

Regular Meeting

Tuesday, November 13, 2012 7:00 PM Eastern

Bloomfield Board of Education 1133 Blue Hills
Avenue Board Room
1133 Blue Hills Avenue
Bloomfield, CT 06002

1. Establishment of a Quorum and Call to Order
2. Pledge of Allegiance
3. Opening Statement
4. Consent Agenda
 - 4.A. Approval of Minutes - Regular Meeting - October 16, 2012
 - 4.B. Approval of Minutes - Executive Session - October 16, 2012
5. Presentations
 - 5.A. Student Representative Report - Global Experience Magnet School (GEMS)
6. Public/PTO Comment
7. Superintendent's Report
 - 7.A. Cycle II Benchmark Assessment Update
 - 7.B. School Accountability Plans
 - 7.C. Class Size Report
 - 7.D. Update on Teacher/Administrator Evaluation
 - 7.E. Financial Report - October, 2012
 - 7.F. Budget Timeline 2013-2014
8. Old Business
9. New Business
 - 9.A. 2013 Board of Education Meeting Schedule
 - 9.B. Approval of Budget Transfers - October, 2012
 - 9.C. Approval of Creation of a Sick Bank
 - 9.D. Approval of Bloomfield Federation of Educational Personnel (BFEP) Incentive Language
10. Board Member Comments
11. Adjournment
12. Next Regular Board Meeting - DECEMBER 11, 2012

BLOOMFIELD BOARD of EDUCATION - REGULAR MEETING
October 16, 2012 07:00PM
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

PRESENT: D. Harris, Chair D. Seldon, Vice Chair
 M.R. Walters, Secretary R. Ike
 L. Mara M. Williams

ABSENT: S. True

ALSO PRESENT:

J. Thompson, Jr., Superintendent
C. Leone, Chief Operating Officer
L. McKinley, Director of School Improvement
B. Silver, Director of Assessment, Evaluation and Research
E. Stoltz, Chief Academic Officer

I. ESTABLISHMENT OF A QUORUM AND CALL TO ORDER, and

II. PLEDGE OF ALLEGIANCE

D. Harris, Chair, determined a quorum was present, and called the meeting to order at 7:00 p.m. The attendees rose to recite the Pledge of Allegiance.

III. OPENING STATEMENT

D. Harris, Chair, welcomed all attendees. The purpose and process of the Board of Education meetings were stated.

IV. CONSENT AGENDA

A. Approval of Minutes - Regular Meeting - September 11, 2012

A motion was made by R. Ike and seconded by M. R. Walters to have the Bloomfield Board of Education approve the consent agenda as follows:

- Regular Meeting - September 11, 2012

The motion was passed unanimously.

V. PRESENTATIONS

A. Introduction of Board of Education Student Representatives – Bloomfield High School (BHS) and Global Experience Magnet School (GEMS)

J. Thompson introduced the Board of Education Student Representatives for the school year 2012 - 2013:

BHS: Antonette Gunter, senior

Julian Jackson, junior

GEMS: Maria Nieves, senior

Javis Lawrence, freshman

The representatives will begin reporting at the November Board of Education Meeting.

VI. PUBLIC/PTO COMMENTS

Speaker: Lynette Hill of 121 School Street

As president of the Carmen Arace PTO L. Hill reported the PTO will continue to solicit ideas and comments from parents, teachers and administration. This is an active PTO. Usually, the PTO meetings are held on the 4th Thursday of the month, with some adjustments for holidays. The next meetings will be October 25, 2012. In an effort to include as many parents as possible, the PTO is going to trial two meetings this month, 8:15AM and 6:30PM. This month the autumn potluck supper will be held at the evening meeting. All are invited.

VII. SUPERINTENDENT'S REPORT

A. Recognition – Bloomfield High School Girls' Track Team

J. Thompson reminded everyone of the Bloomfield High School Girls' Track Team successful year, ending the season winning the State Open Track Meet. This was last achieved 17 years ago. The Connecticut High School Coaches Association has awarded the 2012

Bloomfield High School Girls' Track Team with the honor of Girls' Team of the Year. This award is presented to a girls' team, of any sport, in any school, in Connecticut. The district is very proud of their amazing accomplishment.

B. School Improvement Grant (SIG) - Bloomfield High School Update

J. Thompson reported at a recent statewide meeting of the School Improvement Grant recipients, Bloomfield High School was highlighted for its successful transformation strategies and results. Some of the key initiatives and activities that contributed to the success at Bloomfield High School were:

- Coordinated initiatives and shared responsibilities on behalf of the district and school administrators,
- Renewed focus on data teams,
- Use of the Northwest Evaluation Association Assessments to drive instruction and professional development,
- Targeted interventions have been identified, implemented, modified or expanded for students,
- Increased learning opportunities,
- School pride, and
- New teacher and administrator evaluation documents, developed collaboratively.

Results of the CAPT assessments and other performance indicators have demonstrated the excellent use of the SIG grant funds.

C. Board of Education Committee Meetings – October 23, 2012

The next Board of Education Committee meetings will be held on October 23, 2012 at 6:00PM. Detailed agendas will be forthcoming. All committee meetings will be held on the 3rd Tuesday of the month.

D. Enrollment Report – October 1, 2012

C. Leone reviewed the enrollment data as of October 1, 2012, by grade, highlighting major changes from last year. There has been a decline in the district. Demographic details and class size information will be presented at future board meetings. In the future, detailed tracking of student movement to CREC and Magnet schools will be done. In this competitive environment, as our test results continue to improve, so will our student retention.

E. Global Experience Magnet School (GEMS) – Enrollment Report

C. Leone reviewed the enrollment data by grade, for GEMS, as of October 1, 2012. The numbers showed in district/out of district and demographic enrollment, by grade. Expected tuition was also charted. The enrollment goal was exceeded.

Tuition bills have been sent for out of district students. The CREC Tuition bill for Bloomfield District Students will be received in December. It was noted that transportation is provided for Bloomfield students for all schools within the district.

F. Financial Report – September, 2012

C. Leone reviewed information regarding the Title I Grant Funding for 2012 – 2013. The funding awarded was revised. The rationale for the reduction and its impact was provided.

C. Leone reviewed with the Board of Education members the financial reports through September 30, 2012.

VIII. OLD BUSINESS

No old business was presented.

IX. NEW BUSINESS

A. Climate Satisfaction Survey

Detailed supporting data to the material presented is available on the District Web Site by "double-clicking" the report in the upper left corner, on the last page, of the power point presentation. The presentation by B. Silver included the survey participation, the administrative details, what was measured and how to interpret the report and its organization.

