

# Board of Education Regular Meeting

Tuesday, December 10, 2024 6:30 PM

Beman Middle School, 1 Wilderman's Way, Middletown, CT 06457

I. Call to Order	<b>Speaker (s)</b> : Sheila Daniels
II. Salute to the Flag	<b>Speaker (s)</b> : Sheila Daniels
III. Adoption of Agenda	<b>Speaker (s)</b> : Sheila Daniels
IV. District Highlights	<b>Speaker (s)</b> : Jessie Lavorgna
IV.A. Beman Cross Country Achievements	<b>Speaker (s)</b> : Jessie Lavorgna
IV.B. HBCU College Fair	<b>Speaker (s)</b> : Jessie Lavorgna
IV.C. Onsite Decision Week	<b>Speaker (s)</b> : Jessie Lavorgna
IV.D. Upcoming District Events	<b>Speaker (s)</b> : Jessie Lavorgna
V. Public Session	<b>Speaker (s)</b> : Sheila Daniels
VI. Communications	<b>Speaker (s)</b> : Sheila Daniels
VI.A. Report of Student Representative	<b>Speaker (s)</b> : Dania Rabah
VII. Consent Agenda	<b>Speaker (s)</b> : Sheila Daniels
VII.A. Minutes of November 12, 2024	<b>Speaker (s)</b> : Sheila Daniels
VII.B. MHS Ultimate Frisbee to Regional Tournament	<b>Speaker (s)</b> : Trevor Charles
VII.C. Fall Sports Report	<b>Speaker (s)</b> : Elisha DeJesus
VII.D. Grants Status Report	<b>Speaker (s)</b> : Natalie Forbes
VII.E. Budget Committee	<b>Speaker (s)</b> : Harold Panciera
VII.F. Curriculum Committee	<b>Speaker (s)</b> : Debra Guss
VII.G. Facilities Committee	<b>Speaker (s)</b> : Susan Owens
VII.H. Policy Committee	<b>Speaker (s)</b> : Deborah Kleckowski
VIII. Department Reports	<b>Speaker (s)</b> : Sheila Daniels
VIII.A. Financial Report	<b>Speaker (s)</b> : Eduardo Miranda
VIII.A.1. Action on Line Item Transfer Report	<b>Speaker (s)</b> : Eduardo Miranda
VIII.B. Facilities Department	<b>Speaker (s)</b> : Marco Gaylord
VIII.C. Personnel Report	<b>Speaker (s)</b> : Harry Snyder
VIII.D. Transportation Report	<b>Speaker (s)</b> : Mark Langton

<b>IX. Superintendent's Report</b>	<b>Speaker (s) :</b> Dr. Vazquez Matos
IX.A. Safety and Security Updates	<b>Speaker (s) :</b> Dr. Vazquez Matos
IX.B. Yondr Update	<b>Speaker (s) :</b> Dr. Vazquez Matos
<b>X. Action Items</b>	<b>Speaker (s) :</b> Sheila Daniels
X.A. PIMF Grant	<b>Speaker (s) :</b> Stacey McCann
X.B. 2025 Board of Education Meeting Dates	<b>Speaker (s) :</b> Sheila Daniels
X.C. Policy # 6162.51 Student Privacy - First Reading	<b>Speaker (s) :</b> Deborah Kleckowski
X.D. Policy #1600 Possession of Deadly Weapons - First Reading	<b>Speaker (s) :</b> Deborah Kleckowski
X.E. Policy # 4152.6 (a) Family and Medical Leave - First Reading	<b>Speaker (s) :</b> Deborah Kleckowski
X.F. Policy #4131 - Professional Development - First Reading	<b>Speaker (s) :</b> Deborah Kleckowski
X.G. Policy # 5118 (a) Nonresident Attendance - Proposed Deletion	<b>Speaker (s) :</b> Deborah Kleckowski
<b>XI. Future Agenda Items</b>	<b>Speaker (s) :</b> Sheila Daniels
<b>XII. Proposed Executive Session</b>	<b>Speaker (s) :</b> Sheila Daniels
XII.A. Discussion of confidential attorney client privileged written communication (policy considerations regarding legal counsel)	<b>Speaker (s) :</b> Sheila Daniels
XII.B. Discussion of confidential attorney client privileged written communication (Legal advice regarding Procedures for Complaints involving Students & Personnel, Bullying and School Climate Considerations)	<b>Speaker (s) :</b> Sheila Daniels
XIII. <b>Adjournment</b>	<b>Speaker (s) :</b> Sheila Daniels

Board of Education Regular Meeting  
Tuesday, November 12, 2024 6:30 PM Eastern  
<https://www.youtube.com/@MiddletownStream>

Beman Middle School  
1 Wilderman's Way  
Middletown , CT 06457

Liz Crooks: Present  
Sheila Daniels: Present  
Rakim Grant: Absent  
Callie Grippo: Absent  
Debra Guss: Absent  
Adam Hayn: Present  
Deborah Kleckowski: Present  
Susan Owens: Present  
Harold Panciera: Present

Present: 6, Absent: 3

Debra Guss: Present 7:18

Present: 7, Absent: 2.

Rakim Grant: Present 7:28

Present: 8, Absent 1

#### I. Call to Order

Ms. Daniels called the meeting to order at 6:34PM.

#### II. Salute to the Flag

Ms. Kleckowski led the Pledge of Allegiance.

#### III. Adoption of Agenda

A motion to approve the agenda was made. This motion, made by Deborah Kleckowski and seconded by Liz Crooks, Carried.

Rakim Grant: Absent, Callie Grippo: Absent, Debra Guss: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 6, Nay: 0, Absent: 3

#### IV. District Highlights

##### IV.A. Macdonough Student Recognized

Eniola Shokunbi was the inventor and led an air filtration project for schools in Connecticut. The state bond commission approved \$11.5 million bond to build air filters for schools. Ms. Shukumbe explained the process she went through to get the air filter in schools across the state. She will visit schools and help to build the air filters. Ms. Lavorgna presented a certificate of achievement to Ms. Shukumbe.

##### IV.B. Educators Rising

Ms. Lavorgna introduced MHS student, Ella Birmingham. Ms. Birmingham was named to the State and National EdRising Leadership Circle. Ms. Birmingham joined Educators Rising last year and looks forward to making a difference and improving education.

IV.C. Introduction of "Elevate" Free Mobile Markets and Mentoring at MHS and Beman in partnership with Amazing Grace Community Market and the Office of the Mayor of the City of Middletown.

Ms. Lavorgna introduced Randall Mel, Director of Food and Nutrition Services. Mr. Mel explained that Elevate partners with St. Vincent DePaul to provide weekend nutrition each week to 360 element students, 300 middle school students and 600 high school students. Informal feedback has been overwhelmingly positive.

#### IV.D. Upcoming District Events

School Psychologists week is November 11-15

MHS Agricultural Science and Technology Education Open House is November 13

World Kindness day is 11-13

Medical Explorers program information will be November 21

The Middletown Community Thanksgiving project will have a Turkey Drive on November 22

The Middletown Rec Center is hosting Learning through Play on November 23

#### V. Public Session

Chair Daniels explained the rules of Public Session.

Ms. Kayleigh Mierzejewski, 34 Gleeson Rd. Ms. Mierzejewski discussed the challenges of the Interventionist position.

#### VI. Communications

Ms. Rabah's report will be read later in the meeting.

##### VI.A. Report of Student Representative

Men of Excellence club took a field trip to Bloomfield High School where they watched Howard and Yale have a debate on a variety of topics like nepotism in sports and social media bans, etc. The band competed in the US Band States and scored the highest score they've achieved since 2014 with an 86. 6 girls from the swim team qualified for state qualifiers. DECA and Ag had a financial literacy event which the Lieutenant Governor and Mayor Florsheim attended. Class elections happened for the senior class, where the senior class elected President, Vice President, Secretary and Treasurer.

#### VII. Consent Agenda

A motion to accept the Consent Agenda was made. This motion, made by Harold Panciera and seconded by Deborah Kleckowski, Carried.

Rakim Grant: Absent, Callie Grippo: Absent, Debra Guss: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 6, Nay: 0, Absent: 3

Mr. Panciera pulled item VII.F. Policy #4118.11 Non-Discrimination (Personnel) - First and Final Reading.

Ms. Daniels pulled item VII.E. Grants Report.

Mr. Panciera would like to add another option to reporting, possibly the Office of Diversity located at City Hall. He believes this would be more effective. Dr. Vázquez Matos shared that this policy is in regards to non-discrimination. Chair Daniels suggested a meeting with Dr. Vázquez Matos to clarify any changes to a policy that was previously approved.

A motion was made to accept item VII.F. Non-Discrimination (Personnel). This motion, made by Sheila Daniels carried with an unanimous vote.

Chair Daniels asked for clarification on the funding. Dr. Vázquez Matos shared that additional information was given to Board Members and Mr. D'Amato, Director of Adult Education is present to answer any questions. Ms. Natalie Forbes also clarified questions on the grants.

VII.A. Minutes of October 8, 2024

VII.B. MHS College Fair

VII.C. MHS 2024 VEX Robotics National Tournament

VII.D. MHS Blue Tube Trip to California

VII.E. Grants Status Report

VII.F. Policy #4118.11 Non-Discrimination (Personnel) - First and Final Reading

VII.G. Policy #5112 Student Attendance, Truancy and Chronic Absenteeism - First and Final Reading

VII.H. Budget Committee

VII.I. Curriculum Committee

VII.J. Facilities Committee

VII.K. Policy Committee

VIII. Department Reports

VIII.A. Financial Report

Mr. Miranda reviewed the financial report. He reviewed the lines which are given constant monitoring.

Mr. Panciera asked for clarification on some of the lines.

VIII.A.1. Action on Line Item Transfer Report

Mr. Miranda shared that there are 2 budget transfers this month. One for math supplies and one for furniture and fixtures.

A motion was made to approve the Line Item Transfer. This motion, made by Debra Guss and seconded by Liz Crooks, Carried.

Rakim Grant: Absent, Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea

Yea: 7, Nay: 0, Absent: 2

#### VIII.B. Facilities Department

Mr. Gaylord shared the department is preparing for the winter season. Indoor air quality assessments will be completed by the end of December.

#### VIII.C. Personnel Report

Mr. Snyder updated that almost all vacancies are being filled by subs or contracted personnel. The department is working with the Columbia Center for Public Research to assist with diversity recruiting. In the Spring, Quinnipiac University will be hosting mock interviews for teachers with MPS administrators.

#### VIII.D. Transportation Report

Mr. Gaylord explained the minor bus accidents. There was a decline in bus conduct reports. There were no questions.

### IX. Superintendent's Report

#### IX.A. SBAC and SAT Data

Dr. Vázquez Matos invited Dr. McCann and the Office of Teaching and Learning administrators to the podium. Mr. Paul Griswold gave an overview of the measures to be discussed. He reviewed the performance index and growth measures.

Mr. Cordaway shared that high-need students have had high growth. The math department continues to focus on growth. He reviewed action steps that include walkthroughs, focusing on math vocabulary, providing professional learning for equitable collaborative strategies and family math nights at elementary schools.

Ms. Fitzpatrick and Mr. Raucci shared improvements in both the performance index and the growth measure. There is also a year to year SAT increase in students meeting benchmarks over the past three years. Next steps include rolling out of HMH Into Reading program, improving Tier 1 instruction practices through instructional coaching, shifting Tier II and Tier III practices from pull out to push in and expanding intervention and enrichment programs to encourage growth for all students. Mr. Griswold explained the Next Generation Science Standards and NGSS. Action steps include providing professional development and coaching sessions and continued implementation and adjustment of NGSS-aligned curriculum based on student performance data from district wide standards-aligned assessments.

#### IX.B. CT Farm to School Program

Mr. Randall Mel and Ms. Jennifer Krapf explained the Farm-to-School program and the history of the program. Ms. Krapf shared the ingredients and the farms of the foods that will be used in the Veterans Day Breakfast tomorrow morning. Hydroponics gardens will be used in classrooms to grow strawberries and lettuce that will be served. Mr. Mel reviewed photos of the program over the years. Next, the Food Services department will be participating (upon approval) in CTG4CTK Grant to focus on culinary/scratch cooking training and create local food recipe guides. They will partner with more local farms in EatReal Certification.

Dr. Vázquez Matos shared a statement from Dr. O’Callahan on the Middletown Public Schools’ revised Policy #5132.82 Use of Privately Owned Technological Devices by Students

#### X. Action Items

Ms. Daniels reviewed the updates to the policy.

##### X.A. Policy #5131.61 Chemical Health Policy for Student Athletes - First Reading

A motion to accept Policy #5131.61 Chemical Health Policy for Student Athletes - First Reading was made. This motion, made by Liz Crooks and seconded by Deborah Kleckowski, Carried.

Rakim Grant: Yea, Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea Yea: 7, Nay: 0, Absent: 1

#### XI. Future Agenda Items

No future items were discussed.

#### XII. Proposed Executive Session

A motion to enter Executive Session for the purpose of discussing a pending/threatened claim by Dr. Jada Waters and invite Dr. Vazquez Matos was made. This motion, made by Deborah Kleckowski and seconded by Adam Hayn, Carried.

Rakim Grant: Yea, Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea Yea: 8, Nay: 0, Absent: 1

##### XII.A. Discussion of pending/threatened claim by Dr. Jada Waters (discussion proposed for executive session)

#### XIII. Adjournment

A motion to adjourn was made at 10:13 PM. This motion, made by Deborah Kleckowski and seconded by Harold Panciera, Carried.

Rakim Grant: Yea, Callie Grippo: Absent, Liz Crooks: Yea, Sheila Daniels: Yea, Debra Guss: Yea, Adam Hayn: Yea, Deborah Kleckowski: Yea, Susan Owens: Yea, Harold Panciera: Yea Yea: 8, Nay: 0, Absent: 1

**Instruction**  
**Field Trips and Community Service**

**OVERNIGHT & OUT-OF-STATE FIELD TRIP REQUEST FORM**

All overnight and out-of-state field trips require the approval of the Board of Education 60 days in advance of the departure date. All foreign travel field trips must be submitted for Board approval 90 days in advance of the departure date. The following information must be forwarded electronically and in TRIPLICATE (hard copies) 30 days prior to the Board meeting which summarizes the trip. NOTE: A Narrative must be attached justifying this field trip to the school curriculum and/or mission statement. No financial commitments are to be made until Board approval. **This form must be typewritten and ALL items filled in or marked N/A.**

Name of School: **Middletown High School**

Date of Request: **12/2/24**

Name of Club or Activity: **Ultimate Frisbee**

Trip To: **Oxboro, MA**

Purpose: **Regional Tournament**

Number of Students Participating: **23**

Number of students eligible to go on the field trip: **23**

Dates of Trip: From: **5/17/25** To: **5/18/25** # of school days missed: **0**

Names of Teachers and Chaperones:

<b>1. Trevor Charles</b>	
<b>2. Dan Kinney</b>	
<b>3. Erin Wentzell</b>	

Number of Non-Chaperone Adults going on trip: **8**

Transportation: Bus Van Train Plane Car: Other: Carry All

Are fund-raising activities planned: **yes** If so, describe: **Already completed - calendar, movie tickets, bake sales, car washes**

Amount of money raised through fundraisers: **\$3,500 so far**

Lodging: Traveling back and forth Hotel/Motel:  Camp Private Home

Insurance Arrangements for Staff and Students: **School**

Cost per Student: \$ **0** Cost per Teacher and/or Chaperone: \$ **0**

Cost per Nurse: \$ **NA** Cost per Paraprofessional: \$ **NA**

If Travel Agencies are engaged, at least three quotations need to be provided with documentation attached to this form: **N/A**

Name of teacher making request: Trevor Charles

Approved by Department Head at secondary level: *Erin D. [Signature]*

Approved by Principal: *[Signature]*

Authorized by Associate Superintendent: *[Signature]*

Superintendent Approval: *A. Vazggy [Signature]* Date: *12/4/24*

Narrative

This is the largest regional tournament in the country, and Middletown has competed annually in the competition to represent CT for the past 15 years. Middletown has done very well for the past 5 years, often competing in the top 5 places, helping our program earn national and international recognition. We hope to continue this year.

## **Fall Athletics End of the Season Report 2024**

This report is an overview of each sport, the number of participants, the cost to run the program, an academic review of the fall sports season and the clubs and activities in place.

The report shows that participation in sports was similar to last Fall season.

From an operating perspective, expenses increased slightly. This increase was due to maintenance on our diving boards in the pool, purchasing new uniforms and a new scorestable.

A few highlights of the season are below:

- The MHS Boys Soccer Program finished the season as the CCC South Division Co-Champions
- MHS had 17 varsity student-athletes recognized as being All-CCC Conference members and 1 All- State recipient.
- I am happy to report we had 70(%) of varsity student-athletes receive All-Academic recognition (which is a GPA of 87.5 or higher during the 1<sup>st</sup> marking period).
- Our two scholar athletes for the fall season were Senior Girls Swim/Dive student-athlete, Leah McMullan with a 98.71 GPA and Senior Girls Cross Country student-athlete, Sarah Morales also with a 98.71 GPA.

Thank you!

## **High School Sports Narratives**

### **Football Coach, Josh Rosek:**

The 2024 Football season highlighted not only the success on the field but most importantly the success off the field. On the field the player fought hard and played with great sportsmanship. We had 4 players named to the All CCC Conference. Off the field is where we made tremendous gains. We hit our GPA goal of 80% for all athletes. All student athletes were determined to reach this goal and it showed in the first quarter grades. Also the student athletes benefited from our character based program Coaching to Change Lives. Both on and off the field this year the student athletes in the program grew as individuals and as a team.

### **Girls Soccer Coach, Shawn Murdock:**

The MHS Girls Soccer team posted a 7 Win, 9 Loss record on the way to a State Tournament Appearance. The team was led by 7 Seniors, including Captains Talia Marchese and Katie Cogshall. Three members of the team earned All-CCC honors.

### **Boys Soccer Team, Coach Sal Emanuele:**

The MHS Boys Soccer Team won their fifth consecutive CCC South Championship, and qualified for the Class L State Tournament. They finished the regular season with an overall record of 8 wins, 4 losses, and 4 ties. The team also had four student athletes named All CCC South, two student athletes named All CCC, two Senior Bowl selections, and a number of student athletes that made CCC All Academic.

### **Fall Cheer Club Coach, Lindsay Hansen:**

MHS Fall Cheerleading successfully completed the season resulting in half time performances, crowd engagement during games, and collaborating with the dance time. Cheerleaders also participated in team conditioning and tumbling sessions to continue to strengthen their skills.

### **Girls Swim & Dive Coach, Trevor Charles:**

The Girls Swimming and Diving program had a successful comeback season after going 4-7 and finishing last in the conference last year, to finishing second in the conference and going 6--4. Seven Student Athletes competed in the State Finals meet, finishing 15th overall in Class L. The team participated in a number of team bonding activities that helped foster a supportive culture and brought the team together, which bolstered our successes in the water.

### **Girls Cross Country Coach, Jennifer Price:**

The girls Cross Country team finished the season with a 5-9 record. With a smaller than usual team, I consider this to be a successful showing. With four girls graduating, it will be important to try to build our program for the coming years. The remaining members of the team are actively looking for ways to increase the amount of girls who want to run.

Boys Cross Country Coach, Robert Weston:

The Boys XC team had a very positive year as we continue to grow and improve. Our hard work and dedication were shown daily in practice, workouts, and meets. We improved our times greatly from the beginning of the season to the end, and many new faces made varsity for the first time. We moved up to 5th in the conference with a team that was once again led by many freshmen and sophomores. Our young team went to some big meets and competed with the best all year. They grew, they learned, and they had a positive experience along the way. With the team the most dedicated they've been in years and almost everyone coming back, we should be ready for big things in the following years.

Girls Volleyball Coach, Kelvin Jones:

The MHS Volleyball team finished the 2024 regular season with a 5-12 record. We fell short of our expectations to advance to the CIAC tournament by 2 wins. With the graduation of several student athletes at the varsity level and the progression of our underclassmen, the coaches are looking forward to a successful season in 2025 in the CLASS L division.

Fall Dance Club Coach, Brianna Albanese:

The Middletown High School Dance Team had a successful season with many accomplishments. They competed with the Band at two local competitions, performed at all home football games, performed a joint halftime with the Cheerleading team, and held regularly scheduled weekly practices. They also attended dance camp at the beginning of the season.

Fall Crew Club Coach Scot Peaslee & Melina Metaxas:

MHS Crew had a successful fall season, racing teams from around the country & even international teams. We successfully raced five boats at the Head of the Charles in Boston, the largest regatta in the world. The boys novice placed third, girls varsity placed sixth, boys first varsity boat placed fifth, boys second varsity placed fourth, and the boys double placed fifth amongst competing schools in the Northeast Championships! MHS Crew was also prominently featured in a CT Insider article:  
<https://www.ctinsider.com/gametimect/article/crew-connecticut-high-school-sports-19753204.php>.

Unified Soccer: Cindy Culp:

This Season Unified Soccer had some new partners that helped us so much. We had 2 tournaments where our team absolutely excelled! Our practices were fun and we learned a lot about each other.

## **Beman Middle School Sports Narratives**

### **MS Boys Soccer: Kevin Benzi:**

Despite our Varsity record of 2-8-2, I would still characterize this season as a significant success. The team showed remarkable growth each week, demonstrating exceptional unity, resilience, and determination. It's worth noting that six of our eight losses were narrow 2-1 games, which could have easily gone in our favor.

On the other hand, our Junior Varsity team had an outstanding season, finishing undefeated with an impressive record of 11-0-1. This group displayed exceptional talent and cohesion. With four sixth graders starting on the Varsity team and the strong performance of our JV squad, the future looks incredibly bright.

I am confident that this team is poised for continued success in the years to come.

### **MS Girls Soccer: Kieran Shippee:**

The middle school girls' soccer team faced a challenging season, ultimately going winless. However, the 6th-grade cohort displayed promising potential for future success. The team faced additional hurdles due to the absence of 8th-grade girls in the starting lineup compared to their opponents.

Despite these challenges, the team's future appears bright, especially considering the strong foundation laid by the younger players. With continued development and experience, the team can look forward to a more successful season in the years to come.

### **MS Boys/Girls Cross Country: S. McKeever/ T. Quinn:**

The cross country team at Beman had a great year. We had athletes show tremendous growth as individuals in the sport and socially. We are excited to have 2 of our athletes qualify for Junior Nationals, they both will be competing this December - Maddie Staib and Alden Comeau. Congratulations to both of them for their hard work, dedication and perseverance.

