



REGULAR BOARD OF EDUCATION MEETING

Monday, March 10, 2025 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Awards and Recognition
 - A. CABE 2024 Bonnie B. Carney Awards of Excellence for Educational Communication
 - B. Glastonbury High School Girls' Indoor Track and Field 2025 CIAC Class LL State Champions
4. Student Representatives' Report
 - A. Hayley Lemieux, Class of 2025
 - B. Amalia Baird, Class of 2027
5. Information Session for Public Comment
6. Business Requiring Action
 - A. Approval of Increase Funding for MP Planning Group
 - B. Approval of Glastonbury High School Vo-Ag Student Trip to Indianapolis, Indiana
 - C. Approval of Glastonbury High School DECA Club Student Trip to Orlando, Florida
 - D. Acceptance for First Reading Board of Education Planning Framework 2025-2026
 - E. Approval of the February 10, 2025 Meeting Minutes
7. Reports and Discussion
 - A. School Reports
 1. Buttonball Lane Elementary School
 2. Hebron Avenue Elementary School
 - B. Glastonbury Education Foundation
8. Committee Chair Reports
9. Chairman's Reports
 - A. Additional Town Council Budget Question
 - B. Town Policy and Practice on CIP
 - C. GHS Course Credits
10. Superintendent's Report
 - A. Responses to Town Council Budget Questions
 - B. Self Insurance Reserve Update, February 2025

C. School Enrollment Report, March 2025

D. Dates to Remember

11. Adjournment

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

How to Participate in Board of Education Meeting Public Comments

At this time, there are two options for participating in public comment during Board of Education meetings.:

1) In-Person Comment.

The Board sets aside thirty (30) minutes for public comments. Comments are limited to 3 minutes per speaker and a person may speak only once. Each speaker must start by stating their name and address. There will be a sign-up sheet in the back of the room. In-person meetings are held in the Town Hall Town Council Chambers, 2155 Main Street, Glastonbury, unless otherwise noted on the [Board of Education Meeting webpage](#) and the Board Meeting agenda.

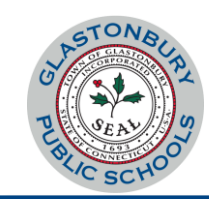
2) Written Comment.

Use the form below to submit a written comment before 12 noon on the meeting day. Written comments are attached to the BOE Meeting Agenda.

[Public Comments for Glastonbury Board of Education Meeting](#)

Public Comments for BOE Meeting (Responses) 2024-2025

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.
2/10/2025 12:01:29	Neha Patel	323 Country Club Rd. Gla	<p>We have been part of the Nayaug family for the past four years. The teachers at Nayaug are wonderful and we've had a positive experience thus far. As a parent I am longing for our school to feel more like a community where parents feel included and welcome. My son started kindergarten during Covid and while parents are allowed back in to the school something is still missing. Other Glastonbury elementary schools have back to school events, dances, end of year events, etc while Nayaug does not. I urge Nayaug parents to check out the other town elementary school websites and see the difference for themselves. When parents ask why, the answer is often vague and without a clear reason. Parents want to be informed and involved. Many want to volunteer, socialize and feel connected. Our first ever trunk or treat was a clear example of this.</p> <p>Where is the standardization? How is it that there is such a difference across elementary schools in the same town? Other areas with noted differences: field trips - some schools take them others don't, sending home paper notices to share information, school dances. What can be done to keep parents informed and ensure all students are having a similar experience?</p>



Glastonbury Public Schools

Elementary Facilities Plan

Phase 2 Kickoff Meeting

February 28, 2025



Project Team



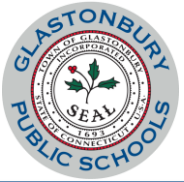
with assistance from:



Project
Leaders

Purpose of Phase 2:

Identify a preferred scenario(s) for more focused study

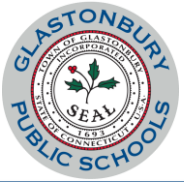


Review of Phase 2 Scope of Work

School Site Analysis

Goal: Identify any Town-owned land that could support new construction. Assess ability of existing school sites to accommodate building additions.

- Townwide parcel assessment relative to state school site guidelines (new sites).
- Desktop analysis of existing Elementary schools, Eastbury, Gideon Welles School, and GEHMS sites.
 - Wetlands, flood zones, topography, zoning, utility availability, etc.
- Core space analysis (gym, cafeteria) – can existing facilities support more students?

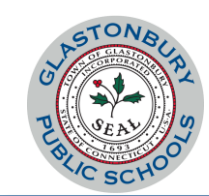


Review of Phase 2 Scope of Work

Master Planning

Goal: Assess the pros and cons of different scenarios. Identify a preferred long-term plan and short-term strategies that align with long-term vision.

- Potential options include status quo, temporary solutions (modulars, 5th grade relocation), additions, new construction, acquisition of facilities, and grade configurations.
- Initial high-level assessment to narrow range of options
- More detailed assessment once options are narrowed
 - Enrollment projections, redistricting considerations, etc.
 - High level budgeting, constructability, and timeline assessment.



Discussion of Potential Goals/Criteria

- Address capacity issues at the elementary schools.
 - Explore short-term (0-4 years) and longer-term (5+ year) solutions.
- Provide adequate space in the elementary schools to support educational program, desired loading levels, and provide flexibility for future educational programs.
 - Consider programmatic modernization options
- Maintain a consistent grade configuration across all elementary schools.
- Provide space for program expansion and assess program relocation opportunities (ELC, Pre-K, LINKS, etc.).
- Consider racial and socioeconomic balance
- Consider capital costs

Glastonbury Public Schools
TRAVEL APPROVAL FORM

THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED

INTERNATIONAL _____ US _____ CT _____

DESTINATION: National FFA Convention, Indianapolis, Indiana

DEPARTURE DATE: 10/28/2025 RETURN DATE: 11/01/2025

ESTIMATED NUMBER OF PARTICIPANTS: 12 WILL ANY SCHOOL TIME BE USED: yes, 4 days

SPONSORING TEACHER: Christine Gilbert COST PER PARTICIPANT: \$1400

OTHER CHAPERONE(S): Amanda DeLucia, Logan Tyler, Jenifer Donini, Liz Cole

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: N/A

SCHOOL(S) PARTICIPATING: GHS

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Students must be active FFA members and participants in the Agriscience program

PURPOSE OF TRIP:

To enhance agricultural education and develop leadership skills. Students will also be given an opportunity to talk to industry professionals. Additionally, four attending members have won a state-level competition and will be competing at the National level during the convention.

