***Please Note: This meeting is not being live-streamed and access by phone is not available*.**

Special BOE Meeting
July 8, 2026

BOE Conference Room 1
Municipal Building
3 Primrose Street
Newtown, CT 06470
6:00 PM

As stewards of Newtown Public Schools, we commit to conducting ourselves with honesty, integrity, and respect. Guided by Newtown's Core Values and the Portrait of a Graduate, we will strive to prepare every student to think critically and innovate with curiosity; adapt, persevere, and pursue goals with strategic focus; act with compassion, collaborate across differences, and communicate with clarity. We hold ourselves to the same attributes we seek to instill in our students, embodying them in our work together.

AGENDA

1. CALL TO ORDER
2. APPROVE OUTSTANDING MEETING MINUTES
3. APPROVE EDUCATIONAL PERSONNEL CONTRACT
4. PRELIMINARY STUDENT ASSESSMENT DATA
5. OVERVIEW of DISTRICT SCHOOL CLIMATE SURVEY RESULTS
6. K-12 PROFESSIONAL LEARNING
7. LEVERAGING TEACHER EVALUATION
8. BOARD SELF REFLECTION
9. PUBLIC PARTICIPATION
10. ADJOURNMENT

Board of Education
Newtown, Connecticut

Minutes of the Board of education meeting held on Wednesday, June 10, 2026
VIRTUAL MEETING, 3 Primrose St., Newtown, CT 06470

Members Present:

Melissa Beylouni: Present, Doria Linnetz: Present, Alison Plante: Present, Donald Ramsey: Present, John Vouros: Present.

John Barlow, Director of Facilities
Anne Uberti, Superintendent
Tanja Gouveia, Director of Business

1. **Call To Order**
   Call to order at 5:01 PM
2. **Public Participation**
   None
3. **Discussion and Possible Action on Trash Removal and Recycling Contract**
   John Barlow gave an overview of the contract and the process. He summarized the rationale for moving forward with a trash removal and recycling service contract with Ness as compared to the current provider, All American. Mr. Barlow highlighted that Ness presented the most cost-effective option moving forward.
   Melissa Beylouni inquired about their reputation. Mr. Barlow confirmed he personally vetted Ness, and he interviewed multiple property managers currently working with them, all of whom reported high satisfaction and gave positive feedback on their services.
   Move that the Board of Education accept the bid from Ness for district wide trash removal and recycling services for a three year term, effective July 1, 2026. This motion, made by Linnetz and seconded by Vouros, Carried.
   Beylouni: Yea, Gilson: Absent, Linnetz: Yea, Plante: Yea, Ramsey: Yea, Tomai: Absent, Vouros: Yea
   Yea: 5, Nay: 0, Absent: 2
4. **Adjournment**
   Adjourned at 5:07 PM
   Move to adjourm. This motion, made by Beylouni and seconded by Vouros, Carried.
   Beylouni: Yea, Gilson: Absent, Linnetz: Yea, Plante: Yea, Ramsey: Yea, Tomai: Absent, Vouros: Yea
   Yea: 5, Nay: 0, Absent: 2

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Minutes of the Board of Education Meeting - June 24, 2026 7:30 PM
Council Chambers, 3 Primrose Street, Newtown CT 06470

Please note: These minutes are pending Board approval

Members Present:
Alison Plante, Doria Linnetz, Donald Ramsey, John Vouros, Melissa Beylouni,
Chris Gilson (virtual)

Staff Present:
Anne Uberti, Superintendent; Tanja Gouveia, Director of Business & Finance

Public: 1 member of the community; 1 member of the press

Mrs. Plante called the meeting to order at 7:32 PM.

1. PLEDGE OF ALLEGIANCE

2. CONSENT AGENDA

MOTION*: Mr. Ramsey moved that the Board of Education approve the Consent Agenda which includes the minutes from June 2, 2026, the minutes from June 18th, the Correspondence Report and the $26,530 grant from McChord Foundation for the SHS Bioswale Restoration. Mr. Vouros seconded the motion. Motion passes unanimously.*

3. PUBLIC PARTICIPATION: None.

4. REPORTS

Chair Report:
Mrs. Plante shared reflections on the conclusion of the school year and commended students, staff, and administrators for a successful year. She also congratulated graduates and noted the success of the high school graduation ceremony, stating that it was one of the best graduations that she has ever been to.