B. Silver was pleased to report the increased level of participation by family, students and staff. The strengths and concerns revealed by the survey were discussed. Next steps were presented; outcomes and future actions will be presented at future board meetings.

B. Extended Day Roll Out

The memo presented by C. Leone provided details of the extended day program. The program has been expanded in the length of the program and number of students participating. The student to teacher ratio is 15:1. The times, dates and transportation details were reviewed.

C. Approval of Natural Gas Purchase Agreement

After discussion, a motion was made by D. Seldon and seconded by R. Ike to have the Bloomfield Board of Education approve the natural gas purchase agreement, as presented. The motion was passed unanimously.

D. Negotiations

D. Harris, chair, suggested moving this item after the Board Member Comments, so attendees could hear the

comments prior to the board convening into executive session. All members agreed.

Prior to the comments, J. Thompson shared the contents of the binder at each board member's seat. It contained the accomplishments of the board submitted to CABA for the CABA Recognition Award. D. Harris announced the Board of Education 2012 - 2013 Award was given to the Bloomfield Board of Education. The Board of Education will be recognized at the CABA Annual Convention on November 16, 2012.

X. BOARD MEMBER COMMENTS

L. Mara had attended the CAPT Celebration at Bloomfield High School and noted the inspiring presentation by S. Galloway, principal. She also attended the Summer Work Recognition/Awards at Carmen Arace School and Metacomet Open House. These presentations demonstrated the pride of the parents, students and teachers.

Other members reflected on the pride of the district. The Class of '72 wants to include a tour of the newly renovated Laurel school in their reunion activities. The Laurel Ribbon cutting ceremony was held in September. The renovations at Laurel School, and all the Schools in the district, are amazing.

IX. New Business, D. NEGOTIATIONS moved prior to adjournment.

At 8:10 p.m., D. Harris, Chair, requested an executive session to discuss negotiations with the Board of Education members. A motion was made at 8:15 by D.Seldon and seconded by R. Ike to convene an Executive Session of the Bloomfield Board of Education to discuss the negotiations with Board Members, J. Thompson, C. Leone and M. Johnson (as recording secretary) were invited to attend. The motion was passed unanimously.

A motion was made at 8:29 by D.Seldon and seconded by R. Ike to reconvene the Regular Session of the Bloomfield Board of Education. The motion was passed unanimously.

XI. ADJOURMENT

At 8:30 p.m., a motion to adjourn was made by R. Ike and seconded by L. Mara. The motion was passed unanimously.

XII. NEXT BOARD MEETING - November 13, 2012

Next Board Meeting - November 13, 2012
Board Room at the Bloomfield Board of Education

M. R. Walters, Secretary

J. Thompson, Jr., Superintendent

BLOOMFIELD BOARD of EDUCATION - EXECUTIVE MEETING
October 16, 2012
Bloomfield Board of Education
1133 Blue Hills Avenue
Board Room

PRESENT: D. Harris, Chair D. Seldon, Vice Chair
 M.R. Walters, Secretary R. Ike
 L. Mara M. Williams

ABSENT: S. True

ALSO PRESENT:

J. Thompson, Jr., Superintendent
C. Leone, Chief Operating Officer
M. Johnson, Recording Secretary

At 8:16 p.m., the Bloomfield Board of Education convened in an Executive Session to discuss negotiations. J. Thompson and C. Leone were also in attendance.

At 8:28 p.m., the executive session was adjourned.

M. R. Walters, Secretary

J. Thompson, Jr., Superintendent

BHS Class Size Report*
October 2012

Enrollment as of 10/1/2012:

Grade 9:	114
Grade 10:	150
Grade 11:	148
Grade 12:	129
TOTAL:	541

DeptName	Description	1	2	3	4	5	6	7	8	9	10	11	Avg. Class Size
English	AP English 11	22											22.0
	AP English 12	19	16										17.5
	Freshman English	20	17	14	12	8							14.2
	Honors Freshman English	21	17										19.0
	Honors Junior English	18											18.0
	Honors Senior English	17	12										14.5
	Honors Sophomore English	24	16	11									17.0
	Junior English	17	17	15	11	10	10	9					12.7
	Senior English	23	15	12	9								14.8
	Sophomore English	23	19	15	15	10	10						15.3
	SAT Prep Seminar	2	2										2.0
	Literature for Young Adults	20	19	15	10	8							14.4
	Read About Life: Fiction & Non-fiction	20	16	14									16.7
	READ 180	8	6	4	4								5.5
	Speech	11											11.0
English													13.8
Mathematics	Algebra I	20	19	17	16	15	13	5					15.0
	Algebra II	24	20	18	16	16	12	10					16.6
	Algebra III & Trigonometry	18	16	13									15.7
	AP Calculus	14											14.0
	College Prep Math	12	11										11.5
	Geometry	23	21	19	18	17	15	14	14	8			16.6
	Honors Algebra II	21											21.0
	Honors Geometry	13											13.0
	Honors Pre-Calculus	18	15										16.5
	SAT Prep Seminar	7											7.0
Mathematics													15.5
Science	AP Biology	8											8.0
	AP Environmental Science	13											13.0
	Biology	23	18	18	16	14							17.8
	Chemistry	21	19	16	10								16.5
	Environmental Chemistry	21	14	5									13.3
	Forensic Science	18	10										14.0
	Honors Anatomy & Physiology	15											15.0
	Honors Biology	22	12										17.0
	Honors Chemistry	16	14	14	8								13.0
	Honors Integrated Science	16											16.0
	Honors Physics	18	9										13.5
	Integrated Science	22	20	15	9								16.5
	Physics	12	10	10									10.7
Science													14.7
Social Studies	African American Exp.	15	13										14.0
	Civics	25	25	23	23								24.0
	Honors Civics	15											15.0