**FALL 2024 OVERALL TEAM RECORDS**

<b><u>MHS</u></b>	<b><u>Wins</u></b>	<b><u>Losses</u></b>	<b><u>Ties</u></b>
Volleyball	5	12	
Girls Soccer	7	9	
Boys Soccer	8	4	4
Girls Swimming	6	4	
Football	3	7	
Girls Cross Country	5	9	
Boys Cross Country	3	4	
Unified Soccer	n/a		

<b><u>Beman</u></b>			
Boys Soccer	2	6	2
Girls Soccer	0	9	
Boys Cross Country	4	4	
Girls Cross Country	6	3	

## Academic Review---2024 Fall Sports Season

All student-athletes in grades 9-12 were reviewed for compliance to Middletown High School's eligibility policy. In accordance with district policy, final grades from the previous school year served as the criteria in the review process. Student-athletes who had met CIAC eligibility standards, but had received one or more failing grades were subject to the review process. As is the case with all athletic seasons, all interscholastic teams were required to hold supervised study halls in some capacity for student-athletes throughout the season.

Team-by team results of the Academic Review process are summarized in the following table:

	<b>Number Of Student Athletes Subject To Academic Review</b>	<b>Number Of Student Athletes Meeting MHS Criteria For Continuing Participation</b>	<b>Number Of Student Athletes Who Failed To Meet MHS Criteria For Continuing Participation</b>
<b>Boys XC</b>	0	0	0
<b>Girls XC</b>	0	0	0
<b>Football</b>	16	16	0
<b>Boys Soccer</b>	0	0	0
<b>Girls Soccer</b>	0	0	0
<b>Girls Swim/Dive</b>	0	0	0
<b>Volleyball</b>	0	0	0
<b>Cheerleading</b>	5	5	0
<b>Dance</b>	0	0	0
<b>Crew</b>	0	0	0
<b>Unified</b>	1	1	0
<b>Total</b>	22	22	0

The Academic Review process is designed to support students and encourage them to strive for academic success. Often, a student's desire to play a sport or engage in extracurricular activities will spark the effort and focus necessary for improvement in the classroom. Athletics are a valuable part of the high school experience; Middletown Public Schools is committed to using sports as partners in the educational process.

**MHS 2024  
FALL ATHLETICS  
PARTICIPATION**

SPORT	MIDDLE SCHOOL								HIGH SCHOOL											
	SIXTH		SEVENTH		EIGHTH		TOTALS		NINTH		TENTH		ELEVENTH		TWELFTH		TOTALS		GRAND TOTAL	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Boys X-Country	7	8	4	8	12	6	23	22	4	4	2	2	6	5	1	3	13	14	36	36
Girls X-Country	13	10	7	17	4	4	28	31	3	0	2	2	4	1	3	4	12	7	40	38
Football	0	0	0	0	0	0	0	0	30	17	18	22	19	16	15	18	82	73	82	73
Boys Soccer	8	5	3	13	13	6	24	24	12	15	13	9	7	13	8	6	40	43	64	67
Girls Soccer	5	10	8	4	6	8	19	22	3	2	6	3	5	4	5	7	19	16	38	38
Girls Swimming	0	0	0	0	0	0	0	0	5	3	6	4	5	5	3	5	19	17	19	17
Volleyball	0	0	0	0	0	0	0	0	17	16	15	12	9	13	5	9	46	50	46	50
Unified Sports	0	0	0	0	0	0	0	0	1	1	1	2	4	1	2	4	8	8	8	8
***Crew										7		17		6		9		39		39
***Dance										2		6		4		2		14		14
***Fall Cheer										4		8		2		2		16		16
TOTALS	33	33	22	42	39	24	94	99	75	71	63	87	59	70	42	69	239	297	333	396

\*\*\*Fall Club

**2024 FALL ATHLETICS EXPENSES**

<b>SPORT</b>	<b>*OPERATING EXPENSES</b>		<b>GENERATED INCOME</b>		<b>NUMBER of COACHES</b>		<b>TOTAL SALARIES</b>	
	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>
<b>Football</b>	\$22,767	<b>\$14,053</b>	\$ 6,936	<b>\$6,115</b>	7	7	\$46,879	<b>\$46,879</b>
-Police	\$ 5,625	<b>\$ 4,997</b>						
-Ambulance	\$ 3,570	<b>\$ 2,550</b>						
-Doctor/PA		<b>\$ 1,188</b>						
<b>Boys Soccer</b>	\$ 4,981	<b>\$ 6,104</b>	\$ 523	<b>\$ 496</b>	2	3	\$11,951	<b>\$16,767</b>
<b>MS Boys Soccer</b>	\$ 1,773	<b>\$ 1,307</b>	\$ 0	<b>\$ 0</b>	1	1	\$ 3,759	<b>\$ 3,759</b>
<b>Girls Soccer</b>	\$ 6,113	<b>\$ 4,369</b>	\$ 587	<b>\$ 475</b>	3	1	\$16,767	<b>\$ 7,135</b>
<b>MS Girls Soccer</b>	\$ 1,015	<b>\$ 1,198</b>	\$ 0	<b>\$ 0</b>	1	2	\$ 3,759	<b>\$ 5,259</b>
<b>Volleyball</b>	\$ 6,034	<b>\$11,413</b>	\$ 2,199	<b>\$1,995</b>	2	3	\$11,951	<b>\$16,767</b>
<b>Girls Swimming</b>	\$ 3,007	<b>\$10,179</b>	\$ 0	<b>\$ 0</b>	3	3	\$21,923	<b>\$21,923</b>
<b>Boys X-Country</b>	\$ 809	<b>\$ 1,259</b>	\$ 0	<b>\$ 0</b>	1	1	\$ 6,239	<b>\$ 6,239</b>
<b>MS X-Country(B/G)</b>	\$ 506	<b>\$ 857</b>	\$ 0	<b>\$ 0</b>	4	4	\$10,518	<b>\$10,518</b>
<b>Girls X-Country</b>	\$ 809	<b>\$ 1,259</b>	\$ 0	<b>\$ 0</b>	1	1	\$ 6,239	<b>\$ 6,239</b>
<b>Cheerleading</b>	\$ 371	<b>\$ 2,237</b>	\$ 0	<b>\$ 0</b>	2	2	\$11,951	<b>\$11,951</b>
<b>Unified Sports</b>	\$ 371	<b>\$ 73</b>	\$ 0	<b>\$ 0</b>	1	1	\$ 1,450	<b>\$ 1,450</b>
<b>Strength/Conditioning</b>	\$ 0	<b>\$ 0</b>	\$ 0	<b>\$ 0</b>	1	1	\$ 6,239	<b>\$ 6,239</b>
<b>Athletic Training</b>	\$ 0	<b>\$ 7,512</b>	\$ 0	<b>\$ 0</b>				
<b>Security: MHS</b>	\$11,214	<b>\$12,216</b>						
<b>: Beman</b>	\$ 628	<b>\$ 1,177</b>						
<b>***Miscellaneous</b>	\$ 20,373	<b>\$27,119</b>	\$ 0	<b>\$ 0</b>				
<b>Transportation</b>	\$ 49,140	<b>\$41,892</b>	\$ 0	<b>\$ 0</b>				
<b>TOTALS</b>	\$139,106	<b>\$152,959</b>	\$10,245	<b>\$9,081</b>	22	23	\$159,625	<b>\$161,125</b>

\*Operating Expenses- Includes officials, uniforms, equipment, supplies and game personnel.

\*\*\*Miscellaneous includes awards, administrative supplies, office supplies, dues & fees.

## Fall 2024 Active - MHS Activity/Club Advisors

Patricia Ehnott	10th Grade Advisor
Beth Shapiro	9th Grade Advisor
David Reynolds	DECA
Vivian Sheen	Asst. DECA
Jillian Kellogg	Drama Coach
Stephanie Latif	Future Business Leaders
R. Isaacson	FFA (Future Farmers)
Mike Kingsbury	Sharing
Amanda Thomson	Sharing
Stephanie Russell	Sharing
Kristen Hamilton	Future Teachers
Trevor Charles	Gender, Sexuality Alliance
Mary Ellen Molski	National Honor Society
Jennifer Price	Junior Class Advisor
Kate Bysiewicz	Asst. Junior Class Advisor
Nicole Charles	Key Club Advisor
Hannah Barrett	Pride Crew
Shelby Davis	Musical Club
Abbey Barrows	Majorette, Flag Corps, Color Guard
Andrew Newman	Drumline Instructor
Kate Bysiewicz	Student Council
Greg Frost	Math Team Advisor
Robert Downer	Pre-Med Advisor
Stephanie Zak	Tri-M Music Honor Society
Krista Biancini	Minority Student Coalition
Stephanie Russell	Sharing
Dan Lowry	Model UN/Debate Club
Sam Faulkenberry	Robotics Advisor
Sam Faulkenberry	Newspaper Advisor
Jennifer Price	Yearbook Advisor
Kate Bysiewicz	Asst. Yearbook Advisor
Lauren Pszczolkowski	Senior Class Advisor

Beth Shapiro	Asst. Senior Class Advisor
Jeff Mickiewicz	Environmental Club
Mary Ellen Molski	Dragon Watch
Catherine Lender	Art Show Organizer
Pam Hinkle	Judo Club

**Non-Stipend Activity/Clubs**

Cherylynn White 2009	GIFTS
David Frankel 2009	And Sometimes Y – Creative Arts Magazine
John Tucker 2023	Muslim Student Association
Amanda Thomson 2023	4-H Club
Tyler Saunders	Investment Club

**Middle School Activities/Clubs**

John Geary	Student Council	Beman
Jill Brady	Assistant Student Council	Beman
John Geary	Pride Patrol	Beman
Amber Baumgartner	Yearbook	Beman
Andrea Burnell	Assistant Yearbook	Beman
Open	Future Teachers of America	Beman
Kaylin Tlley	Musical Coach	Beman
Kaylin Tulley	Majorette, Flag Corp	Beman
Open	Minority Student Coalition	Beman
Kaylin Tulley	Drama Coach	Beman
Open	National Junior Honor Society	Beman
Grace Mandy	Newspaper	Beman
Open	Science Olympiad	Beman

## 2024 MHS Fall Coaches

<u>Sport</u>	<u>Position</u>	<u>Coach</u>
MHS Boys Cross Country	Head Coach	Rob Weston
MHS Girls Cross Country	Head Coach	Jenn Price
MHS Football	Head Coach	Josh Rosek
MHS Football	Assistant Coach	Jason Coleman
MHS Football	Assistant Coach	Darren Getek
MHS Football	Assistant Coach	Kelly Ellis
MHS Football	Assistant Coach	DeAaron Lawrence
MHS Football	Assistant Coach	Steve Crescimanno
MHS Football	Assistant Coach	Andy Mulh
MHS Boys Soccer	Head Coach	Sal Emanuele
MHS Boys Soccer	Assistant Coach	Anthony Pizzuto
MHS Boys Soccer	Assistant Coach	Greg Fanska
MHS Girls Soccer	Head Coach	Shawn Murdock
MHS Girls Soccer	Assistant Coach	OPEN-not filled
MHS Girls Soccer	Assistant Coach	OPEN-not filled
MHS Girls Swim/Dive	Head Coach	Trevor Charles
MHS Girls Swim/Dive	Assistant Coach	Taylor Garboski

MHS Girls Swim/Dive	Assistant Coach	Dan Kinney
MHS Volleyball	Head Coach	Kelvin Jones
MHS Volleyball	Assistant Coach	Paul Oliva
MHS Volleyball	Assistant Coach	Laurie Robillard
MHS Fall Cheerleading Club	Head Coach	Lindsay Hansen
MHS Fall Cheerleading Club	Assistant Coach	Sharon Riley
MHS Fall Dance Club	Head Co-Coach	Marisa Bishop
MHS Fall Dance Club	Head Co-Coach	Caitilin Nelson
MHS Fall Crew Club	Head Coach	Scot Peaslee
MHS Fall Crew Club	Assistant Coach	Melena Metaxas
MHS Fall Crew Club	Assistant Coach	Hannah Breton
MHS Fall Crew Club	Assistant Coach	Jeremy Grimes
MHS Unified Soccer	Head Coach	Cindy Culp

## **2024 Beman Fall Coaches**

Beman Boys Soccer	Head Coach	Kevin Benzi
Beman Boys Soccer	Assistant Coach	OPEN-not filled
Beman Girls Soccer	Head Coach	Kieran Shippee
Beman Girls Soccer	Assistant Coach	Adam Line
Beman Boys Cross Country	Head Coach	Steve McKeever
Beman Boys Cross Country	Assistant Coach	Michael Waterbury
Beman Girls Cross Country	Head Coach	Tracy Quinn
Beman Girls Cross Country	Assistant Coach	Karen Agogliati



**Office of Innovation & Grants**  
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Board of Education Report
11.8.24
Grants Report

The following grants were confirmed in October 5 – November 8, 2024:

Grant Title	Funder	SY25	SY24
Perkins Career & Tech (MHS)	CSDE	87,459	86,861
PEP Program Enhancement (Ad.Ed.)	CSDE	150,000	160,000
IDEA Part B, 611 Public (Special Ed.)	CSDE	1,394,963.46	1,421,907.23
IDEA Part B, 611 Non Public (Special Ed.)	CSDE	88,724.54	74,740.77
IDEA Part B, Sect 619 Public (Special Ed.)	CSDE	44,967	45,082
Paraeducator Stipend (District)	CSDE	79,974.67	0
ADED Provider (Ad.Ed.)	CSDE	1,338,808	1,338,311
Increasing Educator Diversity (District)	CSDE	87,999	87,999
CT Dept. of Transport Active Transportation (MacDonough)	CTDOT	5,000	0
Parent Trust Fund	CSDE	45,579	45,579
Literacy How (Farm Hill)	CSDE	1,000	1,000
Toshiba Foundation/Exploravision (VoTech)	Toshiba Foundation	4950	0
Tri-Town Collaborative/Out of School Youth (Ad.Ed.)	Private	46,667	46,466.69
Adult Ed-CoOp (Ad.Ed.)	Private	475,982	475,982
	<b>TOTAL</b>	<b>3,852,073.67</b>	<b>3,783,928.69</b>

Respectfully submitted,  
 Natalie Forbes, Director of Innovation & Grants



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Board of Education Report
12.4.24
Grants Report

The following grants were confirmed in November 9 – December 4, 2024:

Grant Title	Funder	SY25	SY24
Title 4 (Public & Non Public)	CSDE	78,734	75,987
	<b>TOTAL</b>	<b>\$78,734</b>	<b>\$75,987</b>

Respectfully submitted,  
 Natalie Forbes, Director of Innovation & Grants

**MIDDLETOWN BOARD OF EDUCATION  
CURRICULUM COMMITTEE**

**November 7, 2024**

**Zoom**

**5:30 PM**

<p><b><u>Board of Education (BOE)</u></b> <b><u>Committee Members Present</u></b> Debra Guss, Committee Chair Liz Crooks, Committee member Adam Hayn, Committee member Sheila Daniels, BOE Chair Susan Owens, BOE member Harold Panciera, BOE member</p>	<p><b><u>Also Present</u></b> Dr. Stacey McCann, Assistant Superintendent of Teaching and Learning Dawn Brooks, Principal Middletown High School (“MHS”) Rob Smernoff, Physical Education/Health Department Head (K-12) Bobbi-Jo Wathen, Director of School Counseling MHS Joyce Pawlak, President of Middletown Federation of Teachers Gisella Gandulla, Community member</p>
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1. **Call to order and Introductions:** Committee Chair Debra Guss called the meeting to order at 5:30 p.m. and introductions were made.
2. **Update on K-5 Skills-Based Health Education:** Next, Mr. Smernoff provided an update on changes to the MPS K-5 Health curriculum to meet the new CT State standards, which require a skills-based approach to health education, including an example of how nutrition is taught in two MPS elementary schools, and highlighting how the interactive approach helps provide students with the skills to make informed decisions about their food choices. A discussion followed, which included the timing for integrating the standards at the middle and high school and the benefits of encouraging student engagement.
3. **ECE Course Offerings [2021-22; 2022-23; 2023-24]:** Ms. Wathen then provided an update on Early College Experience (“ECE”) classes at MHS, including an overview of the current classes, the enrollment process, including costs and registration dates, enrollment numbers and demographic data of the students, highlighting the strong student interest in these classes, especially the human rights and humanities classes. A discussion followed, including student achievement in these classes, how grades and credits transfer to the universities and plans for expanding offering in STEM classes.
4. **PIMF Grant** – Ms. Pawlak then reported that she had met with BOE members and Dr. McCann regarding the PIMF grant applications under the MFT contract, which support professional development that is generally not available through MPS. Ms. Guss then reported that they had selected 3 of 4 four submissions. A discussion followed during which it was noted that the grant application deadline had been extended to the Spring so teachers would have more time to submit applications, which is in line with the timing in previous years.
5. **Adjournment:** Committee Chair Debra Guss then adjourned the meeting at 6:23 p.m.



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www.middletownschools.org

## Facilities Committee Meeting Minutes

### MIDDLETOWN PUBLIC SCHOOLS FACILITIES COMMITTEE MEETING

Wednesday, October 16<sup>th</sup> at 5:30 pm

Middletown Board of Education Building, 311 Hunting Hill Avenue  
Conference room "B"

Call to Order called at 5:32 pm by Madam Chairwoman Susan Owens

Introductions: Madam Chairwoman Susan Owens, Harold Panciera, Deborah Klekowski-Board Member, Marco Gaylord-Executive Director of Operations, Jeff Belair-community member, Mr. Dan Penney-community member, Jennifer Cannata Assistant Superintendent

- I. Review and approval of the minutes from the September 18<sup>th</sup> special meeting and the June 18<sup>th</sup> 2024 meeting.
- II. Chairwoman Susan Owens **motioned** to approve. Seconded by Harold Panciera and Deb Klekowski
- III. **Maintenance Work Order System-Marco Gaylord**-We are reviewing our current work order system, as many districts have transitioned away from School Dude. Marco is seeking historical data and is discussing alternative systems with Mike Skott. Currently, we spend about \$18,000 on this system. Jen Cannata is exploring IQ Incident for trend analysis, and Marco will involve the facilities team in evaluating any new program.
- IV. **Beman Football/Soccer Field –Marco Gaylord**- The field is facing a severe grub infestation that allows the turf to be easily pulled up. Marco has communicated with park and recreation officials and may secure an exemption from the state regarding the types of chemicals that can be used for treatment.
- V. **MHS Stadium Sound System-Marco Gaylord**- The initial plan was to replace the lights in the field, which was partially achieved by upgrading the light bulbs with Josh Cofield. The next phase involves collaborating with the vendor to make further improvements, with the intention of completing the work in-house.
- VI. **Farm Hill PV Project-Marco Gaylord**- Chris Puorro and Ken Pinsley conducted a pre-bid performance review, identifying necessary corrections to the forms. Their goal is to finalize these adjustments to ensure they can proceed with bidding for the summer.



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- VII. **Snow School Roof Project-Marco Gaylord-** Marco has authorized repairs on critical areas of the roof but prefers to wait for additional heavy rains before proceeding with further fixes. The main roof repair is planned for next summer.
- VIII. **Moody School Courtyard Window Replacement-Marco Gaylord-** We have selected Guardian as the vendor for our repairs. Although we aimed to complete the work by Veterans Day, it will now be postponed until the December holiday break.
- IX. **MHS HVAC-Marco Gaylord-** We recently had the coil of our HVAC system replaced by Trane, who assessed and cleaned several units. Many units haven't been serviced in years, and the estimated cost for the necessary cleaning is around \$25,000.
- X. **IAQ Grants - HVAC Projects-Marco Gaylord-** Last year, we applied for several grants and were approved for Snow School, Farm Hill, Moody School, and Bielefield. Marco is optimistic about the committee approving the vendor, but the state has currently paused safety, security, and other grants.
- XI. **MHS Electrical Issues-Marco Gaylord-** Last week at MHS, we experienced a power outage that lasted several hours. Eversource investigated and determined the issue stemmed from the building itself. It was found that multiple transformer rooms had malfunctioning AC units, which tripped the circuit. Additionally, we discovered that the 400+ amps in the system need cleaning.
- XII. **Macdonough Referendum November 5<sup>th</sup>-Marco Gaylord-** On November 5th, a press conference is anticipated, pending confirmation regarding legalities. Parents may host the event, which is still undecided. Marco clarified that the cost of building a school is actually \$17 million, not \$38 million, making it a beneficial opportunity for the community. Additionally, there will be no tax impact for the community in the initial years.

**Open Discussion-** Harold Panciera raised concerns about the locker situation, while Marco discussed a failed pilot program regarding it. He informed the facility committee about the exceptional work John Post and Jeremy Hungerford have been doing throughout the district. Deb Klekowski suggested recognizing them with certificates. Some schools, especially Macdonough, had heating issues with boilers needing rebuilding, which is cost-effective. Susan Owens inquired about solar energy in the district, and Marco provided details on current solar locations.

**Motion for Adjournment** by Madam Chairwoman Susan Owens at 6:06pm, Mr. Harold Panciera seconded.

Respectfully Submitted 11/21/24



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Joshua Burger, Facilities Support Specialist Middletown Public Schools

**MIDDLETOWN BOARD OF EDUCATION  
POLICY COMMITTEE**

Meeting Minutes

Tuesday, November 19, 2024

In Person Meeting 5:30 P.M.

**Board of Education Policy Committee Members participating:**

Deb Kleckowski, Policy Committee Chair

Susan Owens, BOE Member

**Also participation:**

Marco Gaylord, Executive Director of Operations

Jill Power, Operations Administrative Secretary

Staci Porch, Parent

**The Meeting was called to order by Deb Kleckowski at 5:36P.M.**

**1. Introductions**

**2. Policy #1600 Possession of Deadly Weapons or Firearms**

Marco Gaylord discussed that there was a legal update that we did not get too. We will be removing the optional language on page 4 concerning hunters and to have a retired police officer at the school which we do not have at this time. Deb asked what is considered a firearm? Marco described these weapons as being deadly. Susan asked about metal detectors in our schools. Marco discussed that our staff do a great job with perimeter checks and checks inside the building to notice anything suspicious. After discussion the Board moved this policy to its first reading with taking out the optional language at the Board meeting on December 10th, 2024.

**3. Policy #4131 Professional Development**

Marco Gaylord discussed this policy has not been updated since 2015. This policy is not mandatory but the Board may wish to maintain the policy to identify the Boards goals and objectives with respect to professional development. Marco mentioned that PD days are beneficial and we have convocation and 3 days prior to school starting, Election Day, and ½ days throughout the year dedicated to professional development. Staci Porch brought to our attention that if this PD policy is going to be for certified and noncertified staff then the title should be changed to Certified/Non-Certified. All were in favor. After discussion the Board moved this policy to its first reading with changing the title and changing the word voluntary on page 2 at the Board meeting on December 10th, 2024.

**4. Policy #4152.6 Family and Medical Leave**

Marco discussed that this policy needs to be updated because it has not been updated in a while and was tabled to have HR review it. Some of the optional language on page 3, 5, and 7 were taken out because it

does not apply to our district. After discussion the Board moved this policy to its first reading with taking the optional language out on page 3, 5 and 7 at the Board meeting on December 10th, 2024.