ITINERARY (SAMPLE ATTACHED):

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS:

Students will learn more about agriculture, personal goals, leadership skills, as well as college and career opportunities in Ag Science. Students will create a presentation to share with their peers & Chapter about their experience. The four state winners who are competing may be eligible for awards including potential scholarships.

APPROVAL:

DIRECTOR: [Signature] 1/31/2025
(DATE)

PRINCIPAL(S): [Signature] 1/3/2026
(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] 2/7/25
(DATE)

SAMPLE 2025 National Itinerary

Tuesday

Time	Activity	Location
Please Note - You must be in Official Dress for our Flight		
6:00 AM	Meet at Bradley International Airport	Bradley International Airport Schoephoester Rd, Windsor Locks, CT 06096
8:07 AM	Takeoff from BDL - American Airlines <i>Flight # 1975</i>	Bradley International Airport Schoephoester Rd, Windsor Locks, CT 06096
10:17 AM	Arrival to CLT - Lunch @ Airport	Charlotte-Douglas International Airport 5501 Josh Birmingham Parkway, Charlotte, NC 28208
1:15 PM	Depart CLT to IND - American Airlines <i>Flight # 2215</i>	Charlotte-Douglas International Airport 5501 Josh Birmingham Parkway, Charlotte, NC 28208
2:59 PM	Arrival to IND	Indianapolis International Airport 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241
~4:00 PM	Drive to Hotel	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
~5:00 PM	Settle into Hotel, Complete School Work	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
6:00 PM	Dinner Near Hotel - PAID FOR BY FFA	<u>Famous Dave's Bar-B-Que</u> 3645 Vincennes Rd, Indianapolis, IN 46268 317-824-0200 Reservation for 14 at 6:00 PM - Under Amanda DeLucia
10:00 PM	Curfew - Everyone must be in their rooms	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700

SAMPLE 2025 National Itinerary

Wednesday

Time	Activity	Location
8:00am	Breakfast @ Hotel Breakfast hours M-F 6-9am	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
9:00am	Depart Hotel	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
10:00-1:30	Workshops @ Convention Center	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
1:30-2:30	Lunch @ Convention Center	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
2:45 - 5:15 (Begins 3:30)	Opening Session 1A	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
	Travel Back to Hotel	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
CHANGE INTO STREET CLOTHES		
6:15-8:00 PM	Quick Dinner before the Newfields	Leave to a Vote - Panda Express, Subway, or White Castle (All in close proximity to Hotel)
8:30 PM	Harvest Nights @ the Newfields	https://discovernewfields.org/harvestnights
Upon Return to Hotel	Curfew - Everyone must be in their rooms	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700

SAMPLE 2025 National Itinerary

Thursday

Time	Activity	Location
Please Note - We are going straight to Convention Hall From Zoo and straight to dinner from Convention Hall so please plan to be in Official Dress All Day (Wear Comfy Shoes!)		
8:00AM	Breakfast @ Hotel Breakfast hours M-F 6-9am	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
9:00 PM	<u>Indianapolis Zoo</u>	1200 W. Washington Street Indianapolis, IN 48222 317-630-2001 Price \$30.75
1:00 PM	<u>Lunch @ Zoo</u>	1200 W. Washington Street Indianapolis, IN 48222 317-630-2001
2:00 PM	Depart Zoo back to Convention Hall	1200 W. Washington Street Indianapolis, IN 48222 317-630-2001
2:30 PM	Convention Hall - <i>Workshops</i>	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
5:00 PM	Dinner at the Old Spaghetti Factory - <i>PAID FOR BY FRIENDS OF THE FFA</i>	The Old Spaghetti Factory 210 South Meridian Street, Indianapolis, Indiana 46225 PHONE - 317-635-6325
8:00 PM	Study Session **EARLY MORNING**	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
10:00 PM	Curfew - Everyone must be in their rooms	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700

SAMPLE 2025 National Itinerary

Friday

Time	Activity	Location
6:00 AM	Breakfast @ Hotel Breakfast hours M-F 6-9am	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
6:45 AM	Head to Convention Hall	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
7:45-10:30 AM	Fourth General Session	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
10:30-12:00	Convention Hall - <i>Workshops</i>	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
12:00-1:00	Lunch @ Convention Hall	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
1:00 PM	<i>Back to Hotel for Study Time</i>	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
CHANGE INTO STREET CLOTHES		
4:00 PM	Quick Dinner Before Rodeo	Leave to a Vote - Chipotle, Moes, Panera, Zaxby's or Jimmy Johns (All in close proximity to Hotel)
6:00 PM	Rodeo	<u>Indiana Farmers Coliseum (Indiana State Fairgrounds)</u> 1202 E 38th Street, Indianapolis, Indiana 46205
	Curfew - Everyone must be in their rooms	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700

SAMPLE 2025 National Itinerary

Saturday

Time	Activity	Location
7:30 AM	Breakfast @ Hotel Breakfast hours 7:30 -10:30am	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
8:15 AM	Packing	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
9:30 AM	Checkout of Hotel	<u>Embassy Suites Indianapolis North</u> 3912 Vincennes Road, Indianapolis, IN 46268-3024 PHONE - 317-872-7700
10:00 AM	Arrive at Motor Speedway Walking Tour (10:00-10:45)	<u>Indianapolis Motor Speedway</u> 4790 W 16th St, Indianapolis, IN 46222 PHONE - 317-492-8500
11:15 PM	Leave for Airport	Indianapolis International Airport 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241
12:00PM	Return Time for Vehicles to Enterprise	
~12:30 PM	Arrival to IND Airport	Indianapolis International Airport 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241
~2:00 PM	Lunch @ IND Airport	Indianapolis International Airport 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241
4:00 PM	Takeoff from IND - American Airlines <i>Flight # 3124</i>	Indianapolis International Airport 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241
5:49 PM	Arrival to PHL	Philadelphia International Airport 8500 Essington Ave, Philadelphia, PA, 19153
7:14 PM	Depart PHL to BDL - American Airlines <i>Flight # 5121</i>	Philadelphia International Airport 8500 Essington Ave, Philadelphia, PA, 19153
8:35 PM	Arrival to BDL	Bradley International Airport Schoepfoester Rd, Windsor Locks, CT 06096

Glastonbury Public Schools

TRAVEL APPROVAL FORM

THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED

INTERNATIONAL _____ US x CT _____

DESTINATION: Orlando, Florida

DEPARTURE DATE: April 26, 2025

RETURN DATE: April 30, 2025

ESTIMATED NUMBER OF PARTICIPANTS: 2-7 WILL ANY SCHOOL TIME BE USED: yes- three days

SPONSORING TEACHER: Arlette de Koning COST PER PARTICIPANT: est. \$1000-\$1700
(cost will depend on how many students attend, hotel room and advisor costs)

OTHER CHAPERONE(S): N/A

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: DECA

SCHOOL(S) PARTICIPATING: Glastonbury High School

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Students that place in the top three of the DECA State Competition and/or being a CT DECA Officer

PURPOSE OF TRIP: GHS DECA members participate in the DECA State Competition, which includes a 100-question test and broad categories - which students have prepared for since the fall. The students who place in the top three qualify to compete in the International DECA competition in Orlando, Florida. This event is held annually and it is a great honor to represent GHS at this conference. Registration is due by March 14, 2025 the final qualifying event is held March 1.

