



BLOOMFIELD BOARD OF EDUCATION - REGULAR MEETING

Regular Meeting AT Tuesday, May 13, 2014

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
2. Pledge of Allegiance
3. Opening Statement
4. Consent Agenda
  - A. Approval of Minutes - Regular Meeting - April 8, 2014 3
5. Presentations
  - A. Student Representative Report - Bloomfield High School
6. Public/PTO Comment
7. Superintendent's Report
  - A. Congratulations to CAFE's Student Leadership Award recipients - Carmen Arace Middle School: Lavar Johnson and Sharelle Bailey  
J. Thompson
  - B. Congratulations to CAFE's Student Leadership Award recipients - Global Experience Magnet School: Hakeem Massiah, Asiah Johns, Max Kalk, and Kaitlyn Davis
  - C. Congratulations to CAFE's Student Leadership Award recipients - Bloomfield High School: Julian Jackson and Nikole Prescott
  - D. Upcoming Events  
J. Thompson
  - E. Financial Report - April 2014 8  
B. Joslyn
8. Old Business
  - A. Second Reading/Approval of Proposed Policy 4300 - Effective Staff Recruitment and Retention 15  
B. Silver
9. New Business
  - A. Approval of Alliance District Grant  
E. Stoltz
  - B. Approval of Budget Transfers - End of Fiscal Year 2013-2014  
B. Joslyn
  - C. Approval of 2014-2015 Healthy Food Certification Statement  
B. Joslyn
10. Board Comments



11. Adjournment
12. Next Regular Board Meeting - JUNE 10, 2014

## UNAPPROVED MINUTES

Bloomfield Board of Education – Regular Meeting  
 Tuesday, April 8, 2014, 7:00PM  
 Bloomfield Board of Education  
 1133 Blue Hills Avenue  
 Board Room

**Attendance**

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

**Also Present:**

J. Thompson, Jr., Superintendent  
 B. Silver, Director of Assessment, Evaluation and Research  
 W. Joslyn, Director of Human Resources  
 S. Braun, Business Office, Accounting Director  
 S. McCann, Director of School Improvement and Intervention  
 J. Robinson, Director of Technology  
 S. Galloway, Principal, Bloomfield High School  
 B. Bailey, Director of Literacy, Bloomfield High School  
 S. Loveland, Principal, Global Experience Magnet School  
 J. Lawrence, Global Experience Magnet School, Student Representative

**1. Establishment of a Quorum and Call to Order**

D. Harris determined a quorum during Executive Session at 6:30 p.m. The Regular Session was called to order at 7:00 p.m.

**2. Pledge of Allegiance**

The Pledge of Allegiance was recited during Executive Session.

**3. Opening Statement**

L. Mara, Secretary, welcomed all attendees. The purpose and process of the Board of Education meeting was stated.

**3. Consent Agenda****3. A. Approval of Minutes – Regular Meeting – March 11, 2014**

A motion was made by M.R. Walters and seconded by R. Ike that the Bloomfield Board of Education approve the consent agenda for:

- Regular Meeting – March 11, 2014 as presented. There were 2 abstentions, D. Harris and H. Frydman

**The motion passed unanimously.**

#### **4. Presentations**

##### **4. A. Student Representative Report – Global Experience Magnet School**

There were nine students and three chaperones that departed for Yinchuan China on April 3, 2014. Arrangements were made in advance for all nine students to stay with a host family while in Yinchuan China. Students will attend classes and work on their Senior Capstone Projects while being immersed into Chinese culture over the next 2 weeks. S. Loveland, Principal (Global Experience Magnet School) conducted the webcam interview with the student in Yinchuan China until J. Lawrence arrival, student representative.

The interview continued with J. Lawrence asking various questions to the student in China such as, (student most interesting time in China, Senior Capstone Project, and how this experience will benefit later in life for the student.) J. Lawrence also elaborated on the dodge ball tournament at GEMS this past weekend and how well he was doing in school.

The Board members also posed questions to the students and was very pleased and impressed with the report.

##### **5. Public/PTO Comment**

No Comments.

