



## SPECIAL BOARD OF EDUCATION MEETING

Monday, January 26, 2026 7:00 PM

MEETING ONLINE-ZOOM Please use the link below to join the webinar:

<https://glastonburyus-org.zoom.us/j/86906828095?pwd=SWt6dTF0eE14SjBxTU5UWkRvSzVDUT09>  
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

1. Call to Order
2. Pledge of Allegiance
3. Student Representatives' Report
  - A. Amalia Baird, Class of 2027
  - B. Ariana Stevenson, Class of 2027
  - C. Taylor Balthazar, Class of 2028
4. Information Session for Public Comment
5. Special Reports
  - A. Turf Field Bid
6. Business Requiring Action
  - A. Ratification of Glastonbury Board of Education and Connecticut Healthcare Associates, 1199 NUHHCE, AFSCME, AFL-CIO, Glastonbury Board of Education Nurses Union, Effective July 1, 2025 through June 30, 2029
  - B. Acceptance of the Completion of the Naubuc School Renovation Project State Grant Project - 054-0099 A/CV and DAS Form 1049F
  - C. Approval of Glastonbury High School Vo-Ag Student Trip to Indianapolis, Indiana
  - D. Consolidation and Transition of the Glastonbury Continuing Education Program
  - E. Approval to Combine the Regular Board of Education Meetings of February 9, 2026 and February 23, 2026, to be held on February 9, 2026, in Town Council Chambers
  - F. Approval of January 12, 2026 Special Board of Education Meeting Minutes
  - G. Approval of January 12, 2026 Regular Board of Education Meeting Minutes
7. Reports and Discussion
  - A. School Reports
    1. Glastonbury High School Report
  - B. School Food Service Mid-Year Report
8. Committee and Liaison Reports

9. Chairman's Reports
10. Superintendent's Report
  - A. Student Suspension Report, December 2025
  - B. 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.:

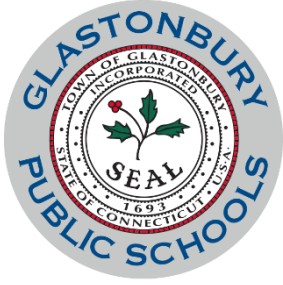
### **1) In-Person Comment.**

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](#)



## **Glastonbury Board of Education**

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033  
Tel: 860-652-7951, [www.glastonburyus.org](http://www.glastonburyus.org)

**There were no public comments submitted via the online Google Form for the January 26, 2026 Glastonbury Board of Education Meeting.**

The link to the "Public Comments for BOE Meeting" Form is posted on the [BOE Meeting page](#). Public comments submitted via the Google Form will be attached to the [Board Agenda](#) after 12:00 pm on the day of the meeting.

# PROJECT PROPOSAL



## GLASTONBURY HIGH SCHOOL FIELDS 12 & 13 RENOVATIONS

December 8, 2025 Revised

FieldTurf USA, Inc. is pleased to present the following proposal. FieldTurf pricing is based on the Capital Region Education Council (CREC) program. CREC is a member of The Association of Educational Purchasing Agencies (AEPA) program. The AEPA is a purchasing co-op that provides member schools with pre-determined preferential pricing by approved vendors. Since the product has already been bid at the national level, individual schools do not have to duplicate the formal bid process. AEPA IFB #024-A.



Click on the following AEPA hyperlink for more information: [AEPA IFB #24-A](#).

FieldTurf is pleased to offer to supply and install the following high performance turf system:

All pricing includes prevailing wage rates.

**Prepared For:** Dr. Alan Bookman – Superintendent of Schools, Glastonbury

**Prepared By:** Andrew Dyjak – Regional Vice President, FieldTurf

Chris Hulk, PE – Director of Design & Construction, New England

Jonathan Luster, PE – Regional Construction Manager, FieldTurf

**Address:** Glastonbury High School | 330 Hubbard St, Glastonbury, CT 06033

### BASE BID 8 Pickleball Courts

FIELD NAME	Glastonbury High School – Fields 12 and 13
SQUARE FOOTAGE	+/- 179,000 s.f.
PRODUCT	PFAS Free - FieldTurf Vertex Prime
FIELD MARKINGS	Soccer, Lacrosse and Field Hockey and Center 'G' Logos
TOTAL PRICE	<b>\$ 2,650,000.00</b>

## Project Description

This proposal is based on existing site conditions, review meetings with the school, and a target construction period in winter / spring or summer 2026. The pricing assumes FieldTurf will provide a turnkey design-build delivery, including all necessary engineering, site protection, site construction, synthetic turf installation, and project closeout.

This pricing proposal proposes to convert the existing grass fields 12 & 13 to synthetic turf with various other site improvements included at Glastonbury High School.

For the conversion of the grass field to synthetic turf, all topsoil and irrigation systems will be removed. Earthmoving activities will be conducted to achieve proposed grades. The field will then have a perimeter concrete turf anchor curb, stone base, and a drainage system installed. The field will then be laser graded to achieve planarity before the turf is laid down and installed on the field. Additionally, 20' height ball safety netting along the lacrosse field end lines and electrical communication boxes within the synthetic turf field have also been added in the total base construction cost. Lastly, a concrete pad will be installed with ADA accessible bleacher system for 225 seats. Alternates have been included for additional ball netting.

The project is anticipated to be constructed in a  $\pm 3 - 4$  month timeframe depending on start date. It is also anticipated that access and staging areas will be available in the adjacent parking lot.

## BASE PROJECT TOTAL

- **Performance and Payment Bonds**
  - Furnish and supply performance and payment bonds for project
  
- **Removals/Sediment & Erosion Controls**
  - Furnish and install construction signage and orange construction fencing along existing site fencing for security as needed
  - Install sediment and erosion controls as required
  - Strip, load, and dispose of topsoil
  - Remove and dispose of irrigation system within field and cut/cap at appropriate location
  
- **Site Civil Construction**
  - Earthmoving activities (cuts/fills) to achieve proposed subgrade
  - Compact subgrade
  - Install storm drainage perforated collector pipe
  - Install perimeter turf anchor curb
  - Furnish and install geotextile fabric on subgrade
  - Import, spread, grade, roll, and laser grade dynamic base stone (4")
  - Import, spread, grade, roll, and laser grade dynamic topping stone (2")
  
- **Synthetic Turf**
  - Furnish and install PFAS Free synthetic turf for field
  - Synthetic turf with SBR rubber and sand infill
  - Center 'G' logos and up to 4 field markings per field
  - Post installation GMAX field testing
  
- **Site Improvements**
  - Supply and install 20' height ball safety netting includes foundations, ground sleeves, posts, netting, and hardware on lacrosse field. Foundations only on soccer field.
  - Supply and install turf communication boxes within synthetic turf field
  - Furnish and install conduits for future electrical and lighting system
  - Furnish and install stone dust pathways around field
  - Furnish and install 4' ht. chain link fencing and gates around field
  - Furnish and install concrete base for permanent bleacher system
  
- **225 Seat Permanent Bleacher System**
  - Furnish and install metal system of bleachers with ADA access ramp and ADA seating
  
- **Project Closeout**
  - Clean site and demobilize
  - Provide project as-built and warranty information
  - Provide field care training to staff and deliver attic stock to Town specified location on site

**Alternate 1: Ball Netting Soccer Field****\$ 49,600.00**

- Furnish and install 16' netting above 4' tall fencing
- Includes, poles, hardware for poles, netting and installation
- +/- 200 l.f. each side of field

**Alternate 2: Scoreboard****\$ 55,600.00**

- Furnish and install new LED fully programable scoreboard 4.5' x 18' scoreboard
- Furnish and install foundations

**Alternate 3: Additional Scoreboard****\$ 25,000.00**

- Furnish and install additional scoreboard on foundation

**Alternate 3: Scoreboard Upgrades****\$ 39,600.00**

- Furnish and install decorative truss above scoreboard
- Furnish and install naming panel above scoreboard
- Increase foundation size to accommodate upgrades

**EXCLUSIONS:**

- Any costs associated with necessary charges relating to the delineation of the field
- The supply of manholes or clean-outs or grates, or supply of the manhole covers
- Any alteration or deviation from specifications involving extra costs, which alteration or deviation will be provided only upon executed change orders, and will become an extra charge over and above the offered price
- Soil stabilization or remediation of any type
- Rock excavation and/or ledge removal
- Offsite disposal of generated spoils other than topsoil
- Excavation or disposal of unsuitable or contaminated soils
- Site security
- Wetland remediation
- Alterations to buildings or structures
- All electrical wiring
- New scoreboard or existing scoreboard relocation
- Once subgrade has been established, a proof roll will be performed to ensure structural stability of the soils; in the event that unsuitable soils are encountered, a price to remedy these areas can be negotiated based on recommended methods per project Engineer
- Testing or Inspection Fees
- Site restoration, sodding, landscaping or grow-in beyond disturbed areas
- Repair or resurfacing existing asphalt parking lot if damaged by truck traffic
- All union labor, prevailing wages or other labor law levies
- Permits and permit fees
- Contingency
- Plantings
- Any work not listed in the inclusions

# PROJECT PROPOSAL



*The price is valid for a period of 90 days. The price is subject to increase if affected by an increase in raw materials, freight, or other manufacturing costs, a tax increase, new taxes, levies or any new legally binding imposition affecting the transaction.*

**Please feel free to reach out to any member of our project team with questions about our offer:**

**Andrew Dyjak**

Regional Vice President

(860) 333-7839

[Andrew.Dyjak@fieldturf.com](mailto:Andrew.Dyjak@fieldturf.com)

**Chris Hulk, PE**

Director of Design & Construction

(203) 676-4445

[Christopher.Hulk@FieldTurf.com](mailto:Christopher.Hulk@FieldTurf.com)

**Jonathan Luster, PE**

Regional Construction Manager

(860) 227-4915

[Jonathan.Luster@FieldTurf.com](mailto:Jonathan.Luster@FieldTurf.com)

Thank you again for your interest in FieldTurf, we look forward to working with you.

Per:

Marie-Christine Raymond, Director of Operations

FieldTurf USA, Inc. / Tarkett Sports Canada, Inc.

**FieldTurf USA, Inc. holds the Cooperative Purchase contract, any PO for Contract must be made out to FieldTurf USA, Inc. 175 N Industrial Blvd NE. Calhoun, GA 30701**

If you have questions regarding the FieldTurf and Beynon SmartBuy Cooperative Purchasing Program, please contact Eric Fisher at: [Eric.Fisher@smartbuycooperative.com](mailto:Eric.Fisher@smartbuycooperative.com).



# PROJECT PROPOSAL

## CONDITIONS

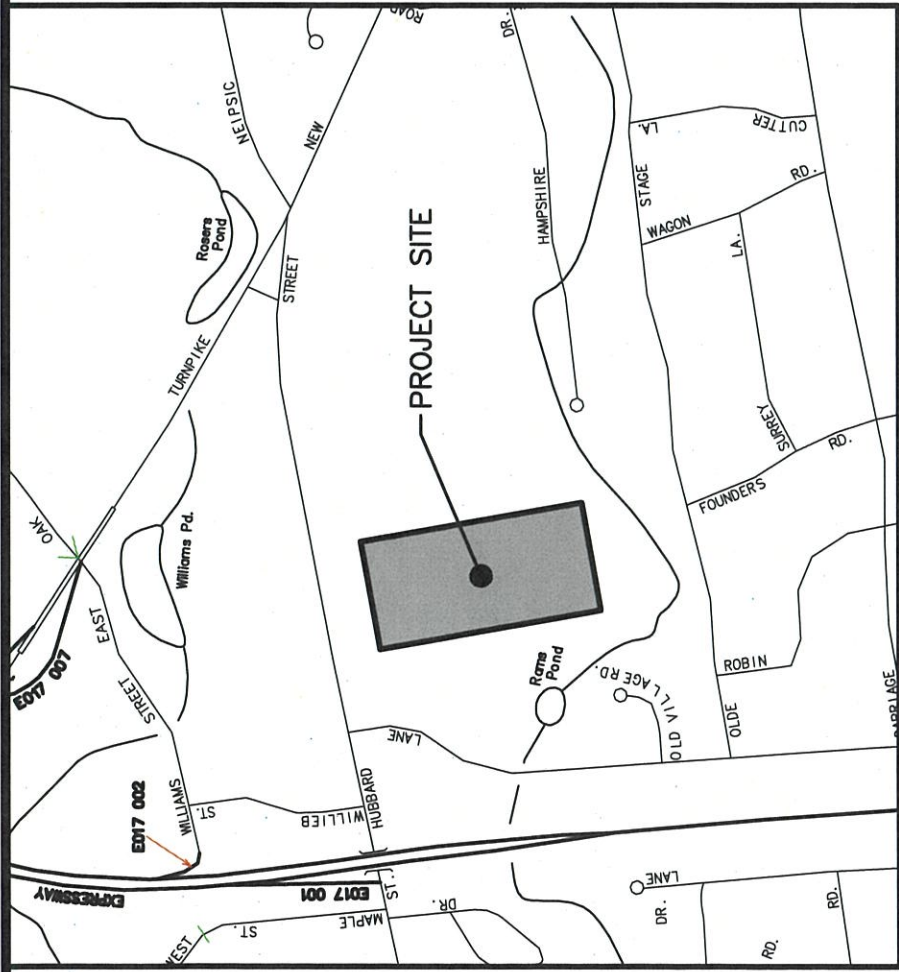
Notwithstanding any other document or agreement entered into by FieldTurf in connection with the supply and installation only of its product pursuant to the present bid proposal, the following shall apply:

- a) This bid proposal and its acceptance is subject to strikes, accidents, delays beyond our control and *force majeure*.
- b) FieldTurf's preferred payment terms are as follows: (i) 50% of the Price upon Customer's execution of contract; (ii) 40% of the Price upon shipment of materials from FieldTurf's manufacturing facility; and (iii) Remaining balance of ten percent (10%) upon substantial completion of the field, which shall be achieved when Customer is able to use the field for its intended purpose, even if punchlist items remain and the Certificate of Completion has not been executed by Customer.
- c) Accounts overdue beyond 30 days of invoice date will be charged at an interest rate of 10% per annum.
- d) FieldTurf requires a minimum of 21 days after receiving a fully executed contract or purchase order and final approvals on shop drawings to manufacture, coordinate delivery and schedule arrival of installation crew. Under typical field size and scenario, FieldTurf further requires a minimum of 28 days per field to install the Product subject to weather and force majeure
- e) FieldTurf requires a suitable staging area. Staging is anticipated in the last row of parking in the adjacent parking lot. minimum access of 15 feet wide by 15 feet high, and, no more than 100 ft from the site. A 25 foot wide by 25 foot long hard or paved clean surface area located within 50 feet of the playing surface shall be provided for purposes of proper mixing of infill material. Access to any field will include suitable bridging over curbs from the staging area to permit suitable access to the field by low clearance vehicles. Staging area surface shall be suitable for passage with motor vehicles used to transport materials to the site and/or staging area. FieldTurf shall not be liable for any damages to the staging area or its surface unless such damages are caused by FieldTurf's intentional misconduct or negligence.
- f) This proposal is based on a single mobilization. If the site is not ready and additional mobilizations are necessary, additional charges will apply.
- g) Upon substantial completion of FieldTurf's obligations, the Customer shall sign FieldTurf's Certificate of Completion in the form currently in force; to accomplish this purpose, the Customer will ensure that an authorized representative is present at the walk-through to determine substantial completion and acceptance of the field, which may include a list of punch list items.
- h) FieldTurf shall not be a party to any penalty clauses and/or liquidated damages provisions.
- i) FieldTurf shall be entitled to recover all costs and expenses, including attorney fees, associated with collection procedures in the event that FieldTurf pursues collection of payment of any past due invoice.
- j) All colors are to be chosen from FieldTurf's standard colors.

THE TARKETT SPORTS FAMILY - LEADERS IN SPORTS SURFACING



# GLASTON FIELDS



**LOCATION MAP**  
SCALE: 1"=1000'







CONCRETE  
-SEE DETAIL

1' MIN. COVER

VARIES  
±3'-5' TYP.