**5. Policy #5118 Nonresident Attendance (Proposed Deletion)**

This policy is not valid for us anymore. Deb asked about Voag students. Marco discussed that the cooperating town pays for them, there are no waivers. After discussion the Board moved this policy to its first reading for deletion at the Board meeting on December 10th, 2024.

**6. Policy #6162.51 Student Privacy**

Marco discussed the need to update this policy. Students and parents are able to opt out of surveys if they wish. The surveys are approved by Dr. V and sent to parents and the parents can decide if they want to opt in or out. This happens from time to time. After discussion the Board moved this policy to its first reading on December 10th, 2024.

The next policy committee meeting will take place on December 17, 2024.

**ADJOURNMENT**

**The meeting was adjourned at 6:26 P.M.**

**Respectfully submitted,**

**Marco Gaylord**

**Executive Director of Operations**

FY25 MPS Financials as of 11/30/2024

Object Code - Summary	Expenditure 2023-2024	Appropriation 2024-2025	Appropriation Adjustment	Encumbrance	Current Expenditure	Current Balance	Projected Surplus/Deficit	Projected Expenditure
CERTIFIED SALARIES								
51109 CERTIFIED-CURR WRITING	43,294.50	81,820.00	-	-	26,852.25	54,967.75	20,000.00	61,820.00
51110 CERTIFIED-REG	35,581,312.69	37,071,168.00	-	-	11,341,196.63	25,729,971.37	300,000.00	36,771,168.00
51112 UNKNOWN ATTRITION CERTIFIED	-	(946,085.00)	-	-	-	(946,085.00)	-	(946,085.00)
51115 CERTIFIED-OTH ADD/STPEND	5,193.45	6,992.00	-	-	489.84	6,502.16	-	6,992.00
51309 SALARIES: INTERVENTIONISTS	1,851.80	-	-	-	-	-	-	-
51310 SALARIES: SUBS-DAILY-REG	55,524.26	-	-	-	-	-	-	-
51315 SALARIES: SUBS-LT-REG	249,959.71	100,000.00	-	-	60,251.48	39,748.52	-	100,000.00
51316 SALARIES: SUBS-BLDG-REG	191,625.78	299,208.00	-	-	66,561.87	232,646.13	50,000.00	249,208.00
51410 SALARIES: ADMINISTRATOR-REG	5,326,476.12	5,659,271.00	-	-	2,566,507.08	3,092,763.92	3,000.00	5,656,271.00
51501 LONGEVITY: CERTIFIED	395,200.00	383,200.00	-	-	180,600.00	202,600.00	22,000.00	361,200.00
51716 SALARIES: MENTOR	10,172.28	21,222.00	-	-	1,130.25	20,091.75	5,000.00	16,222.00
51718 SALARIES: TUTOR	150,220.50	198,850.00	-	-	37,465.25	161,384.75	50,000.00	148,850.00
51721 SALARIES: STIPENDS-NON TRB	637,483.25	689,474.00	-	-	88,362.52	601,111.48	15,000.00	674,474.00
51900 OTHER SALARIES	137,917.00	-	-	-	-	-	-	-
51901 NON-CONTRACTED CERTIFIED	71,962.39	60,000.00	-	-	35,693.00	24,307.00	-	60,000.00
51921 SALARIES: CLASS COVERAGE	209,012.43	100,000.00	-	-	46,852.78	53,147.22	(25,000.00)	125,000.00
TOTAL CERTIFIED SALARIES	43,077,206.16	43,725,120.00	-	-	14,451,962.95	29,273,157.05	440,000.00	43,285,120.00
CLASSIFIED SALARIES								
51116 CLASSIFIED-REG	8,700,708.51	9,478,540.00	-	-	3,571,634.88	5,906,905.12	(150,000.00)	9,628,540.00
51112 UNKNOWN ATTRITION CLASSIFIED	-	(238,835.00)	-	-	-	(238,835.00)	-	(238,835.00)
51117 CLASSIFIED-TEMP	10,673.26	-	-	-	675.16	(675.16)	(675.00)	675.00
51118 CLASSIFIED-OT	270,196.88	253,000.00	-	-	89,474.13	183,525.87	-	253,000.00
51200 SALARIES OF SEASONAL TEMP	124,250.31	50,000.00	-	-	48,595.60	1,404.40	(50,000.00)	100,000.00
51416 ATHLETIC EVENT WORKERS	61,830.23	53,000.00	-	-	22,772.37	30,227.63	-	53,000.00
51418 SUBS-SECRETARIES	33,589.87	10,000.00	-	-	11,589.97	(1,589.97)	(25,000.00)	35,000.00
51903 FAMILY ENGAGEMENT	220,935.20	29,367.00	-	-	10,956.15	18,410.85	-	29,367.00
51920 SALARIES: STUDENT VOCATION	3,640.00	6,000.00	-	-	1,260.00	1,800.00	1,500.00	4,500.00
TOTAL CLASSIFIED SALARIES	9,425,824.26	9,641,072.00	-	-	3,756,958.26	5,881,173.74	(224,175.00)	9,865,247.00
PARAPROFESSIONAL/SAIDES								
51210 SALARIES: AIDES/PARAS-REG	4,544,842.30	5,162,752.00	-	-	1,523,715.13	3,639,036.87	190,000.00	4,972,752.00
51112 UNKNOWN ATTRITION PARAS	-	(154,883.00)	-	-	-	(154,883.00)	-	(154,883.00)



FY25 MPS Financials as of 11/30/2024

53251 STUDENT ACTIVITIES	8,306.84	12,000.00	-	-	1,771.23	10,228.77	2,000.00	10,000.00
53300 PURCH PROF SVCS: TECH	159,480.33	86,785.00	-	29,014.00	41,853.93	15,917.07	-	86,785.00
53310 PURCH PROF SVCS: AUDIT	30.00	30,000.00	-	30,000.00	-	-	-	30,000.00
53400 PURCH PROF SVCS: OTHER	533,115.70	203,384.00	-	281,536.76	114,306.52	(172,459.28)	(175,000.00)	378,384.00
53500 PURCH PROF/TECH SERVICES	32,384.95	35,239.00	-	-	28,789.46	6,449.54	-	35,239.00
53530 PURCH PROF SVCS: POLICE	25,251.04	13,000.00	-	-	2,599.60	10,400.40	(12,000.00)	25,000.00
53540 PURCH PROF SVCS: SPORTS OR	44,936.52	70,700.00	-	-	15,517.18	55,182.82	5,000.00	65,700.00
54010 PURCH PROPERTY SVCS	66,734.44	123,248.00	-	27,033.73	82,291.59	13,922.68	-	123,248.00
54103 SNOW PLOWING/SANDING	16,100.00	25,000.00	-	-	-	25,000.00	-	25,000.00
54300 REPAIRS & MAINTENANCE	735,773.14	891,780.00	-	295,490.03	371,521.82	224,768.15	-	891,780.00
54303 MAINT: GROUNDS	21,517.97	46,500.00	-	7,076.35	31,944.65	7,479.00	-	46,500.00
54304 ELEVATOR MAINTENANCE	55,477.75	50,000.00	-	24,108.20	17,891.77	8,000.03	-	50,000.00
54411 WATER/SEWER	99,500.82	114,662.00	-	75,032.12	39,629.88	0.00	-	114,662.00
54420 RENTAL OF EQUIPMENT&VEHIC	1,131.83	5,000.00	-	-	4,738.81	261.19	-	5,000.00
54421 DISPOSAL	156,347.79	155,800.00	-	85,671.48	70,128.52	-	-	155,800.00
54424 LAWN CARE	10,110.00	15,000.00	-	-	313.34	14,686.66	-	15,000.00
54440 RENTALS	673.68	700.00	-	-	336.84	363.16	-	700.00
55010 PURCHASED SERVICES	711,296.48	934,751.00	-	73,141.85	664,101.81	197,507.34	25,000.00	909,751.00
55100 PUPIL TRANSPORTATION	4,014,310.98	6,532,299.00	-	113,033.71	5,697,133.26	722,132.03	735,000.00	5,797,299.00
55105 TRANSPORTATION*SUMMER	126,997.12	157,690.00	-	-	120,621.18	37,068.82	37,068.82	120,621.18
55109 TRANSPORT*SPED OUT OF TOW	1,301,342.19	1,380,000.00	-	1,107,289.00	491,187.50	(218,476.50)	(250,000.00)	1,630,000.00
55190 TRANSPORT*HOMELESS	256,466.71	250,000.00	-	165,340.64	33,616.86	51,042.50	-	250,000.00
55191 TRANSPORT*DCF	47,785.00	-	-	-	-	-	-	-
55205 PROPERTY/CASUALTY INSURAN	341,821.00	341,821.00	-	-	-	341,821.00	-	341,821.00
55206 ATHLETIC INSURANCE	28,281.00	28,281.00	-	-	28,281.00	-	-	28,281.00
55300 COMMUNICATIONS/TELEPHONE	237,679.70	264,900.00	-	90,862.18	178,472.90	(4,435.08)	(1,435.00)	266,335.00
55301 POSTAGE	30,013.60	27,400.00	-	-	7,503.30	19,896.70	-	27,400.00
55303 SECURITY MONITORING	90,716.55	90,000.00	-	-	72,035.64	17,964.36	-	90,000.00
55304 SUBSCRIPTIONS/LICENSES	74,602.73	90,720.00	4,284.00	2,557.24	72,779.04	19,667.72	-	95,004.00
55400 ADVERTISING	281.38	800.00	-	-	-	800.00	-	800.00
55500 PRINTING	21,134.69	17,800.00	-	5,300.00	3,681.03	8,818.97	-	17,800.00
55510 COPYING	88,618.60	114,000.00	-	-	111,480.00	2,520.00	-	114,000.00
55800 TRAVEL/CONFERENCES	89,872.04	111,550.00	-	4,917.24	8,561.36	98,071.40	10,000.00	101,550.00
TOTAL PURCHASED SERVICES	10,360,096.40	12,701,400.00	5,604.00	2,622,088.37	8,566,122.10	1,518,793.53	345,086.82	12,361,917.18
SUPPLIES & MATERIALS								

FY25 MPS Financials as of 11/30/2024

56100 SUPPLIES*GENERAL	20,596.86	10,000.00	-	-	142.49	9,857.51	-	10,000.00
56104 SUPPLIES*MAINTENANCE	155,630.27	209,000.00	-	51,217.42	57,881.93	99,900.65	10,000.00	199,000.00
56106 SUPPLIES*FOOD	260.00	390.00	-	103.50	156.50	130.00	-	390.00
56110 INSTRUCTIONAL SUPPLIES	356,714.62	428,004.00	(7,104.00)	41,050.90	155,996.11	223,852.99	30,000.00	390,900.00
56115 COMMON CORE MATERIALS	18,132.28	20,503.00	-	313.32	3,594.31	16,595.37	-	20,503.00
56120 ADMINISTRATIVE SUPPLIES	67,863.16	70,677.00	-	13,192.72	25,043.00	32,441.28	-	70,677.00
56121 COPY PAPER	50,502.46	51,625.00	-	14,668.08	11,067.90	25,889.02	-	51,625.00
56210 NATURAL GAS	616,610.08	763,250.00	-	541,938.98	158,311.02	63,000.00	50,000.00	713,250.00
56220 ELECTRICITY	1,044,827.62	1,337,034.00	-	1,260,008.26	383,441.74	(306,416.00)	-	1,337,034.00
56230 BOTTLED GAS	12,276.73	11,950.00	-	7,569.86	2,530.14	1,850.00	-	11,950.00
56240 FUEL OIL	268,478.19	295,879.00	-	285,684.94	10,294.06	(0.00)	-	295,879.00
56260 DIESEL FUEL	229,004.19	240,000.00	-	188,930.68	51,069.32	0.00	-	240,000.00
56265 GASOLINE (VEHICLES)	131,355.14	104,490.00	-	82,939.33	20,010.67	1,540.00	-	104,490.00
56270 PROPANE	29,065.54	50,000.00	-	48,839.04	1,876.08	(715.12)	(715.00)	50,715.00
56300 FOOD SUPPLIES	1,410.92	3,280.00	-	52.25	447.75	2,780.00	1,500.00	1,780.00
56400 BOOKS AND PERIODICALS	7,358.30	7,700.00	-	1,479.69	4,713.08	1,507.23	-	7,700.00
56410 TEXTBOOKS	24,314.61	14,310.00	-	-	7,110.76	7,199.24	-	14,310.00
56420 LIBRARY MATERIALS	31,103.74	20,090.00	-	836.52	4,999.12	14,252.36	-	20,090.00
56500 SUPPLIES*TECHNOLOGY RELAT	218,781.24	206,094.00	1,000.00	76,424.95	27,430.31	103,238.74	-	207,094.00
56900 SUPPLIES*OTHER	179,863.75	186,035.00	(6,400.00)	59,414.03	58,863.18	61,357.79	5,000.00	174,635.00
56910 CUSTODIAL SUPPLIES	203,050.83	211,500.00	-	155,589.09	55,832.81	78.10	-	211,500.00
TOTAL SUPPLIES & MATERIALS	3,667,220.53	4,241,811.00	(12,504.00)	2,830,155.56	1,040,812.28	358,339.16	95,785.00	4,133,522.00
PROPERTY								
57300 NEW EQUIPMENT	24,721.25	28,000.00	-	919.36	456.43	26,624.21	-	28,000.00
57330 FURNITURE AND FIXTURES	14,992.08	4,500.00	6,400.00	6,388.00	1,531.48	2,980.52	-	10,900.00
57340 TECH REL. HW/EQUIP	1,606.33	2,129.00	-	70.40	987.48	1,071.12	-	2,129.00
57390 OTHER EQUIP/PROPERTY	3,091.98	3,100.00	-	164.48	817.59	2,117.93	-	3,100.00
TOTAL PROPERTY	44,411.64	37,729.00	6,400.00	7,542.24	3,792.98	32,793.78	-	44,129.00
MISCELLANEOUS								
58100 MEMBERSHIPS & DUES	90,319.36	115,420.00	500.00	2,390.00	82,386.70	31,143.30	5,000.00	110,920.00
58901 EDUCATIONAL SUPPORT	23,321.95	32,155.00	-	781.43	25,341.58	6,031.99	-	32,155.00
58903 PROF DEV IMPROVE	25,101.38	29,000.00	-	-	-	29,000.00	-	29,000.00
58904 WESLEYAN PUB SCHL COLLAB	5,000.00	5,000.00	-	-	-	5,000.00	-	5,000.00
58906 AFTER SCHOOL PROGRAM	4,185.00	1,650.00	-	-	-	1,650.00	-	1,650.00

FY25 MPS Financials as of 11/30/2024

58908 RECRUITMENT	19,199.71	19,100.00	-	2,000.00	1,924.60	15,175.40	-	19,100.00
TOTAL MISCELLANEOUS	167,127.40	202,325.00	500.00	5,171.43	109,652.88	88,000.69	5,000.00	197,825.00
TUITION								
55600 TUITION MAGNET (REGULAR ED	935,967.00	600,174.00	-	-	21,916.02	578,257.98	10,000.00	590,174.00
55610 TUITION TO OTHER DISTR IN ST	231,834.48	168,000.00	-	99,477.50	29,606.96	38,915.54	-	168,000.00
55630 TUITION TO PRIVATE SOURCES	4,662,580.08	4,930,000.00	-	3,380,355.91	1,674,357.83	(124,713.74)	(870,000.00)	5,800,000.00
TOTAL TUITION	5,830,381.56	5,698,174.00	-	3,479,833.41	1,725,880.81	492,459.78	(860,000.00)	6,558,174.00
GRAND TOTAL	96,462,519.24	101,134,339.00	-	13,381,130.10	45,099,015.38	42,654,193.52	21,196.82	101,113,142.18

Definitions:

- Expenditure ..... The amount of funds spent
- Appropriation ..... City funds allocated for the fiscal year
- Encumbrance ..... Commitment to spend funds for a particular item at some point in the future
- Current Balance ..... The amount of funds remaining after accounting for expenditures and encumbrances
- Projected Surplus ..... Expected excess of funds
- Projected Deficit ..... Expected amount of additional funds needed
- Projected Expenditure ..... The amount of funds expected to be spent by year end
- Attrition ..... Anticipated savings due to position vacancies

Date Range: 05-Nov-2024 to 03-Dec-2024 For FY 2025

Account	Description	Original Budget	Budget Adjust	Total Budget	From	To
Journal#:	39435					
Date:	20-Nov-2024					
From	1010-100-1000-180-56110-00000	1,800.00		1,800.00		
To	1010-960-2213-180-53220-00000	600.00		600.00		
	CURR: PHS ED*INSTR SUPPL				25.00	
	CURR: PHS ED*IN SERVICE/PD					25.00
	Funds moved to cover need on PD line					

Total Transfer for CURRICULUM

25.00 25.00

Journal#:	39431					
Date:	15-Nov-2024					
From	1010-062-1000-170-54300-00000	2,500.00		2,500.00		
To	1010-062-2213-172-53220-00000	2,000.00		2,000.00		
	MHS: NAT/PHYS SCIENCE*REPAIRS & MAINT				300.00	
	MHS: AP NAT/PHYS SCI*IN SVC-PROF MTG/DEV					300.00
	PD training for our MHS science teachers for the 12/10					
	Content PD					

Journal#:	39441					
Date:	21-Nov-2024					
From	1010-062-1000-350-56900-02123	1,000.00		1,000.00		
To	1010-062-1000-350-58100-00000	2,800.00		2,800.00		
	MHS: PERP ARTS*SUPPL OTH*IN				200.00	
	MHS: PERFORM ARTS*MEMBERSHIPS & DUES					200.00
	TO PAY FOR CMEA AUDITIONS FOR HS FESTIVAL					

Total Transfer for MHS

500.00 500.00

\*\*\* Grand Total To Transfer

525.00 525.00



## **Facilities Department**

*Cultivating the Brilliance in Each Student*

Executive Director of Operations - Marco Gaylord.  
372 Hunting Hill Avenue, Middletown, CT 06457 Telephone: (860) 638-1408  
Email: [gaylordm@mpsct.org](mailto:gaylordm@mpsct.org), Web: [www.middletownschoos.org](http://www.middletownschoos.org)

### **Facilities Report** **December 10, 2024 - Board Meeting**

#### **Elementary Schools Updates:**

- Connecticut Administrative Services approved Farm Hill PV project and can now go out to bid.
- Connecticut Administrative Services approved Snow School roof project and can now go out to bid.
- Moody School courtyard windows (December Break Install)
- Moody School Boiler repairs. Two boiler pumps have been rebuilt with new bearings. Two additional pumps are in the progress of being built.
- Bielefeld School chimney. Repair consists of replacing broken bricks and waterproofing the entire stack. Scheduled to happen in Spring 2025.
- Spencer School's West hallway and gym baseboard molding is scheduled to be replaced. This will done during winter break.
- Spencer School gym roof leak to be repaired. Waiting for the vendor.
- MacDonough air compressor needs to be rebuilt. Waiting for parts and will be done by our HVAC technician Stefan Butler.
- Moody School - additional classroom electrical outlets to handle Promethean board locations is in progress.
- Bielefeld sewer pump replacement.

#### **Beman Middle School Updates:**

- Field irrigation system, drained and winterized.

#### **Middletown High School Updates:**

- RTU coil cleaning. Waiting to be scheduled.
- Art Room 3 Kiln Room heating coil needs to be replaced. Waiting for the part.
- MHS - all math classrooms need to have Promethean Boards mounted to the wall and have additional outlets installed. In progress.

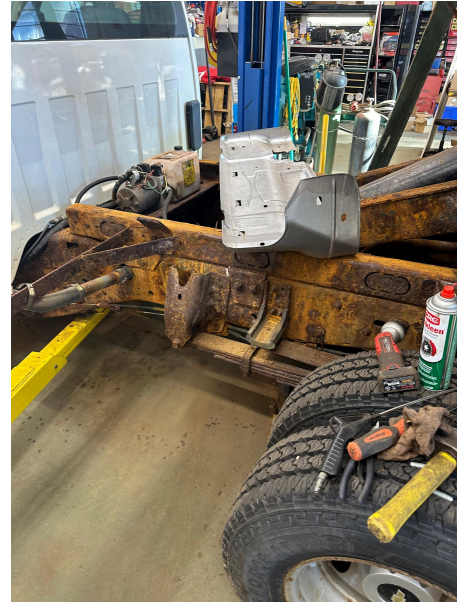
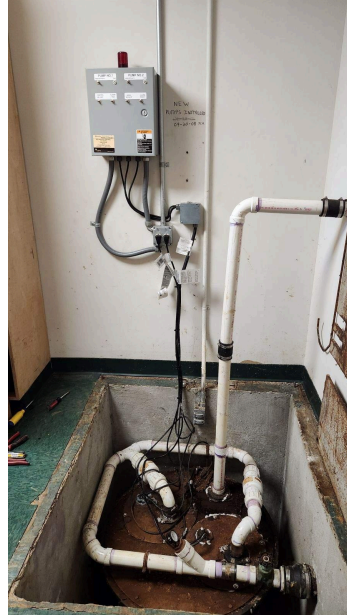
#### **Around the District:**

- New CT statutory Indoor Air Quality Assessments are scheduled to begin at all our schools and will be completed by December 31, 2024.
- Snow removal equipment is being inspected and prepared for the winter season.
- HVAC Grant anticipated advertising for bids in January 2025.

## Facilities Department

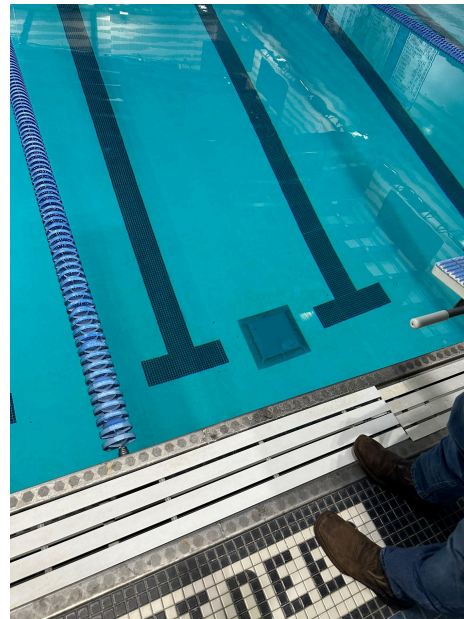
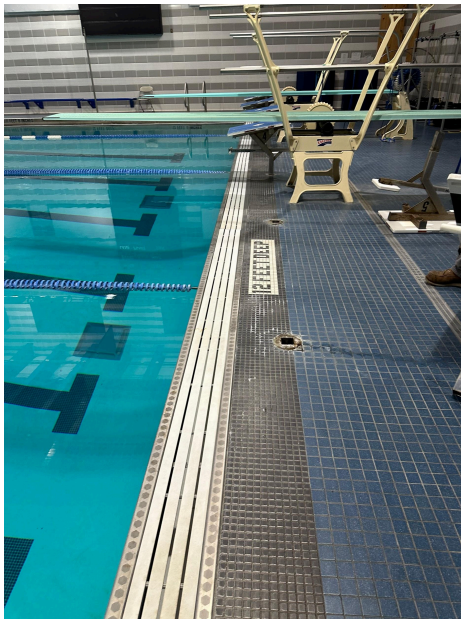
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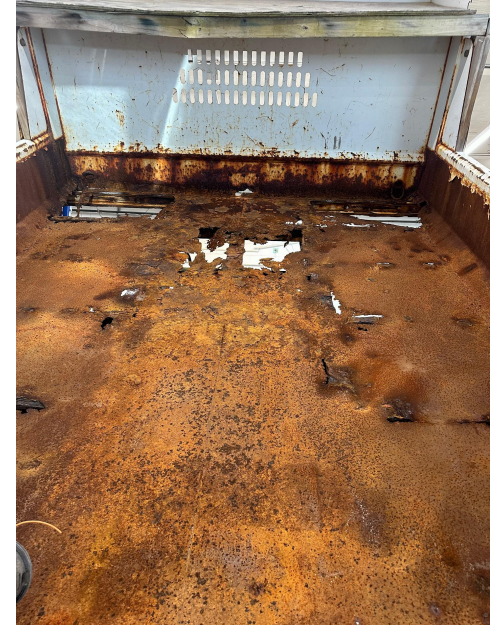


2012 Maintenance Truck

Bielefeld Sewer



Summer 2025 Requirement - pool needs to be drained, repainted, repaired and checked for VGB compliance.



