,500	405,500	405,500
SUBTOTAL	386,960	428,728	405,500	405,500	405,500
TOTAL EXPENDITURES	3,632,705	3,690,717	3,906,498	3,941,168	3,941,168
MAGNET SCHOOL OFFSET	(17,800)	(10,600)	(19,500)	(19,500)	(19,500)
BUDGET TOTAL	3,614,905	3,680,117	3,886,998	3,921,668	3,921,668

PROGRAM 2700: SPECIAL EDUCATION PRE K-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	7.60	7.60	7.60	7.60	7.60
SPECIAL ED TEACHERS	46.80	48.80	48.80	49.90	49.90
SPEECH TEACHERS	9.80	9.80	9.80	9.80	9.80
SOCIAL WORKER	0.00	0.00	1.00	1.00	1.00
SECRETARIAL	5.00	5.00	5.00	5.00	5.00
PARAPROFESSIONALS	38.00	38.00	39.00	39.00	39.00
GENERAL SERVICES DRIVERS	2.00	2.00	2.00	2.00	2.00
CERTIFIED - IDEA B GRANT	6.00	6.00	5.00	5.00	5.00
CLASSIFIED - IDEA B GRANT	10.25	10.25	9.50	9.50	9.50
TEACHER - PRE-SCHOOL GRANT	0.50	0.50	0.50	0.50	0.50
SALARIES					
ADMINISTRATIVE	1,018,496	1,045,444	1,083,192	1,083,211	1,083,211
TEACHERS (SPECIAL ED)	4,153,347	4,337,176	4,550,887	4,624,736	4,624,736
TEACHERS (SPEECH)	957,804	981,616	1,004,075	1,004,075	1,004,075
SOCIAL WORKER	0	0	70,580	70,580	70,580
SECRETARIAL	260,629	265,920	268,609	273,949	273,949
PARAPROFESSIONALS	1,060,155	1,069,429	1,146,296	1,154,099	1,154,099
TUTORS	616,826	627,723	628,000	628,000	628,000
PARAPROFESSIONALS, P-T	1,012,228	917,729	1,019,339	1,019,339	1,019,339
OCCUP./PHYS. THERAPY	455,835	493,344	525,000	525,000	525,000
VAN DRIVERS/MONITORS	519,974	492,660	564,065	611,749	611,749
DRIVERS(GENERAL SERVICES)	102,201	104,108	105,208	108,330	108,330
ALT. AFTER-SCHOOL PROGRAMS	3,694	22,908	60,000	60,000	60,000
SUMMER PROGRAMS	210,679	151,734	215,000	178,567	178,567
FIELD TRIPS	4,685	168	10,000	10,000	10,000
SUBTOTAL	10,376,553	10,509,958	11,250,251	11,351,635	11,351,635
PURCHASED SERVICES					
VEHICLE RENTAL	157,229	157,136	160,350	160,350	160,350
TUITION	3,650,561 ¹	3,794,458 ²	4,053,175	4,327,278	4,327,278 ³
AUDIOLOGICAL MNTC.	38,191	32,794	50,000	50,000	50,000
COCHLEAR IMPLANT SUPPORT	7,444	7,934	7,500	7,500	7,500
INTERPRETER SERVICES	4,426	2,026	4,500	4,500	4,500
HEARING IMPAIRED	12,677	40,940	50,000	50,000	50,000
EVALUATIONS	197,966	179,927	155,000	155,000	155,000
WORK EXPERIENCE PROGRAM	0	0	3,000	0	0
LEGAL FEES	172,048	62,049	200,000	200,000	100,000
SUBTOTAL	4,240,542	4,277,264	4,683,525	4,954,628	4,854,628
SUPPLIES/MATERIALS					
SUPPLIES	64,983	70,927	75,000	75,000	75,000
OTHER					
DUES & FEES	142	0	1,520	1,520	1,520
EQUIPMENT					
NEW	0	0	0	0	0
EXCESS COST OFFSET			(1,100,000)	(1,400,000)	(1,692,511)
BUDGET TOTAL	14,682,220	14,858,149	14,910,296	14,982,783	14,590,272
Links Revenue Offset:					
1.	\$640,396				
2.	\$888,649				
3.	\$758,000				

PROGRAM 2800: ATHLETICS & CLUBS

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	1.00	1.00	1.00	1.00	1.00
SUPPORT STAFF	2.50	2.50	2.50	2.50	2.50
SALARIES					
SUPERVISION	159,192	162,376	165,624	165,624	165,624
SUPPORT STAFF	142,527	124,054	140,325	135,221	135,221
COACHES	638,287	661,250	696,517	696,517	696,517
LIFEGUARDS	6,776	4,208	8,000	8,000	8,000
INTRAMURALS	12,661	4,941	16,000	16,000	16,000
STUDY HALL MONITORS	0	0	1,000	1,000	1,000
ACTIVITY ADVISORS	270,343	250,986	300,500	300,500	300,500
TRANSPORTATION/ATHLETIC	44,161	30,251	63,650	63,650	63,650
TRANSPORTATION/ACTIVITY	20,546	17,839	25,280	25,280	25,280
TRANSPORTATION/CLUBS	939	0	2,000	2,000	2,000
SUBTOTAL	1,295,432	1,255,905	1,418,896	1,413,792	1,413,792
PURCHASED SERVICES					
PHYSICIAN	0	0	500	500	500
GAME/PRACTICE EXPENSES	154,496	79,626	177,009	177,009	177,009
RECONDITIONING/REPAIRS	21,156	10,320	17,800	17,800	17,800
OFFICIALS	34,842	36,185	58,380	58,380	58,380
G.H.S. NEWSPAPER	0	0	2,500	2,500	2,500
LITERARY MAGAZINE	0	2,965	3,300	3,300	3,300
ATHLETIC TRAINING SERVICES	26,340	40,400	45,000	45,000	45,000
MATH LEAGUE	0	0	1,400	1,400	1,400
VEHICLE RENTAL	32,190	31,840	70,761	70,761	70,761
INSURANCE	23,265	23,265	23,265	23,265	23,265
SUBTOTAL	292,289	224,601	399,915	399,915	399,915
SUPPLIES/MATERIALS					
SUPPLIES/UNIFORMS	55,145	145,019	55,731	55,731	105,731
TECHNOLOGY - SOFTWARE	4,054	26,000	20,000	20,000	20,000
ELEMENTARY ACTIVITY CLUB	343	746	1,500	1,500	1,500
SMITH MIDDLE ACTIVITY CLUB	1,587	138	4,000	4,000	4,000
HIGH SCHOOL ACTIVITY CLUB	5,320	1,515	6,000	6,000	6,000
SUBTOTAL	66,449	173,418	87,231	87,231	137,231
OTHER					
LEAGUE DUES/EXPENSES	3,260	2,405	3,380	3,380	3,380
TOTAL	1,657,430	1,656,329	1,909,422	1,904,318	1,954,318

PROGRAM 3000: AGRISCIENCE & TECHNOLOGY 9-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	0.10	0.10	0.10	0.10	0.10
TEACHERS	3.00	3.00	3.00	3.00	3.00
SALARIES					
SUPERVISION	16,320	16,238	16,562	16,562	16,562
TEACHERS	245,613	255,912	267,479	267,979	267,979
SECRETARIAL, P-T	13,899	14,333	16,000	16,000	16,000
STUDENT HELP, P-T	2,427	1,920	2,500	2,500	2,500
FIELD TRIPS	684	123	1,000	1,000	1,000
SUBTOTAL	278,943	288,526	303,541	304,041	304,041
SUPPLIES/MATERIALS					
INSTRUCTIONAL MATERIALS	22,220	22,072	24,000	24,000	33,700
PRINTING/PUBLICATIONS	691	330	800	800	800
SUBTOTAL	22,911	22,403	24,800	24,800	34,500
OTHER					
STUDENT SUPERVISION	0	0	1,200	1,200	1,200
TEACHERS TRAVEL/MEETINGS	0	0	800	800	800
SUBTOTAL	0	0	2,000	2,000	2,000
EQUIPMENT					
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	64,781	0	0	0	0
TOTAL	366,635	310,929	330,341	330,841	340,541

PROGRAM 3100: ELEMENTARY OPERATIONS K-6

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	6.00	6.00	6.00	6.00	6.00
SECRETARIAL	6.00	6.00	6.00	6.00	6.00
PARAPROFESSIONALS	12.00	12.00	12.00	12.00	12.00
SALARIES					
ADMINISTRATIVE	988,406	1,008,020	1,028,024	1,028,024	1,028,024
SECRETARIAL	389,778	394,630	394,254	385,081	385,081
CLERICAL, P-T	8,336	11,302	21,544	21,544	21,544
PARAPROFESSIONALS	299,351	298,857	310,373	304,321	304,321
GREETERS	125,431	117,202	144,082	144,082	144,082
TEAM LEADERS STIPENDS (GW)	14,415	14,750	14,750	15,045	15,045
PARAPROFESSIONALS, P-T	267,470	300,354	259,539	259,539	299,322
SUBTOTAL	2,093,187	2,145,116	2,172,566	2,157,636	2,197,419
PURCHASED SERVICES					
PRINTING	272	0	750	750	750
COPIERS	166,573	158,890	145,000	145,000	145,000
SUBTOTAL	166,845	158,890	145,750	145,750	145,750
SUPPLIES/MATERIALS					
PUBLICATIONS	25	232	500	500	500
SUPER STAR PROGRAM (GW)	0	0	500	500	500
SCHOOL FUNCTION COSTS	1,507	1,732	17,500	17,500	17,500
SUBTOTAL	1,532	1,964	18,500	18,500	18,500
OTHER					
TRAVEL REIMBURSEMENT	9,960	6,209	18,000	18,000	18,000
DUES/FEES	0	0	500	500	500
SUBTOTAL	9,960	6,209	18,500	18,500	18,500
TOTAL	2,271,524	2,312,179	2,355,316	2,340,386	2,380,169

PROGRAM 3200: SECONDARY OPERATIONS 7-12

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	8.00	8.00	8.00	8.00	8.00
SECRETARIAL	13.50	13.50	13.50	13.50	13.50
PARAPROFESSIONALS	7.00	7.00	7.00	7.00	7.00
IN-SCHOOL SUSPENSION MONITOR	1.00	1.00	1.00	1.00	1.00
SECONDARY STAFFING	0.00	(2.00)	(1.00)		
SALARIES					
ADMINISTRATIVE	1,302,827	1,331,566	1,360,385	1,371,494	1,371,494
SECRETARIAL	769,371	796,195	797,713	813,507	813,507
PARAPROFESSIONALS	214,121	226,605	209,880	209,880	209,880
IN-SCHOOL SUSPENSION MONITOR	32,063	0	34,351	34,351	34,351
SATURDAY PROGRAM (GHS)	5,189	295	10,000	10,000	10,000
SATURDAY SCHOOL SUPV. (SMITH)	2,451	4,425	3,000	3,000	3,000
TEAM LEADERS (SMITH)	26,229	26,550	26,550	27,081	27,081
SECONDARY STAFFING	0	0	(75,000)	0	0
SUBTOTAL	2,352,251	2,385,636	2,366,879	2,469,313	2,469,313
PURCHASED SERVICES					
PRINTING	0	0	1,500	1,500	1,500
MANDATED STUDENT TESTING	0	0	500	500	500
CULTURAL ARTS - SMS/GHS	6,200	73	5,000	5,000	11,520
AWARENESS WEEK/SMITH	848	1,908	1,000	1,000	1,000
NEASC EVALUATIONS	0	0	0	0	0
COPIERS	170,266	123,189	155,000	155,000	155,000
SECONDARY MAGNET	128,231	102,141	140,000	110,000	92,910
SUBTOTAL	305,545	227,311	303,000	273,000	262,430
SUPPLIES/MATERIALS					
SUPPLIES	70,837	41,129	40,000	40,000	33,480
PUBLICATIONS	147	224	1,275	1,275	1,275
GRADUATION EXPENSES	22,993	78,375	50,000	50,000	50,000
SCHOOL FUNCTION COSTS	9,097	2,878	15,500	15,500	15,500
SUBTOTAL	103,074	122,606	106,775	106,775	100,255
OTHER					
TRAVEL REIMBURSEMENT	9,199	7,276	18,000	18,000	18,000
NE & CT ASSOCIATION DUES	9,515	9,910	11,000	11,000	11,000
SUBTOTAL	18,714	17,186	29,000	29,000	29,000
BUDGET TOTAL	2,779,584	2,752,740	2,805,654	2,878,088	2,860,998

PROGRAM 3300: SYSTEMWIDE SUPPORT SERVICES

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
ADMINISTRATIVE	5.00	5.00	6.00	5.00	5.00
OSHA SAFETY OFFICER	0.32	0.32	0.32	0.32	0.32
INFORMATION SPECIALIST	1.00	1.00	1.00	1.00	1.00
ADMIN/BUSINESS SUPPORT STAFF	8.00	8.00	8.00	9.00	9.00
SECURITY SERVICES	16.00	16.00	16.00	16.00	16.00
SALARIES					
ADMINISTRATIVE	986,177	992,659	1,140,813	1,146,885	1,146,885
ADMIN/BUSINESS SUPPORT STAFF	608,857	603,881	665,645	658,789	658,789
INFORMATION SPECIALIST	82,761	88,478	90,230	90,230	90,230
SECURITY SERVICES	653,684	589,528	685,936	685,936	685,936
SECRETARIAL, PART-TIME	7,215	8,244	7,000	7,000	7,000
SECRETARIAL, OVER-TIME	7,797	9,796	10,000	10,000	10,000
SUBTOTAL	2,346,491	2,292,585	2,599,624	2,598,840	2,598,840
PURCHASED SERVICES					
AUDIT	24,000	30,797	20,000	32,000	32,000
LEGAL FEES	1,595	9,758	40,000	30,000	30,000
RESEARCH/REDISTRICT	0	0	0	0	0
EQUIPMENT MAINTENANCE	24,297	31,941	40,000	40,000	40,000
COPIERS	52,047	50,193	60,000	60,000	60,000
LIABILITY INSURANCE	121,901	165,513	182,686	178,325	178,325
FIDELITY BOND	2,771	2,803	3,082	2,938	2,938
INSURANCE DEDUCTIBLES	25,000	58,471	40,000	40,000	40,000
PUBLIC INFORMATION	12,428	13,261	12,500	12,500	12,500
POSTAGE	46,666	47,603	50,000	50,000	50,000
ADVERTISING/RECRUITING	925	1,124	3,500	3,500	3,500
PRINTING	18,050	16,719	18,000	18,000	18,000
ADULT EDUCATION (MANDATED)	74,556	86,809	96,598	96,598	96,598
SUBTOTAL	404,236	514,990	566,366	563,861	563,861
SUPPLIES/MATERIALS					
PUBLICATIONS	324	324	1,000	1,000	1,000
SUPPLIES	52,341	21,866	40,000	40,000	40,000
SECURITY SUPPLIES	3,731	12,193	7,000	7,000	7,000
SUBTOTAL	56,396	34,383	48,000	48,000	48,000
OTHER					
BOARD OF EDUC. EXPENSES	12,538	10,910	14,500	14,500	14,500
SUPT. OFFICE EXPENSES	0	0	2,000	2,000	2,000
SCHOOL FOODS SERVICE DEPT.	0	350,000	0	0	0
PROFESSIONAL MEMBERSHIP/SY	8,300	9,060	12,000	12,000	12,000
PROFESSIONAL EXPENSES	7,856	6,415	7,500	7,500	7,500
TRAVEL	16,766	13,580	20,000	20,000	20,000
CABE DUES	21,361	23,339	22,000	22,000	22,000
CREC DUES	1,255	1,242	1,750	1,750	1,750
SUBTOTAL	68,076	414,545	79,750	79,750	79,750
EQUIPMENT					
NEW/RPLC EQUIPMENT (SYSTEMWIDE)	280,084	380,679	52,064	52,064	202,064
STEAM	0	250,296	300,000	300,000	300,000
SUBTOTAL	280,084	630,975	352,064	352,064	502,064
GRANT					
TOTAL EXPENDITURES	3,155,283	3,887,478	3,657,015	3,653,726	3,803,726
GRANT OFFSET			(11,211)	(11,211)	(11,211)
BUDGET TOTAL	3,155,283	3,887,478	3,645,804	3,642,515	3,792,515