Superintendent's Report:
Mrs. Uberti echoed Mrs. Plante's remarks regarding the conclusion of the school year and also agreed that the graduation ceremony was incredible. The speeches were authentic, creative and thoughtful. She stated that she received positive feedback regarding the middle school's early dismissal schedule on the final day of school.

Committee and Liaison Reports:
None

Action on Itemized Estimate and transfers for the month ending May 31, 2026:
MOTION*: Mrs. Linnetz moved that the Board of Education approve the Itemized Estimate and transfers for the month ending May 31, 2026 as presented. Mr. Vouros seconded the motion.*

Ms. Gouveia presented the itemized estimate and transfers for the month ending May 31, 2026. The district is projecting an estimated year-end balance of approximately $108,000, with only minor changes from the previous month's projections. Discussion included salary accounts, special education expenditures, overtime costs, benefits, utilities, contracted services, and supply accounts.

The Board reviewed transfer requests totaling approximately $115,000. Major items include High School facility improvements to create a dedicated training and meeting space, special education curriculum materials, literacy program updates and world language textbooks.

Motion passes unanimously.

5. **OLD BUSINESS**
    A. **Second Read and Action on Policies:**
    Policy 1200 — Use of School Facilities
    Policy 2131 - Superintendent
    Policy 5155 - Wellness
    9650 - Committees
    9670 - Conflict of Interest
    9660 - Oath of Office
    9640 - Role of Board Members

MOTION: *Mrs. Linnetz moved that the Board of Education adopt the revised policies of 1200, 2131, 5155, 9650, 9670, 9660 and 9640 as listed under Section 5A in Old Business. Mr. Vouros seconded. Motion passes unanimously.*

    B. **Bylaws to Rescind**
    Bylaw 9000 - Roles of Board Members- Powers, Purposes, Duties
    Bylaw 9130 - Committees

Bylaw 9270 - Conflict of Interest
Bylaw 9272 - Code of Conduct on Data Use

MOTION: *Mrs. Linnetz moved that the Board of Education rescind the bylaws 9000, 9130, 9270 and 9272 as listed under 5B in Old Business. Mr. Vouros seconded the motion. Motion passes unanimously.*

C. Policies to Rescind and Replace with Policies Listed in 5A

Policy 1200 — Use of School Facilities
Policy 2131 - Superintendent
Policy 6142.101 School Wellness Policy

MOTION: *Mrs. Linnetz moved that the Board of Education rescind policies 1200, 2131 and 6142.101 as listed under Section 5C in Old Business. Mr. Vouros seconded the motion. Motion passes unanimously.*

D. Second Read - Items of Information

Use of Private Transportation 3541R
Suicide Prevention and Intervention Guidelines 5151.5R

6. NEW BUSINESS

A. Overview of 25-26 Strategic Goals and Outcomes

Mrs. Uberti presented a Year One review of the district's 2025-2028 Strategic Framework and highlighted progress toward district goals. Mrs. Uberti also reported on the district leadership retreat held immediately following the close of the school year. Administrators reviewed student achievement, climate, and operational data and began developing Year Two goals for the strategic plan.

The Board discussed the District climate survey results and future reporting, goal-setting expectations and performance indicators. Mrs. Uberti stated that there will be a presentation at the July or August Board meeting with the survey data.

Board members expressed appreciation for the work of district staff, administrators, custodians, maintenance personnel, and teachers throughout the school year.

B. Ratification of Custodial and Maintenance Contracts

MOTION: *Mrs. Linnetz moved to ratify the custodial and maintenance union contract. Mr. Vouros seconded the motion.*

Mrs. Plante stated that the Board discussed the contract earlier in a non-meeting and thanked the union for their partnership in negotiating this new contract. The Board is pleased that it is a four year contract and that it is beneficial for both sides. She thanked Mr. Ramsey for being the Board representative during this negotiation.

Mrs. Uberti stated that they are so appreciative of everything that the custodian and maintenance staff do for the district and she is pleased that they were able to reach a good mutual contract. They are the glue that keeps our buildings together.

Mr. Vouros also thanked Mr. John Barlow for his continued guidance and directorship of the custodians.

Motion passes unanimously.

C. Discussion and possible action on the approval of the extension of the propane contract with Mitchell Fuel for the 2026-2027 school year(s).