ITINERARY (MAY BE ATTACHED): For more info on the conference, please visit: [DECA](#)

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS: In this international conference participants will compete in different business, entrepreneurship and financial related events and gain invaluable experience by exposure to and interaction with fellow high-level competitors, advisors, judges etc.

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APPROVAL:

DIRECTOR: _____ (DATE)

PRINCIPAL(S): Nancy Bean 02/24/2025 _____ (DATE)
(of first school where trip is taking place) (DATE) (of second school if applicable) (DATE)

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

SUPERINTENDENT APPROVAL: Alan Bostha 2/26/25
_____ (DATE)

BOARD OF EDUCATION APPROVAL DATE: _____

BOE PLANNING FRAMEWORK 2025-2026

The following planning topics are proposed for the school year with the understanding that this schedule remains flexible. This list does not preclude adding items to the agenda, but instead serves as a basis for year-long planning.

AUGUST 2025

End of Year Financial Reports and Final Budget Transfers for 2024-2025
Transfer of Funds and Expenditures of the Non-lapsing Educational Fund
School Food Service Report
LINKS Update
Update on Early Learning Center
Student Activities Report
School Report Newsletter
Opening Day Celebration/Convocation
New Teacher Orientation
State Summative Assessment Results (SBAC, NGSS)

SEPTEMBER 2025

Update on CIP and other Maintenance Projects
Establish Date for Graduation 2026
Approval of Finalized Graduation Date for 2025-2026 School Calendar
Status Report of Enrollment
Opening of School Report
Opening Day Professional Development/Administrators Professional Development/Retreat
Board of Education Policy Updates
Budget Planning Begins
Annual Reports Begin
Approval of Submission of CABA BOE Recognition Award
Fall Professional Development (2nd meeting in September)
Approval of Submission of Consolidated Grant Application 2025-2026 (Title I, Title II, Title III, and Title IV Grants)
Scholastic Aptitude Test (SAT) and Advanced Placement Results (AP)
Post-Secondary Planning Graduating Class 2025

OCTOBER 2025

Budget Planning Continues
Annual Reports Continue
Curriculum Review Reports
Employee Recognition Event
Approval to Go Out for School Bus Bids
Board of Education Policy Updates
Fall Budget Revisions
Capital Improvement Projects (CIP) Review and Recommendations (2027-2031)
Approval District TEAM Mentors

NOVEMBER 2025

Acceptance Program of Studies - Glastonbury High School and Smith Middle School
School Report Newsletter
Set CIP Priorities
Election Day Professional Development
Veterans Day Celebrations
Review Programs of Study - Glastonbury High School and Smith Middle School
Budget Planning Continues
Annual Reports Continue
Board of Education Budget Workshop Dates
Board of Education Meeting Dates 2027-2028
Approval of Perkins Vocational and Technical Education Grant
2027-2028 Glastonbury Public Schools Calendar
2028-2029 Glastonbury Public Schools Calendar
Next Generation Accountability Report

DECEMBER 2025

Annual Reports Completed
Magnet School Participation
Approve Programs of Study - Glastonbury High School and Smith Middle School
Board of Education Policy Updates

JANUARY 2026

Budget Workshops
Review and Approval of Board of Education Budget for 2026-2027
Capital Improvements Projects (CIP) Workshop with the Town Council
Town Meeting on Town/Education 2026-2027 Budget Proposal
School Food Service Mid-Year Report
School Reports Begin
Open Choice Participation 2026-2027
Adult and Continuing Education Courses for Winter/Spring
Board of Education Ethics Training

FEBRUARY 2026

Workshops BOE, Town Council, and Board of Finance to Review Education Budget
School Report Newsletter
School Reports Continue
Summer Enrichment Camps
Teacher Education and Mentoring Report (TEAM)
GPS Recruitment Fair
Recruitment/Hiring Begins

MARCH 2026

School Reports Continue
Board of Education Policy Updates
Recruitment/Hiring Continues
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151
Approval Board of Education Planning Framework
Approval of Town Council Budget for Education and CIP
State Mandated Testing Schedule 2026
Approval of Budget Reductions to the Approved 2026-2027 BOE Budget
Spring Professional Development

APRIL 2026

School Reports Completed
April Budget Revisions
Non-Renewal Long Term Substitutes Agreement
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151
Student Participation through Lottery for Magnet Schools
Board of Education Policy Updates
Recruitment/Hiring Continues
Educator Evaluation
Approval of IDEA B Grant for 2026-2028
TEAM Process and Training Report

MAY 2026

School Reports Newsletter
Superintendent's Evaluation
Recruitment/Hiring Continues
Healthy Foods Certification
Board of Education Policy Updates
Board Self-Evaluation
Recognition of Certified Retirees
Capital Improvement Projects Update (CIP)
Approval of Open Choice Expenditures
50th Class Reunion Breakfast

JUNE 2026

Graduation Celebration, 2026
Summer Professional Development Report
Glastonbury/East Hartford Elementary Magnet School Financial Report/Budget Approval
Recruitment/Hiring Continues
Children of Out of Town Staff Members Tuition
Board of Education Policy Updates
Approval of Non-Affiliated Wage Increases
Elementary School Staffing Adjustments
Superintendent's Contract

Teacher Evaluation Update

JULY 2026

Recruitment/Hiring Continues
School Report Newsletter
Technology Annual Report
Board of Education Policy Updates
Summer Professional Development Report
Elementary School Staffing Adjustments
Board of Education Policy Updates
Adult and Continuing Education Courses for Fall
CIP Projects Update

Approved:

DRAFT

Regular Board of Education Meeting

Monday, February 10, 2025 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh: Absent

Mrs. Alison Couture: Absent

Mrs. Jennifer Faust: Present

Dr. Douglas Foyle: Present

Ms. Jenn Jennings: Present

Mr. David Peniston, Jr.: Present

Mr. Matthew Saunig: Present

Ms. Julie Thompson: Present

Dr. Foyle joined via ZOOM.

