



BLOOMFIELD BOARD OF EDUCATION - BOARD OF EDUCATION REGULAR MEETING

Board of Education Regular Meeting AT Tuesday, April 8, 2025

Hybrid Meeting - Board of Education and Virtual

1. Establishment of a Quorum and Call to Order  
L. Easmon
2. Pledge of Allegiance  
L. Easmon
3. Opening Statement  
F. Bogle-Assegai
4. Recognitions  
A. Bloomfield High School Fall and Winter Sports Recognitions  
T. Youngberg
5. Presentations  
A. Student Representative Report - Visual and Performing Arts - High School Musical
6. Consent Agenda  
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7. Superintendent's Report  
T. Youngberg
  - A. Metacomet Make-Up Day
  - B. Superintendent's Transition Update
  - C. Superintendent's Evaluation
  - D. CSDE Civil Rights Compliance Audit
  - E. Global Experience Magnet School Update
  - F. ESSER Funds Update
  - G. Visit to Natchaug School
  - H. Listening Sessions
  - I. Financial Report - March 2025 13  
D. Greco
8. Board of Education Committee Reports
  - A. Finance Committee  
K. Dunbar
  - B. Curriculum Committee



H. Frydman	
C. Policy Committee	
F. Bogle-Assegai	
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T. Youngberg	
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L. Easmon	
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L. Easmon	



Board of Education Regular Meeting  
Tuesday, March 11, 2025 at 7:00 P.M.

**Hybrid Meeting**

In-Person Location: Bloomfield Board of Education, Board Room  
1133 Blue Hills Avenue  
Bloomfield, CT 06002

Virtual Option: Zoom

<https://us02web.zoom.us/j/85686658679?pwd=V7JtMKrBHCVgrcUBpVb5OEpAr5QbpD.1>

Meeting ID: 856 8665 8679

Passcode: 9faXwd

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

**Also Present:** T. Youngberg, Superintendent  
D. Greco, Director of Accounting  
G. Martinez, Executive Director of Talent Management & Community Partnerships  
L. Lamenzo, Director of School Improvement  
M. Sutton, Director of Student Support Services  
J. Titelbaum, District Data Systems Coordinator  
E. Pierce, District Grants Specialist  
N. Jones, District Teaching & Learning Specialist  
D. Bunting, Principal, Carmen Arace Intermediate School  
T. Ellis, Principal, Carmen Arace Middle 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 welcomed all attendees. The purpose and process of the Board of Education meeting were stated.

**4. Recognitions**

**A. Bloomfield Coach of the Year, Anne Burrows and Team of the Year**

Tracy A. Youngberg, Ed.D., Superintendent recognized Coach Anne Burrows who



was named the 2024-25 Connecticut High School Coaches Association Girls Indoor Track & Field Coach of the Year. The 2025 Girls Indoor Track & Field Team was also recognized as the Connecticut High School Coaches Association Girls Indoor Track & Field Team of the Year.

**B. Board of Education Appreciation Month**

Tracy A. Youngberg, Ed.D., Superintendent recognized Bloomfield’s Board of Education members for their service. She presented a token of appreciation to each Board member.

**5. Presentations**

**A. Student Showcase for Womens’**

The student was unable to attend.

**B. Student Representative Report – Students from Carmen Arace Intermediate School**

Student representatives from the Intermediate School shared the process of publishing their personal narratives in Mrs. Kerrigan’s class. They shared writing samples and project displays.

**C. Student Representative Report – Students from Carmen Arace Middle School**

Student representatives from the Middle School Student Advisory Committee shared a presentation on their Winter Wonderland Dance. The Advisory Committee made a proposal for a school dance and then organized, promoted and then raised funds for the event. The dance was held on February 21, 2025. The students shared various other events and updates.

**D. Student Presentation Showcasing Upcoming Musical Productions**

Three Carmen Arace students performed an act from the upcoming musical *Guys and Dolls*, which will be held on April 4 and April 5, 2025 at Carmen Arace. The production is led by Musical Executive Director, Shana Crimi.

The Board Chair called a short break from 7:27 – 7:31 p.m. to permit student presenters to depart.

**6. Consent Agenda**

**A. Approval of Minutes – Regular Meeting – February 11, 2025**

**B. Approval of Minutes – Special Meeting – February 25, 2025**

**C. Approval of Minutes – Special Meeting – March 3, 2025**

**D. Approval of Minutes – Special Meeting – March 4, 2025**

A motion was made by T. Mack-Mohammed and seconded by F. Bogle-Assegai for the Bloomfield Board of Education to approve the consent agenda, as presented.

L. Easmon	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye



T. Mack-Mohammed Aye

The motion passed unanimously 4-0-0.

## **7. Superintendent's Report**

### **A. Solar Panel Update**

Dr. Tracy Youngberg, Superintendent provided a Solar Panel update at the request of the Board. She shared a slide showing how the panels are saving the Board of Education money. She shared the credit reduction and overall savings. It is an approximate estimate 21.24% reduction.

### **B. Superintendent's Transition Update**

Dr. Youngberg shared an update on her transition plan. She is working on four priorities: building teams, student outcomes, family & community engagement and efficient operations.

Next steps include student focus groups, parent and community listening sessions and making connections for recruitment with local colleges and universities. An update from Human Resources will be presented at an upcoming meeting.

The district recently held a Food Services forum and updates will also be shared with the Board at this meeting.

T. Mack-Mohammed would like to see a proposed timeline added to the objectives.

### **C. Superintendent Evaluation**

Dr. Youngberg summarized the information about the Superintendent's Evaluation. The contract is a mutually agreed upon between Board and Superintendent. The evaluation is completed annual prior to the expiration of each year. The evaluation must contain the following criteria: educational leadership, organizational management, community and Board relations and personal and professional relationships.

The Board will produce a written evaluation and the Superintendent has a right to respond. Dr. Youngberg shared some proposals regarding the evaluation tools and developing strategic goals that are mutually agreed upon.

### **D. Bloomfield Literacy Celebration**

Dr. Youngberg highlighted the Literacy Celebration Night on March 7<sup>th</sup> and the events throughout Literacy Week.

### **E. Global Experience Magnet School Update**

Dr. Youngberg gave an update on Global Experience Magnet School and the decision not to accept any new students in 2025-2026. She noted there will be no impact on staffing for the current school year or in 2025-2026. A committee will be formed to



research the long-range viability of the school and will present to the Board to make a decision. Dr. Youngberg held four parent forums to answer questions.

Dr. Youngberg also provided a short update on the blue water at Bloomfield High School and the bidding process status. She also gave an update on student attendance as of February 28, 2025.

**F. Financial Report – February 2025**

Dr. Youngberg reported on the financial as of March 7, 2025 on behalf of Mr. Domenic Greco, Director of Accounting. She noted that 3.82% of the adopted budget has yet to be expended or encumbered.

Major object 01 – Certified Salaries has a balance \$544,000 due to teacher vacancies. The non-certified salaries balance has decreased due to the UPSEU retroactive pay with the new contract. On the one-page summary report, major account 03 Employee Benefits with a balance of \$194,000 a significant decrease from last month as the pension contribution payments has been made. The major account 04 – Contracted Services will be spent down by the end of the fiscal year.

On page 1 of the six-page detail report, sub account 1210 - Salaries, Professional Staff is over budget but the overage continues to come down as the January receivables for special education were booked.

On page 3 of the six-page report, sub account 3500 is currently is no longer over expended as the district received all the revenue from e-Rate expenses.

**8. Board of Education Committee Reports**

**A. Finance Committee**

The Finance Committee Chair, Kim Dunbar commented that the committee did not meet in February but the Board held a special February 25, 2025 to hear the proposed budget from the Superintendent. The Board members did have an opportunity to ask questions and give feedback during budget workshops. Public comments were held on March 3, 2025 and answered additional questions on March 4, 2025. The Board deliberated and approved the budget on March 4, 2025. The budget meeting recordings and approved 25/26 Board budget is available on the district website.

**B. Curriculum Committee**

Mr. Frydman was not in attendance.

**C. Policy Committee**

Policy Committee Chair, Femi Bogle-Assegai noted the committee did not meet in February.

**9. Public/PTO Comment**

Pat Davis, 4 Lisa Lane



She thanked the Board of Education and welcome Dr. Youngberg. She shared her support of Dr. Youngberg as an effective leader for Bloomfield. Ms. Davis stated she has shown strong communication skills and an ability to work with everyone. She also addressed the Board and suggested they continue to work together, demonstrate transparency and keep student success as their mission. She stated they are moving in the right direction.

Jackie Green, 29 Wood Road

Jackie Green echoed the statements of Ms. Davis and the positive comments she has heard. She shared a concern to make sure the Board of Education and the Town Council can come to an agreement on the budget so they can hire quality teachers in a timely manner. She also noted she is impressed with the solar panel savings.

## 10. Old Business

### A. Review and Possible Action on the 2025-2026 Academic Calendar

Dr. Youngberg presented a revised 2025-2026 calendar to the Board of Education with the following changes, removal of Early Start programming in July 2025 and changing Veteran's Day to a non-school day.

A motion was made by T. Mack-Mohammed and seconded by F. Bogle-Assegai for the Bloomfield Board of Education to approve the revised 2025-2026 academic calendar, as presented.

L. Easmon	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye
T. Mack-Mohammed	Aye

The motion passed unanimously 4-0-0.

