



BLOOMFIELD BOARD OF EDUCATION - BLOOMFIELD BOARD OF EDUCATION SPECIAL MEETING

Bloomfield Board of Education Special Meeting AT Tuesday, February 20, 2024

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
L. Easmon
2. Pledge of Allegiance
L. Easmon
3. Tributes in Celebration of Black History Month
A. Wilson, Student and S. Davis
4. Opening Statement
F. Bogle-Assegai
5. Consent Agenda
L. Easmon
 - A. Approval of Minutes - Regular Meeting - January 9, 2024 3
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6. Presentations
 - A. Student Representative Report - Bloomfield High School 11
L. Easmon
7. Public/PTO Comment
L. Easmon
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 - B. Financial Report - January 2024 23
D. Greco
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D. Nesmith and L. Lamenzo
 - B. Policy for a Second Reading and Possible Adoption
 1. Policy Regarding Possession of Deadly Weapons or Firearms - 1700 51
B. Silver
10. New Business
 - A. Policies for Initial Reading
Policies for Initial Reading



1. Exploitation; Sexual Harassment - Students - 5145.511 B. Silver	59
2. Drug and Alcohol Free Workplace - Personnel - (Certified/Non-Certified) - 4118.232/4218.232 B. Silver	66
3. Political Activities of School Employees - 1311.1 B. Silver	73
B. Mid-Year School Level Update for Grades 5-12 D. Nesmith, L. Lamenzo, S. Williams, T. Ellis, F. Macchi and J. White	75
C. Discussion and Possible Action Regarding District Staffing K. Dunbar	
11. Board Comments L. Easmon	
12. Adjournment L. Easmon	



BLOOMFIELD BOARD OF EDUCATION – REGULAR MEETING

Tuesday, January 9, 2024 at 7:00 P.M.

Bloomfield Board of Education, Board Room

1133 Blue Hills Avenue

Bloomfield, CT 06002

Attendance: L. Easmon, Chair Present
H. Frydman, Vice Chair Present
F. Bogle-Assegai, Secretary Present
T. Moore Present
K. Dunbar Present
T. Mack-Mohammed Present
L. Simone Present

Also Present: W. Guzman, Chief Operations Officer
D. Nesmith, Assistant Superintendent for Accountability and Performance
D. Moleti, Human Resources Director
L. Lamenzo, Director of School improvement
J. Titelbaum, District Data Systems Coordinator
W. Shepard-Bannish, Director of Student Support Services
F. Macchi, Principal, Global Experience Magnet School
P. Guzzo, Principal, Metacomet Elementary School
J. Dwyer, Principal, Laurel Literacy Academy
S. Straker, Principal, Wintonbury Early Childhood Magnet School

1. Establishment of a Quorum and Call to Order

L. Easmon determined a quorum was present and the Bloomfield Board of Education Regular meeting was called to order at 7:00 p.m.

2. Pledge of Allegiance

All rose to recite the Pledge of Allegiance.

3. Opening Statement

F. Bogle-Assegai, Board Secretary, welcomed all attendees. The purpose and process of the Board of Education meeting were stated.

4. Consent Agenda

A. Approval of Minutes – Regular Meeting – December 2023

T. Mack Mohammed noted an edit to her name under Board comments on page 5 of 6.

A motion was made by H. Frydman and seconded by T. Moore for the Bloomfield Board of Education approve the meeting minutes from the regular meeting on December 12, 2023, with the edit as noted.



L. Easmon	Aye
H. Frydman	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye
T. Mack-Mohammed	Aye
T. Moore	Aye
L. Simone	Aye

The motion passed unanimously 7-0-0.

B. Approval of Minutes – Special Meeting – December 14, 2023

L. Easmon noted an edit to the voting count on page 1 and page 2. Votes should read 7-0-0, not 8-0-0.

A motion was made by H. Frydman and seconded by T. Moore for the Bloomfield Board of Education approve the meeting minutes from the special meeting on December 14, 2023, as edits as noted.

L. Easmon	Aye
H. Frydman	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye
T. Mack-Mohammed	Aye
T. Moore	Aye
L. Simone	Aye

The motion passed unanimously 7-0-0.

5. Presentations

A. Student Representative Report – Global Experience Magnet School

A student representative from Global Experience Magnet School (GEMS) shared a Power Point sharing updates from the school. The student reported on recent events such as “Save a Life” tour, Library pop-up event, and Honor Roll ceremony in December. Student involvement and giving back is an important element of GEMS philosophy and recent fundraising and community events were also shared. On December 18, 2023 Mandarin and Asian History students traveled to the Ying Yu Museum in Massachusetts. Upcoming events were also shared including student exhibitions in January, middle school trip to Boston and family ice skating.

6. Recognitions

A. Teacher of the Year – Kimberly Thode

The Board of Education honored Bloomfield’s Teacher of the Year Kimberly Thode and presented her with a token of appreciation. Ms. Straker shared accolades for Ms. Thode’s work as an educator with Pre-K students.

7. Public/PTO Comment

Tiffany Glanville, 55 Prospect Street, Bloomfield



Ms. Tiffany Glanville addressed the Board of Education in regards to PSAT and the low percentage of students reaching the math benchmark. She noted the students are not prepared specifically mentioning the need to plan for including Algebra I for grade 8 students. Ms. Glanville noted the Algebra I is the foundation for advanced mathematical coursework and is included in the 8/9 PSATs.

Derrick Sheldon, 10 Pheasant Lane, Bloomfield

Mr. Sheldon noted he served as a Board of Education member from 2005-2013 and was a member when Dr. Thompson was hired in 2011. He stated that Dr. Thompson served the town and school district admirably. He stated there negativity surrounding Dr. Thompson is set to retire in six months.

Donald Harris, 6 Bear Ridge, Bloomfield

Mr. Harris addressed the Board of Education and shared his disappointment in the treatment of Dr. James Thompson, Jr. He stated that Dr. Thompson is respected throughout the State of Connecticut. He shared the Board is not elected to run the school system but is responsible for the evaluation of the Superintendent. He shared his view regarding misuse of power. He further noted his statement is endorsed by Michael Walter, Delores Bolton, Bob Ike and Pat Davis for the record.

Paula Jones, 5 Bear Ridge, Bloomfield

Ms. Jones stated she appreciated the members of the Board of Education and stated they are doing a good job. She noted they are sincere and earnest in their efforts.

8. Superintendent's Report

A. Superintendent's Update

No report.

B. Financial Report – December 2023

Mr. William Guzman, Chief Operations Office reported on the financials as of January 4, 2024. He noted that 7.6% of the adopted budget has yet to be expended or encumbered.

Mr. Guzman noted on the one-page summary report, major account 01 Certified Salaries, is over-budget by \$305,200 as the district has yet to book receivables for special education. He noted the receivables are booked on a monthly basis.

On the six-page detail report, sub accounts 1110 – Salaries, Teachers is over budget by \$342,724 and sub account 2170 – Insurance Buy-Out is over budget as of the last meeting by \$1,962.

On page 4, sub account 5630 – Tuition, Private is over budget by \$480,678. This is overage is expected to be eliminated when the district receives revenue for the Excess Cost Grant. These payments are expected in February and May of 2024.

L. Simone inquired if payments for special education services are being received on time and Mr. Guzman noted they are.



9. Old Business

A. District Initiatives Updates

Desi Nesmith, Assistant Superintendent for Accountability and Performance and Lisa Lamenzo, Director of School Improvement provided the Board of Education with a districtwide initiative update.

The following initiatives were highlighted:

- Continued implementation of K-5 programs Open Court and Bridges – In 2021 the district introduced new K-5 programming. This programming has been implemented and professional development has been tailored to support this work.
- Focus Walks – One strategy is selected by the principal based upon data and school needs. This strategy becomes the focus of the data walks which are note evaluative. These are intended to be collaborative and provide feedback.
- Science of Reading Cohort K-4 – The district is participating in the Science of Reading Master Class hosted by the State of Connecticut. This is an intensive year-long professional development module.
- Professional Development – The intention of professional development is to improve student outcome by supporting all staff. This year a district professional development calendar has been compiled and a repository has been created. All staff are participating in professional development.
- Apptegy – Based on the listening tour feedback, there was a need to streamline communications within the district. A redesigned website and new app was introduced in the summer of 2023.
- Welcome Center – A “Welcoming Walkthrough” was conducted and based on the feedback several initiatives were created including creating a Welcome Center. A new center was created at Central Office to hold registration, access resources and hold small-group events.
- Family Workshop Series – A series of workshops for families based on themes of interest such as self-care and finances are also a focus of the district.
- Monthly Accountability Meetings – These are monthly meetings held with Central Office and school leaders to review attendance, chronic absenteeism and other data points.

H. Frydman inquired about a truancy officer.

L. Simone asked about the district approach to attendance. It was noted that each school using various strategies based upon school population and needs. The resources the use are discussed at monthly accountability meetings.

K. Dunbar noted they are excited to hear about the focus walks. Ms. Lamenzo noted that focus walks started in the 2022-2023 school year and have been very successful. Both certified and classified staff participate.



10. New Business

A. Mid-Year School Level Update

Desi Nesmith, Assistant Superintendent for Accountability and Performance and Lisa Lamenzo, Director of School Improvement introduced the principals from Wintonbury Early Childhood Magnet School, Ms. Straker, Laurel Literacy Academy, Ms. Dwyer and Metacomet Elementary School, Mr. Guzzo. It was noted that grade 5-12 principals will share updates in February.

Each principal shared strength areas and areas of growth in both mathematics and English Language Arts for their school. In addition, they shared non-curricular tasks that the school is focused on.

K. Dunbar inquired about the in-class virtual software for an assessment tool at Laurel Literacy Academy. Ms. Dwyer noted it is a data point. Teachers are using the software to score and students are using a paper sheet.

T. Mack-Mohammed shared positive comments about her experience with the elementary schools. She inquired why SBAC is given in May. Mr. Guzzo noted the assessment window is provided by the State of Connecticut.

F. Bogle-Assegai inquired about the math scores from elementary school to middle school.

L. Easmon inquired about the math curriculum and the consistency in the approach to these programs.

11. Board Comments

L. Simone stated she is proud to serve Bloomfield Public Schools. She is thrilled to hear about the district initiatives and opportunities.

T. Moore thanked all for the presentations.

T. Grant-Mohammed wished all a happy New Year. She thanked the public for attending the meeting. She also noted the Finance committee meeting on January 10, 2024 at 6:00 p.m.

K. Dunbar wished all a happy New Year. She is thankful for the information presented at the meeting.

F. Bogle-Assegai wished all a happy New Year. She is pleased with how information in construction for presentation and would like to see more attendance from the public. She shared that hearing from families is very helpful for the Board to understand what is happening in the schools.

H. Frydman thanked the students and residents for coming out the Board meeting. He stated good things are happening in the district. He also thanked Ms. Easmon for her



leadership and the Board of Education members for being a team. He also noted the Martin Luther King Day is on Monday, January 15, 2024.

L. Easmon wished all a happy New Year. She stated it is helpful to know what is happening in the schools. She also recognized Howard Frydman for 10 years of service. She thanked her fellow Board of Education members for volunteering their time.

12. Adjournment

At 8:29 p.m. a motion to adjourn was made by H. Frydman and seconded by F. Bogle-Assegai.

The motion passed unanimously 7-0-0.

F. Bogle-Assegai, Secretary

J. Thompson, Ed. D., Superintendent



Board of Education Special Meeting

Wednesday, January 31, 2024 at 5:00 p.m.

Virtual Meeting via Zoom

<https://us02web.zoom.us/j/89371035989?pwd=c0NCT2c1QlFqMXJkdm9lV3FPaEI4dz09>

Meeting ID: 893 7103 5989

Passcode: W1ctyC

Dial-In Number (929) 205-6099

Meeting ID: 893 7103 5989

Passcode: 078402

Attendance: L. Easmon, Chair Present
H. Frydman, Vice Chair Present
F. Bogle-Assegai, Secretary Present
K. Dunbar Present
T. Moore Present
T. Mack-Mohammed Present
L. Simone Present

Also Present: B. Silver, Acting Superintendent
D. Nesmith, Assistant Superintendent for Accountability and Performance
D. Moleti, Human Resources Director
L. Lamenzo, Director of School improvement
E. Pierce, District Grants Specialist
W. Shepard-Bannish, Director of Student Support Services
A.M. Cullinan, Curriculum Specialist
J. Dwyer, Principal, Laurel Literacy Academy

1. Establishment of a Quorum and Call to Order

L. Easmon determined a quorum was present and the Bloomfield Board of Education special meeting was called to order at 5:02 p.m.