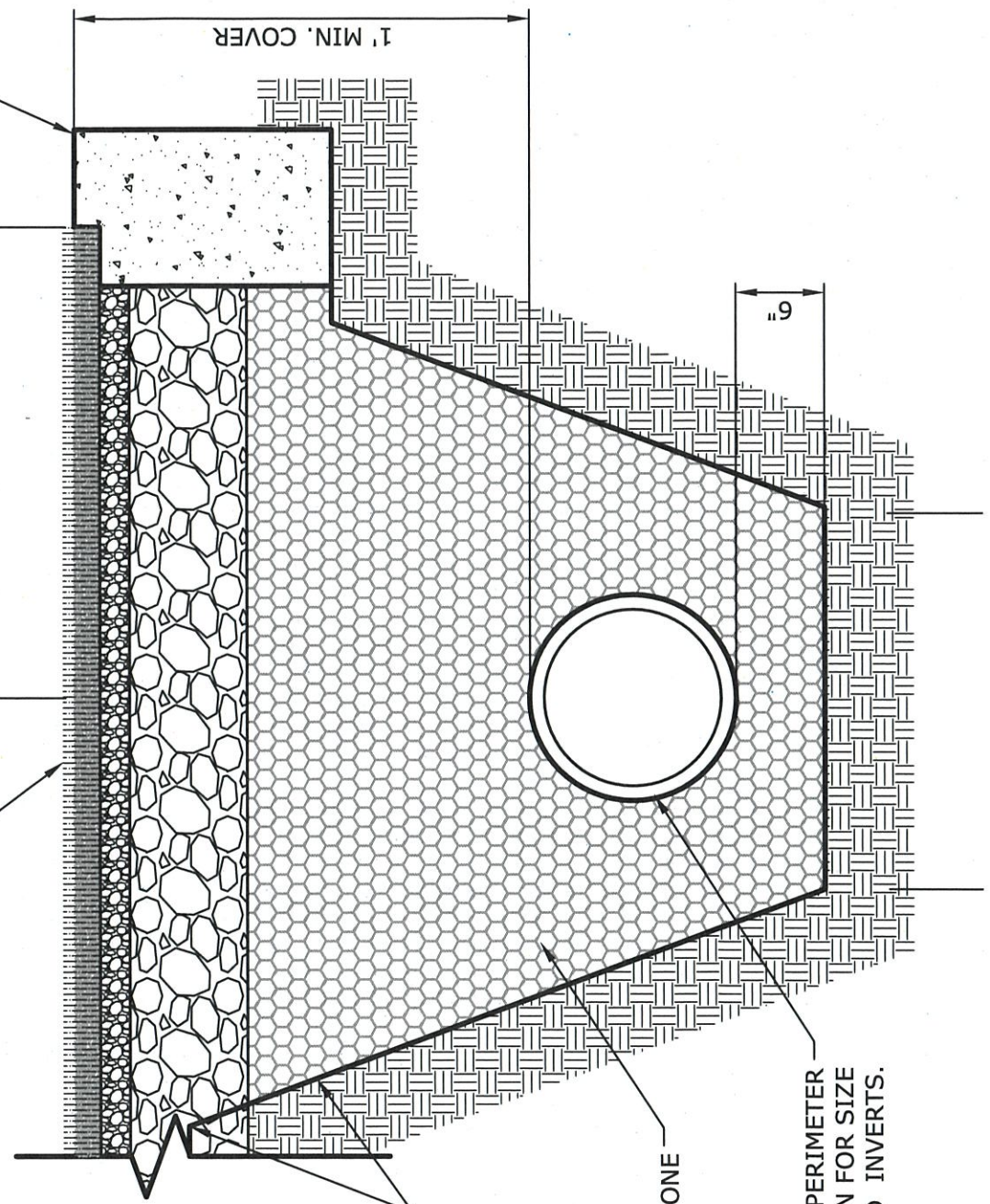
SYNTHETIC TURF

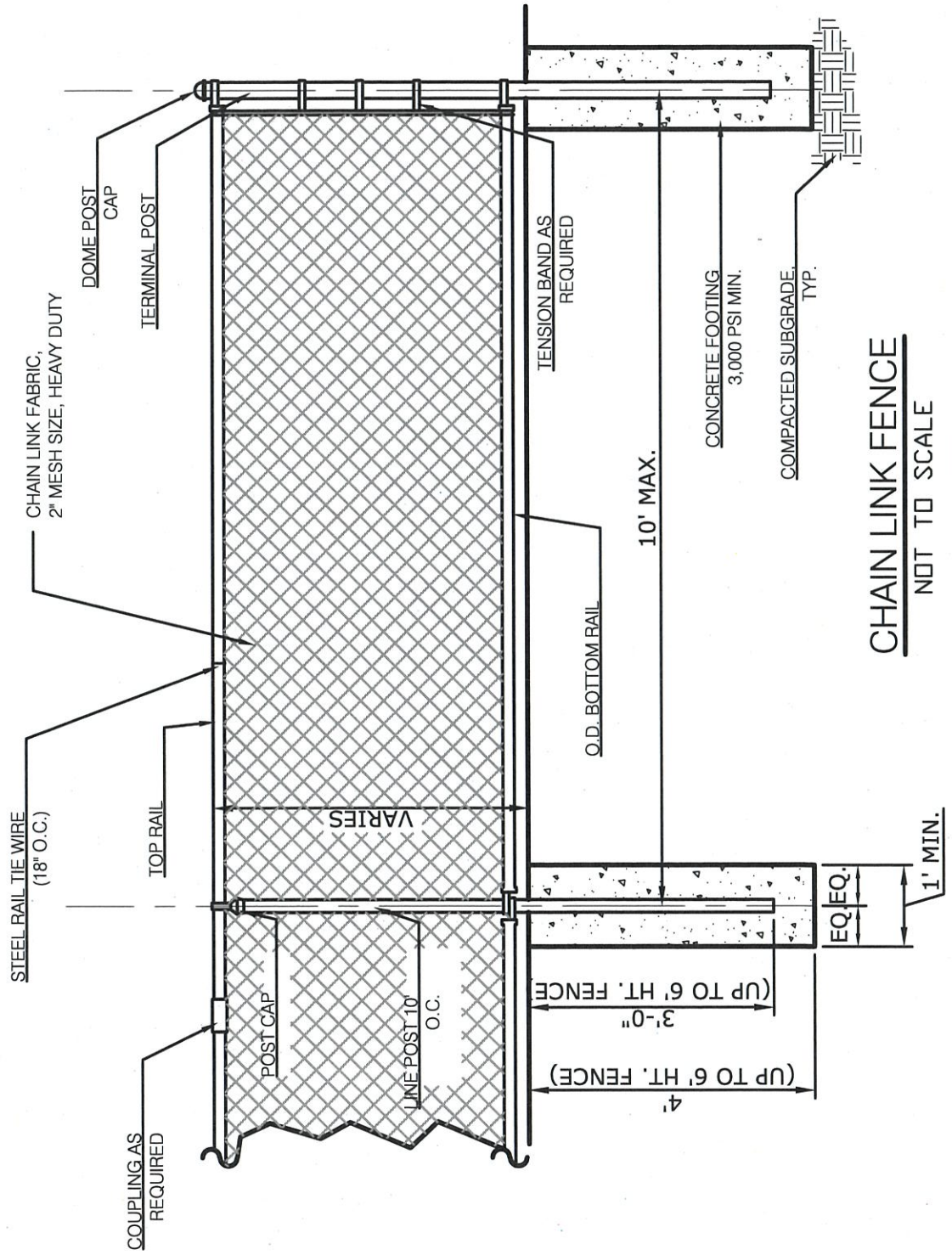
NON-WOVEN GEOTEXTILE  
FILTER FABRIC

$\frac{3}{4}$ " CRUSHED STONE

HDPE PERFORATED PERIMETER  
COLLECTOR PIPE. SEE PLAN FOR SIZE  
AND INVERTS.

9"





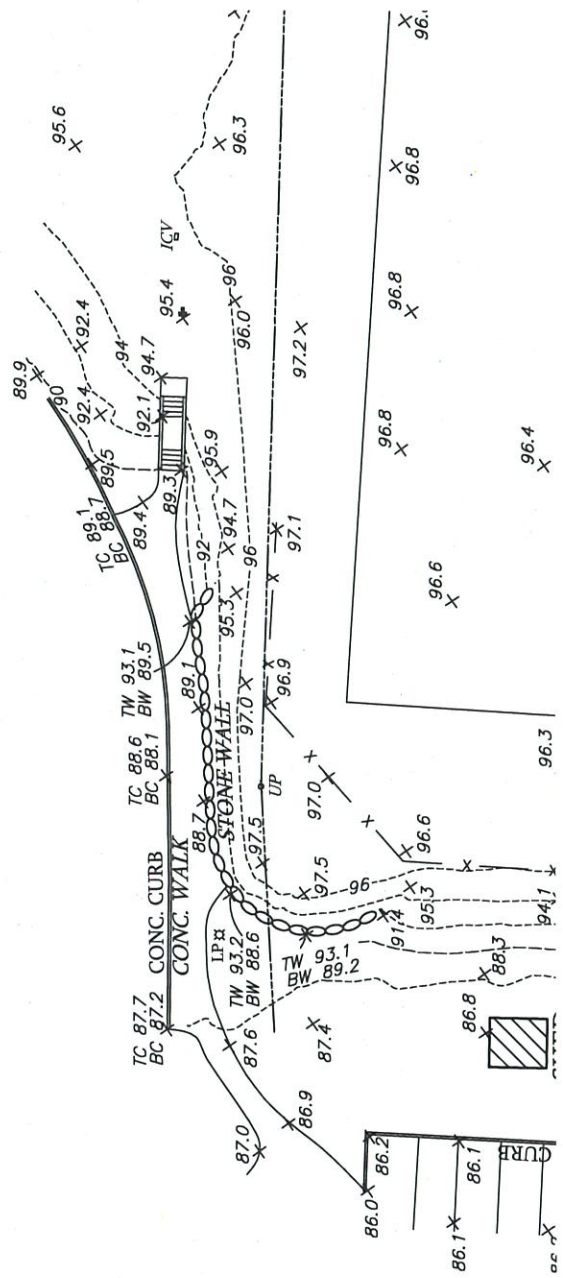
**CHAIN LINK FENCE**

NOT TO SCALE

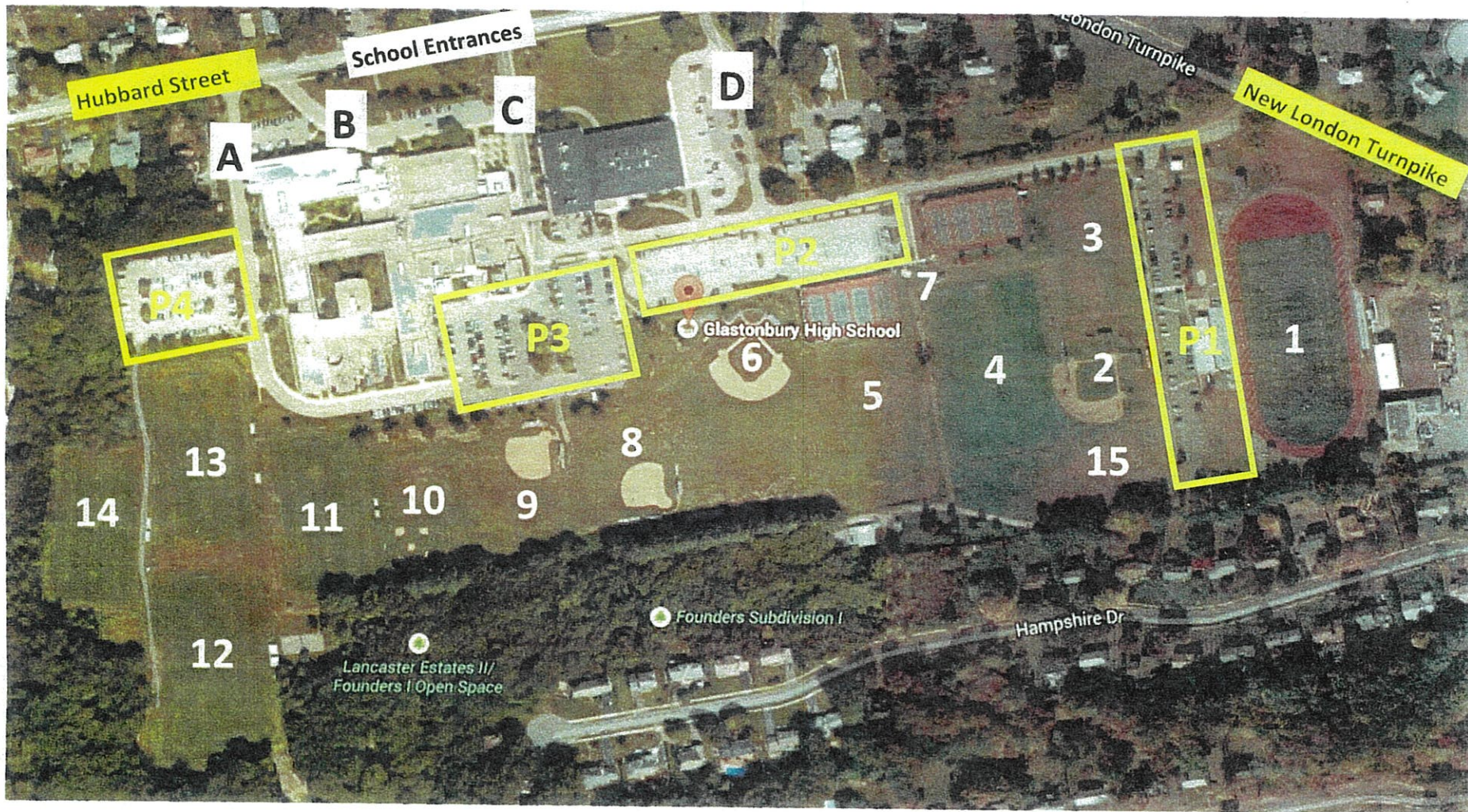
**CHAIN LINK FENCE  
POST AND RAIL SIZING**

