



BLOOMFIELD BOARD OF EDUCATION - REGULAR MEETING

Regular Meeting AT Tuesday, December 13, 2011

Bloomfield Board of Education 1133 Blue Hills Avenue Board Room, 1133 Blue Hills Avenue ,
Bloomfield, CT 06002

1. Establishment of a Quorum and Call to Order
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 - C. 2011-2012 Bloomfield Teacher of the Year - Lisa Lamenzo
J. Thompson
 - D. An Apple for the Teacher Award - Dorothy Johnson and Dorothea Jones
J. Thompson
 - E. Bloomfield Lions Club Student Award
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BLOOMFIELD BOARD of EDUCATION - REGULAR MEETING

October 18, 2011 07:00PM
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

PRESENT: S. Thompson, Chair D. Seldon, Vice Chair
 R. Ike S. True

ABSENT: D. Dale, Secretary J. Michel
 D. Quinones

ALSO PRESENT: J. Thompson, Jr., Superintendent
 Christopher Leone, Chief Operating Officer
 Ellen Stoltz, Chief Academic Officer
 Leon McKinley, Director of School Improvement
 Sabin Loveland, Big Picture H.S., Principal

I. ESTABLISHMENT OF A QUORUM AND CALL TO ORDER, and

II. PLEDGE OF ALLEGIANCE

S. Thompson, Chair, determined a quorum was present and called the meeting to order at 7:02 p.m. The attendees rose to recite the Pledge of Allegiance.

III. OPENING STATEMENT

S. Thompson, Chair, welcomed all attendees. The purpose and process of the Board of Education meetings were stated.

The Bloomfield High School Student Representative, Kenrick Mattison or Allison Channer, will attend the November Meeting. The Big Picture High School Student Representatives, Tiana Shakir and Maria Nieves, were introduced to the Board of Education.

IV. CONSENT AGENDA

A motion was made by D. Seldon and seconded by R. Ike to have the Bloomfield Board of Education approve the regular meeting minutes from September 13, 2011. The motion was passed unanimously.

V. PRESENTATIONS

A. Student Representative Report

Tiana Shakir and Maria Nieves will alternate presenting the student report for the Big Picture High School. Maria stated the internships for the freshman and sophomores are being suspended to focus on academics. Grades are going to be given for studies to show the quality of the students' work. Quantity of work will continue to be report as in the past. The atmosphere of the school is improving. Bullying has decreased and student government is becoming more active.

VI. PUBLIC/PTO COMMENTS

A. Public/PTO comments

No public or PTO comments were presented.

VII. SUPERINTEDENT'S REPORT

A. Connecticut State Department of Education After School Grant

J. Thompson, Superintendent, stated Carmen Arace School has been awarded a 3 year grant. It is a collaborative effort with Bloomfield Yout and Leisure Services and the District.

B. Wintonbury Early Childhood Magnet School Wins Design Awards: American Institute of Architects - New England Chapter 2011 Design Award and Connecticut Chapter 2011 Design Award

J. Thompson was pleased to announce Wintonbury Early Childhood Magnet School won the 2011 design awards from the American Institute of Architects - New England and Connecticut Chapters.

C. Enrollment Report - October 1, 2011

C. Leone presented a document of Student Enrollment prepared as of October 1, 2011. The Enrollment in the district has decreased although the enrollment for the High School, the Big Picture High School and WECMS has increased.

D. Bloomfield Public Schools Communication Plan

C. Leone presented a power point presentation to improve communication with the community, parents, staff and students. Eleven goals and their status were shown.

E. Financial Report 2010 - 2011

The 2010 - 2011 financial report, in C.A.B.E., was presented by C. Leone. \$287,474 was not expended.

F. Financial Report September 30, 2011

C. Leone presented the financial material in C.A.B.E. To date the figures reflect the budget is in balance for the 2011 - 2012 year. A second document, requested by the board members, will be forwarded to the members on Wednesday.

VIII. OLD BUSINESS

A. Big Picture Update

C. Leone presented the good and bad news about The Big Picture High School. Good news is enrollment goals have been achieved. The bad news is the academic achievement is not as strong as it should be. By November 11, 2011, an academic and endeavor redesign plan needs to be submitted for review by the State. A final audit is required to obtain full reimbursement for construction.

IX. NEW BUSINESS

A. Bloomfield High School Literacy Academy

E. Stoltz stated the literacy center was created with the Student Improvement Grant (SIG) awarded to Bloomfield High School. High impact reading strategies will be implemented to raise achievement in grades 9 and 10. Benchmark assessments will monitor short term progress with a 6% increase in reading At or Above Goal. Elka Spencer was introduced as the Literacy Center Specialist. This effort will carry over to grades 11 and 12 and The Big Picture High School through the teaching staff.

L. McKinley stated there are other school improvement efforts underway, including the Patricia Pavelka Workshop and a benchmark assessment for K-1-2.

B. 2012 Board of Education Meeting Schedule

A motion was made by D.Seldon and seconded by R. Ike to have the Bloomfield Board of Education accept the 2012 Board of Education meeting schedule, as presented. The motion was passed unanimously.

C. Approval of July 1, 2011 - June 30, 2014 Collective Bargaining Agreement Between The Bloomfield Board of EDUCATION AND THE United Public Service Employees Union (UPSEU)

At 8:10 p.m., S. Thompson, Chair, requested an executive session be called to answer Board Member questions regarding the collective bargaining agreement. A motion was made at 8:10 by D.Seldon and seconded by R. Ike to convene an Executive Session of the Bloomfield Board of Education to discuss the Collective Bargaining Agreement Contract with Board Members, James Thompson and Chris Leone in attendance. The motion was passed unanimously.

A motion was made at 8:22 by D.Seldon and seconded by R. Ike to reconvene the Regular Session of the Bloomfield Board of Education. The motion was passed unanimously.

A motion was made by D.Seldon and seconded by R. Ike to approve the July 1, 2011 - June 30, 2014 collective bargaining agreement between the Bloomfield Board of Education and the United Public Service Employees Union (UPSEU), as presented. The motion was passed unanimously.

X. ADJOURMENT

At 8:29 p.m., a motion to adjourn was made by S. True and seconded by D. Seldon. The motion was passed unanimously.

XI. RECEPTION IMMEDIATELY FOLLOWING BOARD MEETING TO RECOGNIZE OUTGOING BOARD MEMBERS: SHIRLEY THOMPSON, JAMES MICHEL AND DIANA QUINONES

J. Thompson thanked the three retiring members and presented plaques recognizing their years of service. He stated their service teaches citizenship by example.

XII. NEXT REGULAR BOARD MEETING NOVEMBER 15, 2011

Next Board Meeting:

**November 15, 2011 in the Board Room at the
Bloomfield Board of Education**

Derrick Seldon, Vice Chair

J. Thompson, Jr., Superintendent

BLOOMFIELD BOARD of EDUCATION - Executive Session

October 18, 2011
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

PRESENT: S. Thompson, Chair D. Seldon, Vice Chair
 R. Ike S. True

ALSO PRESENT: J. Thompson, Jr., Superintendent
 Christopher Leone, Chief Operating Officer

At 8:12 p.m., the Bloomfield Board of Education along with J. Thompson and C. Leone convened into Executive Session for the purpose of discussing matters related to the Collective Agreement Bargaining Contract.

At 8:20 p.m., following the discussion, a motion was made by D. Seldon and seconded by R. Ike to adjourn the Executive Session and reconvene into Regular Session. The motion was passed unanimously.

D. Seldon, Vice Chair

BLOOMFIELD BOARD of EDUCATION - REGULAR MEETING
November 15, 2011 07:00PM
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

PRESENT: D. Dale D. Harris R. Ike
 L. Mara S. True M. R. Walters

ABSENT: D. Seldon

ALSO PRESENT:

J. Thompson, Jr., Superintendent
Christopher Leone, Chief Operating Officer
Ellen Stoltz, Chief Academic Officer
Leon McKinley, Director of School Improvement
Sabin Loveland, Big Picture H. S., Principal
B. Silvers, Director of Assessment, Evaluation and Research
K. Mattison, Bloomfield H. S., Student Representative

I. ESTABLISHMENT OF A QUORUM AND CALL TO ORDER, and

II. PLEDGE OF ALLEGIANCE

J. Thompson, Acting Chair, determined a quorum was present and called the meeting to order at 7:00 p.m. The attendees rose to recite the Pledge of Allegiance.

III. ELECTION of OFFICERS

J. Thompson welcomed D. Harris, L. Mara and M. R. Walters, the new Board of Education members.

A. Chair

A call for nominations was made. D. Harris was nominated.

A motion was made by M. R. Walters and seconded by R. Ike to nominated D. Harris as Chair of the Bloomfield Board of Education. The motion was passed unanimously.

A motion was made by D. Dale and seconded by S. True to close nominations for the position of Chair of the Bloomfield Board of Education and to elect the nominee for the Chair of the Bloomfield Board of Education. The motion was passed unanimously.

D. Harris assumed the responsibilities of the Chair.

B. Vice Chair

A call for nominations was made. D. Seldon was nominated.

A motion was made by D. Harris and seconded by R. Ike to nominated D. Seldon as Vice Chair of the Bloomfield Board of Education. The motion was passed unanimously.

A motion was made by D. Dale and seconded by S. True to close nominations for the position of Vice Chair of the Bloomfield Board of Education and to elect the nominee for the Vice Chair of the Bloomfield Board of Education. The motion was passed unanimously.

C. Secretary

A call for nominations was made. M. R. Walters was nominated.

A motion was made by D. Dale and seconded by R. Ike to nominated M. R. Walters as Secretary of the Bloomfield Board of Education. The motion was passed unanimously.

A motion was made by R. Ike and seconded by S. True to close nominations for the position of Secretary of the Bloomfield Board of Education and to elect the nominee for the Secretary of the Bloomfield Board of Education. The motion was passed unanimously.

IV. OPENING STATEMENT

D. Harris, Chair, welcomed all attendees. The purpose and process of the Board of Education meetings were stated.

V. CONSENT AGENDA

A motion was made by D. Dale and seconded by R. Ike to postpone the consent agenda until the next meeting. The motion was passed unanimously.

VI. PRESENTATIONS

A. Student Representative Report

K. Mattison stated there is an effort to improve the relationship between the High School and Carmen Arace Middle School. At Carmen Arace, the students volunteer at Seabury. Extra help and tutoring is underway. A Washington, D. C. trip is being planned for spring. At the High School, students have stated the after school tutoring has been beneficial. Some of the activities have been a pep rally, homecoming dance and the senior game for football. The soccer team is in the playoffs. Seniors have noted the benefits of the first college fair. Colleges were well represented. The Vo-Ag center has been active with a canned food drive. The senior dress down day was a success and the money will be used to offset the cost of the prom in the spring. There are 33 members of the student council. Two proposals are being presented to Mr. Galloway next week. The Board of Education members showed strong support of the Student Council.

VII. PUBLIC/PTO COMMENTS

A. Public/PTO comments

Patricia Davis of Lisa Lane welcomed the new board members. She requested that the board continue to do what is necessary for the kids and keep their best interest in mind. P. Davis also stated that parental involvement is a must.

VIII. SUPERINTEDENT'S REPORT

A. Storm Support Recognition

J. Thompson, Superintendent, stated the following individuals should be recognized for their efforts the week of the October Snow Storm: Sandy Braun for going above and beyond to issue the payroll; Chris Leone for maintaining and coordinating communications throughout the storm and its aftermath; and Dana Tice (with extra help from her husband, Food Staff and volunteers) to provide food for the Carmen Arace Shelter.

B. Safe School Climate Plan

Prior to the presentation D. Harris, chair, stated there would be a Policy Committee established and chaired by L. Mara.

B. Silvers distributed a detailed handout of the plan to the board members. B. Silver's presentation included the intent of the policy and highlights of the legal requirements.

The policy committee will review the plan, edit as necessary and will present the first reading at the December 2011 Board of Education meeting and the adoption proposal in January 2012.

C. Budget Timeline 2012-2013

C. Leone presented the Budget 2012-2013 timeline document.

D. Financial Report - October 2011

Two reports were presented by C. Leone: the expenditure report by major object and a detailed report by object. To date the figures reflect the budget is in good standing for the 2011 - 2012 year. The Storms impact on the budget will be posted in the report ending November 30, 2011.

The school calendar is being adjusted to make up for the school closures during the October storm. An adjusted calendar will be presented at a future meeting.

IX. OLD BUSINESS

No old business was presented.

X. NEW BUSINESS

A. Approval of Big Picture High School Redesign

C. Leone and S. Loveland presented the redesign to the board. The school will expand to grades 6 through 12 with a population of 210 Students. The students will come from Bloomfield, Hartford and the Suburban area with a 25% - 30% non-minority population. Key components include early college experience, common core standards and a small educational setting. Graduation requirements will be

increased. The school will be renamed GEMS (Global Experience Magnet School).

A motion was made by M. R. Walters and seconded by D. Dale to accept the proposal of the Big Picture High School Redesign, as presented. The motion was passed unanimously.

XI. ADJOURNMENT

Final comments were made by the board members. At 8:17 p.m., a motion to adjourn was made by M. R. Walters and seconded by R. Ike. The motion was passed unanimously.