2012 Maintenance Truck



# **BOE Monthly Human Resources Report**

Tuesday, December 10, 2024



**M**

# Monthly HR Update

- **Staffing: Time Period – November 1 – November 30, 2024**

## **New Hires – 10**

- **Certified: 2**
- **Science Teacher – (Beman)**
- **School Social Worker – (Lawrence)**

New Hires continued on next page

# Monthly HR Update

- **Staffing: Time Period – November 1 – November 30, 2024**

## **New Hires – continued**

- **Non-Certified: 8**
- **Academic Interventionist – (Lawrence)**
- **Paraeducator – (Wesley)**
- **Paraeducator – (Beman)**
- **Paraeducator – (Snow)**
- **Expulsion Tutor – (District)**
- **Instructional Aide – (Moody)**
- **Paraeducator – (Farm Hill)**
- **ICM Paraeducator – (Wesley)**

New Hires continued on next page

# Monthly HR Update

- **Staffing: Time Period – November 1 – November 30, 2024**

## Separations –

- **Retirements: 0**
- **Resignations: 9**
- **Certified staff: 4**
- Orchestra Director – (Beman)
- KPA– (Moody)
- School Psychologist – (Snow)
- Physical Education/Health Teacher – (Beman)

separations continued on next slide

# Monthly HR Update

- **Staffing: Time Period – November 1 – November 30, 2024**
  
- **Resignations: continued**
  
- **Non Certified: 5**
  
- **Cafeteria Worker II – (MHS)**
- **Academic Interventionist – (Lawrence)**
- **Paraeducator – (Beman)**
- **ICM Paraeducator – (Moody)**
- **Paraeducator – (Moody)**

# Monthly HR Update

- **Staffing: Time Period – November 1 – November 30, 2024**
- **Vacancies – 61**
- **Certified: openings – 13**
  - **Aerospace Instructor – (Lawrence)**
  - **School Psychologist – (Snow)**
  - **School Psychologist – (Macdonough)**
  - **School Psychologist – (Lawrence)**
  - **World Language Teacher (2) – (Beman)**
  - **DEI Director - (District)**
  - **Orchestra Teacher – (Beman)**
  - **Special Ed Teacher (2) – (MHS)**

Vacancies continued on next slide

# Monthly HR Updates

- **Staffing: Time Period – November 1 – November 30, 2024**
- **Vacancies – (continued)**
- **Physical Education/Health – (Beman)**
- **Bilingual Teacher – (District)**
- **Science Teacher - Chemistry – (MHS)**
- **Classified Vacancies – 48**
- **Family Engagement Liaison; FEL – (MHS)**
- **SEL Interventionist – (MHS)**

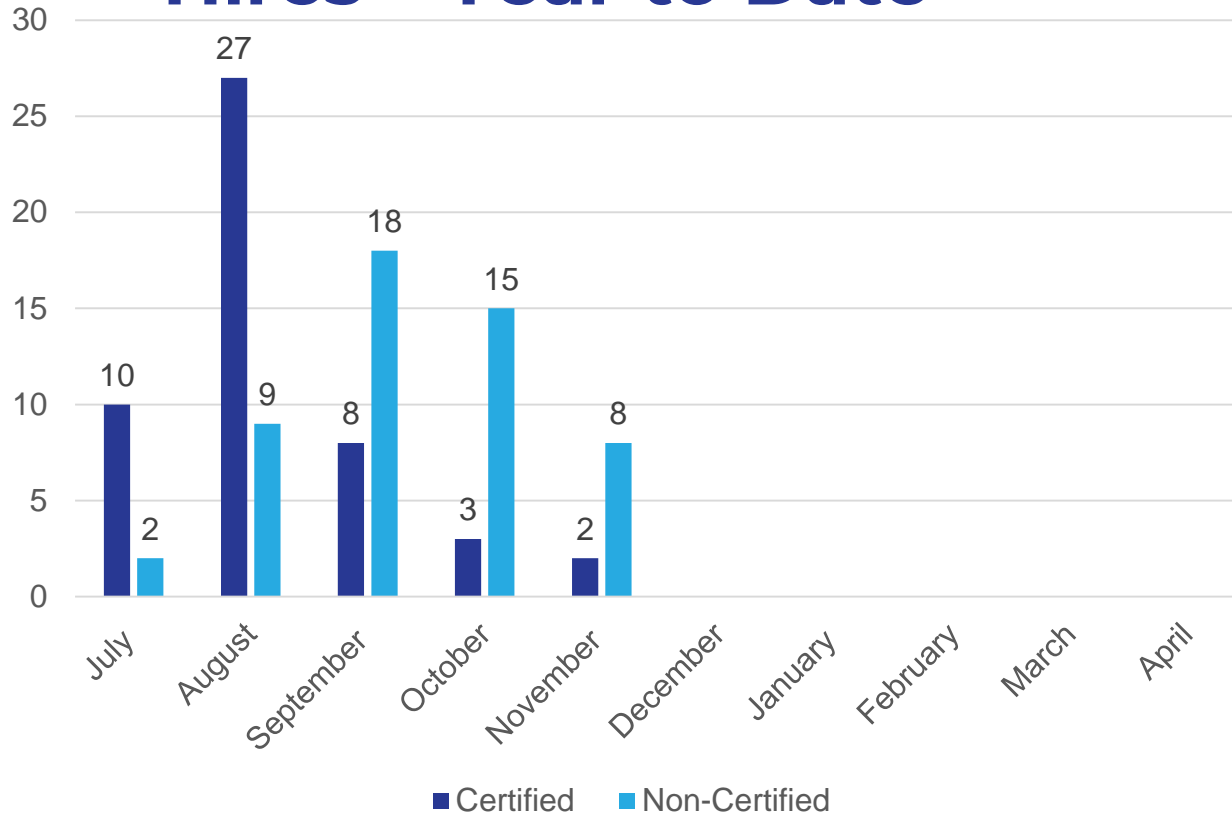
Vacancies continued on next slide

# Monthly HR Updates

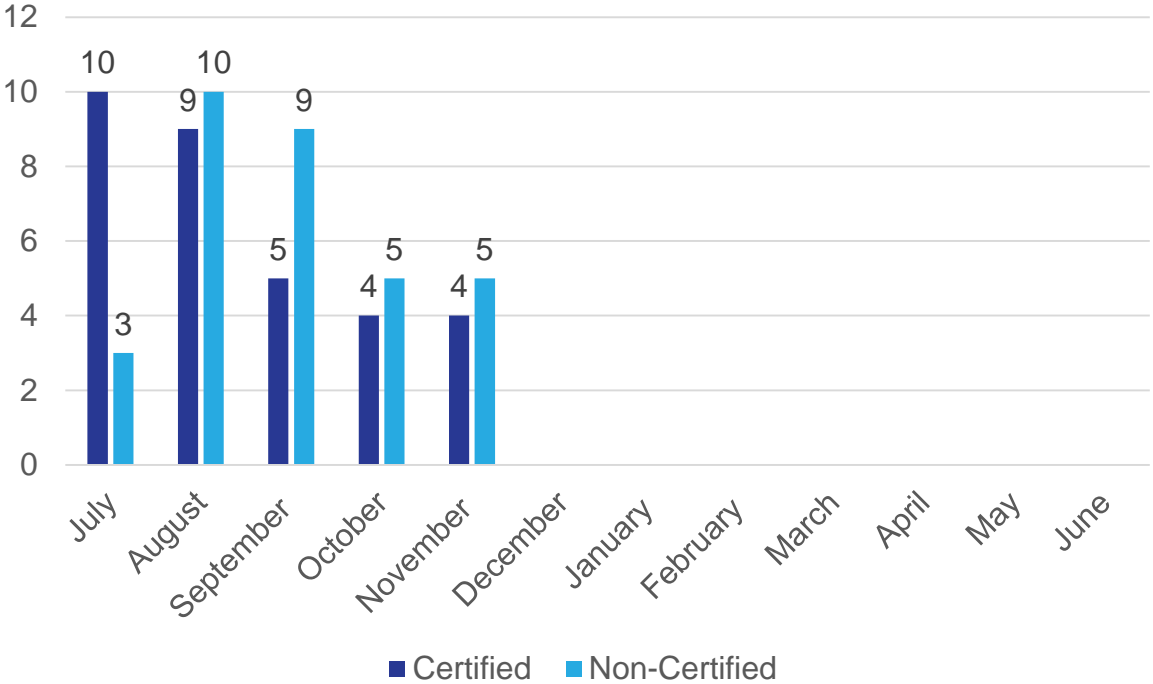
- **Staffing: Time Period – November 1 – November 30, 2024**
  
- **Vacancies – (continued)**
  
- **Paraeducator Vacancies – 46**

  - **MHS – 13**
  - **Beman – 9**
  - **Snow – 5**
  - **Wesley – 3**
  - **Bielefield – 2**
  - **Farm Hill – 4**
  - **Spencer – 4**
  - **Macdonough – 1**
  - **Moody – 4**
  - **Lawrence - 1**

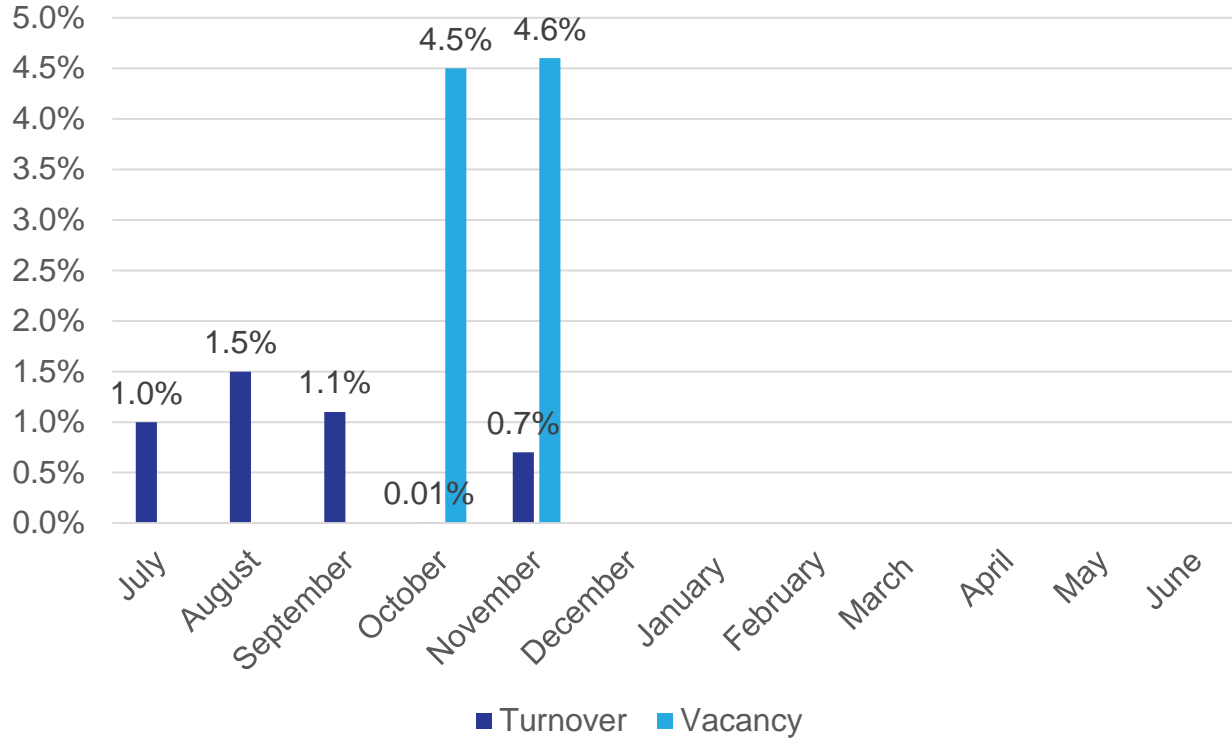
# Hires – Year to Date



# Separations Year to Date



# Turnover and Vacancy Rate % Year to Date





# Operations & Security Update

December 10, 2024



BOE Meeting



Middletown Public Schools  
*Cultivating the Brilliance in Each Student*





# IAQ New Requirement for 2024-2025

In 2022, Governor Lamont signed into law new requirements for Connecticut boards of education (“BOEs”) to evaluate the indoor air quality (“IAQ”) and heating, ventilation and air conditioning (“HVAC”) systems in their respective school buildings. The new law, PA 22-118 (the “Act”), significantly broadens prior IAQ requirements captured in CGS § 10-220(d) (the “IAQ Statute”) by creating new HVAC assessment criteria.

On January 1, 2024 and annually thereafter, each local or regional board of education shall provide for a uniform inspection and evaluation program of the indoor air quality within each school building using the Environmental Protection Agency’s Indoor Air Quality Tools for Schools Program, and shall submit the results of such inspection and evaluation to DAS by December 31, 2024.

Beginning July 1, 2025, and every five years thereafter, each local and regional board of education shall provide for a uniform inspection and evaluation of the heating, ventilation and air conditioning systems within each school building under its jurisdiction. New summer of 2024, School boards have the option of conducting the inspection and evaluation in at least 20% of their schools each year until all schools in the district are inspected.

# Takeaways



- New CT statutory IAQ & HVAC requirements
- Increased frequency/costs of assessments and corrective actions
  - Start now ... or yesterday!
- Increased emphasis on government submissions, public disclosure
- Funding available



# Agenda

- IAQ issues in schools
- Statutory requirements
- Tools for Schools
- Managing IAQ & HVAC assessments
- Funding opportunities
- Risks and liabilities



## What is “IAQ”?

“

- Health of indoor environment
  - May include fumes, odors, particulates, pollen, pollutants, microbials
- Linked to health effects like asthma, allergies, headaches, dizziness and fatigue

”

# New law!

PA 23-167 (2023) amended CGS § 10-220(d)

- ♥ Districts **must use** EPA Tools for Schools
- ♥ IAQ assessment must be conducted **annually** for **each school** (previously every 5 years)
- ♥ HVAC assessment for each school before 1/1/25 (+ every 5 years after that)
- ♥ Use **DAS forms** to submit IAQ & HVAC assessment results

## **New as of Summer 2024:**

Complete an inspection and evaluation of the heating, ventilation, and air conditioning system within each school by a certified official. Districts must complete these at a rate of at least 20% of schools per year until all schools are inspected and evaluated. Complete the DAS form to attest you're your district provided the inspection as required.

# IAQ Assessment Categories

HVAC systems

radon levels

potential exposure to fungi, mold, bacteria

chemical compounds including VOCs

degree of pest infestation

degree of pesticide usage

presence of EPCRA hazardous substances

ventilation systems

plumbing systems

moisture incursion

overall cleanliness

building structural elements

use of space

IAQ staff training

# Tools for Schools (TFS): Now Mandatory



- EPA's guide to managing IAQ in schools
- Resolve IAQ problems before resorting to IAQ testing

<https://www.epa.gov/iaq-schools/iaq-tools-schools-resources>



# Tools for Schools

- Will be administered at district level
- IAQ Coordinator (stipend position)

# Tools for Schools



- Assemble district-wide **IAQ Team** (this may also be done at school level)
- At least one Team member must have authority to make **district-wide** decisions

# Tools for Schools

## IAQ Coordinator, Team Tasks



- Gather information on IAQ in school through research
- Distribute and complete IAQ TFS checklists
- List identified problems
- Walkthrough inspection of school
- Establish IAQ policies and develop IAQ Management Plan
- Follow-up with inspections and conduct self-assessments
- Communicate success

## § 10-220(d)(3) HVAC Assessment



- Inspection & evaluation of **all schools** required before **January 1, 2025** and every 5 years thereafter
  - 5-year clocks begin the date of the assessment for each school

- Inspector must be a:
  - “certified testing, adjusting and balancing technician”
  - certified industrial hygienist (CIH) or
  - mechanical engineer

## HVAC (d)(3) Assessment Requirements

Maximum filter efficiency

Measurements of outside air delivery rate

Verification of ventilation components

Measurement of air distribution

Verification of control sequences

Verification of unit operation and compliance with ASHRAE standards

Verification of CO<sub>2</sub> sensors and acceptable CO<sub>2</sub> concentrations indoors

Collection of field data for the installation of mechanical ventilation if none exist

# Managing IAQ & HVAC Assessments: “AND” is better

## Coordinating the Team

- IAQ & HVAC requirements have technical AND legal considerations
- Innovative solutions require technical AND legal expertise
- Lawyers AND consultants need to advise clients with one coordinated message
- Provide perspective, context and certainty where possible

# What Happens *After* IAQ & HVAC Assessments?



- **Written report** required
  - utilize new DAS standard reporting forms
  - forms must be submitted for each school
  - must be made available on BOE/school websites and at regular BOE meetings

# Key Takeaways - FTPPTF\*

- Plan **now** with counsel and consultant (scheduling vendors will be an issue)
- Budget, budget, budget
  - Explore, apply for grants
  - Discuss budgets with town officials
  - Set up system to track dates and budget for follow-up (1 & 5 year)
- Update internal IAQ/HVAC policies, procedures and programs (e.g., Tools for Schools)
- Prepare for public input after required disclosure of IAQ/HVAC reports



**\*Fail to Plan, Plan to Fail**



# HVAC Air Quality Grant Update

- Bielefeld School - Cafe
- Farm Hill School - Cafe & Gym
- Moody - Cafe & Gym
- Snow School - Cafe

O&G Industries and Consulting Engineering Services



# Middletown Security Overview

- Cameras and Footage Retention
- Access Control Systems
- Lock sets and key access
- Security Staff and SRO's
- Alertus
- Scholarchip
- Sandy Hook Promise & Securly
- Safety /Security Meetings
- All Hazard Plan - Submitted November 1, 2024

A high level overview of MPS' Security Operations and Preparedness.

# Maintenance Executive Overview Briefing

December 10, 2024

| BOE Meeting



Middletown Public Schools  
*Cultivating the Brilliance in Each Student*



# Categories

What will these Key Performance Indicators (KPIs) allow me to do?

---



maintenance

Increase maintenance staff efficiency and overall productivity, streamline workflows, improve customer engagement and satisfaction, capture and show productivity gains, and track overall health of your maintenance program



preventive

Determine success of your preventive maintenance program, transition to being more proactive, reduce backlogged work, increase life expectancy of equipment, and decrease catastrophic failures

## Time Frame

**Key Performance Indicators**

**Trends: Past 3 Years, plus current year**



## Total Number of Work Orders

**# of WOs**

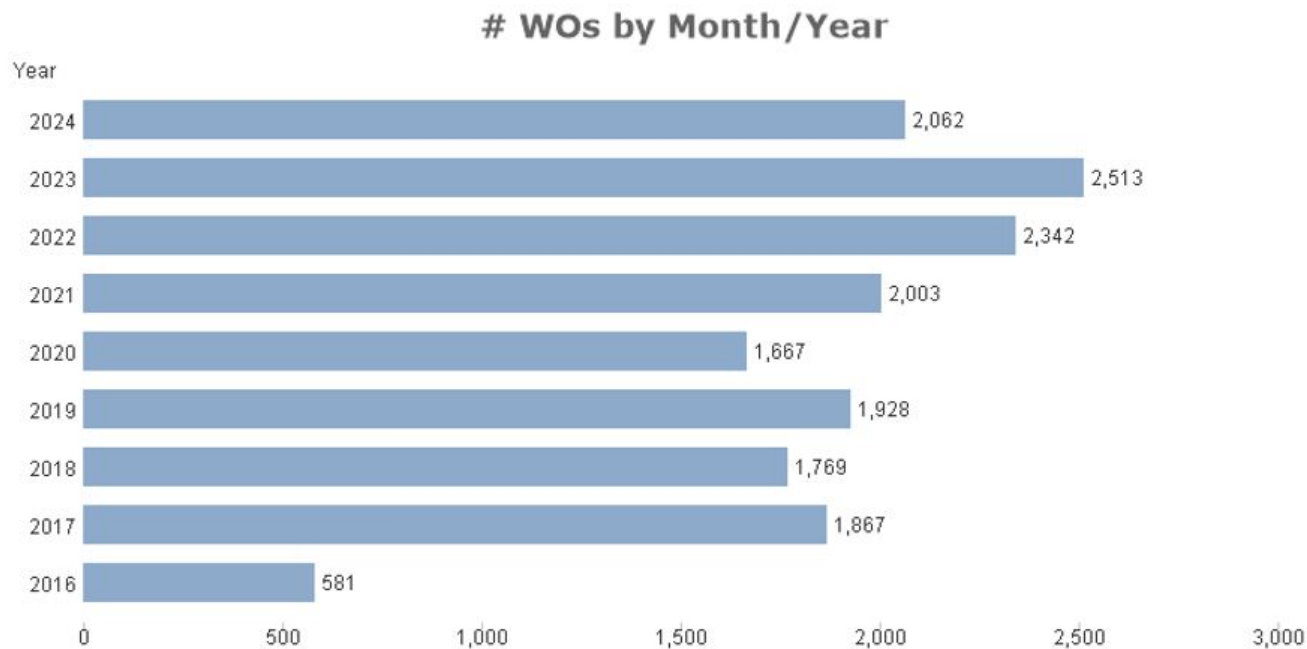
**2,428**

**Total Corrective Maintenance (CM)**

2,428

This reflects how many repairs and jobs were captured in the 12 month rolling window. (includes all statuses)