### B. Food Services Department Update

Mr. Nicholas Carambelas, Food Services Director provided an update on the Food Services Department. He provided the same presentation to the Board of Education that was shared at the Community Forum on February 26, 2025. He shared the menu changes that have already been implemented such as adding culturally appropriate menu items, using local farms, and a sandwich bar at Bloomfield High School. Future changes include policy updates, staff training, standardized recipes and commodity order changes.

The Food Services Department has held student forums and community surveys to solicit feedback on how to improve school meals. In addition, Mr. Carambelas has been meeting with his staff and will be sharing reports to the Board of Education quarterly. As a result of the surveys, the Food Services Department has partnered with local businesses, and is offering additional items for grades 5-12. They are also considering other environmentally friendly options for food containers.



Mr. Carambelas reviewed the major areas of revenue and expenses for the Food Services Department, which operates from a separate budget. He provided short term and long-term goals.

## 11. New Business

### A. Review and Recommend Approval of the 2025-2026 Healthy Food Certification Statement

A motion was made by T. Mack-Mohammed and seconded by F. Bogle-Assegai for the Bloomfield Board of Education to authorize Dr. Tracy Youngberg to be given access to the Child Nutrition Program online system to submit the claims to the Connecticut State Department of Education.

L. Easmon	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye
T. Mack-Mohammed	Aye

The motion passed unanimously 4-0-0.

A motion was made by Mack-Mohammed and seconded by F. Bogle-Assegai, pursuant to C.G.S. Section 10-215f, for the Bloomfield Board of Education to certify that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2025, through June 30, 2026. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

L. Easmon	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye
T. Mack-Mohammed	Aye

The motion passed unanimously 4-0-0.

A Board member inquired about milk versus chocolate milk, and Mr. Carambelas clarified this motion addresses snacks served during the school day and the second motion addresses food and drinks allowed for sale after-school or during events.

A motion was made by Mack-Mohammed and seconded by F. Bogle-Assegai, for the Bloomfield Board of Education to allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met:



- 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend;
- 2) the sale is at the location of the event; and
- 3) the food and beverage items are not sold from a vending machine or school store.

An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the food and beverage sales.

L. Easmon	Aye
F. Bogle-Assegai	Aye
K. Dunbar	Aye
T. Mack-Mohammed	Aye

The motion passed unanimously 4-0-0.

## 12. Board Comments

T. Mack-Mohammed thanked the public and students for attending the meeting. She commended the Food Services Director and reiterated the importance of communicating. She also stated the importance of parent involvement and attendance at Board meetings.

K. Dunbar wished all a happy Womens’ Month. She gave a special recognition to all students who presented at the Board meeting. She attended the family Literacy Night and thanked all the collaborators. She also wanted to stress the importance of focusing on the district’s youngest learners’ grades K-2 as these are the foundational years. She encouraged the community to visit the district website for up-to-date events.

F. Bogle-Assegai she echoed her colleagues and stated the district is moving in the right direction. She encouraged the community to join the Board meeting, even with the virtual option.

L. Easmon thanked Dr. Youngberg for the gifts. She congratulated Anne Burrows and the girls track team. She recognized GEMS students on their artwork and the students of Carmen Arace Intermediate School and Middle School on their presentations. Happy Women’s History Month. Ms. Easmon attended Literacy Celebration and reminded the community the budget is on the website. The Town Council presentation will be on March 12, 2025 and encourage the community to also attend the Listening Sessions.

## 13. Adjournment

At 8:57 p.m. a motion to adjourn was made by F. Bogle-Assegai and seconded by T. Mack-Mohammed.

The motion passed unanimously 4-0-0.



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F. Bogle-Assegai, Secretary

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T. Youngberg, Superintendent of Schools



Board of Education Special Meeting – Board Workshop  
Saturday, March 22, 2025 at 10:00 a.m. – 1:00 p.m.  
Bloomfield Board of Education, Board Room  
1133 Blue Hills Avenue, Bloomfield, CT

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

**Also Present:** T. Youngberg, Superintendent of Schools  
A. Crumbie, Attorney, Crumbie Law Firm  
L. Gambardella, Attorney, Crumbie Law Firm

**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 10:02 a.m.

**2. New Business**

**A. Robert’s Rules of Order**

Nicholas Caruso, Senior Association for Field Services from the Connecticut Association of Boards of Education (CABE) welcomed the attendees. Introductions of the Board of Education members and attendees were made.

Mr. Caruso provided a presentation on running effective meetings and Robert’s Rules of Order. He reviewed the definition of “meetings” and the types of meetings. Mr. Caruso also covered Parliamentary Procedure and how that run an effective meeting. He concluded the agenda item with a short video clip and discussion of making motions.

The Board of Education members took a break from 11:30 – 11:40 a.m.

**B. The Connecticut Freedom of Information Act**

Nicholas Caruso reviewed the information that is subject to the Connecticut Freedom of Information Act. Connecticut’s FOI (Freedom of Information) Act provides guidance to the laws governing access to public records and meetings. Mr. Caruso provided information relative to public records and public meetings.

**3. Adjournment**

At 12:53 p.m. a motion was made by K. Dunbar and seconded by F. Bogle-Assegai.

The motion passed unanimously 6-0-0.



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F. Bogle-Assegai, Secretary

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T. Youngberg, Superintendent

# Bloomfield

## BOE EXPENDITURE REPORT BY MAJOR OBJECT

Account Number / Description	Revised budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
<b>01 CERTIFIED SALARIES</b>	<b>\$16,144,953.00</b>	<b>\$10,611,682.71</b>	<b>\$5,012,086.78</b>	<b>\$521,183.51</b>	<b>\$0.00</b>	<b>\$521,183.51</b>	<b>3.22%</b>
<b>02 NON-CERTIFIED SALARIES</b>	<b>\$9,093,296.00</b>	<b>\$6,239,495.91</b>	<b>\$2,481,710.70</b>	<b>\$372,089.39</b>	<b>\$0.00</b>	<b>\$372,089.39</b>	<b>4.09%</b>
<b>03 EMPLOYEE BENEFITS</b>	<b>\$11,602,775.00</b>	<b>\$8,470,559.77</b>	<b>\$2,927,847.59</b>	<b>\$204,367.64</b>	<b>\$0.00</b>	<b>\$204,367.64</b>	<b>1.76%</b>
<b>04 CONTRACTED SERVICES</b>	<b>\$2,750,082.00</b>	<b>\$1,943,330.13</b>	<b>\$609,636.12</b>	<b>\$197,115.75</b>	<b>\$0.00</b>	<b>\$197,115.75</b>	<b>7.16%</b>
<b>05 PUPIL TRANSPORTATION</b>	<b>\$4,056,484.00</b>	<b>\$3,392,530.18</b>	<b>\$624,310.28</b>	<b>\$39,643.54</b>	<b>\$186.00</b>	<b>\$39,457.54</b>	<b>0.97%</b>
<b>06 INSURANCE</b>	<b>\$204,353.00</b>	<b>\$199,436.00</b>	<b>\$0.00</b>	<b>\$4,917.00</b>	<b>\$0.00</b>	<b>\$4,917.00</b>	<b>2.40%</b>
<b>07 COMMUNICATIONS</b>	<b>\$116,974.00</b>	<b>\$78,329.28</b>	<b>\$22,143.38</b>	<b>\$16,501.34</b>	<b>\$0.00</b>	<b>\$16,501.34</b>	<b>14.10%</b>
<b>08 TUITION</b>	<b>\$7,134,233.00</b>	<b>\$3,664,634.16</b>	<b>\$3,200,983.82</b>	<b>\$268,615.02</b>	<b>\$12,211.82</b>	<b>\$256,403.20</b>	<b>3.76%</b>
<b>09 OTHER PURCHASED SERVICES</b>	<b>\$67,138.00</b>	<b>\$37,577.50</b>	<b>\$11,083.93</b>	<b>\$18,476.57</b>	<b>\$0.00</b>	<b>\$18,476.57</b>	<b>27.52%</b>
<b>10 SUPPLIES</b>	<b>\$391,639.00</b>	<b>\$268,194.31</b>	<b>\$55,202.46</b>	<b>\$68,242.23</b>	<b>\$1,175.00</b>	<b>\$67,067.23</b>	<b>17.42%</b>
<b>11 OPERATION &amp; MAINTENANCE OF BUILDINGS</b>	<b>\$1,625,051.00</b>	<b>\$1,132,402.96</b>	<b>\$481,948.39</b>	<b>\$10,699.65</b>	<b>\$0.00</b>	<b>\$10,699.65</b>	<b>0.65%</b>
<b>12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL</b>	<b>\$42,258.00</b>	<b>\$30,484.41</b>	<b>\$0.00</b>	<b>\$11,773.59</b>	<b>\$0.00</b>	<b>\$11,773.59</b>	<b>27.86%</b>
<b>13 EQUIPMENT</b>	<b>\$38,857.00</b>	<b>\$25,019.26</b>	<b>\$4,545.98</b>	<b>\$9,291.76</b>	<b>\$0.00</b>	<b>\$9,291.76</b>	<b>23.91%</b>
<b>14 MISCELLANEOUS</b>	<b>\$156,272.00</b>	<b>\$124,265.23</b>	<b>\$10,728.50</b>	<b>\$21,278.27</b>	<b>\$0.00</b>	<b>\$21,278.27</b>	<b>13.61%</b>
<b>GRAND TOTAL</b>	<b>\$53,424,365.00</b>	<b>\$36,217,941.81</b>	<b>\$15,442,227.93</b>	<b>\$1,764,195.26</b>	<b>\$13,572.82</b>	<b>\$1,750,622.44</b>	<b>3.30%</b>