*Not including Special Ed or Independent Study courses

BHS Class Size Report*
October 2012

DeptName	Description	1	2	3	4	5	6	7	8	9	10	11	Avg. Class Size
	Honors Modern World History	20	15										17.5
	Honors US History	21	16										18.5
	Modern World History	21	17	16	15	14							16.6
	Psychology	24	20										22.0
	Sociology	24											24.0
	US History	21	20	18	18	13	12	11					16.1
	Youth & Law	18	12										15.0
Social Studies													18.0
World Languages	French I	13											13.0
	French II & Honors French II	24											24.0
	French III	12											12.0
	French IV & Honors French IV	6											6.0
	Honors French III	21											21.0
	Honors Spanish II	10											10.0
	Honors Spanish III	13	13										13.0
	Spanish I	22	19	15	14	13	10						15.5
	Spanish II	23	22	18	15								19.5
	Spanish III	22	20	19									20.3
	Spanish IV & AP Spanish V	11	8										9.5
	UConn Spanish	18											18.0
World Languages													15.9
Agriscience	Agri-Science & Technology I	14											14.0
	Agri-Science Biology	13	7	6									8.7
	Animal Science	12	3										7.5
	Honors Aquacultural Sci.: Prin./Prac.	4											4.0
	Honors Vet Science I	8	3										5.5
	Natural Resources/Environ. Science	14											14.0
Agriscience													8.4
Business	Accounting & Advanced Accounting	12	9										10.5
	Business Computer Applications	7											7.0
	Business Mtg./Int. Business	2											2.0
	Business Word Processing	4	3										3.5
	Career Exploration	16	9	6									10.3
	General Business	5											5.0
	InVEST	10											10.0
	Marketing	12											12.0
	Personal Finance	3											3.0
	Yearbook Publishing I & II	11											11.0
Business													7.8
Family & Consumer S	Creative Fashion I	14	14	5									11.0
	Creative Fashion II	7											7.0
	Food & Nutrition	9	8	8	6								7.8
	Ind. And Fam. Dev. UCONN	11											11.0
	World of Children	12	6										9.0
Family & Consumer Science													9.1
Technology Education	Graphic Communication	13											13.0
	Publication Design I & II	14											14.0
	Technical Drawing (CAD I)	9	3										6.0
Technology Education													9.8
Career & Technology Programs	Automotive Basics	17											17.0
	Automotive I	17	9										13.0
	Automotive II	11											11.0

*Not including Special Ed or Independent Study courses

BHS Class Size Report*
October 2012

DeptName	Description	1	2	3	4	5	6	7	8	9	10	11	Avg. Class Size
	Automotive III	2											2.0
	Culinary Arts I	7	5	2									4.7
	Culinary Arts II	3											3.0
Career & Technology Programs													8.1
Physical Education	Health I	21	18	15	12								16.5
	Phys Ed./Health I	27	27	13	2								17.3
	Phys Ed. II	28	25	22	22	20	19	13					21.3
Physical Education													18.9
Visual & Performing Arts	Concert Band	29											29.0
	Concert Choir	11											11.0
	Keyboard I	3											3.0
	Media Arts I	10											10.0
	Media Arts II	7											7.0
	Music Sound Studio I & II	10	7										8.5
	3-D Art	10	7	6									7.7
	Art I	19	17	6									14.0
	Art II	2											2.0
	Honors Special Topics in Art	5											5.0
Visual & Performing Arts													9.9
J.R.O.T.C	Introduction to JROTC	7	5	1									4.3
	JROTC LET I	6	4										5.0
	JROTC LET II	9											9.0
	JROTC LET III	8	7										7.5
	JROTC LET IV	3											3.0
	JROTC Fitness & Adventure Training	10											10.0
J.R.O.T.C													6.0
BHS AVERAGE CLASS SIZE													13.6

*Not including Special Ed or Independent Study courses

Arace Intermediate School (CAIS) Class Size Report*
October 2012

Enrollment as of 10/1/2012:	
Grade 5:	122
Grade 6:	98
TOTAL:	220

Grade	Core / Unified Arts	Course	1	2	3	4	5	6	7	8	9	10	11	12	Avg. Class Size	
5	Cores	Language Arts	17	16	16	15	15	14	14	14					15.1	
		Math	17	17	16	15	15	14	14	14					15.3	
		Science	17	17	16	15	15	14	14	14					15.3	
		Social Studies	17	16	16	15	15	14	14	14					15.1	
	Cores Average:														15.2	
	Unified Arts	Art	16	16	16	15	15	15							15.5	
		Band	15	13	6										11.3	
		Chorus	18	17	13										16.0	
		Love of Literature	11	8											9.5	
		Physical Education	22	21	21	21	20	19							20.7	
	Unified Arts Average:														15.9	
	5 Average Class Size:														15.5	
	6	Cores	Language Arts	16	15	14	14	14	14	13						14.3
			Math	16	15	14	14	14	14	13						14.3
Science			16	15	14	14	14	14	13						14.3	
Social Studies			16	15	14	14	14	13	13						14.1	
Cores Average:														14.3		
Unified Arts		Art	12	12	11	10	10	10							10.8	
		Band	9	8	3										6.7	
		Chorus	16	15	14										15.0	
		Love of Literature	12												12.0	
		Physical Education	19	18	18	17	16	15							17.2	
Unified Arts Average:														12.9		
6 Average Class Size:														13.7		
CAIS: AVERAGE CLASS SIZE														14.6		

CAIS INTERVENTION CLASSES:															
5	Intervention Classes	Math Support	5												5.0
		Reading Support	7	6	5	5	5	4							5.3
6	Intervention Classes	Math Support	4												4.0
		Reading Support	6	6	6	6	6	5							5.8

*Excludes Special Education and TAG (Talented/Gifted) classes

Arace Middle School (CAMS) Class Size Report*
October 2012

Total Enrollment as of 10/1/2012:

Grade 7:	113
Grade 8:	148
TOTAL:	261

Grade	Core / Unified Arts	Course	1	2	3	4	5	6	7	8	9	10	11	12	13	Avg. Class Size	
7	Cores	Language Arts	17	15	14	14	13	12	11	9						13.1	
		Math	18	15	14	13	13	12	8							13.3	
		Accelerated Math (Pre-Alg)	12													12.0	
		Science	17	17	16	14	14	13	13	8						14.0	
		Social Studies	17	13	13	13	12	12	8	7						11.9	
		French	12	10												11.0	
		Spanish	15	11												13.0	
	Grade 7 Cores Average:																12.9
	Unified Arts	Art	14	13	12	12	12	11									12.3
		Band	10	7	3												6.7
		Chorus	18	17	17												17.3
		Reading	10	9	7	6	5										7.4
		Music	11	11	9												10.3
		Physical Education	21	20	19	19	18	17									19.0
	Grade 7 Unified Arts Average:																12.6
	Grade 7 Average Class Size:																12.8
	8	Cores	Language Arts	20	18	18	18	18	17	17	16						17.8
Math			21	20	19	18	17	16	16							18.1	
Accelerated Math (Algebra)			10													10.0	
Science			21	20	20	20	19	19	15							19.1	
Social Studies			20	20	15	14	14	13	13	10						14.9	
French			13	10												11.5	
Spanish			15	14												14.5	
Grade 8 Cores Average:																16.7	
Unified Arts		Art	21	18	17	16	16	15									17.2
		Band	12	7	5												8.0
		Chorus	28	25													26.5
		Reading	10	10	5	5											7.5
		Music	16	16	12	12											14.0
		Physical Education	26	26	26	26	25	25									25.7
Grade 8 Unified Arts Average:																16.8	
Grade 8 Average Class Size:																16.7	
CAMS: AVERAGE CLASS SIZE																14.7	

