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To make a public comment, the call in number is

(US) 1-505-738-2263 PIN 197 029 715#

Regular BOE Agenda
August 12, 2025

Council Chambers
3 Primrose St.
Newtown, CT 06470
7:00 PM

As citizens of our community, we will conduct ourselves in accordance with Newtown's Core Character Attributes as displayed in our character tree. We will be responsible for our actions and show respect for each other. We will interact peacefully, productively, and politely. We will be trustworthy and honest and show compassion toward others. Newtown's continued success is contingent upon our ability to persevere, to follow through with our commitments, and to stay focused on the greater good.

AGENDA

1. PLEDGE OF ALLEGIANCE
2. CONSENT AGENDA
 - A. Correspondence Report
3. **PUBLIC PARTICIPATION
4. REPORTS
 - A. Chair Report
 - B. Superintendent's Report
 - C. Committee and Liaison Reports
 - D. Action on Financial Report for Month Ending May 31, 2025
 - E. Action on June 30, 2025 Year-end Financial Report
5. PRESENTATIONS
 - A. Chartwells Year-end Update
6. OLD BUSINESS
 - A. Action on Minutes of July 8, 2025
 - B. Action on Minutes of July 23, 2025
 - C. Action on Minutes of July 29, 2025
7. NEW BUSINESS
 - A. Discussion and Possible Action on request for Unexpended Funds from the 2024-2025 Budget to be Deposited in the Non-lapsing Account
 - B. Discussion and Possible Action to Increase School Lunch Prices
 - C. Policies Recommended for First Read

1. 5138 Restorative Practices
2. 5142.4 Policy and Administrative Regulations regarding Armed Security Officers
3. 5151.5 Suicide Prevention and Intervention
4. 3020 School Activity Funds

D. Policies to Rescind after Adoption of Replacement Policies

1. 5142.4 Armed School Security Officers
2. 3453 Activity Funds
3. 5151.5 Suicide Prevention

E. Non-Mandated Policies to Rescind

1. 3523.11 Unmanned Aerial Systems - Drones
2. 3532.1 Liability Insurance
3. 3533 Employee Bonds
4. 3541.6 Transportation - Bus Drivers
5. 3541.22 Transportation - Drivers
6. 3541.23 Transportation - Bus Contractor
7. 3541.44 Transportation - Use of Private Automobiles on School Trips (Field Trips)
8. 3542 Food Service - School Lunch Services
9. 3542.1 Food Service - Purposes and Facilities
10. 3542.31 Free or Reduced Price Lunches
11. 3542.33 Food Sales Other than the National School Lunch Program
12. 3542.41 Professional Standards for Food Service Personnel
13. 3542.42 Food Service - Finance
14. 3542.45 Vending Machines
15. 3543.11 Printing and Duplicating Copyrighted Material
16. 3543.13 Mail and Delivery
17. 3152 Spending Public Funds for Advocacy
18. 3524 Hazardous Materials

8. PUBLIC PARTICIPATION

9. ADJOURNMENT

***During the first Public Participation, the Board welcomes commentary regarding items on the agenda. After being recognized, please state your name and address for the record. We request that speakers be respectful and limit comments to not more than three minutes. The Board of Education does not discuss personnel items or student matters in public. During the second Public Participation, commentary may address the agenda or may introduce issues for the Board to consider in the future. The Board does not engage in dialogue during either public comment period. If you desire more information or answers to specific questions, please email the BOE: NewtownBOE@newtown.k12.ct.us*



Newtown Public School District

Newtown Board of Education

Correspondence Report 07/08/2025 – 08/11/2025

Date	Sender Name	Subject
07/08/2025	Deborra Zukowski	Correspondence Report: 07/08/2025
07/08/2025	Nancy Propfe	2025 CABA Summer Leadership Conference
07/09/2025	Anne Uberti	Welcome Jenna Connors, Middle Gate's New Principal
07/09/2025	Jenna Connors	Thank You
07/11/2025	Kathy June	July 8 Meeting Minutes
07/11/2025	Alison Plante	Cancelling July 22nd Board meeting
07/14/2025	Nancy Propfe	Early Registration is Open for the 2025 CABA/CAPSS Convention!
07/15/2025	Nancy Propfe	2025 CABA Summer Leadership Conference
07/15/2025	Alison Plante	Availability for hearing
07/16/2025	Nancy Propfe	What's Going On at CABA 07.16.25
07/20/2025	Alison Plante	Week in Preview - July 20
07/21/2025	Nancy Propfe	CABA Summer Leadership Conference
07/21/2025	Kenneth L. McClary	Community Conversation with Erick Russell
07/22/2025	Nancy Propfe	Register Early for the 2025 CABA/CAPSS Convention!
07/22/2025	Alison Plante	Availability for Special Meeting next week
07/24/2025	Shannon Hamilton	[CABA] Policy Highlights
07/24/2025	Nancy Propfe	CABA Summer Leadership Conference
07/24/2025	Anne Uberti	Recommendation of Candidate
07/25/2025	BoardBook	Meeting Notification: July 29, 2025 at 6:00 PM - Special BOE Agenda
07/25/2025	Kathy June	July 29 BOE Meeting Agenda
07/25/2025	Gail Heath	2025 Education Law Summaries
07/27/2025	Alison Plante	Week in Preview - July 27
07/28/2025	Gail Heath	Nominations for CABA Nominating Committee
07/28/2025	Wilmarie D. Newton	CABA Webinar Invitation: From Our View: A Book Discussion About Uncomfortable Conversations with a Black Man by Emmanuel Acho
07/29/2025	Nancy Propfe	Next Week! CABA Summer Leadership Conference
07/30/2025	Nancy Propfe	What's Going On at CABA 07.30.25
07/31/2025	Nancy Propfe	Just One Week Away! CABA Summer Leadership Conference
08/01/2025	Anne Uberti	Friday Notes 8.1.25
08/04/2025	Nancy Propfe	2025 CABA/CAPSS Convention Early Registration is Open!
08/04/2025	Dennis Colclough	Email Security Awareness
08/04/2025	Anne Uberti	NPS Weekly Update 8.4.25
08/05/2025	Nancy Propfe	This Thursday! CABA Summer Leadership Conference. Register Today!

08/05/2025	Nancy Propfe	CABE Journal July-August 2025
08/06/2025	Wilmarie D. Newton	CABE Webinar Invitation: From Our View: A Book Discussion About Uncomfortable Conversations with a Black Man by Emmanuel Acho
08/06/2025	Shannon Hamilton	[CABE] Policy Highlights 8/6/25
08/07/2025	Nancy Propfe	2025 CABE/CAPSS Convention Early Registration is Open!
08/07/2025	BoardBook	Meeting Notification: August 12, 2025 at 7:00 PM - Regular BOE Agenda
08/07/2025	Kathy June	Budget Summary Detail
08/11/2025	Alison Plante	Week in Preview - August 11
08/11/2025	Wilmarie D. Newton	CABE Webinar Invitation: Understanding the 2025 Changes to State Education Funding
08/11/2025	Lisa Steimer	Please Share Your Advice!
08/11/2025	Anne Uberti	NPS Weekly Update 8.11.25

**NEWTOWN BOARD OF EDUCATION
YEAR END FINANCIAL REPORT
JUNE 30, 2025**

SUMMARY

The final report of the 2024-2025 fiscal year reflects the unaudited year-end financial position for Newtown Public Schools. The report includes all final expenditures, transfers and encumbrance commitments associated with the 2024-25 fiscal year.

During the month of June, the district spent \$10.2M on all operations, of which \$8.7M was spent on salaries with the remaining balance of \$1.5M being spent on all other objects.

The Board of Education's year-end unaudited financial report now shows a balance of **\$236,231 expending 99.73% of the total budget**. This amount is classified as an unexpended year-end balance and will be recommended for deposit into the Board of Education's 'Non-Lapsing Account' in accordance with Section 10-248a of the Connecticut General Statute.

The remaining encumbrances in this report amount to \$240,849 with the majority coming from Building, Site & Emergency Services and Textbooks.

Year-End Transfers

The year-end report is no longer required to include transfers under BoE policy 3160. Previously, the policy language required that all major object codes reflect a positive year-end balance. This requirement was removed when the Board adopted the revised policy earlier this year.

2024-25 Fiscal Year in Review

Salaries

The **Salary object**, which encompasses both certified and non-certified salaries across 340 individual expenditure accounts, realized a **year-end savings of \$158,802**.

This outcome reflects a combination of:

- **Overages in certified salary** lines due to administrative transitions, reduced turnover, and substitute coverage demands.
- **Significant savings in non-certified** salary lines driven by ongoing vacancies and hiring challenges.

Certified salaries exceeded the budget by **\$204,367**. This area experienced consistent pressure throughout the year due to several contributing factors:

- Administrative transitions at both the intermediate and elementary school levels
- Certified staff turnover did not meet budget assumptions, resulting in an overage by \$141,870
- Ongoing reliance on daily substitutes to cover teacher absences

Non-certified salaries ended the year under budget by **\$363,169**. This variance was primarily driven by ongoing staffing shortages across multiple areas, particularly within our student support services. Other areas that were affected with shortages were found in our custodial and clerical unions, nursing and supervisory roles.

Multiple factors contributed to this outcome, including continued labor market challenges post-pandemic, and the district's decision to hold certain vacancies open in anticipation of budget reductions in the upcoming fiscal year. Additionally, despite ongoing recruitment efforts, some positions remained unfilled for extended periods due to a limited pool of qualified candidates.

Employee Benefits

The **Employee Benefit** object realized an overall savings of **\$57,596**. This favorable variance was largely driven by non-certified staff vacancies, which resulted in **\$39,988 savings in FICA and Medicare** and **\$6,346 in Pensions**.

Additional savings were recognized in the **Unemployment Compensation** line item resulting in a small surplus of **\$16,749**. This portion of the budget is particularly challenging to predict, as it relies heavily on prior-year expenditure trends. While a shortfall was initially projected, actual costs shifted during the final quarter of the year, ultimately contributing to the positive year-end balance.

Professional Services

Professional Services houses two primary categories of expenditures:

1. Costs related to **professional services** such as student evaluations, 1:1 student nursing, legal services, and other district-wide initiatives.
2. Costs associate with **staff training and professional development**.

We closed the fiscal year with a small surplus in both categories, due to lower-than-anticipated service needs and changes in professional development activities.

The **Professional Services** category closed the year with a modest surplus of **\$13,302**. The surplus was primarily attributed to lower-than-anticipated costs for psychological and audiological student evaluations. This budget area is inherently challenging to forecast, as the budget is established at the start of the fiscal year, while testing needs will fluctuate throughout the year.

Similarly, the **Staff Training** category ended the year with a small surplus of **\$24,030**. This portion of the budget includes all expenditures related to staff development, spread across 65 individual accounts. While most accounts had small remaining balances, we are working toward a more centralized and strategic approach to staff training in the upcoming year. This shift is designed to encourage a more purposeful and streamlined approach to professional development in alignment with the appropriate spending levels.

Purchased Property Services

Under **Purchased Property Services**, we realized a year-end balance of **\$139,744**. The savings was primarily found in **Building & Grounds Contracted Services** where we realized a surplus of **\$89,480**.

When the budget was initially developed, our Director of Facilities had just joined the district and many of the existing contracts had been implemented by prior administration.