**NOTE:**

1. ALL CHAIN LINK POSTS, RAILS, FABRIC AND HARDWARE TO BE BLACK VINYL



# Glastonbury High School Athletic Fields



## Fields:

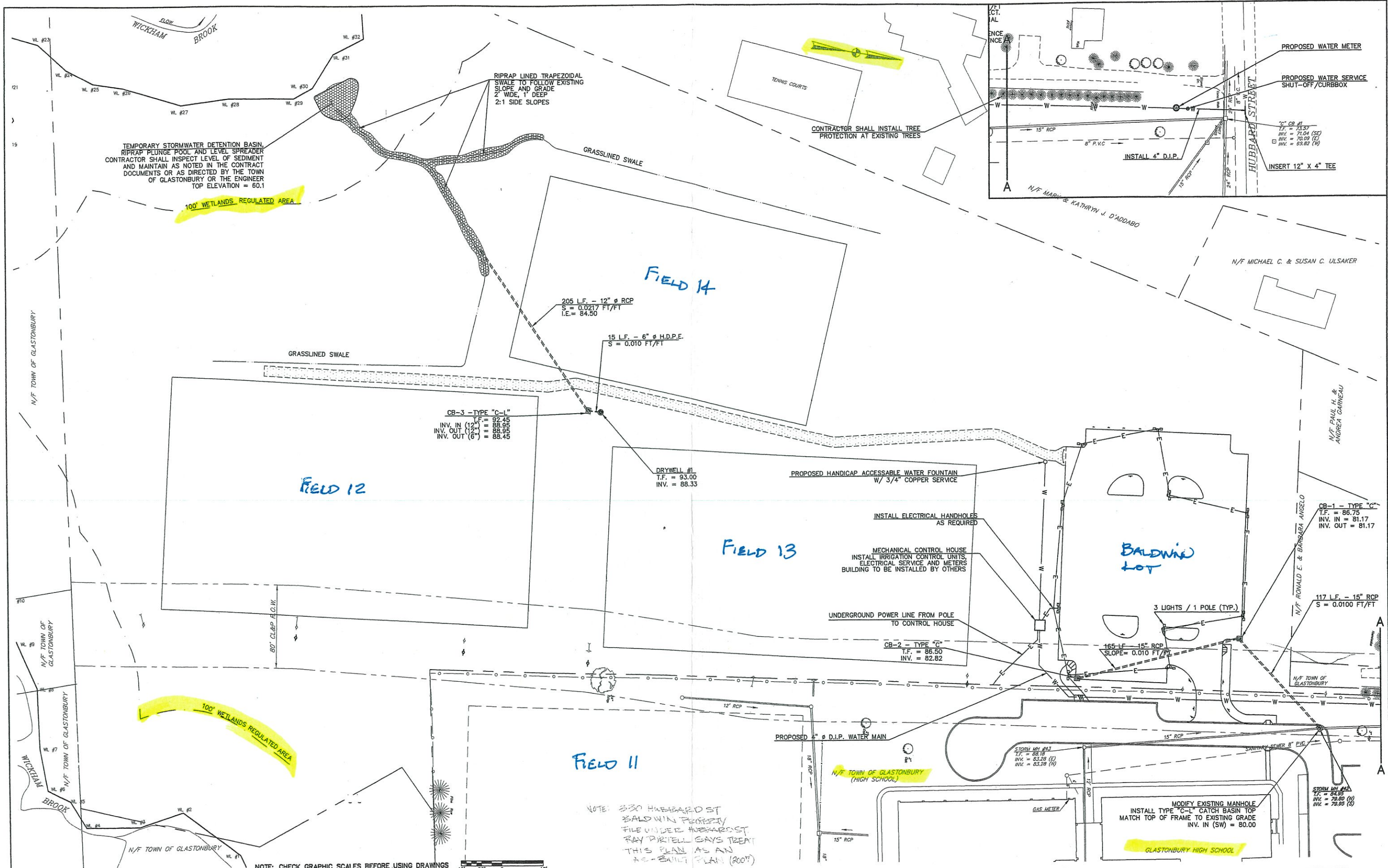
- 1) Track, Football, Field Hockey, Lacrosse
- 2) JV/FR Baseball
- 3) Practice Football, Track and Field Events
- 4) Varsity Soccer

- 5) Practice Soccer
- 6) Varsity Baseball
- 7) Tennis Courts
- 8) Varsity Softball
- 9) JV Softball
- 10) Freshman Softball

- 11) Boys Lacrosse, Field Hockey
- 12) Soccer, Girls Lacrosse
- 13) Soccer, Boys Lacrosse, Girls Lacrosse
- 14) Field Hockey, Lacrosse Practice
- 15) Practice Football

## Parking:

- P1 Access via New London Tpk.
- P2 Access via Entrance D
- P3 Access via Entrance C
- P4 Access via Entrance A



TEMPORARY STORMWATER DETENTION BASIN, RIPRAP PLUNGE POOL AND LEVEL SPREADER. CONTRACTOR SHALL INSPECT LEVEL OF SEDIMENT AND MAINTAIN AS NOTED IN THE CONTRACT DOCUMENTS OR AS DIRECTED BY THE TOWN OF GLASTONBURY OR THE ENGINEER. TOP ELEVATION = 60.1

100' WETLANDS REGULATED AREA

RIPRAP LINED TRAPEZOIDAL SWALE TO FOLLOW EXISTING SLOPE AND GRADE. 2' WIDE, 1' DEEP. 2:1 SIDE SLOPES

CONTRACTOR SHALL INSTALL TREE PROTECTION AT EXISTING TREES

PROPOSED WATER METER

PROPOSED WATER SERVICE SHUT-OFF/CURBBOX

C.C. CR #1  
T.F. = 73.57  
INV. = 71.04 (SE)  
INV. = 70.09 (E)  
INV. = 69.82 (W)

INSERT 12" X 4" TEE

CB-3 - TYPE "C-1"  
T.F. = 92.46  
INV. IN (12") = 88.95  
INV. OUT (12") = 88.95  
INV. OUT (6") = 88.45

DRYWELL #1  
T.F. = 93.00  
INV. = 88.33

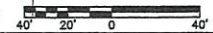
CB-1 - TYPE "C-1"  
T.F. = 86.75  
INV. IN = 81.17  
INV. OUT = 81.17

CB-2 - TYPE "C"  
T.F. = 86.50  
INV. = 82.82

117 L.F. - 15" RCP  
S = 0.0100 FT/FT

NOTE: 330 HUBBARD ST BALDWIN PROPERTY FILE UNDER HUBBARD ST. RAY DIPIELLO SAYS TREAT THIS PLAN AS AN AS-BUILT PLAN (2007)

NOTE: CHECK GRAPHIC SCALES BEFORE USING DRAWINGS



1	1/18/98	PRELIMINARY REVISIONS TO LAYOUT	SUPV.	S.R.M.
2	2/18/98	TOWN OF GLASTONBURY COMMENTS	DESIGN	R.C.S.
3	1/29/99	PLANNING AND ZONING SUBMITTAL	DRAWN	A.W.P.
4	4/23/99	PLANNING AND ZONING CONDITIONS	CHECKED	J.A.C.
5	4/30/99	BIDDING AND CONSTRUCTION SUBMISSIONS	DATE	4/30/99

GLASTONBURY PUBLIC WORKS  
FILE:  
STREET:  
HUBBARD STREET  
SHEET NO. 42

SCALE  
1" = 40'

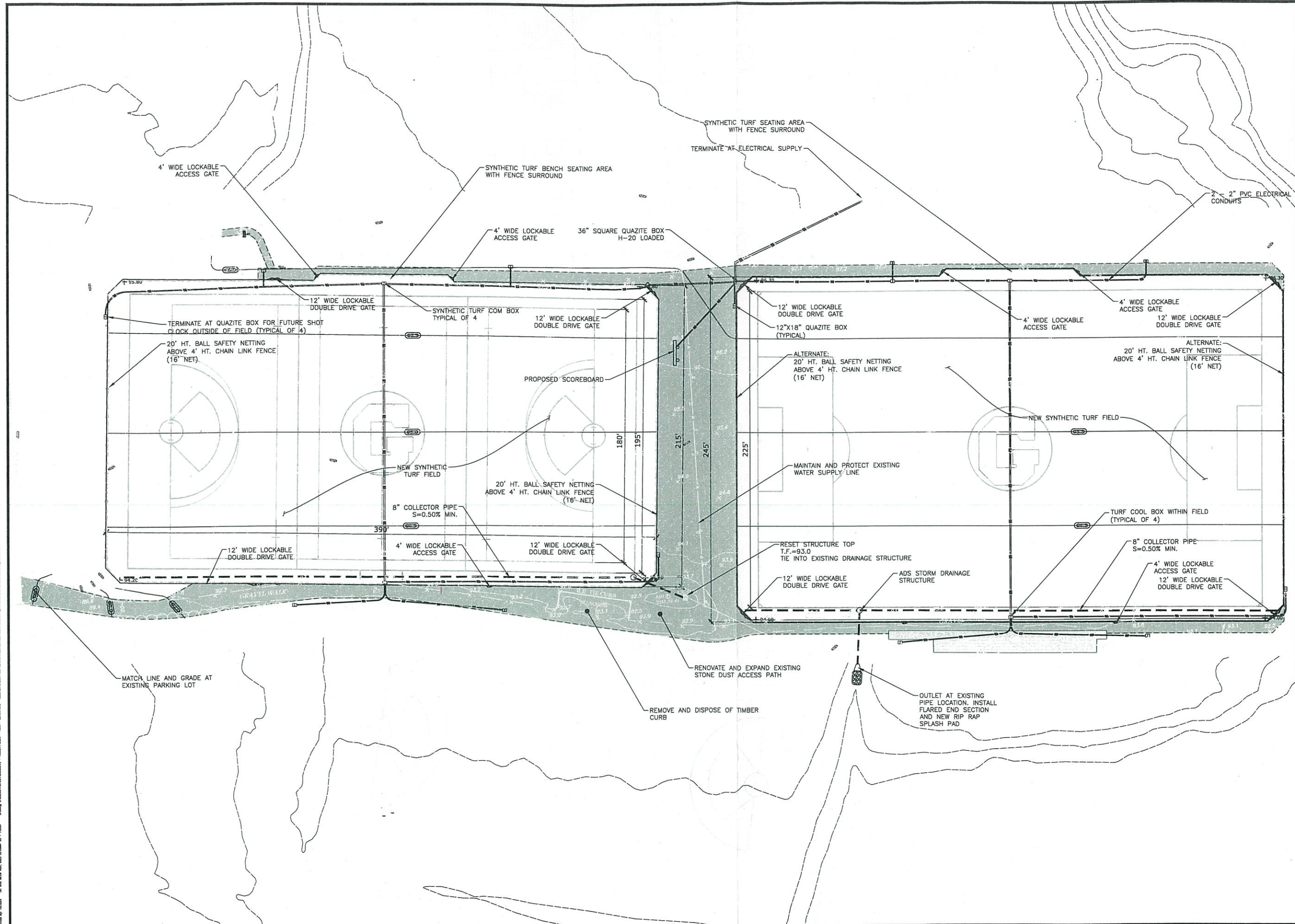


WENGELL, McDONNELL & COSTELLO  
87 HOLMES ROAD  
NEWINGTON, CT 06111  
(860) 667-9624

PREPARED FOR  
TOWN OF GLASTONBURY  
PARKS and RECREATION  
1086 NEW LONDON TPKE  
GLASTONBURY, CT 06033


PROPOSED ATHLETIC FIELDS  
UTILITY PLAN  
TOWN OF GLASTONBURY, CONNECTICUT

GLASTONBURY D - ATHLETIC FIELDS - BALLFLD - 98044 -	SHEET 7
DATE PROJECT FILE NAME NUMBER REV OF	18



General Notes

General Notes

  
 SCALE: 1"=30'

No.	Revision/Issue	Date

No.	Revision/Issue	Date

Project Name and Address  
**GLASTONBURY HIGH SCHOOL  
 FIELDS 12 & 13  
 IMPROVEMENT**  
 330 HUBBARD STREET  
 GLASTONBURY, CONNECTICUT

Sheet Name  
**SITE DEVELOPMENT  
 PLAN**

Drawn JDL	Sheet <b>C-03</b>
Checked CEH	Date SEPT 23, 2025

# Replacing Glastonbury High School Synthetic Turf Field with Natural Grass

## Estimated Costs and Implications

**DRAFT 2-5-25**

### **Recommend adding four natural turf fields in place of one synthetic field**

#### **Changing GHS synthetic turf field to natural turf**

(removal, disposal of synthetic turf field, construction of new natural turf field)

\$754,750

#### **Construction of three additional natural turf fields @ \$523,085/Field**

\$1,569,255

#### **Yearly material costs @ \$8,257/Field**

\$33,028

#### **Yearly maintenance costs @ \$6,980/Field**

\$27,920

(manhours-174.5hrs@\$40/hr/per field)

#### **Field Covers 4@\$3,123 (purchase, every 5 years)**

\$12,492

#### **Football/Soccer Goals \$9,695/set**

\$38,780

Will need football/soccer goals for 2-4 of the newly constructed fields. The amount of play on the main regulation football field will result in the field deteriorating quicker, so practices will need to rotate to other fields to preserve playability on the main field since the field is utilized from March-November.

### **Implications, Hurdles, and other Considerations**

Per athletic field contractor, town should budget \$200,000 per year to replace sod in the spring on the main field. The field would need to rest 6-8 weeks until turf is established each spring.

Per Athletic Director, having to utilize fields off school property is an issue due to limited transportation options.

Transitioning from Synthetic Turf to Natural Turf, estimated timeline:

- Work to commence in June of 2026
- Estimated construction 6-8 weeks
- Estimated rest time before opening for use 6-8 weeks
- Will affect fall GHS athletic programs.

Current operations- the town closes 5 irrigated rectangular fields in the summer until mid-August. The synthetic turf field becomes instrumental during the shutdown and is used not only for the newly approved CIAC rules allowing summer practices, but also when the regular athletic season opens for practice before school starts.

GLASTONBURY BOARD OF EDUCATION  
EXECUTIVE SUMMARY REPORT

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**Title of Report:** Contract for Glastonbury Nurses Union

**Board Meeting Date:** January 26, 2026

**Action:** X

**Report:**

**Information:**

**Discussion:**

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The Board Negotiating Team (Julie Thompson, Jenn Jennings and Matthew Saunig) has set the parameters and received reports about informal negotiations between the Superintendent/Business Manager and the Nurses' Union Negotiating Team. After several meetings, the two negotiating teams agreed on contract changes. The entire membership of the union (14 nurses) then voted on and approved of the new contract.

The tentative agreement was reached for the years 2025-2026, 2026-2027, 2027-2028 and 2028-2029.

The following major changes in the contract are recommended by the Board Negotiating Team:

**Salaries:**

A wage adjustment was necessary to recruit new staff and retain current employees. There is a nationwide shortage of school nurses, and since the start of the school year we have had four vacancies. We have successfully filled three of these positions but continue to have one remaining opening. A review of surrounding and comparable districts shows that this adjustment will bring our nurses' compensation in line with market rates.

2025-2026 \$5,000 adjustment and 3% General Wage Increase

2026-2027 3% General Wage Increase

2027-2028 3% General Wage Increase

2028-2029 3% General Wage Increase

**Pension:**

Effective July 1, 2025, the employee contribution will be 7.75%. The employee contribution will increase 0.25% each subsequent year of the contract up to 8.50% in the final year.

**Health Insurance:**

For the Century Preferred PPO and the Blue Care HMO, the nurses share will increase an additional .5% each year from 26% to 28%.

For the High Deductible Health Plan (HSA) nurses will pay an additional 1% each year. In addition, rather than receiving 50% seed money toward their deductible, they will receive 45% each of the first two years of the contract and 40% each of the last two years.

**Other:**

Uniform Reimbursement \$200 x 14 nurses = \$2,800

Increase Longevity \$250 x 7 employees = \$1,750 increase

Tuition Reimbursement \$1,000 per year for nurses furthering their education in the medical field

**Submitted By:** Alan B. Bookman

**AGREEMENT**

**Between**

**GLASTONBURY BOARD OF EDUCATION**

**And**

**CONNECTICUT HEALTHCARE ASSOCIATES, 1199**

**NUHHCE, AFSCME, AFL-CIO**

**GLASTONBURY BOARD OF EDUCATION NURSES UNION**

**July 1, 2025-June 30, 2029**

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**PREAMBLE**

This Agreement is made and entered into this July 1, 2026 by and between the Glastonbury Board of Education (hereinafter referred to as the "Board"), and the Glastonbury Board of Education Nurses Union CHCA 1199 NUHCE AFSCME, AFL-CIO (hereinafter referred to as the "Union").

**ARTICLE 1 RECOGNITION**

The Board recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining with respect to the rates of pay, wages, benefits, hours of work and other conditions of employment for all Full time, Part Time and Per Diem Glastonbury Board of Education Registered Nurse positions, with the exception of Substitutes.

The Union agrees to represent equally all employees within the unit described above without regard to membership or participation in or association with the activities of the Union or any other employee organizations, and to continue to admit to membership without qualification other than employment by the Board and payment of dues.

**ARTICLE 2 BOARD RIGHTS AND RESPONSIBILITIES**

Unless expressly and specifically limited, modified, abridged or relinquished by a specific provision of this Agreement, and whether exercised or not, the rights, powers and authority heretofore held by the Board pursuant to any general or special statute, regulation or other lawful provision, over the complete operations, practices, procedures and regulations with respect to the bargaining unit employees shall remain vested solely and exclusively in the Board, including, but not limited to, the following: determine the standard of services to be offered by Board employees; determine the standard for selection for Board employment; direct its employees; take disciplinary actions; hire, assign, transfer or promote its employees, and relieve employees from duty because of lack of work or for other reasons; issue and enforce rules and regulations including those affecting working conditions and from time to time change them; maintain the efficiency of the operation of the public schools in the Town of Glastonbury; determine work schedules and business hours; determine the methods, means and personnel by which the Board's operations are to be conducted; determine the content of job classification; exercise complete control and discretion over its organization and technology of performing its work; and fulfill all of its responsibilities to the citizens and students of the Town of Glastonbury.