CAMS INTERVENTION CLASSES:

Grade	Intervention Classes	LA Academy	Math Academy														Avg. Class Size
7	Intervention Classes	LA Academy	11	8	7	7	6	5	3	3	2	2					5.4
		Math Academy	11	7	6	5	4	3									6.0
8	Intervention Classes	LA Academy	9	8	8	8	8	7	6	5	5	4	4	3			6.3
		Math Academy	11	10	9	8	7	7	5	2							7.4

* Excludes Special Education and TAG (Talented/Gifted) classes.

**Class Size Report
Elementary Schools
October 2012**

	1	2	3	4	5	6	7	8	9	10	11	12	Average Class Size	Total # Students
Wintonbury Early Childhood Magnet School														
Pre-K	19	19	19	19	18	18	18	18	18	18	18	18	18.3	220
Kindergarten	18	18	17	17	16	16							17.0	102
WECMS Average Class Size/Total # Students:													17.9	322
Laurel Elementary School:														
Kindergarten	16	16	15	14	14	12							14.5	87
Grade 1	18	16	16	16	15	15	15	14					15.6	125
Grade 2	16	16	16	16	15	15	15	14					15.4	123
JPV Average Class Size/Total # Students:													15.2	335
Metacomet Elementary School:														
Grade 3	16	15	15	14	14	14	14	13					14.4	115
Grade 4	16	16	16	16	15	15	14	14					15.3	122
MES Average Class Size/Total # Students:													14.8	237

**Global Experience Magnet School (GEMS) - Class Size Report
October 2012**

Total Enrollment as of 10/1/2012:	
Grade 6:	30
Grade 7:	30
Grade 9:	31
Grade 10:	30
Grade 11:	31
Grade 12:	31
TOTAL:	183

Grade	Course			Avg. Class Size
		1	2	
6	English 6	15	14	14.5
	English 6 Supplemental	15	14	14.5
	Mathematics 6	15	14	14.5
	Mathematics 6 Supplemental	15	14	14.5
	Science 6	15	14	14.5
	Technology 1	15	14	14.5
	Physical Education 6	15	14	14.5
Grade 6 Average Class Size:				14.5
7	English 7	15	15	15.0
	English 7 Supplemental	15	15	15.0
	Mathematics 7	15	15	15.0
	Mathematics 7 Supplemental	15	15	15.0
	Science 7	15	15	15.0
	Technology 2	15	15	15.0
	Physical Education 7	15	15	15.0
Grade 7 Average Class Size:				15.0
6 & 7	African History and Culture	16	14	15.0
	Asian History and Culture	15	14	14.5
	French 1	16	14	15.0
	Mandarin 1	15	14	14.5
Grade 6/7 Average Class Size:				14.8
9	Introduction to Literature	16	15	15.5
	Algebra 1	16	13	14.5
	Physical Science	16	15	15.5
	World History	18	14	16.0
	French 2	15		15.0
	Mandarin 2	16		16.0
	Technology 3	16	15	15.5
	Physical Education 9	16	15	15.5
	Advisory 9	16	15	15.5
Grade 9 Average Class Size:				15.4
10	American Literature	16	12	14.0
	Biology	14	14	14.0
	US History	15	14	14.5
	French 3	16		16.0
	Mandarin 3	12		12.0
	Technology 4	15	14	14.5
	Physical Education 10	15	14	14.5
	Advisory 10	14	14	14.0
Grade 10 Average Class Size:				14.2

**Global Experience Magnet School (GEMS) - Class Size Report
October 2012**

Grade	Course	1	2	Avg. Class Size
9 & 10:	Geometry	15	13	14.0
Grade 9/10: Average Class Size:				14.0
11	World Literature	16	16	16.0
	Environmental Science	17	15	16.0
	Comparative Civics	15	15	15.0
	French 4	15		15.0
	Mandarin 4	15		15.0
	Technology 5	16	15	15.5
	Physical Education 11	16	15	15.5
	Advisory 11	16	15	15.5
Grade 11 Average Class Size:				15.5
10 & 11:	Algebra 2	17	17	17.0
Grade 10/11: Average Class Size:				17.0
12	College English Supplemental	31		31.0
	College Mathematics Supplemental	31		31.0
	Anatomy	17	15	16.0
	Global Issues	16	15	15.5
	Capstone	17	15	16.0
Grade 12 Average Class Size:				19.6
GEMS: AVERAGE CLASS SIZE				15.4