XII. NEXT REGULAR BOARD MEETING December 13, 2011

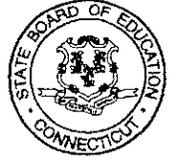
Next Board Meeting:
November 15, 2011 in the Board Room at the Bloomfield Board of Education

Michael R. Walters, Secretary

J. Thompson, Jr., Superintendent



STATE OF CONNECTICUT
STATE BOARD OF EDUCATION



TO: Steven Foote
Bloomfield (1101161)

FROM: Stefan Pryor
Commissioner of Education

DATE: October 17, 2011

SUBJECT: Connecticut Academic Performance Test 2011

A handwritten signature in black ink, appearing to read "Stefan Pryor".

Congratulations! You performed exceptionally well on the 2011 Connecticut Academic Performance Test (CAPT), achieving the Advanced level on the mathematics, reading, writing, and science subtests. Nearly 3,600 students of 43,000+ students achieved in this way. You have earned a place among the academic elite of Connecticut high school students. It is my great pleasure to recognize your accomplishment and to celebrate what you have done along with your families and teachers. You have exceeded our highest expectations and I am delighted to share this accomplishment with our state leaders, the education community and the people of the State of Connecticut. We stand with pride and applaud your talent and hard work.

The results from the CAPT are used for many things. Most importantly, we use them to provide a window into the progress that Connecticut students are making toward the high standards of performance to which we hold all students. In doing this, however, we are also given an opportunity to observe students like you who soar high above those standards and exemplify excellence. Because the habits of excellent students are enduring, I am quite certain that this will be only one of the many times that your efforts will earn you praises. I urge you to seek the path that your passions inspire you to follow and to continue to exceed expectations.

A noteworthy social thinker of his time, John Ruskin, observed that, "*the highest reward for a [person's] toil is not what [that person] gets for it, but what [that person] becomes by it.*" You have crossed the halfway mark of your high school career and have entered a time wherein the decisions you make, fueled by your talent and hard work, will greatly determine who and what you become. I stand with all of the people who have labored to support you unto this point and wait with eager anticipation to see the greatness that becomes of your efforts.

SP:gna



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2011 NOV 29 PM 12 01

November 23, 2011

Superintendent James Thompson Jr.
1133 Blue Hills Avenue
Bloomfield, CT 06002

Dear Superintendent Thompson Jr.,

Congratulations! I am excited to inform you that Carmen Arace Intermediate School has been recognized on one of ConnCAN's annual Top 10 lists.

ConnCAN is a statewide education advocacy organization dedicated to closing Connecticut's worst-in-the-nation achievement gap. Each year we publish School Report Cards, assigning letter grades to more than 1,000 Connecticut public schools and 160 school districts based on their students' academic performance.

We also use School Report Cards to recognize schools that are leading the way in raising student achievement. Our "Top 10" lists recognize elementary, middle and high schools across the state that have the highest rankings in the categories of Student Performance Gains, Overall School Improvement, and African-American, Hispanic, and Low-Income Student Achievement on the CMT and CAPT. These lists will be available to the public on the School Report Cards section of our website (www.conncan.org) as of November 29, 2011.

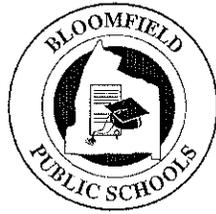
In Bloomfield, one school was recognized as a Top 10 school. Carmen Arace Intermediate School ranked first in Performance Gains and ninth in African-American Student Performance.

We sent the principal of the school a letter notifying her of the schools' accomplishment, and we will also present the school with a plaque of recognition. Congratulations again, and if you have any questions about Success Story schools or ConnCAN's Report Cards in general, please don't hesitate to contact me.

Sincerely,

Patrick Riccards
CEO, ConnCAN

Bloomfield Public Schools



2011-2012 Academic Calendar

First Day of School – September 6

Notable Dates

AUG 31	Convocation/Teacher Work Day
SEPT 1	○ Professional Development For Teachers – No School
SEPT 5	Labor Day
SEPT 6	◆ First Day of School
SEPT 23	○ Professional Development for Teachers- No School
OCT 7	○ Professional Development for Teachers- No School
OCT 10	Columbus Day
NOV 23-25	Thanksgiving Recess
DEC 7-9	△ Parent Conferences – Early Dismissal (Pre-K-12)
DEC 26 –	Holiday Recess
JAN 2	(Includes Christmas and New Year's Day)
JAN 16	Martin Luther King Day
Mar 28-30	△ Parent Conferences – Early Dismissal (Pre-K-12)
APR 6	Good Friday
APR 16-20	Spring Recess
May 28	Memorial Day
Last Day	Projected Last Day for Students - June 20*

If weather or other emergencies require the closing of school, the lost days will be made up in the following order: June 21, 22 and then April 16, 17, 18, 19, 20.

M	T	W	TH	F
FEBRUARY 2012 21 Days				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29		

M	T	W	TH	F
MARCH 2012 22 Days				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	△ 28	△ 29	△ 30

M	T	W	TH	F
APRIL 2012 15 Days				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

M	T	W	TH	F
MAY 2012 22 Days				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

M	T	W	TH	F
JUNE 2012 14 Days				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20*	21	22
25	26	27	28	29

 Weather Cancellations

 No School – Holiday / Vacation

M	T	W	TH	F
AUGUST 2011				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	③ 31		

M	T	W	TH	F
SEPTEMBER 2011 17 DAYS				
			① 1	2
5	◆ 6	7	8	9
12	13	14	15	16
19	20	21	22	② 23
26	27	28	29	30

M	T	W	TH	F
OCTOBER 2011 18 DAYS				
3	4	5	6	⑦ 7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

M	T	W	TH	F
NOVEMBER 2011 14 DAYS				
1	2	3	4	5
6	7	8	9	10
14	15	16	17	18
21	22	23	24	25
28	29	30		

M	T	W	TH	F
DECEMBER 2011 17 DAYS				
		△ 7	① 8	② 9
5	6	14	15	16
12	13	21	22	23
19	20	28	29	30
26	27			

M	T	W	TH	F
JANUARY 2012 20 DAYS				
② 2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Approved : March 8, 2011

Revised: November 15, 2011

Bloomfield

BOE EXPENDITURE REPORT BY MAJOR OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub 7/1/2011 - 6/30/2012	Percent Remaining 7/1/2011 - 6/30/2012
01 CERTIFIED SALARIES	\$16,312,917	\$4,728,158	\$10,694,223	\$890,536	\$0	\$890,536	5 %
02 NON-CERTIFIED SALARIES	\$5,830,398	\$2,020,559	\$3,606,896	\$202,943	\$0	\$202,943	3 %
03 EMPLOYEE BENEFITS	\$7,395,238	\$2,253,054	\$4,680,035	\$462,149	\$0	\$462,149	6 %
04 CONTRACTED SERVICES	\$1,503,131	\$423,793	\$426,209	\$653,129	\$5,189	\$647,940	43 %
05 PUPIL TRANSPORTATION	\$2,090,506	\$710,226	\$1,014,466	\$365,814	\$235,881	\$129,933	17 %
06 INSURANCE	\$248,512	\$119,434	\$111,640	\$17,438	\$0	\$17,438	7 %
07 COMMUNICATIONS	\$195,160	\$44,026	\$72,287	\$78,847	\$0	\$78,847	40 %
08 TUITION	\$2,176,134	\$238,428	\$1,220,766	\$716,940	\$704,300	\$12,640	33 %
09 OTHER PURCHASED SERVICES	\$107,889	\$22,251	\$34,587	\$51,051	\$228	\$50,823	47 %
10 SUPPLIES	\$721,329	\$317,150	\$95,635	\$308,544	\$3,227	\$305,317	43 %
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,504,133	\$539,368	\$927,254	\$37,511	\$0	\$37,511	2 %
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$230,939	\$54,801	\$22,999	\$153,139	\$1,254	\$151,885	66 %
13 EQUIPMENT	\$66,111	\$23,830	\$8,548	\$33,733	\$2,336	\$31,397	51 %
14 MISCELLANEOUS	\$172,707	\$75,250	\$24,690	\$72,767	\$5,381	\$67,386	42 %
GRAND TOTAL	\$38,555,104	\$11,570,328	\$22,940,235	\$4,044,541	\$957,796	\$3,086,745	10 %

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub	Percent Remaining 7/1/2011 - 6/30/2012
1110 SALARIES, TEACHER	\$14,380,557	\$3,964,644	\$9,644,441	\$771,472	\$0	\$771,472	5 %
1115 SALARIES, ADMIN	\$1,932,360	\$763,514	\$1,049,782	\$119,064	\$0	\$119,064	6 %
01 CERTIFIED SALARIES	\$16,312,917	\$4,728,158	\$10,694,223	\$890,536	\$0	\$890,536	5 %
1210 SALARIES, PROFESSIONAL STAFF	\$284,530	\$92,632	\$133,037	\$58,861	\$0	\$58,861	21 %
1215 SALARIES, JROTC	\$82,939	\$(15,398)	\$96,311	\$2,026	\$0	\$2,026	2 %
1220 SALARIES, TUTOR	\$303,510	\$54,905	\$128,531	\$120,074	\$0	\$120,074	40 %
1230 SALARIES, PARA	\$532,656	\$167,419	\$439,099	\$(73,862)	\$0	\$(73,862)	(14)%
1235 SALARIES, NURSES	\$259,920	\$65,744	\$180,739	\$13,437	\$0	\$13,437	5 %
1240 SALARIES, CLERICAL	\$1,407,401	\$530,158	\$964,323	\$(87,080)	\$0	\$(87,080)	(6)%
1250 SALARIES, BUSINESS OFFICE	\$242,808	\$108,095	\$153,751	\$(19,038)	\$0	\$(19,038)	(8)%
1255 SALARIES, TECHNICAL SUPPORT	\$328,574	\$139,000	\$195,650	\$(6,076)	\$0	\$(6,076)	(2)%
1257 SALARIES, RESIDENCY OFFICER	\$57,587	\$28,423	\$33,223	\$(4,059)	\$0	\$(4,059)	(7)%
1260 SALARIES, CUSTODIAN	\$1,241,080	\$495,241	\$724,379	\$21,460	\$0	\$21,460	2 %
1265 SALARIES, MAINTENANCE	\$640,632	\$254,767	\$377,089	\$8,776	\$0	\$8,776	1 %
1270 SALARIES, MONITOR	\$248,041	\$56,765	\$158,918	\$32,358	\$0	\$32,358	13 %
1275 SALARIES, CROSSING GUARD	\$29,259	\$6,616	\$21,846	\$797	\$0	\$797	3 %
1280 SALARIES, SUPPORT	\$7,800	\$2,255	\$0	\$5,545	\$0	\$5,545	71 %

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub	Percent Remaining 7/1/2011 - 6/30/2012
1290 OVERTIME, SUPPORT	\$163,661	\$33,937	\$0	\$129,724	\$0	\$129,724	79 %
02 NON-CERTIFIED SALARIES	\$5,830,398	\$2,020,559	\$3,606,896	\$202,943	\$0	\$202,943	3 %
2100 HEALTH INSURANCE	\$5,058,931	\$1,003,250	\$3,763,941	\$291,740	\$0	\$291,740	6 %
2150 LIFE INSURANCE	\$158,000	\$22,233	\$124,527	\$11,240	\$0	\$11,240	7 %
2170 INSURANCE BUY-OUT	\$31,800	\$7,850	\$23,550	\$400	\$0	\$400	1 %
2200 SOCIAL SECURITY	\$818,840	\$282,784	\$540,264	\$(4,208)	\$0	\$(4,208)	(1)%
2300 PENSION	\$778,902	\$778,902	\$0	\$0	\$0	\$0	0 %
2410 SEVERANCE	\$32,551	\$0	\$0	\$32,551	\$0	\$32,551	100 %
2500 COURSE REMUNERATION	\$30,000	\$7,250	\$22,750	\$0	\$0	\$0	0 %
2600 UNEMPLOYMENT COMP	\$266,524	\$49,544	\$103,756	\$113,224	\$0	\$113,224	42 %
2700 WORKERS' COMP	\$217,690	\$101,241	\$101,247	\$15,202	\$0	\$15,202	7 %
2800 PERSONAL PROPERTY LOSS - DISTRICT	\$2,000	\$0	\$0	\$2,000	\$0	\$2,000	100 %
03 EMPLOYEE BENEFITS	\$7,395,238	\$2,253,054	\$4,680,035	\$462,149	\$0	\$462,149	6 %
3100 ADMIN SERVICES	\$66,900	\$38,269	\$10,481	\$18,150	\$0	\$18,150	27 %
3200 PROF EDUCATIONAL SERVICES	\$454,917	\$95,516	\$38,693	\$320,708	\$3,630	\$317,078	70 %
3260 TESTING	\$21,500	\$7,164	\$1,130	\$13,206	\$50	\$13,156	61 %
3300 PROF DEVELOPMENT	\$47,059	\$23,191	\$16,177	\$7,691	\$0	\$7,691	16 %