**ARTICLE 3 DISCIPLINARY PROCEDURE**

All disciplinary action must be for just cause, and shall be applied in a fair manner.

Disciplinary actions shall generally follow the following order:

1. Documented Verbal Warning
2. Written Warning
3. Suspension and/or Discharge

A written notice of any disciplinary actions shall be provided to the employee with a copy to the Union President no later than seven (7) working days after such action is taken.

## **ARTICLE 4 GRIEVANCE PROCEDURE**

### **Section A**

A grievance is hereby defined as a claimed misinterpretation or misapplication of a specific section of this Agreement to an individual employee. A grievance must be in writing and must set forth the specific section(s) of the Agreement alleged to have been misinterpreted or misapplied, and the relief requested.

### **Section B**

The purpose of the grievance procedure shall be to resolve, at the lowest possible administrative level, issues which may arise from time to time with respect to the provisions of this Agreement.

### **Section C**

The parties mutually agree that grievances should be processed as rapidly as possible. The number of working days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. Any grievance not taken to a higher step in the grievance procedure in accordance with the prescribed time limitations shall be deemed settled on the basis of the last decision rendered by the Board and shall not be subject to further processing. However, any of the above time limits, except for the initial filing period, may, in particular circumstances, be reduced or extended by mutual agreement which must be reduced to writing and signed by both parties.

### **Section D Procedure**

#### **LEVEL ONE School Principal or Immediate Supervisor**

Within seven (7) working days of the occurrence which gives rise to the grievance, the employee must present a written statement of the grievance to the principal or the employee's immediate supervisor. The matter shall be discussed between the school principal or immediate supervisor and the employee, and the principal or supervisor shall render a decision in writing to the employee within ten (10) working days of receipt of the grievance or of any discussion which may take place between the with the principal or supervisor, whichever is later.

#### **LEVEL TWO Superintendent of Schools**

If the employee is not satisfied with the disposition of the grievance at Level One, the written grievance shall be presented to the Superintendent of Schools or his/her designee within five (5) working days of receipt of the decision at Level One. The grievance shall be considered by the Superintendent or his/her designee, who shall meet with the employee in an effort to resolve the grievance. The Superintendent or his/her designee shall render a decision in writing on the grievance within fifteen (15) working days of its receipt or of any meeting with the employee, whichever is later.

#### **LEVEL THREE Board of Education**

If the employee is not satisfied with the disposition of the grievance at Level Two, the employee files a request for appeal to the Board of Education with the Superintendent within seven (7) working days of receipt of the decision at Level Two. The Board of Education and the Superintendent meet with the employee within twenty (20) working days of receipt of the request for appeal to the Board of Education by the Superintendent. The Board of Education issues a written decision within twenty (20) working days of such meeting.

#### LEVEL FOUR Mediation

Absent satisfactory settlement of the grievance at Level Three, the Union may request the services of the State of Connecticut Board of Mediation and Arbitration as mediator of the grievance. The request for mediation must be in writing and must be filed with both the State Board and the Superintendent within ten (10) working days of receipt of the decision of the Board of Education under Level Three above. The mediator's role shall be strictly advisory and neither party shall be required to accept or adopt the mediator's advice if deemed contrary to its interest. Any costs of mediation shall be shared equally by the Board of Education and the Union.

#### LEVEL FIVE Arbitration

Absent satisfactory settlement of the grievance at Level Four, the Union may file within ten (10) working days of its receipt of the answer in Level Four, a request for arbitration with the Connecticut State Board of Mediation and Arbitration. A copy of said request will be sent to the Board of Education. Both the selection of the arbitrator and the arbitration hearing shall be conducted in accordance with the administrative procedures, practices and rules of the Connecticut State Board of Mediation and Arbitration. The arbitrator shall limit himself/herself to the issue submitted. He/she shall be bound by and must comply with all the terms of this Agreement. He/she shall have no power to add to, delete from, or modify in any way, any of the provisions of this Agreement. The decision of the arbitrator shall be binding upon both parties. The cost for the services of the arbitrator, including per diem expenses, if any, and actual travel and subsistence expenses, shall be borne equally by the Board and the Union.

#### Section E

The Union shall designate its representatives in writing to the Board for the purpose of adjusting grievances. The Board and the Union will mutually agree upon the number of such representatives who shall participate in the grievance procedure. Grievances shall be processed after normal working hours, and the Board will not pay employees for time spent conducting such business. Any employee may at any time present a grievance and have the grievance adjusted without intervention of the Union, provided the adjustment shall not be inconsistent with this Agreement. The Union shall be given notice of the adjustment.

### **ARTICLE 5 UNION SECURITY AND DUES DEDUCTIONS**

#### Section A

All employees in the bargaining unit may elect to become a member of the Union in good standing, or pay a voluntary service charge equal to the monthly Union dues, for the duration of this Agreement or any extension thereof.

#### Section B

Upon receipt of individual written authorization from Union members, the Board agrees to deduct Union dues and voluntary service charges bi-weekly, each full month worked, from earned wages and remit promptly via ACH or wire transfer to CHCA District 1199, NUHHCE, 2 N plains Industrial Rd, Wallingford CT, 06492 and not later than the last day of each month. An employee who elects to rescind or withdraw their membership in the Union and/or dues or voluntary fees authorization shall notify the Union in writing.

Section C

The union agrees to comply with all laws and regulations regarding employees' right to authorize and/or revoke authorization of dues or fees; and the Union shall notify the Board of any approved changes.

Section D

The Union agrees to indemnify and to hold the Board harmless against any and all claims, demands, suits or other forms of liability that shall, or may, arise out of, or by reason of, action taken by the Union for the purpose of complying with the provisions of this Article.

**ARTICLE 6 VISITATION CLAUSE**

A duly authorized nonemployee representative of the Union shall have the privilege of visiting the premises of the Board during working hours and at reasonable times, to discuss grievances involving provisions of the Agreement, provided, however, that such representative shall immediately notify the Board's representative of his or her presence on such visits and shall not cause any interference or delay in the operation of the school system.

**ARTICLE 7 NO STRIKE/NO LOCKOUT**

Section A

The parties to this Agreement mutually recognize that the services performed by employees covered by this Agreement are services essential to the health, safety and welfare of the public, and in particular the students of the Town of Glastonbury school system. The Union and the employees therefore expressly agree that there shall be no interference of these services for any cause whatsoever by the employees, nor shall there be any concerted failure by the employees to report to duty, nor shall the employees absent themselves from their work, stop work, or abstain in whole or in part from the full, faithful and proper performance of the duties of their employment. The Union and employees further agree that there shall be no strikes, slowdowns, sit-downs, stay-ins, mass resignations, stoppage of work or any act, concerted activities or similar forms of conduct that interfere in any manner or to any degree with the operations of the Town of Glastonbury school system.

Section B

Any violation of the foregoing may be made the subject of disciplinary action or discharge from employment, as to any or all employees participating, and/or of exercise of any legal right or remedy as to the Union, and/or cancellation of this Agreement by the Board.

Section C

The Board agrees that there shall not be any lockout by the Glastonbury Board of Education in any part of the Glastonbury Board of Education's operation affecting employees within this bargaining unit.

**ARTICLE 8 APPOINTMENTS TO POSITIONS**

The matter of filling job vacancies shall be solely within the discretion of the Board. When a vacancy for a position in the bargaining unit exists, which is to be filled, the Board shall email the vacancy to active employees of the Union for a period of no less than five (5) working days prior to the issuance of any public notice of said vacancy.

During summer vacation periods, announcements of vacancies shall be made at least seven (7) days prior to the filling of the vacancy to allow any interested employees to apply. The Superintendent or his/her designee shall provide written notice of vacancy to the president of the union or her/his designee, who shall be responsible for providing notice to all members of the bargaining unit. In addition, the Superintendent or his/her designee will post each announcement of vacancy in the central office.

Any interested employee may apply on-line in accordance with specified time limits. Whenever possible, the Superintendent or his/her designee will give consideration to requests for voluntary transfers prior to filling a vacancy. However, nothing herein provided shall be construed as a guarantee that vacancies shall be filled from the existing employee force, nor shall anything in this Agreement be construed to imply tenure of position or location. The decision as to which, if any, of the interested employees shall be selected to fill a vacancy shall be within the sole discretion of the Board.

## **ARTICLE 9 PROBATIONARY PERIOD**

New employees shall serve a probationary period of sixty (60) working days during which time they shall not attain seniority, and such probationary employees may be terminated at the sole discretion of the Board during the probationary period. Neither such employees nor the Union, or any other party on their behalf, shall have recourse to the grievance provisions of this Agreement. The probationary period of any employee may be extended for an additional period not to exceed forty (40) working days beyond the initial sixty (60) working day period set forth above. The Board will notify an employee prior to the expiration of the initial probationary period if she/he will be subject to an extension. Upon satisfactory completion of the employee's probationary period, seniority shall date back to the original date of employment.

## **ARTICLE 10 NO DISCRIMINATION**

Neither the Board nor the Union shall discriminate or retaliate against any employee based on race, creed, color, national origin, religion, gender, sexual orientation, gender identity or expression, marital status, veteran status, civil air patrol status, age, or disability, lawful union activity, refusal to participate in union activity, or any other category protected by state or federal law. The parties will comply with all applicable equal employment opportunity, harassment, and reasonable accommodation laws.

## **ARTICLE 11 HOURS OF WORK**

### **Section A**

Hours of work shall be determined by the Superintendent of Schools consistent with the operational requirements of the Town of Glastonbury school system. Nothing provided herein shall be construed as a guarantee or promise of any schedule of hours, minimum workweek, or minimum workday.

### **Section B**

1. The normal work schedule for full-time employees shall be thirty-five (35) hours worked per week, consisting of seven (7) hours worked per day exclusive of lunch period. Each full-time employee shall receive an additional daily guaranteed thirty (30) minute unpaid duty-free lunch period taken according to a schedule established by the Superintendent of Schools or his/her designee.
2. The normal work schedule for part-time employees shall be twenty (20) hours worked per week, consisting of four (4) hours worked per day. Part-time employees who work twenty (20) hours per week shall not receive a lunch period and shall remain on duty during their entire scheduled work hours.
3. The Board may in its discretion maintain and/or institute a schedule of coverage among members of the bargaining unit whereby any problems requiring involvement of a school nurse which may arise during her/his duty-free lunch period shall be referred to another employee who is then "on call" and who is not at the time on lunch period.

### Section C

The normal work year for employees shall be no more than the one hundred eighty-three (183) day work year. Any employees required to work more than one hundred eighty-three (183) days per year for any reason will be paid for the additional work at their applicable rate.

### Section D

Nurses may work up to 25 (twenty-five) hours between July 1st and the start of the school year in order to complete duties associated with the start of the school year. Any employee so required to work must obtain prior approval by the Head Nurse or Principal and will be paid at the applicable hourly rate.

### Section E

1. In the event of a true emergency or crisis nursing event which requires the school nurse to work a substantial period of time outside of the nurse's standard work schedule, and with the advance approval of the Head Nurse or Principal, the nurse may be granted limited compensatory time off. Compensatory time is not to be earned or granted on a routine basis and/or for responsibilities which fall within the normal scope of the nurses' work responsibilities and standard schedule. Athletic program training assigned off hours to the school nurse may result in compensatory time off.
2. Unused Compensatory time off shall not be paid out and will not carry over. All compensatory time off is time rightfully earned by the employee, therefore any reasonable request to use the earned compensatory time off shall not be denied by the manager, the Board, or their designee.

### Section F

1. School Closings:

On days when school is closed by the Superintendent or designee because of weather conditions or other unforeseen circumstances, employees shall not report to work. There shall be no reduction in pay.

2. Delayed Opening/Early Dismissal Days:

When school is opened late or closed early due to inclement weather, employees shall be paid for their regularly scheduled work day. Employees are required to report to work prior to the delayed start time.

### Section G

In the event of a declaration by the Governor of an official Health Emergency which requires the school nurse to work a substantial period of time outside of the nurse's standard work schedule, and with the advance approval of the Supervisor, Principal, or Superintendent, the nurse shall be compensated for their time at their regular rate, and one and one-half times (1.5x) their regular rate for any hours over 40 hours per week.

## **ARTICLE 12 SALARY PAYMENT PLANS**

### Section A

Effective July 1, 2025 and lasting until June 30, 2029 all employees shall be paid in accordance with the wage schedule, Appendix A.

## Section B

During the month of May, the Board of Education shall offer to nurses the option of receiving their twenty-one (21) payments for the following school year in either of two (2) ways:

1. Each payment at one twenty-first ( $1/21$ ) of the annual salary rate, or
2. The first twenty (20) payments at one twenty-sixth ( $1/26$ ) of the annual salary rate and the twenty-first (21st) payment at three-thirteenths ( $3/13$ ) of the annual salary rate.

Nurses employed prior to the first day of the school year must make a pay option selection prior to the first work day of the school year and that election will be irrevocable for the school year.

If a nurse takes a leave during the year and returns within the year, he/she cannot change the pay option that was in place prior to the leave.

New nurses hired after the first work day of the school year will have thirty (30) days from the date of hire to make an election which will be irrevocable for that school year.

## Section C

The Board shall implement, commencing with the first paycheck in September, whichever of the options of Section B selected by the nurse.

## Section D

All new employees shall be required to receive compensation in accordance with the salary payment plan (Appendix A) in effect at that time.

## **ARTICLE 13 INSURANCE**

### Section A

All insurance benefits and services shall be subject to an "or equal" provision which shall allow the Board to affect whatever economies it may deem appropriate, provided there is no decrease in the benefit or services that is negotiated.

### Section B

All employees who work thirty-five (35) hours or more per week are entitled to insurance benefits of full-time employees. Employees who work between twenty (20) and thirty-four (34) hours per week shall be eligible for insurance benefits as part-time employees and the Board agrees to pay fifty percent (50%) of the premiums selected by a part-time nurse for coverage under Section C and #2 below.

Section C

<p>Anthem BCBS Century Preferred (PPO)</p>	<p>Anthem Blue Care Plus Option 1 (HMO)</p>	<p>Anthem High Deductible Health Plan (HDHP with HSA). HDHP includes:</p>
<p>\$20 office visit co-pay</p>	<p>\$15 office visit co-pay</p>	<p><u>Annual Deductible:</u>                  \$2,500 Employee only coverage                  \$5,000 Employee+1/Family coverage                   \$0 office visit co-pays after annual deductible is met</p>
<p>Prescriptions:                  \$3 mail order,                  \$15 generic,                  \$30 brand name;                  Annual max = \$2,000</p>	<p>Prescriptions:                  \$3 mail order,                  \$15 generic,                  \$30 brand name; Annual max unlimited.</p>	<p>100% coverage for preventative/routine care</p>
<p>Inpatient Co-Pay \$2</p>	<p>Inpatient Co-Pay \$250</p>	<p>Board Contribution towards annual deductible:                  45% in 2025-2026                  45% in 2026-2027                  40% in 2027-2028                  40% in 2028-2029</p>
<p>Outpatient Co-Pay \$100</p>	<p>Outpatient Co-Pay \$100</p>	<p>Board shall make contribution to employee's account on July 1st of each year.</p>
<p>Emergency Room \$75</p>	<p>Emergency Room \$75</p>	<p>*Employees hired after July 1, 2013 who enroll in health insurance shall be required to take the HDHP.</p>

1. To be eligible to receive the benefits set forth in Section C above, the full-time employee shall annually contribute the following amount for such benefits. For part-time employees, see Section B above.