##### **6. Superintendent's Report**

###### **6. A. Recognition – Jacqueline Jacoby**

Superintendent James Thompson publicly thanked Dr. Jacqueline Jacoby, Interim Chief Operations Officer, for her dedicated service. Dr. Jacoby has shared her expertise and leadership with Bloomfield Public School since September 2013. Superintendent James Thompson wished her well in her future endeavors. Dr. Jacoby's last day with Bloomfield Public Schools will be April 11, 2014.

###### **6. B. Financial Report – March 2014**

W. Joslyn presented an overview of the Board of Education expenditure reports on behalf of Dr. Jacoby. The reports were vetted at the last workshop meeting by the Finance Committee and a vote was not necessary at this time.

##### **7. Old Business**

No old business was presented.

## UNAPPROVED MINUTES

**8. New Business****8. A. Early Start Update**

B. Silver displayed a PowerPoint presentation and gave a brief update of the Early Start Summer 2014 program. She discussed the evidence that supports Early Start, along with the goals, and enrichment plans for students entering grades 1-8 in the fall. This will be a 4-week summer program. (July 7- August 1) Students entering grades 1 through 4 will be at Laurel School. Grades 5 through 8 will be at Carmen Arace School.

There was a brief discussion among the Board Members regarding the extension program, mandated attendance versus voluntary enrollment, and partnering with other programs in Bloomfield.

**8. B. Bloomfield High School Summer Academy**

S. McCann presented an overview of the BHS Summer School Academy. She shared goals that will be implemented at the BHS Summer School Academy for students to achieve academic success from grades 9-12. This will be a 4-week summer program. (July 7- August 1) Teachers will receive one-week training for Connecticut's new assessment (SBAC-Smarter Balanced Assessment Consortium.); in addition, there will be presentations from professionals from the STEM community (Science, Technology, Engineering and Math.)

Principal Galloway, Bloomfield High School, also discussed the District Priority 4-Parental Engagement for students. He also spoke about various preparatory programs for students from grades 9-12, such as the PSAT-Preliminary Scholastic Aptitude Test, SAT-Scholastic Aptitude Test, and Ready Step from College Board.

There was also a brief discussion among the Board Members surrounding increased enrollment, attendance, and rigorous programs to move students forward.

**8. C. First Reading of Proposed Policy 4300 – Effective Staff Recruitment and Retention Transfers**

B. Silver presented the Proposed Policy 4300-Effective Staff Recruitment and Retention Transfers. This policy aligns with the climate priority. An introductory statement was added to the policy and the revisions are highlighted in red.

There was a discussion from the Board Members to delete the word "qualified" from the policy. The policy will be returned to the Policy Committee for changes, and will be presented again at the next Board Meeting for a second reading.

## UNAPPROVED MINUTES

**8. D. Approval of Budget Transfer-March, 2014**

B. Joslyn reviewed the transfers, in the current and proposed formats, for March 2014, a motion was made by M.R. Walters and seconded by R. Ike to have the Bloomfield Board of Education approve the March 2014 transfers, as presented. **The motion passed unanimously.**

**8. E. Non-Renewal of Non-Tenured Certified Employee Contracts**

A motion was made by M.R. Walters and seconded by R. Ike that the Bloomfield Board of Education approve the Non-Renewal of Non-Tenured Certified Employee Contracts for the School Year 2014-2015 based on the provision of Connecticut General Statutes 10-151.

**The motion passed unanimously.**

**8. 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)**

A motion was made by M.R. Walters and seconded by R. Ike that the Bloomfield Board of Education approve the 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) as presented. **The motion passed unanimously.**

**9. Board Comments**

R. Ike recognized UCONN Men's Basketball team and especially Coach Ollie, who was a journeyman for many years. He is an inspiration to many young people.

H. Frydman commented on the summer school program presentations, the March 26<sup>th</sup> BHS Winter Banquet for the Boys and Girls Track Team. He wished everyone a joyous Easter and Passover Holiday.

M. Williams acknowledged how the union contracts were conducted. He was very impressed with the presentation from the student in China.

L. Mara also commented on the student in china and the summer school program presentations. She also highlighted the extraordinary job the students and teachers did at the Bushnell.

M.R. Walters stated that the Bushnell was a great experience for students and teachers. He also commented on the summer school program presentations and the students in China. He asked "How do we get this publicized more?" He also mentioned that D. Harris was featured in the CABE Journal.