Bloomfield BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub	Percent Remaining 7/1/2011 - 6/30/2012
3400 OTHER PROF SERVICES	\$68,892	\$1,000	\$4,000	\$63,892	\$0	\$63,892	93 %
3500 TECHNICAL SERVICES	\$156,967	\$133,478	\$23,489	\$0	\$0	\$0	0 %
3520 COPIER COSTS	\$128,621	\$6,924	\$65,711	\$55,986	\$0	\$55,986	44 %
4000 PURCHASED SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	---
4009 PURCH SERV NON-PUBLIC NURSING	\$91,880	\$23,020	\$68,860	\$0	\$0	\$0	0 %
4300 MAINTENANCE & REPAIR	\$79,138	\$11,432	\$17,427	\$50,279	\$759	\$49,520	64 %
4310 PURCHASED SERVICES BUILDINGS	\$334,451	\$83,799	\$143,741	\$106,911	\$750	\$106,161	32 %
4320 VEHICLE MAINTENANCE & REPAIR	\$52,806	\$0	\$36,500	\$16,306	\$0	\$16,306	31 %
04 CONTRACTED SERVICES	\$1,503,131	\$423,793	\$426,209	\$653,129	\$5,189	\$647,940	43 %
5100 TRANSPORTATION, PUPIL	\$2,011,846	\$700,543	\$1,004,100	\$307,203	\$235,645	\$71,558	15 %
5820 FIELD TRIPS	\$78,660	\$9,683	\$10,366	\$58,611	\$236	\$58,375	75 %
05 PUPIL TRANSPORTATION	\$2,090,506	\$710,226	\$1,014,466	\$365,814	\$235,881	\$129,933	17 %
5200 PROPERTY/LIABILITY INSURANCE	\$240,714	\$111,636	\$111,640	\$17,438	\$0	\$17,438	7 %
5290 OTHER INSURANCE	\$7,798	\$7,798	\$0	\$0	\$0	\$0	0 %
06 INSURANCE	\$248,512	\$119,434	\$111,640	\$17,438	\$0	\$17,438	7 %
5300 TELEPHONE	\$29,249	\$13,418	\$42,158	\$(26,327)	\$0	\$(26,327)	(90)%
5310 POSTAGE	\$44,255	\$2,075	\$1,141	\$41,039	\$0	\$41,039	93 %

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BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub	Percent Remaining 7/1/2011 - 6/30/2012
5400 ADVERTISING	\$40,000	\$2,544	\$13,315	\$24,141	\$0	\$24,141	60 %
5500 PRINTING	\$81,656	\$25,989	\$15,673	\$39,994	\$0	\$39,994	49 %
07 COMMUNICATIONS	\$195,160	\$44,026	\$72,287	\$78,847	\$0	\$78,847	40 %
5600 TUITION, PUBLIC	\$789,971	\$15,175	\$682,506	\$92,290	\$0	\$92,290	12 %
5630 TUITION, PRIVATE	\$655,527	\$223,253	\$538,260	\$(105,986)	\$0	\$(105,986)	(16)%
5690 TUITION, MAGNET	\$730,636	\$0	\$0	\$730,636	\$704,300	\$26,336	100 %
08 TUITION	\$2,176,134	\$238,428	\$1,220,766	\$716,940	\$704,300	\$12,640	33 %
5810 STAFF TRAVEL	\$48,384	\$15,126	\$24,545	\$8,713	\$0	\$8,713	18 %
5814 CONFERENCES & MEETINGS	\$59,505	\$7,125	\$10,042	\$42,338	\$228	\$42,110	71 %
09 OTHER PURCHASED SERVICES	\$107,889	\$22,251	\$34,587	\$51,051	\$228	\$50,823	47 %
6110 INSTRUCTIONAL SUPPLIES	\$422,496	\$139,657	\$63,661	\$219,178	\$3,193	\$215,985	52 %
6115 OFFICE SUPPLIES	\$63,818	\$24,677	\$14,740	\$24,401	\$0	\$24,401	38 %
6116 LIBRARY / AV SUPPLIES	\$20,350	\$3,417	\$2,962	\$13,971	\$34	\$13,937	69 %
6117 COMPUTER SUPPLIES	\$10,000	\$198	\$5,196	\$4,606	\$0	\$4,606	46 %
6120 SOFTWARE	\$187,465	\$144,241	\$5,029	\$38,195	\$0	\$38,195	20 %
6900 OTHER SUPPLIES	\$17,200	\$4,960	\$4,047	\$8,193	\$0	\$8,193	48 %
10 SUPPLIES	\$721,329	\$317,150	\$95,635	\$308,544	\$3,227	\$305,317	43 %

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BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub	Percent Remaining 7/1/2011 - 6/30/2012
6125 FACILITY SUPPLIES	\$90,097	\$51,929	\$20,283	\$17,885	\$0	\$17,885	20 %
6130 FACILITY MATERIALS	\$87,220	\$24,423	\$38,005	\$24,792	\$0	\$24,792	28 %
6200 HEAT	\$345,548	\$33,791	\$311,747	\$10	\$0	\$10	0 %
6220 ELECTRICITY	\$835,564	\$350,214	\$491,123	\$(5,773)	\$0	\$(5,773)	(1)%
6290 WATER SERVICES	\$29,880	\$12,404	\$17,733	\$(257)	\$0	\$(257)	(1)%
7200 BUILDING IMPROVEMENTS	\$115,824	\$66,607	\$48,363	\$854	\$0	\$854	1 %
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,504,133	\$539,368	\$927,254	\$37,511	\$0	\$37,511	2 %
6410 TEXTBOOKS	\$220,095	\$52,205	\$21,333	\$146,557	\$1,254	\$145,303	67 %
6420 LIBRARY BOOKS, PERIODICALS	\$0	\$0	\$0	\$0	\$0	\$0	---
6430 PROF BOOKS	\$10,844	\$2,596	\$1,666	\$6,582	\$0	\$6,582	61 %
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$230,939	\$54,801	\$22,999	\$153,139	\$1,254	\$151,885	66 %
7300 NEW EQUIPMENT	\$4,491	\$5,747	\$2,815	\$(4,071)	\$1,018	\$(5,089)	(91)%
7320 REPLACEMENT EQUIPMENT	\$8,113	\$2,860	\$4,200	\$1,053	\$545	\$508	13 %
7340 COMPUTER EQUIP	\$53,507	\$15,223	\$1,533	\$36,751	\$773	\$35,978	69 %
13 EQUIPMENT	\$66,111	\$23,830	\$8,548	\$33,733	\$2,336	\$31,397	51 %
8100 DUES & FEES	\$58,623	\$40,797	\$3,285	\$14,541	\$0	\$14,541	25 %
8800 ATHLETIC PROGRAMS	\$84,484	\$30,690	\$20,680	\$33,114	\$5,381	\$27,733	39 %

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BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Adopted Budget 7/1/2011 - 6/30/2012	Expenses YTD 7/1/2011 - 6/30/2012	Encumbrances 7/1/2011 - 6/30/2012	Balance Before Req's Sub. 7/1/2011 - 6/30/2012	Submitted Requisitions 7/1/2011 - 6/30/2012	Balance After Req's Sub	Percent Remaining 7/1/2011 - 6/30/2012
8900 STUDENT ACTIVITIES	\$29,600	\$3,763	\$725	\$25,112	\$0	\$25,112	85 %
14 MISCELLANEOUS	\$172,707	\$75,250	\$24,690	\$72,767	\$5,381	\$67,386	42 %
GRAND TOTAL	\$38,555,104	\$11,570,328	\$22,940,235	\$4,044,541	\$957,796	\$3,086,745	10 %

Bloomfield Public Schools

James Thompson, Jr., Ed.D.
SUPERINTENDENT OF SCHOOLS

Christopher G. Leone
CHIEF OPERATING OFFICER /
DIRECTOR OF MAGNET SCHOOLS

Ellen J. Stoltz, Ph.D.
CHIEF ACADEMIC OFFICER

December 6, 2011

Town of Bloomfield
800 Bloomfield Avenue
Bloomfield, CT 06002
ATTN: Thom Hooper, Director of Planning & Zoning Department

Re: FEMA COORDINATION

The following are the cost for the Bloomfield Public Schools associated with Storm Alfred. This is respectfully being submitted as part of the Town of Bloomfield attempt to recover funds through FEMA.

The costs are broken into two area - Facilities and Food Services:

Facilities	Hours OT	Hours DT	Description	Cost OT	Cost DT	Total Cost
EMPLOYEE COSTS	128.75	103.00	Working at shelter, taking down shelter	\$4,722.89	\$5,839.58	\$10,562.46
FICA						\$808.03
EMPLOYEE TOTAL						\$11,370.49
DIESEL FUEL			Generator at CAMS			\$4,749.77
FLOOR COVERING / MATERIALS			For Shelter at CAMS			\$483.97
GRAND TOTAL FACILITIES						\$16,604.23

ITEM	DESCRIPTION	TOTAL COST
EMPLOYEE COSTS	Working at shelter, taking down shelter	\$8,310.53
FICA		\$635.76
EMPLOYEE TOTAL		\$8,946.29
MEALS SERVED		
BREAKFAST	1357	\$1,885.71
LUNCH	1582	\$2,012.44
DINNER	1876	\$2,495.24
EVENING FOOD		\$258.42
DISCARDED FOOD	All Schools	\$2,332.28
24 HOUR COFFEE SERVICE	At Shelter	\$258.42

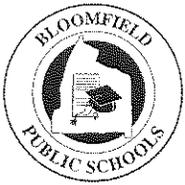
CONDIMENTS / PAPER GOODS	At Shelter	\$942.01
CLEANING SUPPLIES	Shelter Kitchen	\$28.94
GRAND TOTAL FOOD SERVICES		\$19,159.75

The combined total of expenses was \$36,789.55. For further information or necessary supporting documentation please contact Christopher Leone, Chief Operating Officer, at 860.769.4242 or via email at cleone@blmfld.org

Sincerely,



Christopher G. Leone
Chief Operating Officer



Bloomfield Public Schools

James Thompson, Jr., Ed.D.
SUPERINTENDENT OF SCHOOLS

Christopher G. Leone
CHIEF OPERATING OFFICER /
DIRECTOR OF MAGNET SCHOOLS

Ellen J. Stoltz, Ph.D.
CHIEF ACADEMIC OFFICER

MEMORANDUM

Date: December 1, 2011
To: BOE Members
From: Christopher Leone, COO/Director of Magnet Schools
Re: CREC Magnet Tuition Deficit

On October 26, 2011, the district received the tuition invoice from the Capital Region Education Council (CREC) for 2011-12 enrollment as of the official October 1, 2011, count. The following chart demonstrates a balance owed of **\$730,636.00**.

<u>School</u>	<u>Tuitions</u> <u>2011-2012</u>	<u>Enrollment</u>	<u>Total Cost</u>
East Hartford/Glastonbury (EHGEMS)	\$2,517	0	\$0.00
Greater Hartford Academy of the Arts-full time (GHAA FD)	\$4,447	0	\$0.00
Greater Hartford Academy of the Arts-part time (GHAA HD)	\$4,043	2	\$8,086.00
Aerospace & Engineering (AAE)	\$4,950	6	\$29,700.00
Greater Hartford Academy of Math & Science-part time (GHAMAS)	\$4,440	3	\$13,320.00
Great Path Academy at MCC (GPA)	\$3,300	12	\$39,600.00
Metropolitan Learning Center (MLC)	\$3,057	118	\$360,726.00
Montessori Magnet School (MMS)	\$2,928	13	\$38,064.00
University of Hartford Magnet School (UHMS)	\$3,327	10	\$33,270.00
CREC Public Safety Academy (PSA)	\$4,750	15	\$71,250.00
Medical Professions & Teacher Prep. (MPTPA)	\$4,600	11	\$50,600.00
Two Rivers Magnet School (TRMMS)	\$3,740	3	\$11,220.00
Reggio Magnet School of the Arts (RMS)	\$3,740	4	\$14,960.00
International Magnet School for Global Citizenship (IMS)	\$3,740	3	\$11,220.00
Museum Academy (MA)	\$3,740	8	\$29,920.00
Discovery Academy (DA)	\$3,740	5	\$18,700.00
		TOTAL 213	\$730,636.00
		BUDGETED	\$684,640.00
		BALANCE	(\$45,996.00)

The current balance is **\$45,996.00** above the budgeted line item amount of **\$684,640** for FY2011-12. The suggested remedy is to transfer funds from the Benefit / Insurance line, expected to run a surplus for FY2011-12, to cover this deficit.

The district recommends that the Board of Education approve the payment of this invoice inclusive of the necessary transfer of funds to cover the deficit.

SAFE SCHOOL CLIMATE PLAN

The Bloomfield Board of Education is committed to creating and maintaining an educational environment free from bullying, harassment and discrimination. In accordance with state law and the Board's Safe School Climate Plan, the Board expressly prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by the Board of Education.

The Board also prohibits any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

Students who engage in bullying behavior shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

The Bloomfield Safe School Climate Plan represents a comprehensive approach to promoting a school climate in which bullying is not tolerated by students or school employees.

Public Act 11-232, *An Act Concerning the Strengthening of School Bullying Laws*
Conn. Gen. Stat. § 10-222d
Conn. Gen. Stat. §§ 10-233a through 10-233f
Connecticut State Department of Education Circular Letter C-8,
Series 2008-2009 (March 16, 2009)

Adopted:

Safe School Climate Plan

The following sets forth the procedures to implement Board Policy 5221 concerning the creation and implementation of the Board's Safe School Climate Plan in the Bloomfield Public Schools. The Bloomfield Public Schools has the responsibility to create and maintain a school environment free from bullying, harassment, and discrimination. The Safe School Climate Plan represents a comprehensive approach to promoting a school climate in which bullying is not tolerated by students and school employees.

I. Prohibition against Bullying and Retaliation

- A. The Board prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by Board of Education.
- B. The Board also prohibits any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school.
- C. The Board also prohibits discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying.
- D. Students who engage in bullying behavior in violation of Board Policy and the Safe School Climate Plan will be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and consistent with state and federal law.