	2019-2020	2020-2021
Grants Actual Expenditures		
ADULT EDUCATION	10,594	11,868

PROGRAM 3400: FRINGE BENEFITS/SUBSTITUTES

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
SALARIES					
SUBSTITUTES (TEACHER)	554,821	486,618	665,000	665,000	565,000
SUBSTITUTES (NURSE)	29,621	32,445	40,000	40,000	40,000
ILLNESS COVERAGE (CLASSIFIED STAFF)	0	0	10,000	10,000	10,000
CONTRACTUAL RETIREMENT/RESIGN	152,506	117,003	125,000	125,000	125,000
SABBATICAL	0	0	0	0	0
NEGOTIATIONS	0	0	108,000	0	0
DEGREE CHANGES	0 ¹	0 ²	100,000	0	0 ³
PERSONNEL TURNOVER	0 ⁴	0 ⁵	(200,000)	0	0 ⁶
SUBTOTAL	736,948	636,066	848,000	840,000	740,000
EMPLOYEE BENEFITS					
DISABILITY INSURANCE	48,633	50,630	53,500	53,500	53,500
LIFE INSURANCE	189,876	190,764	198,000	198,000	198,000
HEALTH INSURANCE	15,646,655	16,289,133	15,423,648	15,541,421	15,435,419
RETIREMENT/CLASSIFIED	2,111,955	2,610,100	2,814,903	2,832,235	2,832,235
SOCIAL SECURITY/EMPLOYER SHARE	2,309,209	2,345,073	2,435,639	2,435,639	2,435,639
WORKERS COMPENSATION	370,775	255,836	281,420	266,196	266,196
UNEMPLOYMENT COMPENSATION	51,923	21,823	50,000	50,000	40,000
EMPL. MANDATED SCREENING	0	0	500	500	500
PROFESSIONAL TECHNICAL SERVICES	14,508	39,981	0	0	0
EMPLOYEE RELATIONS	35,627	54,497	28,000	28,000	28,000
SUBTOTAL	20,779,161	21,857,838	21,285,610	21,405,491	21,289,489
TOTAL	21,516,109	22,493,904	22,133,610	22,245,491	22,029,489

Footnotes:

Degree Changes

1. \$110,565

2. \$77,394

3. \$98,979

Personnel Turnover

4. (504,855)

5. (326,135)

6. (316,987)

PROGRAM 3600: TECHNOLOGY SUPPORT SERVICES

	ACTUAL 2019-2020	ACTUAL 2020-2021	BOARD APPROVED 2021-2022	FALL REVISED 2021-2022	SPRING REVISED 2021-2022
POSITIONS (FTE)					
COORDINATORS	6.00	6.00	6.00	6.00	6.00
TECHNOLOGY SPECIALISTS	16.00	15.00	15.00	15.00	15.00
SECRETARIAL	2.00	2.00	2.00	2.00	2.00
SALARIES					
COORDINATORS	435,140	441,349	474,062	488,886	488,886
TECHNOLOGY SPECIALISTS	838,616	852,818	873,097	886,935	886,935
TECHNOLOGY MAINTENANCE, P-T	82,285	69,323	80,000	80,000	80,000
SECRETARIAL	129,854	81,337	129,918	104,605	104,605
SUBTOTAL	1,485,895	1,444,826	1,557,077	1,560,426	1,560,426
PURCHASED SERVICES					
TECHNOLOGY SUPPORT	162,343	178,882	200,000	200,000	200,000
EQUIPMENT MAINTENANCE/AV	39,166	40,211	40,000	40,000	40,000
COMPUTER MAINTENANCE	45,041	43,678	45,000	45,000	45,000
SUBTOTAL	246,550	262,771	285,000	285,000	285,000
SUPPLIES/MATERIALS					
SOFTWARE	526,677	561,904	560,000	560,000	560,000
SUPPLIES (SYSTEMWIDE)	62,929	52,939	50,000	50,000	50,000
SUBTOTAL	589,606	614,843	610,000	610,000	610,000
PROGRAM/STAFF DEVELOPMENT					
IN-SERVICE, CLASSIFIED	0	0	3,000	3,000	3,000
PROF. MTGS., CLASSIFIED	0	1,047	3,000	3,000	3,000
SUBTOTAL	0	1,047	6,000	6,000	6,000
OTHER					
DUES/FEES	1,214	1,254	2,500	2,500	2,500
VEHICLE LEASE	0	0	0	0	0
SUBTOTAL	1,214	1,254	2,500	2,500	2,500
EQUIPMENT					
TECHNOLOGY REPLACEMENT PROGRAM	1,162,438	1,349,550	1,200,000	1,200,000	1,271,200
REPLACE/REPAIR	36,856	45,117	47,000	47,000	47,000
NEW/AV EQUIPMENT	31,137	30,711	31,000	31,000	31,000
NEW TECHNOLOGY RELATED EQUIPMENT	45,009	41,175	42,100	42,100	42,100
REPLACEMENT/AV EQUIPMENT	56,921	55,953	50,000	50,000	50,000
SUBTOTAL	1,332,361	1,522,506	1,370,100	1,370,100	1,441,300
BUDGET TOTAL	3,655,626	3,847,246	3,830,677	3,834,026	3,905,226

Glastonbury Public Schools

TRAVEL APPROVAL FORM

THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED

INTERNATIONAL _____ US x CT _____

DESTINATION: National FFA Convention- Indianapolis, Indiana

DEPARTURE DATE: 10/25/22 RETURN DATE: 10/29/22

ESTIMATED NUMBER OF PARTICIPANTS: 25-30 WILL ANY SCHOOL TIME BE USED: Yes- 4 days

SPONSORING TEACHER: Jenifer Pantazis COST PER PARTICIPANT: _____

OTHER CHAPERONE(S): Logan Tyler, Sean Walstedt

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: National FFA

SCHOOL(S) PARTICIPATING: GHS

STUDENTS' REQUIREMENTS FOR PARTICIPATION: FFA Member (Active) in Ag Science

PURPOSE OF TRIP: The enhance agricultural education and develop leadership skills. Students will attend motivational speakers events, as well as workshops on leadership. Students will also have the opportunity to learn about internships as well as college that have programs for the facet of agriculture they may be interested in. Student will attend a career fair, and watch their peers in national competitions.

ITINERARY (MAY BE ATTACHED):

Attached.

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS:

Students will learn more about agriculture, personal goals, leadership, college and career readiness, as well as internships. Sudents will bring back information and present them to the chapter.

APPROVAL:

DIRECTOR: [Signature] 3/24/2022
(DATE)

PRINCIPAL(S): [Signature] 3/24/2022
(of first school where trip is taking place) (DATE) (of second school if applicable) (DATE)

PRINCIPAL(S): _____
(of first school where chaperones teach) (DATE) (of second school if applicable) (DATE)

SUPERINTENDENT APPROVAL: [Signature] 3/24/22
(DATE)

Example Itinerary from 2018

Tuesday October 23

5:00 AM- Meet at Bradley International Airport
7:00 AM- Flight from Hartford, CT (BLD) to Chicago, IL (ORD) Flight UA795
8:30 AM- Land in Chicago
10:10 AM- Flight from Chicago, IL to Indianapolis, IN (IND) Flight UA1563
12:14 PM- Land in Indianapolis, IN
12:30 PM- Shuttle to Indy Speedway
3:00 PM Shuttle to Hotel
6:00 PM Dinner
10:00 PM- Curfew- Everyone must be in their rooms!

Wednesday October 24

10:00- 2:00 Convention Center/Workshops (Students will get lunch at convention center)
2:00-5:15- Opening Session 1A
6:00-7:30- Dinner
8:30- Concert at Lucas Oil Stadium
CURFEW- Upon arrival to hotel from concert

Thursday October 25

9:00- Convention Workshops
12:00- Lunch
1-3:30- Study Session and Chapter Reflections
4:00- Dinner
5:30-10:00- Rodeo
Curfew- Upon arrival to hotel

Friday October 26

9:00- 1:00pm - Indianapolis Zoo
10:30 - Dolphin show at Indianapolis Zoo
1:30 - 3:00 - Lunch
3:15 - 5:15 - Convention Center
5:30-7:00 - Hypnotist
7:30 - 9:00 Dinner
CURFEW - Upon arrival to hotel

Glastonbury Public Schools

TRAVEL APPROVAL FORM

THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED

INTERNATIONAL x US CT

DESTINATION: Paris, France and Dinard, France: Collège le Bocage

DEPARTURE DATE: April 1, 2023 RETURN DATE: April 15, 2023

ESTIMATED NUMBER OF PARTICIPANTS: 20 WILL ANY SCHOOL TIME BE USED: Yes

SPONSORING TEACHER: Pamela Caplette and Karen Olivier COST PER PARTICIPANT: \$2,300

OTHER CHAPERONE(S): pending student numbers - third chaperone to be added

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: GPS and Sanditz Travel

SCHOOL(S) PARTICIPATING: Glastonbury High School

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Presently enrolled in French program of studies, in good academic and behavioral standing as per BOE policy, good attendance and successful completion of application process which includes interview and teacher/guidance counselor recommendations.

PURPOSE OF TRIP: Linguistic and cultural exchange with our sister school, Collège le Bocage, in Dinard, France. This exchange, with a long and successful history of making Franco-American friendships, greatly enhances our students' conversational skills, knowledge and appreciation of French culture through immersion in the target language. This will be the 25th year of this exchange and we are asking that this application renew on an annual basis.

ITINERARY (MAY BE ATTACHED): *(dates and details of itinerary are subject to adjustment)*

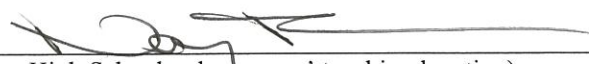
- early evening departure from Bradley Airport on Aer Lingus (anticipated),
- arrival in Paris,
- four school visits to Bocage Middle School and two local high schools - spread over the eight days,
- weekends spent with host families,
- several day excursions:
 - D-Day beaches/American Cemetery/Museum in Caen
 - Saint Malo
 - Dinan (medieval town)
 - Mont Saint Michel
 - Coastal areas in and around Dinard

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS: The French Exchange promotes an understanding between France and the United States by providing first-hand experiences in homes, schools and communities for the students involved. Students will improve their conversational French as well as learn about the everyday cultural differences and similarities of living with a French family. They will be able to see first-hand some of the remarkable monuments in Normandy and Brittany. The prestigious schools that host us are very welcoming and offer specialized visits for our students. Our hosting of the French teachers and students allows all of our participating students, faculty and staff at GHS and families in our local community to participate in, and benefit from, the program. Continuing our exchange with Collège le Bocage will further cement our relationship with the educators and families connected to the school.

=====

APPROVAL:

DIRECTOR:  4.5.22
(DATE)

PRINCIPAL  4/6/22
(of Glastonbury High School - chaperones' teaching location) (DATE)

SUPERINTENDENT APPROVAL:  4/6/22
(DATE)

BOARD OF EDUCATION APPROVAL DATE: _____

Glastonbury Public Schools

TRAVEL APPROVAL FORM

THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED

INTERNATIONAL _____ US X CT _____

DESTINATION: Cooperstown, NY

DEPARTURE DATE: May 14 (May 7, April 30).

RETURN DATE: May 15 (May 8, May 1)

ESTIMATED NUMBER OF PARTICIPANTS: 22 players, 3-5 coaches WILL ANY SCHOOL TIME BE USED: No

SPONSORING TEACHER: Head Coach Dennis Accomando

COST PER PARTICIPANT: Approx. \$180 pp

OTHER CHAPERONE(S): Assistant Coach Larry Kaplan, Assistant Coach Anthony Ruglio, possibly two more coaches.

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: Head coach is planning the trip

SCHOOL(S) PARTICIPATING: Trip would be for members of the varsity baseball team, possibly some JV players

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Members of the 2022 varsity baseball team

PURPOSE OF TRIP: Visit Cooperstown, NY and the Baseball Hall of Fame. Cooperstown is the home of baseball's roots. The experience will not only support team bonding, it will provide exposure to the history of baseball. In previous years, this trip has been planned to include a game. Previous attendees have indicated this trip is a highlight of their season.

ITINERARY (MAY BE ATTACHED): Depart GHS on May 14 (or second, third choice dates included) at 7:00 am. They will travel to Cooperstown on a charter bus. The team will travel to the hotel and sites in Cooperstown on the bus.

The bus will depart Cooperstown on Sunday, returning to GHS at a time that has yet to be determined.

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS: Athletes will be exposed to the roots of baseball and their knowledge of the sport enriched. Traveling together will be a great team bonding opportunity which can benefit the team throughout the season.

APPROVAL:

DIRECTOR: Trish Witkin 4/8/22

(DATE)

PRINCIPAL(S): _____

(of first school where trip is taking place)

(DATE)

(of second school if applicable)

(DATE)

PRINCIPAL(S): James E. Berman 4/12/22

(of first school where chaperones teach)

(DATE)

(of second school if applicable)

(DATE)

SUPERINTENDENT APPROVAL: Alan Bookin

4/14/22

(DATE)

Glastonbury High School Baseball Cooperstown Trip

Dates: first choice May 14th, second choice May 7th, Third choice April 30th

Who will be going and Chaperones:

The 3 Varsity coaches will attend the trip and also serve as chaperones, the freshmen and freshmen coaches will also be invited to attend. This is 3-5 adults that will be attending the trip. The varsity baseball team and a few of the JV players will be attending the trip as well which will be around 22 players. The ratio of Adults to players will be either 7:1 or 5:1. Some parents may also be making the trip who can supervise their children if needed; additional parents can sign up as official chaperones if the school deems this necessary.

Estimated hotel and other costs:

1 night = \$225 including taxes per night for a suite which sleeps 6, we will put 5 in a room.

6 rooms = \$1475

Food: \$60 per player and coaches and bus driver for two days = \$1680 (\$60 x 28)

Hall of fame tickets @ \$10 per x 28 = \$280

Transportation

The team will travel by coach bus to Cooperstown, NY departing from the high school on Saturday morning at 7:00AM and travel to and from the hotel by bus. The bus will be used for transportation to meals as well if the restaurant is not located in the downtown area. The team will return late Sunday afternoon to GHS.

Estimated bus cost: \$2000

Food for driver: \$60, \$30 per day. Accounted for in previous cost

Rom for Driver = \$225 for single room, 1 night, accounted for in previous total

Total: \$2000 for bus

Education Value

Cooperstown, NY is the home to baseball's roots. Providing this experience for our student athletes will help enrich their knowledge on the history and background of the sport. Since the COVID 19 pandemic the players have been isolated from one another and this is a great opportunity to bond and have fun. Many of our players in the past noted this trip as the highlight of their baseball playing careers. This will be a great team building and memory making experience. I was able to do this trip twice during my high school career and I still have very fond memories.

During the trip the players will also visit the hall of fame and get to witness artifacts and rare memorabilia from the sport's greatest moments.

Fundraising

The baseball booster club will help offset costs of the trip. Each year we fundraise with the mindset to "pay it forward" to the next grade. We have worked hard to build up funding to help the program and have many quality fundraisers in place again this year.

Total amount of fundraising money allocated toward trip: \$1300

Hotel	\$1250
Bus and fees	\$2040
Food	\$1680
hall of fame tickets	\$300
Total	\$5270
Cost per player before fundraisers	\$240
Fundraised money	-\$1270
Cost per player after fundraisers	\$180

The cost per player can go down as well if we apply further funds. Right now we are primarily using last year's fundraising money. Lastly, if 1-2 more players this would help divide the costs up even further and bring the cost to \$165 per player.

We sincerely appreciate your consideration of this memorable trip and hope to continue this experience each year for our players.

Glastonbury Public Schools

TRAVEL APPROVAL FORM

THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED

INTERNATIONAL x US CT

DESTINATION: Salamanca, Spain

DEPARTURE DATE: February 17, 2023 RETURN DATE: February 25, 2023

ESTIMATED NUMBER OF PARTICIPANTS: up to 32 students WILL ANY SCHOOL TIME BE USED: Yes

SPONSORING TEACHER: Antoinette Kisluk COST PER PARTICIPANT: \$2,200

OTHER CHAPERONE(S): Kristen Klin, Gina Rodriguez, John Rook

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: Sanditz Travel Agency and Colegio Delibes, Salamanca, Spain

SCHOOL(S) PARTICIPATING: Smith Middle School

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Presently enrolled in 8th grade Spanish in good academic and behavioral standing as per BOE policy, good attendance and successful completion of application process which includes interview and team recommendations.