Over the course of the year, these contracts were carefully reviewed, renegotiated, and, in some cases, eliminated altogether. In several instances, the work was transitioned to in-house staff, reducing our reliance on external vendors. These strategic adjustments contributed significantly to the substantial savings reflected in this report.

Additional savings were realized in our **Water & Sewer** line of **\$24,228**, as well as in **Equipment Repairs** for **\$38,644**. The repair account includes 57 individual expense categories, each reflecting various balances. These small variances collectively contributed to the overall surplus in this area.

Building, Site, and Emergency Repairs, however, ended the year with a **budget deficit of \$12,075**. This expense category is supported by a **\$495,000** budget, which primarily functions as a contingency fund for school building repairs that fall below the \$200,000 Capital Improvement Plan threshold.

While it is not uncommon for this account to exceed budget, we were on track to break even through the end of May. However, in the final weeks of the fiscal year, we were hit with several costly expenditures related to the **High School chiller units totaling over \$34,000**, **Reed Intermediate School chiller units totaling \$35,000**, and repairs at **Sandy Hook Elementary, again for the chiller unit totaling around \$25,000**. These unanticipated needs ultimately pushed this sub-object into a deficit (see breakdown of expenses below)

Hawley	Sandy Hook	Middlegate	Head O Meadow	Reed Intermediate	Middle School	High School
\$35,878	\$49,187	\$31,587	\$41,472	\$86,242	\$24,167	\$238,542

Other Purchased Property Services

Other Purchased Services includes several “wild card” accounts, such as **Contracted Services**, **Transportation** and **Out-of-District Tuition**. These accounts are inherently challenging to forecast, as they are subject to unexpected and often urgent expenditures that can arise without advance notice.

Contracted Services experienced significant expenses related to the use of outside providers to meet Behavior Tech support required under students’ IEPs. These services continue to represent a substantial cost due to the specialized nature of the support and the difficulty in filling open BT positions. Last month we transferred \$100,000 from our Special Ed Contingency account to cover a portion of the overage, however, before the transfer was initiated, the full cost for these services amounted to **\$357,780**.

Anticipated **Transportation** related expenses were released during the months of April and May. The changes were related to **out-of-district transportation**, resulting in additional savings of **\$45,000** over the prior month, with an annual savings of **\$161,549**. These savings were driven by changes in student placements: four students returned to Newtown High School, one student graduated, and two students transitioned to homebound instruction.

Out-of-District Tuition ended the year with a surplus, which can be attributed to changes in student placements as well as additional funding received through the Excess Cost Grant. Despite fluctuations throughout the year in anticipated State reimbursement rates, the State ultimately settled on a **70.74%**

reimbursement for high-cost tuition. While the District had budgeted for a 70% reimbursement rate, the actual dollar amount received exceeded projections by **\$162,460**, providing financial relief in this area.

It's important to note that our budget is prepared well in advance of the fiscal year, and changes in student placements are inherently difficult to predict. As a result, regardless of the reimbursement percentage, the actual dollar amount received is subject to variations based on the student configuration at the time the grant is submitted.

Supplies

The overall balance of our **Supply accounts** ended the year with a **negative balance of \$203,371**. This shortfall was primarily driven by **unanticipated increases in electricity charges** which significantly impacted our utility costs.

Earlier in the year, **PURA (Public Utilities Regulatory Authority)** implemented an increase to the **demand portion of the electric bill** without prior notice. This unexpected change drove our electricity costs approximately **43.8% over budget**. Compounding the issue, our **Virtual Net Metering (VNM) credit** came in **43.7% lower than projected**, further reducing anticipated offsets to our electric bills.

As a result of these two combined factors, (higher-than-expected demand charges and lower-than-expected VNM credits), presented persistent budget pressures throughout the fiscal year, ultimately leading to the **significant year-end deficit of \$348,373**.

On the positive side, we were able to **offset a portion of the electricity-related deficit** through a **surplus in our Natural Gas accounts**. Thanks to a mild winter and historically low natural gas prices, expenditures in this area remained well below projections. As a result, the district ended the year with a **positive balance of \$149,079**, which helped to partially mitigate the overall shortfall in our supply budget.

The remaining accounts found under the supply object all appear to be within normal operating range and when combined, closed the fiscal year with a **small negative balance of -\$3,077**

Property

The overall **Property accounts** closed the fiscal year with a **negative balance of \$24,546**. This category includes expenditures for technology and other district-wide equipment.

The **technology budget** exceeded its allocation by **\$8,545**, primarily due to the **unanticipated purchase of Chromebooks** required to meet the needs of the **Special Education department**.

In **Other Equipment**, the Board of Education exceeded its budget allocation by **\$16,001**, primarily due to the addition of enhanced security features at the Central Office. These expenditures were approved by the District Security Team in November and subsequently authorized by the Board of Education in February. While all of our schools have an established "buzz-in" entry system, the Central Office was the only education facility without this security measure. The recent upgrades not only enhance the safety of our facilities but also provide an increased level of comfort and reassurance for our staff. Additionally, employees are now required to swipe their badges to enter our suite, which supports accurate tracking of employee attendance and access.

Magnet Transportation Grant

This grant provides a reimbursement of \$1,300 per local student attending approved Magnet school programs. The 2024-25 budget was based on 12 students, totaling \$15,600. However, with two students not attending, the district fell short of the targeted budget by \$2,600.

Hawley Fund

The Hawley fund is considered a “permanent fund” and was originally set up by Mary E. Hawley to be used towards the care and maintenance of the school. However, this fund is subject to legal restrictions, whereby only the interest earned may be used towards building related expenses.

The following captures the Hawley account activities for the 2024-25 fiscal year.

Balance as of July 1, 2024	\$20,660.57
Repairs & Maintenance	-\$14,433.88
<u>Full year interest</u>	<u>\$18,432.00</u>
Balance as of June 30, 2025	\$24,658.69

GENERAL FUND EXPENDITURE AND REVENUE BALANCE

The General Fund account history and school revenue balances over recent years demonstrate that the Board of Education has consistently provided the required educational opportunities to Newtown students while operating within the budget appropriations approved by the community.

The **unexpended budget funds reflect the year-end budget balance**. Unliquidated encumbrances represent purchase orders from the prior year that remained open and were subsequently closed out at year-end. School generated revenues consist of Board of Education fees and charges (as detailed in the financial report), such as non-resident tuition, miscellaneous fees and fuel excise tax credit.

All revenues collected by the Board of Education are recorded as **Town revenue**, with the exception of the **Excess Cost Grant** and the **Fuel Excise Tax Credit**, which are classified as **special revenues** under Governmental Accounting Standards Board (GASB) guidelines. Special revenues within the Board of Education are applied directly to the corresponding expenditure line items and are used to offset the associated expenses.

<u>Year-End</u>	<u>Unexpended Budget Funds</u>	<u>Unliquidated Prior Year Encumbrances</u> <i>(ending balance)</i>	<u>School Generated Revenues</u>
6/30/02	\$23,322	\$961	\$42,482
6/30/03	\$32,962	\$0	(\$18,647)
6/30/04	\$26,809	\$4,723	(\$120,145)
6/30/05	\$9,000	\$15,387	\$130,634
6/30/06	\$272,100	\$27,911	\$134,370
6/30/07	\$1,474	\$18,751	\$117,800
6/30/08	\$7,688	\$1,233	\$15,485
6/30/09	\$7,773	\$432	\$51,263
6/30/10	\$155,762	\$12,696	(\$88,921)
6/30/11	\$58,670	\$74,159	\$8,659
6/30/12	\$38,167	\$33,959	\$101,024
6/30/13	\$6,035	\$222	\$51,767
6/30/14	\$47,185	\$12,195	\$6,236
6/30/15	\$12,909	\$16,345	(\$21,056)
6/30/16	\$2,533	\$2,286	\$323,260
6/30/17	\$97,942	\$947	(\$128,840)
6/30/18	\$276,038	\$22,632	(\$389,075)
6/30/19	\$328,772	\$1,088	\$1,454
6/30/20	\$1,362,451	\$30,022	(\$5,980)
6/30/21	\$27,238	\$54,475	\$195,728
6/30/22	\$237,741	\$70,201	\$84,550
6/30/23	\$182,082	\$160,934	\$84,316
6/30/24	\$228,904	\$60,689	\$134,698
6/30/25	\$236,231	\$0	\$145,866

Tanja Gouveia
 Director of Business
 August 12, 2025

TERMS AND DEFINITIONS

The Newtown Board of Education's Monthly Itemized Estimate provides financial information in the following areas:

- **Object Code** – a service or commodity obtained as the result of a specific expenditure defined by eight categories: Salaries, Employee Benefits, Professional Services, Purchased Property Services, Other Purchased Services, Supplies, Property, and Miscellaneous.
- **Expense Category** – further defines the type of expense by Object Code
- **Expended (prior year)** – audited (or unaudited) expenditures from the prior fiscal year (for comparison purposes)
- **Approved Budget** – indicates a town approved financial plan used by the school district to achieve its goals and objectives.
- **YTD Transfers** – identified specific cross object codes requiring adjustments to provide adequate funding for the fiscal period. This includes all transfers made to date.
- **Current Budget** – BoE approved budget with the inclusion of transfers. This becomes the “new” approved budget.
- **Year-To-Date Expended** – indicates the actual amount of cumulative expenditures processed by the school district through the month-end date indicated on the monthly budget summary report.
- **Encumbered** – indicates approved financial obligations of the school district as a result of employee salary contracts, purchasing agreements, purchase orders, or other identified obligations not processed for payment by the date indicated on the monthly budget summary report.
- **Balance** – calculates object code account balances subtracting expenditures and encumbrances from the current budget amount indicating accounts with unobligated balances or shortages.
- **Anticipated Obligations** - this column is used to forecast fund balances within expense categories that have not yet been formally encumbered but are expected to be expended. This approach helps maintain the integrity of the overall budget funding level. Additionally, **special revenues** (such as grants) are included in this column, which serves to offset the corresponding anticipated expenditures.
- **Projected Balance** - calculates the object code balances subtracting the Anticipated Obligations. These balances will move up and down as information is known and or decisions are anticipated or made about current and projected needs of the district.