II. Definition of Bullying

- A. **"Bullying"** means the repeated use by one or more members of the school community of a written, verbal or electronic communication, such as cyber-bullying, or a physical act or gesture directed at another student attending school in the same district that:
 - 1. causes physical or emotional harm to such student or damage to such student's property;
 - 2. places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
 - 3. creates a hostile environment at school for such student;
 - 4. infringes on the rights of such student at school; or
 - 5. substantially disrupts the education process or the orderly operation of a school.

Safe School Climate Plan

- B. Bullying includes, but is not limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

III. Other Definitions

- A. **"Cyber-bullying"** means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.
- B. **"Electronic communication"** means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system;
- C. **"Hostile environment"** means a situation in which bullying among students is sufficiently severe or pervasive to alter the conditions of the school climate;
- D. **"Mobile electronic device"** means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk, or equipment on which digital images are taken or transmitted;
- E. **"Outside of the school setting"** means at a location, activity or program that is not school related, or through the use of an electronic device or a mobile electronic device that is not owned, leased or used by a local or regional board of education;
- F. **"Prevention and intervention strategy"** may include, but is not limited to,
 - (1) implementation of a positive behavioral interventions and supports process or another evidence-based model approach for safe school climate or for the prevention of bullying identified by the Department of Education,
 - (2) school rules prohibiting bullying, harassment and intimidation and establishing appropriate consequences for those who engage in such acts,
 - (3) adequate adult supervision of outdoor areas, hallways, the lunchroom and other specific areas where bullying is likely to occur,
 - (4) inclusion of grade-appropriate bullying education and prevention curricula in kindergarten through high school,
 - (5) individual interventions with the student found to be engaged in bullying behavior, parents and school employees, and interventions with the student who experienced the bullying, parents and school employees,
 - (6) school-wide training related to safe school climate,
 - (7) student peer training, education and support, and

Safe School Climate Plan

(8) promotion of parent involvement in bullying prevention through individual or team participation in meetings, trainings and individual interventions.

- G. **"School climate"** means the quality and character of school life with a particular focus on the quality of the relationships within the school community between and among students and adults.
- H. **"School employee"** means
 - (1) a teacher, substitute teacher, school administrator, central office administrator, school superintendent, guidance counselor, psychologist, social worker, nurse, physician, school paraprofessional or coach employed by a local or regional board of education or working in a public elementary, middle or high school; or
 - (2) any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in a public elementary, middle or high school, pursuant to a contract with the local or regional board of education.
- I. **"School-Sponsored Activity"** means any activity conducted on or off school property (including school buses and other school-related vehicles) that is sponsored, recognized or authorized by the Board of Education.

IV. Leadership and Administrative Responsibilities

A. Safe School Climate Coordinator

The Bloomfield Board of Education directs the Superintendent to appoint a District Safe School Climate Coordinator. The Coordinator will:

1. be responsible for implementing the district's Safe School Climate Plan;
2. collaborate with Safe School Climate Specialists, the Board, and the Superintendent to prevent, identify and respond to bullying in district schools;
3. provide data and information, in collaboration with the Superintendent, to the Department of Education regarding bullying;
4. meet with Safe School Climate Specialists at least twice during the school year to discuss issues relating to bullying in the school district and to make recommendations concerning amendments to the district's Plan.

B. Safe School Climate Specialist

For the school year commencing July 1, 2012, and each school year thereafter, the principal of each school (or principal's designee) will serve as the Safe School Climate Specialist. The Safe School Climate Specialist will investigate or supervise the investigation of reported acts of bullying and act as the primary school official

Safe School Climate Plan

responsible for preventing, identifying and responding to reports of bullying in the school.

V. Development and Review of Safe School Climate Plan

- A. For the school year commencing July 1, 2012 and each school year thereafter, the Principal of each school will establish a committee in the school to be responsible for developing and fostering a safe school climate and addressing issues relating to bullying in the school. Such committee will include at least one parent/guardian of a student enrolled in the school, as appointed by the school principal.
- B. This committee will: 1) receive copies of completed reports following bullying investigations; 2) identify and address patterns of bullying among students in the school; 3) review and amend school policies relating to bullying; 4) review and make recommendations to the Coordinator regarding the Safe School Climate Plan based on issues and experiences specific to the school; 5) educate students, school employees and parents/guardians on issues relating to bullying; 6) collaborate with the Coordinator in the collection of data regarding bullying; and 7) perform any other duties as determined by the Principal that are related to the prevention, identification and response to school bullying.
- C. Any parent/guardian serving as a member of the Committee will not participate in any activities that may compromise the confidentiality of any student, including receiving copies of investigation reports, or identifying or addressing patterns of bullying among students in the school.
- D. The School Climate Plan will be available on the district's and each school's web site, all student handbooks, and any school publications that include the rules, procedures, and standards of conduct.
- E. The Bloomfield Public Schools district trainers are responsible for training all staff pursuant to the safe school climate plan.

VI. Procedures for Reporting and Investigating Complaints of Bullying

- A. Students and parents (or guardians of students) may file written reports of bullying. A form will be available in the school's office to report a bullying complaint. Written reports of bullying will include the time and place of the alleged conduct, the number of incidents, the target of the suspected bullying, and the names of potential witnesses. The building principal will receive such reports and forward them to the Safe School Climate Specialist for review and actions consistent with the Plan.
- B. Students may make anonymous reports of bullying to any school professional employee. If the student requests anonymity when making a report, the Safe School Climate Specialist will meet with the student to review the request for anonymity and discuss the impact that maintaining the anonymity of the complainant may have on the

Safe School Climate Plan

investigation and on any possible remedial action. Anonymous complaints will be reviewed and reasonable action will be taken to address the complaint. The Safe School Climate Specialist will not disclose the source of the complaint, and any disclosure must be consistent with the due process rights of the student(s) alleged to have committed acts of bullying. No disciplinary action will be taken solely on the basis of an anonymous complaint.

- C. School employees who witness acts of bullying or receive reports of bullying will orally notify the Safe School Climate Specialist or another school administrator if the Safe School Climate Specialist is unavailable, no later than one (1) school day after such school employee witnesses or receives a report of bullying. The school employee will then file a written report with the Safe School Climate Facilitator no later than two (2) school days after making such oral report.
- D. The Safe School Specialist will be responsible for reviewing any anonymous reports of bullying and will investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports. In order to allow the school to investigate all complaints adequately the parent of the student suspected of being bullied must provide written consent to permit the release of that student's name to those third parties that the Safe School Climate Specialist contacts as part of the investigation.
- E. In investigating reports of bullying, the Safe School Climate Specialist will consider all available information known, including the nature of the allegations and the ages of the students involved, interview witnesses, as necessary, reminding the alleged perpetrator and other parties that retaliation is strictly prohibited and will result in disciplinary action.

VII. Responding to Verified Acts of Bullying

- A. If acts of bullying are verified following the investigation, the Safe School Climate Specialist will:
 - 1. Notify the parents or guardians of the students against whom such acts were directed as well as the parents or guardians of the students who commit such acts of bullying of the finding not later than forty-eight hours after the investigation is completed. This notification will include a description of the school's response to the acts of bullying and be consistent with the statutory privacy rights of students, including the perpetrator of such bullying. The specific disciplinary consequences imposed on the perpetrator, or personally identifiable information about a student may not be disclosed except as provided by law.
 - 2. Invite the parents or guardians of the student who commits any verified act of bullying and the parents or guardian of the student against whom such act was directed to a meeting to communicate the measures being taken by the school to ensure the safety of the student/victim and to prevent further acts of bullying. The invitation must include

Safe School Climate Plan

a description of the school's response to such acts, along with consequences, as appropriate. At the discretion of the Safe School Climate Specialist and with written consent of the parents/guardians involved, the meeting(s) may be held jointly.

3. Develop a student safety support plan for any student against whom an act of bullying was directed. Such support plan will include safety measures to protect against further acts of bullying.
 4. Develop a case-by-case intervention plan to address repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual, which may include counseling and discipline.
 5. Coordinate an investigation with other appropriate district personnel if the bullying complaint raises concern about discrimination or harassment on the basis of a legally protected classifications (such as race, religion, color, national origin, sex, sexual orientation, age or disability).
- B. If the Principal reasonably believes that any act of bullying constitutes a criminal offense, he/she will notify the Bloomfield Police Department.

VIII. Documentation and Maintenance of Log

- A. Each school will maintain written complaints of bullying, along with supporting documentation received and/or created as a result of bullying investigations, consistent with the Board's obligations under state and federal law. Any educational record containing personally identifiable student information pertaining to an individual student shall be maintained in a confidential manner, and shall not be disclosed to third parties without prior written consent of a parent, guardian or eligible student, except as permitted under Board policy and state and federal law.
- B. The Principal of each school will maintain a tally of each verified act of bullying in the school and this list will be available for public inspection upon request. The list will not identify any of the particulars of each verified act, including, but not limited to any personally identifiable student information.
- C. The Principal will annually report the number of verified acts of bullying in the school to the Department of Education in such manner as prescribed by the Commissioner of Education.

IX. Other Prevention and Intervention Strategies

- A. To protect students from further acts of bullying, the school administration will develop a written intervention plan to address repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual.

Safe School Climate Plan

- B. Prevention and intervention strategies may include non-disciplinary and disciplinary responses to enforce the Board's prohibition against bullying.
1. Non-disciplinary interventions may include:
 - a. Counseling;
 - b. Increased monitoring and supervision of students;
 - c. Peer mediation;
 - d. Positive behavioral interventions and support systems to create a safe and positive school climate;
 - e. Rules and consequences designed to prevent bullying behavior;
 - f. Adequate adult supervision in specific areas where bullying is likely to occur;
 - g. Grade appropriate bullying prevention curriculum for all grades;
 - h. Intervention strategies with the perpetrator, the perpetrator's parents and school staff; and interventions with the bullied student, parents, and school staff;
 - i. Staff training related to a safe school climate;
 - j. Student peer training, education, and support;
 - k. Promotion of parent involvement in bullying prevention through individual or team participation in meetings, trainings and individual interventions;
 - l. Planned professional development programs addressing prevention and intervention strategies, which training may include school violence prevention, conflict resolution and prevention of bullying, with a focus on evidence based practices concerning same;
 - m. Modeling by teachers of positive, respectful, and supportive behavior toward students;
 - n. Creating a school atmosphere of team spirit and collaboration that promotes appropriate social behavior by students in support of others;
 - o. Employing classroom strategies that instruct students how to work together in a collaborative and supportive atmosphere.

2. Disciplinary interventions

When acts of bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences consistent with the Board's discipline policy. No disciplinary action will be taken based solely on anonymous complaints

3. Other Prevention and Intervention Strategies.

Administrators, teachers and other professional employees will educate students about bullying and help eliminate bullying behavior through class discussions, counseling, and reinforcement of socially-appropriate behavior.

Administrators, teachers and other professional employees will intervene promptly whenever they observe student conduct that has the purpose or

Safe School Climate Plan

effect of ridiculing, harassing, humiliating or intimidating another student, even if such conduct does not meet the formal definition of “bullying.”

X. Annual Notice and Training

- A. The principal will annually provide students, parents or guardians of students the process by which students may make reports of bullying.
- B. At the beginning of each school year, the Superintendent will provide all employees with a written or electronic copy of the school district’s safe school climate plan.

All school employees will annually receive training on the identification, prevention and response to bullying as required by law.

XI. School Climate Assessments

On and after July 1, 2012, and biennially thereafter, the Board requires each school in the district to complete an assessment using the school climate assessment instruments disseminated by the Department of Education. The Superintendent’s Office will collect the school climate assessments for each school in the district and submit such assessments to the Department of Education.

School principals will annually include within their school improvement plans strategies to improve the quality of school climate based on assessments of school climate, and behavioral data including but not limited to behavior that may constitute or lead to bullying or harassment.

Legal References:

Public Act 11-232, *An Act Concerning the Strengthening of School Bullying Laws*
Conn. Gen. Stat. § 10-222d

Conn. Gen. Stat. §§ 10-233a through 10-233f

Connecticut State Department of Education Circular Letter C-8,
Series 2008-2009 (March 16, 2009)

Adopted:

Wayne Casper
270 Red Oak Hill
Corrington, CT 06790
(860) 618-3438

December 5, 2011

Dr. James Thompson, Superintendent
Bloomfield Public Schools
1133 Blue Hills Avenue
Bloomfield, CT 06002

Dear Dr. Thompson,

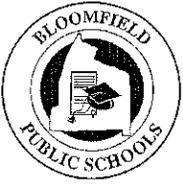
Knowing the budgetary restraints the district is faced with, and having first hand knowledge of the condition of the vehicles in the districts fleet, I wish to make a donation. I would like to donate my 2004 Buick Century to the Bloomfield Public Schools. There is currently 149,000 miles on the vehicle however, I have maintained the vehicle very well throughout my ownership. The tires were replaced this past summer, as were the brakes and it has a relatively new battery. The vehicle should provide good service to the district for some time with continued proper maintenance.

I have attached copy of the title as proof of ownership. Please advise as to whether the Board of Education would be interested in accepting this donation.