MOTION: *Mrs. Linnetz moved that the Newtown Board of Education approve the extension of the propane contract with Mitchell Fuel for the 2026-2027 school year. Mr. Vouros seconded. Motion passes unanimously.*

7. PUBLIC PARTICIPATION - None.

8. EXECUTIVE SESSION

MOTION: *Mrs. Linnetz moved that the Board of Education go into executive session to discuss the Superintendent's annual review, and the contracts for the Directors of Business & Finance, Technology, and Human Resources and further move to invite Superintendent Uberti to join the session. Mr. Vouros seconded. Motion passes unanimously.*

The Board entered Executive Session at 8:47pm.

The Board exited the Executive Session at 10:39pm.

9. PUBLIC SESSION FOR POSSIBLE ACTION ON EXECUTIVE SESSION ITEMS

MOTION*: Mrs. Linnetz moved that the Board of Education extend the employment contract of Mrs. Anne Uberti as Superintendent of Schools, through and including June 30, 2029, and move further that the Board Chairperson be authorized to finalize and execute the employment contract with Mrs. Uberti for the period July 1, 2026 through June 30, 2029. Mr. Vouros seconded the motion. Motion passes unanimously.*

MOTION*: Mrs. Linnetz moved that the Board of Education approve the one year contract extension for Tanja Gouveia, Director of Business and Finance. Mr. Vouros seconded the motion. Motion passes unanimously.*

MOTION: Mrs. Linnetz moved that the Board of Education authorize the Superintendent to add or modify the annuity clauses in the contracts of the Directors of Human Resources, Business and Finance, and Technology. Mr. Vouros seconded the motion. Motion passes unanimously.

10. ADJOURNMENT

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

The meeting adjourned at 10:41pm.

Board of Education
Newtown, Connecticut

Please Note: These minutes are pending Board approval.

Minutes of the *Special Board of Education Meeting* held on June 18, 2026 at 6:00 pm.
BOE Conference Room, 3 Primrose Street, Newtown, CT

Members Present: A.Plante, M. Beylouni, D.Linnetz, J.Vouros, D. Ramsey, C.Gilson (Remote)
Members Absent: S.Tomai

CALL TO ORDER: Meeting was called to order at 6:04 PM

EXECUTIVE SESSION:
MOTION: Mr.Vouros made a motion to go into executive session to discuss the Superintendent's annual performance review and contract. Seconded by Mr.Ramsey.
Motion passed unanimously and the Board entered into executive session.
The Board excited executive session at 7:42 PM
MOTION: Ms. Linnetz made a motion to adjourn, seconded by Dr.Gilson. The motion passed unanimously.

ADJOURNMENT:
Meeting adjourned at 7:43 PM

Respectfully Submitted,

Mandi Poseno, Clerk

Board of Education
Newtown, Connecticut

Minutes of the Board of Education Meeting - June 2, 2026 6:30 PM
Reed Intermediate School Library, 3 Trades Lane , Newtown, CT 06470

Please note: These minutes are pending Board approval

Members Present:
Melissa Beylouni , Doria Linnetz, Alison Plante, Donald Ramsey, Shannon Tomai, John Vouros
Chris Gilson (virtual)

Staff Present: A.Uberti, Superintendent, F. Purcaro, Asst.Superintendent, Tanja Gouveia, Director of Business

Public: Many parents and staff attended the celebration portion of the meeting. The Newtown Bee was also present.

Mrs. Plante called the meeting to order at 6:30 PM

1. PLEDGE OF ALLEGIANCE

2. CELEBRATION OF EXCELLENCE

2.A. Middle Gate School Store

Staff and students from Middle Gate Elementary gave a presentation on their new school store. Stories were shared about the interview process, lessons of responsibility and customer service and skills such as working within a budget and counting back change when given cash.

2.B. Head of Meadow Grade 4 School Community Team

Staff and students from Head of Meadow discussed projects being carried out by their School Community Team. SCT is a before school club for 4th graders who focus on citizenship, kindness and community service. Students shared their individual projects with the Board and the audience. Whiskers. Newtown Animal Shelter, Newtown Senior Center and Tommy's Place.

