



BLOOMFIELD BOARD OF EDUCATION - REGULAR MEETING

Regular Meeting AT Tuesday, April 8, 2014

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

1. Call to Order
2. Opening Statement
3. Consent Agenda
 - A. Approval of Minutes - Regular Meeting - March 11, 2014 2
4. Presentations
 - A. Student Representative Report - Global Experience Magnet School (GEMS)
5. Public/PTO Comment
6. Superintendent's Report
 - A. Recognition - Jacqueline Jacoby
J. Thompson
 - B. Financial Report - March 2014 7
J. Jacoby
7. Old Business
8. New Business
 - A. Early Start Update
 - B. Silver
 - B. Bloomfield High School Summer Academy
S. McCann
 - C. First Reading of Proposed Policy 4300 - Effective Staff Recruitment and Retention 14
B. Silver
 - D. Approval of Budget Transfers - March, 2014 15
J. Jacoby
 - E. Non-Renewal of Non-Tenured Certified Employee Contracts
 - F. Approval of July 1, 2014 - June 30, 2019 Agreement Between the Bloomfield Board of Education and the Bloomfield Federation of Educational Personnel Local #4176, AFTCT, AFT, AFL-CIO (BFEP)
W. Joslyn
9. Adjournment
10. Next Meeting - Board Retreat April 29, 2014

Bloomfield Board of Education – Regular Meeting
Tuesday, March 11, 2014, 7:00PM
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

Attendance

D. Harris, Chair	Absent
M. R. Walters, Vice Chair	Present
L. Mara, Secretary	Present
R. Ike	Present
H. Frydman	Absent
S. True	Present
M. Williams	Present

Also Present:

- J. Thompson, Jr., Superintendent
- J. Jacoby, Interim Chief Operating Officer
- B. Silver, Director of Assessment, Evaluation and Research
- S. Braun, Business Office, Accounting Director
- S. McCann, Director of School Improvement and Intervention
- J. White, Director of Numeracy and Science, Bloomfield High School
- J. Jackson, Bloomfield High School Student Representative
- S. Simpson, Director of Strategic Communications & Planning

I. Establishment of a Quorum and Call to Order

M.R. Walters determined a quorum was present and called the meeting to order at 7:00 p.m.

II. Pledge of Allegiance

All rose to recite the Pledge of Allegiance.

III. Opening Statement

M.R. Walters, Vice Chair, welcomed all attendees. The purpose and process of the Board of Education meeting was stated.

IV. Consent Agenda

A. Approval of Minutes – Regular Meeting – February 11, 2014

B. Approval of Minutes – Regular Meeting – February 20, 2014

A motion was made by R.Ike and seconded by S. True that the Bloomfield Board of Education approve the consent agenda with noted changes for:

- Regular Meeting – February 11, 2014
- Regular Meeting – February 20, 2014

As presented. The motion passed unanimously.

V. Presentations

Superintendent Presentation

Superintendent James Thompson made honorable mention in Celebration of Connecticut Board of Education Appreciation month. He presented the Board Members with a CABA portfolio as a token of appreciation. This was to thank all of the Board Members for their hard work, dedication, and continued commitment to the families and students of Bloomfield.

A. Student Representative Reports

J. Jackson (Bloomfield High School) gave the Board an account of the colleges and universities he has been accepted to (University of Hartford, Quinnipiac University, UCONN, Central Connecticut State University), and he is currently waiting an acceptance from Yale University. A PowerPoint was presented and displayed the school activities, which included academics, and athletics. Some highlighted events were Marcus Cooper Day on March 5th, BHS Alumni who currently plays for the Kansas City Chiefs, an Honor Roll Dinner, Student Council and BHS Student's College Acceptance. The Board members were very impressed with the presentation and suggested the BHS PowerPoint be posted on BATV for all to see.

B. Climate Survey

B. Silver presented the 2013-2014 Annual Climate and Satisfaction Survey. The survey started January 12, 2014 and has been extended to March 31, 2014. The district has contracted Panorama Education to manage the survey and to ensure confidentiality. Student, families, and staff have completed this survey online. Families and staff members have received phone calls reminding them to participate in the survey.

UNAPPROVED MINUTES

In addition, families who have not completed the online climate survey will receive a letter from the Superintendent along with the paper survey at the end of the week to complete by March 31st. Student and staff participation have been great; but parent participation this year on average has been low in comparison to last year's annual survey.