2. New Business

A. School Based Health Centers Informational Session from Integrated Health Care Services

Dr. Bethany Silver, Acting Superintendent welcomed all Board of Education members and guests to the informational session.

Wendy Shepard-Bannish, Director of Student Support Services introduced Sherry Linton-Massiah, President/CEO and Jill Holmes Brown COO of Integrated Health Care Services (IHCS). They shared a PowerPoint presentation with Board members on School Based Health Centers.

The purpose of the School Based Health Center is to provide free standing medical clinics located within a school. The centers are a primary care facility, servicing as an outpatient medical clinic with licensed medical clinicians. School



Based Health Center locations would be considered at Laurel Literacy Academy and Carmen Arace School.

They adhere to FERPA and HIPAA standards and work collaboratively with schools. School Based Health Centers are meant to build capacity and provide comprehensive primary preventative medical and mental health care and education. The centers are also licensed by the State of Connecticut. IHCS is a non-profit agency with a Board of Directors.

Integrated Health Care Services is seeking support from the Board of Education to pursue grant opportunities that would provide services at both Laurel and Carmen Arace. They currently provided mental health services at Carmen Arace with one social worker and one health educator.

At the conclusion of the presentation, the Board of Education members had the opportunity to ask questions. Their questions included additional information about program costs, hours of operation, physicals, insurance billing, referral processes, number of staff, program space, implementation timeline, and collaboration with current school services.

A full link to the presentation can be found by [clicking here](#).

3. Adjournment

At 6:26 p.m. a motion to adjourn was made by H. Frydman and seconded by T. Moore.

The motion passed unanimously 7-0-0.

F. Bogle-Assegai, Secretary

Superintendent of Schools



Bloomfield Public Schools | Raising the Bar is Taking us Far



WE ARE

BLOOMFIELD HIGH SCHOOL



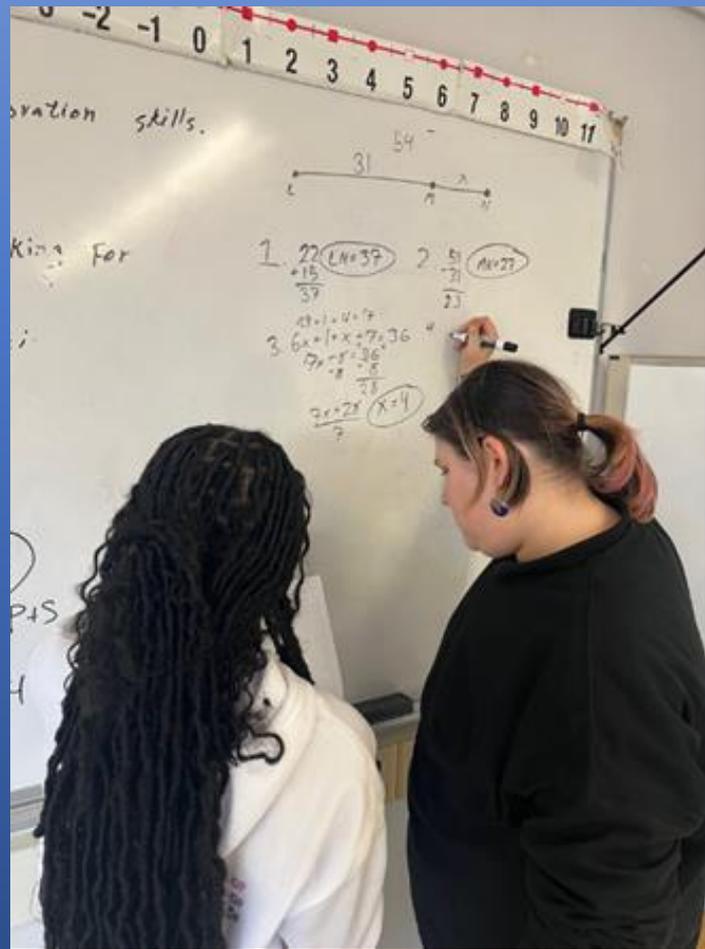
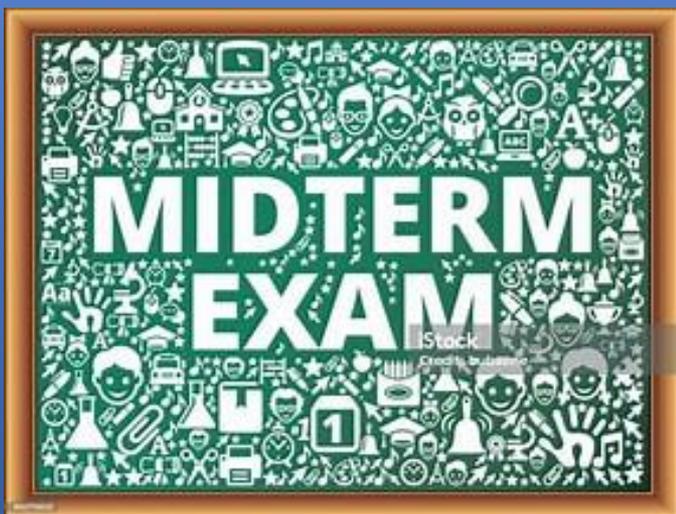


BHS Music Department Hosts Annual Winter Concert





Midterm Exams Complete..... Second Semester Begins at BHS!





Junior Planning Meetings Happening Now



Post-Graduation Planning with Junior Guidance Counselor



Seniors Davien and Davion Kerr Named To The 91st Annual New Haven Register All-State Football Team



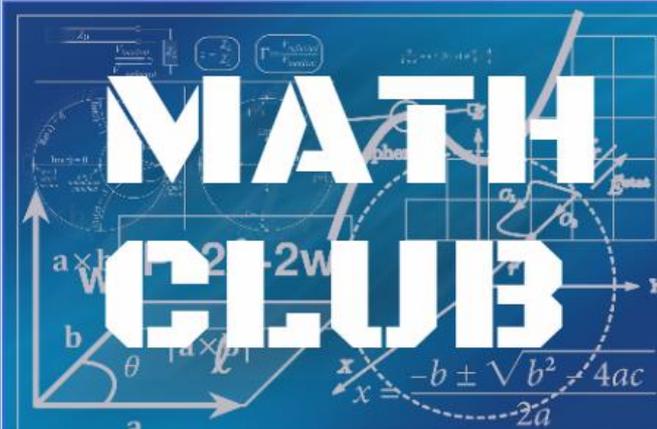


Senior Jahmeen Harrigan Named All-State By Connecticut High School Coaches Association





Second Semester Club Rush at BHS



MATH CLUB

JOIN US!
Thursdays @ 2:20 PM

- Students engage in thinking tasks that develop thinking for longer period of time
- Students practice PSAT questions to improve your score
- Students use mathematical practice 3, Model with mathematics, to solve problems.
- Mr. Othman's Room # 203

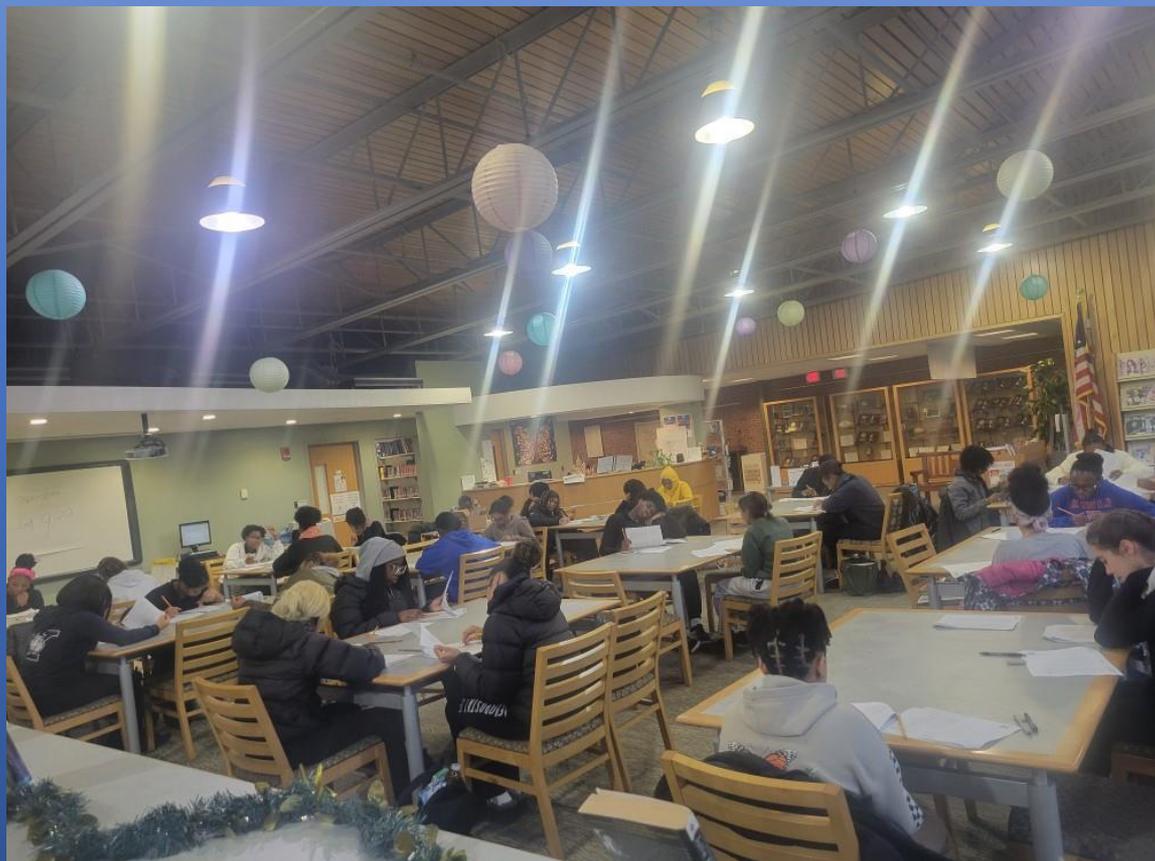
Google classroom code: wfvfs65

The poster features a blue background with mathematical diagrams and formulas, including the quadratic formula $x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$ and a right triangle with sides a , b , and c .





AP English Language Mock Exam Sets Record With 31 Juniors Testing





SAT Prep Sessions For Juniors



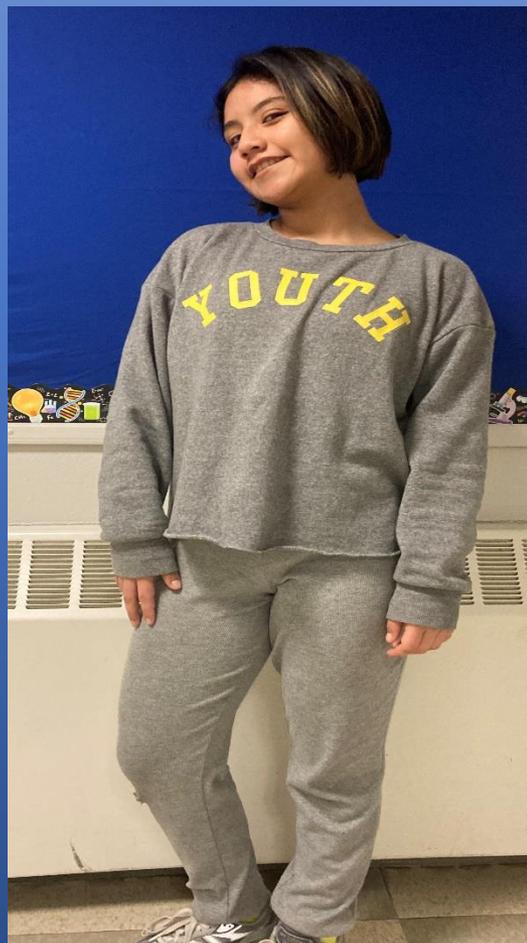
FREE!
SAT
Prep



SAT Day on March 13, 2024



January Warhawk of the Month: Junior Sherley Martinez





Boys and Girls Track Teams Win CCC North Championship





Coming up at BHS

- Mondays, Tuesdays and Thursdays: SAT Prep Sessions After School from 2:30 – 4:00 p.m.
- February 14, 2024: BHS Varsity Girls Basketball vs Lewis Mills at Home at 5:30 p.m.
- February 17, 2024: BHS Varsity Track Teams at State Open Championship at Floyd Little Athletic Center, New Haven
- February 19, 2024: Presidents' Day – School Closed
- February 21, 2024: Early Dismissal at 12:15 – Professional Development
- February 22, 2024: Unified Sports at Simsbury High School at 3:15 p.m.
- March 13, 2024: SAT Day