	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>
Century Preferred (PPO)	26.5%	27%	27.5%	28%
Blue Care Plus Option I (HMO)	26.5%	27%	27.5%	28%
Anthem HDHP (HSA)	17.5%	18.5%	19.5%	20.5%

**\*Employees employed on or after July 1, 2013 shall be required to take the Anthem (HSA) High Deductible plan.**

2. The Board of Education agrees to pay a percentage equal to medical coverage for the individual, employee plus one dependent, or family premiums for Delta Dental Care.
3. If the total cost of a group health plan or plans offered under this contract triggers an excise tax under Internal Revenue Code Section 49801, any other local, state or federal statute or regulation, the Glastonbury Public Schools reserves the right to offer a group health plan or plans with a total combined cost that falls below the excise tax thresholds. Eligible employees will be given the option to enroll in the lower cost coverage option(s). If the employee chooses to enroll themselves and/or their eligible family members in a coverage option or options that triggers an excise tax, 100% of any such excise tax will be borne solely by the employee.

4. Board Contribution to the nurse's deductible for the Anthem/HDHCP will constitute a variable percentage of the deductible:
- 45% in 2025-2026
  - 45% in 2026-2027
  - 40% in 2027-2028
  - 40% in 2028-2029

#### Section D

The Board will provide each employee with term life insurance in an amount of \$145,000.

#### Section E

Nurses who have worked in the Glastonbury Public Schools for a minimum of fifteen (15) years, and are retiring, may continue participation in the Health Insurance Plan as specified in this Article by paying to the Board 100% of the applicable premium on a monthly basis. Such eligibility for participation by retired employees shall cease when the employee becomes Medicare eligible.

#### Section F

The Board shall provide a group long-term disability plan to Nurses. The Board shall assume one hundred percent (100%) of the cost of the premium.

#### Section G

A contributory retirement plan shall be available to each bargaining unit employee eligible under the plan, one (1) year from the date of commencement of continuous employment. Membership in said plan shall commence with the date of enrollment in the plan of each bargaining unit member in accord with the plan's provision.

Effective July 1, 2025, the employee contribution will be 7.75%. Effective July 1, 2026 the employee contribution will be 8% and go up 0.25% each subsequent year of the contract.

#### Section H

Subject to law, including the rules and regulations of the Internal Revenue Service, the Board shall maintain a "Section 125" salary reduction agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums. The Board shall make available on an optional basis, a Section 125 Flexible Spending Account for Dependent Care, and/or non-reimbursed medical expenses.

### **ARTICLE 14 WORKERS' COMPENSATION**

Whenever a Nurse is absent from school as a result of personal injury which is covered by the regulations of workers' compensation, he/she has filed for and is currently being paid workers' compensation, he/she shall be paid at his/her full salary (less the amount of the worker's compensation award made) for the time on the approved workers' compensation leave. The Board shall deduct from the Nurse's accumulated sick leave the total number of days absent, but shall not leave the Nurse with less than fifteen days sick leave allowance remaining for the balance of the school year after return to nursing assignment. If less than fifteen days accumulated sick leave is left, the Board shall reinstate such number of days as necessary to total fifteen days, said portion to be noncumulative.

## **ARTICLE 15 TRANSPORTATION ALLOWANCE**

Employees who, at the request of the Board, use their personally owned automobile for conducting school business shall be reimbursed for all mileage at the current IRS rate.

## **ARTICLE 16 SAFETY**

The Board will reimburse a Nurse up to five hundred dollars (\$500) or the amount of the nurse's personal insurance deductible, whichever is less, for any personal property damaged, stolen, or destroyed on Board property as a result of documented student negligence, theft, or malice. The Board's liability in this respect shall not exceed five hundred dollars (\$500) to any one (1) person per incident, or five thousand dollars (\$5,000) per school year. Claims will be paid each June. If the claims exceed five thousand dollars (\$5,000), the Board may, in its sole discretion, make additional reimbursements upon request, and may prorate claims as needed to meet the five-thousand-dollar (\$5,000) limit or any increase thereof which it may approve.

Employees may receive reimbursement of up to \$200 per school year for the purchase of clothing that may be worn as part of the required uniform, which includes scrubs, lab coats and footwear. Employees must submit original, detailed receipts for their purchases. Sales tax is not reimbursable and will not be counted towards the reimbursable amount.

## **ARTICLE 17 LEAVE PROVISIONS**

### **Section A**

A regular employee, upon proper application in writing to and upon written approval of the Superintendent or his/her designee, in their sole discretion, may obtain a continuous leave of absence without pay for a period not to exceed one (1) year. During this leave, there shall be no accumulation of benefits under this Agreement provided; however, that seniority shall continue to accumulate during the leave of absence. Insurance benefits may be continued upon full payment of the premiums by the employee.

### **Section B**

Applications for such leaves of absence must state the reason for the request and the length of time desired.

### **Section C**

A medical certificate acceptable to the Superintendent of Schools or his/her designee shall be required before an employee shall return to work from any leave of absence taken for health reasons. If the Superintendent requires the employee to submit to a medical examination, such examination will be administered without cost to the employee by a qualified physician designated by the Superintendent or his/her designee.

### **Section D**

Employees on authorized Family and Medical Leave (FMLA) shall continue their health insurance for up to twelve (12) weeks at the same rate as active employees. Upon exhaustion of 12 weeks the employee will be responsible for 100% cost.

### **Section E**

Employees may utilize CT Paid Family Medical Leave in accordance with state law.

## ARTICLE 18 SICK LEAVE

### Section A

Upon the completion of the probationary period of employment, full-time employees (working thirty-five (35) hours or more per week) and part-time employees (working twenty (20) hours per week) shall be entitled to sick leave with pay, which shall accrue at the rate of one and one-half (1 1/2) days per month worked, paid at applicable per diem rates. Unused sick leave may be accumulated from year to year, so long as the employee remains continuously in the service of the Board, and as authorized by the Board, but such accumulation of sick leave shall not be more than one hundred eighty (180) working days. After the first year of employment, and in subsequent years of employment, sick days are available at the start of the school year.

### Section B

Payroll deductions for absence due to sick leave will be made on the basis of the number of accrued days. Used sick leave each year will be deducted from the totals carried over.

### Section C

Sick leave shall not be considered as a privilege, which an employee may use at her or his discretion. The parties hereby agree that sick leave shall be allowed only in the event of actual illness of an employee or in accordance with CT State Law CGS 31-57r et seq.

### Section E

For any absence for which sick leave is claimed, notice must be given to a designated representative of the Board no later than thirty (30) minutes before the starting time of scheduled work. Failure to provide such notice without acceptable excuse may be sufficient to deny sick leave payment or to impose other discipline. Employees are not required to find coverage for their sick leave, or any other absence, including but not limited to Compensatory Time, Paid Family Medical Leave, FMLA, Vacation, Personal Days, Leaves of Absence.

### Section F

A Sick Leave Bank is available for employees who have used all accumulated sick leave. It shall be administered by the Glastonbury Board of Education Nurses Union. No employee, however, shall be granted more than twenty (20) working days from the Sick Leave Bank in any one year.

The Sick Leave Bank shall operate as follows:

Each employee may elect to donate to the Sick Leave Bank, one (1) day per year of accumulated sick leave. Such declaration of intent to donate must be made no later than July 1st of each year. An employee may request that her/his election be considered a standing election from year to year until such time as the employee has no accumulated sick leave, terminates employment, or rescinds such election.

A request for use of the Sick Leave Bank shall be submitted to the Union President. The employee must provide medical documentation of the need for leave of absence to Human Resources. The requesting employee must have donated a day each year in order to participate in the Sick Leave Bank. The Union President will submit the request for approval for use of the Sick Leave Bank to the Sick Leave Bank Committee which has been appointed by the Union President.

On June 1st of each year, the union president shall receive a written report on the status of the Sick Leave Bank, including names of donors and total number of days in the bank.

### Section G

A school nurse who has completed at least fifteen (15) years of continuous employment with Glastonbury Public Schools and provides notice by February 1<sup>st</sup> for a June 30<sup>th</sup> retirement, shall, upon retirement receive a stipend of \$4,000 for full time nurses and \$2,750 for part-time nurses. If the part-time nurse was a full-time employee for at least five (5) of their last fifteen (15) years they shall receive the full-time retirement stipend of \$4,000.

No employee shall be eligible to receive the retirement stipend more than once, even if subsequently re-hired.

## **ARTICLE 19 PROFESSIONAL LEAVE AND TUITION**

### Section A

Employee absences for professional reasons to attend recognized educational meetings may be authorized at the sole discretion of the Superintendent of Schools or his/her designee on the basis of written requests submitted at least one (1) week in advance of the requested absence unless the notice of the meeting is not received one (1) week in advance, provided that at least two (2) working days' advance request shall be required in all cases.

### Section B

The Board shall set aside a fund of \$8,000 each year to be used for payment of reasonable expenses, including fees; meals, lodging and/or transportation incurred by employees who attend professional workshops, seminars and/or conferences, where the Board determines that attendance at such meetings will be of specific benefit to the school system and/or for tuition, books, course fees of continuing education in fields directly related to school nursing. An employee request for reimbursement must be submitted in advance, in writing, to the Superintendent of Schools or designee, together with a description of the arrangement(s) for such a meeting. Employees whose requests are approved shall receive reimbursement up to a maximum of \$1,000 per employee, per year. Reimbursements will be prorated if necessary, so as not to exceed the overall funding level.

### Section C

Employees shall suffer no loss of pay for attending educational seminars or conferences, as approved by the Administrative Supervisor, during normal working hours.

### Section D

Each year of this agreement, funds shall be allocated to support educational cost for employees who are furthering their education in the medical field taking credit or non-credit courses. There shall be a maximum of one thousand dollars (\$1000) tuition reimbursement per employee, per year. The employee shall submit an appropriate form if not less than two weeks prior to the start of the course. Acknowledgment of approval by the Board shall be sent to the employee prior to the start of the class. As soon as possible, following the completion of the course, employee shall submit documentation of payment and successful course completion. Upon completion of the necessary forms, tuition reimbursement shall be made payable to the employee within 30 days.

## **ARTICLE 20 PERSONAL AND BEREAVEMENT LEAVE**

During the term of this Agreement, bargaining unit members shall be eligible to receive a maximum of three and one-half (3 1/2) days off with pay in any one (1) school year for bereavement, legal matters, graduation of members of the immediate family, wedding of employee, wedding of an employee's immediate family member, or care of ill members of the immediate family. An additional two (2) days may be taken off with pay each school year for unspecified reasons, provided that notice of intention to take such day must be given in writing to the Superintendent or his/her designee at least one (1) week in advance except in extreme emergencies when a shorter notice period will be allowed. All leave under this Article except as otherwise provided above shall be governed by the provisions of applicable Board of Education leave policy.

## **ARTICLE 21 JURY DUTY**

Any employee required to report for jury duty shall receive full pay from the Board minus pay received for jury duty, while absent for such duty, to a maximum of thirty days. An employee notified to report for jury duty will notify the Administrative Supervisor as soon as possible following receipt of such notice. The Board, at its discretion, may request a release from jury duty when such an absence would impose a burden upon the school system.

## **ARTICLE 22 SENIORITY**

### **Section A**

For the purpose of this Agreement, seniority is hereby defined as the employee's total length of continuous, unbroken service with the Board of Education in a position covered by the bargaining unit dating from the most recent date of hire as a new employee. Seniority shall be considered broken for such reasons as resignation or separation, discharge, layoff of more than twenty-four (24) months, overstaying a leave of absence, and disability or illness for a period exceeding the available leave of absence. Seniority credit for part-time service shall be on the basis of one-half (1/2) year credit for each year of part-time service. Seniority shall be calculated as years of seniority.

### **Section B**

The Board of Education shall have the sole authority to determine whether or when a layoff shall occur. In the event nurse positions must be eliminated from the school program, layoffs shall be affected on the basis of seniority within a school nurse position.

### **Section C**

Those employees who are laid off shall be retained by the Board on preferential recall list for a period not to exceed twenty-four (24) months. Prior to hiring new employees from outside sources to fill positions, which become open and are to be filled from within the bargaining unit, the Board will offer reemployment in inverse order of layoff to those individuals on the recall list. An employee shall forfeit her/his recall rights if she/he fails to report to work within ten (10) working days after due notice by the Board via email, by phone, and to the employee's last known address.

### **Section D**

All employees must keep the Board advised in writing of their current phone, email and mailing address. Any obligation that the Board may have to recall a laid off employee shall be fully discharged by the notifications above, and by sending written notice of recall, by certified mail, to the last address of the employee appearing on the Board's records.

## Section E

Employees on layoff shall receive no benefits under this Agreement during the period of layoff and shall have no rights with respect to reemployment once their recall rights expire. If rehired thereafter, it will be as a new employee.

### **ARTICLE 23 SENIORITY LIST**

The Board shall furnish to the Union, by October 1<sup>st</sup> of each year, a seniority list showing the years of seniority of employees in the bargaining unit. Unless mistakes are brought to the attention of the Superintendent of Schools, or his/her designee, within ten (10) days of delivery of the list, the list shall be considered conclusively to be correct.

### **ARTICLE 24 UNION BULLETIN BOARD**

The Board agrees to provide bulletin board space in the Teachers' Lounge at Glastonbury High School, which may be used by the Union for the following notices:

1. notices of union meetings;
2. notices of union elections and the results where they pertain to the Board's employees;
3. notices of union recreational and social events.

Prior to posting any notice, a copy will be furnished to the Board's designated representative. No union notices may be posted elsewhere on Board property. Unless the Union is advised to the contrary in writing, the Board's designated representative for the purpose of this section shall be the Human Resources Manager.

### **ARTICLE 25 UNION MEETING ON SCHOOL PROPERTY**

The Union may, upon prior request made by its President or her/his designee to a representative designated by the Board of Education and approval by such representative of the Board, in specific instances, conduct an official Union meeting on the Board's premises during non-working hours, provided that such a meeting does not conflict with the operation of the school system, other scheduled school activities or programs, and further provided that the Union agrees to assume any costs arising out of the use of such facilities. The Union shall utilize the standard facilities request form in requesting use of Board premises for meetings.

### **ARTICLE 26 EMPLOYEE ACCESS TO PERSONNEL RECORDS**

Each employee shall have the right to see her or his personnel file by appointment with the Human Resources Manager or his/her designated representative, provided that the employee shall exercise this right during non-working hours.

### **ARTICLE 27 MISCELLANEOUS**

#### Section A

The Employer agrees to provide each employee with a copy of the Agreement within thirty (30) days after the execution date thereof.

Section B

The Employer agrees to provide new employees with a copy of this Agreement at their time of hire.

Section C

The Employer agrees to provide the Union with six (6) original, signed, contracts at the time of the signing.

Section D

INDEMNIFICATION - Pursuant to CGS § 10-235, all Board employees are held harmless of liability for actions taken in the course of their duties as an employee. The Board recognizes this applies to all full and part time employees of the Board of Education, including all job titles covered under this contract, and any nurse still in the probationary period. The Board shall not require any additional coverage for liability or malpractice insurance paid for by the nurse. Nothing in this section prohibits any nurse from purchasing additional coverage for themselves and does not require any nurse to pay for any coverage which covers the employer or in any way reduces any financial burden to the employer.

**ARTICLE 28 SAVINGS CLAUSE**

The Board and the Union agree that if any provision of this Agreement is determined to be unlawful by a court or legal agency of competent jurisdiction or by legislative enactment, the remaining provisions shall remain in effect consistent with prevailing principles of contract interpretation.

**ARTICLE 29 SCOPE OF AGREEMENT**

Section A

This contract constitutes the entire Agreement between the Board and the Union and fully settles any and all demands and issues for the term of the contract with respect to any and all matters subject to negotiation.

Section B

For the duration of this contract, the Board and the Union expressly waive any right to negotiate and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter which is subject to negotiation whether or not such subject or matter is specifically referred to herein.

Section C

This Agreement shall remain in full force and be in effect during such negotiations and all increases in wages and benefits shall be retroactive to the expiration date specified in Section A.

**ARTICLE 30 DURATION**

Section A

The provisions of this Agreement shall become effective July 1, 2025, and shall remain in full force and effect until June 30, 2029.