There was a brief discussion among Board members regarding suggestions in ways to increase parent participation for the annual climate survey. It was also recommended that the district consider providing feedback to parents via the District Accountability Report emphasizing the result indicators as a product of parent feedback.

VI. Public/PTO Comment

No Comments.

II. Superintendent's Report**A. Update on Parent/Teachers Conferences**

J. Thompson gave a reminder that the Parent Teacher Conferences are scheduled March 26-28, 2014. Parents should try to make every effort to attend their child's conferences. There have been studies that show parent involvement in a child's education has an important impact in the student's academic success. Teacher and parent partnership help ensure every child reach their fullest potential.

B. Update on CMT & CAPT Administration

B. Silver displayed a PowerPoint presentation and gave a brief update of the Connecticut Mastery Test and Connecticut Academic Performance Test. The testing window will begin March 4th and ends March 26th which includes make up testing for students. Results should be available from the Connecticut Department of Education late summer or early fall. This is the last year that the CMT and CAPT will be administered. The testing calendar was also provided for Metacomet, CAIS, CAMS and GEMS.

C. Financial Report – February 2014

J. Jacoby presented the financial reports with an emphasis on pages one and six. The reports represented the Board of Education expenditures and showed the status by account numbers. The budget is healthy for the 2013-2014 year.

VIII. Old Business

A. Second Reading Proposed Policy 1120 – Prohibition Against Smoking

A motion was made by L. Mara and seconded by R. Ike that the Bloomfield Board of Education approves Policy 1120-Prohibition Against Smoking. The motion passed unanimously.

B. Second Reading Proposed Policy 3010 – Board Budget Procedures and Line Item Transfers

A motion was made by L. Mara and seconded by R. Ike that the Bloomfield Board of Education approves Policy 3010-Board Budget Procedures and Line Item Transfers. The motion passed unanimously.

C. Second Reading Proposed Policy 1170 – Recognition of Students, Citizens, Staff Members, and Members of the Board of Education

A motion was made by L. Mara and seconded by R. Ike that the Bloomfield Board of Education approves Policy 1170-Recognition of Students, Citizens, Staff Members, and Members of the Board of Education. The motion passed unanimously.

IX. New Business

A. Applying for Planning Grant from Hartford Foundation for Public Giving – Re: Extended Comprehensive School Day

S. McCann and B. Silver presented and reviewed The Hartford Foundation for Public Giving Planning Grant which has extended an RFP that aligns with the District's Vision of being high performing, having a positive climate of inclusion, with an expectation of competitive academic achievement and a culture of meaningful parent and community engagement. The purpose of the grant is to ensure "Educational Equity" for all students.

The grant premise is based on reducing the achievement gap, support of the 8 Alliance Districts in Greater Hartford, and Data Driven Decision Making (Priority 1, & Priority 4). A focus group will be formed and comprised of families, students and staff to ensure the community interest at heart.

The board members applauded this Enrichment opportunity which is inclusive of families, students, staff and the impact it will have on the academic performance of students in Bloomfield.

X. Board Comments

M. Williams commented on the decision to continue to move forward with the Common Core State Standards where other districts have opted out. S. True complimented the district in its effort of exploring the opportunity of young children given the extra time to try something new and different and realizing they have the ability to accomplish it. The Comprehensive Extended day program will be a great start for young children. M.R. Walters added that these are exciting times in Bloomfield for the work going into and forward will make our students better scholars. Bloomfield High School celebrated Marcus Cooper Day (BHS graduate) of the Kansas City Chiefs on March 5th. Wintonbury Early Child Magnet School held their Fourth Annual Black History forum. Pre-K and Kindergarten students gave readings and sang "What A Wonderful World." There were over 100 parents and guardians in attendance at the forum. The next board and committee meetings are listed below.

XI. Adjournment

A motion was made by R. Ike and seconded by M. Williams to adjourn at 7:59 p.m. The motion passed unanimously.