# Bloomfield

## BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
1110 SALARIES, TEACHER	\$14,211,483.00	\$9,244,288.47	\$4,618,683.23	\$348,511.30	\$0.00	\$348,511.30	2.45%
1115 SALARIES, ADMIN	\$1,933,470.00	\$1,367,394.24	\$393,403.55	\$172,672.21	\$0.00	\$172,672.21	8.93%
01 CERTIFIED SALARIES	\$16,144,953.00	\$10,611,682.71	\$5,012,086.78	\$521,183.51	\$0.00	\$521,183.51	3.22%
1210 SALARIES, PROFESSIONAL STAFF	\$445,106.00	\$318,008.37	\$138,876.05	\$(11,778.42)	\$0.00	\$(11,778.42)	(2.64)%
1215 SALARIES, JROTC	\$115,753.00	\$63,248.17	\$52,504.09	\$0.74	\$0.00	\$0.74	0.00%
1217 SALARIES, SPEECH ASST	\$48,732.00	\$31,532.13	\$17,199.33	\$0.54	\$0.00	\$0.54	0.00%
1218 SALARIES, OT ASST	\$43,027.00	\$28,684.50	\$14,342.25	\$0.25	\$0.00	\$0.25	0.00%
1220 SALARIES, TUTOR	\$377,360.00	\$221,329.94	\$113,517.66	\$42,512.40	\$0.00	\$42,512.40	11.26%
1230 SALARIES, PARA	\$2,091,157.00	\$1,270,981.40	\$632,024.23	\$188,151.37	\$0.00	\$188,151.37	8.99%
1235 SALARIES, NURSES	\$381,641.00	\$239,879.33	\$124,244.38	\$17,517.29	\$0.00	\$17,517.29	4.58%
1240 SALARIES, CLERICAL	\$1,511,879.00	\$1,079,245.24	\$414,084.26	\$18,549.50	\$0.00	\$18,549.50	1.22%
1250 SALARIES, BUSINESS OFFICE	\$661,171.00	\$465,121.83	\$193,355.77	\$2,693.40	\$0.00	\$2,693.40	0.40%
1255 SALARIES, TECHNICAL SUPPORT	\$389,835.00	\$296,339.89	\$87,503.68	\$5,991.43	\$0.00	\$5,991.43	1.53%
1257 SALARIES, RESIDENCY OFFICER	\$152,777.00	\$110,250.00	\$42,526.51	\$0.49	\$0.00	\$0.49	0.00%
1260 SALARIES, CUSTODIAN	\$1,510,558.00	\$1,111,305.53	\$394,071.30	\$5,181.17	\$0.00	\$5,181.17	0.34%
1265 SALARIES, MAINTENANCE	\$685,430.00	\$508,640.99	\$176,788.02	\$0.99	\$0.00	\$0.99	0.00%
1270 SALARIES, MONITOR	\$257,228.00	\$166,770.62	\$53,550.10	\$36,907.28	\$0.00	\$36,907.28	14.34%

# Bloomfield

## BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
1273 SALARIES, STUDENT SUPPORT SPECIALIST	\$51,375.00	\$33,423.93	\$17,950.47	\$0.60	\$0.00	\$0.60	0.00%
1275 SALARIES, CROSSING GUARD	\$40,664.00	\$23,419.44	\$9,172.60	\$8,071.96	\$0.00	\$8,071.96	19.85%
1280 SALARIES, SUPPORT	\$26,433.00	\$13,740.56	\$0.00	\$12,692.44	\$0.00	\$12,692.44	48.01%
1290 OVERTIME, SUPPORT	\$303,170.00	\$257,574.04	\$0.00	\$45,595.96	\$0.00	\$45,595.96	15.03%
02 NON-CERTIFIED SALARIES	\$9,093,296.00	\$6,239,495.91	\$2,481,710.70	\$372,089.39	\$0.00	\$372,089.39	4.09%
2100 HEALTH INSURANCE	\$7,270,506.00	\$4,693,071.14	\$2,534,623.77	\$42,811.09	\$0.00	\$42,811.09	0.58%
2150 LIFE INSURANCE	\$217,500.00	\$112,865.09	\$787.50	\$103,847.41	\$0.00	\$103,847.41	47.74%
2170 INSURANCE BUY-OUT	\$58,700.00	\$43,900.00	\$14,800.00	\$0.00	\$0.00	\$0.00	0.00%
2200 SOCIAL SECURITY	\$1,272,794.00	\$898,333.09	\$349,935.77	\$24,525.14	\$0.00	\$24,525.14	1.92%
2300 PENSION	\$1,488,445.00	\$1,486,546.03	\$0.00	\$1,898.97	\$0.00	\$1,898.97	0.12%
2310 OPEB - MEDICAL	\$831,303.00	\$831,303.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
2410 SEVERANCE	\$74,806.00	\$74,805.21	\$0.00	\$0.79	\$0.00	\$0.79	0.00%
2500 COURSE REMUNERATION	\$40,000.00	\$21,939.00	\$7,158.55	\$10,902.45	\$0.00	\$10,902.45	27.25%
2600 UNEMPLOYMENT COMP	\$54,016.00	\$29,688.00	\$20,542.00	\$3,786.00	\$0.00	\$3,786.00	7.00%
2700 WORKERS' COMP	\$293,705.00	\$277,992.00	\$0.00	\$15,713.00	\$0.00	\$15,713.00	5.34%
2800 PERSONAL PROPERTY LOSS - DISTRICT	\$1,000.00	\$117.21	\$0.00	\$882.79	\$0.00	\$882.79	88.27%
03 EMPLOYEE BENEFITS	\$11,602,775.00	\$8,470,559.77	\$2,927,847.59	\$204,367.64	\$0.00	\$204,367.64	1.76%

# Bloomfield

## BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
0141 TUITION	\$52,000.00	\$17,766.66	\$8,233.34	\$26,000.00	\$0.00	\$26,000.00	50.00%
3100 ADMIN SERVICES	\$72,562.00	\$60,152.44	\$7,463.78	\$4,945.78	\$0.00	\$4,945.78	6.81%
3200 PROF EDUCATIONAL SERVICES	\$1,421,086.00	\$991,261.61	\$329,234.59	\$100,589.80	\$0.00	\$100,589.80	7.07%
3260 TESTING	\$112,492.00	\$80,512.23	\$27,051.24	\$4,928.53	\$0.00	\$4,928.53	4.38%
3300 PROF DEVELOPMENT	\$12,473.00	\$0.00	\$0.00	\$12,473.00	\$0.00	\$12,473.00	100.00%
3400 OTHER PROF SERVICES	\$277,986.00	\$226,063.55	\$51,920.52	\$1.93	\$0.00	\$1.93	0.00%
3500 TECHNICAL SERVICES	\$187,167.00	\$170,238.36	\$7,805.90	\$9,122.74	\$0.00	\$9,122.74	4.87%
3520 COPIER COSTS	\$102,454.00	\$49,759.57	\$34,655.72	\$18,038.71	\$0.00	\$18,038.71	17.60%
4009 PURCH SERV NON-PUBLIC HEALTH SVCS	\$57,367.00	\$38,987.20	\$16,708.80	\$1,671.00	\$0.00	\$1,671.00	2.91%
4300 MAINTENANCE & REPAIR	\$43,316.00	\$21,175.32	\$17,994.36	\$4,146.32	\$0.00	\$4,146.32	9.57%
4310 PURCHASED SERVICES BUILDINGS	\$374,679.00	\$264,892.16	\$94,588.97	\$15,197.87	\$0.00	\$15,197.87	4.05%
4320 VEHICLE MAINTENANCE & REPAIR	\$36,500.00	\$22,521.03	\$13,978.90	\$0.07	\$0.00	\$0.07	0.00%
04 CONTRACTED SERVICES	\$2,750,082.00	\$1,943,330.13	\$609,636.12	\$197,115.75	\$0.00	\$197,115.75	7.16%
5100 TRANSPORTATION, PUPIL	\$3,974,067.00	\$3,353,394.00	\$605,744.28	\$14,928.72	\$0.00	\$14,928.72	0.37%
5820 FIELD TRIPS	\$82,417.00	\$39,136.18	\$18,566.00	\$24,714.82	\$186.00	\$24,528.82	29.98%
05 PUPIL TRANSPORTATION	\$4,056,484.00	\$3,392,530.18	\$624,310.28	\$39,643.54	\$186.00	\$39,457.54	0.97%
5200 PROPERTY/LIABILITY INSURANCE	\$183,018.00	\$178,101.00	\$0.00	\$4,917.00	\$0.00	\$4,917.00	2.68%