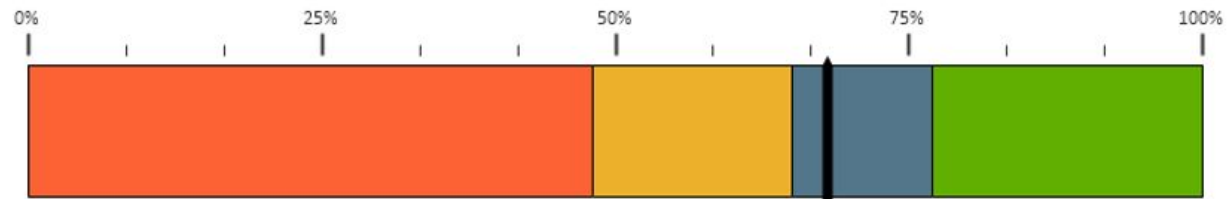
# Total # of WOs by Year



Trend: Past 3 Years, plus current date: based on Created Date

# % of WOs Completed in Less than a Week

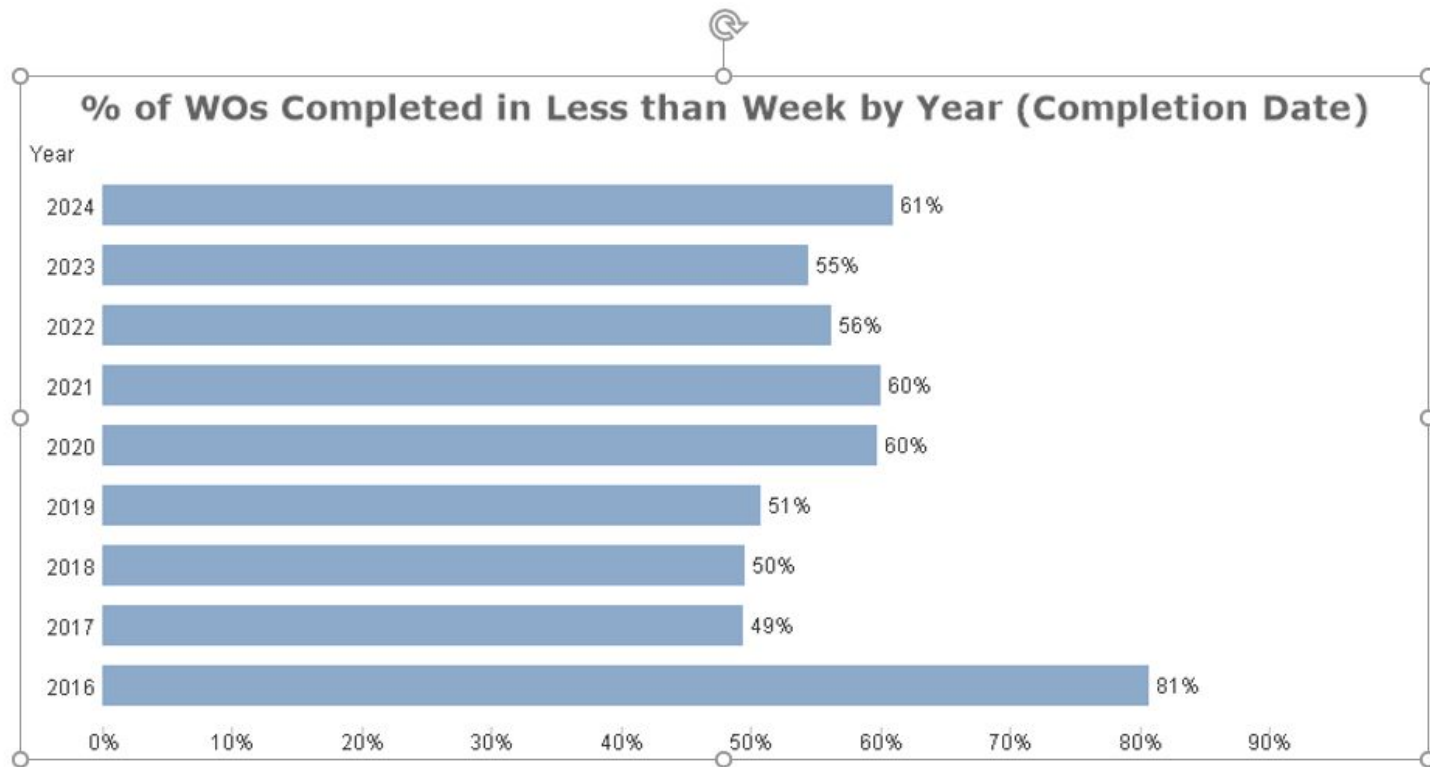
## % of CM Completed 7 Days or Less



# WOs Comp	Your Value	Peer Category	# of Clients	Low 20%	Median	Top 20%
2,279	68%	Public K-12	1,902	48%	65%	77%

This KPI indicates how much work an institution is able to complete in 7 calendar days. Below the national average suggests potential process improvements for managing and completing work. Above the national average could be a sign you have embraced mobile, your staff completes their own work assignments online and/or have reduced (or eliminated) paper in your processes. This compares Completion Date – Start Date (uses Request Date if Start Date is not used) for WO's with a Priority of Low, Med or High & ignores PM's to see what % of PM WO's are completed in 7 Days or Less. (Rolling 12 Months)

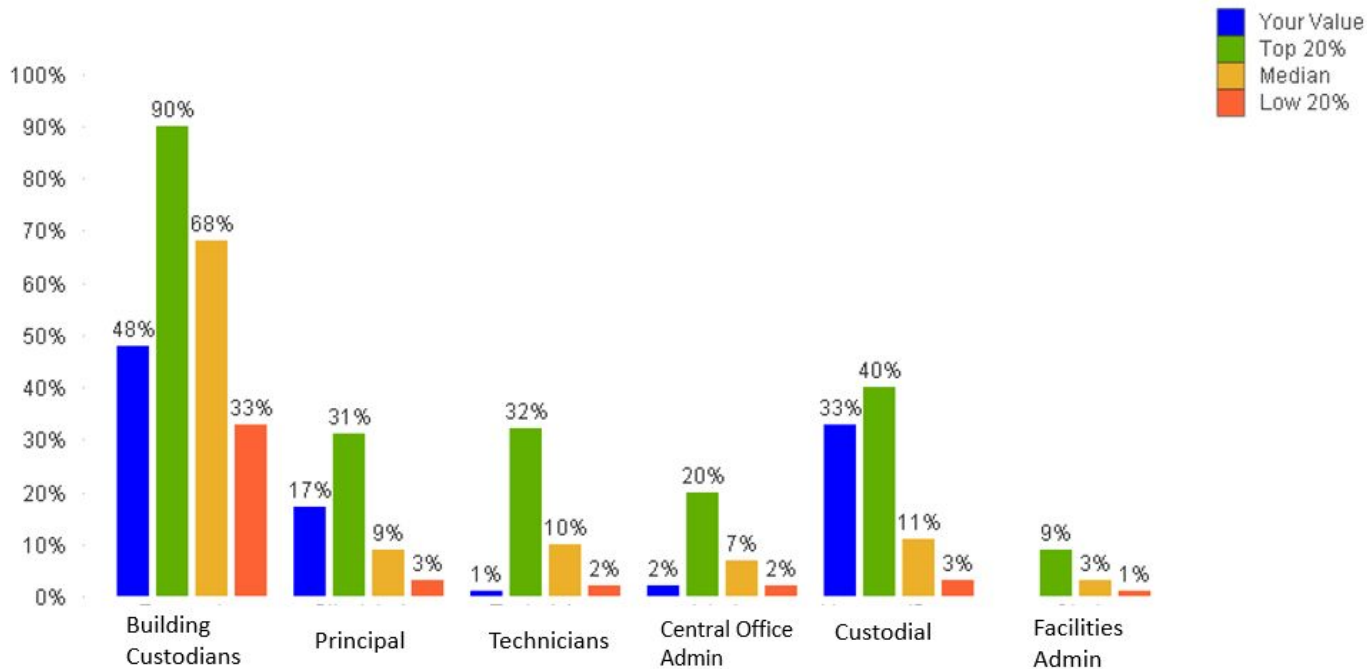
# % CM WOs Completed in a Week by Year



Trend: Past 3 Years, plus current date: based on Completion Date

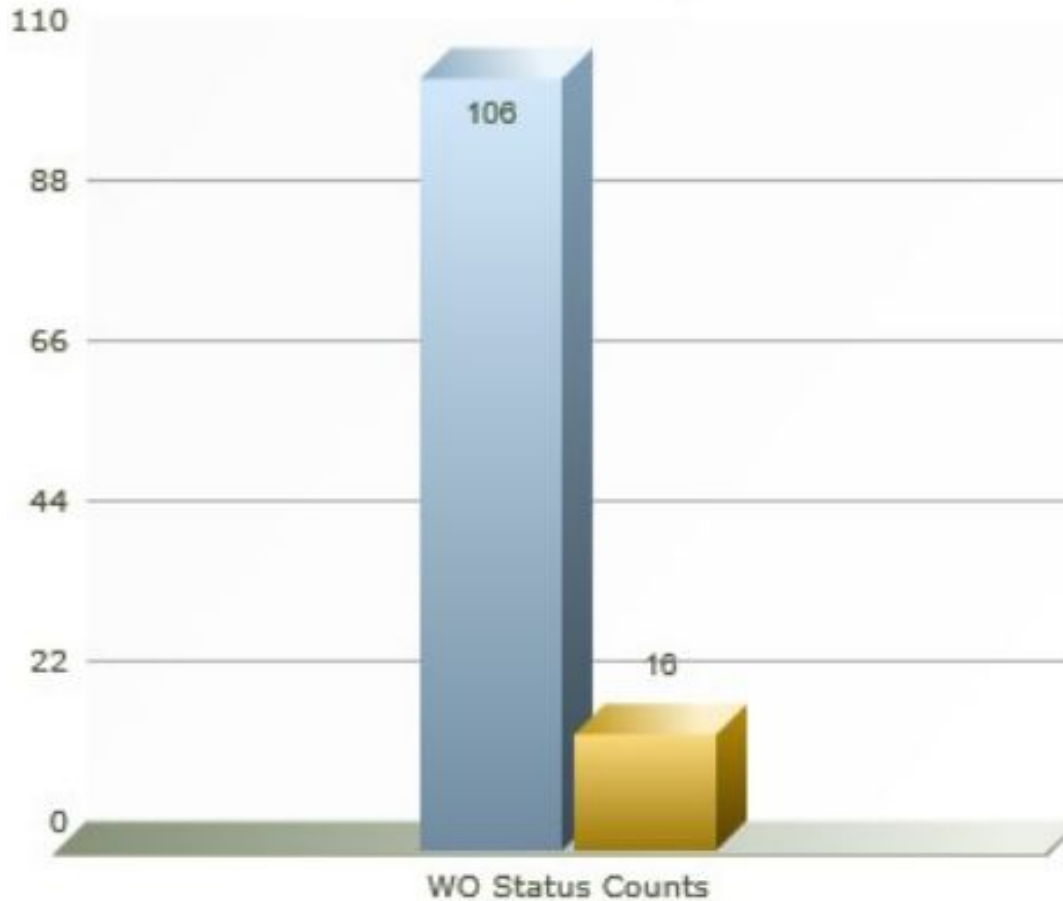
# Who Creates Work Orders?

% of WOs Created by Role



KPI: Rolling 12 Months

## Status Analysis



Current  
Work  
Orders in  
Our  
Buildings

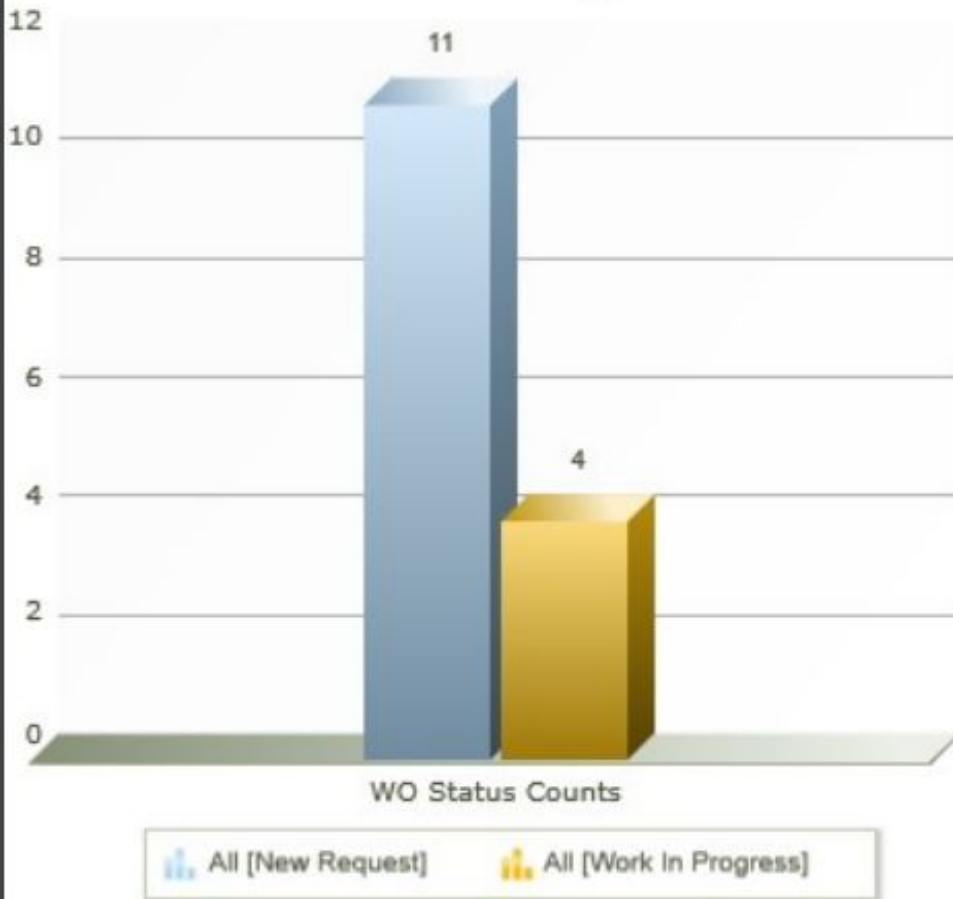
 All [New Request]  All [Work In Progress]