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
1110 SALARIES, TEACHER	\$14,003,968	\$2,762,753	\$10,708,153	\$533,062	\$0	\$533,062	4%
1115 SALARIES, ADMIN	\$2,046,012	\$717,613	\$1,322,403	\$5,996	\$0	\$5,996	0%
01 CERTIFIED SALARIES	\$16,049,980	\$3,480,366	\$12,030,556	\$539,058	\$0	\$539,058	3%
1210 SALARIES, PROFESSIONAL STAFF	\$288,090	\$70,177	\$221,328	\$(3,415)	\$0	\$(3,415)	(1)%
1215 SALARIES, JROTC	\$80,939	\$(27,061)	\$115,010	\$(7,010)	\$0	\$(7,010)	(9)%
1220 SALARIES, TUTOR	\$206,246	\$22,175	\$97,730	\$86,341	\$0	\$86,341	42%
1230 SALARIES, PARA	\$621,697	\$99,742	\$487,465	\$34,490	\$0	\$34,490	6%
1235 SALARIES, NURSES	\$252,143	\$44,322	\$202,426	\$5,395	\$0	\$5,395	2%
1240 SALARIES, CLERICAL	\$1,310,121	\$363,259	\$957,341	\$(10,479)	\$0	\$(10,479)	(1)%
1244 SALARIES, CLERICAL CAO	\$51,418	\$15,607	\$35,811	\$0	\$0	\$0	0%
1246 SALARIES, CLERICAL SCH IMPROV	\$48,087	\$14,739	\$33,347	\$1	\$0	\$1	0%
1250 SALARIES, BUSINESS OFFICE	\$406,478	\$143,477	\$283,172	\$(20,171)	\$0	\$(20,171)	(5)%
1255 SALARIES, TECHNICAL SUPPORT	\$354,925	\$108,035	\$245,395	\$1,495	\$0	\$1,495	0%
1256 FAMILY COMMUNITY LIAISON	\$46,000	\$8,762	\$37,238	\$0	\$0	\$0	0%
1257 SALARIES, RESIDENCY OFFICER	\$59,315	\$20,532	\$38,783	\$0	\$0	\$0	0%
1258 SCH CLIMATE SPECIALIST	\$0	\$3,013	\$25,609	\$(28,622)	\$0	\$(28,622)	---
1260 SALARIES, CUSTODIAN	\$1,248,632	\$407,597	\$836,560	\$4,475	\$0	\$4,475	0%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
1265 SALARIES, MAINTENANCE	\$513,742	\$171,689	\$343,599	\$(1,546)	\$0	\$(1,546)	0%
1270 SALARIES, MONITOR	\$193,256	\$36,041	\$149,898	\$7,317	\$0	\$7,317	4%
1275 SALARIES, CROSSING GUARD	\$29,049	\$4,390	\$18,803	\$5,856	\$0	\$5,856	20%
1280 SALARIES, SUPPORT	\$3,890	\$2,175	\$0	\$1,715	\$0	\$1,715	44%
1290 OVERTIME, SUPPORT	\$124,591	\$42,844	\$0	\$81,747	\$0	\$81,747	66%
02 NON-CERTIFIED SALARIES	\$5,838,619	\$1,551,515	\$4,129,515	\$157,589	\$0	\$157,589	3%
2100 HEALTH INSURANCE	\$4,936,595	\$1,014,069	\$3,453,614	\$468,912	\$0	\$468,912	9%
2150 LIFE INSURANCE	\$168,350	\$48,150	\$120,199	\$1	\$0	\$1	0%
2170 INSURANCE BUY-OUT	\$31,400	\$7,350	\$22,050	\$2,000	\$0	\$2,000	6%
2200 SOCIAL SECURITY	\$876,264	\$214,548	\$599,221	\$62,495	\$0	\$62,495	7%
2300 PENSION	\$865,293	\$865,293	\$0	\$0	\$0	\$0	0%
2410 SEVERANCE	\$60,000	\$29,928	\$0	\$30,072	\$0	\$30,072	50%
2500 COURSE REMUNERATION	\$30,000	\$5,328	\$14,000	\$10,672	\$0	\$10,672	36%
2600 UNEMPLOYMENT COMP	\$316,524	\$26,289	\$74,841	\$215,394	\$0	\$215,394	68%
2700 WORKERS' COMP	\$217,690	\$108,880	\$108,634	\$176	\$0	\$176	0%
2800 PERSONAL PROPERTY LOSS - DISTRICT	\$2,000	\$0	\$0	\$2,000	\$0	\$2,000	100%
03 EMPLOYEE BENEFITS	\$7,504,116	\$2,319,835	\$4,392,559	\$791,722	\$0	\$791,722	11%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
3100 ADMIN SERVICES	\$66,900	\$15,347	\$6,803	\$44,750	\$0	\$44,750	67%
3200 PROF EDUCATIONAL SERVICES	\$573,832	\$71,758	\$167,551	\$334,523	\$0	\$334,523	58%
3260 TESTING	\$47,325	\$10,801	\$4,655	\$31,869	\$0	\$31,869	67%
3300 PROF DEVELOPMENT	\$46,809	\$22,332	\$3,515	\$20,962	\$0	\$20,962	45%
3400 OTHER PROF SERVICES	\$68,892	\$732	\$4,500	\$63,660	\$0	\$63,660	92%
3500 TECHNICAL SERVICES	\$142,275	\$120,431	\$13,244	\$8,600	\$0	\$8,600	6%
3520 COPIER COSTS	\$128,101	\$28,602	\$61,704	\$37,795	\$0	\$37,795	30%
4000 PURCHASED SERVICES	\$20,000	\$0	\$22,200	\$(2,200)	\$0	\$(2,200)	(11)%
4009 PURCH SERV NON-PUBLIC HEALTH SVCS	\$91,880	\$13,380	\$66,690	\$11,810	\$0	\$11,810	13%
4300 MAINTENANCE & REPAIR	\$72,942	\$8,841	\$9,642	\$54,459	\$0	\$54,459	75%
4310 PURCHASED SERVICES BUILDINGS	\$300,915	\$73,151	\$174,017	\$53,747	\$0	\$53,747	18%
4320 VEHICLE MAINTENANCE & REPAIR	\$45,000	\$6,489	\$18,990	\$19,521	\$0	\$19,521	43%
04 CONTRACTED SERVICES	\$1,604,871	\$371,864	\$553,511	\$679,496	\$0	\$679,496	42%
5100 TRANSPORTATION, PUPIL	\$2,151,853	\$35,916	\$1,838,882	\$277,055	\$0	\$277,055	13%
5820 FIELD TRIPS	\$72,160	\$8,154	\$11,928	\$52,078	\$540	\$51,538	72%
05 PUPIL TRANSPORTATION	\$2,224,013	\$44,070	\$1,850,810	\$329,133	\$540	\$328,593	15%
5200 PROPERTY/LIABILITY INSURANCE	\$242,002	\$120,769	\$120,675	\$558	\$0	\$558	0%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
5290 OTHER INSURANCE	\$8,000	\$7,905	\$0	\$95	\$0	\$95	1%
06 INSURANCE	\$250,002	\$128,674	\$120,675	\$653	\$0	\$653	0%
5300 TELEPHONE	\$28,439	\$(21,044)	\$21,286	\$28,197	\$0	\$28,197	99%
5310 POSTAGE	\$34,255	\$3,700	\$827	\$29,728	\$0	\$29,728	87%
5400 ADVERTISING	\$25,000	\$2,014	\$674	\$22,312	\$0	\$22,312	89%
5500 PRINTING	\$77,400	\$22,091	\$17,623	\$37,686	\$0	\$37,686	49%
07 COMMUNICATIONS	\$165,094	\$6,761	\$40,410	\$117,923	\$0	\$117,923	71%
5600 TUITION, PUBLIC	\$834,318	\$0	\$269,717	\$564,601	\$0	\$564,601	68%
5630 TUITION, PRIVATE	\$559,118	\$(100,237)	\$575,284	\$84,071	\$0	\$84,071	15%
5690 TUITION, MAGNET	\$730,636	\$0	\$0	\$730,636	\$0	\$730,636	100%
08 TUITION	\$2,124,072	\$(100,237)	\$845,001	\$1,379,308	\$0	\$1,379,308	65%
5810 STAFF TRAVEL	\$47,720	\$9,316	\$23,662	\$14,742	\$0	\$14,742	31%
5814 CONFERENCES & MEETINGS	\$63,005	\$8,495	\$11,292	\$43,218	\$0	\$43,218	69%
09 OTHER PURCHASED SERVICES	\$110,725	\$17,811	\$34,954	\$57,960	\$0	\$57,960	52%
6110 INSTRUCTIONAL SUPPLIES	\$424,724	\$114,450	\$70,998	\$239,276	\$2,135	\$237,141	56%
6115 OFFICE SUPPLIES	\$63,018	\$15,561	\$11,923	\$35,534	\$0	\$35,534	56%
6116 LIBRARY / AV SUPPLIES	\$17,650	\$418	\$2,161	\$15,071	\$416	\$14,655	85%