Bloomfield

BOE EXPENDITURE REPORT BY MAJOR OBJECT

Account Number / Description	Revised budget 7/1/2023 - 6/30/2024	Expenses YTD 7/1/2023 - 6/30/2024	Encumbrances 7/1/2023 - 6/30/2024	Balance Before Req's Sub. 7/1/2023 - 6/30/2024	Submitted Requisitions 7/1/2023 - 6/30/2024	Balance After Req's Sub	Percent Remaining 7/1/2023 - 6/30/2024
01 CERTIFIED SALARIES	\$15,821,328.00	\$8,240,314.37	\$7,815,352.09	\$(234,338.46)	\$0.00	\$(234,338.46)	(1.48)%
02 NON-CERTIFIED SALARIES	\$8,381,606.00	\$4,449,051.33	\$3,432,194.14	\$500,360.53	\$0.00	\$500,360.53	5.96%
03 EMPLOYEE BENEFITS	\$11,369,928.00	\$6,823,116.22	\$4,383,835.88	\$162,975.91	\$0.00	\$162,975.91	1.43%
04 CONTRACTED SERVICES	\$2,021,859.00	\$1,210,648.35	\$662,206.90	\$149,003.75	\$0.00	\$149,003.75	7.36%
05 PUPIL TRANSPORTATION	\$4,051,795.00	\$3,055,726.40	\$915,826.56	\$80,242.04	\$703.00	\$79,539.04	1.98%
06 INSURANCE	\$198,997.00	\$153,868.49	\$45,128.39	\$0.12	\$0.00	\$0.12	0.00%
07 COMMUNICATIONS	\$127,886.00	\$65,943.40	\$43,041.85	\$18,900.75	\$0.00	\$18,900.75	14.77%
08 TUITION	\$7,496,966.00	\$2,482,183.65	\$5,001,744.07	\$13,038.28	\$373,098.50	\$(360,060.22)	0.17%
09 OTHER PURCHASED SERVICES	\$80,354.00	\$38,476.19	\$18,249.79	\$23,628.02	\$0.00	\$23,628.02	29.40%
10 SUPPLIES	\$376,827.00	\$249,889.82	\$53,020.75	\$73,916.43	\$1,195.00	\$72,721.43	19.61%
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,559,615.00	\$736,113.82	\$787,435.97	\$36,065.21	\$0.00	\$36,065.21	2.31%
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$55,330.00	\$30,502.38	\$4,138.53	\$20,689.09	\$0.00	\$20,689.09	37.39%
13 EQUIPMENT	\$73,043.00	\$31,281.92	\$4,717.00	\$37,044.08	\$0.00	\$37,044.08	50.71%
14 MISCELLANEOUS	\$156,777.00	\$106,562.90	\$13,453.27	\$36,760.83	\$0.00	\$36,760.83	23.44%
GRAND TOTAL	\$51,772,311.00	\$27,673,679.24	\$23,180,345.19	\$918,286.58	\$374,996.50	\$543,290.08	1.77%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget	Expenses YTD	Encumbrances	Balance Before Req's Sub.	Submitted Requisitions	Balance After Req's Sub	Percent Remaining
	7/1/2023 - 6/30/2024	7/1/2023 - 6/30/2024	7/1/2023 - 6/30/2024	7/1/2023 - 6/30/2024	7/1/2023 - 6/30/2024	7/1/2023 - 6/30/2024	7/1/2023 - 6/30/2024
1110 SALARIES, TEACHER	\$13,371,035.00	\$6,763,909.61	\$6,772,235.41	\$(165,110.02)	\$0.00	\$(165,110.02)	(1.23)%
1115 SALARIES, ADMIN	\$2,450,293.00	\$1,476,404.76	\$1,043,116.68	\$(69,228.44)	\$0.00	\$(69,228.44)	(2.82)%
01 CERTIFIED SALARIES	\$15,821,328.00	\$8,240,314.37	\$7,815,352.09	\$(234,338.46)	\$0.00	\$(234,338.46)	(1.48)%
1210 SALARIES, PROFESSIONAL STAFF	\$410,862.00	\$234,300.06	\$207,968.03	\$(31,406.09)	\$0.00	\$(31,406.09)	(7.64)%
1215 SALARIES, JROTC	\$116,100.00	\$25,031.00	\$81,696.70	\$9,372.30	\$0.00	\$9,372.30	8.07%
1220 SALARIES, TUTOR	\$253,206.00	\$159,163.38	\$75,205.66	\$18,836.96	\$0.00	\$18,836.96	7.43%
1230 SALARIES, PARA	\$1,921,450.00	\$914,382.32	\$872,698.94	\$134,368.74	\$0.00	\$134,368.74	6.99%
1235 SALARIES, NURSES	\$405,659.00	\$193,035.44	\$153,987.20	\$58,636.36	\$0.00	\$58,636.36	14.45%
1240 SALARIES, CLERICAL	\$1,493,621.00	\$868,540.23	\$681,718.03	\$(56,637.26)	\$0.00	\$(56,637.26)	(3.79)%
1244 SALARIES, CLERICAL CAO	\$87,796.00	\$52,177.72	\$33,494.96	\$2,123.32	\$0.00	\$2,123.32	2.41%
1246 SALARIES, CLERICAL OFF INSTR LEAD.	\$6,516.00	\$6,515.04	\$0.00	\$0.96	\$0.00	\$0.96	0.01%
1250 SALARIES, BUSINESS OFFICE	\$554,372.00	\$311,003.38	\$232,236.12	\$11,132.50	\$0.00	\$11,132.50	2.00%
1255 SALARIES, TECHNICAL SUPPORT	\$357,766.00	\$213,977.94	\$134,061.02	\$9,727.04	\$0.00	\$9,727.04	2.71%
1257 SALARIES, RESIDENCY OFFICER	\$76,763.00	\$47,067.35	\$29,695.65	\$0.00	\$0.00	\$0.00	0.00%
1260 SALARIES, CUSTODIAN	\$1,431,274.00	\$758,977.44	\$579,146.12	\$93,150.44	\$0.00	\$93,150.44	6.50%
1265 SALARIES, MAINTENANCE	\$667,682.00	\$386,663.06	\$270,235.90	\$10,783.04	\$0.00	\$10,783.04	1.61%
1270 SALARIES, MONITOR	\$240,263.00	\$120,845.61	\$65,663.89	\$53,753.50	\$0.00	\$53,753.50	22.37%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2023 - 6/30/2024	Expenses YTD 7/1/2023 - 6/30/2024	Encumbrances 7/1/2023 - 6/30/2024	Balance Before Req's Sub. 7/1/2023 - 6/30/2024	Submitted Requisitions 7/1/2023 - 6/30/2024	Balance After Req's Sub	Percent Remaining 7/1/2023 - 6/30/2024
1275 SALARIES, CROSSING GUARD	\$39,187.00	\$16,702.48	\$14,385.92	\$8,098.60	\$0.00	\$8,098.60	20.66%
1280 SALARIES, SUPPORT	\$26,433.00	\$12,497.10	\$0.00	\$13,935.90	\$0.00	\$13,935.90	52.72%
1290 OVERTIME, SUPPORT	\$292,656.00	\$128,171.78	\$0.00	\$164,484.22	\$0.00	\$164,484.22	56.20%
02 NON-CERTIFIED SALARIES	\$8,381,606.00	\$4,449,051.33	\$3,432,194.14	\$500,360.53	\$0.00	\$500,360.53	5.96%
2100 HEALTH INSURANCE	\$7,131,864.00	\$3,466,288.72	\$3,619,392.17	\$46,183.11	\$0.00	\$46,183.11	0.64%
2150 LIFE INSURANCE	\$241,987.00	\$136,071.79	\$105,915.21	\$0.00	\$0.00	\$0.00	0.00%
2170 INSURANCE BUY-OUT	\$66,066.00	\$32,533.00	\$33,533.00	\$0.00	\$0.00	\$0.00	0.00%
2200 SOCIAL SECURITY	\$1,258,066.00	\$666,952.89	\$521,231.50	\$69,881.62	\$0.00	\$69,881.62	5.55%
2300 PENSION	\$1,452,987.00	\$1,421,588.02	\$0.00	\$31,398.98	\$0.00	\$31,398.98	2.16%
2310 OPEB - MEDICAL	\$731,416.00	\$731,416.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
2410 SEVERANCE	\$115,050.00	\$115,049.80	\$0.00	\$0.20	\$0.00	\$0.20	0.00%
2500 COURSE REMUNERATION	\$40,000.00	\$17,130.00	\$8,750.00	\$14,120.00	\$0.00	\$14,120.00	35.30%
2600 UNEMPLOYMENT COMP	\$46,342.00	\$22,246.00	\$23,734.00	\$362.00	\$0.00	\$362.00	0.78%
2700 WORKERS' COMP	\$285,150.00	\$213,840.00	\$71,280.00	\$30.00	\$0.00	\$30.00	0.01%
2800 PERSONAL PROPERTY LOSS - DISTRICT	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	100.00%
03 EMPLOYEE BENEFITS	\$11,369,928.00	\$6,823,116.22	\$4,383,835.88	\$162,975.91	\$0.00	\$162,975.91	1.43%
0141 TUITION	\$52,000.00	\$12,494.44	\$13,505.56	\$26,000.00	\$0.00	\$26,000.00	50.00%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2023 - 6/30/2024	Expenses YTD 7/1/2023 - 6/30/2024	Encumbrances 7/1/2023 - 6/30/2024	Balance Before Req's Sub. 7/1/2023 - 6/30/2024	Submitted Requisitions 7/1/2023 - 6/30/2024	Balance After Req's Sub	Percent Remaining 7/1/2023 - 6/30/2024
3100 ADMIN SERVICES	\$45,839.00	\$34,362.08	\$8,365.03	\$3,111.89	\$0.00	\$3,111.89	6.78%
3200 PROF EDUCATIONAL SERVICES	\$913,337.00	\$557,952.36	\$304,710.16	\$50,674.48	\$0.00	\$50,674.48	5.54%
3260 TESTING	\$112,121.00	\$79,888.89	\$20,699.00	\$11,533.11	\$0.00	\$11,533.11	10.28%
3300 PROF DEVELOPMENT	\$15,473.00	\$47.10	\$0.00	\$15,425.90	\$0.00	\$15,425.90	99.69%
3400 OTHER PROF SERVICES	\$103,785.00	\$63,208.05	\$28,985.50	\$11,591.45	\$0.00	\$11,591.45	11.16%
3500 TECHNICAL SERVICES	\$190,563.00	\$161,601.46	\$39,060.00	\$(10,098.46)	\$0.00	\$(10,098.46)	(5.29)%
3520 COPIER COSTS	\$102,454.00	\$44,935.64	\$43,766.36	\$13,752.00	\$0.00	\$13,752.00	13.42%
4009 PURCH SERV NON-PUBLIC HEALTH SVCS	\$55,696.00	\$27,848.00	\$27,848.00	\$0.00	\$0.00	\$0.00	0.00%
4300 MAINTENANCE & REPAIR	\$42,561.00	\$7,081.16	\$24,968.17	\$10,511.67	\$0.00	\$10,511.67	24.69%
4310 PURCHASED SERVICES BUILDINGS	\$349,530.00	\$214,909.75	\$122,118.54	\$12,501.71	\$0.00	\$12,501.71	3.57%
4320 VEHICLE MAINTENANCE & REPAIR	\$38,500.00	\$6,319.42	\$28,180.58	\$4,000.00	\$0.00	\$4,000.00	10.38%
04 CONTRACTED SERVICES	\$2,021,859.00	\$1,210,648.35	\$662,206.90	\$149,003.75	\$0.00	\$149,003.75	7.36%
5100 TRANSPORTATION, PUPIL	\$3,999,442.00	\$3,050,946.53	\$913,586.56	\$34,908.91	\$283.00	\$34,625.91	0.87%
5820 FIELD TRIPS	\$52,353.00	\$4,779.87	\$2,240.00	\$45,333.13	\$420.00	\$44,913.13	86.59%
05 PUPIL TRANSPORTATION	\$4,051,795.00	\$3,055,726.40	\$915,826.56	\$80,242.04	\$703.00	\$79,539.04	1.98%
5200 PROPERTY/LIABILITY INSURANCE	\$178,534.00	\$133,405.49	\$45,128.39	\$0.12	\$0.00	\$0.12	0.00%
5290 OTHER INSURANCE	\$20,463.00	\$20,463.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