2.C. Retiree Recognition

Eight Newtown certified staff members were acknowledged for their years of service to Newtown. Ellen Buckley, Judy Catanese, Jean Griffin, Erik Holst-Grubbe, Barbara Minutillo, John Sicbaldi, Candace Dietter, Connie Vigliano

2.D. **CABE Student Leadership Awards**

Leadership awards were presented to Claire DiNoto and Nate Hoag from Newtown High School and to Alison Zhang and Teagan McMurdo from Newtown Middle School.

2.E.Top 5% of the 2026 Graduating Class

The top students in this year's graduation class were introduced and recognized for their accomplishments. They also shared with the audience where they will be attending college next year. Lauren Allen, Macey Arcario, Olivia Bossio-Dotolo, Gillian Boughan, Jack Carta, Gabriella DeNicola, Sonya Feder, Cameron Linnetz, Aidan Lourenco, Katherine Lye, Riana Mason, Nikita Mukka, Jameson Piccuillo, Andrew Stango, Hannah Stowe

3. CONSENT AGENDA

Motion: It was moved by Mr.Ramsey and seconded by Mrs. Linnetz that the Board accept the Consent Agenda, which includes the minutes from May 5, 2026, and the Correspondence Report for May 5, 2026 through June 1, 2026. The motion passed unanimously.

Motion: Alison Plante requested a motion to add an agenda item prior to Executive Session to discuss the process around non-union contract adjustments.

The motion was made by Mr.Ramsey. Seconded by Mrs. Linnetz. The motion passed unanimously.

3.A. Minutes from May 5, 2026

3.B. Correspondence Report

4. **PUBLIC PARTICIPATION

No comments

5. REPORTS

5.A. Chair Report

Alison Plante acknowledged all of the celebrations and expressed gratitude for working in such a positive environment.

5.B. Superintendent's Report

Mrs. Uberti stated her focus would be on the budget during this meeting. She briefly outlined her status on self-reflection for the board. Goals and outcomes will be discussed at a future date. Mrs. Plante updated the Board on the next steps after receiving the Superintendent's report.

5.C. Committee and Liaison reports

Don Ramsey gave an update on various programs happening in the district. Highlights included the WIN Program or "What I Need" Program, The Certified Nursing Assistant (CNA) Program at NHS (which will start in the fall as part of the experiential learning focus for students), math intervention programs and a Western Studies presentation given by a Holocaust Survivor.

Dr.Longobucco answered questions on the CNA program.Dr. Gilson shared the success of the Halo Awards at the Palace Theater in Waterbury. This ceremony celebrates theatre organizations from schools all over CT. It was an amazing opportunity, and Sophia Taluto, from NHS won best leading female in a contemporary musical for her performance in *Mama Mia!*

5.D. Action on Financial Report and Transfers for Month Ending April 30, 2026

Motion: Mr. Ramsey moved that the Board of Education approve the financial report and transfers for the month ending April 30, 2026. Mrs. Linnetz seconded the motion. The motion passes unanimously.

Ms.Gouveia outlined year to date expenditures as of April 30th at 80%, with 20% encumbered. The estimated balance is just over $100,000. Deficits were shown in employee benefits, professional services, property services rental fees and supplies. Mrs. Plante clarified the surplus on the summary page. A trend toward increased legal fees is being seen due to the ongoing BT negotiations, which is impacting contracted services. The loss of a $70,000 credit for propane use (from a federal program no longer available) negatively impacted the supplies number.

Mrs.Tomai questioned transportation costs and the impact of out-of-district runs. Transfer requests were outlined totaling $147,570, with the largest transfer request being a shift in funds from the Special Education contingency line to cover contracted services.

5.E.Student Representative Report

Student representatives Claire DiNoto and Nate Hoag gave their last student update. Key mentions included an awards ceremony recap, the college decision board and multiple senior activities including the senior trip, senior walk through, senior dinner dance and senior spirit week.

The new student representatives were named as Madeline Britton and Graham Spencer for the 2026-2027 school year. The Board commended Claire and Nate on the outstanding job they did serving on the Board this year.

6. OLD BUSINESS - No items discussed

7. NEW BUSINESS

7.A. Discussion and Possible Action on 2026-2027 Budget Adjustments

MOTION: Mr. Ramsey moved that the Board of Education approve the 2026-2027 budget adjustments as proposed by the Superintendent. Mrs. Linnetz seconded the otion. The motion passes unanimously.