XII. Next Committee Meeting – March 25, 2014

Next Board Meeting – April 8, 2014

L. Mara, Secretary

J. Thompson, Jr., Superintendent

Bloomfield

BOE EXPENDITURE REPORT BY MAJOR OBJECT

Account Number / Description	Reclassified Budget 7/1/2013 - 6/30/2014	Expenses YTD 7/1/2013 - 6/30/2014	Encumbrances 7/1/2013 - 6/30/2014	Balance Before Req's Sub. 7/1/2013 - 6/30/2014	Submitted Requisitions 7/1/2013 - 6/30/2014	Balance After Req's Sub	Percent Remaining 7/1/2013 - 6/30/2014
01 CERTIFIED SALARIES	\$16,088,619	\$10,455,149	\$5,400,658	\$232,812	\$0	\$232,812	1%
02 NON-CERTIFIED SALARIES	\$6,285,086	\$4,482,720	\$1,807,376	\$(5,010)	\$0	\$(5,010)	0%
03 EMPLOYEE BENEFITS	\$6,857,623	\$5,079,629	\$1,246,079	\$531,915	\$0	\$531,915	8%
04 CONTRACTED SERVICES	\$1,823,506	\$1,117,702	\$494,244	\$211,560	\$42,379	\$169,181	12%
05 PUPIL TRANSPORTATION	\$2,305,924	\$1,760,443	\$366,753	\$178,728	\$1,183	\$177,545	8%
06 INSURANCE	\$177,602	\$135,143	\$42,125	\$334	\$0	\$334	0%
07 COMMUNICATIONS	\$170,861	\$107,677	\$25,244	\$37,940	\$20,438	\$17,502	22%
08 TUITION	\$2,075,659	\$757,846	\$982,844	\$334,969	\$0	\$334,969	16%
09 OTHER PURCHASED SERVICES	\$111,967	\$67,710	\$21,910	\$22,347	\$0	\$22,347	20%
10 SUPPLIES	\$643,280	\$448,227	\$104,500	\$90,553	\$5,795	\$84,758	14%
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,531,679	\$1,030,906	\$432,349	\$68,424	\$0	\$68,424	4%
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$120,094	\$82,350	\$28,099	\$9,645	\$503	\$9,142	8%
13 EQUIPMENT	\$196,065	\$172,725	\$18,306	\$5,034	\$0	\$5,034	3%
14 MISCELLANEOUS	\$167,139	\$138,172	\$21,482	\$7,485	\$821	\$6,664	4%
GRAND TOTAL	\$38,555,104	\$25,836,399	\$10,991,969	\$1,726,736	\$71,119	\$1,655,617	4%

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BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2013 - 6/30/2014	Expenses YTD 7/1/2013 - 6/30/2014	Encumbrances 7/1/2013 - 6/30/2014	Balance Before Req's Sub. 7/1/2013 - 6/30/2014	Submitted Requisitions 7/1/2013 - 6/30/2014	Balance After Req's Sub	Percent Remaining 7/1/2013 - 6/30/2014
1110 SALARIES, TEACHER	\$14,058,354	\$8,848,798	\$4,949,658	\$259,898	\$0	\$259,898	2%
1115 SALARIES, ADMIN	\$2,030,265	\$1,606,351	\$451,000	\$(27,086)	\$0	\$(27,086)	(1)%
01 CERTIFIED SALARIES	\$16,088,619	\$10,455,149	\$5,400,658	\$232,812	\$0	\$232,812	1%
1210 SALARIES, PROFESSIONAL STAFF	\$302,061	\$209,865	\$101,457	\$(9,261)	\$0	\$(9,261)	(3)%
1215 SALARIES, JROTC	\$94,655	\$48,389	\$41,487	\$4,779	\$0	\$4,779	5%
1220 SALARIES, TUTOR	\$183,133	\$138,805	\$48,981	\$(4,653)	\$0	\$(4,653)	(3)%
1230 SALARIES, PARA	\$693,015	\$455,997	\$299,762	\$(62,744)	\$0	\$(62,744)	(9)%
1235 SALARIES, NURSES	\$258,206	\$164,612	\$92,594	\$1,000	\$0	\$1,000	0%
1240 SALARIES, CLERICAL	\$1,388,791	\$939,328	\$406,567	\$42,896	\$0	\$42,896	3%
1244 SALARIES, CLERICAL CAO	\$71,571	\$54,887	\$16,401	\$283	\$0	\$283	0%
1246 SALARIES, CLERICAL SCH IMPROV	\$52,230	\$38,149	\$14,264	\$(183)	\$0	\$(183)	0%
1248 SALARIES, CLERICAL HR	\$0	\$0	\$0	\$0	\$0	\$0	---
1250 SALARIES, BUSINESS OFFICE	\$423,302	\$311,498	\$103,188	\$8,616	\$0	\$8,616	2%
1255 SALARIES, TECHNICAL SUPPORT	\$368,197	\$291,315	\$92,872	\$(15,990)	\$0	\$(15,990)	(4)%
1256 FAMILY COMMUNITY LIAISON	\$50,382	\$35,928	\$14,366	\$88	\$0	\$88	0%
1257 SALARIES, RESIDENCY OFFICER	\$81,095	\$57,766	\$23,330	\$(1)	\$0	\$(1)	0%
1258 SCH CLIMATE SPECIALIST	\$73,023	\$52,158	\$20,865	\$0	\$0	\$0	0%