Section B

This Agreement shall be automatically renewed from year to year except that it may be amended, effective at the date of expiration, provided that either party shall furnish the other party written notice by certified or registered mail at least one hundred fifty (150) days prior to the expiration date (or, if renewed, the anniversary date) of intention to commence negotiations for amendment or modification of this Agreement. Such negotiations shall commence at least one hundred twenty (120) days prior to the expiration or anniversary date.

Section C

This Agreement shall remain in full force and be in effect during such negotiations and all increases in wages and benefits shall be retroactive to the expiration date specified in Section A.

IN WITNESS WHEREOF, the undersigned parties hereto have set their hands and seals this \_\_\_\_ day of January, 2026.

GLASTONBURY BOARD OF EDUCATION

GLASTONBURY BOARD OF EDUCATION NURSES UNION  
CONNECTICUT HEALTHCARE ASSOCIATES, 1199  
NUHHCE, AFSCME, AFL-CIO

By \_\_\_\_\_  
(Duly Authorized -Douglas C. Foyle, Ph.D.)

By \_\_\_\_\_  
(Duly Authorized-Union President)

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**WAGE SCHEDULE  
APPENDIX A**

<b>Step</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>	<b>2028-29</b>
<b>1</b>	60,896	62,723	64,604	66,542
<b>2</b>	62,534	64,410	66,343	68,333
<b>3</b>	64,174	66,099	68,082	70,125
<b>4</b>	65,814	67,788	69,822	71,917
<b>5</b>	72,891	75,078	77,330	79,650

- A. Each nurse below the top step shall move one step on the schedule above
- B. A new employee may be placed at any step, provided she/he is not compensated at a rate in excess of the rate currently paid to a school nurse with the same or comparable experience.
- C. A part-time nurse who works less than thirty-five (35) hours per week shall be compensated by prorating the salary designated for the appropriate step according to the number of hours worked.
- D. Any full-time nurse who, on the anniversary date of her/his employment, has completed five (5) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of One Thousand Dollars (\$1,000), to be paid in one lump sum during the month in which the anniversary date occurs.
- E. Any full-time nurse who, on the anniversary date of her/his employment, has completed ten (10) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of Thirteen Hundred Dollars (\$1,300), to be paid in one lump sum during the month which the anniversary date occurs.
- F. Any full-time nurse who, on the anniversary date of her/his employment, has completed fifteen (15) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of Fifteen Hundred Dollars (\$1,500), to be paid in one lump sum during the month which the anniversary date occurs.
- G. Any full-time nurse who, on the anniversary date of her/his employment, has completed twenty (20) years of employment with the Glastonbury Public Schools, will receive a longevity payment in the amount of Two Thousand Dollars (\$2,000), to be paid in one lump sum during the month which the anniversary date occurs.
- H. Effective July 1, 2013, any part-time Nurse who works at least 20 hours per week, on each anniversary date designed above in sections d, e, f, & g, and all full-time Nurses shall receive a prorated longevity payment based on their FTE status. Effective July 1, 2017, any part-time Nurse hired on or after July 1, 2017 will receive their longevity payment based on their years of seniority.
- I. Any school nurse who holds the National Association of School Nurses Certification shall receive an annual stipend of three hundred-fifty dollars (\$350). Proof of current certification status will be provided by the nurse to Human Resources annually.

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

=====

**Title of Report:** To Accept the Completion of the Naubuc School Renovation Project  
State Grant Project - 054-0099 A/CV and DAS Form 1049F

**Board Meeting Date:** January 26, 2026

**Action:** X                      **Report:**                      **Information:**                      **Discussion:**

=====

This action is required to inform the State School Construction Office that the reference project has been completed. It requires the Board and the Town Attorney to accept the project as complete through the submission of DAS Form 1049F along with all financial records for the project.

**Submitted By:** Al Costa

**Reviewed By:** Alan Bookman

FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT

DISTRICT NAME	FACILITY NAME AND ADDRESS	STATE PROJECT NUMBER
Glastonbury	Naubuc School 84 Griswold St	054-0099A/CV

Date project accepted as complete by applicant January 26, 2026 (Final application must be filed within one year of this date.)

**FINAL PROJECT FINANCING**

<b>General Fund/Bonding:</b>	
General fund - Progress payments	\$3,163,256
General fund - Other	
Current Bonds/Notes* (*Complete	
Bonds Issued schedule on page 2)	
Future Bonds/Notes	
Sub-Total General Fund/Bonding	
<b>Other Funding:</b>	
Rebates	
Insurance Proceeds	
Federal/Other State Grants	
Other Financing	
Describe: _____	
Sub-Total Other Funding	
<b>TOTAL FINAL PROJECT FINANCING</b>	<b>\$3,163,256 **</b>

**FINAL PROJECT COSTS:**

<b>ELIGIBLE COSTS</b>	
Architectural Design	\$117,220
Site Acquisition	
Facility Purchase	
Other professional fees	\$203,667
Construction (Fully eligible)	\$2,842,369
Bonus area - School Readiness	
Bonus area - Full day K/Class size reduction	
Equipment/Furnishings	
Eligible Costs Sub-Total	\$3,163,256
<b>LIMITED ELIGIBLE COSTS</b>	
Outdoor Athletic Facilities and Tennis Courts	
Natatorium	
Eligible auditorium seating area (from Item a6)	
Eligible gymnasium seating area costs	
Limited Eligible Costs Sub-Total	0

**ELIGIBLE AUDITORIUM SEATING AREA COSTS COMPUTATION:**

a1 Total square footage of auditorium	
a2 Square footage of seating area	
a3 Total construction cost of auditorium (excluding seats and installation)	
a4 Construction cost of seating area ((Item a2 / Item a1) x Item a3)	
a5 Costs of seats and installation (not included in Item a4)	
a6 <b>ELIGIBLE AUDITORIUM SEATING AREA COSTS</b> (Item a4 + Item a5)	NIC
Auditorium seating capacity	

**INELIGIBLE COSTS**

Ineligible site acquisition costs	
Ineligible facility purchase costs	
Ineligible construction costs	
Ineligible bonus area-School Readiness	
Ineligible bonus area-Full day K/Class size	
Unauthorized cost increase	
Other ineligible costs	
Describe: _____	
Ineligible Costs Sub-Total	0
<b>TOTAL FINAL PROJECT COSTS</b>	<b>\$3,163,256 **</b>

\*\* NOTE: "TOTAL FINAL PROJECT FINANCING" MUST AGREE WITH "TOTAL FINAL PROJECT COSTS".

**FINAL GRANT APPLICATION FOR A SCHOOL BUILDING PROJECT**

**DETAIL FOR BONDS ISSUED:**

Bonds or Notes: (by issue date)


**TOTAL BONDS ISSUED** 0 \*

\* **NOTE: "TOTAL BONDS ISSUED" MUST AGREE WITH "CURRENT BONDS/NOTES" ON PAGE 1.**

**CERTIFICATIONS:**

The Board of Education approves as complete and accepts the school building project herein identified for public school purposes and certifies that:

- a. The project has been accepted by the architect and construction management firms;
- b. All change orders for this project have been approved by the State Department of Administrative Services;
- c. The grant received for this project does not represent a duplication of funding, and that funds received do not exceed 100% of the total cost of the project;
- d. All bills for the project have been paid or funds to pay such bills are deposited in a separate escrow account;
- e. The total sum noted in this application was expended for the school building project herein described;
- f. All applicable provisions of Chapter 173 of the Connecticut General Statutes have been met in the completion of the project described herein,
- g. All the statements contained in this application are true and correct to the best of my knowledge and belief, and
- h. Application is hereby made under C.G.S. Section 10-287(d) for payment of the school building project grant due based on the completion of the project described herein.

NAME OF SUPERINTENDENT	SIGNATURE	DATE
Alan B. Bookman Ph.D.		

All legislative and regulatory requirements, including C.G.S. Sections 10-287(b) and 49-41, have been met in the awarding of contracts for this school building project.

NAME OF APPLICANT'S ATTORNEY	SIGNATURE	DATE
Alfred A. DiVincentis		8/19/25

\* SEE ATTACHED QUALIFICATION OF ATTORNEY CERTIFICATION DATED 8/19/25.



4

Qualification of Attorney Certification of Final Grant Application for a School Building Project

Town of Glastonbury  
Naubuc School  
State Project Number 054-0099A/CV  
August 19, 2025

The certification of the applicant's attorney is qualified as follows:

The Town of Glastonbury publicly advertised and competitively bid the construction phase portion of the project in accordance with Conn. Gen. Stat. § 10-287(b)(1). In addition, the Town of Glastonbury procured performance and payment bonds from the contractor in accordance with Conn. Gen. Stat. § 49-41(a).

Accordingly, the Town of Glastonbury fully complied with its statutory requirements for the construction phase portion of the project.

With respect to the procurement of design services for the project, the Town of Glastonbury solicited a request for qualifications and a request for fee proposal simultaneously. The Town of Glastonbury did not solicit qualifications to narrow the most qualified design firms to no more than four firms and then seek fee proposals from only those four firms. As such, the Town of Glastonbury did not technically comply with the two stage procurement process for design services set forth in Conn. Gen. Stat. § 10-287(b)(2) for the project.

Accordingly, the certification of the applicant's attorney does not apply to the procurement of design services for the project.

**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: October 20th, 2026 RETURN DATE: October 24th, 2026

ESTIMATED NUMBER OF PARTICIPANTS: 4-20 WILL ANY SCHOOL TIME BE USED: Yes, 4 days

SPONSORING TEACHER: Jenifer Donini COST PER PARTICIPANT: \$~1500

OTHER CHAPERONE(S): Logan Tyler, Christine Gilbert, Edward Donini

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: N/A

SCHOOL(S) PARTICIPATING: Glastonbury High School

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Current FFA member is the Agriscience Program

PURPOSE OF TRIP:

Compete in the National Milk Quality FFA Competitions and any other competitions our students place 1st in.

ITINERARY (MAY BE ATTACHED):

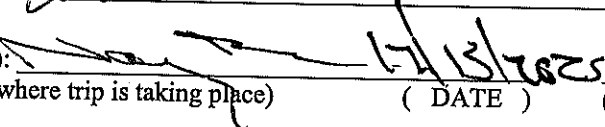
Please see attached.

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS:


Please see competition objectives attached.

**APPROVAL:**

DIRECTOR:  12/11/2025  
( DATE )

PRINCIPAL(S):  12/13/2025  
(of first school where trip is taking place) ( DATE ) (of second school if applicable) ( DATE )

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

SUPERINTENDENT APPROVAL:  12/19/25  
( DATE )

## Purpose

*The National FFA Milk Quality and Products Career Development Event aims to promote practical learning activities in milk quality and dairy products while assisting students in developing team decision-making skills.*

The National FFA Milk Quality and Products CDE focuses on raw milk quality, dairy products, federal milk marketing orders and attributes of selected milk products. The five general areas that contribute to milk quality and consumer demand are:

- Milk production
- Milk and dairy product composition, quality and safety
- Milk processing or manufacturing
- Raw milk marketing
- Facility operations:
  - Safety/sanitation
  - Labor

## Objectives

This event will provide the participant with the ability to do the following:

*Utilize knowledge of milk quality related to*

- Producing quality milk:
  - Regulations
  - Grades and classes of milk
  - Factors necessary to produce quality milk
- Cleaning and sanitizing:
  - General types of cleaners and sanitizers
  - Water hardness
  - Milk stone
  - Approved milking equipment and design
  - Proper milking procedures
- Cooling milk
- Identifying diseases transmitted to consumers via milk
- Recognizing causes of off-flavors in milk

*Utilize knowledge of milk pricing related to*

- Marketing and marketing concepts:
  - Pricing trends
  - Economics
  - Supply and demand
- Federal milk marketing orders, economics and distribution:
  - Transportation costs

- Cooperatives
- Pricing

*Utilize knowledge of the composition and quality characteristics of raw and pasteurized milk and milk products including*

- Determining milk composition
  - Nonfat solids portion:
  - Milkfat
  - Adulterants, including water
  - Bacterial standards and testing
  - Quality testing
- Understand the causes and control of mastitis, its influences on milk quality and cheese yield and the use of mastitis detection methods in controlling the disease, specifically including the following:
  - Causes
  - Prevention
  - Detection (California Mastitis Test and Direct Microscopic Somatic Cell Count)
  - Treatment
  - Understand products made from milk, regulations and standards to ensure quality and safety, and marketing of dairy products and their alternatives to consumers.
  - Regulatory programs
- Identification of cheese varieties and characterize properties
- Identification of flavor defects and evaluate milk quality
- Understanding the importance of dairy food safety programs
- Identification and comparison of dairy vs non-dairy products

## Event Rules

Review the **Career and Leadership Development Event Policy and Guidelines** for information on eligibility, selection, certification, team member changes, disqualification and more. **General Information for National Competition** can provide general guidance on preparing for national competition.

- Each team will be comprised of four members with all four members scores contributing to the total team score.
- It is highly recommended that participants wear FFA Official Dress for this event.
- Participants are not to use strong deodorant, perfume, chewing gum or other detractors to the taste and smell senses.

**Allergy Information:** Food products used in this event may contain or come in contact with potential allergens. Within the constraints of the event, reasonable accommodations for the nine recognized allergens (milk, eggs, fish, shellfish, tree nuts, peanuts, wheat, soybeans, and sesame) and food intolerances can be made upon request. However, National FFA makes no guarantee that we can secure and provide the requested accommodation for late and on-site requests.

**National FFA Convention 2025 Itinerary**

**Tuesday October 28, 2025**

Time	Activity	Location
<b>Please Note - You must be in Official Dress for our Flight</b>		
5:00 AM	Meet at Bradley International Airport	Bradley International Airport Schoephoester Rd, Windsor Locks, CT 06096
7:10 AM	<b>Flight #AA2163</b>	
8:52 AM	Arrive O'Hare International Airport	
9:51 AM	<b>Flight # AA4454</b>	<b>O'Hare International Airport, Chicago, IL</b>
12:08 PM	<b>Arrive Indianapolis International Airport</b>	<b>Indianapolis International Airport 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241</b>
	Head to Hotel for check in, get changed, homework	<i>EZ Transportation</i>  Holiday Inn Express Hotel & Suites Indianapolis Downtown-Convention Center Area 410 South Missouri Street Indianapolis, IN 46225
<b>CHANGE INTO STREET CLOTHES</b>		
1:00	Light lunch nearby	
2:00 PM	<del>Indianapolis-Zee</del> Down time- homework	<del>4200 W Washington St, Indianapolis, IN 46222</del> hotel
7:30 PM	Dinner	Old Spaghetti Factory <i>Thank you Friends of the FFA</i>
10:00 PM	Curfew - Everyone must be in their rooms	Holiday Inn Express Hotel & Suites Indianapolis Downtown-Convention Center Area 410 South Missouri Street Indianapolis, IN 46225

## National FFA Convention 2025 Itinerary

**Wednesday 10/29**

Time	Activity	Location
<b>IN STREET CLOTHES</b>		
7:00 AM	Breakfast	
8:30 AM - 1:00 PM	Depart Hotel	Indianapolis Zoo Lunch on your own at the zoo
<b>BACK TO HOTEL TO CHANGE INTO OFFICIAL DRESS</b>		
2:45 - 5:15 (Begins 3:30)	Opening Session 1A	Lucas Oil Stadium
	Travel Back to Hotel	
<b>CHANGE INTO STREET CLOTHES</b>		
5:00 PM	Dinner	PF Chang's <i>Thank you Glastonbury FFA</i>
7:30 PM	Concert! Ella Langley Ernest	Lucas Oil Stadium
Upon Return to Hotel	Curfew - Everyone must be in their rooms	Hotel