Bloomfield

BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
6117 COMPUTER SUPPLIES	\$10,000	\$1,499	\$4,317	\$4,184	\$0	\$4,184	42%
6120 SOFTWARE	\$136,037	\$125,017	\$10,974	\$46	\$0	\$46	0%
6900 OTHER SUPPLIES	\$18,700	\$3,557	\$6,669	\$8,474	\$0	\$8,474	45%
10 SUPPLIES	\$670,129	\$260,502	\$107,042	\$302,585	\$2,551	\$300,034	45%
6125 FACILITY SUPPLIES	\$90,097	\$53,331	\$27,031	\$9,735	\$0	\$9,735	11%
6130 FACILITY MATERIALS	\$77,897	\$21,042	\$45,920	\$10,935	\$0	\$10,935	14%
6200 HEAT	\$369,063	\$19,696	\$284,156	\$65,211	\$0	\$65,211	18%
6220 ELECTRICITY	\$928,980	\$299,149	\$577,448	\$52,383	\$0	\$52,383	6%
6290 WATER SERVICES	\$36,889	\$7,159	\$28,436	\$1,294	\$0	\$1,294	4%
7200 BUILDING IMPROVEMENTS	\$51,827	\$10,305	\$38,089	\$3,433	\$0	\$3,433	7%
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,554,753	\$410,682	\$1,001,080	\$142,991	\$0	\$142,991	9%
6410 TEXTBOOKS	\$115,745	\$33,508	\$9,710	\$72,527	\$0	\$72,527	63%
6420 LIBRARY BOOKS, PERIODICALS	\$4,500	\$436	\$1,079	\$2,985	\$0	\$2,985	66%
6430 PROF BOOKS	\$12,844	\$1,352	\$2,596	\$8,896	\$0	\$8,896	69%
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$133,089	\$35,296	\$13,385	\$84,408	\$0	\$84,408	63%
7300 NEW EQUIPMENT	\$6,867	\$4,251	\$1,110	\$1,506	\$0	\$1,506	22%
7320 REPLACEMENT EQUIPMENT	\$5,078	\$300	\$158	\$4,620	\$0	\$4,620	91%

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BOE EXPENDITURE REPORT BY OBJECT

Account Number / Description	Revised Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
7340 COMPUTER EQUIP	\$152,307	\$4,515	\$75,421	\$72,371	\$9,134	\$63,237	48%
13 EQUIPMENT	\$164,252	\$9,066	\$76,689	\$78,497	\$9,134	\$69,363	48%
8100 DUES & FEES	\$56,705	\$41,577	\$2,930	\$12,198	\$0	\$12,198	22%
8800 ATHLETIC PROGRAMS	\$73,984	\$30,858	\$22,928	\$20,198	\$870	\$19,328	27%
8900 STUDENT ACTIVITIES	\$30,700	\$2,998	\$4,237	\$23,465	\$1,187	\$22,278	76%
14 MISCELLANEOUS	\$161,389	\$75,433	\$30,095	\$55,861	\$2,057	\$53,804	35%
GRAND TOTAL	\$38,555,104	\$8,611,638	\$25,226,282	\$4,717,184	\$14,282	\$4,702,902	12%

Bloomfield

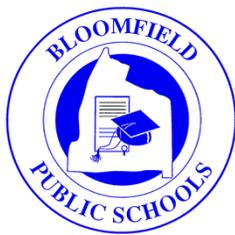
BOE EXPENDITURE REPORT BY MAJOR OBJECT

Account Number / Description	Reclassified Budget 7/1/2012 - 6/30/2013	Expenses YTD 7/1/2012 - 6/30/2013	Encumbrances 7/1/2012 - 6/30/2013	Balance Before Req's Sub. 7/1/2012 - 6/30/2013	Submitted Requisitions 7/1/2012 - 6/30/2013	Balance After Req's Sub	Percent Remaining 7/1/2012 - 6/30/2013
01 CERTIFIED SALARIES	\$16,049,980	\$3,480,366	\$12,030,556	\$539,058	\$0	\$539,058	3%
02 NON-CERTIFIED SALARIES	\$5,838,619	\$1,551,515	\$4,129,515	\$157,589	\$0	\$157,589	3%
03 EMPLOYEE BENEFITS	\$7,504,116	\$2,319,835	\$4,392,559	\$791,722	\$0	\$791,722	11%
04 CONTRACTED SERVICES	\$1,604,871	\$371,864	\$553,511	\$679,496	\$0	\$679,496	42%
05 PUPIL TRANSPORTATION	\$2,224,013	\$44,070	\$1,850,810	\$329,133	\$540	\$328,593	15%
06 INSURANCE	\$250,002	\$128,674	\$120,675	\$653	\$0	\$653	0%
07 COMMUNICATIONS	\$165,094	\$6,761	\$40,410	\$117,923	\$0	\$117,923	71%
08 TUITION	\$2,124,072	\$(100,237)	\$845,001	\$1,379,308	\$0	\$1,379,308	65%
09 OTHER PURCHASED SERVICES	\$110,725	\$17,811	\$34,954	\$57,960	\$0	\$57,960	52%
10 SUPPLIES	\$670,129	\$260,502	\$107,042	\$302,585	\$2,551	\$300,034	45%
11 OPERATION & MAINTENANCE OF BUILDINGS	\$1,554,753	\$410,682	\$1,001,080	\$142,991	\$0	\$142,991	9%
12 TEXTBOOKS/LIBRARY BOOKS/OTHER SUPPL	\$133,089	\$35,296	\$13,385	\$84,408	\$0	\$84,408	63%
13 EQUIPMENT	\$164,252	\$9,066	\$76,689	\$78,497	\$9,134	\$69,363	48%
14 MISCELLANEOUS	\$161,389	\$75,433	\$30,095	\$55,861	\$2,057	\$53,804	35%
GRAND TOTAL	\$38,555,104	\$8,611,638	\$25,226,282	\$4,717,184	\$14,282	\$4,702,902	12%