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06 INSURANCE	\$198,997.00	\$153,868.49	\$45,128.39	\$0.12	\$0.00	\$0.12	0.00%
5300 TELEPHONE	\$69,450.00	\$36,246.65	\$32,525.36	\$677.99	\$0.00	\$677.99	0.97%
5310 POSTAGE	\$28,754.00	\$21,233.61	\$2,248.16	\$5,272.23	\$0.00	\$5,272.23	18.33%
5400 ADVERTISING	\$3,633.00	\$2,898.00	\$0.00	\$735.00	\$0.00	\$735.00	20.23%
5500 PRINTING	\$26,049.00	\$5,565.14	\$8,268.33	\$12,215.53	\$0.00	\$12,215.53	46.89%
07 COMMUNICATIONS	\$127,886.00	\$65,943.40	\$43,041.85	\$18,900.75	\$0.00	\$18,900.75	14.77%
5600 TUITION, PUBLIC	\$4,192,774.00	\$1,071,113.22	\$2,843,164.68	\$278,496.10	\$372,222.50	\$(93,726.40)	6.64%
5630 TUITION, PRIVATE	\$1,243,280.00	\$551,394.43	\$852,029.39	\$(160,143.82)	\$876.00	\$(161,019.82)	(12.88)%
5690 TUITION, MAGNET	\$2,060,912.00	\$859,676.00	\$1,306,550.00	\$(105,314.00)	\$0.00	\$(105,314.00)	(5.11)%
08 TUITION	\$7,496,966.00	\$2,482,183.65	\$5,001,744.07	\$13,038.28	\$373,098.50	\$(360,060.22)	0.17%
5810 STAFF TRAVEL	\$44,162.00	\$24,675.00	\$18,049.34	\$1,437.66	\$0.00	\$1,437.66	3.25%
5814 CONFERENCES & MEETINGS	\$36,192.00	\$13,801.19	\$200.45	\$22,190.36	\$0.00	\$22,190.36	61.31%
09 OTHER PURCHASED SERVICES	\$80,354.00	\$38,476.19	\$18,249.79	\$23,628.02	\$0.00	\$23,628.02	29.40%
6110 INSTRUCTIONAL SUPPLIES	\$245,749.00	\$157,836.60	\$38,550.97	\$49,361.43	\$1,195.00	\$48,166.43	20.08%
6115 OFFICE SUPPLIES	\$36,363.00	\$18,286.20	\$5,652.82	\$12,423.98	\$0.00	\$12,423.98	34.16%
6116 LIBRARY / AV SUPPLIES	\$250.00	\$0.00	\$0.00	\$250.00	\$0.00	\$250.00	100.00%
6117 COMPUTER SUPPLIES	\$7,000.00	\$2,121.09	\$1,203.85	\$3,675.06	\$0.00	\$3,675.06	52.50%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

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6120 SOFTWARE	\$66,037.00	\$63,275.19	\$0.00	\$2,761.81	\$0.00	\$2,761.81	4.18%
6900 OTHER SUPPLIES	\$21,428.00	\$8,370.74	\$7,613.11	\$5,444.15	\$0.00	\$5,444.15	25.40%
10 SUPPLIES	\$376,827.00	\$249,889.82	\$53,020.75	\$73,916.43	\$1,195.00	\$72,721.43	19.61%
6125 FACILITY SUPPLIES	\$119,905.00	\$80,851.87	\$19,259.55	\$19,793.58	\$0.00	\$19,793.58	16.50%
6130 FACILITY MATERIALS	\$100,350.00	\$50,661.49	\$48,118.38	\$1,570.13	\$0.00	\$1,570.13	1.56%
6200 HEAT	\$430,151.00	\$155,575.38	\$274,575.62	\$0.00	\$0.00	\$0.00	0.00%
6220 ELECTRICITY	\$816,094.00	\$398,936.80	\$402,455.70	\$14,701.50	\$0.00	\$14,701.50	1.80%
6290 WATER SERVICES	\$89,715.00	\$46,688.28	\$43,026.72	\$0.00	\$0.00	\$0.00	0.00%
7200 BUILDING IMPROVEMENTS	\$3,400.00	\$3,400.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,559,615.00	\$736,113.82	\$787,435.97	\$36,065.21	\$0.00	\$36,065.21	2.31%
6410 TEXTBOOKS	\$49,664.00	\$28,796.62	\$3,869.27	\$16,998.11	\$0.00	\$16,998.11	34.22%
6420 LIBRARY BOOKS, PERIODICALS	\$916.00	\$499.95	\$0.00	\$416.05	\$0.00	\$416.05	45.42%
6430 PROF BOOKS	\$4,750.00	\$1,205.81	\$269.26	\$3,274.93	\$0.00	\$3,274.93	68.94%
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$55,330.00	\$30,502.38	\$4,138.53	\$20,689.09	\$0.00	\$20,689.09	37.39%
7300 NEW EQUIPMENT	\$15,936.00	\$2,712.22	\$2,715.00	\$10,508.78	\$0.00	\$10,508.78	65.94%
7320 REPLACEMENT EQUIPMENT	\$40,743.00	\$12,205.95	\$2,002.00	\$26,535.05	\$0.00	\$26,535.05	65.12%
7340 COMPUTER EQUIP	\$16,364.00	\$16,363.75	\$0.00	\$0.25	\$0.00	\$0.25	0.00%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

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13 EQUIPMENT	\$73,043.00	\$31,281.92	\$4,717.00	\$37,044.08	\$0.00	\$37,044.08	50.71%
8100 DUES & FEES	\$48,678.00	\$40,725.00	\$905.00	\$7,048.00	\$0.00	\$7,048.00	14.47%
8800 ATHLETIC PROGRAMS	\$84,004.00	\$61,410.87	\$7,683.95	\$14,909.18	\$0.00	\$14,909.18	17.74%
8900 STUDENT ACTIVITIES	\$24,095.00	\$4,427.03	\$4,864.32	\$14,803.65	\$0.00	\$14,803.65	61.43%
14 MISCELLANEOUS	\$156,777.00	\$106,562.90	\$13,453.27	\$36,760.83	\$0.00	\$36,760.83	23.44%
GRAND TOTAL	\$51,772,311.00	\$27,673,679.24	\$23,180,345.19	\$918,286.58	\$374,996.50	\$543,290.08	1.77%

Graduates In Bloom



Board of Education - District Updates
Tuesday, February 13, 2024

Overview



Purpose

Provide Board of Education with a districtwide initiative update

Process

Presentation of initiatives and opportunity for questions and answers

Payoff

Board of Education will be informed of district initiatives within Bloomfield Public Schools



Districtwide Initiatives

INITIATIVE	PRIORITY
Accelerated Mathematics Pathways	1, 2
High Dosage Tutoring	1,2
Building Thinking Classrooms	1, 2, 3
State Mathematics Model Curriculum	1, 2
ASPIRE Survey Pilot	2, 4
School to Career Office	1, 2, 4
Literacy Celebration Week	2, 3, 4



Goal

To create a middle school to high school mathematics pathway that is rigorous, and nurtures potential to challenge students with advanced capabilities through differentiation and responsive instruction for **ALL** students.

Committee Members



School	Name	Role
Bloomfield High School	Jesse White	Principal
Bloomfield High School	Brenda Niemitz	Director of Numeracy and Science
Bloomfield High School	Reda Othman	Algebra Teacher
Bloomfield High School	Jennifer Bisanz	Algebra II Teacher
CAIS	Sarah Williams	Principal
CAIS	Gail Jordan	Academic Interventionist
CAIS/CAMS	Karen Goldman	School Counselor
CAIS	Ira Swaroop	Special Education
CAIS	Allen Perry	Teacher
CAMS	Trevor Ellis	Principal
CAMS	Carolina Evans	7th grade Teacher
CAMS	Terence Martey	8th grade Teacher
GEMS	Frank Macchi	Principal
GEMS	Katelyn Martin	Middle School Math Teacher
GEMS	Nina Starr	High School Math Teacher
GEMS	Sally Ettiene	Teacher
GEMS	Joe Murdzek	Middle/High School Math Teacher
District	Destiny Davis	School to Career Specialist
District	Suzanne Shippee	EL Teacher Coordinator
District	Wendy Shepard-Bannish	Director of Student Support Services
District	Desi Nesmith	Assistant Superintendent
District	Lisa Lamenzo	Director of School Improvement
District	Jason Titelbaum	District Data Systems Coordinator
District	Anne Marie Cullinan	Curriculum Specialist



Districtwide Initiatives

INITIATIVE	PRIORITY
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High Dosage Tutoring



What is the CSDE's Vision of HDT?



Vision

- Connecticut will implement a research-based HDT model in Connecticut to accelerate Math recovery for students in Grades 6-9, with a priority on high-needs students
- The program will run from October 2023 through January 2025 (with the possibility of extension)
- The CSDE will partner with The New Teacher Project to provide technical assistance to all participating LEAs as well as more intensive coaching services to 10 LEAs.

What We're Striving For

- **Metric 1:** Grade 6-8 students will attain 100% of established growth goals in Math on Smarter Balanced Assessment; Grade 9 students will attain a grade of B or better in Math coursework
- **Metric 2:** The Math educator pipeline will expand in Connecticut by creating in-person tutor positions
- **Metric 3:** Districts will sustain HDT beyond the grant funding period as a result of increased achievement

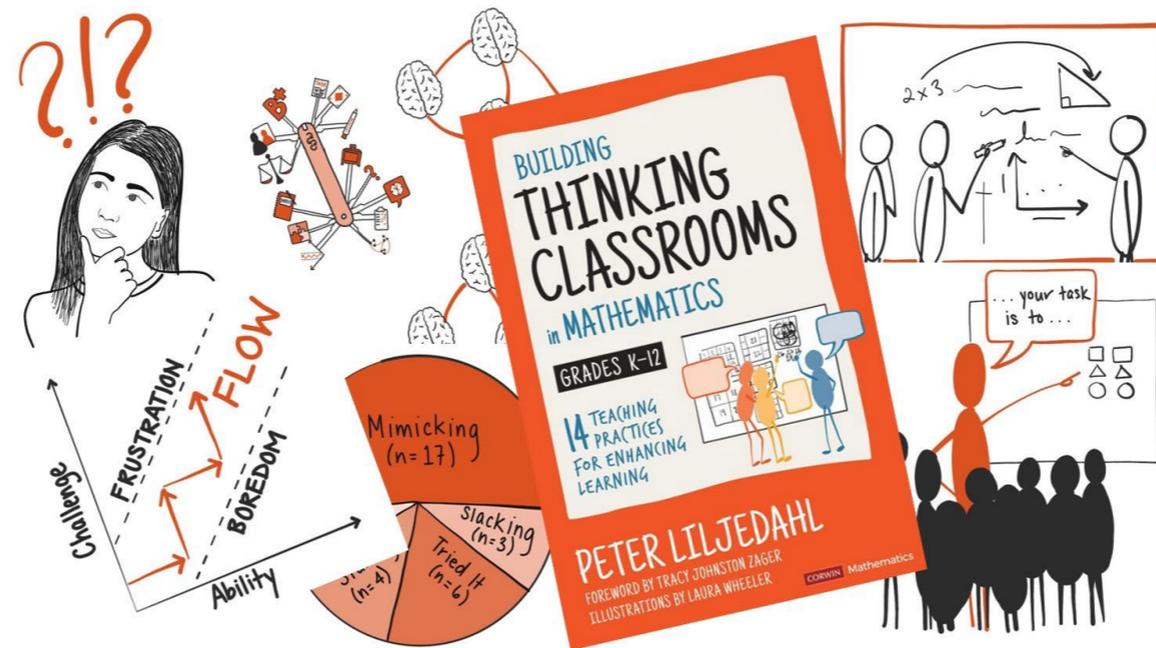
CSDE will collect data from participating schools and use summative assessment data to evaluate overall success on Metric #1.