UNAPPROVED MINUTES

D. Harris responded to the question about getting information to the public. This would be through media outlets facilitated by Stan Simpson. He also attended the National School Board Conference in New Orleans, and Irvine "Magic" Johnson was a keynote speaker. He is currently serving on the Governor's Task Force for the Common Core State Standards. He applauded Jackie Jacoby's efforts in Bloomfield and wished her well. D. Harris wished everyone a Happy Holiday.

**10. Adjournment**

A motion was made by R. Ike and seconded by M.R. Walters to adjourn at 8:01 p.m. **The motion passed unanimously.**

**11. Next Meeting – Board Retreat April 29, 2014**

**Next Board Meeting – May 13, 2014**

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L. Mara, Secretary

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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
<b>01 CERTIFIED SALARIES</b>	<b>\$16,084,162.00</b>	<b>\$11,705,283.51</b>	<b>\$4,087,269.73</b>	<b>\$291,608.76</b>	<b>\$2,590.05</b>	<b>\$289,018.71</b>	<b>1.81%</b>
<b>02 NON-CERTIFIED SALARIES</b>	<b>\$6,289,086.00</b>	<b>\$4,977,198.54</b>	<b>\$1,295,948.95</b>	<b>\$15,938.51</b>	<b>\$0.00</b>	<b>\$15,938.51</b>	<b>0.25%</b>
<b>03 EMPLOYEE BENEFITS</b>	<b>\$6,781,269.00</b>	<b>\$5,159,274.06</b>	<b>\$1,172,822.57</b>	<b>\$449,172.37</b>	<b>\$318.00</b>	<b>\$448,854.37</b>	<b>6.62%</b>
<b>04 CONTRACTED SERVICES</b>	<b>\$1,893,317.00</b>	<b>\$1,240,440.65</b>	<b>\$445,984.97</b>	<b>\$206,891.38</b>	<b>\$7,950.00</b>	<b>\$198,941.38</b>	<b>10.92%</b>
<b>05 PUPIL TRANSPORTATION</b>	<b>\$2,305,924.00</b>	<b>\$1,816,092.81</b>	<b>\$319,075.17</b>	<b>\$170,756.02</b>	<b>\$202.60</b>	<b>\$170,553.42</b>	<b>7.40%</b>
<b>06 INSURANCE</b>	<b>\$177,602.00</b>	<b>\$135,243.00</b>	<b>\$42,025.00</b>	<b>\$334.00</b>	<b>\$0.00</b>	<b>\$334.00</b>	<b>0.18%</b>
<b>07 COMMUNICATIONS</b>	<b>\$180,861.00</b>	<b>\$110,162.55</b>	<b>\$26,986.64</b>	<b>\$43,711.81</b>	<b>\$0.00</b>	<b>\$43,711.81</b>	<b>24.16%</b>
<b>08 TUITION</b>	<b>\$2,075,659.00</b>	<b>\$853,401.55</b>	<b>\$922,630.47</b>	<b>\$299,626.98</b>	<b>\$0.00</b>	<b>\$299,626.98</b>	<b>14.43%</b>
<b>09 OTHER PURCHASED SERVICES</b>	<b>\$109,967.00</b>	<b>\$74,867.76</b>	<b>\$20,623.83</b>	<b>\$14,475.41</b>	<b>\$0.00</b>	<b>\$14,475.41</b>	<b>13.16%</b>
<b>10 SUPPLIES</b>	<b>\$643,280.00</b>	<b>\$481,352.63</b>	<b>\$96,835.26</b>	<b>\$65,092.11</b>	<b>\$0.00</b>	<b>\$65,092.11</b>	<b>10.11%</b>
<b>11 OPERATION &amp; MAINTENANCE OF BUILDINGS</b>	<b>\$1,531,679.00</b>	<b>\$1,120,674.77</b>	<b>\$335,044.44</b>	<b>\$75,959.79</b>	<b>\$50.86</b>	<b>\$75,908.93</b>	<b>4.95%</b>
<b>12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL</b>	<b>\$119,094.00</b>	<b>\$98,428.44</b>	<b>\$12,288.99</b>	<b>\$8,376.57</b>	<b>\$0.00</b>	<b>\$8,376.57</b>	<b>7.03%</b>
<b>13 EQUIPMENT</b>	<b>\$196,065.00</b>	<b>\$183,077.88</b>	<b>\$7,954.10</b>	<b>\$5,033.02</b>	<b>\$0.00</b>	<b>\$5,033.02</b>	<b>2.56%</b>
<b>14 MISCELLANEOUS</b>	<b>\$167,139.00</b>	<b>\$141,803.99</b>	<b>\$18,609.53</b>	<b>\$6,725.48</b>	<b>\$75.00</b>	<b>\$6,650.48</b>	<b>4.02%</b>
<b>GRAND TOTAL</b>	<b>\$38,555,104.00</b>	<b>\$28,097,302.14</b>	<b>\$8,804,099.65</b>	<b>\$1,653,702.21</b>	<b>\$11,186.51</b>	<b>\$1,642,515.70</b>	<b>4.28%</b>