**NEWTOWN BOARD OF EDUCATION
2024-25 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING JUNE 30, 2025**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2023 - 2024	2024- 2025 APPROVED BUDGET	YTD TRANSFERS 2024- 2025	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	BALANCE	% EXP
GENERAL FUND BUDGET											
100	SALARIES	\$ 54,869,892	\$ 56,415,958	\$ (32,604)	\$ 56,383,354	\$ 56,224,552	\$ -	\$ 158,802	\$ -	\$ 158,802	99.72%
200	EMPLOYEE BENEFITS	\$ 12,834,863	\$ 13,673,917	\$ (21,643)	\$ 13,652,274	\$ 13,594,678	\$ -	\$ 57,596	\$ -	\$ 57,596	99.58%
300	PROFESSIONAL SERVICES	\$ 757,057	\$ 672,930	\$ (10,628)	\$ 662,302	\$ 622,983	\$ 1,987	\$ 37,332	\$ -	\$ 37,332	94.36%
400	PURCHASED PROPERTY SERV.	\$ 1,702,959	\$ 1,890,644	\$ (30,332)	\$ 1,860,312	\$ 1,631,056	\$ 89,511	\$ 139,744	\$ -	\$ 139,744	92.49%
500	OTHER PURCHASED SERVICES	\$ 10,905,469	\$ 11,047,142	\$ 125,043	\$ 11,172,185	\$ 11,063,354	\$ 43,576	\$ 65,255	\$ -	\$ 65,255	99.42%
600	SUPPLIES	\$ 3,344,907	\$ 3,170,329	\$ 54,268	\$ 3,224,597	\$ 3,332,334	\$ 94,634	\$ (202,371)	\$ -	\$ (202,371)	106.28%
700	PROPERTY	\$ 349,252	\$ 357,069	\$ 15,896	\$ 372,965	\$ 386,370	\$ 11,141	\$ (24,546)	\$ -	\$ (24,546)	106.58%
800	MISCELLANEOUS	\$ 76,349	\$ 81,077	\$ -	\$ 81,077	\$ 76,658	\$ -	\$ 4,419	\$ -	\$ 4,419	94.55%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ (100,000)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
TOTAL GENERAL FUND BUDGET		\$ 84,840,747	\$ 87,409,066	\$ -	\$ 87,409,066	\$ 86,931,985	\$ 240,849	\$ 236,231	\$ -	\$ 236,231	99.73%
900	TRANSFER NON-LAPSING	\$ 228,904									
		<i>Amount recommended for transfer into the BoE's Non-Lapsing Fund</i>									
GRAND TOTAL		\$ 85,069,651	\$ 87,409,066	\$ -	\$ 87,409,066	\$ 86,931,985	\$ 240,849	\$ 236,231	\$ -	\$ 236,231	99.73%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2023 - 2024	2024- 2025 APPROVED BUDGET	YTD TRANSFERS 2024- 2025	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	BALANCE	% EXP
100	SALARIES										
	Administrative Salaries	\$ 4,341,348	\$ 4,415,759	\$ 16,968	\$ 4,432,727	\$ 4,482,797	\$ -	\$ (50,070)	\$ -	\$ (50,070)	101.13%
	Teachers & Specialists Salaries	\$ 35,054,141	\$ 35,746,541	\$ 14,675	\$ 35,761,216	\$ 35,826,938	\$ -	\$ (65,722)	\$ -	\$ (65,722)	100.18%
	Early Retirement	\$ 13,000	\$ 13,000	\$ -	\$ 13,000	\$ 13,000	\$ -	\$ -	\$ -	\$ -	100.00%
	Continuing Ed./Summer School	\$ 115,676	\$ 124,447	\$ 1,630	\$ 126,077	\$ 136,964	\$ -	\$ (10,887)	\$ -	\$ (10,887)	108.64%
	Homebound & Tutors Salaries	\$ 159,491	\$ 184,110	\$ (14,750)	\$ 169,360	\$ 163,771	\$ -	\$ 5,589	\$ -	\$ 5,589	96.70%
	Certified Substitutes	\$ 749,519	\$ 830,665	\$ -	\$ 830,665	\$ 894,415	\$ -	\$ (63,750)	\$ -	\$ (63,750)	107.67%
	Coaching/Activities	\$ 728,440	\$ 701,036	\$ -	\$ 701,036	\$ 712,091	\$ -	\$ (11,055)	\$ -	\$ (11,055)	101.58%
	Staff & Program Development	\$ 103,564	\$ 102,950	\$ 5,796	\$ 108,746	\$ 117,219	\$ -	\$ (8,473)	\$ -	\$ (8,473)	107.79%
	CERTIFIED SALARIES	\$ 41,265,178	\$ 42,118,508	\$ 24,319	\$ 42,142,827	\$ 42,347,194	\$ -	\$ (204,367)	\$ -	\$ (204,367)	100.48%
	Supervisors & Technology Salaries	\$ 1,043,860	\$ 1,029,988	\$ 37,346	\$ 1,067,334	\$ 1,009,850	\$ -	\$ 57,484	\$ -	\$ 57,484	94.61%
	Clerical & Secretarial Salaries	\$ 2,488,988	\$ 2,411,941	\$ 11,229	\$ 2,423,170	\$ 2,342,800	\$ -	\$ 80,370	\$ -	\$ 80,370	96.68%
	Paraeducators	\$ 2,790,191	\$ 3,056,971	\$ 22,824	\$ 3,079,795	\$ 2,989,568	\$ -	\$ 90,227	\$ -	\$ 90,227	97.07%
	Nurses & Medical Advisors	\$ 946,366	\$ 1,018,820	\$ (4,022)	\$ 1,014,798	\$ 960,791	\$ -	\$ 54,007	\$ -	\$ 54,007	94.68%
	Custodial & Maint. Salaries	\$ 3,382,650	\$ 3,545,200	\$ 3,205	\$ 3,548,405	\$ 3,478,357	\$ -	\$ 70,048	\$ -	\$ 70,048	98.03%
	Non-Certied Adj	\$ -	\$ 171,650	\$ (177,469)	\$ (5,819)	\$ -	\$ -	\$ (5,819)	\$ -	\$ (5,819)	0.00%
	Career/Job Salaries	\$ 155,653	\$ 206,773	\$ 989	\$ 207,762	\$ 179,226	\$ -	\$ 28,536	\$ -	\$ 28,536	86.27%
	Special Education Svcs Salaries	\$ 1,635,815	\$ 1,738,248	\$ 46,317	\$ 1,784,565	\$ 1,740,220	\$ -	\$ 44,345	\$ -	\$ 44,345	97.52%
	Security Salaries & Attendance	\$ 720,650	\$ 727,212	\$ -	\$ 727,212	\$ 735,754	\$ -	\$ (8,542)	\$ -	\$ (8,542)	101.17%
	Extra Work - Non-Cert.	\$ 131,774	\$ 122,647	\$ 2,658	\$ 125,305	\$ 120,562	\$ -	\$ 4,743	\$ -	\$ 4,743	96.21%
	Custodial & Maint. Overtime	\$ 273,517	\$ 236,000	\$ -	\$ 236,000	\$ 274,609	\$ -	\$ (38,609)	\$ -	\$ (38,609)	116.36%
	Civic Activities/Park & Rec.	\$ 35,249	\$ 32,000	\$ -	\$ 32,000	\$ 45,620	\$ -	\$ (13,620)	\$ -	\$ (13,620)	142.56%
	NON-CERTIFIED SALARIES	\$ 13,604,713	\$ 14,297,450	\$ (56,923)	\$ 14,240,527	\$ 13,877,358	\$ -	\$ 363,169	\$ -	\$ 363,169	97.45%
	SUBTOTAL SALARIES	\$ 54,869,892	\$ 56,415,958	\$ (32,604)	\$ 56,383,354	\$ 56,224,552	\$ -	\$ 158,802	\$ -	\$ 158,802	99.72%
200	EMPLOYEE BENEFITS										
	Medical & Dental Expenses	\$ 9,549,973	\$ 10,305,448	\$ -	\$ 10,305,448	\$ 10,305,046	\$ -	\$ 402	\$ -	\$ 402	100.00%
	Life Insurance	\$ 88,377	\$ 92,000	\$ -	\$ 92,000	\$ 97,889	\$ -	\$ (5,889)	\$ -	\$ (5,889)	106.40%
	FICA & Medicare	\$ 1,709,986	\$ 1,768,360	\$ -	\$ 1,768,360	\$ 1,728,372	\$ -	\$ 39,988	\$ -	\$ 39,988	97.74%
	Pensions	\$ 965,625	\$ 999,360	\$ -	\$ 999,360	\$ 993,014	\$ -	\$ 6,346	\$ -	\$ 6,346	99.36%
	Unemployment & Employee Assist.	\$ 105,555	\$ 81,600	\$ -	\$ 81,600	\$ 64,851	\$ -	\$ 16,749	\$ -	\$ 16,749	79.47%
	Workers Compensation	\$ 415,349	\$ 427,149	\$ (21,643)	\$ 405,506	\$ 405,506	\$ -	\$ -	\$ -	\$ -	100.00%
	SUBTOTAL EMPLOYEE BENEFITS	\$ 12,834,863	\$ 13,673,917	\$ (21,643)	\$ 13,652,274	\$ 13,594,678	\$ -	\$ 57,596	\$ -	\$ 57,596	99.58%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2023 - 2024	2024- 2025 APPROVED BUDGET	YTD TRANSFERS 2024- 2025	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	BALANCE	% EXP
300	PROFESSIONAL SERVICES										
	Professional Services	\$ 603,797	\$ 439,743	\$ -	\$ 439,743	\$ 424,831	\$ 1,610	\$ 13,302	\$ -	\$ 13,302	96.98%
	Professional Educational Serv.	\$ 153,260	\$ 233,187	\$ (10,628)	\$ 222,559	\$ 198,152	\$ 377	\$ 24,030	\$ -	\$ 24,030	89.20%
	SUBTOTAL PROFESSIONAL SERV.	\$ 757,057	\$ 672,930	\$ (10,628)	\$ 662,302	\$ 622,983	\$ 1,987	\$ 37,332	\$ -	\$ 37,332	94.36%
400	PURCHASED PROPERTY SERV.										
	Buildings & Grounds Contracted Svc.	\$ 611,768	\$ 711,000	\$ (3,523)	\$ 707,477	\$ 617,997	\$ -	\$ 89,480	\$ -	\$ 89,480	87.35%
	Utility Services - Water & Sewer	\$ 94,774	\$ 128,315	\$ -	\$ 128,315	\$ 103,897	\$ 190	\$ 24,228	\$ -	\$ 24,228	81.12%
	Building, Site & Emergency Repairs	\$ 533,666	\$ 495,000	\$ -	\$ 495,000	\$ 443,705	\$ 63,371	\$ (12,075)	\$ -	\$ (12,075)	102.44%
	Equipment Repairs	\$ 222,475	\$ 268,994	\$ (26,809)	\$ 242,185	\$ 177,590	\$ 25,951	\$ 38,644	\$ -	\$ 38,644	84.04%
	Rentals - Building & Equipment	\$ 240,275	\$ 287,335	\$ -	\$ 287,335	\$ 287,868	\$ -	\$ (533)	\$ -	\$ (533)	100.19%
	Building & Site Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	SUBTOTAL PUR. PROPERTY SERV.	\$ 1,702,959	\$ 1,890,644	\$ (30,332)	\$ 1,860,312	\$ 1,631,056	\$ 89,511	\$ 139,744	\$ -	\$ 139,744	92.49%
500	OTHER PURCHASED SERVICES										
	Contracted Services	\$ 1,040,758	\$ 1,005,847	\$ 142,743	\$ 1,148,590	\$ 1,336,491	\$ 39,061	\$ (226,963)	\$ -	\$ (226,963)	119.76%
	Transportation Services	\$ 4,990,431	\$ 5,130,320	\$ -	\$ 5,130,320	\$ 4,968,771	\$ -	\$ 161,549	\$ -	\$ 161,549	96.85%
	Insurance - Property & Liability	\$ 435,965	\$ 461,988	\$ (17,000)	\$ 444,988	\$ 452,745	\$ -	\$ (7,757)	\$ -	\$ (7,757)	101.74%
	Communications	\$ 189,179	\$ 188,915	\$ -	\$ 188,915	\$ 220,429	\$ -	\$ (31,514)	\$ -	\$ (31,514)	116.68%
	Printing Services	\$ 24,329	\$ 27,700	\$ (2,000)	\$ 25,700	\$ 24,305	\$ 270	\$ 1,125	\$ -	\$ 1,125	95.62%
	Tuition - Out of District	\$ 4,011,238	\$ 3,989,164	\$ -	\$ 3,989,164	\$ 3,846,828	\$ 4,245	\$ 138,092	\$ -	\$ 138,092	96.54%
	Student Travel & Staff Mileage	\$ 213,569	\$ 243,208	\$ 1,300	\$ 244,508	\$ 213,785	\$ -	\$ 30,723	\$ -	\$ 30,723	87.43%
	SUBTOTAL OTHER PURCHASED SERV.	\$ 10,905,469	\$ 11,047,142	\$ 125,043	\$ 11,172,185	\$ 11,063,354	\$ 43,576	\$ 65,255	\$ -	\$ 65,255	99.42%
600	SUPPLIES										
	Instructional & Library Supplies	\$ 823,882	\$ 857,256	\$ (6,493)	\$ 850,763	\$ 856,097	\$ 10,227	\$ (15,560)	\$ -	\$ (15,560)	101.83%
	Software, Medical & Office Supplies	\$ 203,661	\$ 230,186	\$ 7,032	\$ 237,218	\$ 240,288	\$ 11,491	\$ (14,561)	\$ -	\$ (14,561)	106.14%
	Plant Supplies	\$ 344,916	\$ 343,000	\$ -	\$ 343,000	\$ 328,468	\$ 11,632	\$ 2,900	\$ -	\$ 2,900	99.15%
	Electric	\$ 941,701	\$ 923,681	\$ -	\$ 923,681	\$ 1,266,080	\$ 5,974	\$ (348,373)	\$ -	\$ (348,373)	137.72%
	Propane & Natural Gas	\$ 340,574	\$ 496,657	\$ -	\$ 496,657	\$ 347,578	\$ -	\$ 149,079	\$ -	\$ 149,079	69.98%
	Heating Oil	\$ 83,874	\$ 52,065	\$ -	\$ 52,065	\$ 41,133	\$ -	\$ 10,932	\$ -	\$ 10,932	79.00%
	Fuel for Vehicles & Equip.	\$ 143,424	\$ 140,930	\$ -	\$ 140,930	\$ 133,110	\$ -	\$ 7,820	\$ -	\$ 7,820	94.45%
	Textbooks	\$ 462,875	\$ 126,554	\$ 53,729	\$ 180,283	\$ 119,580	\$ 55,310	\$ 5,392	\$ -	\$ 5,392	97.01%
	SUBTOTAL SUPPLIES	\$ 3,344,907	\$ 3,170,329	\$ 54,268	\$ 3,224,597	\$ 3,332,334	\$ 94,634	\$ (202,371)	\$ -	\$ (202,371)	106.28%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2023 - 2024	2024- 2025 APPROVED BUDGET	YTD TRANSFERS 2024- 2025	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	BALANCE	% EXP
700	PROPERTY										
	Technology Equipment	\$ 307,106	\$ 315,083	\$ 1,809	\$ 316,892	\$ 318,237	\$ 7,200	\$ (8,545)	\$ -	\$ (8,545)	102.70%
	Other Equipment	\$ 42,146	\$ 41,986	\$ 14,087	\$ 56,073	\$ 68,133	\$ 3,941	\$ (16,001)	\$ -	\$ (16,001)	128.54%
	SUBTOTAL PROPERTY	\$ 349,252	\$ 357,069	\$ 15,896	\$ 372,965	\$ 386,370	\$ 11,141	\$ (24,546)	\$ -	\$ (24,546)	106.58%
800	MISCELLANEOUS										
	Memberships	\$ 76,349	\$ 81,077	\$ -	\$ 81,077	\$ 76,658	\$ -	\$ 4,419	\$ -	\$ 4,419	94.55%
	SUBTOTAL MISCELLANEOUS	\$ 76,349	\$ 81,077	\$ -	\$ 81,077	\$ 76,658	\$ -	\$ 4,419	\$ -	\$ 4,419	94.55%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ (100,000)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
	TOTAL LOCAL BUDGET	\$ 84,840,747	\$ 87,409,066	\$ -	\$ 87,409,066	\$ 86,931,985	\$ 240,849	\$ 236,231	\$ -	\$ 236,231	99.73%
900	Transfer to Non-Lapsing										
	GRAND TOTAL	\$ 84,840,747	\$ 87,409,066	\$ -	\$ 87,409,066	\$ 86,931,985	\$ 240,849	\$ 236,231	\$ -	\$ 236,231	99.73%