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1260 SALARIES, CUSTODIAN	\$1,329,423	\$958,495	\$329,757	\$41,171	\$0	\$41,171	3%
1265 SALARIES, MAINTENANCE	\$533,108	\$397,350	\$133,034	\$2,724	\$0	\$2,724	1%
1270 SALARIES, MONITOR	\$204,064	\$157,190	\$58,826	\$(11,952)	\$0	\$(11,952)	(6)%
1275 SALARIES, CROSSING GUARD	\$30,534	\$20,637	\$9,625	\$272	\$0	\$272	1%
1280 SALARIES, SUPPORT	\$3,890	\$8,113	\$0	\$(4,223)	\$0	\$(4,223)	(109)%
1290 OVERTIME, SUPPORT	\$104,406	\$122,038	\$0	\$(17,632)	\$0	\$(17,632)	(17)%
1295 BFEP INCENTIVE	\$40,000	\$20,200	\$0	\$19,800	\$0	\$19,800	50%
3250 PARENT ACTIVITIES	\$0	\$0	\$0	\$0	\$0	\$0	---
02 NON-CERTIFIED SALARIES	\$6,285,086	\$4,482,720	\$1,807,376	\$(5,010)	\$0	\$(5,010)	0%
2100 HEALTH INSURANCE	\$4,113,862	\$3,018,551	\$782,952	\$312,359	\$0	\$312,359	8%
2150 LIFE INSURANCE	\$167,850	\$88,865	\$60,739	\$18,246	\$0	\$18,246	11%
2170 INSURANCE BUY-OUT	\$33,650	\$24,550	\$9,100	\$0	\$0	\$0	0%
2200 SOCIAL SECURITY	\$915,042	\$637,532	\$272,087	\$5,423	\$0	\$5,423	1%
2300 PENSION	\$1,007,673	\$1,007,673	\$0	\$0	\$0	\$0	0%
2410 SEVERANCE	\$60,000	\$41,584	\$0	\$18,416	\$0	\$18,416	31%
2500 COURSE REMUNERATION	\$30,000	\$12,276	\$10,396	\$7,328	\$0	\$7,328	24%
2600 UNEMPLOYMENT COMP	\$227,256	\$27,624	\$35,756	\$163,876	\$0	\$163,876	72%

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2700 WORKERS' COMP	\$300,290	\$220,974	\$75,049	\$4,267	\$0	\$4,267	1%
2800 PERSONAL PROPERTY LOSS - DISTRICT	\$2,000	\$0	\$0	\$2,000	\$0	\$2,000	100%
03 EMPLOYEE BENEFITS	\$6,857,623	\$5,079,629	\$1,246,079	\$531,915	\$0	\$531,915	8%
3100 ADMIN SERVICES	\$186,900	\$115,052	\$67,975	\$3,873	\$1,800	\$2,073	2%
3200 PROF EDUCATIONAL SERVICES	\$647,985	\$421,230	\$256,069	\$(29,314)	\$18,648	\$(47,962)	(5)%
3260 TESTING	\$70,349	\$43,857	\$11,942	\$14,550	\$0	\$14,550	21%
3300 PROF DEVELOPMENT	\$44,107	\$26,533	\$2,510	\$15,064	\$1,800	\$13,264	34%
3400 OTHER PROF SERVICES	\$68,892	\$3,000	\$2,000	\$63,892	\$0	\$63,892	93%
3500 TECHNICAL SERVICES	\$154,823	\$120,831	\$2,680	\$31,312	\$20,000	\$11,312	20%
3520 COPIER COSTS	\$128,101	\$69,462	\$27,551	\$31,088	\$0	\$31,088	24%
4000 PURCHASED SERVICES	\$20,000	\$16,711	\$3,202	\$87	\$0	\$87	0%
4009 PURCH SERV NON-PUBLIC HEALTH SVCS	\$91,880	\$59,800	\$28,940	\$3,140	\$0	\$3,140	3%
4300 MAINTENANCE & REPAIR	\$69,924	\$26,419	\$15,778	\$27,727	\$131	\$27,596	40%
4310 PURCHASED SERVICES BUILDINGS	\$300,485	\$190,774	\$64,303	\$45,408	\$0	\$45,408	15%
4320 VEHICLE MAINTENANCE & REPAIR	\$40,060	\$24,033	\$11,294	\$4,733	\$0	\$4,733	12%
04 CONTRACTED SERVICES	\$1,823,506	\$1,117,702	\$494,244	\$211,560	\$42,379	\$169,181	12%
5100 TRANSPORTATION, PUPIL	\$2,217,580	\$1,730,246	\$328,985	\$158,349	\$162	\$158,187	7%