# Bloomfield

## BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
5290 OTHER INSURANCE	\$21,335.00	\$21,335.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
06 INSURANCE	\$204,353.00	\$199,436.00	\$0.00	\$4,917.00	\$0.00	\$4,917.00	2.40%
5300 TELEPHONE	\$69,900.00	\$51,204.57	\$18,391.43	\$304.00	\$0.00	\$304.00	0.43%
5310 POSTAGE	\$28,754.00	\$20,151.94	\$1,114.65	\$7,487.41	\$0.00	\$7,487.41	26.03%
5400 ADVERTISING	\$2,321.00	\$721.00	\$0.00	\$1,600.00	\$0.00	\$1,600.00	68.93%
5500 PRINTING	\$15,999.00	\$6,251.77	\$2,637.30	\$7,109.93	\$0.00	\$7,109.93	44.43%
07 COMMUNICATIONS	\$116,974.00	\$78,329.28	\$22,143.38	\$16,501.34	\$0.00	\$16,501.34	14.10%
5600 TUITION, PUBLIC	\$3,846,000.00	\$1,794,873.28	\$1,862,696.73	\$188,429.99	\$12,211.82	\$176,218.17	4.89%
5630 TUITION, PRIVATE	\$1,530,320.00	\$927,920.88	\$532,739.29	\$69,659.83	\$0.00	\$69,659.83	4.55%
5690 TUITION, MAGNET	\$1,757,913.00	\$941,840.00	\$805,547.80	\$10,525.20	\$0.00	\$10,525.20	0.59%
08 TUITION	\$7,134,233.00	\$3,664,634.16	\$3,200,983.82	\$268,615.02	\$12,211.82	\$256,403.20	3.76%
5810 STAFF TRAVEL	\$35,200.00	\$21,691.14	\$7,299.57	\$6,209.29	\$0.00	\$6,209.29	17.64%
5814 CONFERENCES & MEETINGS	\$31,938.00	\$15,886.36	\$3,784.36	\$12,267.28	\$0.00	\$12,267.28	38.40%
09 OTHER PURCHASED SERVICES	\$67,138.00	\$37,577.50	\$11,083.93	\$18,476.57	\$0.00	\$18,476.57	27.52%
6110 INSTRUCTIONAL SUPPLIES	\$252,860.00	\$158,782.30	\$46,332.96	\$47,744.74	\$0.00	\$47,744.74	18.88%
6115 OFFICE SUPPLIES	\$35,715.00	\$20,155.99	\$3,320.09	\$12,238.92	\$0.00	\$12,238.92	34.26%
6116 LIBRARY / AV SUPPLIES	\$250.00	\$0.00	\$0.00	\$250.00	\$0.00	\$250.00	100.00%

# Bloomfield

## BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
<b>6117 COMPUTER SUPPLIES</b>	<b>\$7,000.00</b>	<b>\$5,077.10</b>	<b>\$579.47</b>	<b>\$1,343.43</b>	<b>\$1,175.00</b>	<b>\$168.43</b>	<b>19.19%</b>
<b>6120 SOFTWARE</b>	<b>\$76,193.00</b>	<b>\$74,451.87</b>	<b>\$0.00</b>	<b>\$1,741.13</b>	<b>\$0.00</b>	<b>\$1,741.13</b>	<b>2.28%</b>
<b>6900 OTHER SUPPLIES</b>	<b>\$19,621.00</b>	<b>\$9,727.05</b>	<b>\$4,969.94</b>	<b>\$4,924.01</b>	<b>\$0.00</b>	<b>\$4,924.01</b>	<b>25.09%</b>
<b>10 SUPPLIES</b>	<b>\$391,639.00</b>	<b>\$268,194.31</b>	<b>\$55,202.46</b>	<b>\$68,242.23</b>	<b>\$1,175.00</b>	<b>\$67,067.23</b>	<b>17.42%</b>
<b>6125 FACILITY SUPPLIES</b>	<b>\$109,830.00</b>	<b>\$85,654.78</b>	<b>\$21,557.14</b>	<b>\$2,618.08</b>	<b>\$0.00</b>	<b>\$2,618.08</b>	<b>2.38%</b>
<b>6130 FACILITY MATERIALS</b>	<b>\$142,815.00</b>	<b>\$109,329.99</b>	<b>\$27,858.16</b>	<b>\$5,626.85</b>	<b>\$0.00</b>	<b>\$5,626.85</b>	<b>3.93%</b>
<b>6200 HEAT</b>	<b>\$396,118.00</b>	<b>\$284,701.12</b>	<b>\$111,416.88</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00%</b>
<b>6220 ELECTRICITY</b>	<b>\$794,694.00</b>	<b>\$602,323.88</b>	<b>\$189,918.62</b>	<b>\$2,451.50</b>	<b>\$0.00</b>	<b>\$2,451.50</b>	<b>0.30%</b>
<b>6290 WATER SERVICES</b>	<b>\$86,825.00</b>	<b>\$50,393.19</b>	<b>\$36,431.81</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00%</b>
<b>7200 BUILDING IMPROVEMENTS</b>	<b>\$94,769.00</b>	<b>\$0.00</b>	<b>\$94,765.78</b>	<b>\$3.22</b>	<b>\$0.00</b>	<b>\$3.22</b>	<b>0.00%</b>
<b>11 OPERATION &amp; MAINTENANCE OF BUILDINGS</b>	<b>\$1,625,051.00</b>	<b>\$1,132,402.96</b>	<b>\$481,948.39</b>	<b>\$10,699.65</b>	<b>\$0.00</b>	<b>\$10,699.65</b>	<b>0.65%</b>
<b>6410 TEXTBOOKS</b>	<b>\$39,908.00</b>	<b>\$29,888.23</b>	<b>\$0.00</b>	<b>\$10,019.77</b>	<b>\$0.00</b>	<b>\$10,019.77</b>	<b>25.10%</b>
<b>6420 LIBRARY BOOKS, PERIODICALS</b>	<b>\$1,100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,100.00</b>	<b>\$0.00</b>	<b>\$1,100.00</b>	<b>100.00%</b>
<b>6430 PROF BOOKS</b>	<b>\$1,250.00</b>	<b>\$596.18</b>	<b>\$0.00</b>	<b>\$653.82</b>	<b>\$0.00</b>	<b>\$653.82</b>	<b>52.30%</b>
<b>12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL</b>	<b>\$42,258.00</b>	<b>\$30,484.41</b>	<b>\$0.00</b>	<b>\$11,773.59</b>	<b>\$0.00</b>	<b>\$11,773.59</b>	<b>27.86%</b>
<b>7300 NEW EQUIPMENT</b>	<b>\$16,715.00</b>	<b>\$8,342.46</b>	<b>\$2,790.45</b>	<b>\$5,582.09</b>	<b>\$0.00</b>	<b>\$5,582.09</b>	<b>33.39%</b>
<b>7320 REPLACEMENT EQUIPMENT</b>	<b>\$5,778.00</b>	<b>\$2,217.83</b>	<b>\$0.00</b>	<b>\$3,560.17</b>	<b>\$0.00</b>	<b>\$3,560.17</b>	<b>61.61%</b>

# Bloomfield

## BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2024 - 6/30/2025	Expenses YTD 7/1/2024 - 6/30/2025	Encumbrances 7/1/2024 - 6/30/2025	Balance Before Req's Sub. 7/1/2024 - 6/30/2025	Submitted Requisitions 7/1/2024 - 6/30/2025	Balance After Req's Sub	Percent Remaining 7/1/2024 - 6/30/2025
<b>7340 COMPUTER EQUIP</b>	<b>\$16,364.00</b>	<b>\$14,458.97</b>	<b>\$1,755.53</b>	<b>\$149.50</b>	<b>\$0.00</b>	<b>\$149.50</b>	<b>0.91%</b>
<b>13 EQUIPMENT</b>	<b>\$38,857.00</b>	<b>\$25,019.26</b>	<b>\$4,545.98</b>	<b>\$9,291.76</b>	<b>\$0.00</b>	<b>\$9,291.76</b>	<b>23.91%</b>
<b>8100 DUES &amp; FEES</b>	<b>\$46,475.00</b>	<b>\$42,371.00</b>	<b>\$325.00</b>	<b>\$3,779.00</b>	<b>\$0.00</b>	<b>\$3,779.00</b>	<b>8.13%</b>
<b>8800 ATHLETIC PROGRAMS</b>	<b>\$82,878.00</b>	<b>\$75,565.98</b>	<b>\$4,626.59</b>	<b>\$2,685.43</b>	<b>\$0.00</b>	<b>\$2,685.43</b>	<b>3.24%</b>
<b>8900 STUDENT ACTIVITIES</b>	<b>\$26,919.00</b>	<b>\$6,328.25</b>	<b>\$5,776.91</b>	<b>\$14,813.84</b>	<b>\$0.00</b>	<b>\$14,813.84</b>	<b>55.03%</b>
<b>14 MISCELLANEOUS</b>	<b>\$156,272.00</b>	<b>\$124,265.23</b>	<b>\$10,728.50</b>	<b>\$21,278.27</b>	<b>\$0.00</b>	<b>\$21,278.27</b>	<b>13.61%</b>
<b>GRAND TOTAL</b>	<b>\$53,424,365.00</b>	<b>\$36,217,941.81</b>	<b>\$15,442,227.93</b>	<b>\$1,764,195.26</b>	<b>\$13,572.82</b>	<b>\$1,750,622.44</b>	<b>3.30%</b>

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 3542.41(a)**

**RE: Professional Standards for Food Service Personnel**

**Approved: DATE, 2025**

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The Board of Education (Board) recognizes that students require adequate, nourishing food and beverages in order to grow, learn and maintain good health. It is the intent of the Board that District schools take a proactive effort to encourage students to make nutritious food choices. The Board directs that students shall be provided with adequate space and time to eat meals during the school day.

The District shall offer meals to all students without regard to race, color, age, creed, religion, gender, sexual orientation, gender identity or expression ancestry, national origin, marital status, pregnancy or disability.

The Board shall provide food service for school breakfasts; for school lunches that meets the nutritional standards required by state and federal school breakfast and lunch programs. The District shall participate in the School Breakfast Program (SBP), National School Lunch Program (NSLP), and Afterschool Snack Program (ASP). The District's NSLP, SBP and ASP will operate to meet dietary specifications in accordance with the Healthy Hunger-Free Kids Act of 2010 and applicable state laws and regulations.