PURPOSE OF TRIP: The purpose of this Spanish Immersion Program with Colegio Delibes in Salamanca, Spain will greatly enhance our students' conversational skills, knowledge and appreciation of the Spanish culture and way of life through immersion in the target language and culture.

ITINERARY: *(dates and details of itinerary are subject to adjustment)*

- 20 hours of classes (maximum 12 students in each class)
- all material for classes: books, photocopies, etc.
- private tutoring included, when necessary, for individual students
- course certificate for each student at their completed level
- accommodations with host family in double room, full board-one week
- one Spanish conference (seminar) in the conference room
- tour of Salamanca doing the "The Salamanca QUEST"
- Visit to the "Filigrana Charra" with Delibes teacher
- "The literature tour" around the city guided by Delibes teacher
- entrances to all museums, palaces, etc.
- tapas route tour and tasting with Delibes teacher
- after school dance class with professional dancer
- after school cooking class with professional chef
- wifi internet access, computer facilities at Delibes
- medical insurance
- round trip transfer in private bus Madrid (airport)-Salamanca-Madrid
- visit to Madrid in bus on the arrival day and chocolate with churros
- tuition payments insured
- 24 hour emergency phone included for teacher
- one full day excursion to Avila and Segovia; private bus, guide and entrance to the museums included

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS: The Smith Middle School Spanish Immersion Program provides 8th grade students first-hand experiences in homes, school and the community in Salamanca, Spain. Glastonbury students will improve their conversational Spanish as well as learn about the everyday cultural differences and similarities of living with a Spanish family. The students will see first-hand Salamanca and Madrid's historical sights and remarkable monuments. All hosting families are vaccinated.

APPROVAL:

Children of Out-of-Town Board of Education Employees

The Board of Education believes that permitting the children of its non-resident employees to attend its schools may be advantageous in its recruitment efforts. This may be especially beneficial as the district competes for certain highly competitive teaching, administrative and support positions. Accordingly, the children of Board of Education employees who live out-of-town may attend the Glastonbury Public Schools at a special tuition rate approved annually by the Board.

All requests to be included in this program must be endorsed by the superintendent and submitted to the Board for approval. Under normal conditions, students will be accepted only at the beginning of the school year. Notification of acceptance and tuition amount will be sent to out-of-town staff after Board approval. Attendance will be permitted only on a space available basis determined by the superintendent. The parent/guardian will be responsible for transportation to and from school.

The Board of Education instructs the superintendent/ designee to set the tuition for this program annually at **\$1,000 per child**. ~~50% of the district's per pupil cost as published in the most recent Profile and Performance Report (PPR) produced by the Connecticut Department of Education.~~ In addition, any costs for additional services required under an IEP or 504 Plan will be paid by the employee.

~~Children approved for inclusion in this program prior to the start of the 2006-2007 school year will continue to pay a tuition based on the formula for tuition in place in 2005-2006.~~

Policy

Adopted: March 10, 1986

Revised: April 19, 1993

Revised: October 7, 1996

Revised: January 24, 2005

Revised: September 26, 2005

Revised: June 25, 2012

Revised: April 21, 2014

Revised: March 11, 2016

Revised:

Tuition Fees

Where tuition is charged for non-resident pupils who attend the Glastonbury Public Schools, it is established annually by the Board of Education.

In the case of students attending our vocational agricultural program, tuition is calculated using the formula mandated in section 10-65 of the Connecticut General Statutes.

Students enrolling in the district's schools whose parents/guardians intend to but have not yet become Glastonbury residents may be charged a tuition rate based upon the formula mandated for that purpose found in section 10-186 of the Connecticut General Statutes.

Children of non-resident Board of Education employees who attend Glastonbury Public Schools are charged a tuition ~~based upon a formula~~ explained in Policy 5118.1.

Legal Reference: Connecticut General Statutes

10-65 Grants for construction and operating vocational agriculture centers. Tuition charges.
(amended by PA 04-197)

10-186 Duties of local and regional Boards of Education re school attendance.

10-220 Duties of Board of Education

(cf. Policy 5118.1 - Children of Out-of-Town Board of Education Employees)

(cf. Regulation 5118 – Residency Requirements)

Policy

Adopted: October, 1981

Revised: September 26, 2005

Revised:

Nondiscrimination

In compliance with regulations of Title VI of the Civil Rights Act 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, the Civil Rights Act of 1987 and the American with Disabilities Act, the Glastonbury board of Education adopts the following Equal Employment Opportunity and Equal Education Opportunity Policy. The Glastonbury Board of Education prohibits acts of discrimination in all matters dealing with employees and applicants for positions with the school district and endorses the principle of equal employment opportunity in all actions affecting employees and applicants. As an equal opportunity employer, the Glastonbury Board of Education declares that no discrimination based on race, creed, color, national origin, gender, sexual orientation, religion, gender identity or expression, marital status, veteran status, disability or age will exist in the school district with regard to employment, screening candidates for employment or in retention and promotion of employees. Sexual harassment has been established as a form of sexual discrimination as defined by Glastonbury Board of Education Policy 4118.12, in accordance with federal and state law.

The District recognizes that it is a discriminatory practice to request, on an initial employment application, a prospective employee's age, date of birth, dates of attendance at or date of graduation from an educational institution on an initial employment application, unless requesting or requiring such information is based on a bona fide occupational qualification or need, or when such information is required to comply with any provision of state or federal law.

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

Equal Education Opportunity

Pursuant to the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973, no otherwise qualified individual with handicaps shall, solely by reason of such handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program of the Glastonbury Board of Education.

The Civil Rights Compliance Officers for the Glastonbury Board of Education have the responsibility to monitor the compliance of this policy. The names and location of the Civil Rights Compliance Officers are posted in each school annually.

Areas in which employees/applicants shall not be discriminated against, include but are not limited to:

- Hiring and Promotion
- Compensation
- Job Assignments
- Leaves of Absence
- Fringe Benefits
- Labor Organization
- Contracts or Professional Agreements

Personnel – Certified/Classified

Policy 4118.11(a)
4218.11(a)
Revised

Policy

Adopted: October, 1981
Revised: November 14, 2005
Revised: August 12, 2013
Revised: May 22, 2018
Revised: October 4, 2021
Revised:

DISCRIMINATION COMPLAINTS (PERSONNEL)

Any employee or employment applicant who feels that he/she has been discriminated against on the basis of race, creed, color, national origin, religion, gender, sexual orientation, gender identity or expression, marital status, disability, or age may discuss and/or file a grievance with the appropriate compliance officer (Title VI, Title IX, ADA, and Section 504) of the Glastonbury Public Schools. Reporting should take place, in writing, within forty (40) calendar days of the alleged discrimination.

The compliance officer will commence an effective, thorough, objective and complete investigation of the complaint within ten (10) working days after receipt of the complaint. The compliance officer will consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged violator, any witnesses to the conduct, and the 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 investigation process, due process rights will be upheld. No reprisals will be taken or permitted for truthfully asserting a complaint.

The compliance officer 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 violator, and, as appropriate, to all others directly concerned within fifteen (15) working days after receiving the complaint.

If the complainant is not satisfied with the decision of the compliance officer, an appeal in writing may be made to the Glastonbury Board of Education within ten (10) days of receipt of the decision.

The Board within thirty (30) working days, will investigate the complaint and may conduct a hearing to gather additional information. The Board will give a written response within ten (10) working days following the completion of the hearing.

Legal Reference:

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (as amended by PA 21-2 §441.)

46a-51 Definitions as amended by PA 17-127 and PA 21-2)

46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127 and PA 21-69)

P.A. 11-55 An Act Concerning Discrimination

10-153 Discrimination on account of marital status.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, *et seq.*

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, *et seq.*

Connecticut General Statutes § 10-15c and § 46a-81a, *et seq.*

Discrimination on basis of sexual orientation

Section 504 of the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706 (7) (b)..

Public Act 11-55 An Act Concerning Discrimination

American Disability Act of 1989, as amended by the ADA Amendments Act of 2008

Civil Rights Act of 1987.

Title IX Final Rule, May 6, 2020

Regulation

Adopted: March 26, 2012

Revised: August 12, 2013

Revised: October 4, 2021

Revised:

Technology and Instruction

Internet Safety and Acceptable Use of Glastonbury Public Schools (GPS) Technology Systems

~~The purpose of the policy and the following regulation is to explain the rights, responsibilities, etiquette, privacy considerations, security requirements, Internet safety, technology protections measures and possible consequences and liability concerns of accessing Glastonbury Public School's technology systems.~~

Glastonbury Public School believes that access to technology systems, networks, the Internet and other electronic resources is an essential component of every student's learning experience. Usage of all information technology tools in the schools is to exclusively support the education process including but not limited to instruction, assessment, professional development and management of educational tasks.

The Glastonbury Board of Education (**Board**) directs the superintendent/designee to develop and make available to staff, students and their parents/guardians regulations and guidelines to ensure awareness of the responsibilities, ethics, and legal issues associated with using Glastonbury Public School ~~computers,~~ **devices**, networks, electronic resources, the Internet and any other technology based tools. An Acceptable Use Agreement must be signed by all students ~~and/or their parents/guardians (if students are under 18 years of age) in Grades K-12 before they are permitted access to Glastonbury Public Schools technology systems.~~ Students new to Glastonbury and/or their parents/guardians (if students are under 18 years of age) will sign an Acceptable Use Agreement as part of the registration process. ~~In Grades K-12 the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* may be reviewed annually at the beginning of each school year. The signed Acceptable Use Agreement shall be maintained by the administration.~~

The Internet is a global electronic network used by innumerable organizations and individuals. In schools and libraries, the Internet is primarily used as a teaching and learning resource.

The Internet is an unregulated communication environment where information changes constantly. Some of this information may be inappropriate based upon the age and development level of the user. Accordingly, the Glastonbury Public School system continuously takes precautions by installing "filter" applications. ~~and developing specific guidelines to limit student access to inappropriate material.~~ Although these measures cannot totally eliminate the possibility of inadvertent access to objectionable data, such possibilities will be significantly limited.

Users of Glastonbury Public School ~~computers~~ **devices**, tablets/mobile devices, networks, electronic resources, the Internet and any other technology based tools have certain rights and privileges. Infringement upon, or disrespect of, the rights of other members or users may result in the loss of network privileges and other disciplinary action including, but not limited to, suspension, expulsion, termination of employment and/or referral to appropriate law enforcement agencies.

~~The Glastonbury Board of Education~~ **Board** makes no warranties of any kind, whether expressed or implied, for the service it is providing. ~~The Board of Education~~ will not be responsible for any problems suffered while on the Internet. These problems include but are not limited to, loss of data as a result of delays or otherwise, no-deliveries, mis-deliveries, or service interruptions caused by the Internet or users which include errors or omissions. Use of any information obtained through the Internet is at the user's own risk. The Board does not accept any responsibility for the accuracy of information obtained through the Internet.

Policy

Adopted: December 7, 1998

Revised: October 16, 2006

Revised: May 24, 2010

Revised: October 15, 2012

Revised: May 13, 2013

Revised: March 28, 2016

Revised: February 10, 2020

Revised:

GLASTONBURY PUBLIC SCHOOLS
Glastonbury, Connecticut

Technology and Instruction

Internet Safety and Acceptable Use of Glastonbury Public Schools (GPS) Technology Systems

~~The purpose of the policy and this regulation is to explain the rights, responsibilities, etiquette, privacy considerations, security requirements, Internet safety, technology protections measures and possible consequences and liability concerns of accessing Glastonbury Public School's technology systems.~~

I. TERMINOLOGY

Technology Systems - Glastonbury Public School computers, tablets, e-mail, mobile devices, cell phones, networks, electronic resources, information/data systems, the Internet (while accessing it via the GPS network), peripherals, portal and any other technology-based tools.

Users – Any staff (fulltime, part time or temporary) and/or students that access the GPS technology systems.

II. RIGHTS

A. Privacy/Monitoring Notification

All electronic data and communications systems received or continued on the network or any Glastonbury Public Schools technology system are the property of the Glastonbury Public Schools and are to be used only for school-related purposes.

The use of technology systems provided by the school system is restricted to school system business. Technology systems are not to be used for personal or private business. To ensure the proper use of our technology systems, **computer device** use, including, but not limited to e-mails, electronic messaging, Internet use, word processing, and information storage may be monitored at any time by the superintendent/designee. **As part of the monitoring process, the district will retain the capacity to bypass any individual password of a student or other users.** There should be no expectation of privacy when using or accessing school district technology systems.

There also may be a need to access private files as part of regular system maintenance and security audits. An attempt will be made to notify users of this in advance whenever possible. It is important that users recognize the fundamental difference between public and private forms of communication.

B. Equal Access

Users will be granted free and equal access to technology systems as deemed appropriate by GPS administration and/or supervisors. Exploration of the Internet is encouraged if consistent with the mission and policies of the Glastonbury Public Schools. No single user should monopolize a technology system or the network it uses. Personal files or applications are not permitted on the network or technology systems **without official authorization from administration.**

INSTRUCTION

Regulation 6141.2(a)

Revised

Technology and Instruction (continued)

C. Safety

To the greatest extent possible, users of technology systems will be protected from harassment and unwanted contacts. Any user who receives threatening or unwelcome communications should bring them to the attention of a teacher or administrator. Users must be aware that there are many services available on the Internet that could potentially be offensive to certain groups of users. The designers and managers of the technology systems cannot eliminate access to all such services, nor can they identify all of them. Individual users must take responsibility for their own actions when navigating the technology systems.

D. Intellectual Freedom

The technology systems of the Glastonbury Public Schools provide a free and open forum for expression, including differing viewpoints. Users should be aware, however, that others may be openly critical of such opinions. ~~Occasionally, a posted message may be received from outside the local school network with harsh criticism (a practice known as “Flaming” or “Slamming”). It is best not to respond to such attacks. Personal attacks are not an acceptable use of the technology systems at any time.~~ The Glastonbury Board of Education does not officially endorse any opinions stated on the technology systems. Any statement of personal belief is implicitly understood to be representative of the author's individual point of view and not that of the Glastonbury Public Schools.

III. RESPONSIBILITIES

Users need to become familiar with their responsibilities while using the GPS technology systems. Failure to adhere to them may result in the loss of access privileges on the technology systems of the Glastonbury Public Schools and possible disciplinary action including, but not limited to, suspension, expulsion, due process procedures, termination of employment and/or referral to the appropriate law enforcement agencies.

- A. Users have the full responsibility for the use of their account. Users must never share their passwords or account with anyone. All violations of this policy that can be traced to an individual account name will be treated as the sole responsibility of the owner of that account. ~~Under no conditions should users give their passwords to other users.~~
- B. Users must not knowingly degrade or interfere with the performance of the technology systems.

Technology and Instruction (continued)

- C. Users must obey the rules of copyright and fair use. They must respect all legal issues regarding software, information and attributions of authorship. Commercial software may not be installed/downloaded on the technology systems without going through the software review and acquisition process and/or approval by the curriculum director and Chief Technology Officer.
- D. Posting personal communications to a public forum without the original author's prior consent is prohibited. To do this is a violation of the author's privacy. However, all messages posted in a public forum, such as news groups or alias E-mail, may be copied in subsequent communications, so long as proper attribution is given.
- E. Use of the technology systems for any illegal activities is prohibited. Illegal activities include tampering with technology systems' hardware or software, unauthorized entry into technology systems, or vandalism or destruction of technology systems files, unauthorized access to the network and/or information systems. Such activity is considered a crime under state and federal law.
- F. Users must avoid the knowing or inadvertent spread of computer viruses, spam, malware and other nuisance applications. Deliberate attempts to degrade or disrupt system performance of any GPS technology systems or any other computer system on the Internet by spreading computer viruses is considered criminal activity under state and federal law.
- G. Users must employ appropriate language. Profanity or obscenity will not be tolerated on the technology systems. All users should employ language appropriate for school/professional situations as indicated by school codes of conduct and the Connecticut Code of Conduct for School Teachers and Administrators, Board of Education policies and school rules.
- H. Users should avoid offensive or inflammatory speech. Users must respect the rights of others that utilize the technology systems. Personal attacks are unacceptable use of the technology systems.
- I. Impersonations, misrepresentations, anonymity, or pseudonyms are not permitted.
- J. Exemplary behavior is expected in all online applications, collaborative sites or other online communication systems. When visiting locations on the Internet, using video conferencing, screen sharing communication tools, and distance learning environments users must conduct themselves as representatives of the Glastonbury Public Schools and in a manner consistent with all Board of Education policies and district standards/expectations.
- K. Any device provided to staff or students by Glastonbury Public Schools is the property of Glastonbury Public Schools and therefore must be surrendered to appropriate administrators when deemed necessary.
- L. Staff and Students are responsible for the general care of the device that they have been issued by the Glastonbury Public Schools.