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5820 FIELD TRIPS	\$88,344	\$30,197	\$37,768	\$20,379	\$1,021	\$19,358	23%
05 PUPIL TRANSPORTATION	\$2,305,924	\$1,760,443	\$366,753	\$178,728	\$1,183	\$177,545	8%
5200 PROPERTY/LIABILITY INSURANCE	\$169,602	\$127,238	\$42,125	\$239	\$0	\$239	0%
5290 OTHER INSURANCE	\$8,000	\$7,905	\$0	\$95	\$0	\$95	1%
06 INSURANCE	\$177,602	\$135,143	\$42,125	\$334	\$0	\$334	0%
5300 TELEPHONE	\$29,234	\$14,723	\$13,101	\$1,410	\$0	\$1,410	5%
5310 POSTAGE	\$35,455	\$25,715	\$547	\$9,193	\$20,438	\$(11,245)	26%
5400 ADVERTISING	\$25,000	\$12,198	\$281	\$12,521	\$0	\$12,521	50%
5500 PRINTING	\$81,172	\$55,041	\$11,315	\$14,816	\$0	\$14,816	18%
07 COMMUNICATIONS	\$170,861	\$107,677	\$25,244	\$37,940	\$20,438	\$17,502	22%
5600 TUITION, PUBLIC	\$701,637	\$166,733	\$376,883	\$158,021	\$0	\$158,021	23%
5630 TUITION, PRIVATE	\$562,618	\$179,037	\$206,633	\$176,948	\$0	\$176,948	31%
5690 TUITION, MAGNET	\$811,404	\$412,076	\$399,328	\$0	\$0	\$0	0%
08 TUITION	\$2,075,659	\$757,846	\$982,844	\$334,969	\$0	\$334,969	16%
5810 STAFF TRAVEL	\$50,620	\$26,053	\$12,361	\$12,206	\$0	\$12,206	24%
5814 CONFERENCES & MEETINGS	\$61,347	\$41,657	\$9,549	\$10,141	\$0	\$10,141	17%
09 OTHER PURCHASED SERVICES	\$111,967	\$67,710	\$21,910	\$22,347	\$0	\$22,347	20%

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6110 INSTRUCTIONAL SUPPLIES	\$434,110	\$287,435	\$80,303	\$66,372	\$5,508	\$60,864	15%
6115 OFFICE SUPPLIES	\$60,149	\$39,477	\$14,390	\$6,282	\$0	\$6,282	10%
6116 LIBRARY / AV SUPPLIES	\$15,078	\$12,358	\$1,672	\$1,048	\$0	\$1,048	7%
6117 COMPUTER SUPPLIES	\$10,000	\$5,189	\$1,279	\$3,532	\$0	\$3,532	35%
6120 SOFTWARE	\$104,889	\$92,973	\$0	\$11,916	\$0	\$11,916	11%
6900 OTHER SUPPLIES	\$19,054	\$10,795	\$6,856	\$1,403	\$287	\$1,116	7%
10 SUPPLIES	\$643,280	\$448,227	\$104,500	\$90,553	\$5,795	\$84,758	14%
6125 FACILITY SUPPLIES	\$99,597	\$84,630	\$11,543	\$3,424	\$0	\$3,424	3%
6130 FACILITY MATERIALS	\$68,397	\$29,255	\$30,247	\$8,895	\$0	\$8,895	13%
6200 HEAT	\$348,088	\$205,537	\$100,540	\$42,011	\$0	\$42,011	12%
6220 ELECTRICITY	\$936,986	\$670,346	\$265,608	\$1,032	\$0	\$1,032	0%
6290 WATER SERVICES	\$38,611	\$23,517	\$16,510	\$(1,416)	\$0	\$(1,416)	(4)%
7200 BUILDING IMPROVEMENTS	\$40,000	\$17,621	\$7,901	\$14,478	\$0	\$14,478	36%
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,531,679	\$1,030,906	\$432,349	\$68,424	\$0	\$68,424	4%
6410 TEXTBOOKS	\$94,235	\$66,222	\$21,005	\$7,008	\$0	\$7,008	7%
6420 LIBRARY BOOKS, PERIODICALS	\$13,886	\$9,808	\$3,206	\$872	\$503	\$369	6%
6430 PROF BOOKS	\$11,973	\$6,320	\$3,888	\$1,765	\$0	\$1,765	15%