This service shall be under the supervision of the Food Service Director who shall be responsible to the Director of Finance.

The Board shall comply with the minimum professional standards for school nutrition personnel who manage and operate the National School Lunch and School Breakfast Programs which are contained in the regulations to the Healthy, Hunger-Free Kids Act of 2010 (HHFKA), Public Law 111-296. These regulations, effective July 1, 2015, as amended, effective April 30, 2019, establish hiring standards for the selection of State and local school nutrition program directors, and requires all personnel in the school nutrition programs to complete annual continuing education/training.

The Board believes that the fulfillment of these professional standards for food service personnel will result in consistent, national professional standards that strengthen the ability of school nutrition professionals and staff to perform their duties effectively and efficiently. Requiring proper qualifications to serve in the District's Child Nutrition Programs is expected to improve the quality of school meals, reduce errors, and enhance Program integrity.

Flexibility for districts with 2,499 students or less, subject to the prior approval of the Connecticut State Department of Education (CSDE), allows such districts to accept food service experience as a substitute for school nutrition experience when hiring new school nutrition program directors. This shall include volunteer or unpaid work as relevant food service experience.

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 3542.41(b)**

**RE: Professional Standards for Food Service Personnel**

**Approved: DATE, 2025**

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The Superintendent is directed to develop administrative regulations which detail the required hiring standards and continuing education training for all District food service personnel.

(cf. 6142.101 – Student Nutrition and Physical Wellness, School Wellness)

Legal Reference: Connecticut General Statutes

[10-215](#) Lunches, breakfasts and other feeding programs for public school children and employees.

[10-215a](#) Nonpublic school and nonprofit agency participation in feeding programs.

[10-215b](#) Duties of State Board of Education re feeding programs.

[10-216](#) Payment of expenses.

[10-217](#) State Board of Education Regulations.

[10-215b-1](#) School lunch and nutrition programs.

[10-215b-11](#) Requirement for meals.

[10-215b-12](#) Reimbursement payments. (including free and reduced price meals)

Child Nutrition and WIC Reauthorization Act of 2004, 42 U.S.C. Section 1751.

School Lunch and Breakfast Programs 42 U.S.C. Section 1751 et seq.

National Food Service Programs, Title 7 Code of Federal Regulations, 7 CFR Part 210, Part 220, Part 215, Part 245.

42 U.S.C. Sec. 1758(h)/7 CFR Sect 210.13, 220.7 (School Food Safety Inspections).

Federal Register (74 Fed. Reg. 66213) amending federal regulations (7CFR Part 210 and 220).

Federal Register (80 Fed No 40) Professional Standards for State and Local Nutrition Programs Personnel as Required by the Healthy, Hunger-Free Kids Act of 2010, as amended effective 4/30/19.

Legal Reference: continued

P.L. 111-296 Healthy, Hunger-Free Kids Act of 2010 (HHFKA), 42 U.S.C. 1751.

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 3542.41(c)**

**RE: Professional Standards for Food Service Personnel**

**Approved: DATE, 2025**

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7 CFR Parts 210 & 220 - Nutrition Standards in the National School Lunch & School Breakfast Programs.

Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Assistance, 7 C.F.R. Part 15b (2001).

U.S. Department of Agriculture (USDA) Final Rule 84 FR6953

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 6141.323(a)**

**RE: Internet Safety/Filtering – Children’s Internet Protection Act**

**Approved: DATE, 2025**

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The Bloomfield Public Schools is fortunate to have access to the Internet at all schools. This access provides increased opportunities for students and staff to conduct research and to communicate locally, nationally, and internationally.

This wonderful resource also provides access to material unsuitable for students and which has no educational value. It is the responsibility of all district staff to ensure that the Internet, as used in District Schools, is appropriately guided and monitored. Moreover, staff also has the responsibility to conduct themselves in an appropriate private manner when using the Internet.

The Board of Education provides computers, computer systems, software, electronic access privileges, and networks for students and staff to carry out the mission of the Board in an environment which ensures access to up-to-date information, management, and communication services. All students and staff are expected to use these systems and networks responsibly by adhering to established guidelines, such as safeguarding personal and institutional data, refraining from unauthorized access or activities, and respecting the privacy of others. Any misuse, including but not limited to cyberbullying, accessing inappropriate content, or sharing confidential information without permission, will result in disciplinary actions in accordance with the Board’s policies.

The computers, computer systems, software, electronic access privileges, and networks are the property of the Board of Education and are to be used only for those activities directly related to teaching, learning, and/or management by students and staff. The equipment, infrastructure, and software are not to be used for personal gain by any student or staff member.

In order to ensure that the District’s Internet connection is used in the appropriate manner and that all users are protected from any inappropriate information published on the Internet, the District has and is continuing to implement the following:

1. Professional development opportunities to help teachers integrate the use of the Internet into classroom teaching.
2. Use of the computers, computer systems, software electronic access privileges and networks shall be restricted to those users who have signed the District’s “Acceptable Use Policy.” In the case of minors, the “Acceptable Use Policy” must also be signed by the student’s parent or guardian.
3. Implementation of a system developed to filter out Internet sites with content/material considered inappropriate or harmful and unacceptable for student viewing. Such content includes, but is not limited to, violent material, obscene content, child pornography, or anything harmful to minors. A committee of teachers, parents, and administrators shall be

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 6141.323(b)**

**RE: Internet Safety/Filtering – Children’s Internet Protection Act**

**Approved: DATE, 2025**

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used to receive appeals from users who indicate that they have a specific need for using a filtered site.

4. All Internet access must be filtered, whether minors (under 18) or adults are using the computer system and regardless of the number of computers with Internet access provided by the school.

The Internet changes rapidly making it impossible to filter all objectionable sites. Therefore, the staff role in supervising and monitoring student access to the Internet is critical. In addition, each individual has the responsibility to monitor their own navigation on the Internet to avoid undesirable sites.

Filtering should only be viewed as one of a number of techniques used to manage student’s access to the Internet and encourage responsible usage. It should not be viewed as a foolproof approach to preventing access to material considered inappropriate or harmful to minors. Filtering should be used in conjunction with:

- Educating students to be “Net-smart;”
- Using recognized Internet gateways as a searching tool and/or homepage for students, in order to facilitate access to appropriate material;
- Using “Acceptable use Agreements;”
- Using behavior management practices through which Internet access privileges can be earned or lost, without impact to academic access; and
- Appropriate supervision, either in person and/or electronically.

The placement of filters on District computers/computer systems is viewed as an exercise of the Board’s ability to determine educational suitability of all material used in the schools.

Filters will be utilized with District schools to (1) block pre-selected sites, (2) block by word, (3) block entire categories like chat and newsgroups, and (4) through a pre-selected list of approved sites.

The Superintendent of Schools is directed to establish guidelines and procedures for responsible use of computers, computer systems, software, electronic access privileges, and networks provided by the Board of Education.

***For Districts participating in the federal E-Rate program:***

The District recognizes its responsibility to educate students regarding appropriate behavior on social networking and chat room sites about cyberbullying. Therefore, students shall be provided

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 6141.323(c)**

**RE: Internet Safety/Filtering – Children’s Internet Protection Act**

**Approved: DATE, 2025**

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instruction about appropriate online behavior, including interacting with other individuals on social networking sites and in chat rooms and cyberbullying awareness and response.

(cf. 6141.321 - Acceptable Use of the Internet)

Legal Reference: Connecticut General Statutes

[1-213](#) Access to public records. Exempt records.

[10-15b](#) Access of parent or guardians to student's records.

[10-209](#) Records not to be public.

[11-8a](#) Retention, destruction and transfer of documents

[11-8b](#) Transfer or disposal of public records. State Library Board to adopt regulations.

[46b-56 \(e\)](#) Access to Records of Minors.

Connecticut Public Records Administration Schedule V - Disposition of Education Records (Revised 1983).

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of PL 93-568, codified at 20 U.S.C. 1232g.).

Dept. of Education. 34 CFR. Part 99 (May 9, 1980 45 FR 30802) regs. implementing FERPA enacted as part of 438 of General Education Provisions Act (20 U.S.C. 1232g)-parent and student privacy and other rights with respect to educational records, as amended 11/21/96.

HR 4577, Fiscal 2001 Appropriations Law ( contains Children’s Internet Protection Act)

Public Law 94-553, The Copyright Act of 1976, 17 U.S.C. 101 et. seq.

Public Law 110-385 Broadband Data Improvement Act/Protecting Children in the 21<sup>st</sup> Century Act

*Reno v. ACLU*, 521 U.S. 844 (1997)

*Ginsberg v. New York*, 390 U.S. 629, at 642, n.10 (1968)

*Board of Education v. Pico*, 457 U.S. 868 (1988)

*Hazelwood School District v. Kuhlmeier*, 484 U.S. 620, 267 (1988)

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**BOARD POLICY**

**No. 9325(a)**

**RE: Meeting Conduct  
Bylaws**

**Adopted: 3/23/2010**

**Approved: 10/6/2015**

**Revised:**

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1. Meeting Conduct

- A. Meetings of the Board of Education shall be conducted by the Chairperson in a manner consistent with the provisions of the Freedom of Information Act and the adopted bylaws of the Board.
- B. All Board meetings shall commence at or as close as practicable to the stated time, provided there is a quorum.
- C. All regular and special Board meetings shall be guided by an agenda which will have been prepared and delivered in advance to all Board members and other designated persons.
- D. Robert's Rules of Order shall govern the proceedings of the Board except as otherwise provided by these bylaws.