**National FFA Convention 2025 Itinerary**

**Thursday 10/30**

<b>Time</b>	<b>Activity</b>	<b>Location</b>
<b>IN OFFICIAL DRESS</b>		
<b>6:00 AM</b>	Poultry: Breakfast <i>READY TO COOK!</i>	
<b>6:15 AM</b>	Poultry departs for competition. Done at 2:00 PM <i>Ms. Gilbert chaperones</i>	Indiana State Fairgrounds
<b>8:00 AM</b>	Everyone except Poultry Team:  Breakfast @ Hotel Breakfast hours M-F 6-9am	Holiday Inn Express Hotel & Suites Indianapolis Downtown-Convention Center Area 410 South Missouri Street Indianapolis, IN 46225
<b>9:00 AM</b>	Non-poultry heads to Convention Center for workshops <i>Mr. Nodelman chaperones</i>	Convention center
<b>12:00 PM</b>	Lunch @ convention center	
<b>1:00 PM</b>	Convention Center - workshops, career fair, mall ****Be sure to grab food before we go to the rodeo****	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
<b>3:00 PM</b>	Back to hotel to get ready for Rodeo (meet up with Poultry)	Holiday Inn Express Hotel & Suites Indianapolis Downtown-Convention Center Area 410 South Missouri Street Indianapolis, IN 46225
<b>CHANGE INTO STREET CLOTHES</b>		
<b>4:00 PM</b>	Shuttle to Rodeo	Indiana State Fairgrounds
<b>6:00 PM</b>	Dinner @ Fairgrounds, Rodeo	Indiana State Fairgrounds
<b>8:00</b>	Head back to hotel on shuttle	
<b>10:00 PM</b>	Curfew - Everyone must be in their rooms	Holiday Inn Express Hotel & Suites Indianapolis Downtown-Convention Center Area 410 South Missouri Street Indianapolis, IN 46225

## National FFA Convention 2025 Itinerary

**Friday 10/31**

Time	Activity	Location
<b>IN PRESENTABLE WORK CLOTHES - JEANS, CLOSED-TOE SHOES - POULTRY IN OFFICIAL DRESS</b>		
7:00 AM	Breakfast @ Hotel	Hotel
8:00 AM	Head to Convention Hall (ALL)	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
11:00	Poultry & Ms. Gilbert to awards banquet	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
8-11:30 AM	Convention Hall - <i>Workshops, Lunch</i>	Indiana Convention Center 100 S Capital Ave, Indianapolis, IN 46225
11:45	MEET UP WITH MR NODELMAN FOR NDOS	
12:00- 4:30	Depart for National Days of Service (NDOS) at Newfields	4000 N Michigan Rd, Indianapolis, IN 46208
2:45	Poultry to Session 5A	
5:00 PM	Return to Hotel to clean up & pack	Hotel
6:30 PM	Dinner - @ Hotel restaurant	Hotel restaurant <i>Thank you Ms. Gilbert &amp; Mrs. Amarasingha</i>
<b>IN PRESENTABLE STREET CLOTHES/HALLOWEEN ATTIRE</b>		
8:30 PM	Harvest Nights at Newfields	4000 N Michigan Rd, Indianapolis, IN 46208
11:00 PM	Curfew - Everyone must be in their rooms. MAKE SURE YOU'RE PACKED UP AND READY TO LEAVE IN THE MORNING	Hotel

**National FFA Convention 2025 Itinerary**

**Saturday 11/1**

Time	Activity	Location
<b>IN FFA POLOS</b>		
7:00 AM	Breakfast and hotel check-out	
8:00 AM	Leave hotel	Holiday Inn Express Hotel & Suites Indianapolis Downtown-Convention Center Area 410 South Missouri Street Indianapolis, IN 46225  <i>EZ Transportation</i>
<b>10:55 AM</b>	<b>Flight #AA4613</b>	
<b>12:45 PM</b>	<b>Arrive Philadelphia International Airport</b>	<b>8500 Essington Ave, Philadelphia, PA 19153</b>
<b>2:05 PM</b>	<b>Flight #AA2115</b>	
<b>3:10 PM</b>	<b>Arrive Bradley International Airport</b>	<b>Bradley International Airport</b> <b>Schoephoester Rd, Windsor Locks, CT</b> <b>06096</b>

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

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**Title of Report:** Consolidation and Transition of the Glastonbury Continuing Education Program

**Board Meeting Date:** January 26, 2026

**Action:** X                    **Report:**                    **Information:**                    **Discussion:**

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Continuing Education has long been a valued component of Glastonbury’s Adult and Continuing Education Program, offering a wide range of enrichment classes to residents and non-residents through seasonal catalogs. The program was designed to be self-sustaining, with all operational costs covered by course registration fees. In recent years, however, participation has declined significantly. At the same time, the Town’s Parks and Recreation Department, the Welles-Turner Memorial Library, and the Senior Center have expanded their offerings, resulting in increasing overlap and redundancy across community-based enrichment opportunities. In light of these shifts and the program’s growing inability to remain financially viable, the administration recommends that the Board of Education consolidate and transition to the Town the Glastonbury Continuing Education program effective June 30, 2026.

The proposed Winter/Spring 2026 catalog will serve as the final offering, allowing the program and its instructors to complete the 2025–26 school year as planned. During this period, the district will partner with Parks and Recreation and the Welles-Turner Memorial Library to identify high-interest classes that may be absorbed into their existing programming, ensuring the community continues to benefit from these valued experiences. To support natural conclusion of this long-standing program, the administration further recommends that the Board cover any Continuing Education program deficit through June 30, 2026.

As required by law, Glastonbury will continue its contract with the Vernon Regional Adult-Based Education (VRABE) program to provide adult education services for individuals age 18 and over—a reliable and successful partnership that has been in place for many years.

**Submitted By:** Kate Lund

**Reviewed By:** Alan Bookman

**Special Board of Education Meeting**

Monday, January 12, 2026 6:00 PM

Meeting Room A

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh: Present  
Mrs. Alison Couture: Absent  
Mrs. Jennifer Faust: Present  
Dr. Douglas Foyle: Present  
Ms. Jenn Jennings: Present  
Mr. David Peniston, Jr.: Absent  
Mr. Matthew Saunig: Recused himself  
Ms. Julie Thompson: Present

Mrs. Jennifer Faust joined by phone conference

Also Present: Alan B. Bookman, Superintendent of Schools

**1. Call to Order**

Dr. Foyle called the meeting to order at 6:00 pm.

**2. Pledge of Allegiance**

Move that the Board enter into Executive Session to discuss a personnel matter. This motion made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried. The Board moved into Executive session at 6:05 pm.

Mrs. Kali Cavanaugh: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Ms. Julie Thompson: Yea

**3. Discussion**

**3.A. Matters Pertaining to Personnel**

The Board exited from Executive Session at 6:35 pm

**4. Adjournment**

Move that the Board to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Kali Cavanaugh, Carried. The meeting adjourned at 6:37 pm.

Mrs. Kali Cavanaugh: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Ms. Julie Thompson: Yea

11.A. Please note: The Board of Education plans to enter into Executive Session for this matter

Respectfully Submitted,

Kali Cavanaugh, Secretary

## **Regular Board of Education Meeting**

Monday, January 12, 2026 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh:	Present
Mrs. Alison Couture:	Present
Mrs. Jennifer Faust:	Absent
Dr. Douglas Foyle:	Present
Ms. Jenn Jennings:	Present
Mr. David Peniston, Jr.:	Present
Mr. Matthew Saunig:	Present
Ms. Julie Thompson:	Present

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**

Dr. Foyle called the meeting to order at 7:00 pm.

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

### **3. Awards and Recognition**

3.A. Glastonbury High School Girls' Cross-Country Team

3.B. Smith Middle School Boys' and Girls' Cross-Country Teams

3.C. Christopher Merisotis, Multimedia Communications Coordinator

### **4. Student Representatives' Report**

4.A. Amalia Baird, Class of 2027

Student Representative, Amalia Baird, Class of 2027 spoke about upcoming events taking place at Glastonbury High School.

4.B. Ariana Stevenson, Class of 2027, was unable to attend the meeting.

4.C. Taylor Balthazar, Class of 2028

Student Representative, Taylor Balthazar, Class of 2028 shared experiences at Glastonbury High School.

### **5. Information Session for Public Comment**

Ken Gillingham, 91 Heritage Drive, Glastonbury, shared his thoughts regarding artificial turf.

Rick Eldridge, 108 South Mill Drive, South Glastonbury, shared his thoughts and concerns regarding artificial turf.

Lisa Eldridge, 108 South Mill Drive, South Glastonbury, shared with the Board her thoughts and

concerns regarding artificial turf.

Jim Miselis, 413 Woodhaven Road, Glastonbury, shared with the Board his thoughts and concerns regarding artificial turf.

Dan Boughton, 35 Checkerberry Lane, Glastonbury, shared with the Board his thoughts and concerns regarding artificial turf.

Dr. Douglas Foyle, Board Chair, shared that there will be no turf discussion this evening. Turf fields are on the Monday, January 26, 2026 Board of Education agenda for discussion. The current bid will expire on Tuesday, February 17, 2026.

## **6. Business Requiring Action**

### **6.A. Approval of the 2026-2027 Board of Education Budget**

Board of Education approves Program 0200, Art, in an amount not to exceed \$1,469,325. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings:	Nay
Mrs. Kali Cavanaugh:	Yea
Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 0300, Elementary Education K-6, in an amount not to exceed \$17,960,494. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh:	Yea
Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea
Mr. David Peniston, Jr.:	Yea
Mr. Matthew Saunig:	Yea
Ms. Julie Thompson:	Yea

Board of Education approves Program 0400, English 7-12/Reading and Language Arts K-12, in an amount not to exceed \$4,747,956. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh:	Yea
Mrs. Alison Couture:	Yea
Dr. Douglas Foyle:	Yea
Ms. Jenn Jennings:	Yea

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

Board of Education approves Program 0500, Mathematics 7-12, in an amount not to exceed \$3,444,426. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 0600, Science 7-12, in an amount not to exceed \$4,086,828. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 0700, History and Social Science 7-12, in an amount not to exceed \$2,755,904. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 0900, Career & Technical Education, in an amount not to exceed \$2,253,133. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1000, Community Services, in an amount not to exceed \$407,944. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1100, PACE/Math and Science Resource, in an amount not to exceed \$707,504. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1300, World Language & ML, in an amount not to exceed \$5,288,226. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board of Education approves Program 1400, School Counseling, in an amount not to exceed \$3,070,736. This motion was made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh.

Board moves to amend Program 1400, School Counseling, to increase \$14,000 in Paraeducator at Smith Middle School, to make the part-time paraeducator a full-time, paraeducator. This motion, made by Ms. Julie Thompson and seconded by Mr. Matthew Saunig, Carried.

Ms. Jenn Jennings: Nay

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board of Education approves the amended Program 1400, School Counseling, in an amount not to exceed \$3,084,736. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board of Education approves Program 1500, Health Education and Physical Education, in an amount not to exceed \$2,604,968. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board of Education approves Program 1600, Health Services, in an amount not to exceed \$1,122,765. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 1900, Library Media, in an amount not to exceed \$1,562,711. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2000, Music, in an amount not to exceed \$2,271,927. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2100, Operations and Maintenance, in an amount not to exceed \$8,462,041. This motion, was made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh.

Board moves to amend Program 2100, Operations and Maintenance, to reduce \$299,798 in Leased Office Space. This motion, made by Mrs. Alison Couture and seconded by Ms. Julie Thompson, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea

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

Board moves to amend Program 2100, Operations and Maintenance, to reduce \$200,000 in Special Projects. This motion made by Ms. Jenn Jennings failed with no second.

Board of Education approves the amended Program 2100, Operations and Maintenance, in an amount not to exceed \$8,162,243. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2200, Utilities, in an amount not to exceed \$3,012,418. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2300, Program and Staff Development, in an amount not to exceed \$509,500. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2400, Transportation, in an amount not to exceed \$4,785,672. This motion was made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh.

Board moves to amend Program 2400, Transportation, to reduce \$100,000. This motion, made by Ms. Jenn Jennings failed with no second.

Board of Education approves Program 2400, Transportation, in an amount not to exceed \$4,785,672. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education moves to reduce Program 2700, Special Education PreK-12, in an amount not to exceed \$20,421,896. This motion was made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh.

Board moves to amend Program 2700, Special Education PreK-12, to reduce \$200,000 in Tuition. This motion, Mr. Matthew Saunig and seconded by Ms. Jenn Jennings, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education moves to approve Program 2700, Special Education PreK-12, in an amount not to exceed \$20,221,896. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 2800, Athletics and Clubs, in an amount not to exceed \$2,526,760. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 3000, Agriscience and Technology 9-12, in an amount not to exceed \$501,107. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 3100, Elementary Operations K-6, in an amount not to exceed \$2,638,609. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 3200, Secondary Operations 7-12, in an amount not to exceed \$2,948,578. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 3300, Systemwide Support Services, in an amount not to exceed \$4,406,104. This motion was made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh.

Board moves to amend Program 3300, Systemwide Support Services, to reduce \$200,000, in Equipment Replacement. This motion made by Mr. David Peniston, Jr. and seconded by Mr. Matthew Saunig, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board moves to amend Program 3300, Systemwide Support Services, to reduce \$100,000. This motion made by Ms. Jenn Jennings failed with no second.

Board of Education approves Program 3300, Systemwide Support Services, in an amount not to exceed \$4,206,104. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

Board of Education approves Program 3400, Fringe Benefits/Substitutes, in an amount not to exceed \$28,585,812. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board of Education approves Program 3600, Technology Support Services, in an amount not to exceed 4,365,706. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

Board approves Board of Education Budget for the 2026-2027 school year in an amount not to exceed \$136,233,252. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Ms. Jenn Jennings: Nay

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

#### 6.B. Approval of the Educational Specifications Required for State DAS Grant Application Naubuc School Roof Replacement Project

Move that the Board approves the Educational Specifications for the Naubuc School Roof Replacement as outlined and to refer the project to the Town Council for the required authorizations in order to meet the initial grant application process per the State DAS School Construction Grant regulations. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

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 Educational Specifications Required for State DAS Grant Application Glastonbury High School Roof Replacement Project

Move that the Board approves the Educational Specifications for the Glastonbury High School Roof Replacement as outlined and refer the project to the Town Council for the required authorization in order to meet the initial grant application process per the State DAS School Construction Grant regulations. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

#### 6.D. Approval of Glastonbury High School Music Student Trip to The New England Music Festival (NEMFA) in Gilford, New Hampshire

Board approves the Glastonbury High School Music student trip to Gilford, New Hampshire, reserving the right to cancel the trip if there are government advisories against travel to this destination or any other serious threats or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

#### 6.E. Faculty Scholar Award

Move that the Board remove the following tabled motion made by Ms. Jennings on September 8, 2025: "Move that the Board change the verbiage on the faculty, scholar, and academic achievements to include fourth quarter". This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Failed.

Mrs. Kali Cavanaugh: Nay  
Mrs. Alison Couture: Nay  
Dr. Douglas Foyle: Nay  
Ms. Jenn Jennings: Nay  
Mr. David Peniston, Jr.: Nay  
Mr. Matthew Saunig: Nay  
Ms. Julie Thompson: Nay

#### 6.F. Approval of Monday, December 8, 2025, Board of Education Meeting Minutes

Move that the Board approves the Monday, December 8, 2025, Board of Education meeting minutes. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mr. Matthew Saunig: Abstain  
Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Ms. Julie Thompson: Yea

#### 6.G. Approval of Monday, January 5, 2026, Budget Workshop Minutes

Move that the Board approves the Monday, January 5, 2026, Board of Education Budget Workshop meeting minutes. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

#### 6.H. Approval of Wednesday, January 7, 2026, Budget Workshop Minutes

Move that the Board approves the Wednesday, January 7, 2026, Board of Education Budget Workshop meeting minutes. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

### **7. Reports and Discussion**

#### **8. Committee and Liaison Reports**

- Mr. David Peniston, Jr will meet with Dr. Bookman, School Security and the Glastonbury Police Department on Monday, January 26, 2026, to discuss safety.

## 9. Chairman's Reports

- Dr. Foyle asked Board Vice Chair, Julie Thompson to attend the Glastonbury MLK initiative "Keeping the Dream Alive" on his behalf. Ms. Thompson shared that the event was a huge success.

## 10. Superintendent's Report

Dr. Bookman:

- Provided the Board with formal invitations to the Calendar Art recognition being held on Monday, January 26, 2026, at 6:30 pm.
- Shared an update of the Self Insurance Reserve.
- Reminded the three (3) Board members, on the Negotiation Team, that there would be a meeting, following the board meeting, to discuss contract negotiations.