Sincerely



Wayne Casper



Bloomfield Public Schools

James Thompson, Jr., Ed.D.
SUPERINTENDENT OF SCHOOLS

Christopher G. Leone
CHIEF OPERATING OFFICER /
DIRECTOR OF MAGNET SCHOOLS

Ellen J. Stoltz, Ph.D.
CHIEF ACADEMIC OFFICER

MEMORANDUM

Date: December 6, 2011
 To: BOE Members
 From: Christopher Leone, COO/Director of Magnet Schools
 Re: **Budget Transfers**

Per Board of Education Policy 3010 (Attached) *"the Superintendent shall recommend to the Board of Education transfers from one line item (as set forth above) to another as needed..."*

The following recommendations are being made for approval at the December 13, 2011, meeting:

		Transfer to	Transfer from	Location	Explanation
100-50-403-1000-03-2100-5	Health Insurance		486,357	District	Lower Premium
100-50-096-2190-04-3500-5	Purch Serv Tech - Network	34,673		District	Overage
100-50-096-2800-04-3500-5	Purch Serv Tech - District	232		District	Overage
100-50-022-1000-04-4300-5	Equip Repairs Music - District	2,796		District	2011-12 Budget Error
100-51-401-2320-04-3520-5	Copier Cost C.O.	1,020		Central Office	Overage
100-83-102-9999-04-4009-5	Purch Serv Non-Public Hebrew Acad	49,740		District	Town Council (4/2011)
100-87-102-9999-04-4009-5	Purch Serv Non-Public Talcott	42,140		District	Town Council (4/2011)
100-50-300-2730-05-5100-5	Transp Summer School - District	23,572		District	Overage
100-50-300-2700-05-5100-5	Transp Regular - District		23,572	District	Savings
100-50-611-3200-06-5290-5	Insurance St Activity - District			District	Higher Premium

		798			
100-33-010-2400-07-5500-5	Printing - BPHS	2,256		BPHS	Marketing
100-50-500-1000-08-5690-5	Tuition - Magnet Schools	45,996		CREC	Revised Bill
100-51-401-2311-09-5810-5	Travel Admin	4,291		District	Contractual
100-35-099-1000-11-7200-5	Lease - Alt Academy	2,549		District	Overage
100-12-400-2400-13-7300-5	Equip Admin New - Meta	624		Meta	Furniture
100-51-401-2320-13-7300-5	Equip New	3,867		District	Furniture / Materials
100-31-021-1000-13-7320-5	Equip (R) Art - BHS	3,005		BHS	Kiln Replacement
100-31-027-1000-13-7320-5	Equip (R) Culinary - BHS	330		BHS	Equipment Replacement
100-51-404-2310-14-8100-5	Dues/Fees - BOE	300		District	Fee Overage
100-50-022-3200-04-4000-5	Purch Serv - Arts Festival	20,000		District	2011-12 Budget Adjustment
100-33-010-1000-13-7300-5	Equip New - BPHS	4,071		BPHS	Graphing Calculators
100-13-011-1000-10-6110-5	Supplies L.A. - Vincent	8,200		JPV	LA Materials
100-13-013-1000-10-6110-5	Supplies Sci - Vincent		4,000	JPV	School Transfer
100-13-014-1000-10-6110-5	Supplies Soc St - Vincent		4,200	JPV	School Transfer
100-13-011-1000-12-6410-5	Supplies L.A. - Vincent	6,335		JPV	Listening Stations
100-13-013-1000-12-6410-5	Supplies Sci - Vincent		4,000	JPV	School Transfer
100-13-014-1000-12-6410-5	Supplies Soc St - Vincent		2,335	JPV	School Transfer
100-50-200-2670-04-4310-5	Purch Serv Bldg Systems	2,250		WECMS	WECMS Project Lead Certification
100-50-096-2800-13-7340-5	Equip Computer Instr - District	773		District	Printer for JPV
100-13-011-1000-10-6110-5	Supplies L.A. - Vincent		773	JPV	Printer for JPV
100-51-401-2320-13-7300-5	Equip New - Central Office	1,018		District	New Equipment
100-12-011-1000-12-6410-5	Textbooks - L.A. Meta		7,000	Meta	School Transfer
100-12-012-1000-12-6410-5	Textbooks - Math Meta		6,000	Meta	School Transfer
100-12-013-1000-12-6410-5	Textbooks - Science Meta		2,500	Meta	School Transfer
100-12-014-1000-12-6410-5	Textbooks - Soc St Meta		500	Meta	School Transfer
100-12-045-1000-10-6110-5	Supplies Enrichment Meta		1,160	Meta	School Transfer
100-12-400-2400-14-8900-5	Student Awards - Meta			Meta	Student Awards

		1,160			
100-12-010-2400-07-5500-5	Printing - Meta	3,000		Meta	School - Home Communication
100-12-400-2210-09-5814-5	Conferences - Meta	2,000		Meta	Teacher Professional Development
100-12-400-2400-10-6900-5	Staff Meetings - Meta	1,500		Meta	Staff Meetings / Professional Dev.
100-12-085-2400-10-6110-5	Parent Act -Meta	400		Meta	Parent Activities
100-12-010-1000-10-6110-5	Supplies General Meta	6,100		Meta	School Transfer
100-12-410-2210-12-6430-5	Prof Books - Meta	1,000		Meta	Teacher Books
100-12-010-1000-13-7300-5	Equip New - Meta	2,000		Meta	Listening Stations
100-50-410-2210-04-3300-5	Prof Dev - District	12,000		District	Strategic Planning

289,996 542,397

252,401	Balance
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BOARD BUDGET PROCEDURES AND LINE ITEM TRANSFERS

In accordance with Conn. Gen. Stat. § 10-222, the Board of Education shall prepare an itemized estimate of its budget each year for submission to the fiscal authority for review and appropriation. Line items in such budget estimate shall include, but are not limited to, the following:

- Salaries
- Employee Benefits
- Purchased Services
- Tuition, Public In-State
- Tuition, All Other
- Supplies
- Property
- Other

Following the annual appropriation, the Board of Education shall meet and revise such itemized estimate, if necessary, and adopt a final appropriated budget for the year. Line items in the budget may be allocated more specifically by the Superintendent or his/her designee in the development, administration and monitoring of the budget.

The Superintendent and/or his/her designee shall be responsible for administering and monitoring the budget through the course of the year. The Superintendent or his/her designee shall maintain a system of appropriate expenditures and encumbrance accounting that is organized to conform with the requirements for State and Federal Accounting Reports. A monthly budget report shall be prepared showing for each line item the appropriated budget amount, expenditure to date (to include encumbered and expended amounts), projected expenditures, difference between the projected expenditures and the appropriation, and general comments indicating the reasons for the difference.

Such budget report shall be presented to the Board of Education by the fifteenth of the month.

Based on expenditures and budget projections, with such budget reports, the Superintendent shall recommend to the Board of Education transfers from one line item (as set forth above) to another as needed.

The Superintendent is authorized to make such transfers as necessary if the urgent need for transfer prevents the Board of Education from meeting in a timely fashion to consider the transfer. Transfers made in such instances shall be announced at the next regularly scheduled meeting of the Board of Education.

The Board of Education shall not expend more than the amount of the appropriation and the amount of money received from other sources for school purposes. If any occasion arises whereby additional funds are needed by Board of Education, the Chairperson of the Board shall notify the Town Council and submit a request for such necessary additional funds. No additional funds shall be expended until such supplemental appropriation is granted and no supplemental expenditures shall be made in excess of those so authorized.

Policy Adopted: September 17, 2002

AGREEMENT

between the

BLOOMFIELD BOARD OF EDUCATION

and the

BLOOMFIELD ADMINISTRATORS ASSOCIATION

for the period

~~July 1, 2009 – June 30, 2012~~
July 1, 2012-June 30, 2015

THIS AGREEMENT IS MADE AND ~~ENTERED INTO~~ **TAKES EFFECT** AS OF July 1, **2012** ~~2009~~ by and between THE BLOOMFIELD BOARD OF EDUCATION (hereinafter referred to as the "Board") and the BLOOMFIELD ADMINISTRATORS ASSOCIATION, LOCAL 21, SCHOOL ADMINISTRATORS AND SUPERVISORS ORGANIZING COMMITTEE, AFL-CIO (hereinafter referred to as "BAA" or "Association").

ARTICLE I

RECOGNITION AND TERM AND SCOPE OF CONTRACT

- 1.1 This Agreement is negotiated under Section 10-153 a-n of the Connecticut General Statutes, in order to fix for its term the salaries, hours, and other conditions of employment provided herein.
- 1.2 The Board recognizes the BAA as the exclusive bargaining representative for the entire unit consisting of all administrative and supervisory certified employees, excluding those employees excluded from such unit by virtue of 10-153(b) of the General Statutes.
- 1.3 Despite references herein to the Board and the BAA as such, each reserves the right to officially designate committee members as representatives to act in its behalf.
- 1.4 Nothing contained herein shall be construed to prevent any individual employee from informally discussing a complaint with his/her immediate supervisor.
- 1.5 The provisions of the contract apply equally to all members of the bargaining unit regardless of sex. The use of any pronoun or description in this Agreement which designates a particular sex shall be presumed to apply to each sex unless a contrary limitation is specified.

ARTICLE II

NEW AND MODIFIED POSITIONS

- 2.1 Whenever a new administrative position is to be established, during the life of this Agreement, that falls within the purview of the bargaining unit, the Board shall notify the Association in writing and will negotiate the impact, salary, and working conditions for such position prior to the time a person is employed to fill such position pursuant to Conn. Gen. Stat. Sec. 10-153f(e). If no agreement can be reached by the time of employment, the starting salary shall be the Board's last offer, until such time as the arbitration process is completed or an agreement is reached.
- 2.2 If an existing position in the administrative unit is substantially modified, the Board will notify the Association in writing and will negotiate with the Association with respect to the salary for such position pursuant to Conn. Gen. Stat. Sec. 10-153f(e). The Board shall respond to any written request for bargaining pursuant to this section within two weeks of receipt of such request.

ARTICLE III

FAIR PRACTICES

3.1 No administrator shall be disciplined (exclusive of oral reprimands and dismissal pursuant to §10-151 of the Connecticut General Statutes), or reduced in status or pay, except for just cause.

3.2 Grievance Against Administration

In the event that a grievance is filed against an administrator by any party, that administrator shall have the right to prior notice and an opportunity to be heard at all levels of the grievance procedure in which he/she is required to participate.

3.3 Personnel Files

- a. No material originating after original employment shall be placed in an administrator's personnel file unless the administrator has been notified and has had an opportunity to review the material. The administrator may submit a written notation regarding any material, and the same shall be attached to the file copy of the material in question. If the administrator is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signatures be interpreted to mean agreement with the content of the material.
- b. Any substantive complaint filed with the superintendent against an administrator by any parent, student, or other person shall be called to the attention of the administrator within a reasonable time after the completion of the investigation of the complaint, which shall be done expeditiously, except in situations where an emergency dictates otherwise.
- c. In no case shall any anonymous and/or unsubstantiated complaint be placed in any administrator's file.

3.4 Acting Administrators

- a. A bargaining unit member appointed as an acting administrator shall serve in that capacity for a reasonable amount of time to permit the Board to exercise its selection process.
- b. The superintendent shall make an effort to fill the position with a permanent appointment within a six (6) month time frame.
- c. If no candidate is selected, the Superintendent, after discussion with the BAA, will repost the position.

- 3.5 An administrator promoted to a different administrative position in the bargaining unit shall be placed on a step of the salary schedule for the position into which he or she is promoted that provides an increase of at least one full increment over the administrator's previous salary.

ARTICLE IV

BOARD RIGHTS AND RESPONSIBILITIES

- 4.1 It is recognized that the Board retains and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility, and prerogative to direct the operation of the Bloomfield Public Schools in all its aspects including, but not limited to, the acquisition, control and regulation of all property, the employment and supervision of all employees, and the organization and administration of the program of the Bloomfield Public Schools.
- 4.2 These rights, responsibilities, and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement. No action taken by the Board with respect to such rights, responsibilities, and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance provisions of this Agreement.
- 4.3 The salary schedules set forth in Appendix A are for the purpose of determining the compensation for positions that already exist in the bargaining unit. Positions may be created or eliminated by the Board in accordance with this contract. The Board reserves the right to transfer or assign bargaining unit members, subject to the provisions of the contract.

ARTICLE V

AGENCY SHOP

- 5.1 Dues Deduction and Service Fee
- a. Conditions of Continued Employment

All administrators employed by the Board shall, as a condition of continued employment, join the BAA, or having joined, remain a member, or pay a service fee to the BAA, which shall be no greater than the proportion of union dues uniformly required of members to underwrite the cost of collective bargaining, contract administration and grievance adjustment. It is understood that the payment of such sum shall not constitute an agreement to become a member of the Association. Said service fee shall be determined by the BAA.

- b. Deductions

The Board agrees to deduct from each administrator an amount equal to the BAA membership dues **or service fee** by means of payroll deductions. The amount of the deduction from each paycheck shall be equal to the total BAA membership dues **or service fee** divided by the number of paychecks from and including the first paycheck in September through and including the last paycheck in June. The amount of BAA membership dues **and service fee** shall be certified by the BAA to the Board in writing not later than June 15 of each year of this contract, said certification to be in effect from the following July 1 to June 30. Deductions may be taken equally from all twenty-six (26) paychecks if the Board determines, in its sole discretion, that such a deduction schedule is more appropriate.

c. Subsequent Employment

Those administrators whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.

d. Forwarding of Monies

The Board agrees to forward to the BAA each month a check for the amount of money deducted during that month. The Board shall include with such check a list of administrators from whom such deductions were made.

e. Save Harmless

The BAA shall indemnify and hold the Board and the Town of Bloomfield harmless against any and all claims, demands, liabilities, and lawsuits which may arise out of or by reason of actions taken by or against the Board and the Town of Bloomfield as a result of the administration or enforcement of this Article.