Districtwide Initiatives

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Building Thinking Classroom



2022-23

2023-24

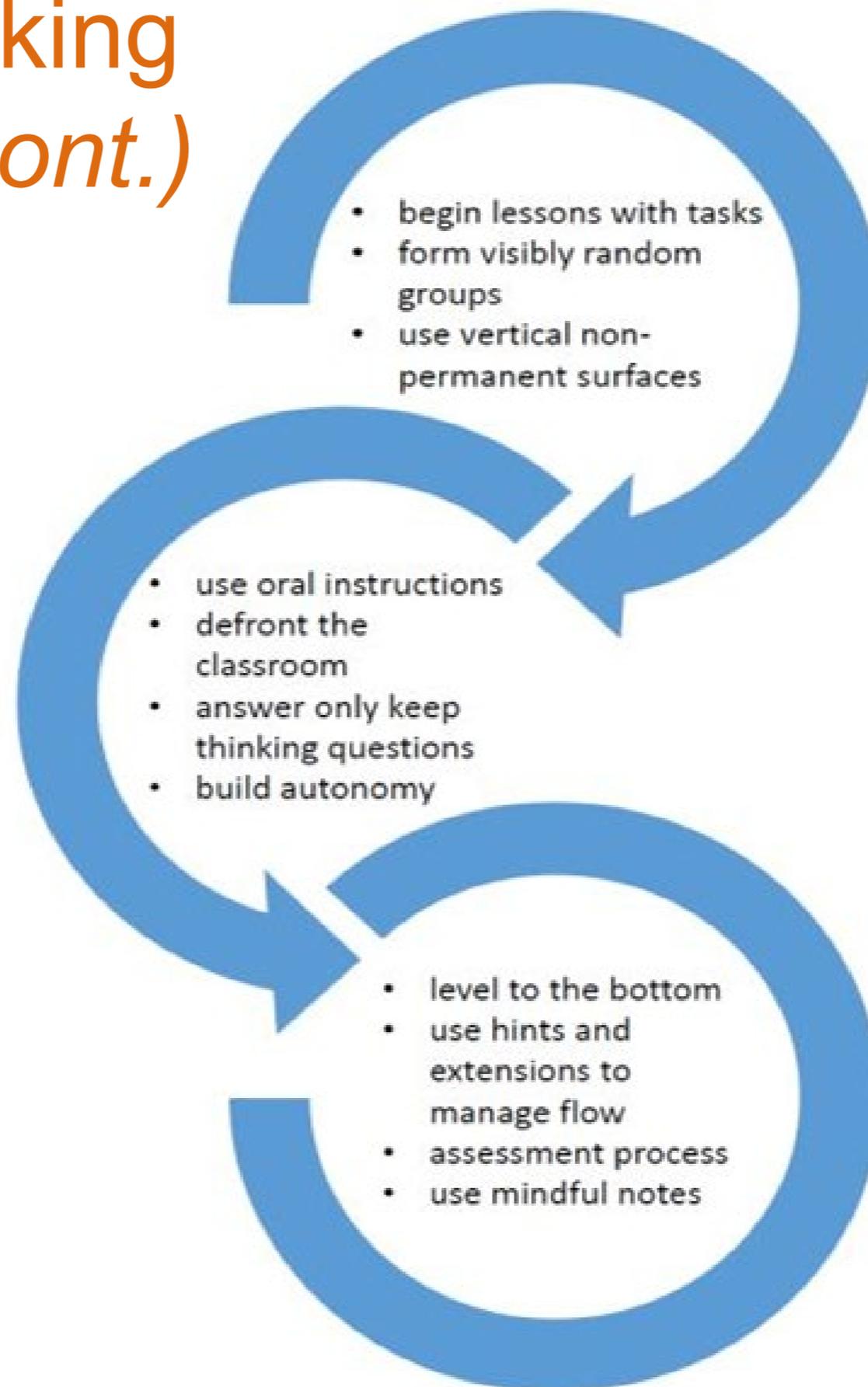
2024-25

Research and Explore

Pilot
Continue to Research

Implement in
Grades 6-12
Mathematics
Classrooms

Building Thinking Classroom *(cont.)*



Building Thinking Classroom (cont.)





Districtwide Initiatives

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State Mathematics Model Curriculum



[CT.gov Home](#) / [Department of Education](#) / [CT Core Standards](#) / [Materials for Teachers](#) / [Mathematics](#) / [Connecticut Model Curriculum](#)

- [Connecticut Model Curriculum](#) >
- [Algebra I Curriculum - Math](#) >
- [Algebra 2](#) >
- [Geometry](#) >
- [Integrated Math](#) >

Search Department of Education

[Home](#) [CCSS Overview](#) [Teachers](#) [School/District Leaders](#) [Curriculum Designers](#) [Family and Community](#)

Connecticut Model Curriculum

The curriculum is aligned with the Connecticut Core standards for Mathematics, both the Content Standards and the Standards for Mathematical Practice. It is based on the big ideas, conceptual understandings, real world applications, hands-on experiences gathering data, and appropriate uses of technology.

- [Algebra I](#)
- [Algebra II](#)
- [Geometry](#)
- [Integrated Math](#)

FEEDBACK +



Districtwide Initiatives

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The ASPIRE Survey



Assets



Skills



Professions



Interests



Relationships



Environment





Districtwide Initiatives

INITIATIVE	PRIORITY
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School to Career Office



Our Mission

We seek to partner with students and their families as co-collaborators to deliver comprehensive, inclusive services, and resources that will equip students for post-graduation success. We cultivate joint relationships with businesses and community organizations, via programming and experiential learning opportunities, to better prepare our students as they transition to college and career pathways, shaping them to become contributing members of society.

School TO CAREER OFFICE

NEED ASSISTANCE MAPPING OUT YOUR COLLEGE AND/OR CAREER PATH? COME SEE US TODAY! SOME OF OUR SERVICES INCLUDE...

LET'S TALK ABOUT YOUR PATHWAY!

- INTERNSHIPS
- CAREER EXPOS
- 1-1 COACHING
- WORKSHOPS
- STUDENT SUCCESS PLANS
- INTEREST SURVEYS

Christopher Prescott | 860-471-3632 ext. 1014 | cprescott@blmfld.org

The graphic is a promotional poster for the School to Career Office. It features a central image of three students looking at a laptop. The text is arranged in a grid-like fashion with various icons representing different services. The bottom section contains contact information for Christopher Prescott.



Districtwide Initiatives

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Literacy Celebration Week





Questions?

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(a)

RE: POLICY REGARDING POSSESSION OF DEADLY WEAPONS OR FIREARMS
Community/Board Operations

Adopted: 12/08/2009

Approved: 10/06/2015

I. DEFINITIONS:

- A. **DEADLY WEAPON** MEANS "ANY WEAPON, WHETHER LOADED OR UNLOADED, FROM WHICH A SHOT MAY BE DISCHARGED, OR A SWITCHBLADE KNIFE, GRAVITY KNIFE, BILLY, BLACKJACK, BLUDGEON, OR METAL KNUCKLES." CONN. GEN. STAT. § 53A-3 (6).

- B. **FIREARM** MEANS "ANY SAWED-OFF SHOTGUN, MACHINE GUN, RIFLE, SHOTGUN, PISTOL, REVOLVER OR OTHER WEAPON, WHETHER LOADED OR UNLOADED FROM WHICH A SHOT MAY BE DISCHARGED." CONN. GEN. STAT. § 53A-3 (19).

- C. **PEACE OFFICER** MEANS "A MEMBER OF THE DIVISION OF STATE POLICE WITHIN THE DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION OR AN ORGANIZED LOCAL POLICE DEPARTMENT, A CHIEF INSPECTOR OR INSPECTOR IN THE DIVISION OF CRIMINAL JUSTICE, A STATE MARSHAL WHILE EXERCISING AUTHORITY GRANTED UNDER ANY PROVISION OF THE GENERAL STATUTES, A JUDICIAL MARSHAL IN THE PERFORMANCE OF THE DUTIES OF A JUDICIAL MARSHAL, A CONSERVATION OFFICER OR SPECIAL CONSERVATION OFFICER, AS DEFINED IN SECTION 26-5, A CONSTABLE WHO PERFORMS CRIMINAL LAW ENFORCEMENT DUTIES, A SPECIAL POLICEMAN APPOINTED UNDER SECTION 29-18, 29-18A OR 29-19, AN ADULT PROBATION OFFICER, AN OFFICIAL OF THE DEPARTMENT OF CORRECTION AUTHORIZED BY THE COMMISSIONER OF CORRECTION TO MAKE ARRESTS IN A CORRECTIONAL INSTITUTION OR FACILITY, ANY INVESTIGATOR IN THE INVESTIGATIONS UNIT OF THE OFFICE OF THE STATE TREASURER, AN INSPECTOR OF MOTOR VEHICLES IN THE DEPARTMENT OF MOTOR VEHICLES, WHO IS CERTIFIED UNDER THE PROVISIONS OF SECTIONS 7-294A TO 7-294E, INCLUSIVE, A UNITED STATES MARSHAL OR DEPUTY MARSHAL, ANY SPECIAL AGENT OF THE FEDERAL GOVERNMENT AUTHORIZED TO ENFORCE THE PROVISIONS OF TITLE 21 OF THE UNITED STATES CODE, OR A MEMBER OF A LAW ENFORCEMENT UNIT OF THE MASHANTUCKET PEQUOT TRIBE OR THE MOHEGAN TRIBE OF INDIANS OF

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(b)

CONNECTICUT CREATED AND GOVERNED BY A MEMORANDUM OF AGREEMENT UNDER SECTION 47-65C WHO IS CERTIFIED AS A POLICE OFFICER BY THE POLICE OFFICER STANDARDS AND TRAINING COUNCIL PURSUANT TO SECTIONS 7-294A TO 7-294E, INCLUSIVE." CONN. GEN. STAT. § 53A-3 (9).

- D. REAL PROPERTY** MEANS THE LAND AND ALL TEMPORARY AND PERMANENT STRUCTURES COMPRISING THE DISTRICT'S ELEMENTARY AND SECONDARY SCHOOLS, AND ADMINISTRATIVE OFFICE BUILDINGS. REAL PROPERTY INCLUDES, BUT IS NOT LIMITED TO, THE FOLLOWING: CLASSROOMS, HALLWAYS, STORAGE FACILITIES, THEATRES, GYMNASIUMS, FIELDS AND PARKING LOTS.
- E SCHOOL-SPONSORED ACTIVITY** MEANS "ANY ACTIVITY SPONSORED, RECOGNIZED OR AUTHORIZED BY A BOARD OF EDUCATION AND INCLUDES ACTIVITIES CONDUCTED ON OR OFF SCHOOL PROPERTY." CONN. GEN. STAT. § 10-233A(H).

II. PROHIBITION OF DEADLY WEAPONS AND FIREARMS

IN ACCORDANCE WITH CONN. GEN. STAT. § 29-28(E) AND § 53A-217B, THE POSSESSION AND/OR USE OF A DEADLY WEAPON OR FIREARM ON THE REAL PROPERTY OF ANY SCHOOL OR ADMINISTRATIVE OFFICE BUILDING IN THIS DISTRICT, ON SCHOOL TRANSPORTATION, OR AT A SCHOOL-SPONSORED ACTIVITY, IS PROHIBITED, EVEN IF THE PERSON POSSESSING THE DEADLY WEAPON OR FIREARM HAS A PERMIT FOR SUCH ITEM.

ALSO PROHIBITED IS POSSESSION OF ANY WEAPON, WEAPON FACSIMILE, KNIFE, BOX CUTTER, BOW AND ARROW, EXPLOSIVE DEVICE, FIREARM WHETHER FUNCTIONAL OR NOT, OR ANY OTHER DANGEROUS OBJECT. THIS ALSO INCLUDES PELLET GUNS, BB GUNS AND/OR AIR SOFT PISTOLS.

III. PEACE OFFICER EXCEPTION

A PEACE OFFICER ENGAGED IN THE PERFORMANCE OF HIS OR HER OFFICIAL DUTIES WHO IS IN LAWFUL POSSESSION OF A DEADLY WEAPON OR FIREARM MAY BRING SUCH ITEM ON THE REAL PROPERTY OF ANY SCHOOL OR ADMINISTRATIVE OFFICE BUILDING IN THIS DISTRICT, ON SCHOOL TRANSPORTATION, OR TO A SCHOOL-SPONSORED ACTIVITY.

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(c)

IV. OTHER EXCEPTIONS

PERSONS IN LAWFUL POSSESSION OF A DEADLY WEAPON OR FIREARM MAY POSSESS SUCH ITEM ON THE REAL PROPERTY OF ANY SCHOOL OR ADMINISTRATIVE OFFICE BUILDING IN THIS DISTRICT, ON SCHOOL TRANSPORTATION, OR TO A SCHOOL-SPONSORED ACTIVITY, IF:

- A. THE PERSON BRINGS THE DEADLY WEAPON OR FIREARM ON THE REAL PROPERTY OF ANY SCHOOL OR ADMINISTRATIVE OFFICE BUILDING, ON SCHOOL TRANSPORTATION, OR TO A SCHOOL-SPONSORED ACTIVITY FOR USE IN A PROGRAM APPROVED BY SCHOOL OFFICIALS. IN SUCH CASE, THE PERSON MUST GIVE SCHOOL OFFICIALS NOTICE OF HIS/HER INTENTION TO BRING SUCH ITEM, AND THE PERSON MUST RECEIVE PRIOR WRITTEN PERMISSION FROM SCHOOL OFFICIALS.

- B. THE PERSON POSSESSES THE DEADLY WEAPON OR FIREARM ON THE REAL PROPERTY OF ANY SCHOOL OR ADMINISTRATIVE OFFICE BUILDING, ON SCHOOL TRANSPORTATION, OR AT A SCHOOL-SPONSORED ACTIVITY PURSUANT TO A WRITTEN AGREEMENT WITH SCHOOL OFFICIALS OR A WRITTEN AGREEMENT BETWEEN SUCH PERSON'S EMPLOYER AND SCHOOL OFFICIALS.