Also Present: Alan B. Bookman, Superintendent

Dr. Scott Hurwitz, Assistant Superintendent

Kate Lund, Assistant Superintendent

Citizens and Staff Members, representatives of the press

1. Call to Order

Julie Thompson called the meeting to order at 7PM.

2. Pledge of Allegiance

3. Awards and Recognition

3.A. Students and Teachers from the Venezuelan Partnership 2025

3.B. GHS VOICES Committee

4. Student Representatives' Report

4.A. Hayley Lemieux, Class of 2025

Student Representative, Hayley Lemieux, Class of 2025, provided the Board with events taking place at Glastonbury High School.

4.B. Amalia Baird, Class of 2027

Student Representative, Amalia Baird, Class of 2027, updated the Board on events at Glastonbury High School.

5. Information Session for Public Comment

Pam Lucas, 145 Moseley Terrace, Glastonbury, shared with the Board her thoughts on the Open Choice Program at Glastonbury Public Schools.

David O'Connor, 1114 Main Street, South Glastonbury, thanked the Board for their work and shared his support of the Open Choice Program.

Rob Dackers, 15 Trifiro Circle, Glastonbury, thanked the Board for their service and shared his

support of the Open Choice program.

Jenn Jennings, 34 Cranesbill Drive, Glastonbury, shared her support with the Board regarding the Open Choice program, feedback on a Second Step Program lesson, and the possibility of the Board of Education agenda packet being available earlier for the community to review.

6. Business Requiring Action

6.A. Approval of Tuition Based Summer 2025 Enrichment Camps

Board approves the following Summer Enrichment Camps for 2025: Bringing Books to Life Through Play, Coding with Robotics, Glastonbury Training Camp, Growing Guardians Day Camp, Multilingual Learner Camp, French Camp Summer 2025, Spanish Camp Summer 2025, Discover Russian Elementary, Discover Russian Middle and High School, Discover Chinese Elementary, and Discover Chinese Middle and High School. This motion, made by Mr. Matthew Saunig and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Jennifer Faust:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

6.B. Approval of the January 13, 2025 Meeting Minutes

Board approves the meeting minutes of Monday, January 13, 2025. This motion, made by Mr. Matthew Saunig and seconded by Mr. David Peniston, Jr., Carried.

Mrs. Jennifer Faust:	Abstain
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

6.C. Approval of the January 27, 2025 Meeting Minutes

Board approves the meeting minutes of Monday, January 27, 2025. This motion, made by Mr. Matthew Saunig and seconded by Mr. David Peniston, Jr., Carried.

Mr. Matthew Saunig:	Abstain
Mrs. Jennifer Faust:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	Yea
Ms. Julie Thompson:	Yea

7. Reports and Discussion

7.A. School Reports

7.A.1. Nayaug School

The Nayaug School report was been postponed and will be presented in the Spring 2025.

7.A.2. Hopewell School

Twana Shirden, Principal of Hopewell Elementary School, highlighted areas of her report with the Board.

7.B. Open Choice Participation 2025-2026

Dr. Bookman, Superintendent of GPS, highlighted areas of the 2025-2026 Open Choice Seat Declaration to the Board.

7.C. Glastonbury Education Foundation

Julie Thompson reported that the Foundation will meet later this week and reminded the Board of the upcoming 5K run.

8. Committee Chair Reports

There were no Committee Chair reports.

9. Chairman's Reports

The Chairman had no information to report.

10. Superintendent's Report

- Dr. Bookman distributed invitations to the upcoming Artist Reception and the FFA Banquet with the Board.
- Dr. Bookman provided the Board with an overview of the Self-Insurance documents from December and January.

10.A. Self-Insurance Reserve Update, December 2024

10.B. Self-Insurance Reserve Update, January 2025

10.C. School Enrollment Report, February 2025

10.D. Student Suspension Report, January 2025

10.E. Gideon Welles School Spring After School Activity Booklet

10.F. Dates to Remember

Julie Thompson reminded the Board of upcoming meeting dates:

- Town Council Budget Workshop - Wednesday, February 26, 2025
- Final Budget Public Hearing and Action - Wednesday, March 19, 2025

11. Adjournment

Board moves to adjourn the meeting. This motion, made by Mr. Matthew Saunig and seconded by Mr. David Peniston, Jr., Carried. The meeting adjourned at 8:42PM.

Mrs. Jennifer Faust: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

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

Respectfully Submitted,

Kali Cavanaugh, Secretary

Approved:



Report to Glastonbury Board of Education

School: Buttonball Lane Elementary School

Prepared by: Janet Balthazar

Date: March 10, 2025

1. What are some notable school successes that have occurred within this past year?

- It was a successful start to the school year despite enrollment growth that required creativity in space utilization.
- Our Buttonball Leadership Team (BLT) is made up of grade 5 students who work in partnership with school leaders to create a positive, welcoming learning environment. They sponsor school spirit days, advertise and market school events, and collaborate on ways to improve connection and community. Over the year, they develop organizational and leadership skills.
- With our current grade 4 students transitioning to Gideon Welles next year, leadership and volunteer opportunities have been extended to them as well. Students could choose to be a BLT member, recess cart helper, or read to a classroom for Read Across America Day. Students in grade 4, if they choose, can now participate in Battle of the Books, typically a grade 5 activity.
- Students participate in activities that promote wellness not only for themselves but also to show kindness to others. So far, our students have raised money for JDRF, CCMC, and the American Red Cross.
- Bring Your Parent to PE Day in February saw more than 220 families (66%) come into school to experience a PE class during the gymnastics unit.
- The 28th Annual HEART event collected items to donate to the ABC House in Glastonbury, Sarah J. Rawson Elementary School and Sand School (both in Hartford), Glastonbury Food Pantry, and the Middletown Senior Center. Communication, sorting, and packing, was supported by the grade 4 BLT.
- World Read Aloud Day in February was a celebration of reading, with 25 grade 5 students visiting classrooms to read a book. This student-to-student connection was a new concept for this annual celebration of reading. It was a great success.
- Read Across America Day last week was another successful celebration of reading and student-to-student connection. This event allowed grade 4 students to read to kindergarten through grade 3 classrooms. The students also talked about World Unplug Day, which starts the evening before the first Saturday in March. One of the grade 4 digital citizenship lessons focuses on media balance. It was a perfect way for these students to further their learning and understanding of media in their lives.
- STEAM opportunities continue to be a natural part of learning. Our Library Media teacher provides instruction through her curriculum and an after-school coding club. Teachers utilize STEAM activities as extensions in their classroom to foster hands-on learning, and purposeful play provides a natural setting for exploratory learning across modalities. Our March Family STEAM night continues to be a successful event connecting families to school.