2. Smoking

- A. Smoking and vaping will not be permitted in any room in which a meeting of the Board of Education is being conducted, nor during the time immediately prior to the meeting.
- B. A sign notifying the public that no smoking or vaping is allowed in the place designated for the meeting will be prominently posted.

3. Public Address

- A. The Board may permit any individual or group to address the Board concerning any subject that lies within its jurisdiction during a portion of the Board's regular meetings so designated for such purpose.
  - (1) The time allotted to each speaker is threeminutes. The Board may reduce the time allotted at the beginning of a meeting if the number of persons wishing to speak makes it advisable to do so.

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**BOARD POLICY**

**No. 9325(b)**

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- (2) A Board of Education member shall be appointed by the Chairperson prior to the meeting to act as timekeeper for the meeting, if deemed necessary by the Chairperson.
- (3) No boisterous conduct shall be permitted at any Board of Education meeting. Persistence in boisterous conduct shall be grounds for summary termination, by the Chairperson, of that person's privilege of address.
- (4) All speakers must identify themselves by name and address on the sign-in sheet provided and prior to their comments.

Legal References:

Connecticut General Statutes

- 1-225 Meetings of government agencies to be public.
- 1-226 Recording, broadcasting or photographing meetings.
- 19a-342 Smoking prohibited in certain places. Signs required. Penalties.
- 1-231 Executive Sessions.
- 1-232 Conduct of meetings. (re: disturbances)
- 1-206 Denial of access of public records or meeting.  
Notice. Appeal.

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**BOARD POLICY**

**No. 5111.3(a)**

**RE: Protection of Undocumented Students**

**Approved: DATE, 2025**

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All students have the right to attend public school and enjoy access to equitable educational and programmatic services regardless of the immigration status of the student or of the student's family members.

For the purposes of this policy, "District personnel" includes all District employees, counsel for the District, and any agencies contracting with the District.

District personnel shall not take any steps that would deny students access to education based on their immigration status or any steps that would impede the rights of any students to public education under the U.S. Supreme Court's 1982 ruling in *Plyler v. Doe*, the Family Educational Rights and Privacy Act (FERPA), the Connecticut General Statutes, and any other applicable state and federal law.

Absent any applicable federal, state, local law or regulation or local ordinance or court decision, District personnel shall abide by the following conduct:

- District personnel shall not treat students disparately for District residency determination purposes on the basis of their immigration status.
- All District students who meet the relevant programmatic criteria are entitled to receive all school services, including free lunch, free breakfast, transportation, and educational services, regardless of the immigration status of the student or of the student's family members. This entitlement exists whether or not the student or the student's family members have social security numbers.
- District personnel shall not inquire about, or record in any way, a student's immigration status, nor shall District personnel require documentation of any student's legal status, such as asking for a "green card" or citizenship papers, at initial registration or at any other time, for any purpose.
- District personnel shall not require students to apply for Social Security numbers nor shall the District require students to supply a Social Security number for any purpose.

If any member of the District community (including students, families, or staff) has questions about their immigration status, District personnel shall not refer them to the Immigration and Customs Enforcement Office ("ICE") or any other government agency. Instead, District personnel shall refer them to state and/or local non-profit immigration law organizations. A list of such organizations shall be compiled by the Superintendent or designee and disseminated at school sites and on the District's website. The Superintendent is also encouraged to increase and enhance partnerships with community-based organizations, legal services organizations, and other educational institutions (such as community colleges and universities) to provide resources

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**BOARD POLICY**

**No. 5111.3(b)**

**RE: Protection of Undocumented Students**

**Approved: DATE, 2025**

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**Protection of Undocumented Students (continued)**

for families of students or District employees who are facing deportation or other adverse immigration consequences.

It is the general policy of the District not to allow any individual or organization to enter a school site if the educational setting would be disrupted by that visit. The Board of Education believes that ICE activities in and around schools, preschool education centers, and adult school facilities would constitute a severe disruption to the learning environment and educational setting for students. Therefore, any request by ICE to any District personnel to visit a school site shall be immediately forwarded to the Superintendent for review and consultation with legal counsel, to ensure the safety of all students, as well as compliance with *Plyler v. Doe* and other applicable state and federal laws.

All requests for documents by ICE to the District or any District personnel shall be immediately forwarded to the Superintendent for review and consultation with legal counsel and the Board to ensure the safety of all students, as well as compliance with *Plyler v. Doe* and other applicable state and federal laws.

The Superintendent or designee shall ensure that copies of this Policy are distributed to all District and school sites.

The Superintendent or designee shall ensure all teachers, school administrators, and other staff are trained on how to implement this policy and shall ensure that notification with required translation be distributed to families to fully inform them of their rights in the District.

(cf. 0521 - Nondiscrimination)  
(cf. 5112 - Ages of Attendance)  
(cf. 5118.1 – Students Who Are Homeless)

Legal Reference: Connecticut General Statutes

- 10-15 Towns to maintain schools
- 10-15c Discrimination in public schools prohibited
- 10-76a - 10-76g re special education
- 10-184 Duties of parents (re mandatory schooling for children ages five to sixteen, inclusive)

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**BOARD POLICY**

**No. 5111.3(c)**

**RE: Protection of Undocumented Students**

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Legal Reference: Connecticut General Statutes (continued)

10-186 Duties of local and regional boards of education re school attendance. Hearings. Appeals to state board. Establishment of hearing board. Readmission, as amended.

10-220h Transfer of student records, as amended.

10-261 Definitions

State Board of Education Regulations

10-76a-1 General definitions (c) (d) (q) (t)

10-204a Required immunizations

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C.1232g.).

Dept. of Educ. 34 C.F.R. Part 99 (May 9, 1980 45 FR 30802) regs. implementing FERPA enacted as part of 438 of General Educ. provisions act (20 U.S.C. 1232g) - parent and student privacy and other rights with respect to educational records, as amended 11/21/96, and Final Rule 34 CFR Part 99, December 9, 2008, December 2, 2011)

McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.

*Phyller v. Doe*, 457 U.S.202, 102S. Ct. 2382 (1982)

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**BOARD POLICY**

**No. 5141.4(a)**

**RE: Reporting of Child Abuse and Neglect  
Students**

**Approved: 11/12/2002**  
**Revised: 12/08/2015**  
**Revised: 11/13/2018**  
**Revised: DATE**

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The Board of Education (Board) recognizes its legal and ethical obligations in the reporting of suspected child abuse, neglect and sexual assault. Any person applying for employment with the Board shall submit to a record check of the Department of Children and Families Child Abuse and Neglect Registry before the person may be hired. Mandated reporters include all school employees, specifically Superintendent, administrators, teachers, substitute teachers, guidance counselors, school counselors, paraprofessionals, coaches of intramural and interscholastic athletics, as well as licensed nurses, physicians, psychologists and social workers and licensed behavior analysts either employed by the Board or working in one of the District schools, or any other person who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in District schools. Such individual(s) who have reasonable cause to suspect or believe that a child has been abused, neglected, placed in imminent risk of serious harm, or sexually assaulted by a school employee is required to report such abuse, neglect or risk and/or sexual assault.

The Board shall annually distribute the mandated reporter policy electronically to all school employees. The Board shall annually distribute electronically, to all school employees, Board members, and parents and guardians of enrolled students, (1) guidelines on identifying and reporting child sexual abuse, starting in the 2022-23 school year, and (2) information on DCF's sexual abuse and assault awareness and prevention program.

A mandated reporter's suspicions may be based on factors including, but not limited to, observations, allegations, facts by a child, victim or third party. Suspicion or belief does not require certainty or probable cause.

Alternate Language: In furtherance of CGS 17a-101 et. seq., and its purpose, it is the policy of the Board of Education to require 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), except in the case of sexual assault by a school employee, has been abused, neglected, has had non-accidental physical injury, or injury which is at variance with the history given of such injury, is placed in imminent danger of serious harm or has been sexually abused by a school employee to report such cases in accordance with the law, Board policy and administrative regulations. The mandatory reporting requirement regarding the sexual assault of a student by a school employee applies based on the person's status as a student, rather than his or her age.

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**BOARD POLICY**

**No. 5141.4(b)**

**RE: Reporting of Child Abuse and Neglect  
Students**

**Approved: 11/12/2002**  
**Revised: 12/08/2015**  
**Revised: 11/13/2018**  
**Revised: DATE**

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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 not later than twelve (12) hours after the mandated reporter has reasonable cause to suspect or believe that a child has been abused, neglected or placed in imminent risk of serious harm.

The oral and written reports shall include, if known: (1) the names and addresses of the child and his/her parents/guardians or other persons responsible for his/her care; (2) the child's age; (3) the child's gender; (4) the nature and extent of the child's injury or injuries, maltreatment or neglect; (5) the approximate date and time the injury or injuries, maltreatment or neglect 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 injury or injuries, maltreatment or neglect came to be known to the reporter; (8) the name of the person(s) suspected to be responsible for causing such injury or injuries, maltreatment or neglect; (9) the reasons such person or persons are suspected of causing such injury or injuries, maltreatment or neglect; (10) any information concerning any prior cases in which such person or persons have been suspected of causing an injury, maltreatment or neglect of a child; and (11) whatever action, if any, was taken to treat, provide shelter or otherwise assist the child. (For purposes of this section pertaining to the required reporting, a child includes any victim under eighteen years of age educated in a technical high school or district school. Any person who intentionally and unreasonably interferes with or prevents the making of the required report or attempts to conspire to do so shall be guilty of a class d felony, unless such individual is under eighteen years of age or educated in the technical high school system or in a district school, other than part of an adult education program.)