INSTRUCTION

Technology and Instruction (continued)

Conduct that is in conflict with the responsibilities outlined in this document will be subject to loss of privileges to use the technology systems of the Glastonbury Public Schools and possible disciplinary action including, but not limited to, suspension or expulsion, due process proceedings, and/or referral to the appropriate law enforcement agencies.

IV. NETWORK ETIQUETTE AND PRIVACY

Users of the Glastonbury Public School Technology Systems are expected to follow the accepted rules of technology etiquette. These rules include, but are not limited to, the following. Users must:

- A. Be polite
- B. Use appropriate language. Users are representatives of the Glastonbury Public Schools. What is written can be viewed in-house and worldwide. Use of offensive or obscene words or any other inappropriate language is prohibited.
- C. Report information relating to illegal activities to a teacher or administrator since there is no guarantee of privacy when using GPS technology systems.
- D. Not share, post or distribute personal information or names, home addresses and phone numbers of any other person while utilizing GPS technology systems.
- E. Not send or encourage others to send abusive messages.
- F. Not disrupt the technology systems in any way.

V. PROHIBITIONS

The use of the technology systems of the Glastonbury Public Schools for illegal, inappropriate, unethical purposes by users is prohibited. More specifically:

- A. Use of the technology systems of the Glastonbury Public Schools to facilitate illegal activity is prohibited.
- B. Use of the technology systems of the Glastonbury Public Schools for commercial or for-profit purposes is prohibited.
- C. Use of the technology systems of the Glastonbury Public Schools for non-educational purposes that do not directly relate to instruction or execution of job functions is prohibited.

INSTRUCTION

Regulation 6141.2(d)

Revised

Technology and Instruction (continued)

- D. Use of the technology systems of the Glastonbury Public Schools for product advertisement, solicitation, political lobbying, advocacy for groups, issues, agencies or entities that are not directly related to the curriculum and instruction is prohibited.
- E. Malicious use of the technology systems of the Glastonbury Public Schools to develop programs that harass other users or infiltrate a technology system and/or damage the software or a computer or system is prohibited.
- F. Harassment, discriminatory remarks, and other anti-social communications/productions on the technology systems of the Glastonbury Public Schools are prohibited. Users should promptly inform appropriate staff of any communications/productions that may be construed as threatening, harassing, or otherwise inappropriate.
- G. The technology systems will not be used to obtain, store, use, access, create, copy or disseminate obscene or pornographic material. There is to be no creation, production, display, storage or transmission of sexually explicit images, messages, or cartoons that contain ethnic slurs, racial epithets, or anything that may be construed as harassment or disparagement of others based on their race, national origin, sex, sexual orientation, age, disability, religious and political beliefs. The technology systems should not be used to solicit others for commercial ventures, religious or political causes, outside organizations, or other non-school related solicitations.
- H. Use of the technology systems of the Glastonbury Public Schools to create, obtain, store, display, copy and/or transmit material likely to be offensive or objectionable to recipients is prohibited.
- I. Use of the technology systems of the Glastonbury Public Schools intentionally to obtain or modify files, passwords, network settings/policies, resources or data belonging to other users is prohibited.
- J. Use of the ~~computer network~~ **technology systems** of the Glastonbury Public Schools to misrepresent other users ~~on the technology systems of the Glastonbury Public Schools~~^[1] **(use another person's password)** is prohibited.
- K. Use of the technology systems Glastonbury Public Schools for fraudulent copying, communication, creation, production or modifications of materials in violation of law is prohibited and will be referred to appropriate authorities.
- L. Loading or use of unauthorized games, program, files and other electronic media is prohibited. Any downloads or installs must be approved by appropriate administrators.
- M. Users will not be allowed on-site or remote access to District technology systems without official authorization **from administration**
- N. The hardware and software of other users shall not be destroyed, modified or abused in any way.

INSTRUCTION

Regulation 6141.2(e)

Revised

Technology and Instruction (continued)

O. Personal computers, software, peripherals, etc. are not allowed onto the technology systems **without official authorization from administration.**

Abuse of any one of the above activities may result in the loss of privileges to the technology systems of the Glastonbury Public Schools and possible disciplinary action including, but not limited to suspension or expulsion, due process proceedings, termination of employment and/or referral to the appropriate law enforcement agencies.

VI. SECURITY/FILTERING

Security on the technology systems is a high priority. If users of the technology systems of the Glastonbury Public Schools identify a security problem, the user must notify a teacher or administrator at once without discussing it or showing it to another user. The user must not use another individual's account. Any user identified as a security risk will be denied access to the technology systems of the Glastonbury Public Schools.

Filtering should be viewed as one of a number of techniques used to manage users' access to the Internet and encourage acceptable use. It should not be viewed as a foolproof approach to preventing access to inappropriate material. Filtering will be used in conjunction with:

- Active classroom supervision while students are using technology systems
- Electronic monitoring of inappropriate access
- Professional development and educational units on ethical and legal uses of computing technology **with the Connecticut Information and Technology Curriculum Framework**

The placement of filters on the District technology systems are viewed as an exercise of the Board's of Education's right to determine educational suitability of materials used in the schools. Filters will be used to block pre-selected sites, block words or phrases, block categories such as chat, newsgroups, etc. In accordance with the Children's Internet Protection Act, filters will be maintained to block websites deemed to be obscene, pornographic, and/or harmful to minors. Additional categories of websites to be blocked will be determined by the superintendent/designee. Users' online activities will be electronically monitored and logged via technology protection measures.

Filtering categories of websites may often block access to sites that are instructionally appropriate for classroom lessons, research projects, and/or other appropriate educational purposes. Staff who wish to have a website unblocked must follow the school district process outlined on the Technology and Information Services section of the GPS Staff Site. If the sites are determined to have valid educational purpose, access to these sites will be unblocked temporarily and/or permanently.

Occasionally, students and/or staff may access websites that are objectionable. These should be reported to the superintendent/designee for consideration to be blocked by the filtering system.

INSTRUCTION

Regulation 6141.2(f)

Revised

Technology and Instruction (continued)

VII. CONSEQUENCES

Users of the technology systems of the Glastonbury Public Schools shall be responsible for damages to the equipment, system and software resulting from deliberate or willful acts.

Failure to follow the procedures and prohibitions listed above may result in the loss of the right to gain access to the technology systems of the Glastonbury Public Schools. Other appropriate disciplinary procedures may take place as needed.

Illegal use of the technology systems of the Glastonbury Public Schools, intentional deletion or damage of files or data belonging to others, and copyright/fair use violations or theft of services will be reported to the appropriate legal authorities for possible prosecution and other consequences.

USERS

Students, teachers, and other staff members from the Glastonbury Public Schools are potential users of the Internet, computers/network and related electronic learning resources provided by the Board. ~~Five user levels are defined for the purposes of organizing supervision for group instruction and personal use of these information resources. All authorized employees must receive training on acceptable use of GPS technology systems prior to working with students.~~

Students in Grades K through 12 will be on a continuum toward being independent users of the Internet, devices, network, related electronic learning resources and other information technologies. The user will take full responsibility for his or her actions.

Students entering Kindergarten will be provided a school issued device to be used for educational and instructional purposes. Students will be allowed to take these devices home in the evening and use them where appropriate during the school day. Students issued devices must abide by all provisions of policy 6141.2 including the following:

When students graduate, withdraw, are expelled, are outplaced or otherwise end their enrollment in the district school for any other reason, they must return their individual school issued device. If the device is lost, stolen and/or damaged, the student/parent or guardian may be responsible for the replacement cost of the device.

USER LEVELS

~~Level I — Students in Pre-kindergarten through and including grade 3 will use the Internet and other technology systems with direct supervision of a teacher or paraprofessional. Direct supervision means that the adult will guide the student through the Internet session and will have a continuous view of the student's computer/Internet interactions. All Internet searches~~

will be conducted using *the Glastonbury Public Schools Preferred Digital Resources for Grades PreK-5*.

~~In grades PreK-3, administrators/teachers will review the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* with all students at the beginning of the year before access is allowed to the computers/network.~~

~~Level II—Students in grades 4 and 5 may access specific web addresses and E-mail accounts as listed or book marked by the teacher when a teacher or paraprofessional is in the same room as the user. Students in grades 4 and 5 may do subject searches and send E-mail with direct supervision of a teacher or paraprofessional. All Internet searches will be conducted using the *Glastonbury Public Schools Preferred Digital Resources for Grades PreK-5*.~~

INSTRUCTION

GLASTONBURY PUBLIC SCHOOLS
Glastonbury, Connecticut
Regulation 6141.2(g)

Revised

Technology and Instruction (continued)

~~In Grade 4-5, administrators/teachers will review the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* with all students at the beginning of the year before access is allowed to the computers/network.~~

~~Level III—Students in Grades 6, 7 and 8 may access specific web addresses and E-mail accounts as listed or book marked by the teacher and may do subject searches and send E-mail when a teacher or paraprofessional is in the same room as the user.~~

~~In Grade 6, parents and students will be asked to read the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* and sign the Acceptable Use Agreement (Policy 6141.2).~~

~~In Grades 7-8, administrators/teachers will review the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* with all students at the beginning of the year before access is allowed to the computers/network.~~

~~Level IV—Students in Grades 9 through 12 will be on a continuum toward being independent users of the Internet, computers/network, related electronic learning resources and other information technologies. The user will take full responsibility for his or her actions.~~

~~In Grades 9-12, administrators/teachers will review the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* with all students at the beginning of the year before access is allowed to the computers/network.~~

~~Students entering Grade 4 will be provided tablets to be used for educational and instructional purposes while they are attending SMS and GHS. Students will be allowed to take these tablets home in the evening and use them where appropriate during the school day. Students issued tablets must abide by all provisions of policy 6141.2 including the following:~~

- ~~The tablet is school property and all users must abide by Policy 6141.2.~~
- ~~Parents and students must sign and return the *Glastonbury Public Schools iPad Acceptable Use Agreement* (see Appendix A) before the tablet can be issued to their child.~~
- ~~Periodically, students may be required to return their tablets for periodic maintenance and compliance of BOE and school policies. This is an opportunity for the district to ensure that the devices are functioning correctly and are being appropriately maintained. All efforts will be made to ensure that this will not interfere with the student's use of the tablet for learning.~~

GLASTONBURY PUBLIC SCHOOLS
Glastonbury, Connecticut

Technology and Instruction (continued)

- ~~When students graduate, withdraw, are expelled, are outplaced or otherwise end their enrollment in the district school for any other reason must return their individual school provided tablet. If the tablet is lost, stolen and/or damaged, the student is responsible for the replacement cost of the tablet.~~
- ~~The student will be responsible for any damage to the tablet, and must return it and accessories to the school in satisfactory condition. The student may be charged a fee for any needed repairs not to exceed the replacement cost of the tablet. Parents may wish to purchase supplemental insurance policy to mitigate loss, theft or accidental damage.~~
- ~~For purposes of security and network manageability, the tablets are equipped with Wi-Fi networking capabilities only and will access the District's network via a managed Wi-Fi connection. No access to 3G or 4G networks will be provided. Students will be allowed to set up wireless networks on their tablets. This will assist them with tablet use while at home. However, students must ensure that they do not adjust settings in such a way as to interfere with Wi-Fi network use at school.~~
- ~~All required instructional and productivity apps, will be provided by the school district.~~
- ~~The software/apps selected and purchased by the school must be installed and remain on the tablet in usable condition and be easily accessible at all times.~~
- ~~Each student may be required to have an Apple account to access and load Apps (if using iPads).~~

Tablet Care

- ~~Students are responsible for the general care of the tablet that they have been issued by the school.~~
- ~~Tablets that are broken or fail to work properly must be taken to the school technology office for an evaluation of the equipment.~~
- ~~Only use a clean, soft cloth to clean the screen, no cleansers of any type (refer to tablet user guide for further instructions).~~
- ~~Cords and cables must be inserted carefully into the tablet to prevent damage.~~
- ~~Tablets must remain free of any writing, drawing, stickers, or labels that are not the property of the Glastonbury Public Schools.~~
- ~~Other recommendations per the tablet's user guide~~

The guidelines below should be followed:

- ~~Tablets must never be left in an unlocked locker, unlocked car or any unsupervised area.~~
- ~~Students are responsible for keeping their tablet's battery charged for school each day.~~

Technology and Instruction (continued)

- ~~Tablets should be carried in a protective case when carried. Some carrying cases can hold other objects (such as folders and workbooks), but these must be kept to a minimum to avoid placing too much pressure and weight on the tablet screen. The screens are particularly sensitive to damage from excessive pressure on the screen.~~
- ~~The tablet screens can be damaged if subjected to rough treatment.~~
- ~~Do not lean on the top of the tablet when it is closed.~~
- ~~Do not place anything near the tablet that could put pressure on the screen.~~
- ~~Do not place anything magnetic on or near the screen.~~
- ~~Do not place anything in the carrying case that will press against the cover.~~
- ~~Clean the screen with a soft, dry cloth or anti-static cloth.~~
- ~~Do not “bump” the tablet against lockers, walls, car doors, floors, etc.~~

~~Level V — The Glastonbury Public Schools staff (including long-term substitutes, interns, student teachers and other temporary staff) and other authorized adult users will be independent users with full responsibility for their actions in accordance with the *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* (Policy 6141.2). Each current and new staff member will receive training on the expectations, responsibilities and acceptable uses of Glastonbury Public Schools technology resources.~~

DISTRICT RESPONSIBILITIES

The following outlines district responsibilities with regard to:

Technology-Systems:

- Respect the privacy of individual user’s electronic data. However, users should be aware that, unless specifically protected by Connecticut’s Freedom of Information statute, all information is in the public domain. Users should not have expectations of personal privacy when utilizing any of the systems. Only authorized staff shall have access to data as required to do so by law, Board policy or terms of *Internet Safety* and *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* (6141.2).
- Take prudent steps to develop, implement, and maintain security procedures to insure system, file, and data integrity.
- Attempt to provide error-free, dependable access to electronic resources.
- Refrain from denying or removing user privileges without just cause.
- Undertake due process against users whose behaviors are not in keeping with the *Internet Safety* and *Acceptable Use of the Glastonbury Public Schools Technology Systems Policy* (6141.2). These actions shall be consistent with Board of Education policy, guidelines, and collective bargaining agreements.

Technology and Instruction (continued)

Instructional Use:

- Develop and implement a process that makes all users aware of their rights and responsibilities and provide user agreements and a system for archiving them.
- Communicate the terms of the Acceptable Use Policy Agreement to parents of students and staff.
- Provide instruction to minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, cyber bullying awareness and response.

Security, Internet Safety and Technology Protection Measures:

In order to maintain the safety of students, staff and resources (related to technology systems /network usage), security and confidentiality of information, and prevent unauthorized usage/intrusion of the Glastonbury Public Schools Technology Systems and Networks, the Department of Technology and Information Services will secure the electronic environment in accordance with the Children’s Internet Protection Act of 2000 **2011** (CIPA) by implementing, maintaining, updating and/or upgrading:

- systems updates as determined by best practices, industry recommendations and/or department recommendations
- firewall services
- anti-virus services
- Internet content filtering services
- network security services and group policies
- nuisance prevention systems (i.e. pop-ups, spam, etc)
- disaster recovery and business continuity systems
- ongoing testing of network security
- internet monitoring and logging services

Legal Reference: Connecticut General Statutes
10-184 Duties of parents
10-186 Duties of local and regional Boards of Education re school attendance
10-220 Duties of Boards of Education,
Section 53a -182b through Section 53a –183, Computer Related Offenses, as amended by Public Act 95–143, Act Concerning Harassment by Computer and Possession of Child Pornography
Children’s Internet Protection Act of 2000, **2011**

[Adoption of ISTE and Computer tech standards June 6, 2018](#)

[f](#)

[Adoption of the American Association of School Libraries \(AASL\) National School Library Standards for Learners, School Librarians, and School Libraries. December 1, 2021](#)

Regulation

Approved: December 7, 1998
Revised: October 16, 2006
Revised: May 24, 2010
Revised: June 25, 2012
Revised: October 15, 2012

Revised: May 13, 2013
Revised: March 28, 2016
Revised: July 7, 2017
Revised: February 10, 2020
Revised:

GLASTONBURY PUBLIC SCHOOLS
Glastonbury, Connecticut



Report to Glastonbury Board of Education

School: Gideon Welles School

Prepared By: Kent M. Hurlburt

Date: April 25, 2022

1. Notable school successes that have occurred within this past year

- **Teaching and Learning**

Throughout the last year GWS staff have remained committed to meeting individual students' needs while following changing COVID practices. Tutors, paras and technology have been especially valuable in supporting students. Our Navigators continue to thrive despite challenges they have faced during the pandemic.