2. Please share any new school initiatives that were introduced recently.

- **Restorative Practices** are a set of approaches that aim to provide a positive, open classroom community. The framework allows for rituals and structures that are proactive in nature and aim to repair relationships and resolve conflicts when they arise. Teachers have effectively implemented several different types of circles this year: Academic, Social, and Restorative. Teachers have had professional learning opportunities to explore Restorative Practices and have used the framework to enhance staff meetings and collaboration.
- **Fundations** is a literacy program for teaching the foundational skills of decoding, word recognition, spelling and handwriting for students in kindergarten through grade 3. It provides an explicit and systematic approach to phonics and phonics instruction. Lessons include auditory, visual, and kinesthetic activities that teach students to navigate the complexities of the English language through daily exposure to multiple applications of phonics skills. Teachers attended professional learning sessions last spring and this fall in order to make this shift in literacy instruction. Our Buttonball Lane teachers are thoughtful in their lesson planning and are now seeing the growth as we enter the last term of the year.
- **MTSS (Multi-Tiered System of Supports)** is a framework that helps educators identify and support students' academic, social, emotional, and behavioral needs. Our main focus this year has been on tier one instruction, which is what all students receive. It aligns with our strategic plan, focusing on good teaching and active learning. Teachers have engaged in professional learning as well as opportunities for collaboration with specialist and grade level colleagues.
- **Purposeful Play** is being piloted by some of our kindergarten teachers this year. By focusing on the most effective types of play activities, students are provided age-appropriate play-based learning to support both mental and physical growth. Pilot teachers across the district have collaborated closely with directors and each other since last summer to support implementation in all kindergarten classrooms next year.
- **ParentSquare** was released last year as an administrator's primary tool for school-to-home communication with families and teachers began trying it out as "early adopters". This year, all teachers shifted to using ParentSquare as their primary tool for communicating with families. At Buttonball Lane, teachers have shared over 700 posts with parents and sent over 6,500 direct messages to communicate directly with families.
- **Composting** during lunch waves began this school year. Students are responsible for composting food scraps and school products (lunch trays and napkins) when they clear and clean up. Through January, our students produced 9,275 pounds of composting.

3. Challenges and Opportunities:

A year of space utilization

- The late addition of a kindergarten section presented a challenge in creating adequate learning and working spaces.
- This provided an opportunity to reimagine spaces and reorganize storage to find more room for education.

Combination of Space and Enrollment

- With the decision to move grade 5 from Buttonball to Gideon Welles next year, we have worked to plan end of the year celebrations and events.
- Moving grade 4 provides an opportunity to relieve space issues next year with time to plan better utilization of space and restructure learning spaces to support the needs of students.

4. Please highlight the long-term plans that support your school's interests and needs.

Goal 1: Active Learning and High Expectations

- Revise our Big Picture Schedule (Specials, WIN blocks, Lunch/Recess) to maximize learning blocks and student supports.
- Continue to identify what good teaching and active learning looks like in an elementary classroom to meet the needs of the changing student.
- Continue to learn and refine the MTSS framework of supports for success both academically and behaviorally.
- Continue to utilize the Collaborative Problem Solving process to effectively create student learning plans.

Goal 2: Safe, Supportive, and Inclusive Learning Environments

- Restructure placement of grade level classrooms and support services to promote continued collaboration.
- Continue professional learning on Restorative Practices to keep relationships at the center of learning.
- Implement play-based learning in kindergarten in the 25-26 school year to support our youngest learners in their first years of a structured school setting. Follow district timeline for expanding play-based learning to upper grades.

Goal 3: Health and Well-Being of Students and Staff

- Reimagine leadership opportunities for students now that fourth graders will be the building leaders.
- Continue to explicitly teach respect and kindness through the book *Have You Filled a Bucket Today?* to model and recognize student growth over the course of the year.
- Continue to offer after school clubs that target wellness and community.
- Continue to provide health and wellness activities for teachers and staff over the course of the year.
- Continue to partner with the PTO, who provides financial support for classroom initiatives and events that bring our school community together.



Report to Glastonbury Board of Education

School: Hebron Avenue School

Prepared by: Linda Provost

Date: March 10, 2025

1. What are some notable school successes that have occurred within this past year?

Committee Structure

At Hebron Avenue School we have re-structured our committee work to align with our strategic goals. Our three committees include the “Be Kind”, “Be Curious” and “Be Well” committees. The “Be Kind” committee promotes overall wellness and happiness at school and implements new systems to promote positive behaviors and culture. The team spreads cheer and wellness, plans events and sends gifts and well wishes to staff for a variety of occasions. The “Be Curious” team plans academic based school-wide events and activities that connect to Reading, Writing, Science, SS or Math. The team focuses on spreading the joy of each subject area through fun programming. Examples include Family Fun Night, One District One Book, and STEAM night. The “Be Well” team meets four times per year to promote school safety. Restructuring our teams has made our work more meaningful and efficient.

Family Fun Night

One event unique to HAS is our Family Fun Night. Family Fun Night is designed to give families a fun night out, and at the same time promote and celebrate the love of reading and literacy development. To this end, we provide high interest activities in a fun filled evening. The Hebron Avenue School staff plans and implement engaging activities for families to enjoy that are all based around literacy development and promoting the love for literacy.

Veterans Day Celebration

Our Veteran’s Day celebration was a huge success this year. The event drew in over 50 veterans as guests of honor. Participating families enjoyed breakfast in the cafeteria to start the day. Handmade pins and cards with messages were given to each veteran. Thank you to Mrs. Amirault’s first grade class and Ms. Counts’ fifth grade class for making these special items. After breakfast, a ceremony was held in the gymnasium. The band ensemble played, “My Country tis of Thee”, and the Grade 4 and 5 Chorus performed the “Armed Forces Salute”. Next, each guest was introduced by a branch of the military. Fifth-grade students gave readings about the significance of Veteran’s Day, the symbolism of the white table displayed in the café, and the Veterans Garden at Hebron Avenue School. Our chorus then performed, “We Won’t Forget” followed by, “God Bless America”. Following the ceremony, Veterans and guests visited classrooms and placed flags outside around the flagpole and in the Veteran’s Garden. We were honored to have such an amazing turn out and the opportunity to provide an educational experience for our students.