ARTICLE VI

REDUCTION IN FORCE AND TERMINATION

6.1 Reduction in Force and Termination

- a. For the purposes of this provision, a Reduction in Force (RIF) occurs when the Board eliminates an administrative position and/or reduces the number of administrators in the bargaining unit. The Association shall be given reasonable notice of contemplated reduction in force (RIF).
- b. Upon elimination of a position(s), no present member(s) of the administrators' bargaining unit who is qualified as noted in (c) below shall be removed from said unit if the substance of the essential duties of the eliminated positions continues to be assigned to a new position(s), if said positions represents a lateral or lower placement on that salary schedule, within the scope of Article I, Recognition.

- c. The determination of whether an administrator is qualified for the purposes of this provision shall be based upon the administrator's certification, performance (as determined from written evaluations prepared in accordance with established staff evaluation procedures), training, experience, and academic background.
- d. Any administrator with three or more years of administrative service to Bloomfield who is displaced to a different administrative position or a teaching position due to a reduction in force shall be paid his or her prior administrative salary for ninety days, after which time the displaced administrator shall be paid the salary for the new position to which he or she has been assigned.
- e. The Determination of whether an administrator is terminated as a result of Reduction in Force (RIF) shall be based upon the administrator's certification(s), performance (as determined from written evaluations prepared in accordance with established staff evaluation procedures), related educational training, relevant experience, ~~and~~ academic background, **and include the best interest of students, provided that departures from seniority shall not be implemented in an arbitrary and capricious manner.** ~~as determined by available transcripts,~~
- f. Recall Procedure
 - (i) The name of any administrator whose services have been terminated because of a RIF shall be placed on a reappointment list and remain on such list for **two** years, or the length of time the administrator has served in an administrative position in Bloomfield, whichever is less, provided such administrator does not refuse an appointment to an equivalent or more highly compensated position than that previously held and provided such administrator applies, in writing, by registered mail, for the retention of his/her name on said list on or before June 1st of each year subsequent to his/her termination.
 - (ii) An administrator on the reappointment list shall receive a written offer of reappointment at least fifteen (15) days prior to the date of re-employment. The administrator shall accept or reject the appointment within ten (10) days. If he/she accepts the appointment, he/she shall receive a written contract at least five (5) days prior to the date of re-employment unless extended by mutual agreement.
 - (iii) No new administrator shall be hired for an administrative position until all qualified persons on the reappointment list have been offered the position and have declined the offer (See **6.1** Subsection c for definition of "qualified"). In determining the order in which offers of reappointment will be made to qualified persons, preference shall be given to those earlier terminated.
 - (iv) The temporary separation of an administrator shall not affect any fringe benefits earned and/or accumulated, or benefits to be earned and/or accumulated, when re-employed with the exception of salary schedule increments. An administrator who has been laid off pursuant to this Article

may continue to participate in group insurance programs in which he/she was a member at the time of layoff after the applicable period of Board-paid benefits and until removal from the recall list provided he/she pays the full costs for the premium of such coverage and that the provisions of the appropriate group policy permit such continuation.

ARTICLE VII

GRIEVANCE PROCEDURE

- 7.1 The purpose of the following grievance procedure shall be to settle equitably at the lowest possible administrative level issues which arise from time to time with respect to the salaries and working conditions of unit employees. The Board and Association agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.
- 7.2 A “grievance” is defined as (1) a complaint by an employee covered by this Agreement that there has been to him/her a violation, misinterpretation or misapplication of any of the provisions of this Agreement or (2) a complaint by the BAA involving an alleged misapplication or misinterpretation of this Agreement.
- 7.3 The procedure shall provide for two phases of grievance processing: Formal and Informal. Since it is important that grievances or disputes be initiated and processed as rapidly as possible, the number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process.
- 7.4 In the event a grievance is filed on or after June 1, but before the reopening of school, the time limits set forth herein will be read as weekdays (Monday through Friday exclusive of holidays) rather than school days, except that either party may extend the time limit at each level by not more than three (3) weekdays.
- 7.5 Informal Procedure
- If an employee believes that he/she has a grievance, the employee must first discuss the matter with his/her immediate supervisor in an effort to resolve the problem informally. To invoke the grievance procedure set forth, a grievance must be submitted within five (5) school days after occurrence of the event giving rise to it.
- 7.6 If, after such discussion, the employee is not satisfied with the disposition of the matter, the employee shall have the right to have the Association assist in further efforts to resolve the problem informally with the aforesaid supervisor.

7.7 Formal Procedure

a. Level One - Immediate Supervisor

An employee with a grievance not resolved through the informal procedure shall submit the grievance in writing within ten (10) school days of the occurrence of the event giving rise to it and discuss it with his/her immediate supervisor with the objective of resolving the matter within five (5) days. Employees whose immediate supervisor is the Superintendent of Schools shall initiate the grievance procedure at Level Two and shall be required to submit the grievance to the Superintendent within ten (10) school days of the occurrence of the event giving rise to it.

b. Level Two - Superintendent of Schools

In the event that such aggrieved employee is not satisfied with the disposition of the grievance at Level One, or in the event that no decision has been rendered within ten (10) school days after presentation of the grievance, the employee may file the written grievance with the Superintendent within five (5) school days after the decision at Level One or fifteen (15) school days after the grievance was first presented, whichever is sooner. If the grievance is filed through the Association, then, within five (5) school days after receiving the written grievance, the President of the Association or the President's designee shall refer it to the Superintendent or his/her designee. The grievance shall be in writing and shall specify the grievance asserted, the section of the contract alleged to be involved and its disposition at Level One, if any. The appropriate Association officer shall recommend in writing a proposed disposition of this grievance.

The Superintendent shall represent the Board at this level of the grievance procedure. Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent shall meet with the aggrieved member of the unit and/or the President of the Association or designee. Prior to rendering his/her decision, it is recommended that the Superintendent should discuss the contents of the grievance with the Board in executive session.

c. Level Three - Impartial Arbitration

- (1) If the grievance is not settled at Level Two, it may be submitted, at the request of the Association only, to arbitration. The Arbitrator shall be selected from a list submitted by the American Arbitration Association no later than ten (10) days after receipt of the written answer of the Board under Level Two above or within thirty (30) days of submission of the Board, whichever is sooner.
- (2) The arbitrator designated shall hear and decide only one (1) grievance at a time. The award shall be final and binding as provided by law. The arbitrator shall be bound by and must comply with all the terms of this Agreement and shall have no power to add or subtract from, or in any way

modify the provisions of this Agreement. The cost of arbitration shall be borne equally by both parties.

7.8 Miscellaneous

- a. If, in the judgment of the Association, a grievance affects a group or class of members of the unit, the Association may process such grievance through all levels of the grievance procedure.
- b. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- c. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations shall be prepared and approved by the Board and the Association.
- d. Any grievance not processed within the time limits set for each level of the grievance procedure in this Article shall be deemed to have been waived.
- e. At all levels of the grievance procedure the aggrieved party shall have the right to BAA representation.

ARTICLE VIII

COMPENSATION

8.1 For the school years ***July 1, 2012 to June 30, 2015***, ~~July 1, 2009 to June 30, 2012~~, the salaries of all unit employees shall be in accordance with the salary provisions set forth in Appendix A, which are attached hereto and made a part hereof.

8.2 Withholding Salary

The Board shall have the right to withhold an annual increment or increase for just cause.

8.3 Longevity

A longevity payment of six hundred dollars (\$600) will be paid annually to administrators with twenty (20) or more years of experience in the Bloomfield School System.

8.4 Direct Deposit

All administrators shall be paid via direct deposit.

ARTICLE IX

REIMBURSEMENTS

9.1 Travel Reimbursement

- a. All administrators shall be reimbursed at the then-current IRS rate for travel by automobile on school business. School business shall include, but not be limited to, travel between buildings in Bloomfield during the school day and travel to and from Bloomfield for conferences and workshops. Travel to and from home for evening meetings, performances, athletic events and the like shall not be deemed business travel for the purpose of this provision.
- b. Administrators seeking payment of the travel reimbursement described above shall request same on a form prescribed by the Business Office on the last day of the month. Such form shall require the administrator to list each trip for which a travel reimbursement is sought, its purpose and the mileage attributable thereto. Reimbursement shall be made on a monthly basis.

9.2 The Board will reimburse up to two hundred dollars (\$200) annually toward the cost of dues for mutually agreed upon professional organizations.

9.3 The Board will reimburse any administrator for clothing damaged or destroyed as a result of defective equipment or furniture and/or student negligence or malice. The Board will also reimburse an administrator under the same conditions stated above for eyeglasses, contact lenses, hearing aids, medical and dental appliances or watches, not to exceed two hundred (\$200) per occurrence. Any administrator who wishes to file a claim for reimbursement under this paragraph must notify the Business Office by the end of the next school day immediately following the incident giving rise to the claim.

9.4 A fund of one thousand dollars (\$1,000) shall be established solely for the purpose of reimbursing administrators for verifiable automobile vandalism on school property that is not reimbursable under the deductible clause of the administrator's automobile insurance, or if the employee makes no claim for insurance reimbursement. Any administrator who wishes to file a claim for reimbursement under this paragraph must notify the Business Office by the end of the school day immediately following the incident giving rise to the claim.

All claims will be held until the end of the fiscal year and repaid in full or prorated if the total of verifiable claims exceeds the fund total. It is agreed that an administrator filing for reimbursement for automobile vandalism will provide a statement that no claim is filed with the administrator's insurance carrier for reimbursement, except for any deductible that is not covered by the carrier.

9.5 The Board agrees to payment of the cost of tuition for up to 2 graduate courses per year, per administrator, subject to the approval of the Superintendent. Reimbursement is limited to \$750 per course or the actual cost of tuition,

whichever is less. Such compensation is contingent upon successful completion of said courses.

ARTICLE X

PROTECTION OF ADMINISTRATORS

- 10.1** Administrators shall report immediately in writing to the superintendent or his or her designee all cases of assaults suffered by them in connection with their employment.
- 10.2** Whenever an administrator is absent from school as a result of personal injury caused by an assault arising out of and in the course of his/her employment, he/she shall be paid his/her full salary for the period of such absence without having such absence charged to annual sick leave or accumulated sick leave. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any workers' compensation award received due to the injury as well as by any payments received under the long term disability insurance coverages provided under this Agreement, said reduction to remain in effect during the period for which salary continuation is made under this Section. The Board shall have the right to have the administrator examined by a physician designated by the Board for the purpose of establishing the length of time during which the administrator is temporarily disabled from performing his duties, and, in the event that there is no adjudication in the appropriate workers' compensation proceeding for the period of temporary disability, the opinion of the said physician as to the said period shall control.

ARTICLE XI

LEAVES

11.1 Annual Sick Leave

All twelve-month administrators will receive twenty (20) days sick leave with full pay in each school year for personal illness, including illness related to the child-bearing process, quarantine, or absence because of injury.

11.2 Accumulated Sick Leave

Unused sick leave for twelve month administrators will be cumulative to two hundred forty (240) days, so long as the employee remains continuously in the employ of the Board.

11.3 Administrators working less than full year will receive fifteen (15) days sick leave with full pay in each school year for personal illness, including illness related to the child-bearing process, quarantine, or absence because of injury.

- 11.4 Unused sick leave for administrators working less than a full year will be cumulative to two hundred twenty (220) days.
- 11.5 Injuries sustained in the performance of duties shall not be charged against sick leaves, except where a such leave is not compensable.
- 11.6 The Board may grant an extension of sick leave depending on the nature of the illness, the circumstances involved, or the service record of the employee. The decision regarding whether or not to grant such an extension shall be in the Board's sole discretion and shall not be subject to the grievance procedure.
- 11.7 In the event of absence of an employee for illness in excess of five (5) consecutive working days, or any other pattern of absence deemed by the Superintendent to give cause for concern, the Superintendent may require the filing of a doctor's statement.
- 11.8 Personal Leave

A total of six (6) additional days without salary deduction shall be allowed for the following:

- a. Serious illness or death in the immediate family or household, e.g., father, mother, brother, sister, husband, wife, sons, daughters, close friend, or in-laws.
- b. For any bona fide purpose that cannot be accomplished outside of school hours. Personal leave shall not be for the purpose of extending a vacation period. Each administrator shall submit any request for personal leave at least forty-eight (48) hours in advance, except in cases of emergency. Each request shall set forth the specific reason for the requested leave.
 - (1) The term "bona fide purpose" is recognized by both parties to this Agreement as meaning such purposes as moving one's domicile, court appearances, legal matters, graduation of the employee or a member of the immediate family from an institution of learning, or other business of a personal nature that demands the employee's presence.
 - (2) At no time is personal leave to be taken to extend a vacation (two or more consecutive non-school days not including Saturday and Sunday) or for any purpose that might be deemed essentially social or recreational.
 - (3) Religious holiday leave shall be limited to three (3) days per school year.
 - (4) All requests for personal leave shall be submitted to the immediate supervisor at least two (2) days prior to the requested leave. The form shall state the reason for the requested leave. An administrator shall be entitled to take personal leave only if he or she receives approval from his/her immediate supervisor or his or her designee. Where prior approval is not possible due to the emergency nature of leave, the administrator

shall submit the approval form on the first day he or she returns from leave.

11.9 Pregnancy and Childbirth Leave

Pregnancy and childbirth leave will be treated in accordance with the provisions of the Family & Medical Leave Act (FMLA), and any and all other applicable state and federal statutes.