- **School Community**

- **Clubs and Activities.** We are offering 17 clubs and activities this spring, to include: Club Creative, Homework Help, News and Broadcasting, [Rubik's Cube](#), [Echo the Gecko](#), [Greenhouse Growers](#) (cultivates plantings for various school events and works with Glastonbury Partners in Planting. There will be a May student-run plant sale!), **Math Center** (Staffed by math teachers and tutors four days a week to provide support for math content), **Students Helping Our Community Club "SHOC"** ([multiple outreach projects](#) including a virtual read-aloud with Naubuc Kindergartners, cutting shoe parts for children in Uganda, and raising funds for the Breast Friends Breast Cancer Research Fund.), **5th/6th Grade Student Council.** (Raised \$750 for "*Kids Saving the Rainforest*", partnered with United Way to adopt a family and purchase holiday gifts, school spirit days, etc.)
- Exploring the Arts. We are now welcoming artists, in-person, with scheduling adjustments to accommodate increased in-person attendance.
- Successful 5th grade transition from Hopewell School. Students and staff feel welcome and are thriving.

- **Awards and Recognition**

- Stock Market Game
 - For the first time ever GWS has the top 3 State winners
- Virtual Author visits were supported by the GWS PTO
 - Sarah Weeks - November 23 - *Save Me a Seat*
 - Jack Gantos - March 18th - Newberry author
- Book Swaps
 - Several Book Swap events were held this year. A third of our students brought in gently used books to trade for books brought in by peers.
- Connecticut Student Writers (CSW) Magazine Awards
 - 1 Platinum, 2 Silver, 3 Honorable Mentions

- Two teachers recognized: Suzanne Lips and Eileen McIntyre
- Le Grand Concours
 - 25 students participated in this national French contest
- Student Recognition (PBIS)
 - Team Tickets and Raffles, Team Brag Tags, Quarterly Recognition
- Principal Brag Tag Awards
 - Honoring Gideon Welles' Core Values: Caring, Respect and Responsibility)
 - [Slideshow of our recipients.](#)
- [6th Grade Orchestra, Band and Choral Concerts](#)
 - 3 nights of in-person music, with 2 nightly performances for Orchestra (2/24), Band (3/3) and Chorus (3/9)
- PBIS First Week Lessons
 - Revamped lessons during COVID
- **Care, Respect and Responsibility**
 - Town Hall Meetings
 - Monthly meetings that include general issues related to successes and areas for improvement (Glow and Grow)
 - No Place for Hate - Partnership with ADL
 - 1 - Form Committee, 2 - Pledge of Respect, 3 - Assess Climate, 4 - Implement Activities; Save Me A Seat, Tree of Respect, *Who are We?*
 - Professional Development - "*Adjusting My Lens*" (11/2/22) *Educators develop a deeper understanding of the impact of bias in schools.*

2. New school initiatives that were introduced recently

- Student Support Center
 - Our Student Support Clinician reports the following in regards to services: 55 students in total serviced
 - Check-in/out - 18 (33%)
 - Crisis Management - 1 (22%)
 - School Avoidance - 5 (9%)
 - Post-Hospital Support - 1 (2%)
 - Executive Functions Group - 5 (9%)
 - Goal Setting / Monitoring - 5 (9%)
 - Safe Space - 9 (16%)
- CHIME (*Challenging Highly Inspired Mathematicians through Enrichment*)
 - 93 students offered math enrichment over two semesters
- Fifth Grade Playscape
- GHS students zooming in to support Math and World Language classes as tutors
- PTSO Animals in the Classroom Grant
 - Mini grant funded Echo the Gecko and an [afterschool club](#) teaching students responsibility and environmental consciousness. Students from all teams are welcome to join the club.

3. Challenges and unique school level considerations

- Incoming 5th Grade students - Specials and Library scheduling, 6th Grade half days with 5th grade full days - specials and lunch arrangements.
- Safety and Security revisions, creating safe, meaningful learning opportunities.
- Adjusting instruction to accommodate quarantines and isolation periods.
- “How To Videos” - Committee of teachers created and presented tutorial videos for parent and student use of technology (Google classroom & Powerschool).
- Developmental Guidance lessons taught by Counselors to 6th graders.
- Internet Safety presentation for students and parents focused on relevant, current uses of technology, safety and digital citizenship.

4. Long-term plans that support your school’s interests and needs

- Continuing to welcome Fifth and Sixth Grade together into our school community. This will include future plans for additional fifth grade classrooms and a permanent book room.
- Revised building schedule to accommodate increased physical activity and social development.
- Community service projects included Tigris Coat Drive (Burr School), Rio Grande Senior Social, Yukon Food Drive (Glastonbury Food Pantry).
- Incorporating 5th grade materials/resources/lessons into our Library Media Program.



Report to Glastonbury Board of Education

School: Nayaug Elementary School

Prepared By: Kristine Garofalo

Date: April 25, 2022

1. Notable school successes that have occurred within the past year

- **Successful Reopening with Full In-Person Learning:** Our theme for this year, “We Are Brighter and Better Together” symbolizes our Nayaug community coming back together after having been apart for almost a year and a half. Class colors painted the main hallway forming a beautiful rainbow representing our school family back together again. The successful opening of our school during year two of a pandemic was nothing short of a community effort. The administration and staff worked collaboratively to re-establish school traditions, re-establish routines for school-wide expectations, and focus heavily on the SRBI framework to ensure students received the necessary academic and social-emotional supports through direct instruction, small group instruction and targeted intervention. Professional development continued to be responsive to the needs of each teacher, and curricular pacing guides were revised to support reteaching of content and the transition back to school. The district continued its partnership with professional development from EASTCONN addressing our work with TC units of study along with refining our coaching models. With Covid restrictions (cohorting, social distancing, and masks) still in place, teachers successfully built strong bonds with their students and created positive classroom communities of learners despite the many hardships. The flexibility of the staff coupled with a strong sense of togetherness, has led to our school being able to maintain the positive culture and sense of community and pride among staff, students and families.
- **Social-Emotional Learning & Mental Wellness:** The social-emotional development and mental wellness of our students and staff has been an important area of focus. An additional layer of need was anticipated after not having our full student body together since March 2020. We continue to utilize the *Second Step* framework in grades K-5 to teach competencies such as empathy, emotion management, friendship skills, and social problem-solving and assertiveness. This core set of social and emotional skills helps children more effectively handle life challenges and thrive in both their learning and social environments. The program allows students to role-play and practice using real-world scenarios in an effort to help them generalize and internalize these critical life skills. Weekly messages that reinforce Second Step skills are shared over the morning announcements to revisit overarching themes and encourage all staff members to use this common language during daily student interactions. The *Zones of Regulation* - a framework to foster self-regulation and emotion control - are also utilized in day-to-day scenarios and taught to students as needed. We continue to refine our practices and implement new systems to keep respect, responsibility, safety and preparedness at the forefront of our school community.

Third grade students were introduced to *Gizmo's Pawsome Guide to Mental Health*. In the fun and friendly story, Gizmo and his therapy-dog pals walk children through the process of caring for their mental health. Students learn about their thoughts, feelings and actions, and the importance of having a trusted adult in their school setting. The culmination is a step-by-step mental-health plan that each child can devise for themselves. At the start of this school year, students in grades 4 and 5 revisited their mental health plans with the school psychologist and Glastonbury Youth and Family social worker as a way to check in, identify their "trusted adult," offer a pulse on how our students were feeling, and review this important learning from third grade.

- **One District, One Book:** Thanks to our district PTSO and Nayaug PTO we continue to keep our school community excited about reading by organizing a One District, One Book event. Our goal of the experience is to continue to build a culture of literacy in every home while celebrating reading as a district community. The kick-off included morning announcements offering clues and hints to the book title in order to build suspense and excitement. On January 24th, the video book reveal included an animated talking hamster and a message from the elementary building principals. Every family received a copy of the book, *The World According to Humphrey*, to read together. Trivia questions about the reading were shared daily over the morning announcements. A comprehensive teacher resource page was created that included discussion questions, class activities, hamster puzzles, word searches, hamster origami, etc. The highlight of the program was a traveling stuffed hamster that visited each classroom for the day. Students and teachers wrote in "Humphrey's" journal and included pictures highlighting the days' events. The journal was turned into a digital journal and shared with all students and families to enjoy!

2. New School Initiatives that were recently introduced

- **PBIS Team/PTO Collaboration:** Increasing school-wide connectedness during a pandemic remained at the forefront of our work to support the mental health and the development of social skills/dispositions in our students. This year our PBIS team and Nayaug PTO collaborated on this work to ensure all students and staff felt supported, celebrated and connected. A variety of school-wide activities were planned to bring our school community together and to highlight and celebrate the importance of working together toward a common goal – i.e., rainbow-themed candy bar for teachers; student recognitions (Outstanding Owls; Kindness Awards; Perseverance Awards); school-wide spirit days; staff lounge filled with snacks/treats; virtual assemblies; 2-week Kindness Challenge; Bucket Filling read alouds; Vision Walk; adult-led zoom classes such as slime and sushi making, lego building, chess science classes, and step-dancing.
- **Implementation of New Instructional Tools:** This year we adopted and implemented new instructional tools at various grade levels to ensure continuity across content/grade levels. Teachers College Phonics units are being taught at grades 1 and 2, digital Words their Way spelling program was implemented in grades 3, 4 and 5, San Francisco Math resources are now utilized in grade 2, and Heggerty, a phonological and phonemic-awareness curriculum, is being taught in the early grades. The continued use of technology in the classroom and at home is used to access learning and produce student work to demonstrate content understanding and assess for targeted areas of instruction. Additionally, the grade 1 team at Nayaug is piloting the San Francisco Math Resources. The teachers meet regularly with the district's math director to offer feedback, revisions, successes and challenges.
- **Refinement of SRBI/Student Intervention Teams:** We are continually reflecting and refining our practices to meet the needs of all students. Every student has access to high-quality curriculum and

instruction in the general-education setting, universal common assessments to monitor students' grade-level progress, scientific research-based interventions for students who require additional academic or behavioral support in order to make educational progress, and progress monitoring to assess the effectiveness of interventions used to assist struggling learners. This fall it was important to quickly identify students in need of support.

3. Challenges and unique school-level considerations

- Changing safety protocols over the year and creating appropriate learning spaces
- Maintaining appropriate staffing to support students during COVID and beyond
- Balancing student support through SRBI with changes in classroom instructional practices
- Meeting the educational, social and emotional needs of students during a pandemic
- Maintaining time and structure within the weekly schedule for high levels of collaborative discussion, planning of instructional strategies, differentiation, and pacing with all the necessary players

4. Long-term plans that support your school's interests and needs

- Assess individual student academic and social-emotional needs after a pandemic
- Reflect on the delivery model of early intervention and supports for our students through the analysis and discussion of formative and summative data to make instructional shifts, target best practices, and plan for early interventions and supports to meet the needs of all students
- Transform instruction and learning through meaningful technology integration
- Identify the social/emotional and academic development of each child as well as foster a culture and learning environment in which students feel safe, connected and empowered to meet rigorous standards
- Differentiate professional development for teachers, staff and administration
- Prioritize connections with families and explore new ways to engage families in school activities
- Reflect on what we have learned through the pandemic

2021-2022

Magnet Schools Participation Tuitions Costs

MAGNET SCHOOLS	NUMBER of STUDENTS K-12	TUITION PER STUDENT	TOTAL GLASTONBURY TUITION COSTS	PAID THROUGH
Academy of Aerospace and Engineering (grades 6-12)	15	\$5,253	\$78,795	BOE Budget/Secondary Ed
Academy of Aerospace and Engineering Elementary	4	\$4,635	\$18,540	*Open Choice Grant
Academy of Science and Innovation	1	\$5,253	\$5,253	*Open Choice Grant
Anna Grace Elementary Magnet	3	\$4,635	\$13,905	*Open Choice Grant
Common Ground Program (Leadership Greater Hartford)	Program Fee	\$750	\$750	BOE Budget/Secondary Ed.
Connecticut River Academy (LEARN)	4	\$5,949	\$23,796	BOE Budget/Secondary Ed.
Civic Leadership High School	1	\$5,253	\$5,253	*Open Choice Grant
CTRA Middle Magnet (LEARN)	1	\$5,949	\$5,949	BOE Budget/Secondary Ed
Discovery Academy	5	\$4,635	\$23,175	*Open Choice Grant
Great Path Academy	2	\$3,465	\$6,930	BOE Budget/Secondary Ed
Greater Hartford Academy Arts Half Day	2	\$5,253	\$10,506	BOE Budget/Secondary Ed.
Greater Hartford Academy of Arts	8	\$5,253	\$42,024	*Open Choice Grant
Greater Hartford Academy of Arts Academy Middle School	2	\$5,253	\$10,506	*Open Choice Grant
Glastonbury-East Hartford Elementary Magnet	61	\$4,635	\$282,735	BOE Budget/ Basic Ed/ *Open Choice Grant (\$41,125)
International Magnet School for Global Citizenship	4	\$4,635	\$18,540	*Open Choice Grant
Reggio Magnet School of the Arts	1	\$4,635	\$4,635	*Open Choice Grant
Riverside Magnet at Goodwin College Elementary (LEARN)	6	\$5,949	\$35,694	BOE Budget/ Basic Ed.
Two Rivers Magnet Middle	1	\$5,253	\$5,253	BOE Budget/Secondary Ed.
TOTAL	121		\$592,239	

*Open Choice Grant for the 2021-2022sy \$182,956

2020-2021

Magnet Schools Participation Tuitions Costs

MAGNET SCHOOLS	NUMBER of STUDENTS K-12	TUITION PER STUDENT	TOTAL GLASTONBURY TUITION COSTS	PAID THROUGH
Academy of Aerospace and Engineering (grades 6-12)	15	\$5,253	\$78,795	BOE Budget/Secondary Ed
Academy of Aerospace and Engineering Elementary	4	\$4,635	\$18,540	*Open Choice Grant
Academy of Science and Innovation	1	\$5,253	\$5,253	*Open Choice Grant
Anna Grace Elementary Magnet	3	\$4,635	\$13,905	*Open Choice Grant
Common Ground Program (Leadership Greater Hartford)	4	\$500 pro-rated virtual tuition	\$500	BOE Budget/Secondary Ed.
Connecticut River Academy (LEARN)	4	\$5,832	\$23,328	BOE Budget/Secondary Ed.
Civic Leadership High School	1	\$5,253	\$5,253	*Open Choice Grant
Discovery Academy	5	\$4,635	\$23,175	*Open Choice Grant
Greater Hartford Academy Arts Half Day	4	\$5,253	\$21,012	*Open Choice Grant
Greater Hartford Academy of Arts	6	\$5,253	\$31,518	*Open Choice Grant
Greater Hartford Academy of Arts Academy Middle School	4	\$5,253	\$21,012	*Open Choice Grant
Glastonbury-East Hartford Elementary Magnet	68	\$4,635	\$315,180	BOE Budget/ Basic Ed/ *Open Choice Grant. \$10,886
International Magnet School for Global Citizenship	3	\$4,635	\$13,905	*Open Choice Grant
Riverside Magnet at Goodwin College Elementary (LEARN)	3	\$5,832	\$17,496	BOE Budget/ Basic Ed.
Two Rivers Magnet Middle	3	\$5,253	\$15,759	*Open Choice Grant
TOTAL	128		\$ 604,631	

*Open Choice Grant for the 2020-2021sy \$180,218

**GLASTONBURY BOARD OF EDUCATION
EXECUTIVE SUMMARY REPORT FORM**

Title of Report: STEAM Lab Update

Board Meeting Date: April 25, 2022

Action:

Report: X

Information:

Discussion:

We are pleased to report that construction for the new STEAM lab is progressing and we are on track to open our doors August, 2022. New courses are developed, equipment is ordered, materials are arriving, and students have registered in record numbers to take full advantage of the new offerings. Teachers in the Career and Tech Ed, Science, Art, and Mathematics departments have actively participated in hands-on training and professional development, to teach new curriculum and use the new equipment. The excitement in anticipation of the STEAM lab opening can be felt from students and staff alike.