If the report of abuse or neglect 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 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 or neglected a student. Not later than five (5) working days after an investigation of child abuse or neglect by a school employee has been completed, DCF is required to notify the school employee and the superintendent and the Commissioner of

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**No. 5141.4(c)**

**RE: Reporting of Child Abuse and Neglect  
Students**

**Approved: 11/12/2002**  
**Revised: 12/08/2015**  
**Revised: 11/13/2018**  
**Revised: DATE**

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Education of the investigation's results. 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.

The Board, recognizing its responsibilities to protect children and in compliance with its statutory obligations, shall provide to each employee in-service training regarding the requirements and obligations of mandated reporters. District employees shall also participate in training offered by the department of children and families. Each school employee is required to complete a refresher training program, not later than three years after completion of the initial training program, and shall thereafter retake such refresher training course at least once every three years. The principal of each school in the district shall annually certify to the superintendent that each school employee working at such school has completed the required initial training and the refresher training.

State law prohibits retaliation against a mandated reporter for fulfilling his/her obligations to report suspected child abuse or neglect. The Board shall not retaliate against any mandated reporter for his/her compliance with the law and board policy pertaining to the reporting of suspected child abuse and neglect.

***(This paragraph is optional)*** It is mandated that policy and procedure development include three major components: Education, Intervention and Evaluation. The Education component requires that school personnel be provided with ongoing education (staff development) related to the recognition and reporting of suspected child abuse, neglect and sexual assault. Intervention requires that "at risk" students be identified and that suspected child abuse, neglect and sexual assault be reported. Evaluation is essential in order to determine whether policy and procedures are effective and appropriately updated to incorporate changes in knowledge, personnel, student and family needs, community resources and law. Such evaluation should take place annually, or more frequently as needed.

In accordance with the mandates of the law and consistent with its philosophy, the Board in establishing this policy directs the superintendent of schools to develop and formalize the necessary rules and regulations to comply fully with the intent of the law.

This policy will be distributed annually to all employees. documentation shall be maintained that all employees have, in fact, received the written policy and completed the required initial and refresher training related to mandated reporting of child abuse and neglect as required by law.

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**BOARD POLICY**

**No. 5141.4(d)**

**RE: Reporting of Child Abuse and Neglect  
Students**

**Approved: 11/12/2002**  
**Revised: 12/08/2015**  
**Revised: 11/13/2018**  
**Revised: DATE**

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The Board of Education will post the telephone number of the Department of Children and Families' child abuse hotline, Careline, and the internet web address that provides information about the Careline in each district school in a conspicuous location frequented by students. Such posting shall be in various languages most appropriate for the students enrolled in the school.

**Establishment of the confidential rapid response team**

The Board of Education shall establish a confidential rapid response team to coordinate with DCF to (1) ensure prompt reporting of suspected child abuse or neglect; or 1st, 2nd, 3rd, or 4th degree sexual assault; 1st degree aggravated sexual assault; or 3rd degree sexual assault with a firearm of a student not enrolled in adult education by a school employee and (2) provide immediate access to information and individuals relevant to DCF's investigation of such cases. The confidential rapid response team shall consist of (1) a local teacher and the superintendent, (2) a local police officer, and (3) any other person the board of education deems appropriate. DCF, along with a multidisciplinary team, is required to take immediate action to investigate and address each report of child abuse, neglect, or sexual abuse in any school.

**Hiring prohibitions**

The Board of Education will not employ anyone who was terminated or resigned after a suspension based on DCF's investigation, if he or she has been convicted of (1) child abuse or neglect or (2) 1st, 2nd, 3rd, or 4th degree sexual assault; 1st degree aggravated sexual assault; or 3rd degree sexual assault with a firearm of a student who is not enrolled in adult education.

The Board of Education will not employ an individual who was terminated or resigned, if he or she (1) failed to report the suspicion of such crimes when required to do so or (2) intentionally and unreasonably interfered with or prevented a mandated reporter from carrying out this obligation or conspired or attempted to do so. This applies regardless of whether an allegation of abuse, neglect, or sexual assault has been substantiated.

**Legal Reference: Connecticut General Statutes**

10-220a In-service training. Professional development committees. Institutes for educators. Cooperating teacher program, regulations (as amended by pa 11-93)

10-221d Criminal history records check of school personnel. Fingerprinting. Termination or dismissal (as amended by pa 11-93)

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**BOARD POLICY**

**No. 5141.4(e)**

**RE: Reporting of Child Abuse and Neglect  
Students**

**Approved: 11/12/2002**

**Revised: 12/08/2015**

**Revised: 11/13/2018**

**Revised: DATE**

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**Legal Reference: Connecticut General Statutes (continued)**

10-221s Investigations of child abuse and neglect. Disciplinary action. (as amended by pa 16-188)

17a-28 Definitions. Confidentiality of and access to records; exceptions. Procedure for aggrieved persons. Regulations (as amended by pa 11-93 and pa 14-186)

17a-101 Protection of children from abuse. Reports required of certain professional persons. When child may be removed from surroundings without court order. (as amended by pa 96-246, pa 00-220, pa 02-106, pa 03-168, pa 09-242, pa 11-93, pa 15205, pa 18-15 and pa 18-17)

17a-101a Report of abuse or neglect by mandated reports. (as amended by pa 02-106, pa 11-93, and pa 15-205, pa 18-15 and pa 18-17)

17a-102 Report of danger of abuse. (as amended by pa 02-106)

17a-106 Cooperation in relation to prevention, identification and treatment of child abuse/neglect.

10-151 Teacher Tenure Act

P.A. 11-93 An act concerning the response of school districts and the departments of education and children and families to reports of child abuse and neglect and the identification of foster children in a school district

P.A. 15-205 An Act Protecting School Children.

P.A. 14-186 An Act Concerning The Department of Children and Families and the Protection of Children

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**BOARD POLICY**

**No. 5144.12(a)**

**RE: Restorative Justice Practices**

**Approved: DATE, 2025**

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**Challenging Behavior Prevention: Restorative Practices Response**

**Introduction**

Related to all matters of student discipline, the Board of Education requires district staff to make every effort to correct student challenging behavior through school-based resources and to support students in learning the skills necessary to enhance a positive school climate and avoid challenging behavior.

For most behaviors, schools should minimize the use of in-school and out-of-school suspensions, recommendations for expulsion, and referrals to law enforcement to the extent practicable while in compliance with state statutes, local ordinances, and mandatory reporting laws. It is the goal of the Bloomfield Public Schools and the Board of Education that the juvenile and criminal justice systems be utilized rarely to address all forms of challenging behavior.

All challenging behavior procedures and responses shall ensure due process and be enforced uniformly, fairly, consistently, and in a manner that does not discriminate on the basis of ethnicity, race, color, religion, national origin, ancestry, gender, sexual orientation, gender identity or expression, age, or disability.

For the school year beginning July 1, 2025, the Bloomfield Board of Education adopts this “Restorative Practices Response” policy to be implemented by school employees for incidents of challenging behavior or student conflict that is nonviolent and does not constitute a crime. This policy shall not include the involvement of school resource officers or other law enforcement officials unless the behavior or conflict becomes violent or criminal.

The Board of Education (Board) supports the District’s fundamental mission to provide all students the opportunity to achieve academically and socially and emotionally, ethically, civically, and intellectually at the highest levels and to become a contributing and engaged citizen in our diverse society. All students should have the opportunity to develop their skills, knowledge, and competencies in a nurturing and accountable school setting. Schools play an important role in helping families and children make responsible decisions, cooperate with others, and have a successful life. Children, at times, find it difficult to manage their emotions and focus on their studies effectively. Developmentally appropriate social and emotional skills building allows students to cope with stress so they can access learning and develop into productive adults. Learning is a social activity, meaning children must be ready to learn by regulating their emotions and working constructively with others. Social and emotional learning (SEL) helps build a positive school climate by developing emotional intelligence through self-awareness, self-management, goal setting, social awareness, relationship building, collaborative skills, and responsible decision-making. Students should receive effective and engaging

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**BOARD POLICY**

**No. 5144.12(b)**

**RE: Restorative Justice Practices**

**Approved: DATE, 2025**

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**Challenging Behavior Prevention: Restorative Practices Response (continued)**

teaching, with curriculum, instruction, and assessment designed to address the needs of diverse learners.

Restorative approaches recognize students' unique strengths, needs, and interests and present an opportunity for schools to develop a structure that utilizes practices that will create a more equitable path for all students. Utilizing restorative practices allows schools to embody more equitable approaches and meet students' short and long-term needs.

The Board believes that all students have a right to attend schools that are safe and free from unnecessary disruption. Appropriate student behavior, reinforced by an effective system of discipline, is essential to creating and maintaining a positive school climate. This is the joint responsibility of students, staff, parents, and the community.

The Board requires District schools to implement restorative practices in response to conflict and harm. The "Restorative Practices Response" philosophy supported by the Board views misconduct as a violation against people and damaging to relationships in the school and throughout the community. The Board recognizes that schools may involve a wide range of people in the "Restorative Practices Response" process, voluntarily including victims, who are often teachers, school staff, bystanders, other students, and the school community.