### Status Analysis



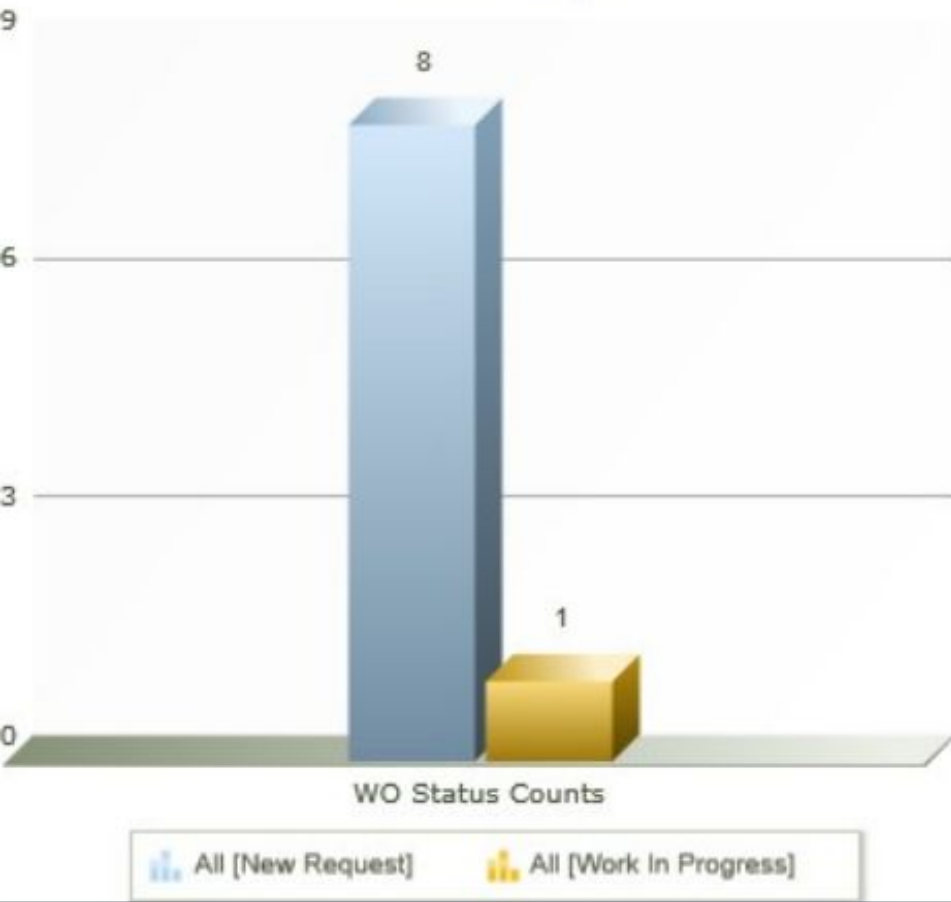
## Bielefield

### Status Analysis



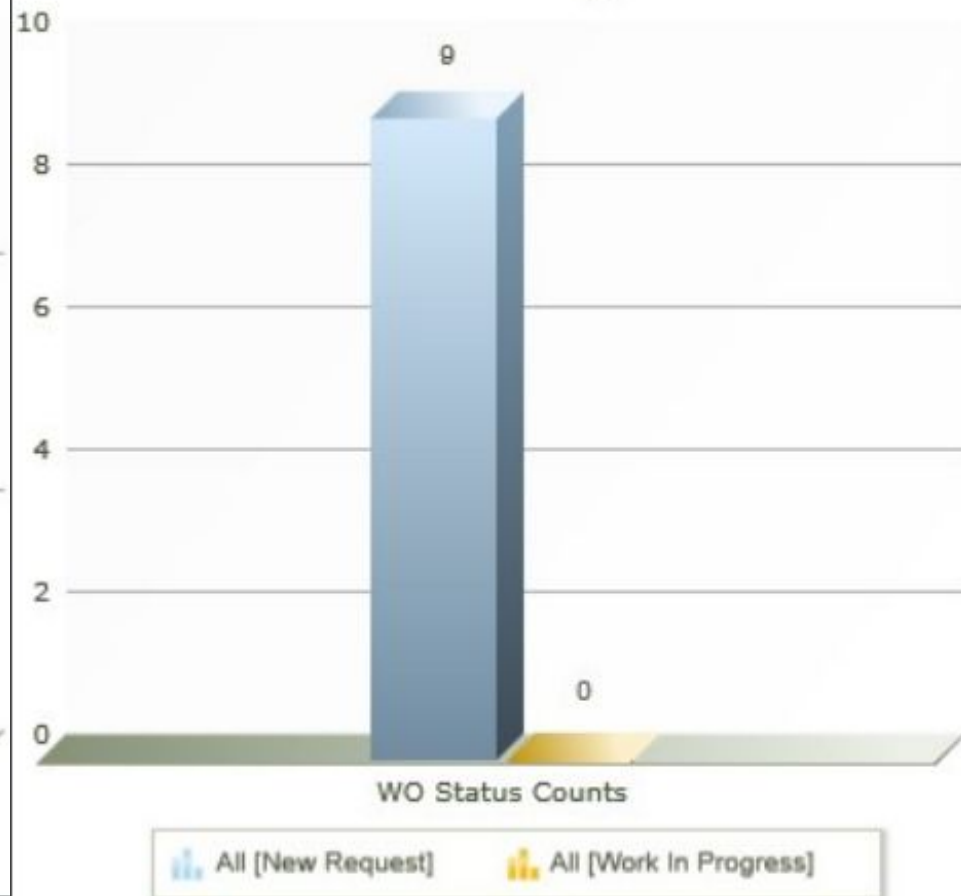
## Beman

### Status Analysis



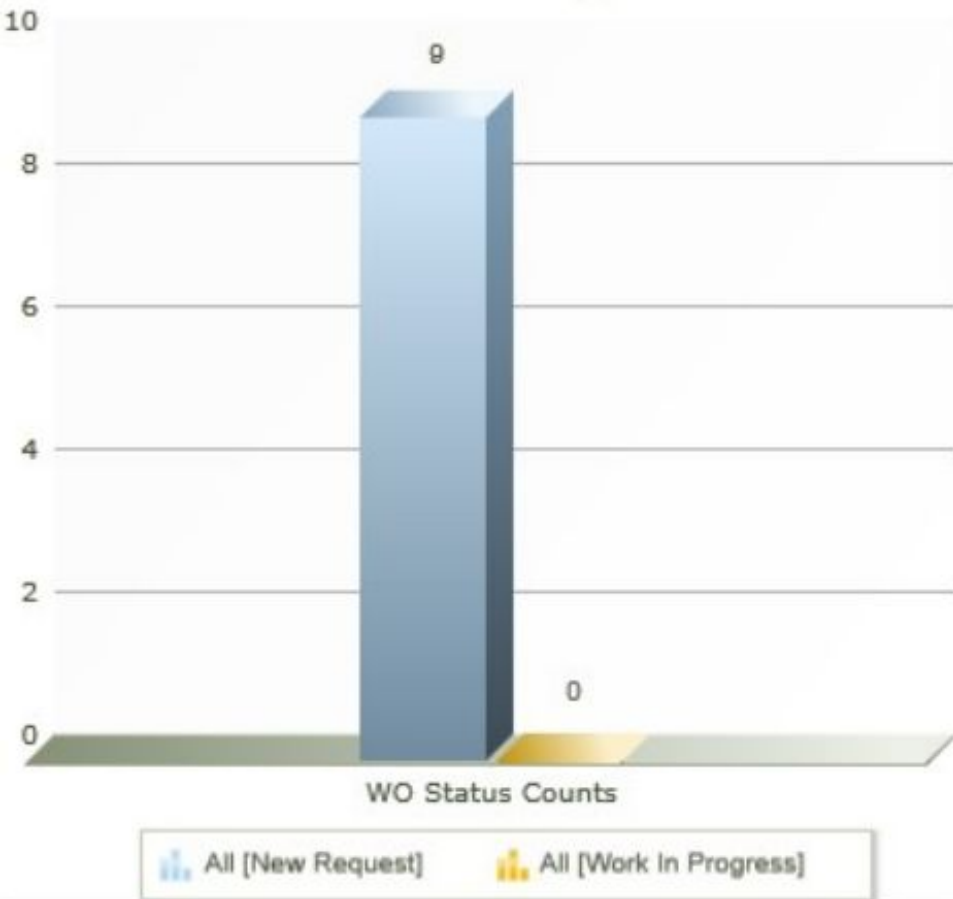
## Farm Hill

### Status Analysis



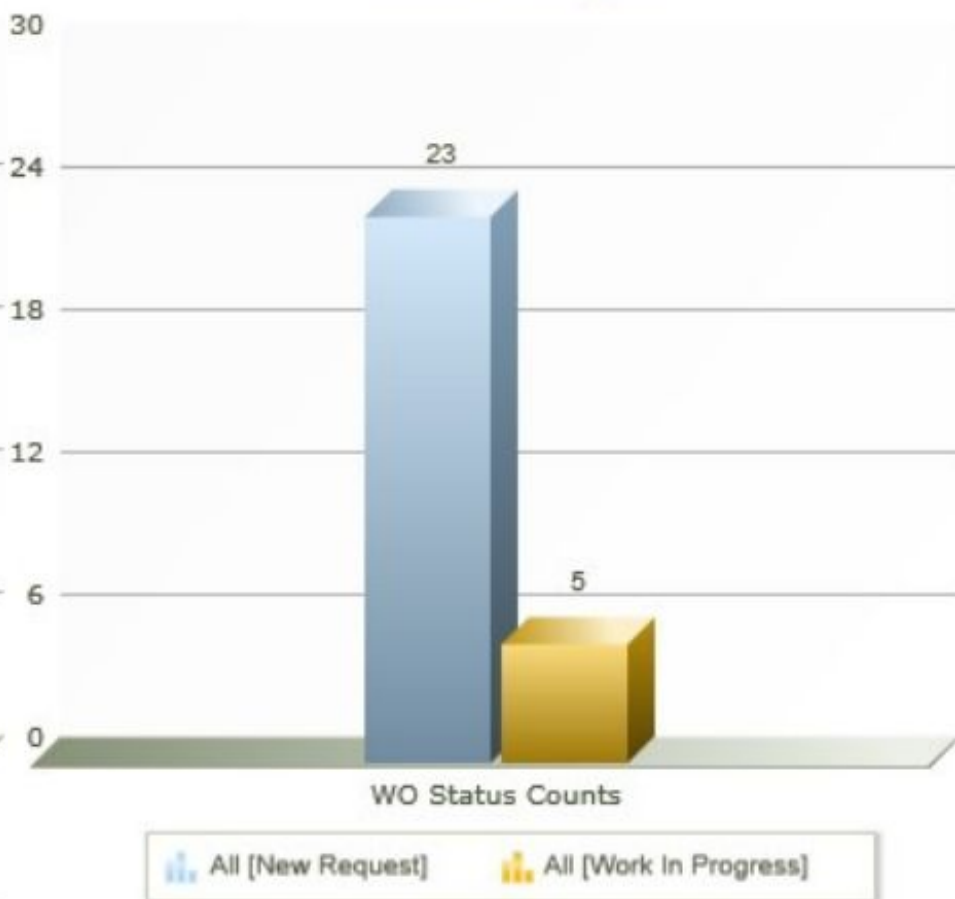
## Lawrence

### Status Analysis



Macdonough

### Status Analysis



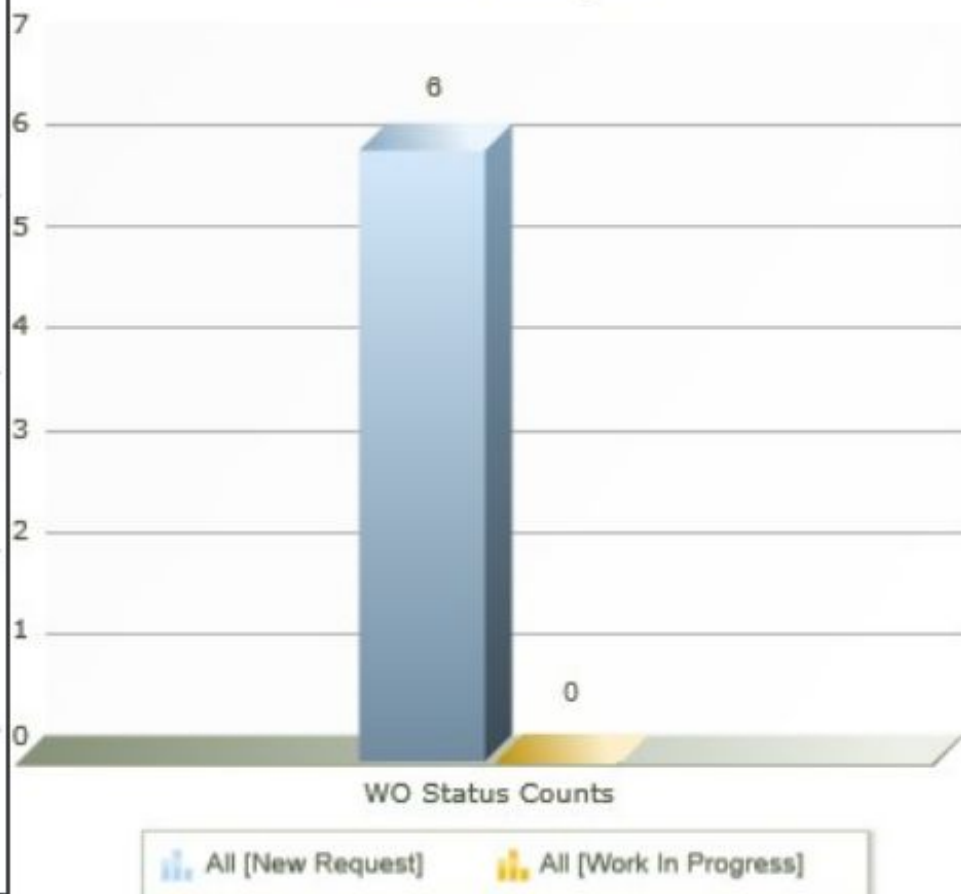
MHS

### Status Analysis



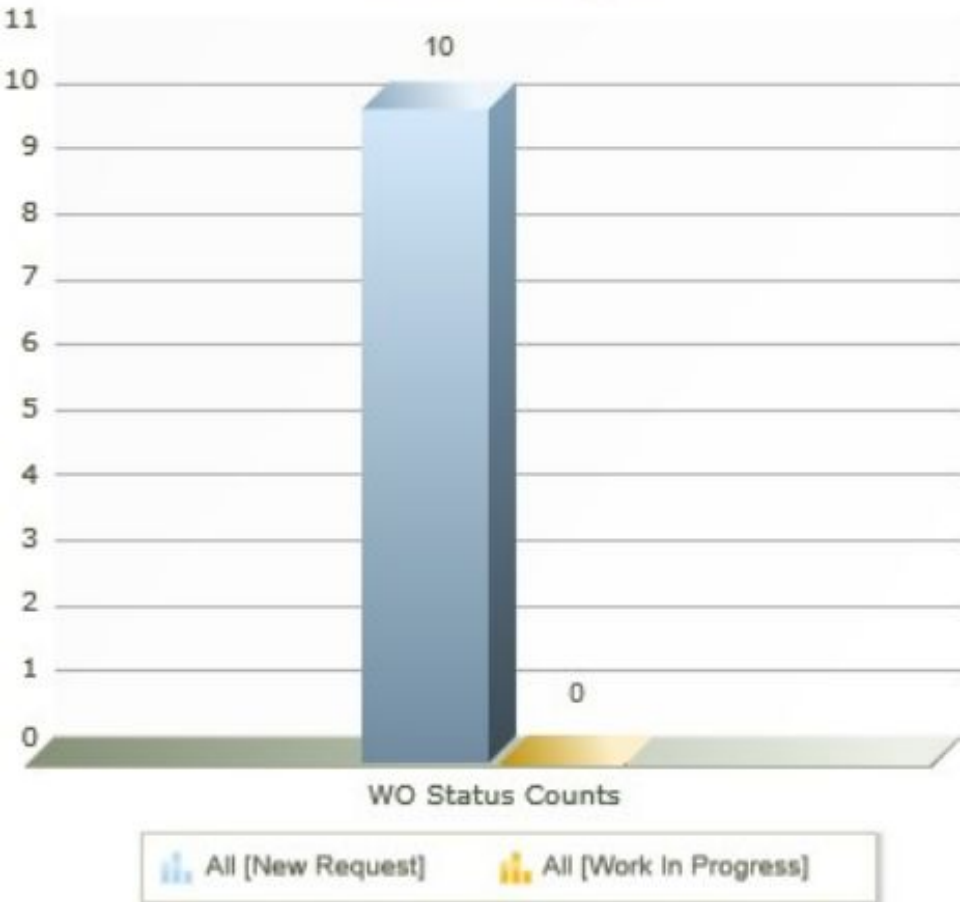
Moody

### Status Analysis



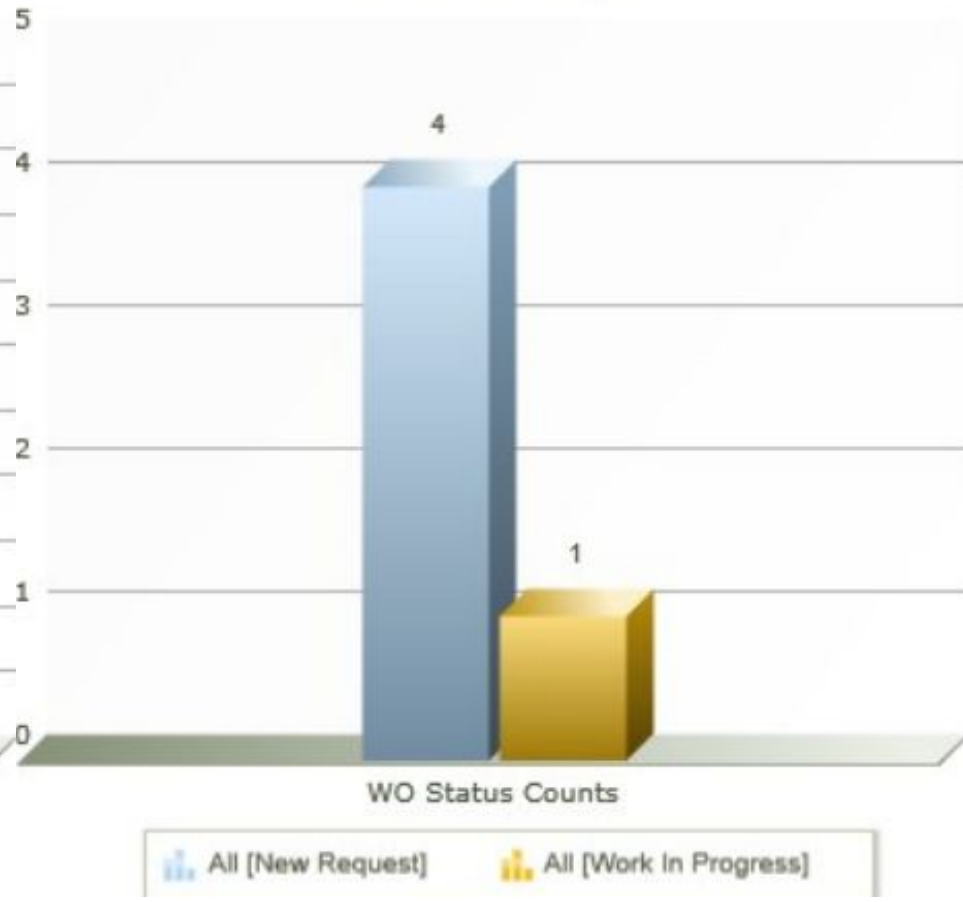
Snow

### Status Analysis



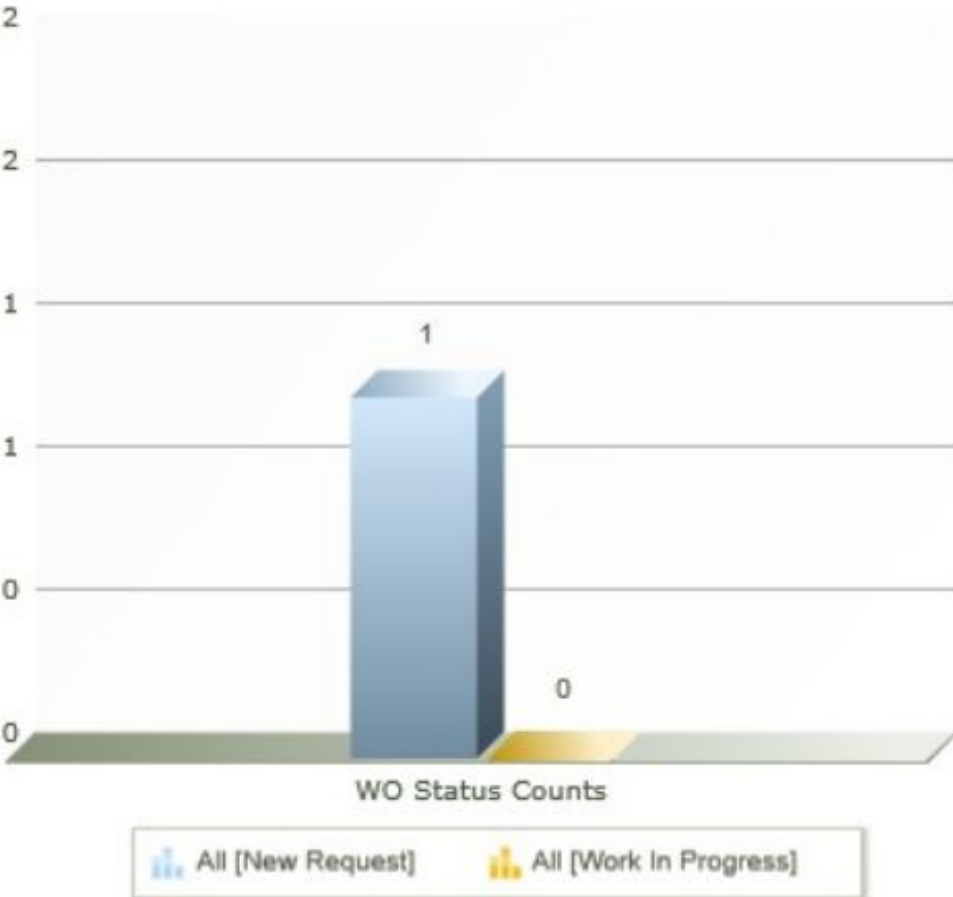
Spencer

### Status Analysis

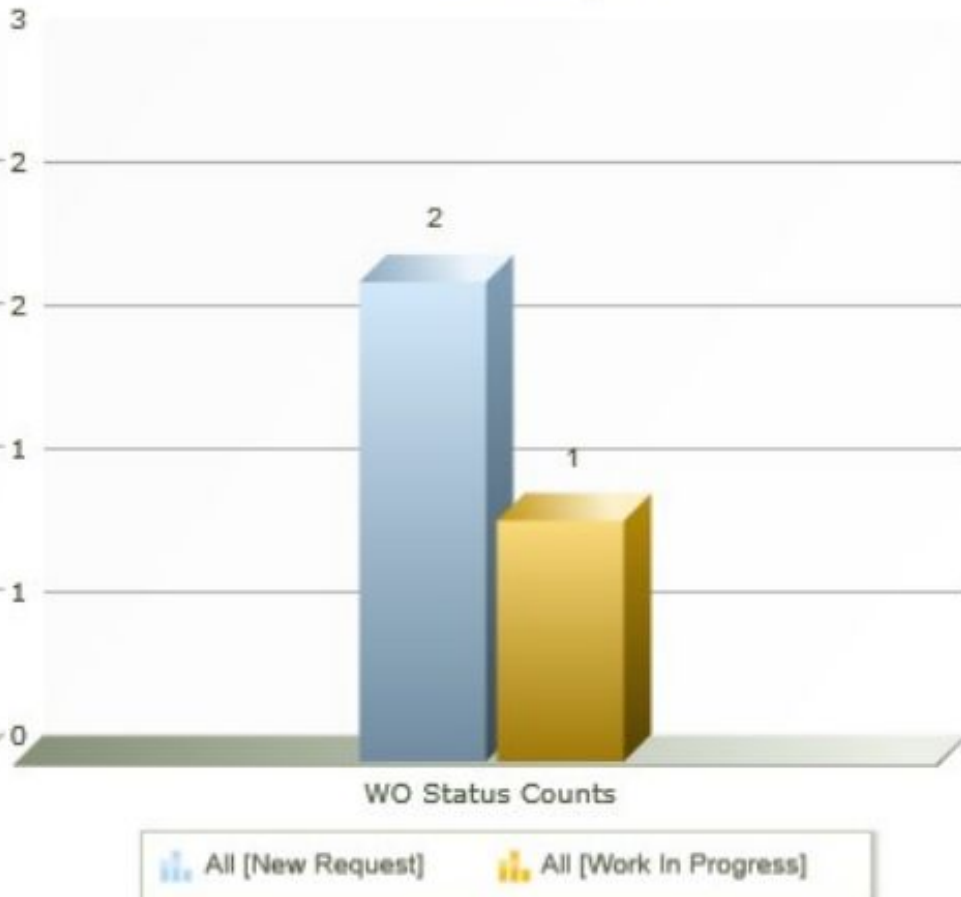


Wesley

Status Analysis



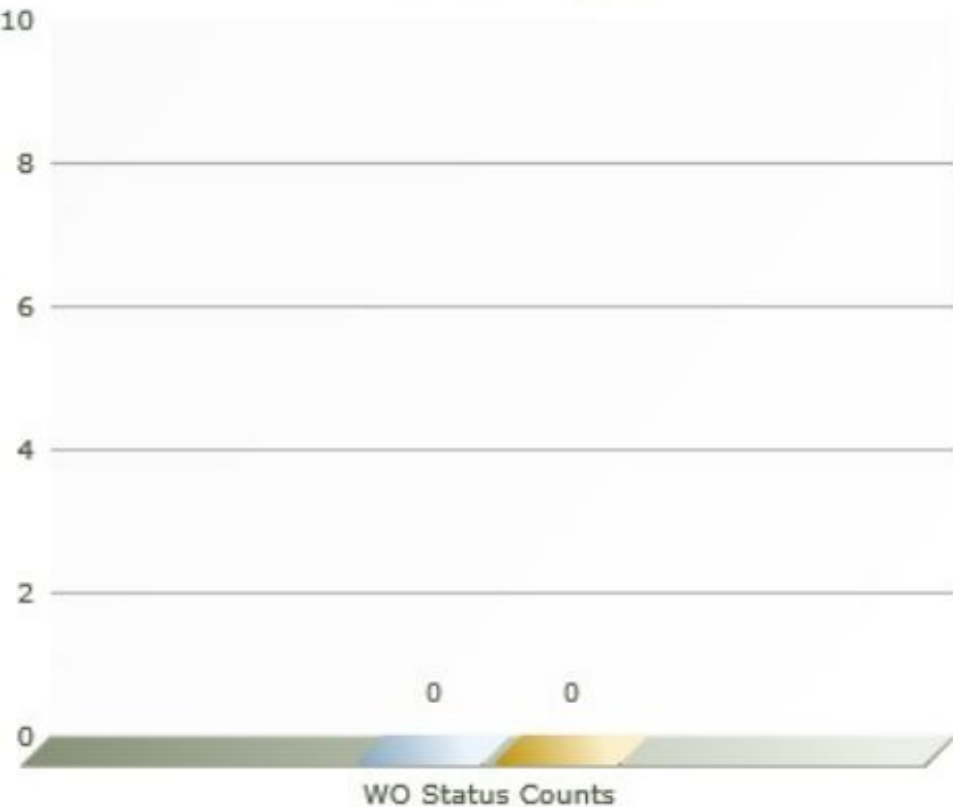
Status Analysis



Middletown Adult Ed

Central Office & IT

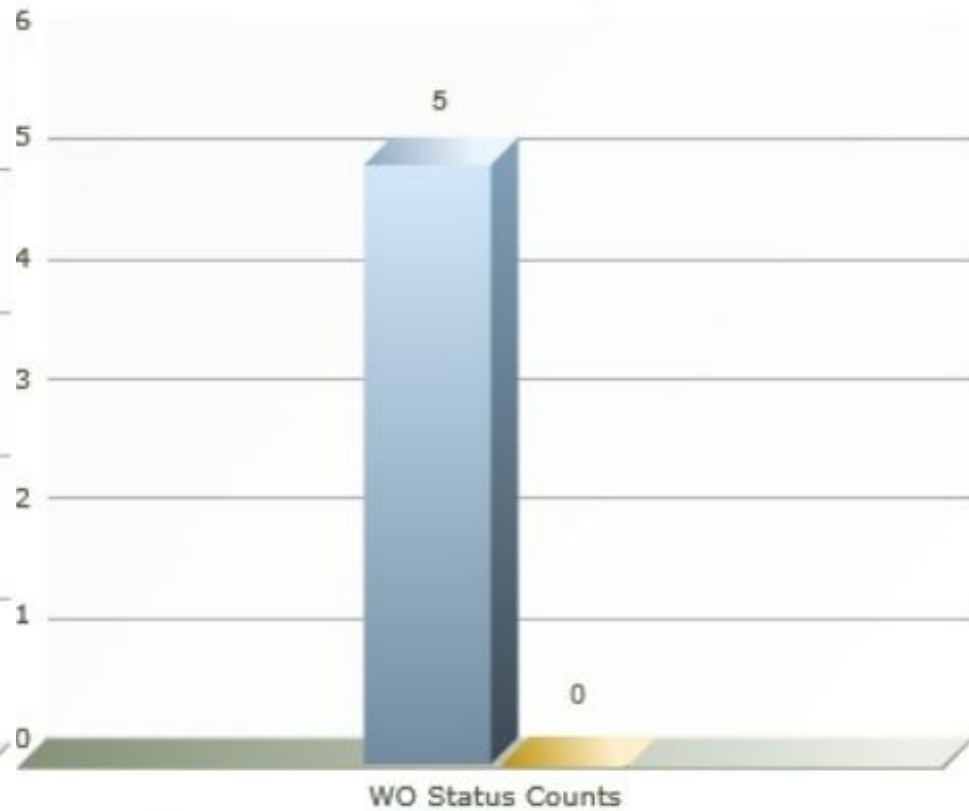
### Status Analysis



 All [New Request]     All [Work In Progress]