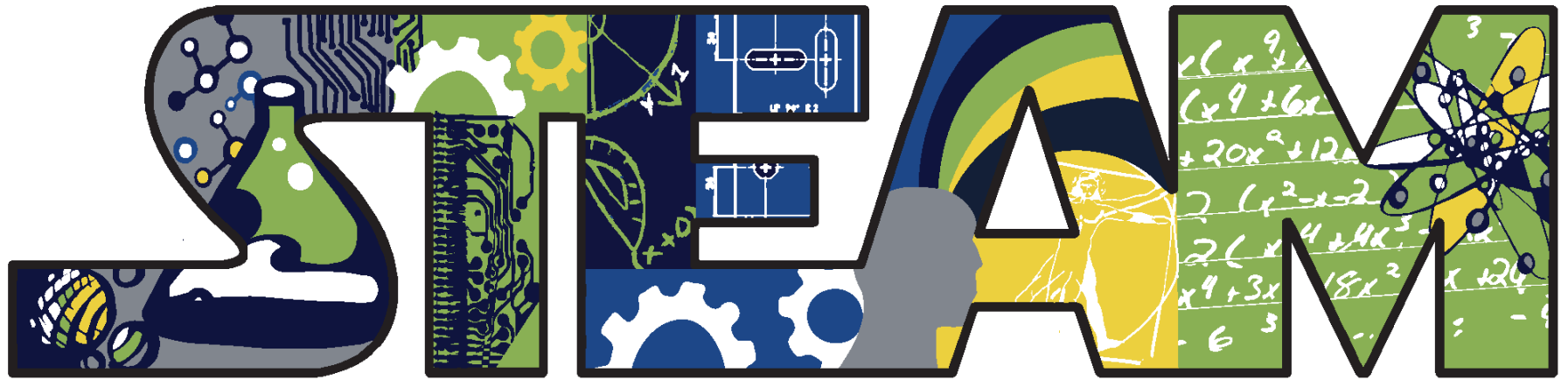
This state of the art facility will expand experiences for students in the fields of engineering, robotics, manufacturing, environment, data science, and artistic design. In addition to our more traditional science, math, art, and technical classes which are also STEAM education, new courses offered next year in the lab include Principles of Applied Robotics and Engineering (PARE), Digital Electronics, Design Careers in STEAM, and Computer Modeling for Animation & Game Design. The following is reflected in our most recent course selection process:

- Within our Mathematics Department, the AP Computer Science Principles, Computer Programming 1 and Computer Programming 2 all doubled their enrollment. We are offering twice as many sections as we have ever run!
- There is a significant increase in the number of students registered for AP Computer Science A and Introduction to Data Science courses.
- Our AP Computer Science Principle and Computer Programming 2 courses will both spend one unit of study in the STEAM lab working with coding and the Vex Robotics program.
- Within our Science Department, we have seen a dramatic increase for our Advanced Research Mentorship (ARM) program from 35 students currently to 58 students, for the 2022-2023 school year.
- ARM students will use the STEAM lab on a sign-out basis. The size of the lab will provide us the ability to gather all 58 students in one place, at the same time. Students will also be able to use equipment in the STEAM lab to enhance their independent research projects.
- Registration for art electives has more than doubled in enrollment for 2022-2023 and the new course, Design Careers in STEAM, will run four, half year sections, in the STEAM Lab.
- The Principles of Applied Robotics, a full year course, will run three sections, Computer Modeling for Animation and Game Design will offer four, half year sections, and Digital Electronics will have three, half year sections. In all nearly 300 students have registered for our new courses!

Thank you for your continued support with this exciting project. The support of the Board as well as community members has been outstanding. We are honored to be able to plan for this innovative environment that will provide our teachers and students everything they need to embrace the future of STEAM in college and career.

Submitted By: Cheri Burke

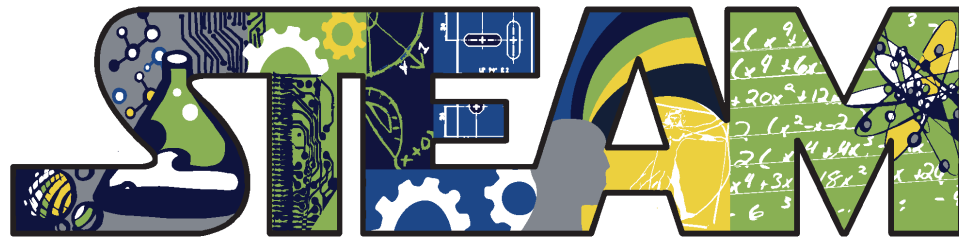
Reviewed By: Alan Bookman



GLASTONBURY PUBLIC SCHOOLS

PRESENTATION TO THE GLASTONBURY BOARD OF EDUCATION

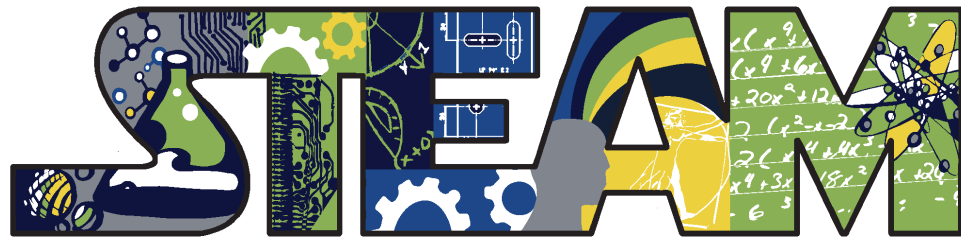
APRIL 25, 2022



GLASTONBURY PUBLIC SCHOOLS

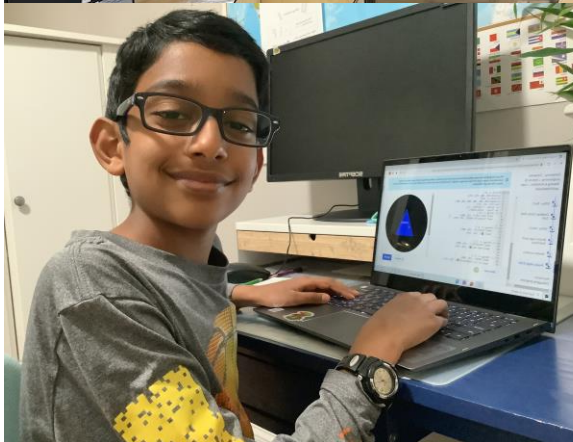
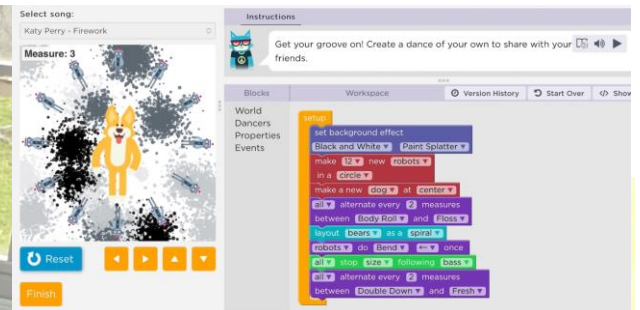
Learning

- Encourages curiosity, innovation, and perseverance
- Promotes collaboration, communication, and critical thinking
- Prepares students for college and careers that await them
- Builds confidence and ignites passion

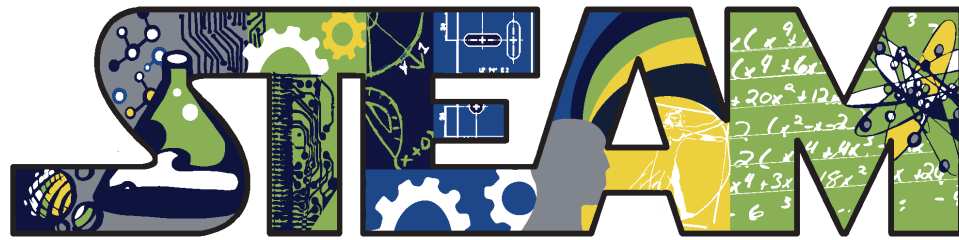


GLASTONBURY PUBLIC SCHOOLS

Action



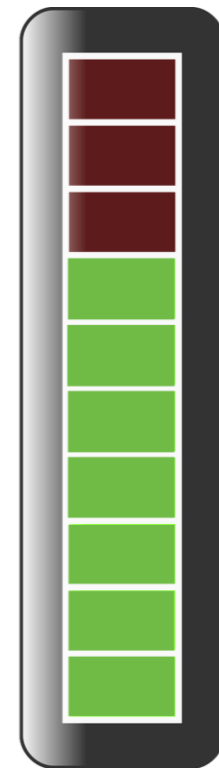
Coding a Dance Party!

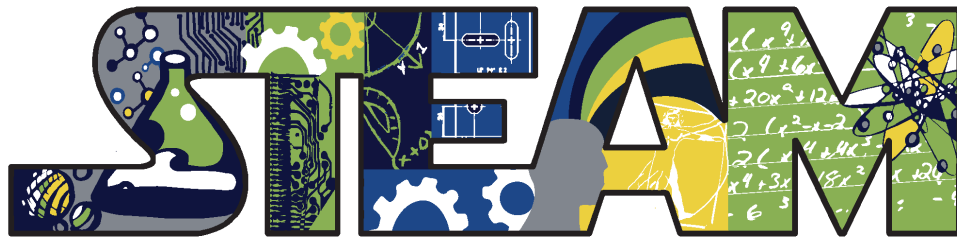


GLASTONBURY PUBLIC SCHOOLS

Progress

- Enthusiasm and support for STEAM growing throughout the district and in the community
- Teacher training and new curriculum are increasing the depth and breadth of STEAM learning
- Focus on guaranteed K-8 STEAM experiences preparing students for new and greater challenges

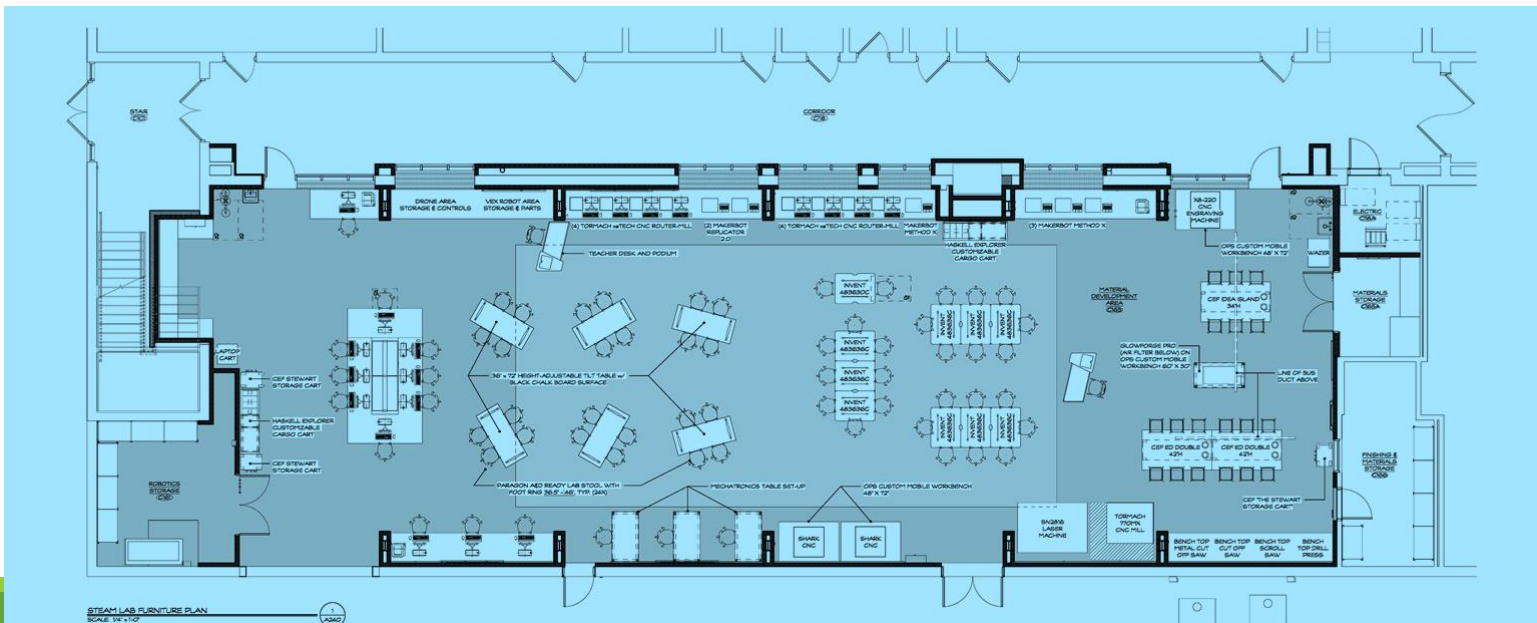


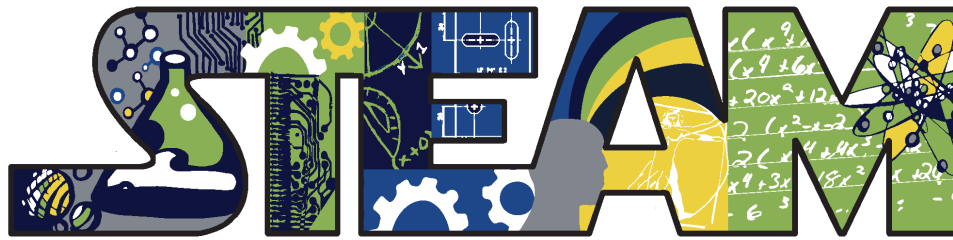


GLASTONBURY PUBLIC SCHOOLS

GHS Lab

- Construction on target for Summer 2022 completion.
- Equipment and materials ordered and arriving.
- New curriculum in development for Fall 2022.