**The four main goals of Restorative Practices Response are:**

1. **Relationship Building:** creating a school environment where everyone is safe, welcomed, supported, and included in all school-based activities and focuses on high-quality, constructive relationships among the school community members;
2. **Accountability:** Restorative Practices Response strategies hold each student accountable for any challenging behavior;
3. **Community Safety:** Restorative Practices recognize the need to keep the school community safe through strategies ensuring that all students have a role in repairing relationships affected by challenging behavior. In safe, supportive education environments students feel a sense of belonging and allow schools to challenge policies and procedures that prevent student growth;
4. **Competency Development:** Restorative Practices Response seeks to increase the social-emotional intelligence skills of those who have harmed others, address underlying factors that lead students to engage in the form of challenging behavior, and build on strengths.

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**BOARD POLICY**

**No. 5144.12(c)**

**RE: Restorative Justice Practices**

**Approved: DATE, 2025**

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**Challenging Behavior Prevention: Restorative Practices Response (continued)**

**Definitions**

Through adopting the Connecticut School Climate Policy (5131.911), the Board endorses a “Restorative Practices Response” approach to student discipline. As defined in Policy 5131.911,

**Restorative Practices** mean evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.

“**Challenging Behavior**” means behavior that negatively impacts school climate or interferes, or is at risk of interfering with, the learning or safety of a student or the safety of a school employee.

“**Evidenced-Based Practices**” in education refer to instructional and school-wide improvement practices that systematic empirical research has provided evidence of statistically significant effectiveness.

“**School Climate**” means the quality and character of school life, with a particular focus on the quality of the relationships within the school community. It is based on patterns of people’s experiences of school life and reflects the norms, goals, and organizational structures within the school community.

“**Social and Emotional Learning**” means the process through which children and adults achieve emotional intelligence through the competencies of self-awareness, self-management, social awareness, relationship skills and responsible decision-making.

“**Emotional Intelligence**” means the ability to (A) perceive, recognize, and understand emotions in oneself or others, (B) use emotions to facilitate cognitive activities, including, but not limited to, reasoning, problem-solving and interpersonal communication, (C) understand and identify emotions, and (D) manage emotions in oneself and others.

“**School Community**” means any individuals, groups, businesses, public institutions and nonprofit organizations that are invested in the welfare and vitality of a public school system and the community in which it is located, including, but not limited to, students and their families, members of the local or regional board of education, volunteers at a school and school employees.

“**School Environment**” means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by a local or regional board of education, and may include other activities, functions or programs that occur outside of a school-sponsored or school-related activity, function or program if bullying at or during such other activities, functions or programs negatively impacts the school environment.

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**BOARD POLICY**

**No. 5144.12(d)**

**RE: Restorative Justice Practices**

**Approved: DATE, 2025**

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**Challenging Behavior Prevention: Restorative Practices Response (continued)**

**Purpose**

The purpose of this policy is to support school discipline that:

1. The school district community has a shared vision and plan for promoting and sustaining a positive school climate that focuses on prevention, identification and response to all challenging behavior;
2. Maintains safe and engaging learning communities;
3. Assures consistency and coherence across all schools in the District;
4. Defines and communicates expectations for student behavior;
5. Defines and communicates expectations for staff responsibility related to school discipline;
6. Balances the needs of the student, the needs of those directly affected by “challenging behaviors,” and the needs of the overall school community;
7. Assures equity across racial, ethnic, and cultural groups and all other protected classes, including, but not limited to, gender, color, national origin, ancestry, religion, age, disability, sexual orientation, and gender identity and expression.

**General Principles**

1. A positive school climate is best accomplished by preventing challenging behaviors before they occur and using effective restorative practices, in response to those challenging behaviors that may occur despite proactive measures;
2. School safety and academic success are formed and strengthened when all school staff and employees build positive relationships with students and their parents and/or guardians;
3. Effective school climate maximizes the amount of time students spend learning academically, socially, and emotionally, ethically, civically, and intellectually and minimizes the amount of time students cause disruption or are removed from their classrooms due to an act of challenging behavior;
4. School discipline should be reasonable, timely, fair, age-appropriate, and should be proportionate to the student’s challenging behavior. Response to an act of challenging behavior that is rooted in restorative practices will provide meaningful instruction and guidance, offers students an opportunity to learn from their mistakes and is more likely to result in engaging rather than punitive responses to challenging behavior. The school community should adopt policies that promote a restorative school environment focused on overcoming barriers to teaching and learning by building and supporting meaningful school-wide relationships, and intentionally re-engaging and disengaged students, educators, and families of students in the school community;

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**BOARD POLICY**

**No. 5144.12(e)**

**RE: Restorative Justice Practices**

**Approved: DATE, 2025**

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**Challenging Behavior Prevention: Restorative Practices Response**

**General Principles (continued)**

5. Effective school climate improvement is a restorative process that engages all school community members in promoting a positive school climate. The vast majority of challenging behaviors should be addressed at the classroom level by teachers; however, behaviors that cannot be addressed at this level should receive more targeted and intensive interventions, as determined by an individualized assessment;
6. The District serves a diverse community. In order to serve all students and to prepare them to be members of an increasingly diverse community, schools and staff must build cultural competence. We must commit to eliminating institutional racism and any other discrimination that presents barriers to success. The school community should create a school environment where everyone is safe, welcomed, supported, and included in all school-based activities;
7. Challenging behaviors, which may be subject to disciplinary action, including any within the school environment, but not limited to those occurring during either curricular or extracurricular activities, in classrooms, in school buildings, on school grounds, or in school vehicles, when such conduct is detrimental to the school environment and to the welfare or safety of other students or school personnel.

**General Policy Guidelines**

The District's system of school climate improvement is built on the incorporation of restorative practices, which should include:

Evidence and research-based system-level restorative practices that focus on:

- 1) building high-quality, constructive relationships among the school community,
- 2) holding each student accountable for any challenging behavior, and
- 3) ensuring each such student has a role in repairing relationships and reintegrating into the school community.

Restorative practices should be guided by the Connecticut School Climate Standards:

1. The school district community has a shared vision and plan for promoting and sustaining a positive school climate that focuses on prevention, identification, and response to all challenging behaviors.
2. The school district community adopts policies that promote: a) a sound school environment that develops and sustains academic, social, emotional, ethical, civic, and intellectual skills; and b) a restorative school environment focused on overcoming barriers to teaching and learning by building and supporting meaningful school-wide relationships, and intentionally reengaging any disengaged students, educators, and families of students in the school community.

**BLOOMFIELD PUBLIC SCHOOLS**  
**Bloomfield, Connecticut**

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**BOARD POLICY**

**No. 5144.12(f)**

**RE: Restorative Justice Practices**

**Approved: DATE, 2025**

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**Challenging Behavior Prevention: Restorative Practices Response**

**General Policy Guidelines (continued)**

3. The school community's practices are identified, prioritized, and supported to: a) promote learning and the positive academic, social, emotional, ethical, and civic development of students. b) enhance engagement in teaching, learning, and school-wide activities. c) address barriers to teaching and learning; and d) develop and sustain a restorative infrastructure that builds capacity, accountability, and sustainability.
4. The school community creates a school environment where everyone is safe, welcomed, supported, and included in all school-based activities,
5. The school community creates a restorative system that cultivates a sense of belonging through norms and activities that promote social and civic responsibility, and a dedication to cultural responsiveness, diversity, equity, and inclusion.
  - a. Practicing early identification and assessment of struggling students;
  - b. Using a problem-solving/collaborative process to provide interventions matched to student needs;
  - c. Ensuring timely progress monitoring and feedback; and
  - d. Delivering scientific research-based interventions.

The District shall post this policy on the District website and in each school. A copy of this policy and accompanying procedures shall be readily available in each school's administration office.

Copies of this policy, any accompanying procedures/regulations, and school rules will be made available, upon request, to each student and parent/guardian and, upon request, promptly translated into a language that the parent/guardian can understand.

Applying the goals related to Restorative Practices Response, this policy's definitions, purpose, principles and guidelines, the Superintendent, or his/her/their designee shall develop such procedures and provide for any training necessary as may be needed to effectively implement this policy.

- (cf. 1110.1 – Parent -Teacher Communication)
- (cf. 4131 – Staff Development)
- (cf. 5131 – Conduct and Discipline)
- (cf. 5131.6 – Drug and Alcohol Use by Students)
- (cf. 5131.7 – Weapons and Dangerous Instruments)
- (cf. 5131.911 – Connecticut School Climate Policy)
- (cf. 5141.4 – Reporting of Child Abuse and Neglect)
- (cf. 5145.4 – Nondiscrimination)
- (cf. 5145.44 – Sexual Harassment)

**BLOOMFIELD PUBLIC SCHOOLS**  
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Legal Reference: Connecticut General Statutes  
4-177 through 4-180. Contested Cases. Notice. Record, as amended.  
10-233a through 10-233f Suspension, removal and expulsion of students,  
as periodically amended.  
21a-240(9) Definitions.  
53a-3 Definitions.  
GOALS 2000: Educate America Act, Pub. L. 103-227.  
18 U.S.C. 921 Definitions  
Title III - Amendments to the Individuals with Disabilities Act Sec. 314  
Elementary and Secondary Schools Act of 1968, as amended by the Gun  
Free Schools Act of 1994  
PL 105-17 The Individuals with Disabilities Act, Amendments of 1997  
P.L. 108-446 Individuals with Disabilities Education Improvement Act of  
2004  
*State v. Hardy*, 896 A.2d 755, 278 Conn 113 (2006)  
Public Act 23-167, Section 74, An Act Concerning Transparency in  
Education