BUDGET TIMELINE BLOOMFIELD PUBLIC SCHOOLS 2013-2014

November 1, 2012	Budget Forms distributed to Administrative Team
November 6	Pre-Budget Meeting for Student Support Services
November 6	Pre-Budget Meeting for Curriculum Development & Prof. Dev.
November 6	Pre-Budget Meeting for Technology
November 6	Pre-Budget Meeting for Facilities
November 8	Pre-Budget Meeting for Alternative Academy
November 8	Pre-Budget Meeting for Music/Arts
November 9	Pre-Budget Meeting for Elementary and Wintonbury
November 14	Pre-Budget Meeting for CAIS, CAMS, BHS and GEMS
December 10	Budgets Due in Business Office (All Departments)
January 7, 2013	Draft of district budget submitted to Superintendent
January 7-13	Individual Administrator meetings with Superintendent, Chief Operating Officer, Chief Academic Officer and Director of School Improvement
February 12	District Budget submitted to Board at Regular Meeting
February 21	Public comment and Board deliberations on district budget
March 12	Bottom line budget request submitted to Town Manager
March - TBD	Presentation of district budget to Town Council
May - TBD	Town meeting on budget



Bloomfield Board of Education 2013 Meeting Schedule

Date	Type of Meeting	Location
January 8, 2013	Regular Meeting	Board Room
February 12, 2013	Regular Meeting	Board Room
February 21, 2013	Special Budget Meeting	Board Room
March 12, 2013	Regular Meeting	Board Room
April 16, 2013	Regular Meeting	Board Room
May 14, 2013	Regular Meeting	Board Room
June 11, 2013	Regular Meeting	Board Room
September 10, 2013	Regular Meeting	Board Room
October 8, 2013	Regular Meeting	Board Room
November 12, 2013	Regular Meeting	Board Room
December 10, 2013	Regular Meeting	Board Room

Meetings are generally scheduled the second Tuesday of the month unless a conflict occurs.

**Bloomfield Public Schools
2012-2013**

Budget Transfers - November 1, 2012

		Transfer to	Transfer from	Location	Explanation
100-12-010-1000-02-1258-5	School Climate Specialist - Meta	28,622.00		Metacomet	Parent Engagement
100-12-010-1000-01-1110-5	Meta Teacher		28,622.00	Metacomet	Savings
10-51-401-2320-13-7300-5	Equip New - Central Office	1,185.00		Central Office	Replacement of chairs/desk (CAO)
100-50-400-2400-02-1290-5	Clerical OT		1,185.00	Central Office	Savings
100-31-013-1000-12-6410-5	Textbooks Science - BHS		67.00	BHS	Principal reallocation
100-31-013-2210-14-8100-5	Dues/Fees Science - BHS	67.00		BHS	Principal reallocation
100-50-100-1200-08-5600-5	Tuition SPED Public - District		20,000.00	District	Director reallocation
100-50-080-1000-08-5600-5	Tuition Regular Public	20,000.00		District	Director reallocation
100-50-100-1200-08-5630-5	Tuition SPED Private District		90,000.00	District	Director reallocation
100-50-099-1000-08-5630-5	Tuition Regular Private District	90,000.00		District	Director reallocation
100-31-031-1000-01-1110-5	Teacher Vo-Ag BHS		2,331.00	BHS	Principal reallocation
100-31-400-2400-02-1240-5	Clerical Admin BHS	2,331.00		BHS	Principal reallocation
100-21-012-1000-12-6410-5	Textbooks Math - INT	3,200.00		INT	Principal reallocation
100-21-012-1000-10-6110-5	Supplies Math INT		2,700.00	INT	Principal reallocation
100-21-013-1000-10-6110-5	Supplies Science INT		300.00	INT	Principal reallocation
100-21-014-1000-10-6110-5	Supplies Social Studies INT		200.00	INT	Principal reallocation
100-50-100-1200-02-1220-5	Tutor Sped Homebound District		16,000.00	District	Director reallocation
10050-080-1000-02-1220-5	Tutor Homebound District	16,000.00		District	Director reallocation
100-10-200-2600-02-1260-5	Custodian - WECMS	1,500.00		WECMS	Director reallocation
100-11-200-2600-02-1260-5	Custodian - Laurel	1,250.00		Laurel	Director reallocation
100-12-200-2600-02-1260-5	Custodian - Meta	1,000.00		Meta	Director reallocation
100-21-200-2600-02-1260-5	Custodian - Int	3,000.00		INT	Director reallocation
100-25-200-2600-02-1260-5	Custodian - MS	3,500.00		MS	Director reallocation
100-31-200-2600-02-1260-5	Custodian - BHS	6,500.00		BHS	Director reallocation
100-33-200-2600-02-1260-5	Custodian - GEMS	500.00		GEMS	Director reallocation
100-51-200-2600-02-1260-5	Custodian - Central Office	1,750.00		C.O.	Director reallocation
100-50-200-2610-02-1290-5	Maintenance Overtime - District		19,000.00	District	Director reallocation
100-50-118-1200-02-1210-5	Autism Specialist	3,415.00		District	Staff replacement higher than budgeted
100-12-010-1000-01-1110-5	Teacher Classroom - Meta		3,415.00	District	Staff replacement higher than budgeted
		183,820.00	183,820.00		
				0.00	Balance



Bloomfield Public Schools

James Thompson, Jr., Ed.D.
SUPERINTENDENT OF SCHOOLS

Christopher G. Leone
CHIEF OPERATING OFFICER / DIRECTOR
OF MAGNET SCHOOLS

Ellen J. Stoltz, Ph.D.
CHIEF ACADEMIC OFFICER

MEMORANDUM

TO: Board of Education Members

FROM: Christopher Leone, Chief Operating Officer

DATE: November 6, 2012

SUBJECT: **Sick Bank**

The attached represent the creation of the Sick Bank. This is the collaboration of all bargaining units and the district to provide a benefit to all participating employees that are out of sick time and faced with a catastrophic illness. The Sick Bank will provide coverage to participating members for a period of time not to exceed 120 days. The rules to participation and governance of the Sick Bank plan are covered within.