# Bloomfield

## 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	\$14,053,897	\$9,944,739	\$3,795,157	\$314,001	\$2,590	\$311,411	2%
1115 SALARIES, ADMIN	\$2,030,265	\$1,760,542	\$292,111	\$(22,388)	\$0	\$(22,388)	(1)%
01 CERTIFIED SALARIES	\$16,084,162	\$11,705,281	\$4,087,268	\$291,613	\$2,590	\$289,023	2%
1210 SALARIES, PROFESSIONAL STAFF	\$302,061	\$232,394	\$76,276	\$(6,609)	\$0	\$(6,609)	(2)%
1215 SALARIES, JROTC	\$94,655	\$62,218	\$27,658	\$4,779	\$0	\$4,779	5%
1220 SALARIES, TUTOR	\$187,133	\$154,593	\$36,088	\$(3,548)	\$0	\$(3,548)	(2)%
1230 SALARIES, PARA	\$693,015	\$520,666	\$224,580	\$(52,231)	\$0	\$(52,231)	(8)%
1235 SALARIES, NURSES	\$258,206	\$185,186	\$72,018	\$1,002	\$0	\$1,002	0%
1240 SALARIES, CLERICAL	\$1,388,791	\$1,034,364	\$301,783	\$52,644	\$0	\$52,644	4%
1244 SALARIES, CLERICAL CAO	\$71,571	\$60,354	\$10,934	\$283	\$0	\$283	0%
1246 SALARIES, CLERICAL SCH IMPROV	\$52,230	\$42,160	\$10,253	\$(183)	\$0	\$(183)	0%
1250 SALARIES, BUSINESS OFFICE	\$423,302	\$343,293	\$71,393	\$8,616	\$0	\$8,616	2%
1255 SALARIES, TECHNICAL SUPPORT	\$368,197	\$321,453	\$51,754	\$(5,010)	\$0	\$(5,010)	(1)%
1256 FAMILY COMMUNITY LIAISON	\$50,382	\$40,395	\$9,888	\$99	\$0	\$99	0%
1257 SALARIES, RESIDENCY OFFICER	\$81,095	\$65,542	\$15,553	\$0	\$0	\$0	0%
1258 SCH CLIMATE SPECIALIST	\$73,023	\$59,114	\$13,909	\$0	\$0	\$0	0%
1260 SALARIES, CUSTODIAN	\$1,329,423	\$1,056,472	\$230,982	\$41,969	\$0	\$41,969	3%