Turkey Tourney

This year’s annual Turkey Tourney featured staff playing volleyball rather than basketball. The switch to volleyball was a nice enhancement to the event as it was easier to follow and had a slower pace. Four teams; “Feast Mode”, “The Empire Spikes Back”, “You Got Served” and the “Plymouth Rockers” all competed for the win. Fun referees, a half time comedy show, HAS Jump Team

performance, and a turkey mascot all contributed to the excitement of the event. In the end, it was the “Empire Spikes Back” who got the win. A good time was had by all!

Silent Spirit Week

To bring some fun to our school, staff participated in a “Silent Spirit Week” in December. The idea was for students to figure out what the spirit day was based on how they observed the adults. There was Monochromatic Clothes Day, where staff wore clothes of a single color from head to toe. Anything but a Cup Day, where staff got creative with how they drank their water! Vessels were anything but a traditional cup and included trophies, jugs, ornaments, popcorn containers, vases, cans and jars! Next was Rock, Paper Scissors Day. Staff received three beaded necklaces and challenged one another to a rock, paper, scissors game. Winners collected beads while the losers lost beads! One day was holiday spirit gear, and the week ended with a cozy flannel and slippers day. Students had fun coming into school each day to try to guess what the crazy event would be for the day.

Restorative Practices

The use of restorative circles and collaborative problem solving has been going well this year. All teachers and administrators use restorative circles to teach content, skill development, problem solving, and to make positive connections with and among students. For example, if a teacher is having an issue in the classroom, he or she may utilize a circle to engage the students in problem solving. A teacher may also utilize a circle to build a sense of community by getting to know one another or to pose content area questions.

2. Please share any new school initiatives that were introduced recently.

UCONN HuskyThon

A UCONN Spirit Day was held on December 13th. Throughout the week of 12/9-12/13 we collected \$1.00 donations from students to support the JonaTHON subgroup of the HuskyTHON organization. HuskyTHON is a year-long fundraising effort at the University of Connecticut to support Connecticut Children’s Hospital, the only freestanding children’s hospital in Connecticut. Over \$800.00 was raised for this important cause. Thank you to Kim Chaplinsky’s fourth grade class for leading this service project.

Building Buddy School-Wide Activities

This year we have a school-wide focus on building buddy activities. Building buddies are younger students that are paired with older students by classrooms. Students are paired up with a buddy at the beginning of the year to get to know one another, build relationships with one another and do activities together. Grade five is paired with Grade 1, Grade 4 with Grade 2 and Grade 3 with kindergarten. Students participate in activities and look forward to meeting with their buddies throughout the year and have fun getting to know one another.

Glow Booster Run

New this year is our PTO’s Glow Booster Run. This special fund-raising event began on January 23rd and culminated with a Glow Run on February 3rd. Students were thrilled about this event as the Booster Team visited the school and got all of our students excited about it. All students participated in the Glow Run during their PE time. A total of \$25,995.00 was raised to purchase outdoor playground equipment and fund enrichment activities.

3. Challenges and Opportunities at Hebron Avenue School:

- Enrollment and lack of space continues to be an ongoing watch for the Hebron Avenue School community. We continue to monitor the numbers of students and the spaces available at the school. This will need to be continually looked at in order to plan ahead for the future.

- The social and emotional needs of students continue to be significant. More and more students are experiencing lagging skills in the areas of impulse control, flexible thinking, problem solving, frustration tolerance, regulating emotions, and independence. We are grateful to have a School Psychologist and a part-time Social Worker. We are hoping for the opportunity to be able to expand the hours of our Social Worker to help meet the needs of our students.

4. Please highlight the long-term plans that support your school's interests and needs.

Purposeful Play

Our district and our school are piloting purposeful play this year in kindergarten. The purposeful play units have been received well by our students and teachers. Through play-based learning strategies such as daily schedules, linear calendars, message of the day, who chooses first lists, and written play plans, our students are learning many academic, social, and emotional skills. They are learning to predict, plan, organize thoughts, organize behaviors, self-regulate, improve working memory and cognitive flexibility amongst a host of other listening, speaking and literacy skills. We look forward to the expanded implementation of purposeful play and the positive outcomes it will yield.



Glastonbury Board of Education

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033
Tel: 860-652-7951, www.glastonburyus.org

TO: Jonathan Luiz, Town Manager

FROM: Dr. Douglas C. Foyle, Board Chair

DATE: March 3, 2025

SUBJECT: Additional Town Council Budget Question

Can we use \$570,220 projected to remain in the non-lapsing fund toward replacement of the turf football field?

I'd like to provide context on this question from a Board perspective.

If the question is "can the Board **legally** use the remainder of the non-lapsing fund toward replacement of the turf football field?" the answer is **yes**.

Please recall that current Connecticut state law allows Boards of Education to expend funds within a Board-established nonlapsing fund for "educational expenditures" at its sole discretion.

If the question is "can the Board **under current Town and Board policy/practice** use the remainder of the non-lapsing fund toward replacement of the turf football field?" then the answer is **no**.

Since the superintendent works for the Board, his answer ("no") presumes the continuation of Town and Board policy/practice. If the policy/practice changes, then the answer would change.

As you know, current Town policy/practice is for the Board to identify **major CIP maintenance** projects for the Town to consider both the timing and funding of those replacements (e.g., roofs, boilers, parking lots, fields, etc.). The Board then leaves it up to the Town to consider when and how to fund these maintenance projects.

Since 2009 when I joined the Board, it is my recollection that the Board (with one exception) has **not** been asked by the Council to partially (or completely) fund a **maintenance** project. Asking the Board to start doing so would be a major change in policy/practice and would necessarily become a point of discussion at the Board level about how to move forward.

Please recall that the Eastbury building major maintenance (i.e., roof and boiler) is the one exception to the current Town CIP policy/practice. This exception was arrived at jointly between the Town and Board after numerous individual Council and Board meetings and joint discussions at noticed meetings.

The distinction between **maintenance** and **new** CIP projects is important.