## Hall House

### Status Analysis

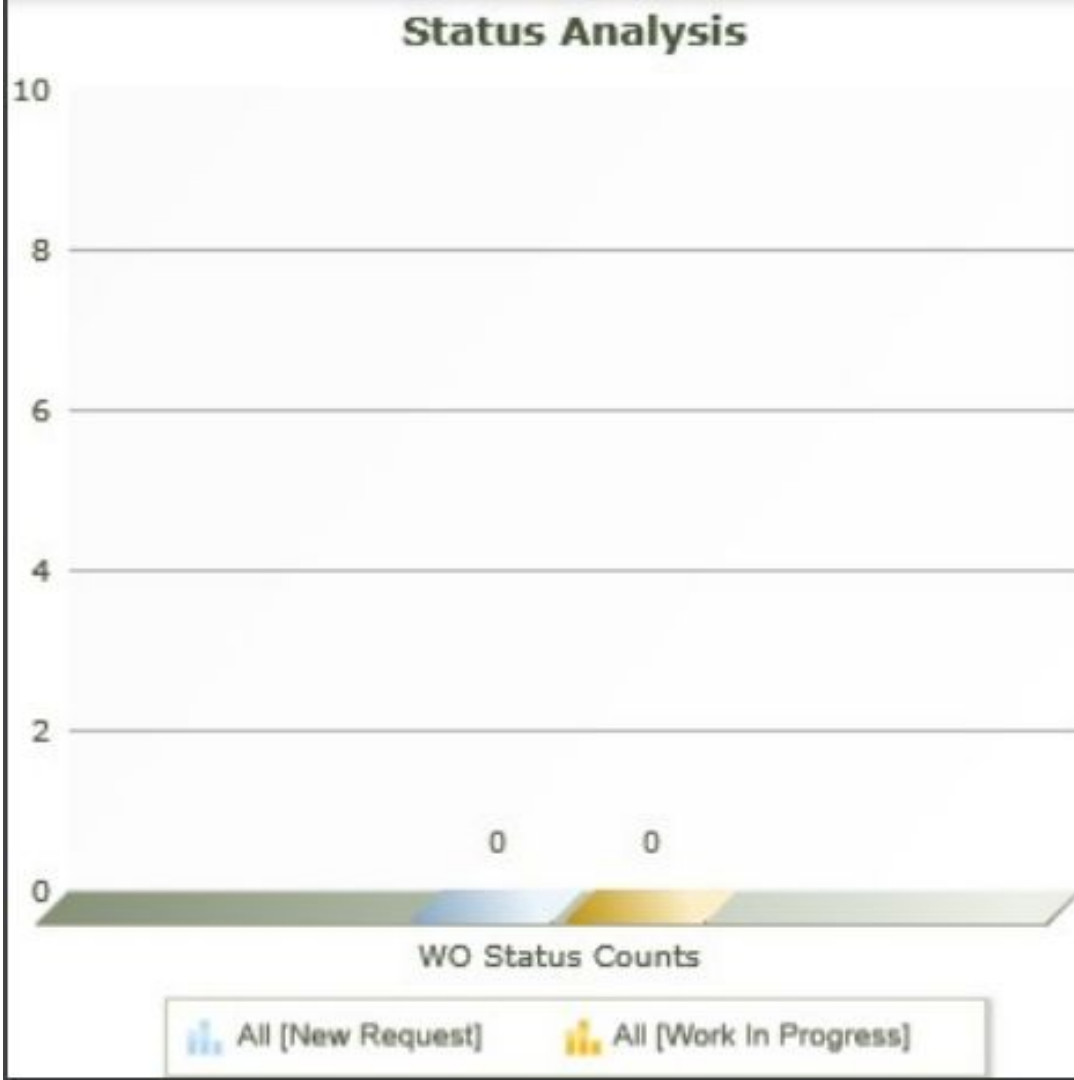


 All [New Request]     All [Work In Progress]

## Maintenance Building

# Green Street/ Middletown Transition Center

Elevator, Roof,  
& Maintenance  
are the City's  
Responsibility





On November 7, 2024 members of the Board of Education and the Middletown Federation of Teachers met to review applications for Professional Improvement Fund grant awards. In all, \$6,099.00 total was awarded. Of the four applications submitted, the committee recommends the approval, either whole or in part, of all the following three:

1.	Painting Light & Color Sean Callahan, MHS Art	Requested- \$450.00 Approved- \$450.00
2.	Savannah College of Art & Design Educator Forum Catherine Lendler, Spencer Art	Requested- \$1450.00 Approved- \$1450.00
3.	LETRS Training (Language Essentials for Teachers of Reading & Spelling) Elisa Sheffield, Wesley EIST	Requested- \$4199.00 Approved- \$4199.00

Respectfully submitted,

Dr. Stacey McCann  
Assistant Superintendent of Teaching & Learning

**MIDDLETOWN BOARD OF EDUCATION**

**JANUARY 2025-JANUARY 2026**

**6:30 PM**

**Beman Middle School, 1 Wilderman's Way, Middletown, CT**

**2025**

JANUARY	14
FEBRUARY	11
MARCH	11
APRIL	8
MAY	13
JUNE	17
SEPTEMBER	16
OCTOBER	14
NOVEMBER	17
DECEMBER	9
JANUARY (2025)	13

## STUDENT PRIVACY

In accordance with federal law, the Middletown Board of Education (the “Board”) adopts, in consultation with parents, the following provisions related to student privacy.

### I. Definitions

- A. *"Invasive physical examination"* means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening.
- B. *"Parent"* includes a legal guardian or other person standing in loco parentis (such as a grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child).
- C. *"Personally identifiable information"* includes, but is not limited to,
  - 1. the student's name;
  - 2. the name of the student's parent or other family members;
  - 3. the address of the student or student's family;
  - 4. a personal identifier, such as the student's social security number, student number, or biometric record;
  - 5. other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty; or
  - 6. information requested by a person who the educational agency or institution reasonably believes knows the identity of the student to whom the education record relates.
- D. *"Personal information"* means individually identifiable information including—
  - 1. a student's or parent's first and last name;
  - 2. a home or other physical address (including a street name and the name of a city or town);
  - 3. a telephone number; or

4. a Social Security identification number.
- E. "*Survey*" includes an evaluation, but does not include a survey or evaluation administered to a student in accordance with the Individuals with Disabilities Education Act (20 U.S.C. § 1400 et seq.).

## II. Student Surveys

- A. Surveys Funded in Whole or in Part by the U.S. Department of Education:
1. The administration shall make available for inspection by parents all instructional materials, including teacher's manuals, films, tapes or other supplementary material which will be used in connection with any survey, analysis, or evaluation funded in whole or in part by the U.S. Department of Education.
  2. The administration shall obtain the prior written consent of the parent or student (if the student is an adult or an emancipated minor), prior to requiring a student to submit to a survey, analysis, or evaluation funded in whole or part by the U.S. Department of Education that reveals information concerning any of the following topics:
    - a. political affiliations or beliefs of the student or the student's parent;
    - b. mental or psychological problems of the student or the student's family;
    - c. sex behavior or attitudes;
    - d. illegal, anti-social, self-incriminating, or demeaning behavior;
    - e. critical appraisals of other individuals with whom respondents have close family relationships;
    - f. legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
    - g. religious practices, affiliations, or beliefs of the student or of the student's parent; or
    - h. income (other than that required by law to determine eligibility in a program or for receiving financial assistance under such program).

3. If a student is *not required* to submit to a survey, analysis, or evaluation that reveals information concerning any of the topics in Section II.A.2 above, the administration shall provide parents with notice of the district's intent to distribute such survey and, upon written request, shall permit the parent or student (if an adult or emancipated minor) to opt out of participation.

B. Surveys Funded by Sources Other than the U.S. Department of Education:

1. Third Party Surveys

- a. Prior to distributing any third party survey, the administration shall give notice to parents of the district's intent to distribute a survey on behalf of a third party.
- b. Upon request, the administration shall permit parents to inspect any third party survey before it is administered or distributed by a school to a student. The administration shall grant reasonable access to the survey within a reasonable period of time after a parental request is received.
- c. Student responses to third party surveys that contain personally identifiable information shall be considered student records, and shall be subject to the district's Confidentiality and Access to Student Records Policy and any administrative regulations or procedures governing the confidentiality of student records.

2. Confidential Topic Surveys

- a. The provisions of this subsection apply to any survey (sponsored by the school district or a third party) which contains questions pertaining to one or more of the following items ("Confidential Topic Surveys"):
  - i) political affiliations or beliefs of the student or the student's parent,
  - ii) mental or psychological problems of the student or the student's family,
  - iii) sex behavior or attitudes,
  - iv) illegal, anti-social, self-incriminating, or demeaning behavior,

- v) critical appraisals of other individuals with whom respondents have close family relationships,
  - vi) legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers,
  - vii) religious practices, affiliations, or beliefs of the student or of the student's parent,
  - viii) income (other than that required by law to determine eligibility in a program or for receiving financial assistance under such program).
- b. At the beginning of the school year, the administration shall give direct notice to parents of affected students of the district's intent to distribute a Confidential Topic Survey(s). Such notice shall include the specific or approximate dates during the school year of such distribution.
  - c. Upon request, the administration shall permit parents to inspect any Confidential Topic Survey before it is administered, distributed or used by a school to or with a student. The administration shall grant reasonable access to the Confidential Topic Survey within a reasonable period of time after a parental request is received.
  - d. Student responses to any Confidential Topic Survey that contain personally identifiable information shall be considered student records, and shall be subject to the district's Confidentiality and Access to Student Records Policy and any administrative regulations or procedures governing the confidentiality of student records.
  - e. Upon written request, the administration shall permit the parent or student (if an adult or emancipated minor) to opt out of participation in any Confidential Topic Survey described in this subparagraph.

### **III. Collection of Personal Information**

- A. The provisions of this subsection apply to any instrument designed to collect personal information from a student for the purpose of marketing, selling or otherwise distributing such information or providing that information to others for that purpose.

- B. At the beginning of the school year, the administration shall give direct notice to parents of affected students (or to the students aged eighteen (18) or older or emancipated minors) of the district's intent to collect, disclose or use personal information collected from students for the purpose of marketing, selling or otherwise distributing such information or providing that information to others for that purpose. Such notice shall include the specific or approximate dates during the school year of such collection, disclosure or use of personal information.
- C. Upon written request, the administration shall permit parents to inspect an instrument designed to collect personal information of students before it is administered or distributed by a school to a student. The administration shall grant reasonable access to the instrument within a reasonable period of time after a parental request is received.
- D. Upon written request, the administration shall permit parents (or students aged eighteen (18) or older or emancipated minors) to opt out of participation in the collection, disclosure or use of personal information obtained from students for the purposes of marketing, selling or otherwise distributing the personal information to others for that purpose.
- E. The provisions regarding the collection, disclosure and/or use of personal information do not apply to personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:
  - 1. college or other post-secondary education recruitment, or military recruitment\*;
  - 2. book clubs, magazines, and programs providing access to low-cost literary products;
  - 3. curriculum and instructional materials used by elementary schools and secondary schools;
  - 4. tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students;
  - 5. the sale by students of products or services to raise funds for school-related or education-related activities;
  - 6. student recognition programs.

\*Note: Notwithstanding the foregoing, the district will permit parents and students over the age of eighteen (18) or emancipated minors to prevent

disclosure of secondary school students<sup>2</sup>' names, addresses and telephone numbers to military recruiters and institutions of higher education, in accordance with the district's Confidentiality and Access to Student Records Policy.

**IV. Non-Emergency Invasive Physical Examinations and Screenings:**

- A. The provisions described in this subparagraph shall apply to any non-emergency, invasive physical examinations/screenings conducted by the school district, when such examinations/screenings meet the following conditions:
1. they are required as a condition of attendance;
  2. they are administered by the school and scheduled by the school in advance;
  3. they are not necessary to protect the immediate health and safety of the students; and
  4. they are not required by state law.
- B. At the beginning of the school year, the administration shall give direct notice to parents of affected students (or the affected student if eighteen (18) or older or an emancipated minor) of the district's intent to conduct non-emergency invasive physical examination(s)/ screening(s) described- above, except for hearing, vision or scoliosis screenings. Such notice shall include the specific or approximate dates during the school year of the administration of such the non-emergency invasive physical examination(s)/ screening(s).
- C. Upon written request, the administration shall permit parents of affected students or the affected students (if adults or emancipated minors) to opt out of participation in the non-emergency invasive physical examination(s)/screening(s) described in this subparagraph.

**V. Complaint Procedure**

Parents or students (if adults or emancipated minors) who believe that their rights under this policy have been violated may file a complaint with:

Student Privacy Policy Office  
United States Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202-5920

Legal References:

Family Educational Rights and Privacy Act (FERPA), U.S.C.

§ 1232g; 34 CFR Part 99

Protection of Pupil Rights Amendment, 20 U.S.C. § 1232h

UNITED STATES DEPARTMENT OF EDUCATION, STUDENT PRIVACY  
POLICY OFFICE, Protection of Pupil Rights Amendment (PPRA),  
SPPO-21-01 (issued November 24, 2020), *available at*  
[https://studentprivacy.ed.gov/sites/default/files/resource\\_document/file/20-0379  
.PPRA\\_508\\_0.pdf](https://studentprivacy.ed.gov/sites/default/files/resource_document/file/20-0379_PPRA_508_0.pdf).

Policy adopted: March 25, 2003  
Policy readopted: June 20, 2006  
Policy revised: October 13, 2020  
Policy revised:

Model Notification of Rights Under the Protection of Pupil Rights Amendment  
("PPRA")

[Note: Districts must send this notification to parents and/or eligible students annually, at the beginning of the school year, and within a reasonable period of time after any substantive change to its PPRA policies.]

The Protection of Pupil Rights Amendment (PPRA), 20 U.S.C. § 1232h, affords parents and eligible students (*i.e.* students over 18 or emancipated minors) certain rights with respect to the administration of student surveys, the collection and use of personal information, and the administration of certain physical exams. These rights include:

1. the right of a parent to inspect, upon request, a survey created by a third party before the survey is administered or distributed by a school to a student;
  2. the right of a parent to inspect, upon request, any survey concerning one or more of the following confidential topics:
    - a. political affiliations or beliefs of the student or the student's parent;
    - b. mental or psychological problems of the student or the student's family;
    - c. sex behavior or attitudes;
    - d. illegal, anti-social, self-incriminating, or demeaning behavior;
    - e. critical appraisals of other individuals with whom respondents have close family relationships;
    - f. legally recognized privileged relationships, such as those with lawyers, doctors, physicians, or ministers;
    - g. religious practices, affiliations, or beliefs of the student or the student's parent; or
    - h. income, other than as required by law to determine eligibility for certain programs or for receiving financial assistance under such programs;
  3. the right of a parent to consent before a student is required to submit to a survey that concerns one or more of the confidential topics (see #2, above, a-h) if the survey is funded in whole or in part by a program of the U.S. Department of Education;
1. the right of a parent or eligible student to receive notice and opt out of a student's participation in a survey that concerns one or more of the confidential topics (see #2, above, a-h) if the student is not required to submit to such survey, whether the survey is funded in whole or in part by a program of the U.S. Department of Education or some other source;
  2. the right of a parent to inspect, upon request, any instructional material used as part of the educational curriculum. Instructional material means any

instructional content that is provided to a student, regardless of its format, including printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet) but does not include academic tests or academic assessments;

3. the right of a parent to inspect, upon request, any instrument used in the collection of personal information from students gathered for the purpose of marketing, selling or otherwise providing that information to others for that purpose. Personal information means individually identifiable information including, a student or parent's first and last name, a home or other physical address; a telephone number or a social security number;
4. the right of a parent whose student(s) is scheduled to participate in the specific activities provided below to be directly notified of the specific or approximate dates of the following activities, as well as the right of a parent or eligible student to opt-out of participation in these activities:
  - a. activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or selling that information (or otherwise providing that information to others for that purpose);
  - b. the administration of any survey containing confidential topics (see #2, above, a-h) if the survey is either not funded as part of a program administered by the United States Department of Education or is funded by the United States Department of Education but the student is not required to submit to such survey; or
  - c. any non-emergency, invasive physical examination or screening that is required as a condition of attendance, administered by the school, scheduled by the school in advance, and unnecessary to protect the immediate health and safety of a student. Such examinations do not include a hearing, vision, or scoliosis screening or other examinations permitted or required by State law.

Parents and eligible students may not opt-out of activities relating to the collection, disclosure, and/or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing education products or services for, or to students or educational institutions, such as the following:

- a. college or other post-secondary education recruitment, or military recruitment;
- b. book clubs, magazines, and programs providing access to low-cost literary products;
- c. curriculum and instructional materials used by elementary and secondary schools;

- d. tests and assessments used by elementary and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students;
- e. the sale by students of products or services to raise funds for school-related or education-related activities; and
- f. student recognition programs.

To protect student privacy in compliance with the PPRA, the **Middletown** school district has adopted policies regarding these rights. Parents and/or eligible students who believe their rights have been violated under the PPRA may contact:

Student Privacy Policy Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202-5920

**POLICY REGARDING POSSESSION OF DEADLY WEAPONS OR FIREARMS**

**I.** Definitions:

- A. **Deadly Weapon** means "any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon, or metal knuckles." Conn. Gen. Stat. § 53a-3 (6).
- B. **Firearm** means "any sawed-off shotgun, machine gun, rifle, shotgun, pistol, revolver or other weapon, whether loaded or unloaded from which a shot may be discharged." Conn. Gen. Stat. § 53a-3 (19).
- C. **Peace Officer** means "a member of the Division of State Police within the Department of Emergency Services and Public Protection or an organized local police department, a chief inspector or inspector in the Division of Criminal Justice, a state marshal while exercising authority granted under any provision of the general statutes, a judicial marshal in the performance of the duties of a judicial marshal, a conservation officer or special conservation officer, as defined in section 26-5, a constable who performs criminal law enforcement duties, a special policeman appointed under section 29-18, 29-18a or 29-19, an adult probation officer, an official of the Department of Correction authorized by the Commissioner of Correction to make arrests in a correctional institution or facility, any investigator in the investigations unit of the office of the State Treasurer, an inspector of motor vehicles in the Department of Motor Vehicles, who is certified under the provisions of sections 7-294a to 7-294e, inclusive, a United States marshal or deputy marshal, any special agent of the federal government authorized to enforce the provisions of Title 21 of the United States Code, or a member of a law enforcement unit of the Mashantucket Pequot Tribe or the Mohegan Tribe of Indians of Connecticut created and governed by a memorandum of agreement under section 47-65c who is certified as a police officer by the Police Officer Standards and Training Council pursuant to sections 7-294a to 7-294e, inclusive." Conn. Gen. Stat. § 53a-3 (9).

**Real Property** means the land and all temporary and permanent structures comprising the district's elementary and secondary schools, and administrative office buildings. Real property includes, but is not limited to, the following:

classrooms, hallways, storage facilities, theatres, gymnasiums, fields and parking lots.

- A. **School-Sponsored Activity** means "any activity sponsored, recognized or authorized by a board of education and includes activities conducted on or off school property." Conn. Gen. Stat. § 10-233a(h).

## II. Prohibition of Deadly Weapons and Firearms

In accordance with Conn. Gen. Stat. § 29-28(e) and § 53a-217b, the possession and/or use of a deadly weapon or firearm on the real property of any school or administrative office building in this district, on school transportation, or at a school-sponsored activity, is prohibited, even if the person possessing the deadly weapon or firearm has a permit for such item.

## III. Peace Officer Exception

A peace officer engaged in the performance of his or her official duties who is in lawful possession of a deadly weapon or firearm may bring such item on the real property of any school or administrative office building in this district, on school transportation, or to a school-sponsored activity.

## IV. Other Exceptions

Persons in lawful possession of a deadly weapon or firearm may possess such item on the real property of any school or administrative office building in this district, on school transportation, or to a school-sponsored activity, if:

- A. The person brings the deadly weapon or firearm on the real property of any school or administrative office building, on school transportation, or to a school-sponsored activity for use in a program approved by school officials. In such case, the person must give school officials notice of his/her intention to bring such item, and the person must receive prior written permission from school officials.
- B. The person possesses the deadly weapon or firearm on the real property of any school or administrative office building, on school transportation, or at a school-sponsored activity pursuant to a written agreement with school officials or a written agreement between such person's employer and school officials.
- C. An armed security officer employed by the Board of Education to provide security services pursuant to Conn. Gen. Stat. § 10-244a engaged in the performance of his or her official duties who is in lawful possession of a deadly weapon or firearm may bring such item on the real property of any school or administrative office building in this district, on school transportation, or to a school-sponsored activity.***

## V. Consequences

- A. Unless subject to one of the exceptions listed above, any person who possesses a deadly weapon or firearm on the real property of an elementary or secondary school in this district, or administrative office building, on school transportation, or at a school-sponsored activity, whether or not the person is lawfully permitted to carry such deadly weapon or firearm, will be reported to the local police authorities once school officials become aware of its possession.
  
- B. A student who possesses and/or uses any deadly weapon or firearm on the real property of an elementary or secondary school in this district, or administrative office building, on school transportation, or at a school-sponsored activity in violation of this policy shall be disciplined in accordance with Board of Education Student Discipline Policy.
  
- A. The Board of Education reserves the right to forbid anyone caught possessing a deadly weapon or firearm on the real property of its school buildings or administrative office buildings, on school transportation, or at a school-sponsored activity, from using any and all school facilities.

Legal References:

Connecticut General Statutes § 10-233a  
§ 10-244a  
§ 29-28(e)  
  
§ 53a-3  
§ 53a-217b

Policy Adopted: September 15, 1998  
Policy Revised: May 11, 2004  
Policy Revised: January 14, 2014  
Policy Revised: January 12, 2021  
Policy Revised:

## **FAMILY AND MEDICAL LEAVE**

### ***PURPOSE***

The purpose of this policy is to apprise employees of their rights, and establish guidelines for leaves taken by employees of the Middletown Board of Education (the “Board”), under the federal Family and Medical Leave Act of 1993 (“FMLA”) and applicable Connecticut state law. This policy is not intended to, and does not, recite every provision of applicable law and regulations.

### ***ELIGIBILITY***

Employees other than school paraprofessionals who have been employed by the Board for at least twelve (12) months, and who have worked at least 1,250 actual work hours during the twelve (12) months immediately preceding the start of a leave, are eligible for unpaid leave under the FMLA.

A school paraprofessional in an educational setting is eligible for the leave described in this policy if the paraprofessional has worked for the Board for at least twelve (12) months, and has worked at least 950 service hours during the twelve (12) months immediately preceding the start of such leave.

Full-time instructional employees meet the 1,250 hours of service requirement unless the Board can demonstrate that the full-time instructional employee did not meet the 1,250 hours of service requirement in the 12-month period prior to the start of leave.

### ***DEFINITIONS***

**Genetic information:** For purposes of this policy, “genetic information” includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

**Instructional employee:** For purposes of this policy, an “instructional employee” is defined as a teacher or other employee of the Board who is employed principally in an instructional capacity and whose principal function is to teach and instruct students in a class, a small group, or an individual setting, and includes athletic coaches, driving instructors, and special education assistants such as signers for the hearing impaired. The term does not include teacher assistants or aides who do not have as their principal function actual teaching or instructing, nor auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, bus drivers, or other primarily non-instructional employees.

**Paraprofessional:** For purposes of this policy, a “paraprofessional” means a school employee who performs duties that are instructional in nature or deliver either direct or indirect services

to students and/or parents and serves in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services. This definition is only used for the purpose of calculating eligibility for the leave described in this policy at the 950 hour threshold.