Mrs.Uberti explained that the areas being recommended for reductions are reasonable places to make cuts and will not impact students. Ms.Gouveia, Director of Business, reviewed possible areas where reductions could take place within the budget. The $125,000 Board of Finance (BOF) adjustment can be addressed by a reduction in the OPEB (Other Post-Employment Benefits) trust fund.

Mrs. Tomai asked for clarification on the OPEB fund and its purpose. Mrs. Plante discussed the fund as a reserve that can be used for retired employees who have extensive care needs. Mrs. Tomai acknowledged it was a great place to find savings. Other areas for reductions fell under cyber insurance, maintenance contracts, energy accounts, equipment and repairs. DRIP funding (a state-funded program designed to assist with building maintenance) can also be utilized for building repairs and maintenance.

Mrs.Uberti discussed that the focus should be on the Board approving the budget to align with the budget approved by the voters. She mentioned pressures that need to be monitored, including class sizes at Hawley that might require hiring a new teacher. The other consideration is adding another Speech Pathologist for the PAL program. Current caseloads are being evaluated.

7.B. Discussion and Possible Action on Chartwell's Contract Renewal

MOTION: It was moved to approve a one-year renewal ("Amendment No. 4") to the Compass Groups USA, Inc., by and through its Chartwells Division initial agreement for *food services dated August 23, 2022 with an effective date of July 1, 2026 through June 30, 2027 and move further to authorize the Board Chair to execute the agreement on the Board's behalf. The terms and conditions in the original agreement as amended will apply.* The motion was made by Mr. Ramsey and seconded by Mrs. Linnetz. The motion passes unanimously

7.C. First Read Philosophy and Mixed Media Curriculum

The second reading will take place at the next meeting.

7.D. First Read of Policies

Policy Updates, bylaws and reviews of the 9000 series, alongside items of information, are to be reviewed prior to the next meeting. All questions should be submitted to Doria and Don. The next policy meeting is set for July 15th.

7.D.1. Policy 1200 — Use of School Facilities
Policy 2131 - Superintendent
Policy 5155 - Wellness
Policy 9650 - Committees
Policy 9670 - Conflict of Interest
Policy 9660 - Oath of Office
Policy 9640 - Role of Board Members

7.E.First Read — Items of Information

7.E.1. Use of Private Transportation (3541 R)
Suicide Prevention and Intervention Guidelines (5151.5R)

7.F.First Read - Bylaws to Rescind

7.F.1. Bylaw 9000 — Roles of Board Members,Powers, Purposes, Duties
Bylaw 9130 - Committees
Bylaw 9270 — Conflict of Interest
Bylaw 9272 - Code of Conduct on Data Use

7.G. Policies to Rescind and Replace with Policies listed in 7.D1 of New Business

7.G.1. Policy 1200 — Use of School Facilities
Policy 2131 - Superintendent
Policy 6142.101 — School Wellness Policy

8. DISCUSSION - Process of Non-Union Contracts

Mrs.Uberti outlined that when compensation adjustments are applied to a whole group of contracts, it is not appropriate to enter into an executive session. First, the Board has already approved those contracts as part of the budget. Second, there would only be cause to go into an executive session to discuss changes to a specific employee's contract. In that case, the employee must be notified prior to that executive session taking place.

9. EXECUTIVE SESSION -

The Board elected ***not*** to enter into an Executive Session. The agenda was amended to include discussion of the process around non-union contract adjustments in open session. The Board discussed the topic and no action was taken. Mrs. Plante tabled all agenda items associated with the previously scheduled executive session.

11. PUBLIC PARTICIPATION - None

MOTION: Mrs.Plante asked for a motion to adjourn. Mr.Vouos made a motion to *adjourn, s*econded by Dr.Gilson. The motion passed unanimously.

11. ADJOURNMENT

Meeting adjourned at 9:03 PM

Respectfully submitted,

Don Ramsey, Secretary

Newtown Board of Education

Self-Evaluation Retreat — Discussion Guide

Based on 4 Board member responses to the CABE/CAPSS self-evaluation instrument

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Top Strengths

1. Vision & Strategic Alignment *(avg ~4.75 / 5)*

The board has a clear vision tied to student achievement, a genuine long-range/strategic planning process, and goals that align with that vision — the strongest cluster in the entire survey (Items 1, 3, 7).

2. Board Ethics & Integrity *(avg 4.75–5.0)*

Near-perfect marks on Code of Ethics adherence, honoring board decisions even without unanimity, and respectful conflict handling (Items 23, 25, 27).