V. CONSEQUENCES

- A. UNLESS SUBJECT TO ONE OF THE EXCEPTIONS LISTED ABOVE, ANY PERSON WHO POSSESSES A DEADLY WEAPON OR FIREARM ON THE REAL PROPERTY OF AN ELEMENTARY OR SECONDARY SCHOOL IN THIS DISTRICT, OR ADMINISTRATIVE OFFICE BUILDING, ON SCHOOL TRANSPORTATION, OR AT A SCHOOL-SPONSORED ACTIVITY, WHETHER OR NOT THE PERSON IS LAWFULLY PERMITTED TO CARRY SUCH DEADLY WEAPON OR FIREARM, WILL BE REPORTED TO THE LOCAL POLICE AUTHORITIES ONCE SCHOOL OFFICIALS BECOME AWARE OF ITS POSSESSION.

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(d)

- B. A STUDENT WHO POSSESSES AND/OR USES ANY DEADLY WEAPON OR FIREARM ON THE REAL PROPERTY OF AN ELEMENTARY OR SECONDARY SCHOOL IN THIS DISTRICT, OR ADMINISTRATIVE OFFICE BUILDING, ON SCHOOL TRANSPORTATION, OR AT A SCHOOL-SPONSORED ACTIVITY IN VIOLATION OF THIS POLICY SHALL BE DISCIPLINED IN ACCORDANCE WITH BOARD OF EDUCATION STUDENT DISCIPLINE POLICY.
- C. THE BOARD OF EDUCATION RESERVES THE RIGHT TO FORBID ANYONE CAUGHT POSSESSING A DEADLY WEAPON OR FIREARM ON THE REAL PROPERTY OF ITS SCHOOL BUILDINGS OR ADMINISTRATIVE OFFICE BUILDINGS, ON SCHOOL TRANSPORTATION, OR AT A SCHOOL-SPONSORED ACTIVITY, FROM USING ANY AND ALL SCHOOL FACILITIES.

LEGAL REFERENCES:

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

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(a)

**RE: Policy Regarding Possession of Deadly Weapons
Community/Board Operations**

Adopted: 12/8/2009
Approved: 10/6/2015

I Definitions:

- A. **Deadly Weapon** means "any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon, or metal knuckles." Conn. Gen. Stat. § 53a-3 (6).
- B. **Real Property** means the land and all temporary and permanent structures comprising the district's elementary and secondary schools, and administrative office buildings. Real property includes, but is not limited to, the following: classrooms, hallways, storage facilities, theatres, gymnasiums, fields and parking lots.
- C. **School-Sponsored Activity** "means any activity sponsored, recognized or authorized by a board of education and includes activities conducted on or off school property." Conn. Gen. Stat. § 10-233a.
- D. **Peace Officer** means a state police officer, a member of the local police department, an inspector in the state Division of Criminal Justice, a sheriff, deputy sheriff or special deputy sheriff, a conservation officer or special conservation officer, a constable who performs criminal law enforcement duties, a special policeman, an adult probation officer, a Department of Correction official authorized by the Commissioner of Correction to make arrests in a correctional institution or facility, an investigator in the investigations unit of the Office of the State Treasurer, or any special agent of the federal government. Conn. Gen. Stat. § 53a-3 (9).

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(b)

II. Prohibition of Deadly Weapons

In accordance with Conn. Gen. Stat. § 53a-217b, the possession of a deadly weapon on the real property of any school or administrative office building in this district, or at a school-sponsored activity, is prohibited.

III. Mandatory Exception

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

The person is a peace officer engaged in the performance of his or her official duties.

IV. Permissive Exceptions

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

- A. The person brings the weapon on the real property of any school or administrative office building or to a school-sponsored activity for use in a program approved by school officials, the person gives notice of his/her intention to bring such weapon on to the real property of any school or administrative office building or to a school-sponsored activity, and the person receives prior written permission from school officials to bring such a weapon onto the real property of the school or administrative office building or to a school sponsored activity.
- B. The person possesses the weapon on the real property of any school or administrative office building or at a school-sponsored activity pursuant to a written agreement with school officials or a written agreement between such person's employer and school officials.

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(c)

Persons in lawful possession of a deadly weapon may bring the weapon on the real property of any school building in this district if:

- C. The person crosses school property in order to gain access to public or private lands open to hunting or for other lawful purposes, the person's weapon is not loaded and the Board of Education has not prohibited such person's entry.

V. Consequences

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

VI. Dissemination of Policy

The Board of Education shall inform all students, parent(s) and/or guardians, employees, town residents, and visitors of this policy governing possession of a deadly weapon.

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 1700(d)

Legal References: Connecticut General Statutes
29-28 Permit for sale at retail of pistol or revolver. Permit to carry a pistol or revolver. Confidentiality of name and address of permit holder. (as amended by PA 98-129)
29-33 Sale, delivery or transfer of pistol and revolvers. Documentation requirements. Waiting period. Exempted transactions. Penalty. (as amended by PA 98-129)
52a-3 Definitions.
53a-217b Possession of a weapon on school grounds: Class D felony. (as amended by PA 01-84)
P.A. 13-188 An Act Concerning School Safety
P.A. 14-217 Section 254 of "Budget Implementer Bill"
P.A. 14-212 An Act Concerning the State Education Resource Center]

**RE: Exploitation; Sexual Harassment
Students**

Approved: June 13, 2017

Revised:

Sexual Abuse Prevention and Education Program

Definitions

Sexual violence is a multi-layered oppression that occurs at the societal and individual level and is connected to and influenced by other forms of oppression, in particular, sexism, racism and heterosexism. On the societal level, it is the preponderance of attitudes, actions, social norms that perpetuate and sustain environments and behaviors that promote a cultural tolerance, acceptance, and denial of sexual assault and abuse. On an individual level, sexual violence is a wide range of sexual acts and behaviors that are unwanted, coerced, committed without consent, or forced either by physical means or through threats.

Sexual abuse refers to coerced or forced sexual contact or activity that may be ongoing or occurs over time, often within a trusting relationship. Most victims know their perpetrators. Perpetrators are usually older than their victims and may trick or force them into gradually doing the sexual behavior. The sexual behavior may not be violent and may even be pleasurable to the child, who doesn't necessarily know it is wrong. Perpetrators of ongoing sexual abuse control the, child/youth through secrecy, shame, or threats. Children cannot consent to sexual contact with adults or older youth, and sexual contact is considered abuse, regardless of whether it includes touching or not.

Sexual assault usually refers to forced or unwanted sexual contact or activity that occurs as a single incident, as opposed to ongoing sexual abuse that may continue over time. It may also involve verbal or visual behaviors, or any type of pressure designed to coerce or force someone to join in the unwanted sexual contact or activity. The assault may involve a similar range of behaviors that are attempted or perpetrated against a victim's will or when a victim cannot consent because of age, disability, or the influence of alcohol or drugs. Sexual assault may involve actual or threatened physical force, use of weapons, coercion, intimidation or pressure. The offender usually takes advantage of the victim's vulnerability. Anyone can perpetrate this type of abuse - a trusted friend or family member, a stranger, a casual acquaintance, or an intimate partner.

Program

The Bloomfield Public Schools shall implement the Sexual Abuse and Assault Awareness and Prevention program identified or developed, in compliance with C.G.S 17a-101q, by the Department of Children and Families, in collaboration with the Department of Education and other assisting entities, with the goal of informing students and staff about child sexual abuse and

assault awareness and available resources. The District's implementation of the Sexual Abuse and Assault Awareness and Prevention Program, per statute, shall be not later than October 1, 2016. The program, for students in Grades K-12, inclusive, shall include, but not be limited to:

1. Providing teachers instructional modules that may include, but not be limited to:
 - a. Training regarding the prevention and identification of, and response to, child sexual abuse and assault, and
 - b. Resources to further student, teacher and parental awareness regarding child sexual abuse and the prevention of such abuse and assault.

The Board of Education directs the Superintendent develop administrative regulations to address the issues of students obtaining assistance, intervention and counseling options, access to educational resources and procedures for reporting instances of child sexual abuse and assault.

A student shall be excused from participating in the sexual abuse, assault awareness and prevention program offered within the school, in its entirety or any part thereof, upon receipt by the Principal or his/her designee, of a written request from the student's parent/guardian.

Any student exempted from the sexual abuse and assault awareness and prevention program shall be provided, during the period of time in which the student would otherwise be participating in such program, an opportunity for other study or academic work.

Reporting Child Sexual Abuse and Sexual Assault

Students shall be encouraged to disclose abuse to a trusted adult member of the staff, including, but not limited to, teachers, administrators, nurses, coaches, and counselors. Child abuse reporting procedures will be followed for all acts of violence and sexual abuse against children as delineated in policy #5141.4, "Reporting of Suspected Child Abuse," and its accompanying regulations.

Connecticut General Statutes §17a-101q, as amended, requires all school employees including the Superintendent of Schools, school teachers, substitute teachers, administrators, school guidance counselors, school paraprofessionals, licensed nurses, physicians, psychologists, social workers, coaches of intramural or interscholastic athletics, or any other person, who in the performance of his/her duties, has regular contact with students and who provides services to District students, who have reasonable cause to suspect or believe that a child has been abused, neglected, or placed in imminent risk of serious harm to report such abuse and/or neglect in compliance with applicable state statutes.

An oral report by telephone or in person shall be made as soon as possible but no later than 12 hours to the Commissioner of Children and Families and to the Superintendent of Schools or his/her designee followed within 48 hours by a written report to the Department of Children and Families.

Reporting suspected abuse and/or neglect of children, in addition to the requirements

pertaining to staff training, record keeping and dissemination of this policy, shall be in accordance with the procedures established and set forth in the Administrative Regulation #5141.4.

Legal Reference: Connecticut General Statutes
17a-101q Statewide sexual abuse and assault awareness and prevention program.
A Statewide K-12 Sexual Assault and Abuse Prevention and Awareness Program developed by DCF, SDE, and Connecticut Alliance (The Alliance) to End Sexual Violence.
PA 22-87 An Act Concerning the Identification and Prevention of and Response to Adult Sexual Misconduct Against Children.

**RE: ~~Exploitation; Sexual
Harassment Students~~**

Approved: ~~June 13, 2017~~

~~Sexual abuse prevention and education program~~

~~The Bloomfield school district ensures that schools sustain healthy, positive, and safe learning environments for all students. It is important to change the social climate of the school and the school norms with regards to sexual abuse and assault. This requires the efforts of the entire staff.~~

~~Therefore, the Bloomfield public schools shall develop a comprehensive child abuse program with the goal of informing students and staff about child sexual abuse and assault awareness.~~

~~The program shall include, but is not limited to:~~

- ~~1. Adopting a child abuse and assault awareness curriculum to provide age-appropriate information to teach students between appropriate and inappropriate conduct in situations where child sexual abuse or assault could occur, and to identify actions a child may take to prevent and report sexual abuse or sexual assault;~~
- ~~2. Providing students with resources and referrals to handle these potential dangerous situations;~~
- ~~3. Providing students access to available counseling and educational support;~~
- ~~4. Providing mandatory training to all district staff to ensure they are fully informed on:
 - ~~A. The warning signs of sexual abuse and sexual misconduct involving a child,~~
 - ~~B. Mandatory reporting requirements,~~
 - ~~C. School district policies, and~~
 - ~~D. Establishing and maintaining professional relationships with students, available resources for children affected by sexual abuse, sexual assault or misconduct.~~~~

**RE: ~~Exploitation; Sexual Harassment~~
Students**

Approved: ~~June 13, 2017~~

- ~~5. Methods for increasing teacher, student, and parent awareness of issues regarding sexual abuse of children; and~~
- ~~6. Permitting students to opt from participating in classroom instructions regarding sexual abuse and sexual assault upon receipt by the Principal or his/her designee of a written request from the student's parent/guardian. Such request shall be sufficient to exempt the student from such program in its entirety or from portions of it so specified by the parent/guardian.~~

~~Students, parent/guardians, teachers and school staff and school volunteers shall be provided information, at a minimum on an annual basis, on the District's policy and procedures against sexual abuse and assault. The information shall include evidence-based methods of preventing sexual abuse and assault, as well as how to effectively identify and respond to sexual abuse and incidents within the scope of the school.~~

~~The District shall utilize existing resources, including but not limited to, student support services staff (e.g. school social workers, school counselors, school psychologists) to assist in providing sexual abuse and assault intervention and prevention training.~~