### ***REASONS FOR LEAVE***

Leaves under the FMLA and applicable state law may be taken for the following reasons:

- . incapacity due to pregnancy, prenatal medical care or child birth; or
- . to care for the employee's newborn child; or
- . the placement of a child with the employee by adoption or for foster care; or
- . to care for the employee's spouse, child or parent who has a serious health condition; or
- . to care for the employee's own serious health condition that renders the employee unable to perform the functions of the employee's position; or
- . to serve as an organ or bone marrow donor; or
- . to care for an injured or ill servicemember (see below – Length of Leave – for further information); or
- . a qualifying exigency arising out of a family member's military service, including one or more of the following reasons (note – more detailed information on the following categories is available from **Harry Snyder**.
  - . short-notice deployment;
- . military events and related activities;
  - . childcare and school activities;
  - . financial and legal arrangements;
  - . counseling;
  - . rest and recuperation;
  - . post-deployment activities;

- parental care leave for military member's parent who is incapable of self-care and care is necessitated by the military member's covered active duty;
- additional activities that arise out of the active duty or call to active duty status of a covered military member, provided that the Board and the employee agree that such leave qualifies as an exigency, and agree to both the timing and the duration of such leave.

### ***LENGTH OF LEAVE***

#### **(a) Basic FMLA Leave Entitlement**

If a leave is requested for one of the above-listed reasons, each eligible employee may take up to a total of twelve (12) weeks unpaid family or medical leave in the 12-month entitlement period.

The 12-month entitlement period for family or medical leave is measured on the basis of a "rolling" 12-month period measured backward from the date an employee uses any FMLA leave. NOTE: To change calculation methods, the employer must plan ahead, giving at least sixty (60) days' notice to all employees, and make no reduction in rights for employees using/requesting leave at the time of transition].

#### **(b) Leave to Care for an Injured or Ill Servicemember**

In addition to the reasons for leave listed above, an eligible employee may take up to twenty-six (26) workweeks of FMLA leave during a 12-month period to care for (i) a servicemember who is the employee's spouse, parent, child or next of kin, and who incurred a serious injury or illness in the line of duty and while on active duty in the Armed Forces or had a preexisting injury or illness prior to beginning active duty that was aggravated by service in the line of duty on active duty in the Armed Forces; or (ii) a covered veteran with a serious injury or illness who is the employee's spouse, parent, child or next of kin.

For service members, the injury or illness must render the servicemember medically unable to perform the duties of office, grade, rank or rating. This provision applies to service members who are undergoing medical treatment, recuperation, or therapy, are in outpatient status, or who are on the temporary disability retired list, for a serious injury or illness.

For covered veterans, the veteran must be undergoing medical treatment, recuperation or therapy for a serious injury or illness and must have been (1) a member of the Armed Forces (including the National Guard or Reserves); (2) discharged or released under conditions that were other than dishonorable; and (3) discharged within the five-year period before the eligible employee first takes FMLA military caregiver leave to care for the veteran.<sup>1</sup>

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<sup>1</sup> The employee's first date of leave must be within the five-year period. However, the employee may continue to take leave throughout the single 12-month period even if the leave extends past the five-year period. Note -

For covered veterans, serious injury or illness means any of the following:

- (i) a continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the service member unable to perform the duties of the service member's office, grade, rank, or rating; or
- (ii) a physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service-Related Disability Rating (VASRD) of 50 percent or greater, and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military caregiver leave; or
- (iii) a physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or
- (iv) an injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family

Caregivers.

When combined with any other type of FMLA qualifying leave, total leave time may not exceed twenty-six (26) weeks in a single twelve (12) month period. Standard FMLA leave procedures described below apply to all requests for and designation of leave for this purpose. *However*, in the case of leave to care for a service member with a serious injury or illness, the 12-month period begins on the day such leave actually commences.

### ***TYPES OF LEAVE AND CONDITIONS***

#### **(a) Full-Time, Intermittent and Reduced Schedule Leave**

Full-time leave excuses the employee from work for a continuous period of time. Full-time unpaid leave may be taken for any of the reasons permitted by the FMLA.

Intermittent leave means leave taken due to a single qualifying reason in separate periods of time rather than for one continuous period of time. Examples of intermittent leave include: leave taken one day per week over a period of a few months; or leave taken on an occasional/as-needed basis for medical appointments.

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special rules may apply to calculating the five-year period for veterans discharged between October 28, 2009 and March 8, 2013. This period will effectively be excluded from the five-year calculation.

Reduced schedule leave is leave that reduces the employee's usual number of work hours per day for some period of time. For example, an employee may request half-time work for a number of weeks so the employee can assist in the care of a seriously ill parent.

Intermittent or reduced schedule leave may be taken (a) when medically necessary for an employee's or covered family member's serious health condition, or for a covered service member's serious illness or injury, and (b) the need for leave can be best accommodated through an intermittent or reduced schedule leave. In addition, FMLA leave may be taken intermittently or on a reduced schedule basis (1) due to a qualifying exigency; or (2) to effectuate the placement of a child for adoption or foster care before the placement of the child in the home.

If foreseeable intermittent or reduced schedule leave is medically required based upon planned medical treatment of the employee or a family member or a covered service member, including during a period of recovery from an employee's or family member's serious health condition or a serious injury or illness of a covered service member, to be included if the above optional section regarding intermittent leave is included: or if the Board agrees to permit intermittent or reduced schedule leave for the birth of a child or for placement of a child for adoption or foster care], the Board may, in its sole discretion, temporarily transfer the employee to another job with equivalent pay and benefits that better accommodates the type of leave requested. Also, special arrangements may be required of an instructional employee who needs to take intermittent or reduced-schedule leave which will involve absence for more than twenty (20) percent of the work days in the period over which the leave will extend (for example, more than five days over a five-week period), if the leave is to care for a family member with a serious health condition, to care for a covered service member with a serious injury or illness, or for the employee's own serious health condition, which is foreseeable based on planned medical treatment. In such situations, the Board may require the instructional employee to transfer temporarily to another job or take leave for a particular duration, not to exceed the duration of the planned medical treatment.

(b) Both Spouses Working for the Same Employer

If both spouses are eligible employees of the Board and request leave for the birth, placement of a child by adoption or for foster care, or to care for a parent with a serious health condition, they only will be entitled to a maximum combined total leave equal to twelve (12) weeks in the 12-month entitlement period. If either spouse (or both) uses a portion of the total 12-week entitlement for one of the purposes in the preceding sentence, each is entitled to the difference between the amount the employee has taken individually and the 12 weeks for FMLA leave for their own or their spouse's serious health condition in the 12-month entitlement periods.

(c) Leave Taken by Instructional Employees Near the End of an Academic Term

If a leave taken by an instructional employee for any reason begins more than five (5) weeks before the end of an academic term, the Board may require that instructional employee

to continue the leave until the end of the term if the leave will last at least three (3) weeks and the instructional employee would return to work during the three-week period before the end of the term.

If the instructional employee begins a leave during the five-week period preceding the end of an academic term for a reason other than the instructional employee's own serious health condition, the Board may require the instructional employee to continue taking leave until the end of the term if the leave will last more than two (2) weeks and the instructional employee would return to work during the two-week period before the end of the term.

If the instructional employee begins a leave during the three-week period preceding the end of an academic term for a reason other than the instructional employee's own serious health condition, the Board may require the instructional employee to continue taking leave until the end of the term if the leave will last more than five (5) working days.

### ***REQUESTS FOR LEAVE***

(a) Foreseeable Leave

An employee must notify the **FMLA Administrator/Harry Snyder** of the need for a family or medical leave at least thirty (30) days before the leave is to begin if the need for the leave is foreseeable based on the expected birth of the employee's child, placement of a child with the employee for adoption or foster care, planned medical treatment for the employee's or family member's serious health condition, or the planned medical treatment for a serious injury or illness of a covered service member. If 30 days-notice is not practicable, then the employee must provide notice as soon as practicable under the circumstances, usually the same day or the next business day after the employee becomes aware of the need for FMLA leave.

(b) Qualifying Exigency.

An employee must provide notice as soon as practicable if the foreseeable leave is for a qualifying exigency, regardless of how far in advance such leave is foreseeable.

(c) Unforeseeable Leave.

When the employee's need for leave is not foreseeable, an employee must provide notice as practicable under the circumstances.

### ***SCHEDULING PLANNED MEDICAL TREATMENT***

When planning medical treatment for foreseeable FMLA leave, an employee must consult with the **FMLA Administrator/Harry Snyder** and make a reasonable effort to schedule the treatment so as not to disrupt unduly the Board's operations, subject to the approval of the health care provider. Similarly, if an employee needs leave intermittently or on a reduced leave schedule for planned medical treatment, the employee must make a reasonable effort to schedule the treatment so as not to disrupt unduly the Board's operations. Ordinarily, the employee should consult with the **FMLA Administrator/Harry Snyder** prior

to scheduling the treatment in order to work out a treatment schedule that best suits the needs of the Board and the employee. The Board and the employee shall attempt to work out a schedule for leave that meets the employee's needs without unduly disrupting the Board's operations, subject to the approval of the health care provider as to any modification of the treatment schedule.

### ***REQUIRED CERTIFICATIONS/DOCUMENTATION***

For leaves taken for any FMLA-qualifying reason, an employee must submit a completed certification form supporting the need for leave. The appropriate form will be provided to the employee. The employee must submit a complete and sufficient certification form as required within fifteen (15) calendar days of receiving the request for the completed certification. If it is not practicable for the employee to provide the completed form by the due date despite the employee's diligent, good faith efforts, the employee must inform the **FMLA Administrator/Harry Snyder** of the reason(s) for delay and what efforts the employee undertook to obtain the required certification. FMLA-protected leave may be delayed or denied if the employee does not provide a complete and sufficient certification as required. Depending on the reason for leave, an employee may be required to submit medical certification from the employee's health care provider, medical certification the employee's family member's health care provider, and/or other documentation (e.g., to establish a family relationship, military active duty orders, etc.). In certain circumstances and under certain conditions, employees may also be required to obtain second or third medical opinions and/or recertifications, in accordance with applicable law.

If an employee takes leave for the employee's own serious health condition (except on an intermittent or reduced-schedule basis), prior to returning to work the employee must provide a medical fitness-for-duty certification that the employee is able to resume work and the health condition that created the need for the leave no longer renders the employee unable to perform the essential functions of the job. This certification must be submitted to the **FMLA Administrator/Harry Snyder**. If the employee is unable to perform one or more of the essential functions of the employee's position, the Board will determine whether the employee is eligible for additional FMLA leave (if such leave has not been exhausted) or whether an accommodation is appropriate, in accordance with the Americans with Disabilities Act.

In connection with the Board's request for medical information, employees must be aware that the Genetic Information Nondiscrimination Act of 2008 ("GINA") prohibits employers and other entities covered by Title II of GINA from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, the Board requests that employees not provide any genetic information when responding to a request for medical information.

### ***USE OF PAID LEAVE***

Accrued paid personal leave and accrued paid vacation will be substituted (in that order) for any unpaid portions of family or medical leave taken for any reason. However, where the leave is for the employee's own serious health condition, accrued paid sick leave shall be substituted for unpaid portions of family or medical leave prior to the substitution of accrued paid personal and accrued paid vacation leave. The amount of unpaid family or medical leave entitlement is reduced by the amount of paid leave that is substituted.

In addition, in cases involving absences due to a Workers' Compensation injury that also qualifies as an FMLA serious health condition, and if the employee (and the employee's collective bargaining agent, if applicable) and the Board agree to do so, the Board will apply the employee's available accrued paid leave in increments as a supplement to the Workers' Compensation weekly benefit in an appropriate amount so that the employee can maintain the employee's regular weekly income level.

### ***MEDICAL INSURANCE AND OTHER BENEFITS***

During approved family or medical leaves of absence, the Board will continue to pay its portion of medical insurance premiums for the period of unpaid family or medical leave. The employee must continue to pay the employee's share of the premium, and failure to do so may result in loss of coverage. If the employee does not return to work after expiration of the leave, the employee will be required to reimburse the Board for payment of medical insurance premiums during the family or medical leave, unless the employee does not return because of a serious health condition or circumstances beyond the employee's control.

During an FMLA leave, an employee shall not accrue **[list benefits, such as seniority, pension benefits, or sick or vacation leave]**, unless otherwise required by any applicable collective bargaining agreement or Board policy. However, unused employment benefits accrued by the employee up to the day on which the leave begins will not be lost upon return to work. Leave taken under this policy does not constitute an absence under the Board's attendance policy, if any.

### ***REINSTATEMENT***

Except for circumstances unrelated to the taking of a family or medical leave, and unless an exception applies, an employee who returns to work following the expiration of a family or medical leave is entitled to return to the job such employee held prior to the leave or to an equivalent position with equivalent pay and benefits.

### ***ADDITIONAL INFORMATION***

Questions regarding family or medical leave may be directed to the Superintendent or designee. An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer. FMLA does not affect any federal or state law

prohibiting discrimination, or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

Legal References:

Connecticut General Statutes:

Conn. Gen. Stat. § 31-51rr Family and medical leave benefits for employees of political subdivisions

Regs. Conn. State Agencies 31-51rr-1, et seq.

United States Code:

Family and Medical Leave Act of 1993, 29 U.S.C. Section 2601 et seq., as amended

29 CFR Part 825.100 et seq.

Title II of the Genetic Information Nondiscrimination Act of 2008, 42 USC 2000ff et seq.

29 CFR 1635.1 et seq.

Policy Adopted: December 10, 2013

Policy revised:

## **Personnel - Certified/Non Certified Professional Development**

Professional development is viewed by the Board of Education (the “Board”) as a continuous systematic effort to improve educational programs in the Middletown Public Schools through (1) staff involvement in organized program planning, implementation and evaluation efforts, and (2) activities to upgrade the skills, knowledge and ability of educators to improve student learning.

All certified employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

### **In-Service Training Program**

The Board will provide an in-service training program for its teachers, administrators and pupil personnel who hold the initial educator, provisional educator or professional educator certificate. Such program will provide such teachers, administrators and pupil personnel with information on all topics required by Conn. Gen. Stat. § 10-220a(a), and any other law requiring the Board to provide in-service training. The Board will allow any paraprofessional or non certified employee of the Board to participate, on a voluntary basis, in any in-service training program provided to certified staff on the topics mandated by Conn. Gen. Stat. § 10-220a(a).

### **Professional Development and Evaluation Committee**

The Superintendent of Schools, on behalf of the Board, will establish a professional development and evaluation committee. Such professional development and evaluation committee shall consist of (1) at least one teacher selected by the exclusive bargaining representative for such employees, (2) at least one administrator selected by the exclusive bargaining representative for such employees, a paraeducator and (3) such other school personnel as the Superintendent of Schools, on behalf of the Board, deems appropriate. The duties of the committee shall include, but not be limited to:

- a) participation in the development of a teacher evaluation and support program for the Middletown Public Schools, pursuant to Conn. Gen. Stat. § 10-151b, and
- b) the development, evaluation and annual updating of a comprehensive local professional development plan-for certified employees of the Board.

The comprehensive local professional development plan developed by the committee shall (1) be directly related to the educational goals prepared by the Board pursuant to Conn. Gen. Stat. § 10-220(b), (2) be developed with full consideration of the priorities and needs related to student

social-emotional learning and restorative practices, in accordance with the provisions of Conn. Gen. Stat. § 10-148a and student academic achievement outcomes as determined by the State Board of Education, (3) provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the Board's professional staff members, including personnel management and evaluation training or experiences for administrators, and (4) be related to regular and special student needs and may include provisions concerning career incentives and parent involvement.

### **Professional Development Activities**

The Board will offer professional development activities to (i) certified employees as part of its comprehensive local professional development plan developed by the professional development and evaluation committee or (ii) for any individual certified employee. Such professional development activities may be made available by the Board directly, through a regional educational service center or cooperative arrangement with another board of education, or through arrangements with any professional development provider approved by the Connecticut Commissioner of Education and shall be consistent with any goals identified by the certified employees and the Board.

Professional development activities should respond directly to the educational needs of the student body, including, but not limited to, the following: (a) content areas such as language arts, including reading, writing, speaking, listening, viewing and enacting; math, social studies and science; (b) methodological areas such as motivation, teaching techniques, including the use of computers in the classroom and classroom management; and second language acquisition; and (c) affective areas of interpersonal relations of students and faculty, student growth and development and staff communication, problem solving, and decision making.

### **Professional Development Program Certified Staff**

Each certified employee shall annually participate in a program of professional development, of not fewer than eighteen hours in length, of which a preponderance is in a small group or individual group settings. The professional development program shall:

1. be a comprehensive, sustained and intensive approach to improving teacher and administrator effectiveness in increasing student knowledge achievement;
2. focus on refining and improving various effective teaching methods that are shared between and among educators;
3. foster collective responsibility for improved student performance;
4. be comprised of professional learning that (a) is aligned with rigorous state student academic achievement standards, (b) is conducted among educators at the school and facilitated by principals, coaches, mentors and distinguished educators, as described in Conn. Gen. Stat. § 10-145s, or other appropriate teachers, (c) occurs frequently on an

individual basis or among groups of teachers in a job-embedded process of continuous improvement, and (d) includes a repository of best practices for teaching methods developed by educators within each school that is continuously available to such educators for comment and updating; and

5. include training in culturally responsive pedagogy and practice.

Each program of professional development shall include professional development activities, as discussed above. The principles and practices of social-emotional learning and restorative practices shall be integrated throughout the components of the program of professional development described in sections 1 through 5, above.

The Superintendent is to report annually to the Board on the professional development program, with recommendations for changes as needed.

### **Professional development Program Non Certified Staff**

(a) For the school year commencing July 1, 2023, and each school year thereafter, each paraeducator employed by a local or regional board of education shall participate in a program of professional development. Each local and regional board of education shall make available, annually, at no cost to its paraeducators, a program of professional development that is not fewer than eighteen hours in length, of which a preponderance is in a small group or individual instructional setting. Such program of professional development shall (1) be a comprehensive, sustained and intensive approach to improving paraeducators effectiveness in increasing student knowledge achievement, (2) focus on refining and improving various effective instruction methods that are shared between and among paraeducators, (3) foster collective responsibility for improved student performance, (4) be comprised of professional learning that (A) is aligned with rigorous state student academic achievement standards, (B) is conducted among paraeducators at the school and facilitated by principals, coaches, mentors, distinguished educators, as described in section 10-145s, or other appropriate teachers, (C) occurs frequently on an individual basis or among groups of paraeducators in a job-embedded process of continuous improvement, and (D) includes a repository of best practices for instruction methods developed by paraeducators within each school that is continuously available to such paraeducators for comment and updating, and (5) include training in culturally responsive pedagogy and practice. Each program of professional development shall include professional development activities in accordance with the provisions of subsection (b) of this section. The components of such program of professional development described in subdivisions (1) to (5), inclusive, of this subsection shall integrate the principles and practices of social-emotional learning and restorative practices throughout, but may not otherwise include mandated trainings such as trainings regarding blood-borne pathogens, the policies and procedures of the Department of Children and Families and sexual harassment.(b) Local and regional boards of education shall offer professional development activities to paraeducators as part of the plan developed pursuant to subsection (b) of section 10-220a or for any individual paraeducator. Such professional development activities may be made available by a board of education directly, through a regional educational service center or cooperative arrangement with another board of education or through arrangements with any professional

development provider approved by the Commissioner of Education and shall be consistent with any goals identified by the paraeducators and the local or regional board of education.

*Conn. Gen. Stat. § 10-148d*

Amended by P.A. 23-0159, S. 10 of the Connecticut Acts of the 2023 Regular Session, eff. 7/1/2023. Added by P.A. 22-0118, S. 257 of the Connecticut Acts of the 2022 Regular Session, eff. 7/1/2022.

### **Training and Orientation Programs for Teacher Evaluation and Support Program**

The Board shall provide training for all evaluators and orientation to all certified Board employees relating to the provisions the Board's teacher evaluation and support program adopted pursuant to Conn. Gen. Stat. § 10-151b. Such training shall provide instruction to evaluators in how to conduct proper performance evaluations prior to the use of the Board's teacher evaluation and support program. Such orientation shall be completed by all certified personnel, below the rank of Superintendent, before the certified employee receives an evaluation under the teacher evaluation and support program.

Legal Reference: Connecticut General Statutes  
10-151h Training and orientation programs for educators re teacher evaluation and support program.  
10-148a Professional development for certified employees.  
 10-220a In-service training.

Policy adopted: September 15, 1995  
 Policy revised: February 12, 2002  
 Policy readopted: June 22, 2004  
 Policy revised: September 8, 2015  
 Policy Revised:

MIDDLETOWN PUBLIC SCHOOLS  
 Middletown, Connecticut

## **PROPOSED DELETION**

### **Students**

#### **Nonresident Attendance**

Non-resident students are those enrolled in the Middletown Public Schools who reside with their responsible parent or guardian outside the limits of the Middletown School District. (Geographic limits of the City)

#### **I. Conditions for qualifications:**

Students who reside in a town that has an agreement with the Middletown Board of Education for the provision of a program of studies not available in the district of residence.

#### **Current Examples:**

- Special education pupils from neighboring communities
- Vocational agriculture pupils of neighboring communities

#### **II. Tuition obligation: A tuition fee shall apply to all nonresident students.**

A. The annual tuition rate for any non-resident student shall be determined according to established agreement's between sending communities.

1. Special Education Students: Estimated annually by the Middletown Board of Education based upon estimated actual cost per pupil.
2. Vocational Agriculture Pupils: Determined annually by the Middletown Board of Education in conformity with Connecticut General Statutes 10- 65(b) as amended by PA 93-410.

#### **B. Tuition Payments:**

1. Tuition payments that are made by public agencies, i.e., sending school districts, shall be made following estimated billing issued by the Middletown Board of Education at a mutually convenient time, which shall reflect any correction factor of the preceding year in the case of high school tuition, and following the final billing in June each year, which shall reflect ADM (actual days of membership) costs for those who accumulate less than a full year of membership credit.

## Students

### Nonresident Attendance (continued)

2. Tuition payments that are made by individuals in the case of nonresidents, as defined in IB above, shall be made at the time of enrollment, or on September first and prior to the start of the second semester in January. The rate shall be the prevailing estimated high school rate divided into two installments.

### III. Waiver of nonresidence status:

The Superintendent of Schools or his/her designee may waive nonresidence status and consider students as resident students statistically when the following conditions prevail:

- When a high school student who has completed one semester of the academic year or is in his/her senior year moves to a neighboring community and his/her academic interests would be best served by remaining as a student in his/her school of enrollment for the balance of the particular school year.
- When an elementary or middle school level student moves to a neighboring community after completing three semesters and his/her best interests would be served by remaining as a student in his/her school of enrollment for the balance of the particular school year.
- Decisions of the Superintendent of Schools concerning the waiver of nonresidence status may be appealed to the Board of Education in writing. Board action on such appeals shall be revealed in writing promptly.

### IV. General conditions:

All non-resident students or those whose nonresidency is waived shall conform to ordinary student-school requirements and regulations, and in no case shall the Middletown School District assume transportation responsibility for these students.

Legal Reference: Connecticut General Statutes

10-253 Children placed out by commissioner of human resources or other agency. Exceptions.

10-65 Grants for construction, and operation, vocational agriculture centers. Tuition charges.

Regulation approved: April 16, 1996

Regulation reviewed: June 7, 2005