OBJECT CODE	EXPENSE CATEGORY	2024- 2025		YTD	CURRENT BUDGET	YTD		ANTICIPATED OBLIGATIONS	BALANCE	% EXP
		EXPENDED 2023 - 2024	APPROVED BUDGET	TRANSFERS 2024- 2025		EXPENDITURE	ENCUMBER			
<u>SPECIAL REVENUES</u>										
	EXCESS COST GRANT REVENUE	EXPENDED	APPROVED	SUBMITTED	STATE ESTIMATE	STATE ESTIMATE	ESTIMATED	VARIANCE		% TO
		2023-2024	BUDGET @ 70%	Dec 1 @ 68%*	Jan 1 @ 59.96%	March 1 @ 70.74%	Total	to BUDGET		BUDGET
51266	<i>Special Education Svcs Salaries ECG</i>	\$ (48,339)	\$ (45,000)	\$ (48,934)	\$ (30,000)	\$ (12,082)	\$ (12,082)	\$ (32,918)		26.85%
	<i>Additional Services*</i>	\$ -	\$ -	\$ -	\$ -	\$ (22,502)	\$ (22,502)	\$ 22,502		
forecast	<i>Transportation Services - ECG</i>	\$ (386,778)	\$ (398,936)	\$ (371,338)	\$ (321,579)	\$ (365,019)	\$ (365,019)	\$ (33,917)		91.50%
54160	<i>Tuition - Out of District ECG</i>	\$ (1,311,846)	\$ (1,133,368)	\$ (1,270,344)	\$ (1,119,340)	\$ (1,295,828)	\$ (1,295,828)	\$ 162,460		114.33%
	<i>Total</i>	\$ (1,746,963)	\$ (1,577,304)	\$ (1,690,616)	\$ (1,470,919)	\$ (1,695,431)	\$ (1,695,431)	\$ 118,127		107.49%
	*Additional services									
	<i>Nursing (professional service)</i>					\$ (15,990)				
	<i>Para Salaries</i>					\$ (6,512)				
	Transportation Grant for Magnet	\$ (13,000)	\$ (15,600)	\$ (13,000)			\$ (13,000)	\$ (2,600)		83.33%
	<i>(included in transportation forecast)</i>									
	<u>BOARD OF EDUCATION FEES & CHARGES - SERVICES</u>				<u>BUDGET</u>	<u>RECEIVED</u>	<u>VARIANCE</u>	<u>% of BUDGET</u>		
	LOCAL TUITION				\$33,325	\$31,884	(\$1,441)	95.68%		
	HIGH SCHOOL FEES FOR PARKING PERMITS				\$30,000	\$30,000	\$0	100.00%		
	MISCELLANEOUS FEES				\$6,000	\$83,981	\$77,981	1399.69%		
	TOTAL SCHOOL GENERATED FEES				\$69,325	\$145,866	\$76,541	210.41%		

Please Notes: These minutes are pending Board approval.
Board of Education
Newtown, Connecticut

Minutes of the Board of Education Meeting held on July 8, 2025 at 7:00 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	A. Uberti
J. Vouros, Vice Chair	F. Purcaro
D. Zukowski, Secretary	T. Gouveia.
S. Tomai	11 Staff
C. Gilson	3 Public
D. Linnetz	1 Press
B. Leonardi	

Mrs. Plante called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Action on Appointment of Middle Gate School Principal

MOTION: Ms. Zukowski moved that the Board of Education accept the recommendation of the Superintendent and appoint Jenna Connors principal of Middle Gate Elementary School. Mr. Vouros seconded.

Mrs. Uberti couldn't be happier as the Board appoints Jenna Connors as the next principal of Middle Gate School. Jenna brings a wealth of experience to the role having served the Newtown Public Schools as a math specialist and lead teacher at Hawley, Assistant Principal at Reed Intermediate School, and most recently Interim Principal at Middle Gate. Her deep understanding of curriculum, commitment to student success, and strong relationships with the Middle Gate staff and the school community positions her to lead Middle Gate with confidence and care and this is very well deserved.

Motion passes unanimously.

Mrs. Plante congratulated Mrs. Connors, that she has the Board's support, and they were happy to have her fully in place for next year.

Mrs. Connors thanked everyone for their trust and confidence and she is honored to serve as principal.

Ms. Zukowski requested to remove the donation from the consent agenda.

Item 3 – Consent Agenda

MOTION: Ms. Zukowski moved that the Board of Education approve the consent agenda which includes the correspondence report. Mr. Vouros seconded. Motion passes unanimously.

Item 4 – Public Participation

Item 5 - Reports

There was no Chair report.

Superintendent's Report: Mrs. Uberti referred to the article in The Newtown Bee regarding the recycling efforts in the schools and commended John Barlow and Judit DeStefano for their leadership in launching this composting initiative. Sandy Hook School piloted it last fall and it was rolled out to the other elementary schools by mid-year. The financial benefit for us was a \$25,000 savings in district hauling costs. It's been a true town partnership with collaboration with public works and the composting station at the transfer station. She previously reported that there are serious and costly HVAC problems at the high school and was pleased to report after meeting with the Town yesterday there may be funding available for replacement of problem equipment. John Barlow is working on a proposal and we will meet with the Town in a

couple of weeks. Our administrators are reviewing outcomes from last year and planning for the next school year. Last year building and operational goals were presented to the Board and she is working with Mr. Purcaro to possibly start the process earlier.

There were no committee or liaison reports.

Mrs. Plante reported that Reed is doing an awesome summer reading program.

Item 6 – Old Business

Action on Minutes of June 3, 2025

MOTION: Ms. Zukowski moved that the Board of Education approve the minutes of June 3, 2025. Mr. Vouros seconded. Motion passes unanimously.

Action on Minutes of June 10, 2025:

MOTION: Ms. Zukowski moved that the Board of Education approve the minutes of June 10, 2025. Mr. Vouros seconded. Motion passes unanimously.

Second Read and Action on Policies:

MOTION: Ms. Zukowski moved that the Board of Education approve Policy 5137 Connecticut School Climate Policy and Administrative Regulations. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Ms. Zukowski moved that the Board of Education approve Policy 3434 Annual Audits. Mr. Vouros seconded. Motion passes unanimously.

Second Read and Action on Non-Mandated Policies to Rescind:

MOTION: Ms. Zukowski moved that the Board of Education approve rescinding policies 1-18 in Section 6D under Old Business. Mr. Vouros seconded. Motion passes unanimously.

Second Read and Action on Grades 5 and 6 Computer Integration Curriculum:

MOTION: Ms. Zukowski moved that the Board of Education approve the Grades 5 and 6 Computer Integration Curriculum. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Ms. Zukowski moved that the Board of Education approve the Differential Equations Curriculum. Mr. Vouros seconded. Motion passes unanimously.