3. Board / Superintendent Operational Respect *(avg 4.25–5.0)*

Strong marks on functioning as a collaborative leadership team, executing legal responsibilities, respecting the Superintendent's role, an up-to-date policy manual, and fiscal responsibility (Items 13, 16, 17, 28, 30).

Areas for Discussion

1. External / Community Leadership Engagement *(avg ~3.25–3.5)* Items 9–11, the weakest category overall. Promoting district accomplishments, advocating at state/local levels, and collaborating with other districts/agencies all show real spread between respondents.	**Proposed Action Item** TBD - for discussion
2. Dedicated Time for Board/Superintendent Relationship Discussions *(avg 2.25)* Item 29. Every respondent rated this low (3, 2, 1, 3) — unusually consistent.	**Proposed Action Item** Reinstitute a mid-year check-in on superintendent performance in ~December.
3. Formal Board Self-Evaluation Process *(avg 2.0 — lowest score in the survey)* Item 20. Two respondents rated this 3 and 1; two marked "Not sure." This is expected since we haven't done a self-evaluation in recent years.	**Proposed Action Item** Establish this self-evaluation as an annual process, and use this annual retreat to refresh on Board responsibilities and incorporate other Board professional development topics that we jointly identify and agree to prioritize.

Self-Evaluation Instrument — Full Reference

All items as presented on the survey (CABE/CAPSS instrument), by category

Vision

1. The Board has a vision/mission for the school district with a primary focus on student achievement.
2. The vision/mission and goals are developed collaboratively with staff and the community.
3. The Board institutes a process for long-range and strategic planning that aligns with the vision/mission for the district.
4. The Board uses the district policy manual to create a culture that supports the vision and goals of the district.
5. The Board expresses in the vision/mission the belief that high quality instruction in every classroom is the foundation for high achievement for all students.
6. The Board communicates clearly the goals and expectations for the district, staff, and students with an emphasis on high achievement for all students in the district.
7. The Board develops goals that align with the vision/mission for the district, foster continuous improvement and remain the highest priorities.

Community Leadership

8. The Board communicates and interprets the school district's vision/mission to the public and listens, and incorporates appropriate community perspectives into board actions.
9. The Board works to promote the accomplishments of the district within the district and community at large.
10. The Board advocates at the national, state and local levels for students and the school district and promotes the benefits of public education.
11. The Board collaborates with other school boards, superintendents, agencies, and other bodies to inform federal, state and local policy makers of concerns and issues related to education.
12. The Board provides community leadership on educational issues by creating strong linkages with appropriate organizations, agencies, and other groups to provide for healthy development and high achievement for all students.

Board Operations

13. The Board ensures the District policy manual is up-to-date and comprehensive.
14. The Board conducts meetings that are efficient, effective and focus primarily on student achievement and other district priorities.
15. The Board makes decisions based on analysis of relevant research and data.
16. The Board adopts a fiscally responsible budget based on the district's priorities and regularly monitors the fiscal health of the district.
17. The Board collectively executes its legal responsibilities and ensures the district adheres to all federal and state laws and board policies.
18. The Board provides appropriate support (including quality professional development) for programs and initiatives consistent with the vision/mission of the district.
19. The Board conducts a comprehensive orientation to familiarize new board members with their role on the team.
20. The Board conducts an effective annual self-evaluation.
21. The Board participates in professional development specifically regarding its roles and responsibilities and on relevant content areas.
22. The Board belongs to, actively supports and participates in professional organizations.

Board Ethics

23. The Board establishes a Code of Ethics and conducts business in accordance with the code.
24. The Board members maintain confidentiality regarding sensitive communications.
25. The Board members honor board decisions even when the vote is not unanimous.

26. The Board does not let politics interfere with district business.
27. The Board deals with both internal and external conflicts openly, honestly and respectfully.

Board / Superintendent Partnership

28. The Board works effectively with the Superintendent as a collaborative leadership team to focus priorities around high achievement for all students in the district.

29. The Board sets aside time, at least semi-annually, to discuss board/superintendent relations.

30. The Board demonstrates support and respect for the Superintendent's role as the chief executive officer of the district.

31. The Board provides direction to the Superintendent as a whole, not from individual Board members.

32. The Board follows the chain of command as identified by board policy.