10.A. Self-Insurance Reserve Update, December 2025

10.B. Home Language Numbers and Immigrant Survey Information

10.C. School Enrollment Report, January 2026

10.D. Adult and Continuing Education Courses for Winter/Spring 2026

10.E. Dates to Remember

Board Chair, Dr. Foyle, asked if there were no objections, he would like to amend the agenda to include a motion by Ms. Jenn Jennings. There were no objections and the motion was added to the agenda.

Move that the Board directs the Administration, to explore and evaluate collaborative services, delivery models, for student Support Centers including partnerships with community-based providers, with the goal of improving student access and outcomes while identifying opportunities to reduce costs to Glastonbury Public Schools, through shared services, insurance-based funding, and reduced reliance on educational tax dollars, and to report findings and recommendations to the Board. This motion, made by Ms. Jenn Jennings and seconded by Mr. Matthew Saunig, Carried.

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: Yea

Dr. Douglas Foyle: Yea

Ms. Jenn Jennings: Yea

Mr. David Peniston, Jr.: Yea

Mr. Matthew Saunig: Yea

Ms. Julie Thompson: Yea

## 11. Adjournment

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried. The meeting adjourned at 9:14 pm.

Mrs. Kali Cavanaugh: Yea

Mrs. Alison Couture: 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:



## Annual School Report

**School:** Glastonbury High School

**Prepared by:** Dr. Nancy Bean

**Date:** January 26, 2026

### 1. Key Achievements

With numerous academic, service, arts, and athletic achievements, our students inspire us every day to provide the best education possible. These inspirational student achievements include:

- 93% of graduates are attending two or four-year colleges, and 7% going on to technical school, military, work, or postgraduate programs.
- Five students were nominated as National Merit Semifinalists. Twenty-six students were recognized as Commended Students.
- GHS athletic teams won ten conference titles and three state championships.
- One student was selected as *District 3 President* for the state FFA board.
- One student won the *Architecture Excellence* award at the 2025 Hartford Builders Association Student Design Competition.
- Our National Art Honor Society developed and installed a mural in the school's art wing as a dynamic visual time capsule of GHS 2025.
- Seven GHS student musicians were selected to participate in the 2025 National All-Eastern Band and Choir Ensembles.
- Seventeen students were recognized for their writing by the Connecticut Writing Project: 3 gold awards, 8 silver awards, and 6 honorable mentions.
- Students in English 10 participated in a partnership with *The Globe Reads* by collaborating remotely with English classes in India, Egypt, and Lebanon.
- Modern World History classes attended a panel discussion with Holocaust survivor Ruth Weiner in March.
- Our Coding Club won the prestigious Code Quest competition, hosted by Lockheed Martin, for the third year in a row.
- Two students scored in the top 5% of the American Math Competition and qualified for the American Invitational Mathematics Exam.
- One of our Advanced Research Mentorship students was named as a co-author of a paper that was published in the *Journal of the American Chemical Society*.
- One hundred fifty-two seniors earned the Seal of Biliteracy across 14 languages; 20 of these students earned the seal in two additional languages, and one student earned it in three additional languages.

Glastonbury High School is fortunate to have an outstanding faculty and staff. A few of the honors awarded to them this year include:

- A high school math teacher presented at the Building Thinking Classrooms conference in Phoenix, Chicago, and Kansas City.

- A GHS math teacher presented two sessions at the [Cyber.org](#) Conference in Chicago.
- AP Physics teacher Joe Mancino was selected as the recipient of the nationally recognized Presidential Award for Excellence in Mathematics and Science Teaching.
- The Glastonbury French Program was honored by the American Association of Teachers of French as *exemplary with distinction*.
- The School Counseling department successfully led a department-wide book club of *The Anxious Generation* by Jonathan Haidt. Many families and residents of Glastonbury participated in “Community Conversations” around topics from this book to understand the impact of technology use on mental health and child development.

The PTSO awarded GHS with four mini-grants for a variety of innovative and creative projects. Through these grants, students will have opportunities to do things such as think like designers and turn digital ideas into real-world objects with professional craftsmanship, create additional projects using new lighting equipment and tripods to film content more easily, and create more professional video products, as well as produce cleaner audio content with new soundproofing equipment. Students in our life skills program will have greater access to specialized physical fitness equipment to build strength and reduce stress while learning how to incorporate physical activity into daily routines. Additionally, students in our Grade 9 Mentor study hall program will have access to a more learner-friendly and welcoming space as a result of improvements that will be made to the room.

## 2. Key Initiatives

Glastonbury High School has prioritized a range of key initiatives aligned with its strategic goals, with a strong emphasis on promoting active learning, maintaining high expectations for all students, and ensuring safe, supportive, and inclusive learning environments. Teachers have engaged in extensive professional learning focused on Universal Design for Learning (UDL), an instructional framework that emphasizes the removal of barriers and the promotion of learner agency that is purposeful, reflective, resourceful, authentic, strategic, and action-oriented. Educators and departments continue to explore and implement UDL practices within their respective content areas.

Our VOICES (formerly Safe School Climate Committee) has created a new and fun initiative, *Give Extra, Get Extra*, to recognize students who demonstrate aspects of our GHS behavioral expectations of Grace & Grit (respect, responsibility, hard work, and determination). Students can be recognized for showing these behaviors in small or significant ways, and the goal is for this program to be authentic, meaningful, and sustainable over time, and to highlight how students are living the GHS behavioral expectations. This program was developed through our students and staff who serve on the VOICES committee, and we are excited to launch it this month.

Teachers report using a variety of restorative techniques in the classroom, and we continue to explore ways to implement restorative practices both in and outside of the classroom.

## 3. Opportunities and Improvement

Glastonbury High School is actively pursuing the No Place for Hate designation through the Anti-Defamation League. This designation represents an ongoing commitment rather than a one-time program, emphasizing student leadership, community engagement, and sustained, meaningful action. The process has provided the school with a valuable opportunity to reflect on existing programs and initiatives while also identifying and implementing new efforts to further strengthen our school climate and foster a more inclusive and connected community.

In response to increasing concerns regarding cell phone use and its negative impact in schools, we continue to collaborate with district leadership, students, staff, and families to emphasize the

importance of maintaining cell phone-free classrooms. Teachers report that these efforts have had a positive effect on student learning, and we remain committed to working collaboratively to educate students and consistently uphold this expectation across classrooms. Additionally, the GHS Library Media Center went technology-free for the Global Day of Unplugging last spring. Students unplugged and engaged in activities devoted to wellness and connection. This event was very well received, and a second day was held in December, encouraging students and staff to be “unplugged” and connect through a variety of activities.

As noted, this fall, we are focused on ensuring that our NGSS results accurately reflect what our students know and are able to do. Analysis of course performance and AP science outcomes indicates that these scores should be higher, so this spring we will adjust testing conditions to mirror SAT protocols and strengthen our communication with students and families about the purpose and importance of the NGSS assessment. Juniors who demonstrate proficiency through a qualifying preliminary score will be exempt from the June science final exam block, reinforcing both the value of the assessment and our expectations for student effort.

We continue to examine and refine the transition from eighth grade to high school through our programming, transition activities, communication, and supports. Through MTSS, we are able to identify students in need of support, whether academic or social-emotional, and provide them with tailored ongoing supports to promote a successful transition. Additionally, our work to streamline our 8th Grade Open House with a variety of interactive, student-led presentations, demonstrations, and activities has been well-attended and well-received. We continue to examine ways to support and enhance this programming to ensure both students and their families feel supported in beginning their career at Glastonbury High School.

#### **4. Long-Term Priorities**

This year, we have begun our self-study as part of the New England Association of Schools and Colleges (NEASC) ten-year accreditation process. The process has been streamlined from previous cycles, focusing on five core standards: learning culture, student learning, professional practices, learning support, and learning resources. Our alignment with the district’s strategic goals and the Vision of the Graduate ensures consistent messaging and a shared commitment to providing students with a diverse and enriching learning experience.

Through the comprehensive self-study process, we look forward to identifying both areas of strength and opportunities for growth. Our decennial visit is scheduled for fall 2028, and engaging in this reflective work through the lens of the five standards has proven to be both meaningful and rewarding.

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

=====  
**Title of Report:** Mid-Year Report for School Food Service Department (SFSD)

**Board Meeting Date:** January 26, 2026

**Action:**                      **Report:** X                      **Information:**                      **Discussion:**

=====

**Overview:**

For the 2025-26 school year, the entirety of our commodity dollars were allocated to the processing of menu items such as chicken and cheese products, as well as brown box items including frozen vegetables, pasta and rice. We continue to participate in the Lighthouse Cooperative which will include more districts next year due to the dissolution of another State co-op. This expansion will likely further increase our buying power. It may also impact our current menu offerings, as participating districts will need to reach a consensus on menu items in order to minimize the number of items included on the bid.

Participation in the Connecticut Healthy Food Certification/Connecticut Nutrition Standards provides additional funds to our program. This year we anticipate receiving \$42,000 for this program. This funding is calculated using meal counts from 2 years prior when breakfast remained free for all students and free lunch was extended to reduced-eligible students resulting in higher participation than in usual years. Historically we usually receive \$32,000 annually for this program.

The state will be on site February 9 - 11th conducting *The School Food Service Department Administrative and Procurement Reviews*. All aspects of the program will be evaluated including meal pattern compliance, meal counting and claiming, food safety, policy compliance, professional standards, procurement procedures and overall program operations.

For the first time since 2020, there is no supplemental funding available for school meal programs. Meal prices were increased by \$.50 for the first time since 2013. Breakfast for paid students is \$2.00, lunch for grades K-6 is \$3.50 and \$4.00 for grades 7-12. There has been a 17% decrease in both breakfast and lunch meals from August through December compared to the same period last year. Ala carte sales, which include adult meals and snack items, have increased by about 15%. GEHMS is in their last year of the 4-year cycle for participation in the Community Eligibility Program. This results in all students receiving free breakfast and lunch. If they remain eligible, the district will reapply in the spring for another 4-year cycle.

Changes to the National School Breakfast and Lunch Program began this year. This includes sugar limits on cereal, yogurt and milk. In addition, no more than 10% of funds can be spent on non-domestic food purchases per school year. By the year 2031-32 school year, this cap will be set at 5%. Additional changes related to milk, sodium and whole grain requirements will be phased in over the coming years; however, these requirements may change based on recently released recommendations from the current administration.

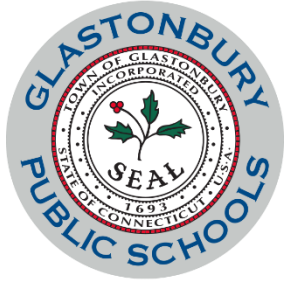
The remaining \$12,500 from the federally funded Local Food for Schools Incentive Program (LFSIP) was used to purchase produce from local farms. A new State program, *CT Fresh Ed: Buy Local Program*, will provide additional funding to districts to support the continued procurement of local items. Purchases of eligible items will be reimbursed at 50 percent. We have been allocated \$11,242: therefore, we will need to spend \$22,484 to receive the full amount of our allocated funds.

The walk-in freezer at Glastonbury High School is up and running and has provided much needed storage space to support our operations.

The composting program was expanded to include Gideon Welles this year. To date, all participating schools have generated almost 33 tons of compost material.

**Submitted By:** Jessica D'Agnese

**Reviewed By:** Alan Bookman and Karen Bonfiglio



## ***Glastonbury Board of Education***

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033

Tel: 860-652-7951, [www.glastonburyus.org](http://www.glastonburyus.org)

December 10, 2025

To the Glastonbury Town Council:

The Glastonbury Board of Education writes to express its serious concern regarding the proposed 316-unit multi-family development with a planned entrance and exit onto Griswold Street, directly across from Naubuc Elementary School.

Members of the Naubuc Elementary School community have reached out to our Board to share their legitimate concerns about the safety of students, families, and staff. The Board shares these concerns and takes them very seriously.

Griswold Street is already a heavily traveled roadway throughout the school day. The proposed development includes parking for 474 vehicles. During morning school arrival, these vehicles would enter Griswold Street at the exact time buses, parent vehicles, and staff vehicles are converging around the school. This overlap represents the highest-risk period of the day for traffic congestion and safety.

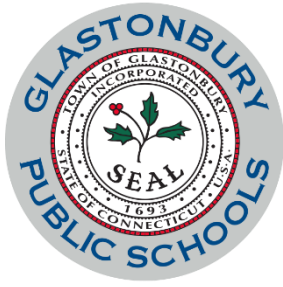
Families, staff, and neighbors of Naubuc Elementary School are anxious about this proposal and believe the additional traffic presents an unacceptable safety risk. We agree.

We fully recognize that decisions regarding land use rest with the Town Council, not the Board of Education. However, in our role as advocates for the safety and well-being of students and staff, we respectfully urge the Council to require a safer alternative for the development's access and egress that does not place additional risk on children and school employees.

Thank you for the opportunity to share our perspective and for your consideration of this critical safety issue. Please let us know if we can provide any additional information to support your deliberations.

Sincerely,

The Glastonbury Board of Education



## ***Glastonbury Board of Education***

628 Hebron Avenue, P.O. Box 191, Glastonbury, CT 06033  
Tel: 860-652-7951, [www.glastonburyus.org](http://www.glastonburyus.org)

January 13, 2026

Regarding agenda item 5f (Discussion regarding the Superintendent of Schools' execution of a contract for the construction of two new turf fields at Glastonbury High School, utilizing the Unexpended Education Fund (2% Fund) at your January 13, 2026, meeting:

The authority to execute a contract for the construction of two new turf fields at Glastonbury High School rests with the Board of Education. Without Board action, the Superintendent of Schools has no authority to execute a contract for the construction.

The authority to utilize funds in the nonlapsing account (aka the unexpended education fund, 2 % fund) rests with the Board of Education alone. Without Board action, the Superintendent of Schools has no authority to draw funds from the nonlapsing account.

The Board has not approved the execution of a contract for the construction of two new turf fields at Glastonbury High School. The Board has not approved the withdrawal of funds from the nonlapsing account for the construction of two new turf fields at Glastonbury High School.

The Board will next discuss a bid it has received about constructing two new turf fields at Glastonbury High School at its January 26 meeting. No action on this item is anticipated at that meeting.

Sincerely,

Douglas C. Foyle  
Chair, Glastonbury Board of Education



1. Total Number of Suspensions by Month	1	7	8	14	15						
In-School	1	7	8	14	15						
Out-of-School				1	1						
2. No. of 1 Day Suspensions											
3. No. of 2-4 Day Suspensions	1	6	6	12	13						
4. No. of 5-10 Day Suspensions		1	2	2	1						
5. * No. of Different Students Suspended for the Month	1	6	8	14	15						
6. * No. of Different Students Suspended this Year (Cumulative)	1	7	15	28	42						
7. * No. of Different Students Suspended More than Once this Month	0	1	0	0	0						
8. * No. of Students Suspended More than Once this Year (Cumulative)	0	1	1	2	3						

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.



<b>1.</b>	<b>Total Number of Suspensions by Month</b>	0	2	9	10	6						
	In-School	0	2	9	10	6						
	Out-of-School	0	0	0	0	0						
<b>2.</b>	<b>No. of 1 Day Suspensions</b>	0	0	4	3	2						
<b>3.</b>	<b>No. of 2-4 Day Suspensions</b>	0	2	5	7	4						
<b>4.</b>	<b>No. of 5-10 Day Suspensions</b>	0	0	0	0	0						
<b>5.</b>	<b>* No. of Different Students Suspended for the Month</b>	0	2	8	10	6						
<b>6.</b>	<b>* No. of Different Students Suspended this Year (Cumulative)</b>	0	2	9	17	23						
<b>7.</b>	<b>* No. of Different Students Suspended More than Once this Month</b>	0	0	1	0	0						
<b>8.</b>	<b>* No. of Students Suspended More than Once this Year (Cumulative)</b>	0	0	2	3	3						

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