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12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$120,094	\$82,350	\$28,099	\$9,645	\$503	\$9,142	8%
7300 NEW EQUIPMENT	\$27,846	\$15,735	\$10,429	\$1,682	\$0	\$1,682	6%
7320 REPLACEMENT EQUIPMENT	\$14,712	\$5,666	\$5,830	\$3,216	\$0	\$3,216	22%
7340 COMPUTER EQUIP	\$153,507	\$151,324	\$2,047	\$136	\$0	\$136	0%
13 EQUIPMENT	\$196,065	\$172,725	\$18,306	\$5,034	\$0	\$5,034	3%
0000 UNDESIGNATED	\$0	\$0	\$0	\$0	\$0	\$0	---
8100 DUES & FEES	\$52,093	\$47,082	\$891	\$4,120	\$250	\$3,870	8%
8800 ATHLETIC PROGRAMS	\$79,946	\$71,517	\$7,767	\$662	\$571	\$91	1%
8900 STUDENT ACTIVITIES	\$35,100	\$19,573	\$12,824	\$2,703	\$0	\$2,703	8%
14 MISCELLANEOUS	\$167,139	\$138,172	\$21,482	\$7,485	\$821	\$6,664	4%
GRAND TOTAL	\$38,555,104	\$25,836,399	\$10,991,969	\$1,726,736	\$71,119	\$1,655,617	4%

EFFECTIVE STAFF RECRUITMENT AND RETENTION

The Bloomfield Board of Education believes that a skillful and diverse staff contributes significantly to high quality, engaging learning environments, predicated on a climate of inclusion. To this end, the Bloomfield Board of Education directs the superintendent to enact a planning process for the recruitment of a diverse staff. Furthermore, the superintendent is directed to enact deliberate retention strategies that differentiate educator support and span the full continuum of educator effectiveness.

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Board of Education has developed the following written plan for a **racially and ethnically diverse** staff recruitment and retention:

1. All recruiting sources will be informed in writing of the Board's nondiscrimination policy.
2. The Board will develop contacts with local training and educational institutions, to publicize job openings within the school district and to solicit referrals of qualified **racially and ethnically diverse** candidates.
3. The Board will develop contacts with local community organizations to publicize job openings within the school district and to solicit referrals of qualified candidates.
4. The Board will expand its help-wanted advertising to include print and/or broadcast media that is targeted to **diverse** applicants.
5. The Board will participate in local job fairs, including those that are sponsored by community organizations that embrace and celebrate diversity.
6. The Board, or its designee, will maintain records documenting all actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
7. The Board will annually review the effectiveness of this plan in increasing a **racially and ethnically diverse** pool of applicants and attracting qualified candidates for employment.
8. The Board will annually review the strategies employed to retain highly qualified, **racially and ethnically diverse** staff.

Legal References:

Connecticut General Statutes §10-4a (3)
Connecticut General Statutes §10-220(a)

ADOPTED: Summer, 2000
REVISED: Month XX, 20XX

**Bloomfield Public Schools
2013-2014**

Budget Transfers - March 2014

Budget Transfers - March 2014		Transfer to	Transfer from	Location	Explanation
Account Number	Account Name				
100-21-010-1000-02-1220-5	Tutor-CAIS	4,000.00		CAIS	Principal's Request - Support for teacher on leave
100-21-010-1000-01-1110-5	Teacher Classroom INT		2,000.00	CAIS	Principal's Request
100-21-400-2210-06-5814-5	Conferences-CAIS		2,000.00	CAIS	Principal's Request
100-31-010-1000-04-3260-5	Testing Inst - BHS	3,457.00		BHS	Principal's Request-A/P Exam coverage
100-31-011-1000-01-1110-5	Teacher L.A. - BHS		3,457.00	BHS	Principal's Request-A/P Exam coverage
100-41-094-1300-01-1110-5	Teacher - Adult Ed	1,000.00		Laurel	Director's Request
100-41-094-1300-12-6410-5	Textbooks - Adult Ed		1,000.00	Laurel	Director's Request

\$ 8,457.00 \$ 8,457.00

-	Balance
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