To my recollection, the Council has made two exceptions in the past and asked the Board to pay for part of two **new** CIP projects: the breezeway at the GHS field house and expenditures associated with the Naubuc 2nd floor project exceeding \$3.2 million. Both of these decisions were arrived at after numerous individual Council and Board meetings and joint discussions at noticed meetings.

Please note that the Board views these two exceptions as exceptions. Recall that when the Council asked if the Board would cover any costs above the approved amount for the installation of new GHS and Naubuc gym HVAC units, my answer was **no**.

As an aside, the Board expends a significant amount of funding on a yearly and ongoing basis for the maintenance of school facilities. Many of these historical items are listed on page 100 of the Board budget book. These expenditures keep these projects off the Board's CIP maintenance request list. It also keeps the schools open and functioning when unexpected and large maintenance projects arise where waiting months would cause a major educational disruption (e.g., Nayaug chiller).



Glastonbury Board of Education

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033
Tel: 860-652-7951, www.glastonburyus.org

TO: Jonathan Luiz, Town Manager

FROM: Dr. Douglas C. Foyle, Board Chair

DATE: March 4, 2025

SUBJECT: Town Policy and Practice on CIP

Thank you for the question.

The policy I referred to is the Town's adopted "Capital Improvement Program Criteria" adopted on January 9, 2024. It identifies the process for making CIP decisions and indicates the Council will fund CIP projects through the Capital Reserve Fund, donations/grants/loans, or bonding.

The Town Council's practice in funding Board projects has aligned with this Town policy for some time.

I discussed the three exceptions to the practice in my March 3 memo. Other than the fieldhouse and Naubuc 2nd floor, I cannot think of one example since 2009 where the Council asked the Board to fund a portion of a CIP project the Council had approved. The third exception is that the Board will pay for the roof and boiler replacement at Eastbury School when those projects eventually need to occur.

As for the use of the nonlapsing fund, as discussed with the Town Council in spring 2024, a Town policy on an educational nonlapsing fund (through mid-2024) and State of Connecticut law (from mid-2024) grant the Board of Education the authority to spend funds from the account, including for capital projects, at its sole discretion.

No of Credits													
Grade Level	2.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	Grand Total
9							17	177	69	121	15	11	410
10		1				13	54	197	77	85	6	3	436
11					3	17	53	130	101	72	32	20	428
12	1		1	2	10	160	104	98	43	31	7		457
Grand Total	1	1	1	2	13	190	228	602	290	309	60	34	1731
Percentage													
Grade Level	2.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	Grand Total
9	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%	43.2%	16.8%	29.5%	3.7%	2.7%	100.0%
10	0.0%	0.2%	0.0%	0.0%	0.0%	3.0%	12.4%	45.2%	17.7%	19.5%	1.4%	0.7%	100.0%
11	0.0%	0.0%	0.0%	0.0%	0.7%	4.0%	12.4%	30.4%	23.6%	16.8%	7.5%	4.7%	100.0%
12	0.2%	0.0%	0.2%	0.4%	2.2%	35.0%	22.8%	21.4%	9.4%	6.8%	1.5%	0.0%	100.0%
Grand Total	0.10%	0.10%	0.10%	0.10%	0.80%	11.00%	13.20%	34.80%	16.80%	17.85%	3.50%	2.00%	100.00%



Office of the Superintendent

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033
860-652-7951, www.glastonburyus.org

TO: Jonathan Luiz, Town Manager
FROM: Dr. Alan Bookman, Superintendent of Schools
DATE: February 28, 2025
SUBJECT: Response to Town Council Budget Questions

This memo provides follow-up responses to questions raised by members of the Town Council during their Budget Workshop on February 26, 2025. Responses are in **red**.

What is the total weight that has been composted to date this school year? **29,000 pounds**

How many students do we currently have in school? How many did we have ten years ago?

October 2014 - 6,169 Students

October 2024 - 5,630 Students

How many employees currently make over \$150,000 a year? **34 Employees**

How many teachers do we currently have in school? How many did we have ten years ago?

2014-2015 - 518.65

2024-2025 - 520.60

While we have fewer classroom teachers, we have many more special education teachers, psychologists, speech and language pathologists, and OT/PT service providers.

How many directors are there? And what are they directors of? **14 Directors**

Director of:	
Language Arts K-5	Equity, Diversity, and Inclusion
Art	World Language
Music	School Counseling
Math	Health/Physical Ed
Science	English 6-12
History	Special Education
Career/Tech Ed	Athletics

What is the total projected cost of teachers next school year as compared to this year prior to the addition of new positions? What is the total cost of the new positions?

2024-25 (Old Contract) - \$52,883,935

2025-26 (Next Contract) - \$54,620,599 *without new positions

Total cost of new positions - \$510,000

Can you provide data regarding incidents of bias over the past three school years?

The chart below displays incidents of bias that resulted in suspension in Grades 2-12.

2022-23	18
2023-24	44
2024-25 (through 2-27-25)	23

Can you provide the number of employee's kids attending GPS over the past three years and their positions within GPS? (NOTE: This question was later amended to include the years prior to the COVID-19 pandemic).

	Total Students	Certified Employees	Classified Employees
2016-17	2	2	0
2017-18	1	1	0
2018-19	0	0	0
2019-20	0	0	0
2020-21	1	1	0
2021-22	0	0	0
2022-23	5	3	2
2023-24	9	6	3
2024-25	13	7	6

Can we use \$570,220 projected to remain in the non-lapsing fund toward replacement of the turf football field?

No. We hope to raise funds for two turf fields. We may need some of this money to finalize our plans. We also have needs for funding bleachers and fencing for the two new fields. Also netting will be needed wherever lacrosse plays. Finally, we need some money to remain in the non-lapsing fund when issues arise (e.g. Nayaug chiller, \$285,732).

There is \$1.4 million in Student Activities Fund that is not part of the operating budget. What dollar amount of that income is collected from ticket sales at football and basketball games.

While we don't separate ticket sales by sport, the total of all ticket sales at games this year is \$32,321.

Alan stated this account is used for security. Anything else?

I was mistaken about the security. The cost for security is part of the operating budget. The money for athletes in the student activities fund is used for officiating in special games and meets in post season, fees for intramurals, and replacement jerseys and uniforms. It also pays for monthly rental fees for the weight room until we are able to open up our strength and conditioning center in June.

How much is used for scholarships?

We have \$282,063 for scholarships. There are also private accounts that individuals have where they send money from it to us every spring for a scholarship. Money comes out of the scholarship funds every year for student recipients. Sometimes, when any scholarship fund runs out of money, either the scholarship is ended or the donors put more money into this account.