~~Reporting Child Sexual Abuse and Assault~~

~~In furtherance of C.G.S. 17a-101 et. seq., and its purpose, the Board of Education requires ALL EMPLOYEES of the Board of Education to report suspected abuse and/or neglect, or imminent risk of serious harm, in accordance with the procedures set forth in this policy.~~

~~Furthermore, the Board of Education requires all personnel who have reasonable cause to suspect or believe that a child, under the age of eighteen (18), has been sexually abused or assaulted to report such cases in accordance with the law, Board policy, and administrative regulations.~~

**RE: ~~Exploitation; Sexual Harassment~~
~~Students~~**

Approved: ~~June 13, 2017~~

~~A mandated reporter shall make an oral report, by telephone or in person, to the Commissioner of Children and Families or a law enforcement agency as soon as possible, but no later than twelve (12) hours after the reporter has reasonable cause to suspect the child has been abused. In addition, the mandated reporter shall inform the Building Principal or his/her designee that he/she will be making such a report. Not later than forty-eight (48) hours of making the oral report, the mandated reporter shall file a written report with the Commissioner of Children and Families or his/her designee. (The Department of Children and Families has established a 24-hour Child Abuse and Neglect Hotline at 1-800-842-2288 for the purpose of making such oral reports.)~~

~~The oral and written reports shall include, if known: (1) the names and addresses of the child and his/her parents/guardians; (2) the child's age; (3) the child's gender; (4) the nature and extent of the child's sexual abuse or assault; (5) the approximate date and time the sexual abuse occurred; (6) information concerning any previous injury or injuries to, or maltreatment or neglect of, the child or his/her siblings; (7) the circumstances in which the sexual abuse or assault came to be known to the reporters; (8) the name of the person(s) suspected to be responsible for causing such abuse; (9) the reasons such person or persons are suspected of causing such abuse; (10) any information concerning any prior cases in which such person or persons have been suspected of such action; and (11) whatever action, if any, was taken to treat, provide shelter or otherwise assist the child.~~

~~If the report of sexual abuse involves an employee of the District as the perpetrator, the District may conduct its own investigation into the allegation, provided that such investigation shall not interfere with or impede any investigation conducted by the Department of children and Families or by a law enforcement agency.~~

~~The Board of Education recognizes that the Department of children and Families is required to disclose records to the Superintendent of Schools in response to a mandated reporter's written or oral report of abuse or neglect or if the Commissioner of Children and Families has reasonable belief that a school employee abused a student. Not later than five (5) working days after an investigation of child abuse by a school employee has been completed, DCF is required to notify the Superintendent and the State Department of Education of the investigation's results.~~

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

POLICY **No. 5145.511(d)**

RE: ~~Exploitation; Sexual Harassment~~
Students

Approved: ~~June 13, 2017~~

~~If DCF has reasonable cause, and recommends the employee be placed on DCF's Child Abuse and Neglect Registry, the Superintendent shall suspend such employee.~~

LEGAL REFERENCE:

~~Connecticut General Statutes P.A. 14-196, An Act Concerning A State Wide Sexual Abuse And Assault Awareness Program.~~

**RE: DRUG AND ALCOHOL FREE Workplace
Personnel – Certified/Non-Certified**

Adopted: Summer 2000

Approved: 10/6/2015

Revised:

The Board Of Education (Board) is concerned with maintaining a safe and healthy working and learning environment for all staff and students. The board recognizes the importance of maintaining an environment for its staff and students that is drug and alcohol free. Reasonable steps will be taken to create a safe workplace free from the effects of alcohol, second-hand smoke and drug abuse.

Employees must abide by the terms of this policy as a condition of employment. This policy is adopted in accordance with state law and the drug free workplace act.

Definitions

“Cannabis” means marijuana which includes all parts of a plant or species of the genus cannabis, whether growing or not, and including its seeds and resin; its compounds, manufactures, salts, derivatives, mixtures, and preparations; and cannabimon, cannabimol, cannabidiol (cbd), and similar compounds unless derived from hemp as defined in federal law. The definition of marijuana also include any product made using hemp, as defined in state law, with more than 0.3% total THC concentration on a dry-weight basis, manufactured cannabinoids, and certain synthetic cannabinoids.

“Cannabis product” is cannabis in the form of a cannabis concentrate or a product that contains cannabis, which may be combined with other ingredients, and is intended for use or consumption.

“Cannabis concentrate” is any form of concentration extracted from cannabis, such as extracts, oils, tinctures, shatter, and waxes.

“Medical marijuana product” is cannabis that (1) dispensary facilities and hybrid retailers exclusively sell to qualifying patients and caregivers and (2) the department of consumer protection (DCP) designates on its website as reserved for sale to those individuals.

“Manufactured cannabinoid” means cannabinoids naturally occurring from a source other than marijuana that are similar in chemical structure or physiological effect to cannabinoids derived from marijuana, but that are derived by a chemical or biological process.

“Workplace” means the site for the performance of work done, which includes work done in connection with a federal grant. The workplace includes any district building or property; any district-owned vehicle or any other district-approved vehicle used to transport students to and from school or school activities; and off-district property during any school-sponsored or school-

approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction/supervision of the district, which could also include work on a federal grant.

“School-sponsored activity” means any activity sponsored, recognized, or authorized by the board and includes activities conducted on or off school property.

“Drug” is defined as

“Controlled substances” which includes all forms of narcotics, depressants, stimulants, hallucinogens, steroids, and cannabis (including products made with or infused with these substances) whose sale, purchase, transfer, use, or possession is prohibited or restricted by state or federal law;

“Synthetic cannabinoids” which include drugs which are known or advertised as possibly affecting judgment, coordination, or any of the senses, including those which may cause drowsiness or dizziness; and
Illegal substances.

“Prescription drugs” means drugs which are used in the course of medical treatment and have been prescribed and authorized for use by a licensed medical practitioner/physician or dentist, other than marijuana (cannabis) and marijuana-related substances.

“Smoking” means the burning of a cigarette, cigar, pipe or other similar device that contains in whole or in part, cannabis or hemp, in addition to tobacco.

“Electronic nicotine delivery system” for purposes of this policy means an electronic device used in the delivery of nicotine or other substances to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device, including, but not limited to, electronic cigarette liquid.

“Vapor product” means any product that employs a heating element, power source, electronic circuit or other electronic, chemical, or mechanical means to produce a vapor that may or may not include nicotine and is inhaled by the product’s user.

“Under the influence” means any noticeable use, any detectable level of drugs or alcohol in the employee’s blood or urine or any noticeable or perceptible impairment of the employee’s mental or physical faculties.

“Criminal drug statute” means any criminal statute involving the manufacture, distribution, dispensing, use, or possession of any controlled substance.

I. Prohibited behavior

To help maintain a drug-free school, community, and workplace, the following conduct is strictly prohibited of all district employees and volunteers. An employee who violates this

policy may be required to successfully complete an appropriate rehabilitation program, may not be renewed or his/her employment may be suspended or terminated, at the discretion of the board.

- A. Reporting to work or the workplace under the influence of alcohol, illegal and/or controlled substances including marijuana (cannabis) and anabolic steroids;
- B. Manufacturing, selling, delivering, soliciting, consuming, using, possessing, or transmitting alcohol in any amount or in any manner on district property or a district workplace at any time while students are under the supervision of the district, or when involved as an employee in a district activity on or off school district property;
- C. Unlawfully manufacturing, distributing, dispensing, possessing, or using a controlled substance in a district workplace;
- D. Using the workplace, district property or the staff member's position within the district to make or traffic alcohol, illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids;
- E. Using, possessing or transmitting illegal and/or controlled substances, including marijuana (cannabis) and anabolic steroids in a manner that is illegal or which impairs job performance or poses a hazard to the safety and welfare of the employee, the public, the students, or other employees; and
- F. Smoking or other use of tobacco products on school property during regular school hours, on transportation provided by the board of education, or during the course of any trip sponsored by the board or under the supervision of the board or its authorized agent.

II. Use Of Prescription Drugs

- A. Employees are permitted to use prescription drugs on school property, or during the conduct of board business, that have been prescribed by a licensed medical practitioner. Such drugs shall be used only as prescribed. In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.
- B. However, the board, in compliance with C.G.S. 21a-408a through 408q, prohibits the palliative use of marijuana on school property, at a school-sponsored event, or during the conduct of board business. Employees are prohibited from being under the influence of intoxicating substances, including marijuana used for palliative purposes, during the work day.

III. Smoking

- A. The board prohibits smoking, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), and the use of tobacco products on school property or at any school-sponsored activity. This ban applies to any area of the workplace and outside within 25 feet of a doorway, operable window or air intake vent.
- B. The workplace smoking ban also applies to cannabis, hemp, and e-cigarette use, involving cannabis.
- C. Smoking, including cannabis, will be permitted in a situation in which a classroom

is used during a smoking or e-cigarette demonstration that is part of a medical or scientific experiment or lesson.

- D. The district will not make accommodations for an employee or be required to allow an employee to perform his/her duties while under the influence of cannabis or allow the employee to possess, use or otherwise consume cannabis while performing his/her employment duties.

IV. Notification Requirements

- A. Any staff member who is taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job. If the use of a medication could compromise the safety of the staff member, other staff members, students or the public, it is the staff member's responsibility to use appropriate personnel procedures (e.g., use leave, request change of duty, or notify his/her supervisor of potential side effects) to avoid unsafe workplace practices. If a staff member notifies his/her supervisor that the use of medication could compromise the safe performance of his/her job, the supervisor, in conjunction with his/her superior, will determine whether the staff member can remain at work and whether any work restrictions will be necessary.
- B. As a condition of employment, each employee will notify his or her supervisor of a conviction under any criminal drug statute. Such notification will be provided no later than five (5) days after such conviction. The district will inform the federal granting agency within ten (10) days of such conviction, regardless of the source of the information.
- C. District employees are directed to report any suspected violation of this policy to an administrator or directly to the superintendent of schools or his/her designee. The superintendent or designee will investigate the allegation and meet with the alleged violator.
- D. All employees will be notified of this policy on a yearly basis and instructed to recognize that compliance is mandated.
- E. This policy shall be made known to prospective employees prior to employment.

V. Disciplinary Action Upon Violation of Policy

- A. Disciplinary action will include, at a minimum, a letter of reprimand and may include, but is not limited to suspension or termination from employment.
- B. The board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within thirty (30) days after receiving notice of the conviction.
- C. Should district employees be engaged in the performance of work under a federal contract or grant, or under a state contract or grant of \$5,000 or more, the superintendent shall notify the appropriate state or federal agency from which the district receives contract or grant monies of the employee's conviction within ten (10) days after receiving notice of the conviction.
- D. The district may notify law enforcement agencies regarding a staff member's

district deems appropriate.

VI. Employee Assistance

In order to make employees aware of dangers of drug and alcohol abuse, and to provide an employee with the opportunity for rehabilitation in overcoming addiction to, dependence upon or other problem with alcohol or drugs, the district will:

- A. Provide each employee with a copy of this district drug and alcohol-free workplace policy;
- B. Post notice of the drug and alcohol-free workplace policy in a place where other information for employees is posted;
- C. Make available materials from local, state, and national anti-drug and alcohol-abuse organizations;
- D. Enlist the aid of community and state agencies with drug and alcohol informational and rehabilitation programs to provide information to district employees;
- E. Provide information about benefits available under the board's group medical plan for treatment;
- F. Establish a drug-free awareness program to inform employees about:
 - The dangers of drug abuse in the workplace,
 - Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
 - The penalties that the district may impose upon employees for violations of this policy.

CBD products (optional) Employees are prohibited from possessing or using any product with cannabidiol (CBD), whether derived from hemp or cannabis, regardless of the amount of THC in the product or to the extent to which it is legal or illegal under state law.

Legal reference: Connecticut General Statutes
P.A. 21-1 (June Spec. Session) An Act Concerning Responsible And Equitable Regulation Of Adult-Use Cannabis
Controlled Substances Act, 21 U.S.C. §812; 21 C.F.R. 1308.11-1308.15 drug-free workplace act of 1988, 41 U.S.C. §701 ET. Seq.
Drug-Free Schools and Community Act, P.L. 99-570, As Amended By P.L. 101-226.
Safe and Drug-Free School and Communities Act of 1994, 20 U.S.C. §7101-71187 (as amended by title IV – 21st century schools) drug-free workplace act, 30 ILCS 580/1 ET. Seq.
Drug-free workplace requirements for federal grant and recipients 41 U.S.C. 8103.