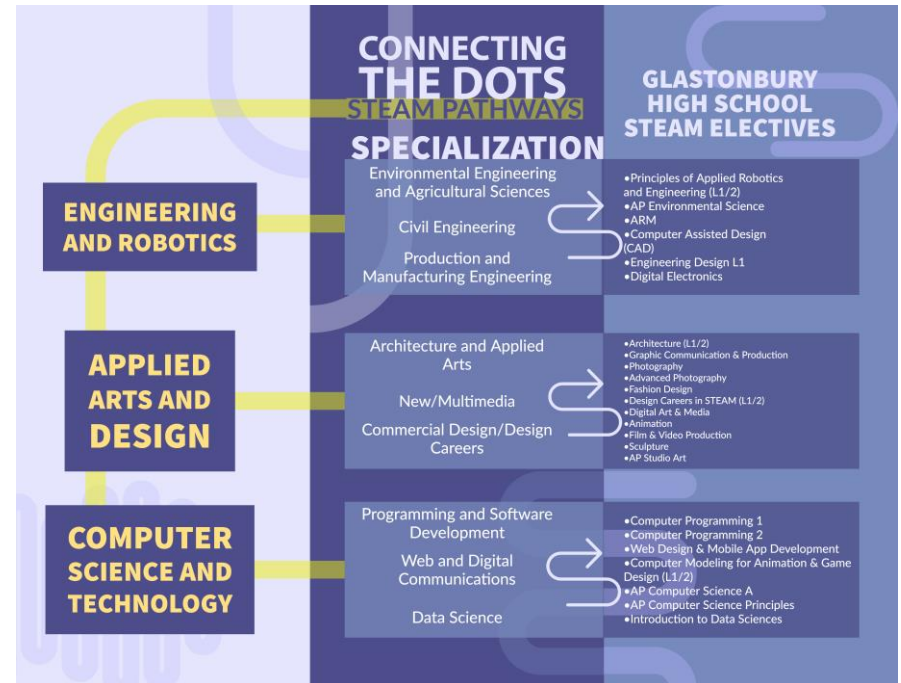
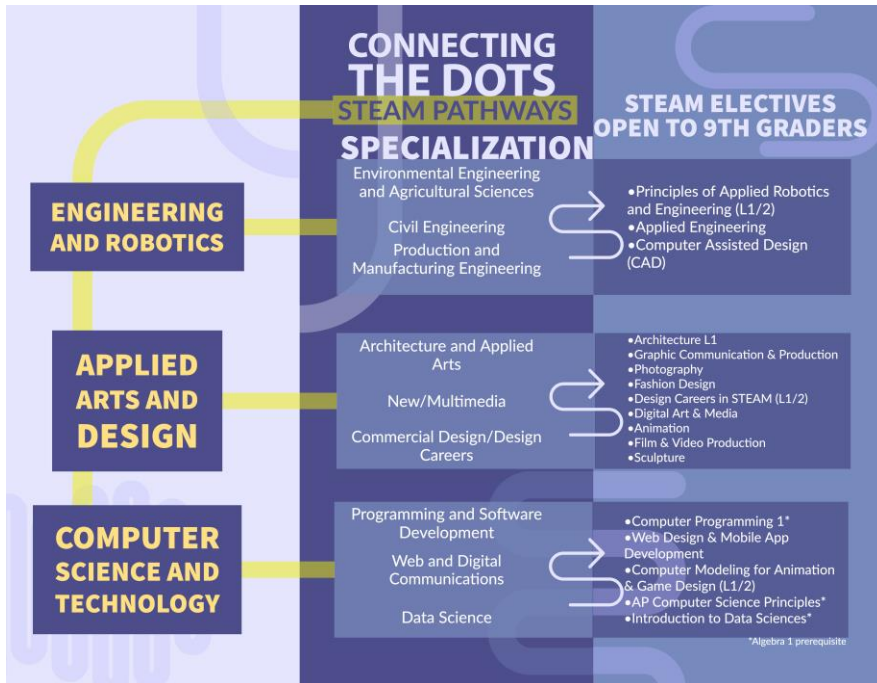


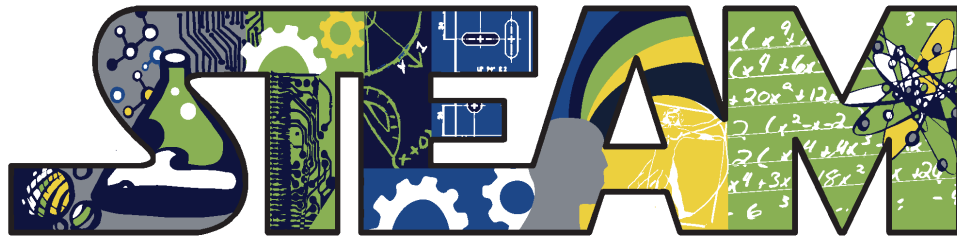
GLASTONBURY PUBLIC SCHOOLS

Pathways

GHS Grade 9 STEAM Elective Courses

GHS Grades 10-12 STEAM Elective Courses



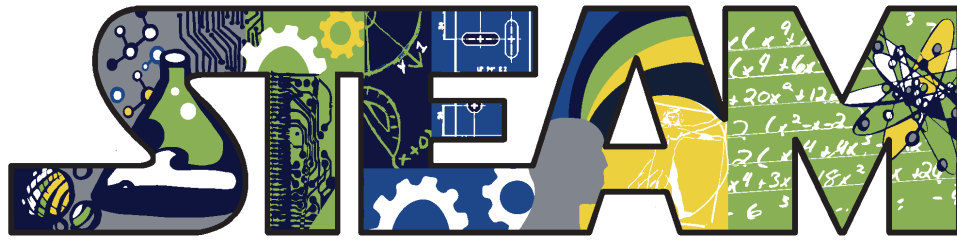


GLASTONBURY PUBLIC SCHOOLS

Courses

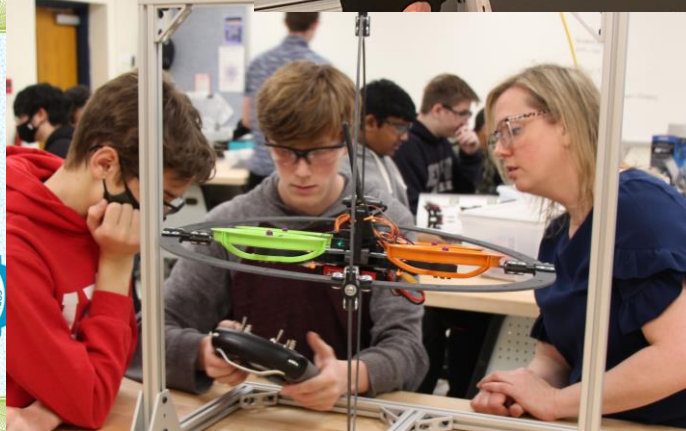
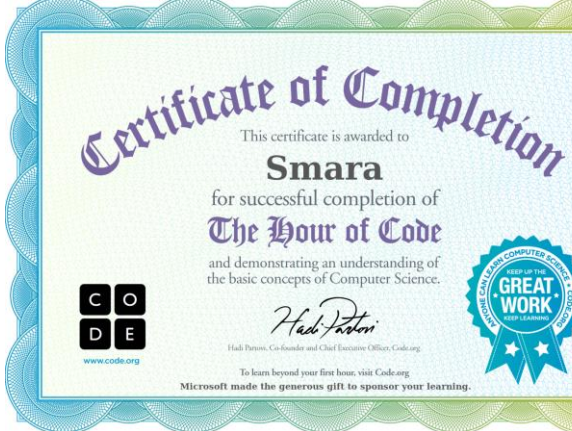
Student interest is growing rapidly!

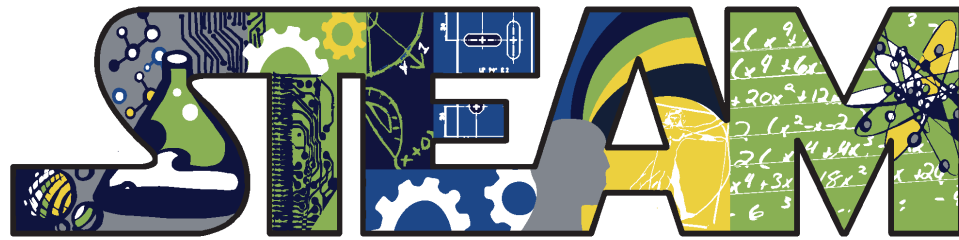
"New" STEAM Courses	21-22		22-23	
	# Sections	# Students Enrolled	# Sections	# Students Requested
Principals of Applied Robotics & Engineering [Year Long]	3	52	3	56
Design Careers in STEAM			4	99
Computer Modeling for Animation & Game Design			4	97
Digital Electronics			2	35
TOTAL	3	52	13	287



GLASTONBURY PUBLIC SCHOOLS

Action





GLASTONBURY PUBLIC SCHOOLS

Partners

Community Funds Raised: \$89,013 Funding Goal: \$400,000

Transformers (\$10,000 +)

Glastonbury Education Foundation

Sestero Fund at the Hartford Foundation for Public Giving

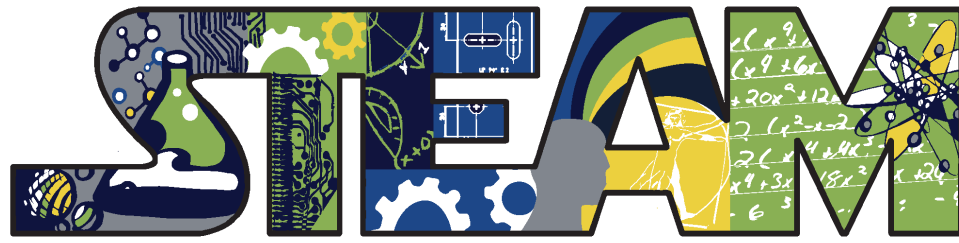
Heather and Brian Summers

Accelerators (\$1,000 +)

CNC Software, Inc.
Friends of Glastonbury Youth
Gemma Power Systems, LLC
Thomas Gullotta ("in Bernie's Memory")
Hopewell School PTO

Susan Karp
William & Ellen Macristy Foundation
Naug Elementary School PTO
Smith Middle School Steering Committee

And many more generous supporters!



GLASTONBURY PUBLIC SCHOOLS

Leaders

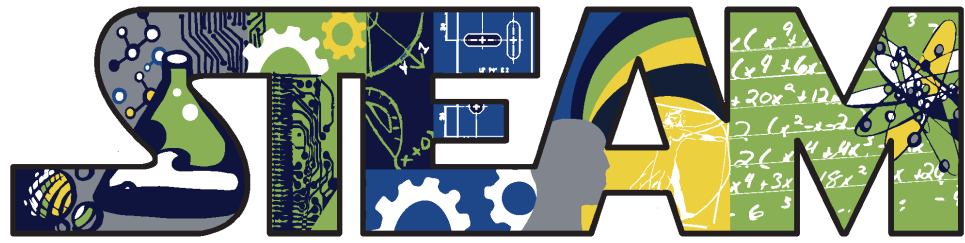
Christine Tedisky,
Director of Science

Liz Cole
Director of Career
Technical Education



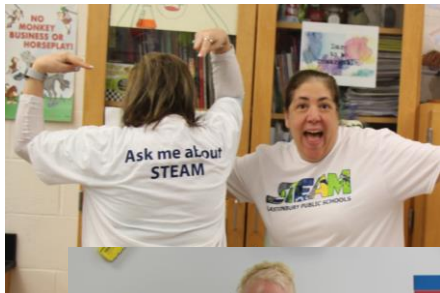
Brenda Gregorski
Director of Mathematics

Holly Constantine
Director of Art



GLASTONBURY PUBLIC SCHOOLS

Spirit



Special Board of Education Meeting
Thursday, March 24, 2022 7:00 PM
Hybrid Meeting via Zoom
Town Council Chambers Glastonbury Town Hall
2155 Main Street
Glastonbury, CT 06033

Mrs. Alison Couture:	Present
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Absent
Mr. Ray McFall:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Mr. Evan Seretan:	Present
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent
Matthew Dunbar, Assistant Superintendent
Cheri Burke, Assistant Superintendent
Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 7:09 PM, followed by the Pledge of Allegiance.

2. Pledge of Allegiance

3. Special Reports

3.A. Health Insurance Premiums and Reserve Fund

Dr. Bookman provided for the Board an overview of each scenario with regard to the Health Reserve Fund. The Board discussed the best strategy to reduce the fund balance, which is nearly double the recommended balance.

3.B. Adjustments to the Approved Board of Education 2022-2023 Budget

Dr. Bookman provided an overview of the budget adjustment option for the Board, as the Town Council has made a \$300,000 reduction to the Board of Education's proposed budget. In addition, \$600,000 more is needed to accommodate additional GHS teaching positions. Board members discussed how to apply these reductions to the budget. Action on the budget will take place at the meeting on 3/28/2022.

4. Adjournment

The meeting ended at 7:46 pm.

Respectfully Submitted,

Ray McFall, Secretary

Approved:

Regular Board of Education Meeting
Monday, March 28, 2022 7:00 PM
Hybrid via Zoom and in Town Council Chambers
Glastonbury Town Hall
2155 Main Street
Glastonbury, CT 06033

Mrs. Alison Couture:	Present
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Present
Mr. Ray McFall:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Mr. Evan Seretan:	Present
Ms. Julie Thompson:	Present

Also Present: Alan B. Bookman, Superintendent
Matthew Dunbar, Assistant Superintendent
Cheri Burke, Assistant Superintendent
Citizens and Staff Members, representatives of the press

1. Call to Order

Dr. Foyle called the meeting to order at 7:10 pm, followed by the Pledge of Allegiance.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Glastonbury High School Girls' Indoor Track and Field 2022 CT Class LL Champions

Dr. Foyle recognized the Glastonbury High School Girls' Indoor Track and Field team as the 2022 CT Class LL Champions. Coach Brian Collins provided an overview of their season and introduced team members to the Board.

3.B. Board of Education Members

Dr. Bookman recognized Board members for their service and gifts were presented to Board members. Cheri Burke, Assistant Superintendent, provided the Board with the background of how their handmade gifts were created with assistance from the Art Department and utilizing new STEAM equipment.

4. Student Representatives' Report

4.A. Ben Wilkinson, Class of 2022

4.B. Jade Wong, Class of 2023

Student representatives Ben Wilkinson and Jade Wong updated the Board on events at Glastonbury High School.

5. Informal Session for Public Comment

Stephen Michaels, 225 Grandview Drive, addressed the Board regarding CRT and political bias, bullying policies, keyboarding lessons and financial literacy taught at GHS.

Chris Haaf, 39 Strickland Street, addressed the Board regarding reading of written public comments, at-home covid tests, and the Protection of Pupil Rights amendment.

Deb Carroll, 17 Greenbriar, addressed the Board regarding the Superintendent's proposed budget that she feels meets the current needs and anticipates the future needs of students.

Igor Fuksman, 134 Highwood Drive, addressed the Board regarding police presence and requested definitions of terms.

Mary LaChance, 281 Cedar Ridge Drive, addressed the Board stating her support for the Superintendent's proposed budget.

Miriam Chirico, 7 Whitney Lane, addressed the Board regarding the amount of screen time that students are exposed to during the school day and the impact of technology on student development.

Dr. Foyle addressed some of the questions brought up during public comments. He stated that public comments are not read during meetings, they are attached to the agenda for review by the Board and the public.

Dr. Foyle discussed for the Board a public comment that was submitted on line regarding Whole Child Curriculum. Cheri Burke, Assistant Superintendent, provided an explanation of the Whole Child Curriculum for the Board and the opt-out option.

6. Business Requiring Action

6.A. Staff Resignation (consent)

6.A.1. Kristen Apanaschik

6.A.2. Lucien Bouffard

6.A.3. Eileen McIntyre

6.A.4. Coleen Moore

6.A.5. Elizabeth Smith

6.A.6. Martin Walsh

6.A.7. Susan Williams

Board approves the resignation of Kristen Apanaschik, Lucien Bouffard, Eileen McIntyre, Coleen Moore, Elizabeth Smith, Martin Walsh and Susan Williams. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.B. Approval of Adjustments to the Approved Board of Education 2022-2023 Budget

Dr. Bookman provided an overview for the Board of the adjustments needed to the proposed budget. The total adjustment needed is \$900,000. The Town Council voted to reduce the Board of Education budget by \$300,000. In addition, \$600,000 needs to be added to the budget to fund eight more high school teaching positions than previously anticipated. The increase in teaching positions at GHS is due to several factors: increased enrollments at GHS, graduation credit requirement credit increase from 21 to 25 credits and the block schedule which has affected student course enrollment choices. The consensus of the Board was that the following adjustments be made:

\$600,000 be added to Program #3200 Secondary Operations 7-12 (Secondary Staffing)
\$600,000 be reduced to Program #3400 Fringe Benefits/Substitutes (Health Insurance)
negative \$290,000 be added to Program #2700, Special Education PreK-12 (Excess Cost Offset)
Negative \$10,000 be added to Program 3400 Fringe Benefits/Substitutes (Personnel Turnover)

Board moves that \$600,000 be added to Program #3200 Secondary Operations 7-12 (Secondary Staffing); \$600,000 be reduced to Program #3400 Fringe Benefits/Substitutes (Health Insurance); negative \$290,000 be added to Program #2700, Special Education PreK-12 (Excess Cost Offset); and Negative \$10,000 be added to Program 3400 Fringe Benefits/Substitutes (Personnel Turnover). This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.C. Approval of the ratification of the agreement between the Glastonbury Board of Education and Local #3817, Council #4, AFSCME, AFL-CIO, Glastonbury Part-Time Paraprofessional Union, July 1, 2022-June 30, 2026

Dr. Foyle provided an overview of the negotiation process for the Board. The negotiating team for the Board was Julie Thompson, Matt Saunig and Doug Foyle.

Dr. Bookman provided an overview of the changes to the Glastonbury Part-Time Paraprofessional contract for the Board.

Board approves the ratification of the agreement between the Glastonbury Board of Education and Local #3817, Council #4, AFSCME, AFL-CIO, Glastonbury Part-Time Paraprofessional Union for the period July 1, 2022-June 30, 2026. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.D. Approval of the ratification of the Agreement between the Glastonbury Board of Education and UE Local 222, CILU #27, Custodial/Maintenance and General Service Employees' Union
Dr. Bookman provided an overview of changes to the Custodial/Maintenance and General Service contract for the Board.