TOWN OF GLASTONBURY**MEMORANDUM****DEPARTMENT OF ADMINISTRATIVE SERVICES****FINANCIAL ADMINISTRATION**

TO: Board of Finance
Jonathan Luiz, Town Manager

FROM: Keri Rowley, Director of Finance & Administrative Services *LR*

DATE: March 4, 2025

SUBJECT: Self Insurance Reserve Update February 2025

The attached report summarizes the Self-Insurance Reserve fund through **February**. The total reserve is **\$13,077,018**, allocated **\$5,423,563** and **\$6,567,242** between the Town and Board of Education, respectively. As of **February**, the fund is experiencing a **\$1,086,213** loss for the fiscal year.

There are **14** large loss claims which are defined as any claims that exceed 50% of the individual stop-loss limit. There are **nine** large loss claims for the BOE and **five** for the Town. There are **7** claims that have exceeded the individual Stop Loss limit; **five** for the BOE and **two** for the Town. The individual stop-loss limit is **\$200,000** for BOE and **\$150,000** for the Town.

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

SELF INSURANCE RESERVE FUND

YTD Balances As of February 28, 2025

	Town	Education	Total
Contributions			
Employer	\$2,436,700	\$8,132,910	\$10,569,610
Employee	821,670	2,377,546	3,199,216
Stop Loss Reimbursement	640,274	1,637,294	2,277,568
Total Revenues	\$3,898,644	\$12,147,750	\$16,046,394
Expenditures			
Anthem			
ASO Fees	\$57,992	\$234,787	\$292,779
Claims	2,870,064	11,899,569	14,769,632
	\$2,928,056	\$12,134,356	\$15,062,412
Delta Dental			
ASO Fees	\$10,828	\$27,250	\$38,078
Claims	128,383	414,323	542,706
	\$139,211	\$441,573	\$580,784
Bank Fees/PCORI Fee	\$0	\$0	\$0
CT Prime	429,389	992,522	\$1,421,911
OneDigital Consultant Fees	13,500	54,000	67,500
	\$442,889	\$1,046,522	\$1,489,411
Total Expenditures	\$3,510,156	\$13,622,450	\$17,132,607
Current Year Revenues Less Expenses	\$388,488	(\$1,474,701)	(\$1,086,213)
Reserve July 1, 2024	\$5,035,075	\$8,041,943	\$13,077,018
Reserve at end of month	\$5,423,563	\$6,567,242	\$11,990,805

	Town		BOE		Total
Reserve at end of month	\$ 5,423,563	\$	6,567,242	\$	11,990,805
Recommended Minimum Reserve ^A	\$ 1,025,014	\$	4,044,398	\$	5,069,412
Variance Over/(Under) Reserved	\$ 4,398,549	\$	2,522,844	\$	6,921,393

A. As of December 2024. The next update will be provided in May 2025.

**GLASTONBURY PUBLIC SCHOOLS
GLASTONBURY, CONNECTICUT**

SCHOOL ENROLLMENT March 1, 2025

Elementary		Pre-K = 85	K	1	2	3	4	5	6	Total
Buttonball			84	73	87	72	80	70		466
Hebron Ave.			63	68	85	87	80	80		463
Hopewell			92	84	88	83	108			455
Naubuc			60	68	69	81	77	87		442
Naugaug			79	87	112	77	88	87		530
Elementary Subtotal			378	380	441	400	433	324	0	2356
Gideon Welles								107	445	552
		K-6 Totals								2908
Elementary Total			378	380	441	400	433	431	445	2908
Middle			7	8						Total
Smith Middle		Middle Subtotal	441	433						874
Middle Total			441	433						874
Secondary			9	10	11	12				Total
Glastonbury High		Secondary Subtotal	410	436	428	460				1734
Secondary Total			410	436	428	460				1734
									TOTAL	5516
									Pre-K	85
									OUT OF DISTRICT (31 & GHS ALTERNATIVE PROGRAM (1))	32
									GRAND TOTAL	5633

RECAPITULATION

	3/1/2024	3/1/2025	Change Over
	Enrollment	Enrollment	Previous Years
	All	All	Enrollment All
	Without M	Without M	
Pre-K	89	85	-4
K	370	378	8
1	437	380	-57
2	382	441	59
3	425	400	-25
4	417	433	16
5	428	431	3
6	433	445	12
Subtotal Elementary	2981	2993	12
7	420	441	21
8	421	433	12
9	437	410	-27
10	436	436	0
11	460	428	-32
12	437	460	23
Subtotal Secondary	2611	2608	-3
TOTAL	5592	5601	9
OUT OF DISTRICT & GHS ALTERNATE	32	32	0
GRAND TOTAL	5624	5633	9

School Enrollment by Class March 1 , 2025

	GRADE K					=	TOTAL	
Buttonball	17	17	17	17	16	=	84	
Hebron	16	16	16	15		=	63	
Hopewell	20	19	18	18	17	=	92	
Naubuc	16	15	15	14		=	60	
Nayaug	17	16	16	15	15	=	79	
							<u>378</u>	
	GRADE 1							
Buttonball	19	19	18	17		=	73	
Hebron	17	17	17	17		=	68	
Hopewell	18	17	17	17	15	=	84	
Naubuc	17	17	17	17		=	68	
Nayaug	19	17	17	17	17	=	87	
							<u>380</u>	
	GRADE 2							
Buttonball	18	18	17	17	17	=	87	
Hebron	22	21	21	21		=	85	
Hopewell	18	18	18	17	17	=	88	
Naubuc	18	17	17	17		=	69	
Nayaug	20	19	19	18	18	18	=	112
							<u>441</u>	
	GRADE 3							
Buttonball	19	19	17	17		=	72	
Hebron	22	22	22	21		=	87	
Hopewell	21	21	21	20		=	83	
Naubuc	21	20	20	20		=	81	
Nayaug	20	20	19	18		=	77	
							<u>400</u>	
	GRADE 4							
Buttonball	21	20	20	19		=	80	
Hebron	20	20	20	20		=	80	
Hopewell	23	22	21	21	21	=	108	
Naubuc	20	20	19	18		=	77	
Nayaug	23	22	22	21		=	88	
							<u>433</u>	
	GRADE 5							
Buttonball	24	23	23			=	70	
Hebron	20	20	20	20		=	80	
Naubuc	22	22	22	21		=	87	
Nayaug	22	22	22	21		=	87	
Gideon	22	22	21	21	21	=	107	
							<u>431</u>	