11.10 Sabbatical Leave

Administrators who have served for seven (7) consecutive years in an administrative position may, upon the recommendation of the Superintendent and with the approval of the Board, be granted leave of absence for study or travel upon the following conditions:

- a. Applicants must file with the Superintendent of Schools a statement of the definite purpose for which such leave of absence is desired. In case of sabbatical leave for study, this statement must include the institution at which the individual is to study and courses to be pursued. In cases of sabbatical leave for travel, a plan of the travels must be submitted, stating specific objectives which are to be sought through such travel, and indicating the school system or institutions which will be studied.
- b. Persons granted sabbatical leave of absence are required to report twice each semester to the Superintendent of Schools during such absence, indicating the extent of the study of school systems either at home or abroad in case of sabbatical leave for travel or the nature of the courses taken at a University and the application of these to the work of the individual concerned in the case of sabbatical leave or absence for study. If such reports are unsatisfactory as mutually determined by the Board and the BAA or their designees, the leave may be terminated by the Board at any time at the recommendation of the Superintendent.
- c. Applicants must file with the Board a written agreement to remain in the service of the Board for two (2) years after the expiration of such leave, or in the case of resignation within two (2) years, to refund to the Board such proportion of the salary paid during the leave of absence as the unexpired portion of the two (2) years shall bear to said period.
- d. Such leave shall not be granted for less than one (1) full semester nor more than one (1) year. Administrators taking such leave shall not be eligible for such leave again until seven (7) years have expired after return.
- e. An administrator on sabbatical leave will receive sixty-six percent (66%) his/her present salary for the length of the leave. In no event shall the total of the percentage of salary paid by the Board and any other payment made to the administrator during the period of sabbatical equal more than the administrator's total salary pursuant to this Agreement.

- f. During any given school year not more than one (1) administrator regularly employed shall be on leave of absence. In case the number of applicants shall exceed one (1), selection shall be made in accordance with the following principles:
 - (1) quality of the proposed program,
 - (2) quality and length of service with greater weight being given to the former,
 - (3) distribution by schools, care being taken that the number from any school shall not be comparatively excessive, and
 - (4) nature of service, provision being taken that the benefits of such leave of absence shall be distributed as fairly as possible among all grades, schools, and supervisory positions.
- g. Regular annual salary increments shall be given for time of leave the same as for regular services in the school.
- h. Applications for such sabbatical leave of absence for any school year shall be submitted not later than December 1 of the preceding school year and shall be acted on by the Board at its first regular meeting the following January. Deviation from the above may be recommended by the Superintendent.
- i. An administrator who has been granted sabbatical leave shall return to the same or comparable assignment, unless mutually agreed otherwise.
- j. The decision whether to grant a sabbatical leave in any year is within the discretion of the Board, and shall not be subject to the grievance procedure.

11.11 Leaves Without Pay

- a. Leaves of absence without pay may be granted for the following reasons:
 - (1) for the purpose of further study, other than sabbatical leave;
 - (2) for health reasons, upon advice of a physician;
 - (3) child-rearing leaves for natural or adoptive parent; and
 - (4) for other valid reasons subject to the review and recommendation of the superintendent.
- b. Such leaves may be permitted only at the discretion of the Board and for no more than one (1) year at a time, unless the Board in its sole and unreviewable discretion grants an extension of the leave upon the written request of the employee. Application for a leave of absence must be made in writing and must state the reasons for the request. Upon return from such leave, the administrator's salary shall be determined on the basis of years of experience gained at the time

of the commencement of the leave. An administrator who has been granted leave under this provision shall return to a comparable assignment, unless mutually agreed otherwise.

ARTICLE XII

INSURANCE BENEFITS

12.1 Fringe Benefits – The parties have agreed to the following fringe benefits:

1. Employees will have the choice between the following two health insurance plans:

a) Anthem Blue Cross/Blue Shield Century Preferred Plan.

The Board shall provide a PPO health plan to all eligible employees as described in Appendix B entitled “Bloomfield Benefit Plan Description.” ~~Effective July 1, 2009, the employee pays 16% of the annual cost for either the individual, spouse, or family plan and the Board of Education pays 84% of annual costs. Effective July 1, 2010, the employee pays 17% of the annual cost for either the individual, spouse, or family plan and the Board of Education pays 83% of annual costs. Effective July 1, 2012, 2011, the employee pays 18% of the annual cost for either the individual, spouse, or family plan and the Board of Education pays 82% of annual costs.~~ ***Effective July 1, 2013, the employee pays 19% of the annual cost for either the individual, spouse, or family plan and the Board of Education pays 81% of annual costs. Effective July 1, 2014, the employee pays 20% of the annual cost for either the individual, spouse, or family plan and the Board of Education pays 80% of annual costs.***

- Prescription Drugs: Anthem Blue Cross/Blue Shield Public Sector Formulary: \$5/\$20/\$35 retail copays, 1 x's retail for a 100 day supply mail order with a \$2,000 annual maximum (includes oral contraceptives or any contraceptive device).
- Outpatient physical therapy. Occupational therapy, speech therapy and chiropractic visits in excess of 50 shall be paid in the same manner and to the same extent as an out-of-network expense.

b) Anthem Blue Cross/Blue Shield Health Savings Account Preferred Provider Plan (PPO)

The Board shall provide a Health Savings Account Preferred Provider (PPO) health plan to all eligible employees as described in Appendix C entitled “ANTHEM BLUE CROSS BLUE SHIELD HEALTH SAVINGS ACCOUNT PREFERRED PROVIDER PLAN (PPO)”. ~~Effective July 1, 2012-2009, the employee pays 10% of the annual cost for either the individual or employee plus one / family plan and the Board of Education pays 90% of annual costs.~~ ***Effective July 1, 2013, the employee pays 11% of the annual cost for either the individual or employee plus one / family plan and the Board of Education pays 89% of annual costs. Effective July 1, 2014, the employee pays 12% of the annual cost for either the individual or employee plus one / family plan and the Board of Education pays 88% of annual costs.*** The Board of Education will contribute 50% of the annual Health Savings Account deductible

deposit based on an annual total deposit of \$2,000 for an employee plan and \$4,000 for an employee plus one or family plan. The Board will prefund the employee's 50% annual Health Savings Account deductible deposit based on an annual total deposit of \$2,000 for an employee plan and \$4,000 for an employee plus one or family plan, the Board will then deduct the prefunded amount equally from the employees pay checks. The Board will pay set-up and monthly maintenance fees for Health Savings Account plans. Employees will assume responsibility for all other transaction fees. In Network Preventive Care Visits are paid 100% by plan and do not come out of the health savings account. In Network visits are first paid for by the annual deductible/health savings account and then covered 100% by the plan. Out of Network visits are first paid for by the annual deductible/health savings account and then the employee pays 20% of the claims up to the out of pocket maximum, then the claims are covered 100% up to one million dollars.

2. Group Life Insurance Plan. Employees have the option of purchasing twice their basic annual salary rounded off to the even thousand dollar amount above the sum. The employee pays 15% of the annual cost and the Board of Education pays 85% of the annual cost. Employees have the option of purchasing an additional one time their basic annual salary as insurance at their own cost.
3. Group Long-Term Disability Insurance. Monthly payments will be made following the completion of the required period of continuous total disability (Benefit Waiting Period) resulting from accident or sickness that occurs either at or away from work. The monthly maximum benefit will be \$2,000. The Board of Education shall pay the same share of the cost of the premium for this insurance as the Board pays for health insurance.
4. Medical Insurance for Retired Administrators. Retired administrators may participate in all fringe benefits provided for in the contract, at their own expense.
5. Blue Cross Full Service Dental Plan including Rider A (Additional Basic Benefits), Rider B (Prosthetics), Rider C (Periodontics), Rider D (Orthodontics), and Unmarried Dependent Child Rider. The employee shall pay 15% of the cost for the individual, spouse, or family plan and the Board shall pay 85% of the annual cost.
6. Change of Insurance Carriers. The Board of Education shall have the right to change insurance carriers and/or to self-insure in whole or in part in order to provide the insurance coverages set forth above, provided that the overall level of benefits remains substantially equivalent.

The president of the Association shall be notified in writing within thirty (30) days of any intention to change carriers and/or to self insure and shall have a reasonable opportunity to review the proposed changes. Should the Association and the Board disagree that the change proposed will provide coverages at least equal to the coverages, benefits and administration described above at no additional cost to staff members, the disagreements shall be subject to impartial arbitration as set forth in Article III of this Agreement, preferably before an arbitrator with experience and expertise in insurance matters. Should the

Association elect, such arbitration shall be expedited under the rules of the American Arbitration Association for expedited arbitration and no change shall be made until the arbitrator has rendered his/her Award.

7. Section 125 - Flexible Spending Account

The Bloomfield Board of Education shall make available on an optional basis at no cost to the administrators a Section 125 Flexible Spending Account for Accident and Health Insurance (IRC Sections 105 and 106) and Dependent Care Assistance (IRC Section 129).

ARTICLE XIII

NO STRIKE CLAUSE

During the term of this Agreement, the Association will not cause, permit, or authorize its members to cause, nor will any employee in the unit take part in any strike, work stoppage, slow down, sick-in, or other concerted refusal to render services to the Board. This obligation shall extend to and prohibit concerted refusals to render service in the event of picketing by labor organizations other than the Association.

ARTICLE XIV

HOLIDAYS, WORK YEAR AND VACATIONS

- 14.1 Administrators shall receive twelve (12) holidays per year, in accordance with the school calendar. In addition, administrators shall receive two floating holidays, to be selected by the Superintendent after consultation with the BAA. The school calendar shall be established by the Board, upon the recommendation of the Superintendent, prior to the last day of the previous school year.
- 14.2 Work-Year Schedule
- a. Prior to the establishment of the work-year schedule or calendar for the subsequent year the Superintendent will consult with the Administrative Unit prior to April 1st.
 - b. In the development of the work-year calendar for Administrators who work less than twelve months, the Superintendent will schedule the additional workdays, to the extent possible, during contiguous days in the summer months.
 - a. Ten (10) of the scheduled workdays shall be composed of five (5) days prior to the beginning of school and five (5) days after the close of school.
- 14.3 Twelve-month administrators shall work a full work year and be entitled to twenty-five vacation days per year. For the purpose of determining the per diem pay only of twelve-month administrators, the work year shall be determined as 223 days.

Each administrator shall be able to carry over up to *twelve (12)* ~~seven (7)~~ accumulated vacation days from one contract year to the next contract year. At no time shall any administrator have accumulated vacation time greater than *thirty-seven (37)* ~~thirty-two (32)~~ days, as the sum of the twenty five (25) days allotted for the then current contract year plus the maximum of *twelve (12)* ~~seven (7)~~ carry over days.

ARTICLE XV

SAVING CLAUSE

- 15.1 If any provision or any portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and the remainder of the Agreement shall remain in full force and effect.
- 15.2 This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly authorized and executed by both parties.

ARTICLE XVI

DURATION

- 16.1 The provisions of this Agreement shall be effective on July 1, ~~2012, 2009~~ and shall continue and remain in full force and effect until June 30, ~~2015 2012~~.

IN WITNESS THEREOF, the parties hereto have caused these present to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto as of the date and year first above written.

BLOOMFIELD BOARD OF EDUCATION

By: _____

BLOOMFIELD ADMINISTRATORS ASSOCIATION

By: _____

APPENDIX A

The following schedules are for the purpose of determining the compensation for positions that already exist in the bargaining unit.

APPENDIX A (continued)

	2009-2010					
	1	2	3	4	5	6
Asst. Director Pupil Services; Big Picture H.S. Principal; Director of Arts	93,619	97,882	100,121	102,360	104,711	107,060
M.S., I.S. & H.S. Vice Principal	99,588	104,152	106,546	108,941	111,457	113,974
Elem. Principal; Intermediate School Principal; Middle School Principal; Dir. Pupil Services; Early Childhood Principal	101,577	106,238	108,687	111,135	113,704	116,273
H.S. Principal; Dir. of Curriculum and Instruction	109,536	114,596	117,253	119,910	122,699	125,487
	2010-2011					
	1	2	3	4	5	6
Asst. Director Pupil Services; Big Picture HS Principal; Director of Arts	96,428	100,818	103,125	105,431	107,852	110,272
M.S., I.S. & H.S. Vice Principal	102,576	107,277	109,742	112,209	114,801	117,393
Elem. Principal; Intermediate School Principal; Middle School Principal; Dir. Pupil Services; Early Childhood Principal	104,624	109,425	111,948	114,469	117,115	119,761
H.S. Principal; Dir. of Curriculum and Instruction	112,822	118,034	120,771	123,507	126,380	129,252
	2012-2013			2011-2012		
	1	2	3	1	2	3
Asst. Director Pupil Services; Big Picture HS Principal; Director of Arts	99,321	103,843	106,219	108,594	111,088	113,580
Asst. Director Student Support Services; M.S., I.S. & H.S. Vice Principal, Director of Arts	\$113,768	\$118,983	\$121,716	\$124,453	\$127,327	\$130,202
Elem. Principal; Intermediate School Principal; Middle School Principal; Big Picture High School Principal; Dir. Student Support Services; Early Childhood Principal	\$116,040	\$121,364	\$124,163	\$126,958	\$129,894	\$132,829
H.S. Principal; Director of Assessment and Evaluation Dir. of Curriculum and Instruction	\$125,133	\$130,913	\$133,949	\$136,982	\$140,169	\$143,356
	2013-2014					
				1	2	3
Asst. Director Student Support Services; M.S., I.S. & H.S. Vice				\$127,564	\$130,510	\$133,457

Principal, Director of Arts			
Elem. Principal; Intermediate School Principal; Middle School Principal; Big Picture High School Principal; Dir. Student Support Services; Early Childhood Principal	\$130,132	\$133,141	\$136,150
H.S. Principal; Director of Assessment and Evaluation			
Dir. of Curriculum and Instruction	\$140,407	\$143,673	\$146,940

	2014-2015		
	1	2	3
Asst. Director Student Support Services; M.S., I.S. & H.S. Vice Principal, Director of Arts	\$130,753	\$133,773	\$136,793
Elem. Principal; Intermediate School Principal; Middle School Principal; Big Picture High School Principal; Dir. Student Support Services; Early Childhood Principal	\$133,385	\$136,470	\$139,554
H.S. Principal; Director of Assessment and Evaluation			
Dir. of Curriculum and Instruction	\$143,917	\$147,265	\$150,614

\$

Administrators holding a doctoral degree shall receive an annual stipend of \$2000 in addition to the salaries listed above.