Board approves the ratification of the Agreement between the Glastonbury Board of Education and UE Local 222, CILU #27, Custodial/Maintenance and General Service Employees' Union, for the period July 1, 2022-June 30, 2026. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.E. Non-Renewal of Long Term Substitutes' and Temporary Teaching Assignments
Matt Dunbar provided an overview of this agenda item for the Board.

Board moves to accept the Superintendent's recommendation to non-renew eight (8) long-term substitute agreements and one (1) temporary teaching assignment in accordance with the provisions of Connecticut General Statutes 10-151 and that the Superintendent be directed to advise each individual in writing of this Board action. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.F. Approval of Board of Education Planning Framework 2022-2023

The planning framework was presented for first reading at the March 14, 2022 Board meeting.

Board approves the 2022-2023 Board of Education Planning Framework. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.G. Approval to Combine the Board of Education Meetings of April 4, 2022, and April 25, 2022, to be held on April 25, 2022, at 7:00PM

Board approves combining the Board of Education Meetings of April 4, 2022, and April 25, 2022, to be held on April 25, 2022, at 7:00PM, in Town Council Chambers (hybrid). The April 4, 2022, Board of Education Meeting will be cancelled. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.H. Approval of Glastonbury High School Student Trip to Atlanta, Georgia

Dr. Bookman provided an overview of this student trip for the Board. No Board of Education funds will be expended on this trip.

Board approves the Glastonbury High School Student Trip to Atlanta, Georgia, reserving the right to cancel this trip if there are government advisories against travel to this destination or any other serious threat or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.I. Acceptance of Board of Education Policy #5118.1 (Children of Out of Town Board of Education Employees) for First Reading.

Matt Saunig provided an overview of changes to this policy for the Board. It is being presented this evening for first reading.

Board accepts Board of Education Policy #5118.1 (Children of Out of Town Board of Education Employees) for First Reading. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.J. Acceptance of Board of Education Policy # 3240 (Tuition Fees) for First reading
Matt Saunig provided an overview of changes to this policy for the Board. It is being presented for first reading.

Board accepts Board of Education Policy # 3240 (Tuition Fees) for First reading. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.K. Acceptance of Board of Education Policy #4118.11/#4218.11 (Non Discrimination) for First Reading

Changes to this policy are being made to comply with changes in state statutes. This policy is being presented for first reading.

Board accepts Board of Education Policy #4118.11/#4218.11 (Non Discrimination) for First Reading. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

6.L. Acceptance of Board of Education Policy #6141.2 (Technology and Instruction) for First Reading

Matt Saunig provided an overview of changes to this policy for the Board. It is being presented for first reading at this time. Cheri Burke provided additional information regarding the policy changes being made to this policy for the Board. Chris Macca provided information to the Board regarding filters used for student ipads.

Board accepts Board of Education Policy #6141.2 (Technology and Instruction) for First Reading. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Ms. Jenn Jennings: Nay
Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

7. Reports and Discussion

7.A. School Report

7.A.1. Hebron Avenue School

Linda Provost, Principal of Hebron Avenue School, addressed the Board. She shared notable successes at her school; new school initiatives, challenges and unique school level considerations, as well as long-term plans that will support Hebron Avenue School's interests and needs.

7.A.2. Gideon Welles School

7.B. Glastonbury Education Foundation

Julie Thompson provided an update on the GEF for the Board.

8. Approval of Minutes

8.A. Meeting Minutes of March 14, 2022

Motion to approve the minutes of the March 14, 2022 Board meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, Carried.

Mrs. Alison Couture: Yea
Dr. Douglas Foyle: Yea
Ms. Jenn Jennings: Yea
Mr. Ray McFall: Yea
Mr. David Peniston, Jr.: Yea
Mr. Matthew Saunig: Yea
Mr. Evan Seretan: Yea
Ms. Julie Thompson: Yea

9. Committee Reports

10. Chairman's Reports

11. Superintendent's Report

11.A. Student Suspension Report, February, 2022

11.B. Dates to Remember

12. Adjournment

The meeting adjourned at 9:41 PM.

Motion to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mr. Ray McFall, carried.

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. Ray McFall: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Mr. Evan Seretan: Yea

Ms. Julie Thompson: Yea

12.A. Please note: It is possible that the Board of Education may go into Executive Session

Respectfully Submitted,

Ray McFall, Secretary

Approved:

The Glastonbury Board of Education held a Special Hearing on Wednesday, April 6, 2022 at 8:00AM, ONLINE Zoom.

Board Members Present: Dr. Douglas Foyle, Chairman
Ms. Julie Thompson, Vice Chair
Ms. Jenn Jennings
Mr. David Peniston, Jr.
Mr. Matthew Saunig

Board Members Absent: Mrs. Alison Couture
Mr. Ray McFall
Mr. Evan Seretan

Also Present: Alan B. Bookman, Ph.D., Superintendent of Schools

1. Call to Order

Chairman, Dr. Douglas Foyle called the meeting to order at 8:14AM.

2. Business Requiring Action

a) Matters Pertaining to Student Expulsion Hearing

Upon MOTION of Ms. Thompson, seconded by Ms. Jennings, the Board voted 5 to 0 to adjourn into executive session at 8:16AM to discuss a matter pertaining to student (A) issue and invited the Superintendent to attend.

Upon MOTION to adjourn executive session and return to the special hearing passed with a motion by Ms. Thompson, seconded by Ms. Jennings at 8:36AM.

Upon MOTION of Ms. Thompson, seconded by Ms. Jennings the Board voted 5 to 0 to adopt the findings of fact and the waiver/stipulation discussed in the executive session concerning Student (A).

3. Adjournment

Upon MOTION of Ms. Thompson, seconded by Ms. Jennings, the Board voted to adjourn at 8:39AM.

Respectfully submitted,



Approved:

These minutes are complete with additions or corrections, if any, that have been added at a subsequent meeting at which these minutes, were approved.

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

SCHOOL ENROLLMENT APRIL 1, 2022

Elementary	Pre-K= 69	K	1	2	3	4	5	6	Total
Buttonball		61	70	62	80	83	71		427
Hebron Ave.		74	72	75	76	82	76		455
Hopewell		82	108	103	91	96	0		480
Naubuc		76	65	72	75	72	74		434
Naugaug		69	88	81	83	87	99		507
Elementary Subtotal		362	403	393	405	420	320		2303
Gideon Welles							93	420	513
	K-6 Totals								2816
Elementary Total		362	403	393	405	420	413	420	2816

Middle	7	8	Total
Smith Middle	430	433	863
Middle Total	430	433	863

Secondary	9	10	11	12	Total
Glastonbury High	468	446	468	481	1863
Secondary Total	468	446	468	481	1863

TOTAL 5542

PRE-K	69
OUT OF DISTRICT (39 & GHS ALTERNATE PROGRAM 0)	39
GRAND TOTAL	5650

RECAPITULATION

GRADE	4/1/2021	4/1/2022	Change Over Previous Years Enrollment All
	Enrollment All <i>Without M</i>	Enrollment All <i>Without M</i>	
Pre-K	55	69	14
K	391	362	-29
1	380	403	23
2	392	393	1
3	418	405	-13
4	402	420	18
5	407	413	6
6	424	420	-4
Subtotal Elementary	2869	2885	16
7	434	430	-4
8	475	433	-42
9	460	468	8
10	479	446	-33
11	488	468	-20
12	485	481	-4
Subtotal Secondary	2821	2726	-95
TOTAL	5690	5611	-79
OUT OF DISTRICT & GHS ALTERNATE	40	39	-1
GRAND TOTAL	5730	5650	-80

**ELEMENTARY ENROLLMENT BY SCHOOL/BY GRADE/BY CLASS
APRIL1, 2022**

				GRADE K		TOTAL
Buttonball	14	15	16	16	=	61
Hebron	18	18	19	19	=	74
Hopewell	16	16	16	17	17	= 82
Naubuc	19	19	19	19	=	76
Nayaug	17	17	17	18	=	69
					=	362
				GRADE 1		
Buttonball	17	17	17	19	=	70
Hebron	17	18	18	19	=	72
Hopewell	21	21	22	22	22	= 108
Naubuc	16	16	16	17	=	65
Nayaug	21	22	22	23	=	88
					=	403
				GRADE 2		
Buttonball	20	21	21		=	62
Hebron	18	18	19	20	=	75
Hopewell	20	20	21	21	21	= 103
Naubuc	18	18	18	18	=	72
Nayaug	19	20	21	21	=	81
					=	393
				GRADE 3		
Buttonball	20	20	20	20	=	80
Hebron	18	19	19	20	=	76
Hopewell	22	23	23	23	=	91
Naubuc	18	18	19	20	=	75
Nayaug	20	21	21	21	=	83
					=	405
				GRADE 4		
Buttonball	20	20	21	22	=	83
Hebron	20	20	20	22	=	82
Hopewell	19	19	19	19	20	= 96
Naubuc	17	18	18	19	=	72
Nayaug	21	21	22	23	=	87
					=	420
				GRADE 5		
Buttonball	17	18	18	18	=	71
Gideon Welles	22	22	24	25	=	93
Hebron	18	19	19	20	=	76
Naubuc	18	18	19	19	=	74
Nayaug	19	19	20	20	21	= 99
					=	413

**Glastonbury Public Schools
Cumulative Summary of Suspensions**

School: Glastonbury High School

School Year: 2021-2022

Reason	Aug.	Sept.	Oct	Nov	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
A. Alcohol Possession/Use/ Sale/Distribution/Manufacture						4					
B. Drugs Possession/Use/ Sale/Distribution/Manufacture		4	4		4	2					
C. Vandalism		1				1					
D. Fighting /Altercation		5	3	2	2	4		2			
E. Physical Attack on Student						3	2				
F. Physical Attack on Staff							1				
G. Threatening/Bullying			1	2							
H. Insubordination			8	3	2		3	1			
I. Cutting/Skipping Class		3	4		2		1	2			
J. Profanity				3	2	1	2	1			
K. Tardiness											
L. Harassment		1	8	6	1	3		2			
M. Weapon-Possession/Use			1				1	1			
N. Tobacco Possession/Use/ Sale/Distribution			1	4	1			2			
O. Theft											
P. Interference with school Safety/ Order/Discipline		3	6	5	6	3	3	4			
Q. Personal/Property Injury											
R. Motor Vehicle											
S. Failure to Attend Detention			1	4			1	2			

1. Total Number of Suspensions by Month		17	37	29	20	21	14	17				
In-School		14	34	29	18	21	12	14				
Out-of-School		3	3	0	2	0	2	3				
2. No. of 1 Day Suspensions		0	0	0	0	0	0	0				
3. No. of 2-4 Day Suspensions		8	25	21	13	14	7	16				
4. No. of 5-10 Day Suspensions		9	12	8	7	7	7	1				
5. * No. of Different Students Suspended for the Month		16	35	26	19	19	14	17				
6. * No. of Different Students Suspended this Year (Cumulative)		16	47	61	75	89	94	100				
7. * No. of Different Students Suspended More than Once this Month		1	2	1	1	1	0	0				
8. * No. of Students Suspended More than Once this Year (Cumulative)		1	7	12	15	19	22	25				

Revised 11.15.05

*See Reverse Side

The building administrator reviews suspension notices. Copies of all suspension notices detailing the problem and the consequences are sent to the Superintendent. This information is reviewed in compliance with special education legislation and may result in a student's program being modified by a school team when appropriate.

5. No student is counted more than once per month.
6. No student is counted more than once during the school year. This number is cumulative.
7. Only students who have been suspended on more than one occasion this month are included.
8. This is a cumulative number and represents the number of students suspended more than once during this school year.

**Glastonbury Public Schools
Cumulative Summary of Suspensions**

School: Smith Middle School

School Year: 2021-2022

Reason	Aug	Sept.	Oct.	Nov.	Dec.	Jan.	Feb	Mar.	Apr.	May	Jun.
A. Alcohol Possession/Use/ Sale/Distribution/Manufacture											
B. Drugs Possession/Use/ Sale/Distribution/Manufacture											
C. Vandalism			1								
D. Fighting / Altercation					2			3			
E. Physical Attack on Student								1			
F. Physical Attack on Staff											
G. Threatening/Bullying							1				
H. Insubordination		1					2	2			
I. Cutting/Skipping Class											
J. Profanity			1								
K. Tardiness											
L. Harassment		1					2				
M. Weapon-Possession/Use											
N. Tobacco Possession/Use/ Sale/Distribution											
O. Theft		1	1								
P. Interference with school Safety/ Order/Discipline		4	9	5	7	4	4	7			
Q. Personal/Property Injury											
R. Motor Vehicle											
S. Failure to Attend Detention											

1. Total Number of Suspensions by Month		7	12	5	9	4	9	13			
In-School		6	6	5	5	2	7	5			
Out-of-School		1	6	0	4	2	2	8			
2. No. of 1 Day Suspensions		3	3	2	1	2	3	5			
3. No. of 2-4 Day Suspensions		4	5	3	8	2	6	7			
4. No. of 5-10 Day Suspensions		0	4	0	0	0	0	1			
5. * No. of Different Students Suspended for the Month		7	10	5	9	3	8	12			
6. * No. of Different Students Suspended this Year (Cumulative)		7	17	21	26	29	35	42			
7. * No. of Different Students Suspended More than Once this		0	1	0	0	1	1	1			
8. * No. of Students Suspended More than Once this Year (Cumulative)		0	1	1	5	6	7	11			

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TOWN OF GLASTONBURY**MEMORANDUM**

DEPARTMENT OF ADMINISTRATIVE SERVICES**FINANCIAL ADMINISTRATION**

TO: Board of Finance
Richard J. Johnson, Town Manager

FROM:  Julie Twilley, Director of Finance & Administrative Services

DATE: April 4, 2022

SUBJECT: Self Insurance Reserve Update March 2022

The attached report summarizes the Self Insurance Reserve fund through March 31, 2022. The total reserve is \$15,404,349 allocated \$3,704,621 and \$11,699,728 between Town and Board of Education, respectively. As of March the fund is experiencing a \$925,593 gain for the fiscal year.

There are 6 large loss claims which are defined as any claims that exceed \$50,000. BOE has 5 while the Town has 1 large loss claims. No claims have exceeded the individual Stop Loss limit. The Individual Stop Loss limit is \$200,000 for BOE and \$150,000 for the Town.

Enc.

cc: Dr. Alan Bookman, Superintendent
Karen Bonfiglio, Business Manager

SELF INSURANCE RESERVE FUND

YTD Balances As of: February 28, 2022

	Town	Education	Total
Contributions			
Employer	\$3,843,512	\$9,649,892	\$13,493,404
Employee	976,388	2,673,400	3,649,788
Stop Loss Reimbursement	63,056	90,043	153,099
Total Revenues	\$4,882,956	\$12,413,335	\$17,296,291
Expenditures			
Anthem			
ASO Fees	\$91,477	\$348,974	\$440,450
Claims	2,791,431	10,843,080	13,634,511
	\$2,882,907	\$11,192,054	\$14,074,962
CTCare			
ASO Fees	-	-	-
Claims	24,052	239,252	263,303
	24,051.96	\$239,252	\$263,303
Delta Dental			
ASO Fees	\$12,794	-	\$12,794
Claims	134,975	-	134,975
	\$147,769	-	\$147,769
Bank Fees/PCORI Fee	\$1,168	\$3,815	\$4,983
CT Prime	471,796	1,340,385	\$1,812,181
OneDigital Consultant Fees	13,500	54,000	67,500
	\$486,464	\$1,398,200	\$1,884,664
Total Expenditures	\$3,541,192	\$12,829,506	\$16,370,698
Current Year Revenues Less Expenses	\$1,341,764	(\$416,171)	\$925,593
Reserve July 1, 2021	\$2,362,857	\$12,115,899	\$14,478,755
Reserve at end of month	\$3,704,621	\$11,699,728	\$15,404,349

	Town		BOE		Total
Reserve at end of month	\$ 3,704,621	\$	11,699,728	\$	15,404,349
Recommended Minimum Reserve ^A	\$ 1,239,554	\$	4,125,707	\$	5,365,261
Variance Over/(Under) Reserved	\$ 2,465,067	\$	7,574,021	\$	10,039,088

A. As of February 2022. The next update will be provided in May 2022.