The district thanks the leadership of the Bloomfield Administrators Association, Bloomfield Education Association, Bloomfield Federation of Education Personnel, Bloomfield Nurses Association and the United Public Service Employees Union, for all the work on this plan.

This document was unanimously supported by the Finance Committee on Tuesday, October 23, 2012. It is recommended for approval by the Board of Education.

MEMORANDUM OF AGREEMENT
BETWEEN BLOOMFIELD BOARD OF EDUCATION
AND

BLOOMFIELD ADMINISTRATORS ASSOCIATION; BLOOMFIELD EDUCATION
ASSOCIATION; BLOOMFIELD FEDERATION OF EDUCATIONAL PERSONNEL;
BLOOMFIELD SCHOOL NURSES ASSOCIATION; and UNITED PUBLIC SERVICE
EMPLOYEE UNION – LOCAL 424

SICK BANK LANGUAGE

Whereas all signed parties agree that from time to time, on an as needed basis, a Bloomfield Employee who has exhausted their accrued sick time/paid time off, is suffering from a long term or terminal illness or disability, and a contributor to the Sick Bank can request a donation of days from the Sick Bank.

Whereas all signed parties agree that the Sick Bank will be run by the Bloomfield Public Schools and all decisions made for sick bank eligibility are not subject to the Grievance Process.

Whereas all signed parties hold the district harmless in the decision making process of sick bank eligibility.

Whereas all signed parties agree that the following constitute the rules for the Sick Bank:

Sick Bank Committee

- 1) Effective December 1, 2012, each bargaining unit will appoint a member to the Committee for a two-year term. If that appointed member cannot serve the full term then the bargaining unit will replace that member for the remaining balance of the term.
- 2) The Sick Bank Committee will consist of the following membership .
 - a. Superintendent, or Designee (1)
 - b. BAA Representative (1)
 - c. BEA Representative (1)
 - d. BFEP Representative (1)
 - e. BSNA Representative (1)
 - f. UPSEU Representatives (2) (based on conversion of UPSEU and UPSEU-IT)
- 3) The Committee members will be required to sign a confidentiality agreement regarding all employee information received by the Sick Bank.

- 4) The Committee will meet as needed based on the receipt of an employee request.
- 5) If there is no request for a meeting the Committee will meet quarterly to review sick bank balance and procedures.
- 6) The Committee must have a quorum of five members to meet or make a decision on an employee request.
- 7) The Committee will make the final decision on all employee requests.

Enrollment and Contribution

- 1) Based on previous contributions the district will start the sick bank with a balance of 85 days.
- 2) During November 2012, there will be an open enrollment period for all employees with at least 1 year of service. The initial sick bank contribution will be four (4) days per employee.
- 3) An employee that had previously donated four days will be granted automatic enrollment into the Sick Bank.
- 4) For the purpose of the Sick Bank all time will be calculated in days.
- 5) All subsequent enrollments will be held during the annual health insurance enrollment.
- 6) On a quarterly basis, the district will share the sick bank balance with bargaining unit presidents.
- 7) The Sick Bank will be replenished outside of the enrollment process when the bank falls below 100 days. During this period a person must contribute to have continued access to sick bank benefits.

Benefit

- 1) This Sick Bank will be for the benefit of any Bloomfield Board of Education Employee who has contributed to the bank during the set enrollment process.
- 2) The Sick Bank benefit does not extend to family members.
- 3) An Employee, or his/her designee, must apply to the Sick Bank, in writing, to receive days. This letter should be sent to the Superintendent, or designee.

- 4) The district holds the right to request additional medical information when making a decision on eligibility.
- 5) The employee who receives an approved donation may accumulate up to 60 days of donated sick time.
- 6) If the problem extends beyond the initial 60 work days the employee, or his/her designee, may ask for another request for donated sick time for another 60 work days. This additional request does not guarantee automatic approval.

 For the Board of Education

 For the Bloomfield Federation of
 Educational Personnel

 Date

 Date

 For the Bloomfield Administrators
 Association

 For the Bloomfield School Nurses
 Association

 Date

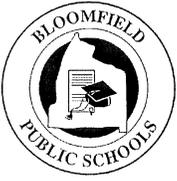
 Date

 For the Bloomfield Education Association

 For the United Public Service Employees
 Union – Local 424

 Date

 Date



Bloomfield Public Schools

James Thompson, Jr., Ed.D.
SUPERINTENDENT OF SCHOOLS

Christopher G. Leone
CHIEF OPERATING OFFICER / DIRECTOR
OF MAGNET SCHOOLS

Ellen J. Stoltz, Ph.D.
CHIEF ACADEMIC OFFICER

MEMORANDUM

TO: BFEP and Board of Education Members

FROM: Christopher G. Leone, Chief Operating Officer

DATE: November 8, 2012

SUBJECT: **Bloomfield Federation of Educational Personnel Contract Language**

The following contract addendum language regarding an incentive pool for members of the Bloomfield Federation of Educational Personnel (BFEP) was shared with the Finance Committee on October 23, 2012. The addendum was moved to the full board for its consideration.

This language crafted in collaboration with the BFEP leadership will take effect from date of approval through the end of the current contract, which expires on June 30, 2014. The language revision includes the creation of an incentive pool based on meeting the established academic performance targets of the district.

The draft language recommended for Board of Education approval is:

Beginning in the 2012-2013 school year, the Board shall establish a group incentive pool that should not be confused with individual merit. Recognizing the need for the entire school district to perform better, this pool will be for all BFEP members who have worked at least seven months of the school year and will be paid as either a lump sum or into a tax-sheltered annuity [insert timeframe here].

The incentive will be divided into eight (8) categories of \$50.00 each based on the district targets for academic improvement. If the district meets, or exceeds, all targets the sum of \$400 will be paid to each qualifying BFEP member. If the district meets or exceeds a percentage of the eight targets then the incentive will be calculated as "Number of District Targets Met or Exceeded x \$50.00" (For Example: Four (4) District Targets Met or Exceeded x \$50.00 = \$200.00). This incentive will reset each school year based upon the targets achieved by the district in the prior school year. In any year that bonuses are awarded, each individual BFEP member shall elect to receive his or her bonus as a lump sum or a payment to a tax-sheltered annuity.

The new language has no fiscal impact on the 2012-2013 bud get due to the expected release of performance scores in July 2013. If all targets are met in 2012 the maximum fiscal impact for the 2013-2014 budget would be based on the number of employees and is estimated to cost \$35,000.

The district thanks the leadership of the BFEP for its collaboration and continued focus on the academic achievement of all Bloomfield children.