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1265 SALARIES, MAINTENANCE	\$533,108	\$438,129	\$92,247	\$2,732	\$0	\$2,732	1%
1270 SALARIES, MONITOR	\$204,064	\$176,216	\$43,460	\$(15,612)	\$0	\$(15,612)	(8)%
1275 SALARIES, CROSSING GUARD	\$30,534	\$23,089	\$7,173	\$272	\$0	\$272	1%
1280 SALARIES, SUPPORT	\$3,890	\$8,802	\$0	\$(4,912)	\$0	\$(4,912)	(126)%
1290 OVERTIME, SUPPORT	\$104,406	\$132,561	\$0	\$(28,155)	\$0	\$(28,155)	(27)%
1295 BFEP INCENTIVE	\$40,000	\$20,200	\$0	\$19,800	\$0	\$19,800	50%
02 NON-CERTIFIED SALARIES	\$6,289,086	\$4,977,201	\$1,295,949	\$15,936	\$0	\$15,936	0%
2100 HEALTH INSURANCE	\$4,037,508	\$3,019,757	\$785,979	\$231,772	\$318	\$231,454	6%
2150 LIFE INSURANCE	\$167,850	\$89,094	\$60,510	\$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	\$709,146	\$201,134	\$4,762	\$0	\$4,762	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	\$13,826	\$10,196	\$5,978	\$0	\$5,978	20%
2600 UNEMPLOYMENT COMP	\$227,256	\$32,526	\$30,854	\$163,876	\$0	\$163,876	72%
2700 WORKERS' COMP	\$300,290	\$220,974	\$75,049	\$4,267	\$0	\$4,267	1%
2800 PERSONAL PROPERTY LOSS - DISTRICT	\$2,000	\$144	\$0	\$1,856	\$0	\$1,856	93%

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<b>03 EMPLOYEE BENEFITS</b>	<b>\$6,781,269</b>	<b>\$5,159,274</b>	<b>\$1,172,822</b>	<b>\$449,173</b>	<b>\$318</b>	<b>\$448,855</b>	<b>7%</b>
3100 ADMIN SERVICES	\$188,900	\$141,161	\$45,666	\$2,073	\$0	\$2,073	1%
3200 PROF EDUCATIONAL SERVICES	\$707,985	\$486,941	\$226,313	\$(5,269)	\$0	\$(5,269)	(1)%
3260 TESTING	\$73,806	\$51,803	\$11,403	\$10,600	\$0	\$10,600	14%
3300 PROF DEVELOPMENT	\$44,107	\$28,268	\$5,312	\$10,527	\$0	\$10,527	24%
3400 OTHER PROF SERVICES	\$68,892	\$3,500	\$1,500	\$63,892	\$0	\$63,892	93%
3500 TECHNICAL SERVICES	\$154,823	\$111,266	\$22,140	\$21,417	\$0	\$21,417	14%
3520 COPIER COSTS	\$128,101	\$78,849	\$18,163	\$31,089	\$0	\$31,089	24%
4000 PURCHASED SERVICES	\$20,000	\$15,274	\$863	\$3,863	\$0	\$3,863	19%
4009 PURCH SERV NON-PUBLIC HEALTH SVCS	\$91,880	\$66,940	\$21,800	\$3,140	\$0	\$3,140	3%
4300 MAINTENANCE & REPAIR	\$69,924	\$29,844	\$19,496	\$20,584	\$0	\$20,584	29%
4310 PURCHASED SERVICES BUILDINGS	\$304,839	\$202,560	\$62,036	\$40,243	\$7,950	\$32,293	13%
4320 VEHICLE MAINTENANCE & REPAIR	\$40,060	\$24,033	\$11,294	\$4,733	\$0	\$4,733	12%
<b>04 CONTRACTED SERVICES</b>	<b>\$1,893,317</b>	<b>\$1,240,439</b>	<b>\$445,986</b>	<b>\$206,892</b>	<b>\$7,950</b>	<b>\$198,942</b>	<b>11%</b>
5100 TRANSPORTATION, PUPIL	\$2,217,580	\$1,778,730	\$285,861	\$152,989	\$0	\$152,989	7%
5820 FIELD TRIPS	\$88,344	\$37,364	\$33,215	\$17,765	\$203	\$17,562	20%
<b>05 PUPIL TRANSPORTATION</b>	<b>\$2,305,924</b>	<b>\$1,816,094</b>	<b>\$319,076</b>	<b>\$170,754</b>	<b>\$203</b>	<b>\$170,551</b>	<b>7%</b>