PURPOSE

~~The purpose of this policy is to establish a workplace which is free of the effects of alcohol and free from drug abuse. By accomplishing this purpose, the Board also seeks to ensure a safe, healthy working environment for all employees and to reduce absenteeism, tardiness and other job performance problems which may be caused by alcohol and/or drug abuse. This policy is adopted in accordance with the Drug Free Workplace Act.~~

STATEMENT OF POLICY

~~Employees shall not be involved with the unlawful manufacture, distribution, possession, or use of an illegal drug, controlled substance or alcohol and shall not be under the influence of such substances while on Board premises or while conducting Board business on or off Board premises. Any employee who discovers illegal drugs or alcohol on Board premises shall notify the Superintendent or his/her designee who shall investigate the matter.~~

~~An employee must report any conviction under a criminal drug statute for violations occurring on or off Board premises while on Board business, to the Superintendent or his/her designee within five (5) days after the conviction. The Board will notify any agency awarding a grant to the Board of such conviction, within ten (10) days thereafter.~~

~~Employees shall only use prescription drugs on Board premises which have been prescribed by a licensed medical practitioner, and such drugs shall be used only as prescribed.~~

~~Violations of this policy may result in disciplinary action, up to and including possible termination of employment.~~

EMPLOYEE ASSISTANCE

~~In appropriate circumstances, the Board shall provide an employee with an opportunity for rehabilitation in overcoming addiction to, dependence upon, or other problem with alcohol or drugs.~~

~~An employee who feels he or she has developed an addiction to, dependence upon, or other problem with alcohol or drugs, is encouraged to seek assistance. Certain benefits for alcoholism or drug addiction are provided under the Board's group medical insurance plan. An employee may be given an opportunity to participate in a rehabilitation program which requires absence from work for bona fide treatment. Such absence may be charged to the employee's accrued and unused sick leave, subject to the provisions of the employee's collective bargaining agreement and/or any applicable Board policies and regulations.~~

~~Any request for assistance with a drug or alcohol problem will be treated as confidential and only those persons "needing to know" will be made aware of such request.~~

Legal Reference: ~~Drug-Free Workplace Act, 102 Stat. 4305-4308.~~

~~Drug-Free Schools and Community Act, P.L. 99-570, as amended
by
P.L. 101-226 (1991)~~

~~21 U.S.C. 812, Controlled Substances Act, I through V,~~

~~202. 21 C.F.R. 1300.11 through 1300.15 regulation~~

~~54 Fed. Reg. 4946 (1989)~~

~~Connecticut General Statutes~~

~~19a-342 Smoking prohibited in certain places~~

RE: Political Activities of School Employees**Approved:**

School district employees are encouraged to assume the obligations of full political citizenship. The Board recognizes that school property and school time are paid for by all the people of the District, and should not be used for partisan political purposes, except as provided for in policies pertaining to the use of school facilities by civic and political organizations.

Political activities must be confined to the hours away from school and employees may not be released from their regular duties and hours for political activity. In the classroom, teachers must put aside their personal and partisan political beliefs, and activities and constantly strive to give a balanced presentation of issues. Further, employees shall engage in no political activities on school premises during school hours.

Prohibited activities include the posting of political circulars or petitions, collection or solicitation of campaign funds, solicitations for campaign workers, the use of students in writing or addressing campaign materials, and the distribution of campaign materials to students on District property or during school time in any manner which would indicate that a school employee is using a position in the school to further personal partisan views on candidates for public office or questions of public property. Teachers and other District employees will not attempt to influence students concerning political party affiliations and will not praise or denigrate any particular political party.

Subject to the above limitations, Board employees may take part in the management, affairs, or campaign of any political party.

A Board employee may run for elective municipal or state office and continue in the employment of the Board.

Employees who hold elective public office may be granted released time for the performance of official duties related thereto provided such released time:

1. Does not affect the ability of the employee to meet job requirements;, and
2. There is no cost factor in excess of budgeted expenses during staff absences to the Bloomfield Public Schools for granting such released time.

The granting of released time for this purpose shall be determined by the Superintendent or designee. This decision shall be final and not appealable.

At the Superintendent or designee's discretion, in collaboration with the employee's supervisor, a flexible or alternate work schedule can be approved to accommodate time for the performance of official duties. A flexible/alternate work schedule is not considered an entitlement, or a benefit, and is neither a universal employee right nor a universal employee benefit.

A flexible work schedule for elected officials is not appropriate for all employees and positions, nor all employees in the same or similar jobs, and shall be considered on a case-by-case basis by the Superintendent and designees. In the case where a role is not eligible for a flexible or alternate schedule, the employee could still access release time if the release time does not affect the ability of the employee to meet job requirements and when there is no cost to the district.

Employees approved for a flexible/alternate work schedule must comply with all District policies and administrative regulations/procedures including contracts and work schedules, and meet all evaluation performance standards.

Nothing in this policy will be interpreted as prohibiting teachers from conducting appropriate activities that encourage students to become involved in the political processes of the party of the students' choice or as independents; nor does it prohibit the use of political figures as resource persons in the classrooms.

Legal Reference: Connecticut General Statutes

7-421 Political activities of classified municipal employees.

7-421b Limitation on restriction of political rights of municipal employees.

9-369b Explanatory text relating to local questions.

10-156e Employees of boards of education permitted to serve as elected officials; exception.

10-239 Use of school facilities for other purposes

31-51q Liability of employer for discipline or discharge of employee on account of employee's exercise of certain constitutional rights.

Keyishian v. Board of Regents 395 U.S. 589, 603 (1967)

Academic Freedom Policy (adopted by Connecticut State Board of Education, 9/9/81)

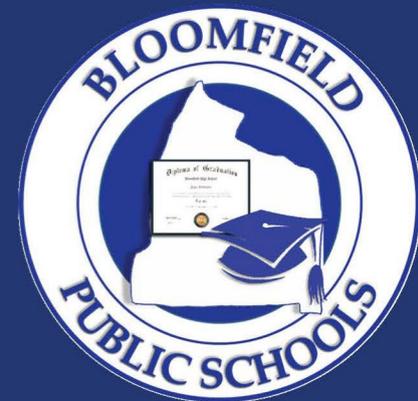
Equal Access Act, 20 U.S.C. ss 4071-4074

Bloomfield Public Schools



School Mid-Year Review

Making a Difference



Carmen Arace Intermediate School Smarter Balanced Assessment (SBAC) Performance

ELA Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 5	30.2%	27.7%	51.3%	-2.5%
Grade 6	44.1%	30.4%	48.0%	-13.7%
District	35.8%	33.6%	48.5%	-2.2%

Math Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 5	9.5%	10.7%	41.8%	+1.2%
Grade 6	25.4%	14.3%	39.6%	-11.1%
District	20.9%	22.1%	42.5%	+1.2%

Next Generation Science Standards (NGSS) Performance

Science Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 5	30.2%	27.7%	51.0%	-2.5%
District	29.7%	27.9%	48.5%	-1.8%

Bloomfield Public Schools



Carmen Arace Intermediate School

Strength Areas

English Language Arts

- Continued work in foundational skills has proved to increase students understanding of prefixes, suffixes, root words, and general vocabulary
- There has been an increase in student understanding of informational text and how to write about reading

Mathematics

- Grade 5 students have shown improvement on iReady at this point of the year in all of the domain areas
- Student academic growth in the area of Numbers and Operations which is the basis for all domains

Other

- More students receiving Scientific Research Based Instruction in small groups in language arts as we have leveraged staff to support students in this manner
- High Dosage Tutoring Grant awarded by the Connecticut State Department of Education supporting students in mathematics



Carmen Arace Intermediate School

Focus Areas

English Language Arts

- Continued focus on vocabulary instruction
- Continued professional development in reading instruction

Mathematics

- Improved integration of Geometry concepts throughout the year to ensure students gain exposure to the topic and get additional support
- Continued professional development in math instruction

Other

- Using focus walks to support conversation around instruction and consistency
- Reviewing and looking at student work during our data team meetings to elicit conversation around growth



Carmen Arace Middle School Smarter Balanced Assessment (SBAC) Performance

ELA Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 7	37.0%	32.0%	48.8%	-5.0%
Grade 8	24.6%	36.9%	48.5%	+12.3%
District	35.8%	33.6%	48.5%	-2.2%

Math Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 7	22.9%	24.0%	39.9%	+1.1%
Grade 8	14.5%	18.9%	36.2%	+4.4%
District	20.9%	22.1%	42.5%	+1.2%

Next Generation Science Standards (NGSS) Performance

Science Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 8	25.4%	34.4%	47.6%	+9.0%
District	29.7%	27.9%	48.5%	-1.8%

Carmen Arace Middle School

Strength Areas

English Language Arts

- Increase in student vocabulary through the use of non-fiction informational text
- Increase in reading comprehension

Mathematics

- Students are gaining a better understanding of how to manipulate numbers to solve problems
- More students are becoming proficient in applying algebra to solve problems

Other

- Professional learning opportunities around enhancing instruction through cooperative learning and differentiation
- Implementation of Scientific Research-Based Intervention strategies are leading to increased growth and achievement



Carmen Arace Middle School

Focus Areas

English Language Arts

- Bolster non-fiction reading and writing through high interest and culturally relevant material
- Increase text-dependent questioning with informational literature/text

Mathematics

- Align mathematical practice to real-world situations
- Increase opportunities to check for understanding through student centered demonstrations and presentations

Other

- Leverage Academy Blocks, High Dosage Tutoring, and afterschool extended learning opportunities to accelerate learning and growth
- Monitor progress and use data to inform instructional decisions



Global Experience Magnet School Smarter Balanced Assessment (SBAC) Performance

ELA Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 6	21.7%	3.7%	48.0%	-18.0%
Grade 7	17.9%	22.2%	48.8%	+4.3%
Grade 8	40.9%	21.4%	48.5%	-19.5%
District	35.8%	33.6%	48.5%	-2.2%

Math Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 6	0.0%	0.0%	39.6%	0.0%
Grade 7	7.1%	7.4%	39.9%	+0.3%
Grade 8	18.2%	3.6%	36.2%	-14.6%
District	20.9%	22.1%	42.5%	+1.2%

Global Experience Magnet School SAT School Day (Grade 11) Performance

EBRW Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
GEMS	41.7%	26.3%	52.4%	-15.4%
District	38.0%	25.8%	52.4%	-12.2%

Math Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
GEMS	16.7%	5.3%	34.1%	-11.4%
District	17.5%	7.5%	34.1%	-10.0%

Next Generation Science Standards (NGSS) Performance

Science Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 8	31.8%	14.3%	47.6%	-17.5%
Grade 11	24.0%	13.6%	46.9%	-10.4%
District	29.7%	27.9%	48.5%	-1.8%

Global Experience Magnet School Strength Areas

English Language Arts

- Increase engagement through performing arts and drama
- Successful pilot of SAT-aligned *Horizon* assessment and use of data to drive instruction

Mathematics

- Implementation of state model curriculum
- Continue implementation of High Dosage Tutoring to provide intensive and targeted interventions

Other

- Creation of “Mathletes” club and implementation of SAT prep classes
- Increased PTO support, including fundraising and organizing community events



Global Experience Magnet School

Focus Areas

English Language Arts

- Increase implementation of informational texts across subject areas
- Align questioning and vocabulary to standards and high stakes assessments

Mathematics

- Monitor *MyPath* progress with fidelity
- Rebuild math department including professional learning and to support new staff

Other

- Increase parental involvement in academic and social initiatives
- Decrease the number of students identified as chronically absent



Bloomfield High School SAT School Day (Grade 11) Performance

EBRW Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 11	37.5%	27.4%	52.4%	-10.1%
District	38.0%	25.8%	52.4%	-12.2%

Math Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 11	17.0%	8.4%	34.1%	-8.6%
District	17.5%	7.5%	34.1%	-10.0%

Next Generation Science Standards (NGSS) Performance

Science Performance	2022 Bloomfield	2023 Bloomfield	2023 State	District Change from 2022 to 2023
Grade 11	36.4%	29.2%	46.9%	-7.2%
District	29.7%	27.9%	48.5%	-1.8%

Bloomfield High School Strength Areas

English Language Arts

- Students have demonstrated strength in analyzing author's ability to draw on and transform source material in a specific text
- Students have demonstrated the ability to understand and use high-utility words in context.

Mathematics

- Implementation of an SAT practice program
- Students have demonstrated the ability to solve systems of equations

Other

- Students have been engaged in High Dosage Tutoring
- Staff members have been engaged in professional development in Communication, Creation of Systems, Content Knowledge, Courage and Care



Bloomfield High School

Focus Areas

English Language Arts

- Increase exposure to informational text in science and social studies courses
- Increase engagement with literary text with high levels of text complexity and range

Mathematics

- Increase student engagement through Building Thinking Classrooms instructional strategy
- Construct viable arguments and critiquing the reasoning of others

Other

- Continue to increase student attendance
- Pilot the ASPIRE survey to leverage family and community engagement



Thank you