Second Read and Action on Spanish I Resource “Reporteros:”

MOTION: Ms. Zukowski moved that the Board of Education approve the Spanish I resource “Reporteros.” Mr. Vouros seconded. Motion passes unanimously.

Item 7 – New Business

NFT Negotiations Process overview

Mrs. Plante reviewed the process for the upcoming Newtown Federation of Teachers contract negotiations this summer.

Discussion and Possible Action on Tuition for the 2025-2026 School Year:

MOTION: Ms. Zukowski moved that the Board of Education set the tuition for the 2025-2026 school year at \$24,826. Mr. Vouros seconded.

Ms. Gouveia explained how the tuition is calculated. The amount is 6.36% higher than last year. Last year the Board approved a 5% increase. Since Covid the Board approved lower

amounts. We have six staff members' children who are enrolled. They benefit from the 25% cost decrease for the first child and 15% for any other children.

Ms. Tomai was in favor of keeping it closer to a standard increase.

Ms. Zukowski asked if there was a reason for the 25% decrease.

Mrs. Plante noted that it was in the policy and suggested the amount of \$24,000.

Mrs. Linnetz said we don't know what the district is going to achieve with this increase. She feels the amount is what it costs to educate a student and asked if it could be brought to the Policy Committee for a discussion.

Ms. Zukowski agreed taking it to policy.

Mr. Leonardi agreed. The tuition rate should be based on what the per pupil cost should be and have our employees pay a percentage of the full cost.

MOTION: Ms. Zukowski moved to amend the tuition for the 2025-2626 school year to \$24,000.

Mr. Vouros seconded.

Vote: 6 ayes, 1 nay (Mr. Leonardi) Motion passes.

Ms. Zukowski called the motion as amended passes 6 to 1.

MOTION: Ms. Zukowski moved that we accept the donation to Newtown Public Schools originally in the consent agenda. Mr. Vouros seconded.

Ms. Zukowski said it would be nice for the public to know about this donation.

Mrs. Uberti explained that the proposal for this gift was brought to the district safety and security committee which includes several members of the Town's emergency management team, the Director of Health, the Chief of Police and members of his department, the First Selectman, a member of the Board of Education, myself and the Director of Security and they agreed that this would be something they would support. They philosophically agreed that no one piece of equipment or strategy will ensure staff safety. All of our buildings are hardened which prevents an intruder. If someone were to enter with a concealed weapon, the only thing to protect the building is an armed guard. No one is suggesting this would be 100% foolproof but its part of a safety management plan. She believes this is why the weapons detection system would be implemented at Newtown High School. This is a gift by the Sandy Hook School Foundation which is looking to sunset their foundation and have to expend the remainder of their funds. The funds are in alignment of their mission statement. Those funds have been used for extremely wonderful things supporting the schools and the survivors. This is what they would like to donate the money for. Initial questions are around the logistics and would have to be answered. There would need to have an implementation and rollout plan. They changed the language in the donation to allow us to do this work and she suggested October 30. She has many questions which would have to be answered before we can accept it. They have the right to revoke the funds if we can't implement it.

Ms. Zukowski asked if we got any input from social services or school climate resources.

Mrs. Uberti said it would be premature to ask for input on something we don't have and don't know if we will have it. We have to see if there might be potential roadblocks. The Board has to decide whether to accept the gift or not. If it is accepted it falls under her purview to see if its something we can implement. There is a level of trust that she would be doing what is in the best interest of the schools. Dr. Longobucco would be involved with other stakeholders.

Ms. Tomai noted that the Board was just made aware of this the middle of June and many of us had questions. Ms. Tomai read the following statement.

“Metal detectors in schools may negatively impact student mental health, potentially increasing anxiety, stress, and feelings of fear or insecurity. Research indicates that students in schools with metal detectors may not feel more safe than those in schools without them, and may even feel less safe. The presence of these security measures can create a climate of fear and oversurveillance, making it harder for students to trust and feel a sense of belonging, which are crucial for a healthy learning environment. Implementing metal detectors should only be after a comprehensive assessment of all risks and threats, as well as mental health costs.”

“According to the National Center for Education Statistics, about 2% of elementary schools, 7% of middle schools, and 10% of high schools in the U.S. use metal detectors. According to the National School Safety and Security Service, “metal detectors used on a daily basis are typically limited to large urban school districts with a chronic history of weapons-related offenses. U.S. schools regularly using stationary metal detectors on a day-to-day basis are the exception, not the rule.” Before the Board of Education of Newtown Public Schools makes a decision to be an exception to the rule that could have massive negative impacts on the mental health, education experience and education outcome of our students, just because it’s “a free gift”, it is imperative that we do a thorough assessment of actual risk and perceived reward. This is a very strong step in a direction that cannot be undone and there is no clear evidence that it actually increases safety. I am not in favor of this.”

Mr. Leonardi said that security checkpoints have become a fact of life. As it relates to schools, a study between 1970 and 2020 the overwhelming majority of shooters were age 13 to 18. If we have professionals in our district, including the Director of Security, who has advised that the high school is one of the least secure buildings and have a chance to enhance that security we need to take a hard look at this opportunity to bring metal detectors into the school. The Board of Education has a stated goal of ensuring that all the buildings meet violence protection standards and our job is to make tough decisions. He appreciates Ms. Tomai’s comments but would hate if something happened and we did not take this gift. He is in full support of this.

Ms. Zukowski asked what we were trying to solve. Newtown doesn’t have a crime history of weapons-related incidents. This will create a false sense of security. We have to look at the impact of this on every staff member, student, and parents entering the school. It would also cause more anxiety. She cannot support this gift.

Ms. Tomai added that the Citizens for Juvenile Justice did a study in 2023 and addressed metal detectors in schools which caused students to feel uncomfortable and the Wilder Research Institute found metal detectors can have a ripple effect on students’ mental health potentially leading to increased stress and disturbances leading to PTSD.

Mr. Vouros agreed with Mr. Leonardi. If we were to accept this gift and proceed as Mrs. Uberti stated, there would be students involved in these decisions and ultimately it will be brought back to the Board.

Mrs. Uberti said there would be communication with the Board throughout the process. The foundation explored options for the gift they are offering.

Ms. Zukowski wished the gift was money possibly going to the Town social services to help children struggling with mental illness.

Mrs. Plante noted that the nature of the gift is you don’t get to decide what the gift is.

Mr. Vouros clarified that if we accept the gift the Board doesn't get to reject or offer alternatives. Mrs. Uberti said there are a lot of logistical questions that need to be answered. She would be updating the Board on what those challenges were and if we were able to lay out what that would look like. Assuming we determine there is a path to do this, there would be an implementation plan that would be shared with the Board. Once the gift is accepted and we decide we can't implement it, we would have to return the gift because it can only be used for that purpose.

Mr. Vouros verified that we have until October 30 to do all preliminary work and if we don't like what we are hearing we give the money back.

Mrs. Plante would feel more comfortable if there was contingency built in to bring this back to the Board to sign off on the implementation plan so we do see it again.

Ms. Zukowski asked if we could postpone the discussion so we can get more input to see if the Board could support such a gift.

Mrs. Plante feels we should vote tonight and see if the majority of the Board accepts the gift in concept and be sure we do some research to be sure the student and community voices are heard.

Ms. Tomai was not sure we could get all of the data we need and alternative options to see what the parents and students would feel comfortable with. October is not enough time to get this information. We need a full assessment and to look at alternatives that would be less intrusive.

Mrs. Plante said we have to decide if we can implement this or not.

Dr. Gilson agrees with what Ms. Tomai and Ms. Zukowski said. He verified if we do the shelter in place and lockdowns.

Mrs. Uberti said we do shelter in place and modified lockdown drills in the schools. She doesn't know how the community will react. We began the school year on the heels of a school shooting where the student took a weapon from their locker and after that incident she received a number of emails from parents asking why we don't have something to prevent this in our schools.

Dr. Gilson asked if this would be something we would be considering to put in our budget if it wasn't a gift.

Mrs. Uberti said we've had a number of safety enhancement products presented to the safety and security committee but this one has not. We can't afford any of them. Dr. Gombos is a member of the Sandy Hook School Foundation and district security committee and in their discussions it came up about looking at safety enhancing products.

Ms. Tomai said we haven't had the opportunity to look at other products and learn the impact. This has not been given enough consideration of the damage it could cause. What are we trying to combat with this?

Mrs. Uberti said we are trying to prevent a student from coming into the building with a concealed weapon and causing catastrophic damage to other students.

Ms. Tomai stated this was not a priority we considered addressing in our own budget and she does not consider it a gift.

Mrs. Linnetz understands the frustrations we are hearing and agrees with a lot of the points that Mr. Leonardi made and the suggestion Mrs. Plante made of bringing back your findings for an implementation plan so the Board can understand what that would be and be part of the approval. The SHS Foundation has a mission regarding the physical and emotional well-being of our students and have done tremendous work and she doesn't want the Foundation to feel the intent of their gift is nothing but good. She believes a lot of the information shared is factual and generalized and feels those most familiar with our district needs to take a deep dive and comeback with a recommendation to the Board so she is comfortable voting to accept the gift understanding that Superintendent Uberti and her team will do significant diligence in evaluating whether this makes sense for implementation in our high school.

MOTION: Ms. Zukowski moved to amend the motion to add "provided that the findings and implementation are presented to the Board for its approval by October 7". Mr. Vouros seconded.

Dr. Gilson would like to hear from the public.

Ms. Tomai also feels the public should be involved and open to public participation.

Mrs. Plante said the public could provide input at any of our meetings.

Mrs. Linnetz asked if this needs to be in our motion and wants to know the critical pieces to make the decision.

Ms. Tomai wants it to be clear that what needs to be presented we feel comfortable enough to make the decision which will include an appropriate level of public participation, an assessment and demonstration of the actual risks, and a thoughtful analysis of the mental health impacts.

Dr. Gilson trusts Mrs. Uberti's judgement and that she will respond to our concerns. He would caution about some of the research. It is on what would be best for our schools.

MOTION: Ms. Tomai moved to amend the amendment to state "provided that the findings which shall include a reasonable amount of public participation and feedback and an analysis of the potential mental health impacts as well as alternatives shall be presented to the Board in addition to any related implementation plan for Board approval.

Mrs. Plante was comfortable with Ms. Zukowski's amendment.

Vote on Ms. Tomai's amendment: 4 ayes, 3 nays (Mrs. Plante, Dr. Gilson, Mrs. Linnetz: Amendment passes.

Vote on Final Amendment: Ms. Zukowski moved to amend the motion to add "provided that the findings and implementation are presented to the Board for its approval by October 7" and add Ms. Tomai's modification to the amendment to add "and provided that the findings which shall include a reasonable amount of public participation and feedback and an analysis of the potential mental health impacts as well as alternatives shall be presented to the Board in addition to any related implementation plan for Board approval.

Vote: 7 ayes Amendment passes.

Mrs. Uberti asked what alternatives Ms. Tomai referred to in her amendment.

Ms. Tomai said once we establish the risks, it would be important to consider less intrusive ways of providing protection.

Vote on main motion to accept the gift: 5 ayes 2 nays (Ms. Zukowski, Ms. Tomai) Motion passes.