# Bloomfield

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<b>5200 PROPERTY/LIABILITY INSURANCE</b>	<b>\$169,602</b>	<b>\$127,338</b>	<b>\$42,025</b>	<b>\$239</b>	<b>\$0</b>	<b>\$239</b>	<b>0%</b>
<b>5290 OTHER INSURANCE</b>	<b>\$8,000</b>	<b>\$7,905</b>	<b>\$0</b>	<b>\$95</b>	<b>\$0</b>	<b>\$95</b>	<b>1%</b>
<b>06 INSURANCE</b>	<b>\$177,602</b>	<b>\$135,243</b>	<b>\$42,025</b>	<b>\$334</b>	<b>\$0</b>	<b>\$334</b>	<b>0%</b>
<b>5300 TELEPHONE</b>	<b>\$29,234</b>	<b>\$14,194</b>	<b>\$12,297</b>	<b>\$2,743</b>	<b>\$0</b>	<b>\$2,743</b>	<b>9%</b>
<b>5310 POSTAGE</b>	<b>\$45,455</b>	<b>\$25,755</b>	<b>\$2,275</b>	<b>\$17,425</b>	<b>\$0</b>	<b>\$17,425</b>	<b>38%</b>
<b>5400 ADVERTISING</b>	<b>\$25,000</b>	<b>\$12,248</b>	<b>\$3,651</b>	<b>\$9,101</b>	<b>\$0</b>	<b>\$9,101</b>	<b>36%</b>
<b>5500 PRINTING</b>	<b>\$81,172</b>	<b>\$57,965</b>	<b>\$8,762</b>	<b>\$14,445</b>	<b>\$0</b>	<b>\$14,445</b>	<b>18%</b>
<b>07 COMMUNICATIONS</b>	<b>\$180,861</b>	<b>\$110,162</b>	<b>\$26,985</b>	<b>\$43,714</b>	<b>\$0</b>	<b>\$43,714</b>	<b>24%</b>
<b>5600 TUITION, PUBLIC</b>	<b>\$701,637</b>	<b>\$201,869</b>	<b>\$377,090</b>	<b>\$122,678</b>	<b>\$0</b>	<b>\$122,678</b>	<b>17%</b>
<b>5630 TUITION, PRIVATE</b>	<b>\$562,618</b>	<b>\$239,457</b>	<b>\$146,213</b>	<b>\$176,948</b>	<b>\$0</b>	<b>\$176,948</b>	<b>31%</b>
<b>5690 TUITION, MAGNET</b>	<b>\$811,404</b>	<b>\$412,076</b>	<b>\$399,328</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0%</b>
<b>08 TUITION</b>	<b>\$2,075,659</b>	<b>\$853,402</b>	<b>\$922,631</b>	<b>\$299,626</b>	<b>\$0</b>	<b>\$299,626</b>	<b>14%</b>
<b>5810 STAFF TRAVEL</b>	<b>\$50,620</b>	<b>\$28,958</b>	<b>\$10,131</b>	<b>\$11,531</b>	<b>\$0</b>	<b>\$11,531</b>	<b>23%</b>
<b>5814 CONFERENCES &amp; MEETINGS</b>	<b>\$59,347</b>	<b>\$45,911</b>	<b>\$10,494</b>	<b>\$2,942</b>	<b>\$0</b>	<b>\$2,942</b>	<b>5%</b>
<b>09 OTHER PURCHASED SERVICES</b>	<b>\$109,967</b>	<b>\$74,869</b>	<b>\$20,625</b>	<b>\$14,473</b>	<b>\$0</b>	<b>\$14,473</b>	<b>13%</b>
<b>6110 INSTRUCTIONAL SUPPLIES</b>	<b>\$434,110</b>	<b>\$314,521</b>	<b>\$74,908</b>	<b>\$44,681</b>	<b>\$0</b>	<b>\$44,681</b>	<b>10%</b>
<b>6115 OFFICE SUPPLIES</b>	<b>\$60,149</b>	<b>\$42,342</b>	<b>\$14,248</b>	<b>\$3,559</b>	<b>\$0</b>	<b>\$3,559</b>	<b>6%</b>