There shall be an incentive for all administrators in each year of this agreement, as follows: A group incentive pool and should not be confused with individual merit. Recognizing the need for the entire district to perform better this 1% pool will be for all administrators and paid as either a lump sum or in tax-sheltered annuity. The 1% will be divided into eight (8) categories based on the district targets for improvement. Each target will be weighted at .125%. If the districts hits all targets the sum will be 1% of the individual's salary (For example: An administrator making \$130,000 would receive \$1300) If the district hits a percentage of the targets the bonus will be prorated (For example, Seven targets achieved means 7/8 or .875%) This incentive pool will reset on an annual basis, based upon the targets achieved by the district in that year. In any year that bonuses are awarded, each individual administrator shall elect to receive his or her bonus as a lump sum or a payment to a tax-sheltered annuity.

APPENDIX BBLOOMFIELD BENEFIT PLAN DESCRIPTION

BENEFIT	Anthem Blue Cross Blue Shield Century Preferred Plan
Benefit Costshares	<p>In Network: \$20 Office Visit Copay Unlimited Office Visit Maximum</p> <p>Out-of-Network: Subject to deductible & copay below</p> <p>Deductible - \$250/500/625 Coinsurance - 80% to \$5000/10,000/12,500 Cost Share Max: \$1250/2500/3125 Lifetime Maximum In-Network: Unlimited Lifetime Maximum Out-of-Network: \$2,000,000</p>
Administrator Cost Premium Share	16% in 2009/2010; 17% in 2010/2011; 18% in 2011/2012
Preventive Care Pediatric	<p>In Network: Covered according to Age based schedule \$20 copay</p> <p>Out-of-Network: 80% after annual deductible</p>
Adult	<p>In Network: Covered according to Age based schedule \$20 Copay</p> <p>Out-of-Network: 80% after annual deductible</p>
Vision	<p>In Network: Covered once every two years \$20 Copay (includes refraction)</p> <p>Out-of-Network: 80% after annual deductible Vision Care rider included (coverage for frames, lenses, contacts & additional eye exams) See separate benefit schedule.</p>
Gynecological	<p>In Network: Covered once every year \$20 Copay</p> <p>Out-of-Network: 80% after annual deductible</p>
Hospital Admission	\$200 Copay
Medical Services Medical Office Visit	<p>In Network: \$20 Copay</p> <p>Out-of-Network 80% after deductible</p>
Outpatient PT/OT/ST/Chiro	<p>In Network: \$20 Copay Covered up to 50 combined treatments per member per calendar year (Treatment Plan Required) Subsequent treatment subject to 80% after deduction.</p> <p>Out-of-Network 80% after deductible</p>
Allergy Services	<p>In Network: \$20 Copay for office visits and testing. No copay for injections (Treatment Plan Required)</p> <p>Out-of-Network 80% after deductible</p>
Diagnostic Lab & X-Ray	<p>In Network: Covered in full</p> <p>Out-of-Network: 80% after deductible</p>
Inpatient Medical Services	<p>In Network: Covered in full</p> <p>Out-of-Network: 80% after deductible</p>
Surgery Fees	<p>In Network: Covered in full</p> <p>Out-of-Network: 80% after deductible</p>

BENEFIT	Anthem Blue Cross Blue Shield Century Preferred Plan
Office Surgery	In Network: Covered in full Out-of-Network: 80% after deductible
Outpatient Mental Health	Covered at 50% to \$2000 per member per calendar year In and Out-of-Network
Emergency Care Emergency Room	In Network and Out-of-Network: \$75 Copay Subject to Sudden & Serious Guidelines. Waived if admitted.
Urgent Care	In Network: \$75 Copay Out-of-Network: 80% after deductible
Ambulance	In Network and Out-of-Network: No charge up to \$500 maximum per trip for land and air ambulance. Additional charges over first \$500 land ambulance covered under out-of-network benefit, 80% after deductible.
Inpatient Hospital General/Medical/Surgical/ Maternity (Semi-Private)	In Network: \$200 Copay Out-of-Network: 80% after deductible (out-of-network coinsurance does not accrue to OOP maximum)
Ancillary Services Medical Supplies	In Network: \$20 Copay Out-of-Network: 80% after deductible
Psychiatric	In Network: Covered up to 60 days per calendar year (120 partial) Out-of-Network 80% after deductible
Substance Abuse/Detox	In Network: covered up to 45 days per calendar (90 partial) Out-of-Network: 80% after deductible
Rehabilitative	In Network: Covered up to 60 days per calendar Out-of-Network: 80% after deductible
Skilled Nursing Facility	Covered up to 120 days per calendar year Subject to Deductible & 80% Coinsurance
Hospice	In Network Covered up to 60 days per Admission Copay Out-of-Network: 80% after deductible
Outpatient Hospital Outpatient Surgery Facility Charges	In Network: Covered Out-of-Network: 80% after deductible
Diagnostic Lab & X-Ray	In Network: Covered Out-of-Network: 80% after deductible
Pre-Admission Testing	In Network: Covered Out-of-Network: 80% after deductible
Other Services Durable Medical Equipment	In Network: Covered Out-of-Network: 80% after deductible
Home Health Care	In Network: Covered up to 200 Visits per calendar year Out-of-Network: 80% after deductible

BENEFIT	Anthem Blue Cross Blue Shield Century Preferred Plan
Prescription Drugs	\$35 Nonformulary/\$20 Formulary/\$5 Generic/1x retail per 100 day supply Mail Order \$2000 Maximum per calendar year then covered under Out-of-Network benefit. Rx benefits must be accessed through BlueCare Network, otherwise covered at 80% of fee schedule.

**APPENDIX C
ANTHEM BLUE CROSS BLUE SHIELD HEALTH SAVINGS ACCOUNT PREFERRED
PROVIDER PLAN (PPO)
SCHEDULE OF BENEFITS**

The Board of Education will contribute 50% of the annual health Savings Account deposit based on an annual total deposit of \$2,000 for an employee plan and \$4,000 for an employee plus one or family plan. The Board will pay set-up and monthly maintenance fees for Health Savings Account plans. Employees will assume responsibility for all other transaction fees. In Network Preventive Care Visits are paid 100% by plan and do not come out of the health savings account. In Network visits are first paid for by the annual deductible/health savings account and then covered 100% by the plan. Out of Network visits are first paid for by the annual deductible/health savings account and then the employee pays 20% of the claims up to the cost share maximum, then the claims are covered 100% up to one million dollars.

COST SHARE PROVISIONS	In-Network Member pays:	Out-of-Network Member pays:

Annual Deductible (<i>individual / aggregate family</i>)	\$2,000 / \$4,000	
Coinsurance	Not Applicable	20% after deductible up to
Out of Network Out of Pocket Maximum (<i>individual / aggregate family</i>)	\$4,000 / \$8,000	
Lifetime Maximum	Unlimited	\$1,000,000

	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Up to Out of Pocket Max Member pays:
PREVENTIVE CARE		
Well child care	\$0, Deductible waived	20%
Periodic, routine health examinations	\$0, Deductible waived	20%
Vision	\$0, Deductible waived	20%
Routine OB/GYN visits	\$0, Deductible waived	20%
Mammography	\$0, Deductible waived	20%
Hearing screening	\$0, Deductible waived	20%

MEDICAL CARE		
Office visits	100% Once Deductible Met	20%
Outpatient mental health & substance abuse	100% Once Deductible Met	20%
OB/GYN care	100% Once Deductible Met	20%
Maternity care	100% Once Deductible Met	20%

Diagnostic lab and x-ray	100% Once Deductible Met	20%
Allergy services	100% Once Deductible Met	20%
PT/OT/ST/ Chiro	100% Once Deductible Met	20%
Office Surgery	100% Once Deductible Met	20%
Ancillary Services Medical Supplies	100% Once Deductible Met	20%
Psychiatric	100% Once Deductible Met	20%

	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Up to Out of Pocket Max Member pays:
PREVENTIVE CARE		
Durable medical equipment / Prosthetic devices	100% Once Deductible Met	20%
Infertility services	100% Once Deductible Met	20%
Home health care	100% Once Deductible Met	20%
Prescription drugs	100% Once Deductible Met	20%

HOSPITAL CARE		
Hospital Admission	100% Once Deductible Met	20%
Inpatient Medical Services	100% Once Deductible Met	20%

Inpatient mental health & substance abuse/detox	100% Once Deductible Met	20%
Skilled nursing facility/Hospice	100% Once Deductible Met	20%
Rehabilitative services	100% Once Deductible Met	20%
Outpatient surgery	100% Once Deductible Met	20%
Surgery Fees	100% Once Deductible Met	20%

APPENDIX C
ANTHEM BLUE CROSS BLUE SHIELD HEALTH SAVINGS ACCOUNT PREFERRED
PROVIDER PLAN (PPO)
SCHEDULE OF BENEFITS
Continued

	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
EMERGENCY CARE		
Urgent care	100% Once Deductible Met	20%
Emergency care	100% Once Deductible Met	20%
<i>Ambulance</i>	100% Once Deductible Met	20%

PREVENTIVE CARE SCHEDULES

<i>Well Child Care (including immunizations)</i>
◆ 6 exams, birth to age 1
◆ 6 exams, ages 1 - 5
◆ 1 exam every 2 years, ages 6 - 10
◆ 1 exam every year, ages 11 - 21

<i>Adult Exams</i>
◆ 1 exam every 5 years, ages 22 – 29
◆ 1 exam every 3 years, ages 30 – 39
◆ 1 exam every 2 years, ages 40 – 49
◆ 1 exam every year, ages 50+

<i>Mammography</i>

<i>Vision Exams:</i> 1 exam every 2 calendar years

- ◆ 1 baseline screening, ages 35-39
- ◆ 1 screening per year, ages 40+
- ◆ Additional exams when medically necessary

Hearing Exams: 1 exam every 2 calendar years

OB/GYN Exams: 1 exam per calendar year



Bloomfield Public Schools

James Thompson, Jr., Ed.D.
SUPERINTENDENT OF SCHOOLS

Christopher G. Leone
CHIEF OPERATING OFFICER /
DIRECTOR OF MAGNET SCHOOLS

Ellen J. Stoltz, Ph.D.
CHIEF ACADEMIC OFFICER

MEMORANDUM

Date: December 6, 2011

To: BOE Members

From: Christopher Leone, COO/Director of Magnet Schools

Re: **BOE and BAA Contract**

Attached is a copy of the negotiated contract between Bloomfield Administrators Association (BAA) and the Bloomfield Board of Education. This was tentatively agreed upon pending board approval on November 14, 2011. The current contract expires on June 30, 2012, and the new three-year agreement is effective from July 1, 2012, through June 30, 2015.

The highlights of the contract are as follows:

- 1) The agreement calls for 0% Gross Wage Increase (GWI) for 2012-13; 2.5% GWI for 2013-2014; and 2.5% GWI for 2014-2015. The 0% GWI for 2012-2013 provides the district with needed financial flexibility when other bargaining units have contractual increases. The total GWI of 5% is below other bargaining unit agreements in recent years.
- 2) This agreement creates an annual "Incentive Pool" based on 1% of salary for BAA members helping the district achieve "District Achievement Gap Goals." *There shall be an incentive for all administrators in each year of this agreement, as follows: A group incentive pool and should not be confused with individual merit. Recognizing the need for the entire district to perform better this 1% pool will be for all administrators and paid as either a lump sum or in tax-sheltered annuity. The 1% will be divided into eight (8) categories based on the district targets for improvement. Each target will be weighted at .125%. If the districts hits all targets the sum will be 1% of the individual's salary (For example: An administrator making \$130,000 would receive \$1300) If the district hits a percentage of the targets the*

bonus will be prorated (For example, Seven targets achieved means 7/8 or .875%) This incentive pool will reset on an annual basis, based upon the targets achieved by the district in that year. In any year that bonuses are awarded, each individual administrator shall elect to receive his or her bonus as a lump sum or a payment to a tax-sheltered annuity.

- 3) There is a 1% increase to employee insurance contributions for both 2013-2014 and 2014-2015. This will raise the employee contribution to 20%.
- 4) There is a consolidation of "Salary Grid" from four levels to three levels. There is also a consolidation of "Salary Steps" from six to three.
- 5) There is a revision to the Reduction in Force language that includes the term "Best Interest of Students."
- 6) Starting with the 2013-2014 year an administrator will be able to carry over up to 12 unused vacation days

The leadership of the district thanks the members of BAA for their efforts in finalizing this contract. The willingness to show cooperation in search of a high performing district was essential in completing this agreement. It is requested that the Board of Education approve this agreement.