Item 8 – Public Participation

MOTION: Mr. Vouros moved to adjourn. Dr. Gilson seconded. Motion passes unanimously.

Item 9 – Adjournment

The meeting adjourned at 8:44 p.m.

Respectfully submitted:

Deborra J. Zukowski
Secretary

**Please note: These minutes are pending Board approval.
Board of Education
Newtown, Connecticut**

Minutes of the Special Board of Education Meeting held on July 29, 2025 at 6:00 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	A. Uberti
J. Vouros, Vice Chair	F. Purcaro
D. Linnetz	T. Gouveia
B. Leonardi (virtual)	4 Staff
	2 Public
	1 Press

Item 1 – Call to Order

Mrs. Plante called the meeting to order at 6:06 p.m.

Item 2 – Discussion and Possible Action on Appointment of Reed Intermediate School Assistant Principal

MOTION: Mr. Vouros moved that the Board of Education accept the recommendation of the Superintendent and appoint Carla Tischio Assistant Principal of Reed Intermediate School. Mrs. Linnetz seconded.

Mrs. Uberti stated that after a thorough search process she was pleased to recommend Carla Tischio as the Reed Intermediate School Assistant Principal. Carla taught here for nearly 25 years with the majority at Reed and has served at Hawley as Lead Teacher the last four years. There were 150 applicants for this position and she was one of six applicants who were invited to interview and one of the three finalists. Carla distinguished herself with her unwavering dedication to our district and her longstanding record of leadership. She has deep institutional knowledge, a collaborative spirit, and a commitment to continuous improvement, which has made a lasting impact on our schools. Her return to Reed in a leadership position is both fitting and well earned. Mrs. Uberti was pleased to recommend Carla for appointment as Assistant Principal at Reed.

Motion passes unanimously.

Mrs. Plante congratulated Ms. Tischio and was happy for her to be back at Reed.

Item 3 – Discussion and Possible Action on Authorizing Expenditures from Board of Education Non-lapsing Account

MOTION: Mr. Vouros moved that the Board of Education authorize funds to be taken from the Board of Education Non-lapsing Account for the purchase of window unit air conditioners for Newtown Middle School in the amount of up to \$60,000. Mrs. Linnetz seconded.

Mrs. Plante shared that the CFF Committee approved this at their last meeting.

Ms. Gouveia noted that some locations in the middle school have air conditioners. Mr. Barlow went through the entire school and reported needing 50 units for classrooms and other areas and looked at the electrical load for an additional cost of \$22,000 to \$25,000 in electricity. The cost came to \$40,000 to \$45,000 but we needed additional funds for ancillary costs.

Mrs. Plante said authorizing this now will allow them to put in as many as possible before school begins.

Mrs. Linnetz asked how much there was in the Non-lapsing Account.

Ms. Gouveia said we have \$380,000 earmarked for special education and \$264,000 for general use but we haven't deposited the 2024-2025 budget which she is estimating will be approximately \$180,000. With the \$180,000 and \$48,000 approved for MP Planning, if we take out up to \$60,000 for a/c units and the next agenda item for the time clocks we would have \$321,666 for general use.

Mr. Leonardi feels this is an outstanding opportunity to provide some relief for educators and students in the areas with higher temperatures. He thanked John Barlow for his diligence with this issue. This will have a significant impact and he was glad his staff can do the installations.

Motion passes unanimously.

MOTION: Mr. Vouros moved that the Board of Education authorize funds to be taken from the Board of Education Non-lapsing Account for the purchase of FrontLine time clocks in the amount of \$14,913. Mrs. Linnetz seconded.

Ms. Gouveia reported that we are moving from Novatime to FrontLine and are looking to purchase seven time clocks for this system for areas that don't have Chromebooks. Each one is \$1,750. The total cost will also take care of the installation.

Mrs. Plante said the original plan was to use Chromebooks for the time clocks but we need to purchase the equipment to take care of the places they can't be used.

Motion passes unanimously.

MOTION: Mr. Vouros moved that the Board of Education authorize hiring an outside advisor to review operational efficiencies and technology in the Human Resources and Finance departments for a cost of up to \$30,000. Mrs. Linnetz seconded.

Ms. Gouveia indicated that this was an important process we need to go through right now. Her department lost two people due to budget cuts and efficiencies. She wants to make sure the workload is balanced. Also, the Human Resources department has two people and the workload is tremendous during certain times of the year. There is a lot of overlap and some redundancies. Someone from the outside will look at the workload for these departments. She interviewed CLA that was Blum Shapiro who did this for us and the Town in 2012. They came in with a cost of \$28,500. She will interview another group tomorrow.

Mrs. Uberti has a lot of concerns for the Human Resources department with just two working in that department. With the unionization of additional employee groups there is a lot of work. This is a good opportunity for a set of outside eyes to look at their operation to see what we should do to provide assistance to that department.

Ms. Gouveia noted that these companies also look at the systems we are using. They interview employees and create a report.

Mrs. Linnetz asked if they have expertise in public education.

Ms. Gouveia said they do and she will also look at their references.

Mrs. Plante said hopeful they will move us away from paper-based systems.

Motion passes unanimously.

Item 4 – Public Participation

MOTION: Mr. Vouros moved to adjourn. Mrs. Linnetz seconded. Motion passes unanimously.

Item 5 – Adjournment

The meeting adjourned at 6:23 p.m.

Respectfully submitted.

Alison Plante
Chair

BOE Non-Lapsing Fund Balance and Activity

Year	% to Budget	General Deposit	Reserved for Special Ed	Reserved for General Use	Expenses	Balance	Use
Trans from Cap non-recurring 7/2012		\$150,000		\$150,000	(\$139,690)	\$10,310	(a)
2013-14 Deposit 6/30/14		\$47,185	\$0	\$47,185	(\$1,800)	\$55,695	Fabricate metal doorway
2014-15 Deposit 6/30/15		\$12,909	\$0	\$12,909	(\$13,310)	\$55,294	Fabricate metal doorway + security bollards
2015-16 Deposit 6/30/16		\$2,533	\$0	\$2,533	(\$4,950)	\$52,877	IR scan
Trans from Cap non-recurring 7/2016		\$100,000		\$100,000		\$152,877	
2016-17 Deposit 6/30/17	0.13%	\$97,942	\$0	\$97,942	(\$90,036)	\$160,783	4G Network
2017-18 Deposit 6/30/18	0.37%	\$276,038	\$0	\$276,038	(\$9,358)	\$427,463	4G Network
2018-19 Deposit 6/30/19	0.43%	\$328,772	\$63,000	\$265,772	(\$180,182)	\$576,053	HAW & MS A/C, SHS lightning protection
2019-20 Deposit 6/30/20	1.74%	\$0	\$0	\$0	(\$55,113)	\$520,940	SHS lightning protection
2020-21 Deposit 6/30/21	0.03%	\$27,238	\$20,377	\$6,861	(\$255,672)	\$292,506	Hawley architectural fees
2021-22 Deposit 6/30/22	0.30%	\$237,741	\$116,623	\$121,118	(\$55,080)	\$475,167	Additional work on HS track (glue)
2022-23 Deposit 6/30/23 (unaudited)	0.22%	\$182,082	\$100,000	\$82,082	\$0	\$657,249	
2023-24 Usage					(\$241,574)	\$415,675	F350 truck (electrician) \$71,313.40
2023-24 Deposit 6/30/24	0.27%	\$228,904	\$80,000	\$148,904		\$644,579	RIS chiller \$120,653.13
2024-25 Deposit - TBD		\$236,231	\$20,000	\$216,231	(\$48,000)	\$832,810	Estimated cost for MP Planning (FY26)
2025-26 Usage - approval at special meeting 7/29/25					(\$60,000)	\$772,810	Estimated costs for NMS A/C units
2025-26 Usage - approval at special meeting 7/29/25					(\$14,913)	\$757,897	Time clocks for Frontline timekeeping system
2025-26 Usage - approval at special meeting 7/29/25					(\$30,000)	\$727,897	Estimated cost for workflow analysis
Totals Since Inception		\$1,927,575	\$400,000	\$1,527,575	(\$1,199,678)	\$727,897	
Total Non-Lapsing Reserves (current)			SPED Reserve \$400,000		General Use	\$327,897	

(a) \$150,000 was transferred into this account from the Town's Capital non-recurring fund to cover costs associated with the Middlegate roof and High School stairwell gate

In 2023, the General Assembly passed legislation, now codified at Connecticut General Statutes Section 10-222jj, requiring each board of education to adopt a 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. Boards of education are required to adopt such policy by July 1, 2025. The policy directs the district's administration to develop "a continuum of strategies to prevent, identify, and respond to challenging behavior, including but not limited to bullying and harassment."

5138

Students

RESTORATIVE PRACTICES RESPONSE POLICY

The Newtown Board of Education (the "Board") is committed to identifying strategies to improve school climate, including, but not limited to, by responding to challenging behavior and implementing evidence and research-based interventions, including restorative practices. Restorative practices may be implemented by school employees for incidents of challenging behavior, bullying, and/or harassment in the school environment, or other forms of student conflict that is nonviolent and does not constitute a crime. Restorative practices shall not include the involvement of a school resource officer or other law enforcement official unless such challenging behavior or other conflict escalates to violence and/or constitutes a crime. In addition, the Newtown Public Schools (the "District") shall address challenging behavior, bullying, and harassment in accordance with the Board's Student Discipline policy and any other applicable Board policy, administrative regulations, and/or school rules.

For purposes of this policy:

- "Restorative practices" means 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.
- "Bullying" means unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance. "Bullying" includes "cyberbullying", which means any act of bullying through the use of the Internet, interactive and digital technologies, cellular

mobile telephone or other mobile electronic devices or any other electronic communication.

- “School climate” means the quality and character of the school life, with a particular focus on the quality of the relationships within the school community, and which is based on patterns of people’s experiences of school life and that reflects the norms, goals, values, interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.
- “School climate improvement plan” means a building-specific plan developed by the school climate committee, in collaboration with the school climate specialist, using school climate survey data and any other relevant information, through a process that engages all members of the school community and involves such members in a series of overlapping systemic improvements, school-wide instructional practices and relational practices that prevent, identify and respond to challenging behavior, including, but not limited to, alleged bullying and harassment in the school environment.
- “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 the Board, 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.

The Board directs the administration of the District to develop a continuum of strategies to prevent, identify, and respond to challenging behavior, bullying, and harassment. Such strategies shall include research-based interventions, including restorative practices, and may be included in each school’s school climate improvement plan. Such strategies shall be shared with the school community, including, but not limited to, through publication in the relevant student handbook.

The Board further directs the Superintendent or designee to collect and maintain data regarding types of challenging behavior addressed using the Restorative Practices Response Policy and data concerning the implementation of restorative practices.