# Bloomfield

## 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
<b>6116 LIBRARY / AV SUPPLIES</b>	\$15,078	\$13,542	\$401	\$1,135	\$0	\$1,135	8%
<b>6117 COMPUTER SUPPLIES</b>	\$10,000	\$5,829	\$1,279	\$2,892	\$0	\$2,892	29%
<b>6120 SOFTWARE</b>	\$104,889	\$92,973	\$247	\$11,669	\$0	\$11,669	11%
<b>6900 OTHER SUPPLIES</b>	\$19,054	\$12,144	\$5,750	\$1,160	\$0	\$1,160	6%
<b>10 SUPPLIES</b>	\$643,280	\$481,351	\$96,833	\$65,096	\$0	\$65,096	10%
<b>6125 FACILITY SUPPLIES</b>	\$99,597	\$85,382	\$8,766	\$5,449	\$0	\$5,449	5%
<b>6130 FACILITY MATERIALS</b>	\$68,397	\$31,061	\$21,083	\$16,253	\$51	\$16,202	24%
<b>6200 HEAT</b>	\$348,088	\$250,655	\$60,472	\$36,961	\$0	\$36,961	11%
<b>6220 ELECTRICITY</b>	\$936,986	\$709,534	\$222,276	\$5,176	\$0	\$5,176	1%
<b>6290 WATER SERVICES</b>	\$38,611	\$26,425	\$15,045	\$(2,859)	\$0	\$(2,859)	(7)%
<b>7200 BUILDING IMPROVEMENTS</b>	\$40,000	\$17,621	\$7,400	\$14,979	\$0	\$14,979	37%
<b>11 OPERATION &amp; MAINTENANCE OF BUILDINGS</b>	\$1,531,679	\$1,120,678	\$335,042	\$75,959	\$51	\$75,908	5%
<b>6410 TEXTBOOKS</b>	\$93,235	\$79,651	\$7,399	\$6,185	\$0	\$6,185	7%
<b>6420 LIBRARY BOOKS, PERIODICALS</b>	\$13,886	\$11,593	\$1,861	\$432	\$0	\$432	3%
<b>6430 PROF BOOKS</b>	\$11,973	\$7,186	\$3,030	\$1,757	\$0	\$1,757	15%
<b>12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL</b>	\$119,094	\$98,430	\$12,290	\$8,374	\$0	\$8,374	7%
<b>7300 NEW EQUIPMENT</b>	\$28,046	\$23,648	\$2,516	\$1,882	\$0	\$1,882	7%

# Bloomfield

## 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
<b>7320 REPLACEMENT EQUIPMENT</b>	<b>\$14,512</b>	<b>\$6,686</b>	<b>\$4,810</b>	<b>\$3,016</b>	<b>\$0</b>	<b>\$3,016</b>	<b>21%</b>
<b>7340 COMPUTER EQUIP</b>	<b>\$153,507</b>	<b>\$152,743</b>	<b>\$628</b>	<b>\$136</b>	<b>\$0</b>	<b>\$136</b>	<b>0%</b>
<b>13 EQUIPMENT</b>	<b>\$196,065</b>	<b>\$183,077</b>	<b>\$7,954</b>	<b>\$5,034</b>	<b>\$0</b>	<b>\$5,034</b>	<b>3%</b>
<b>8100 DUES &amp; FEES</b>	<b>\$52,093</b>	<b>\$47,378</b>	<b>\$891</b>	<b>\$3,824</b>	<b>\$75</b>	<b>\$3,749</b>	<b>7%</b>
<b>8800 ATHLETIC PROGRAMS</b>	<b>\$79,946</b>	<b>\$72,832</b>	<b>\$6,872</b>	<b>\$242</b>	<b>\$0</b>	<b>\$242</b>	<b>0%</b>
<b>8900 STUDENT ACTIVITIES</b>	<b>\$35,100</b>	<b>\$21,595</b>	<b>\$10,845</b>	<b>\$2,660</b>	<b>\$0</b>	<b>\$2,660</b>	<b>8%</b>
<b>14 MISCELLANEOUS</b>	<b>\$167,139</b>	<b>\$141,805</b>	<b>\$18,608</b>	<b>\$6,726</b>	<b>\$75</b>	<b>\$6,651</b>	<b>4%</b>
<b>GRAND TOTAL</b>	<b>\$38,555,104</b>	<b>\$28,097,306</b>	<b>\$8,804,094</b>	<b>\$1,653,704</b>	<b>\$11,187</b>	<b>\$1,642,517</b>	<b>4%</b>

## 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 **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 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