Legal References:

Conn. Gen. Stat. § 10-222aa

Conn. Gen. Stat. § 10-222dd

Conn. Gen. Stat. § 10-222jj

ADOPTED:

REVISED:

Students

Safety

Armed School Security Officers

In order to promote the safety and security of its schools, ~~the~~ Newtown Board of Education (the "Board") authorizes the ~~placement-use~~ of armed school security officers ("ASSOs") ~~in its school buildings during~~ within the Newtown Public Schools (the "District") ~~times that the Superintendent or his/her designee deems necessary in order to provide for the safety and security of~~ in accordance with applicable law, this policy, and its accompanying regulations ~~students and school personnel.~~



For purposes of this policy:

An "armed school security officer" or "ASSO" is a retired police officer, who is also a qualified retired law enforcement officer as defined in 18 U.S.C. § 926C, who is hired by the Board to provide security services in its schools. ASSO(s) must also meet the requirements of Conn. Gen. Stat. § 10-244a, including the requirement to receive annual training pursuant to Conn. Gen. Stat. § 7-294x and successfully complete annual firearms training provided by a certified firearms instructor that meets or exceeds the standards of the Connecticut Police Officer Standards and Training ("POST") Council or 18 U.S.C. § 926C, as amended from time to time.

A "retired police officer" means (1) a sworn member of an organized local police department who was certified by the POST Council and retired or separated in good standing from such department or a sworn member of the Division of State Police within the Department of Emergency Services and Public Protection who retired or separated in good standing from said division, (2) a sworn federal law enforcement agent who retired or separated in good standing from such federal law enforcement service and who meets or exceeds the standards of the POST Council for certification in this state, or (3) a sworn officer of an organized police department in another state who was certified under standards that meet or exceed the standards of the POST Council for certification in this state and who retired or separated in good standing from such department.

An ASSO shall meet all legal requirements of the position, as well as all requirements established by the District.

At the discretion of the Board, ~~the armed school security officers~~ ASSOs shall be authorized to carry firearms on school grounds in the performance of their duties, consistent with state and federal law, Board policy and administrative regulations, and any applicable memorandum of understanding or agreement with the Town of Newtown.

~~The armed school security officers~~ ASSOs shall support the school administration and staff in ~~maintaining~~ promoting a safe and positive school environment and taking steps to prevent school violence.

~~¶~~

An ~~armed school security officer~~ ASSO will not draw, point, or discharge ~~his/her~~ the ASSO's firearm on school grounds unless it is necessary to protect a person, ~~including including himself or herself~~ the ASSO, from what the armed school security officer reasonably believes to be the imminent use of deadly physical force. Any use of a firearm will be preceded by a verbal warning, if ~~possible~~ practicable. Any use of firearms must be consistent with state and federal law, Board policy and administrative regulations, and any applicable memorandum of understanding or agreement with the Town of Newtown.

The Superintendent will adopt and maintain administrative regulations to implement this ~~p~~Policy.

Legal Reference:

Connecticut General Statutes

~~4-176c through 4-180a. Contested Cases. Notice. Record. ¶~~

10-220 Duties of boards of education.

10-244a Employment of persons to provide security services in a public school while in possession of a firearm.

~~10-233a through 10-233f. Suspension, removal and expulsion of students, as amended by PA 95-304, PA 96-244, and PA 98-139. ¶~~

~~53a-3 Definitions. ¶~~

53a-217b Possession of Firearms and Deadly Weapons on School Grounds.

~~PA 15-168 An Act Concerning Collaboration Between Boards of Education and School Resource Officers and the Collection and Reporting of Data on School-Based Arrests ¶~~

~~PA 94-221 An Act Concerning School Discipline and Safety. ¶~~

~~GOALS 2000: Educate America Act, Pub. L. 103-227. ¶¶~~

~~18 U.S.C. 921 Definitions. ¶¶~~

~~Title III Amendments to the Individuals with Disabilities Education Act. ¶¶~~

~~Sec. 314 (Local Control Over Violence) ¶¶~~

~~Elementary and Secondary Act of 1965 as amended by the Gun Free Schools Act of 1994. ¶¶~~

~~P.L. 105-17 The Individuals with Disabilities Act, Amendment of 1997. ¶¶~~

~~Kyle P. Packer PPA Jane Packer v. Thomaston Board of Education. ¶¶~~

Policy Adopted: March 5, 2019

Policy Revised: [DATE]

NEWTOWN PUBLIC SCHOOLS

Newtown, Connecticut

[NOTE TO CLIENT: As requested, we provide these draft regulations to accompany Board Policy 5142.4 (Armed School Security Officers) and the proposed 2025-2028 MOU between the Board and the Newtown Police Department regarding ASSOs. We will be happy to discuss these draft regulations and any proposed revisions, to the extent it may be helpful. In addition, it will be critical to ensure that all relevant documents (MOU, Board policy, administrative regulations, handbooks, etc. related to ASSOs are aligned.]

ADMINISTRATIVE REGULATIONS REGARDING ARMED SECURITY OFFICERS

In order to promote the safety and security of its schools, the Newtown Board of Education (the “Board”) authorizes the use of armed security officers (“ASSOs”) within the Newtown Public Schools (the “District”) in accordance with applicable law, Board policy, and these regulations.

I. Definitions

For purposes of these regulations:

An “armed school security officer” or “ASSO” is a retired police officer, who is also a qualified retired law enforcement officer as defined in 18 U.S.C. § 926C, who is hired by the Board to provide security services in its schools. ASSO(s) must also meet the requirements of Conn. Gen. Stat. § 10-244a, including the requirement to receive annual training pursuant to Conn. Gen. Stat. § 7-294x and successfully complete annual firearms training provided by a certified firearms instructor that meets or exceeds the standards of the Connecticut Police Officer Standards and Training (“POST”) Council or 18 U.S.C. § 926C, as amended from time to time.

A “retired police officer” means (1) a sworn member of an organized local police department who was certified by the POST Council and retired or separated in good standing from such department or a sworn member of the Division of State Police within the Department of Emergency Services and Public Protection who retired or separated in good standing from said division, (2) a sworn federal law enforcement agent who retired or separated in good standing from such federal law enforcement service and who meets or exceeds the standards of the POST Council for certification in this state, or (3) a sworn officer of an organized police department in another state who was certified under standards that meet or exceed the standards of the POST Council for certification in this state and who retired or separated in good standing from such department.

“On duty for the Board” means time within scheduled working hours for an ASSO during which the ASSO is performing duties as an ASSO, including any training time; any time scheduled by the Board for the ASSO to work at school-sponsored activities; and any time otherwise approved for work by the Superintendent or designee. “On duty for the

Board” does not include time spent traveling to and from the work location at the beginning and end of working hours, but includes time spent traveling, if necessary, during scheduled working hours.

“Deadly physical force” means that degree of force that can be reasonably expected to cause death or serious physical injury.

“Serious physical injury” means physical injury that creates substantial risk of death, or that causes serious disfigurement, serious impairment of health or serious loss or impairment of the function of any bodily organ.

“Physical injury” means impairment of physical condition or pain.

“Firearms-related incident” means any circumstance on either school property or in the immediate proximity of students involving the threatened use, display, or discharge of a firearm, either by an ASSO or by a third party.

II. ASSO Regulations

The following regulations address ASSO qualifications, appointment and supervision, authorized equipment, use and carry of firearms, role and authority, duties and responsibilities, and relationships with students.

A. Qualifications

In order to be and remain employed as an ASSO, an individual must:

- Be a retired police officer, who is also a qualified retired law enforcement officer as defined in 18 U.S.C. § 926C;
- Meet the requirements of Conn. Gen. Stat. § 10-244a, including the requirement to receive annual training pursuant to Conn. Gen. Stat. § 7-294x and successfully complete annual firearms training provided by a certified firearms instructor that meets or exceeds the standards of the POST Council or 18 U.S.C. § 926C, as amended from time to time;
- Successfully complete additional training and re-training requirements, as required by law and/or determined by the Board;
- Hold all certifications, permits, and/or licenses required under federal and/or Connecticut law with respect to the duties and responsibilities of ASSOs, including but not limited to certifications, permits and/or licenses to carry and use firearms or other equipment as an ASSO;
- Successfully complete national and state criminal background history check as required by the Board and/or by state or federal law;

- Successfully complete physical restraint and seclusion training, in accordance with Board Policy 5144.1;
- Hold and maintain a valid driver's license with no significant traffic infractions;
- Consistent with the law, must not have been officially found by a qualified medical professional to be unqualified as a law enforcement officer for reasons relating to mental health and/or must not have entered a separation agreement in which the individual acknowledged that the individual was not qualified as a law enforcement officer for reasons relating to mental health;
- Submit to and pass a complete psychological and medical exam post-offer and prior to employment; and
- Be able to perform the essential functions of the ASSO position satisfactorily with or without reasonable accommodations. An ASSO may be required to submit to independent medical examinations in accordance with applicable law.

In accordance with a memorandum of agreement between the Board and the Town of Newtown, the Newtown Police Department ("NPD") shall conduct and coordinate any background checks required of ASSOs related to their status as armed school security officers and/or related to their possession of firearms; provide all trainings and certifications required of ASSOs, in accordance with applicable law; and ensure that ASSOs hold any and all permits, licenses, and/or certifications required under applicable law related to the duties and responsibilities of ASSOs. ASSOs shall provide documentation to the Board that they have completed and/or are current in all trainings and secured all required permits, certifications, and licenses in accordance with applicable law and these regulations and may be required to provide the Board with such written confirmation at the time of hiring, each year thereafter, and upon any request from the Superintendent.

An ASSO must promptly notify the Superintendent in writing of any incident or circumstance resulting in the revocation of the ASSO's certifications, permits, and/or licenses, including but not limited to the ASSO's authorization to carry or possess a firearm, or noncompliance with any mandated requirements for the position of an ASSO, including but not limited to any circumstances necessitating restrictions on the ASSO's ability to carry a firearm.

An ASSO must promptly notify the Superintendent in writing of any incident or circumstance resulting in their arrest.

Failure to comply with and/or satisfactorily complete any certification, permit, licensure and/or training required by law and to provide relevant documentation to the Superintendent or designee will result in immediate revocation of the ASSO's authority to carry a firearm on school grounds, and may result in the discipline of an ASSO, up to and including discharge.

B. Appointment and Supervision

ASSO(s) shall be employed by the Board. When recruiting, hiring, and selecting ASSO(s), the Superintendent or designee shall consult with the Board's Director of Security, the Board's Director of Human Resources or designee, and the NPD Chief of Police or designee.

With respect to their daily duties and general school security and safety, ASSO(s) shall be supervised by the Superintendent or designee. The Superintendent or designee shall also be responsible for the evaluation and discipline of ASSO(s).

An ASSO's general work schedule shall be determined by the Superintendent or designee.

C. Authorized Equipment

ASSO(s) will carry equipment (including firearms and ammunition) issued by the NPD when on duty for the Board ("Authorized Equipment"). All equipment must be used in accordance with applicable law and these regulations. In accordance with the memorandum of agreement between the Board and the Town of Newtown, the NPD will be responsible for providing firearms and ammunition to ASSOs and for the inspection and repair of all firearms issued to ASSOs.

ASSO(s) shall use and carry only Authorized Equipment when on duty for the Board. ASSO(s) shall not use or carry any other weapons while on duty for the Board.

In coordination with the NPD, ASSO(s) shall have firearm inspections performed by a POST Council-certified firearms instructor. ASSO(s) are responsible for bringing any concerns regarding the function of the firearm outside of these regular inspections to the attention of the Newtown Chief of Police.

ASSO(s) shall maintain their Authorized Equipment in a secure, clean, and operable manner, in accordance with manufacturer specifications, applicable law. Authorized Equipment shall not be stored in any school building or other location operations or controlled by the Board.

D. Use and Carry of Firearms

The Board authorizes ASSO(s) engaged in performance of their official duties who are in lawful possession of a deadly weapon or firearm to bring such item on the real property of any school or administrative office building in the District or on school grounds or transportation in accordance with Board Policy and regulations. Any use of Authorized Equipment must be consistent with an ASSO's training, applicable law, Board policy, and these regulations.

ASSO(s) have no authority as Board employees to use a firearm or force (including deadly physical force) except when on duty for the Board and when authorized by these regulations and applicable law. Any such actions taken by an ASSO, therefore, when not on duty for the Board, are not under either the express, implied, or apparent authority of the Board, and the ASSO will not be indemnified by the Board for any use of Authorized Equipment off duty or in a manner not authorized by law and these regulations, regardless of the circumstances.

An ASSO(s) will not draw, point, or discharge the ASSO's firearm while on duty for the Board unless it is necessary to protect a person, including the ASSO, from what the ASSO reasonably

believes to be the use or imminent use of deadly physical force. Any use of a firearm will be preceded by a verbal warning, if practicable. Any use of a firearm will be consistent with applicable law, Board policy and administrative regulations, and any memorandum of understanding or agreement with the Town of Newtown.

Notification to local law enforcement and the Superintendent shall be made as soon as practical after a firearms-related incident.

At no time shall an ASSO transfer the possession of their firearm or Authorized Equipment to any other individual on school property other than to the Superintendent or designee or in response to a lawful directive from law enforcement personnel acting in a law enforcement capacity.

ASSO(s) are prohibited from storing their Authorized Equipment on school grounds and/or otherwise leaving Authorized Equipment unattended.

While off duty, ASSO(s) shall store such Authorized Equipment securely in accordance with applicable law.

Any violation of the provisions of these regulations pertaining to the proper storage, handling, and/or use of firearms will result in the immediate revocation of the ASSO's authority to carry a firearm on school grounds and may result in discipline up to and including termination.

E. Role and Authority

ASSO(s) have no police powers. ASSO(s) shall not detain, arrest, physically restrain, or attempt to arrest any person for any criminal violation claiming authority to do so as a law enforcement official.

ASSOs shall conduct no search or seizure of the person or property of any student or any other individual, except as directed by a school principal or other administrator and in a manner consistent with BOE Policy 5145.12 (Search and Seizure).

In accordance with Board policy and applicable law, ASSO(s) are permitted to use force to the extent they are trained to do so, in accordance with applicable law and these regulations, and only in circumstances necessitating said use of force in accordance with law.

Any use of force by an ASSO to restrain a person must be the least amount necessary to detain the person and must be reasonable under the totality of circumstances.

An ASSO shall not use physical restraint or seclusion, as defined in Conn. Gen. Stat. § 10-236b, on a student except as an emergency intervention to prevent immediate or imminent injury to the student or to others. Before using physical restraint or seclusion on a student, the ASSO shall have participated in the training required for school employees to engage in physical restraint or seclusion of students, as described in Board Policy and Administrative Regulations 5144.1. Any use of force by an ASSO to restrain any student must be the least amount necessary to detain the

student, reasonable in light of the totality of the circumstances, and in compliance with Board Policy and Administrative Regulations 5144.1 and all applicable laws.

In any situation in which local law enforcement officers are present on school grounds to conduct any law enforcement action, ASSO(s) shall defer to law enforcement officers in responding to and addressing the situation. ASSO(s) shall not physically participate, aid, or assist the law enforcement operation, except for the purpose of providing necessary information, or to the extent necessary to ensure the immediate safety of students, staff, or other individuals on the premises as directed by law enforcement.

F. Duties and Responsibilities

Subject to the provisions of applicable law, Board policies, administrative regulations, and school procedures, ASSO(s) shall:

- Abide by all applicable law, Board policies and administrative regulations;
- Carry any legally prescribed identification card at all times while on duty for the Board;
- At all times while on duty for the Board, wear such distinctive uniform and/or insignia as may be designated by the Board for identification purposes;
- Use, carry, and store Authorized Equipment safely and in accordance with all applicable Board policy, these regulations, and federal and/or Connecticut laws;
- Meet and greet students, staff, and public respectfully and courteously;
- As requested by the Superintendent or designee, assist in the development and implementation of plans and strategies to prevent and/or to minimize dangerous situations on school grounds;
- As requested by building administration, participate in school security and safety committee meetings;
- Engage in the prevention and/or detection of intrusion, entry, larceny, vandalism, abuse, fire, or trespass on school property;
- Engage in the prevention, observation and/or detection of any unauthorized activity on school property, including but not limited to the unauthorized use or possession of a firearm, deadly weapon, or dangerous instrument;
- Respond to situations that may jeopardize the welfare of students or staff in accordance with all applicable law, Board policy, and these regulations;
- Identify and address unauthorized persons who pose imminent life-threatening danger and take appropriate action with respect to such persons, in accordance with applicable law;
- Call police/law enforcement officials for assistance as needed;
- Complete incident reports, and any other reports and paperwork as directed by the Superintendent or designee, and submit them to the building principal, with a copy to the Superintendent;
- Participate in professional development and training deemed necessary by the Superintendent or designee;
- Be available for flexible scheduling as needed to accommodate after school and evening activities, as requested by the Superintendent or designee; and
- Perform other duties as assigned by the Superintendent or designee.

G. Relationship with Students

The Board is solely responsible for taking any school based disciplinary action with respect to students and ASSOs shall have no role with respect to such disciplinary action other than, upon the request of the Superintendent or designee, acting as a witness in student disciplinary procedures.

ASSO(s) shall not access and shall not disclose personally identifiable information in student education records, as defined in the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g (“FERPA”), except as needed to perform assigned duties and as otherwise consistent with FERPA and other applicable law.

Legal Reference:

10-220	Duties of boards of education
10-244a	Employment of persons to provide security services in a public school while in possession of a firearm
53a-3	Definitions
53a-19	Use of physical force in defense of person
53a-20	Use of physical force in defense of premises
53a-217b	Possession of a weapon on school grounds: Class D felony

Regulation Adopted: [DATE]

APPENDIX A

**ACKNOWLEDGMENT AND RECEIPT OF
NEWTOWN BOARD OF EDUCATION POLICY REGARDING ARMED SCHOOL
SECURITY OFFICERS AND ADMINISTRATIVE REGULATIONS REGARDING ARMED
SCHOOL SECURITY OFFICERS**

I acknowledge that I have received and reviewed the Newtown Board of Education's Policy Regarding Armed School Security Officers ("Policy") and the accompanying Administrative Regulations regarding Armed School Security Officers ("Regulations") in effect on the date set forth below. I further acknowledge that I have sought and received clarification from the Superintendent of Schools of any provision I did not understand. Going forward, if I have further questions or concerns about my understanding of any provision in the Policy or Regulations in effect at that time I will promptly seek clarification from the Superintendent in writing.

I understand that the Regulations are intended to serve as a guide in the execution of my duties. I understand that the Regulations are subject to change at the sole discretion of the Superintendent at any time, with or without notice. The Regulations are also subject to all applicable local, state, and federal law, and, in the event that any of the regulations conflict with any law, the law shall take precedence.

Since the Regulations are subject to change at any time, I acknowledge that revisions to these Regulations may occur. All such changes will generally be communicated through written notice from the Superintendent, but verbal notice from the Superintendent will be effective when given to me. I understand that revised Regulations may supersede, modify, or eliminate existing Regulations. Only the Superintendent has the ability to modify revisions to these regulations.

I understand and agree that the Regulations are part of my job duties as an Armed School Security Officer. In particular, they place limitations on my authority as an employee of the Newtown Board of Education to carry and use a firearm in the course of my employment. Any failure, therefore, to abide by the Regulations may result in the immediate revocation of my authority to carry a firearm on school grounds and/or discipline up to and including discharge.

I have received the current Policy and Regulations, and I understand that it is my responsibility to read and comply with them and any revisions communicated to me for the duration of my employment with the Newtown Board of Education.

Signature

____/____/____
Date

Printed Name

Received: _____, Human Resources ____/____/20____

SUICIDE PREVENTION AND INTERVENTION

The Newtown Board of Education (the “Board”) recognizes that suicide is a complex issue and that schools are not mental health treatment centers. The Newtown Public Schools (the “District”) cannot be expected to thoroughly evaluate and eliminate suicidal risk. Nevertheless, school personnel may become aware of specific factual circumstances in which a student has communicated a suicidal intent or other specific circumstances in which a student is perceived by school staff to be at risk for suicide. In such cases, the Board is committed to respond in a supportive manner, both aggressively and immediately, to a student who has attempted, has threatened, or who communicates that they are considering attempting suicide.

Any Board employee who has knowledge that a student has made a suicidal threat or attempt or exhibited suicidal ideation must immediately report this information to the building principal or designee, who will, in turn, notify appropriate Pupil Personnel Services (PPS) staff. PPS staff, with administrative assistance, if necessary, will contact the student's family and appropriate resources within and outside the school system, as permitted by law. The Board further directs the school staff to refer students who come to their attention as being at risk of attempting suicide for professional assessment and treatment services outside of the school. Information concerning a student's suicide attempt, threat or risk will be shared with others only as permitted by state and federal law.

In recognition of the need for youth suicide prevention procedures, the Board directs the Superintendent or designee to adopt and maintain administrative regulations addressing youth suicide prevention.

Training will be provided for teachers, other school staff, and students regarding the prevention of and response to youth suicide.

Legal Reference:

- Connecticut General Statutes § 10-220a
- Connecticut General Statutes § 10-221(f)
- Public Act 23-167, “An Act Concerning Transparency in Education.”

ADOPTED: _____

REVISED: _____

Note: This is a mandated policy. At the time this policy is adopted, policy 3453, Activity Funds, should be rescinded. The strikethrough text is in the original recommended policy language from S & G but will be deleted since we do not have a driver education program. Additionally, since our earlier review, we have confirmed that our employees who handle School Activity Funds are insured under a blanket fidelity bond that exceeds the amount of the funds that are in their control.

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Business**

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SCHOOL ACTIVITY FUNDS

The Superintendent or his/her designee may establish school activity funds to handle any of the following: 1) the finances of that part of the cost for the school lunch program that is not provided by local appropriations; ~~2) the finances of that part of the cost of the driver education program that is not provided by local appropriations; and/or~~ 2) such funds of schools and school organizations as the Superintendent or his/her designee may determine to be in the best interest of the school district (which funds may include amounts received as gifts or donations).

The Superintendent or his/her designee shall designate a person to serve as treasurer of any school activity fund. Such treasurer shall be **covered under a blanket fidelity bond** ~~bonded~~ and shall keep separate accounts for each school activity fund. The treasurer may expend monies from the school activity funds only to the extent such expenses are in furtherance of the stated purposes of the school activity fund, and subject to any restrictions imposed by the Superintendent or his/her designee at the time the school activity fund is established or subsequently. The control of school funds and funds of any school organizations shall remain in the name of the respective schools and organizations.

The accounts of any school activity fund shall be considered town accounts and shall be audited by the town auditor in the same manner as all other town accounts.

Legal Reference:

Conn. Gen. Stat. §10-237.

Approved:
Revised:

NEWTOWN PUBLIC SCHOOLS, Newtown, CT