

**Please Note: These minutes are pending Board approval.**

Board of Education  
Newtown, Connecticut

Minutes of the Board of Education meeting held on January 18, 2022 at 7:00 p.m. in the Reed Intermediate School Library, 3 Trades Lane.

D. Zukowski, Chair	L. Rodrigue
J. Vouros, Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	12 Staff
R. Harriman (absent)	2 Public
J. Kuzma	2 Press
J. Larkin	
C. Savo	
M. Irvine (absent)	

Ms. Zukowski called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Consent Agenda

MOTION: Mrs. Larkin moved that the Board of Education approve the consent agenda which includes the donation to Hawley School and the correspondence report. Mr. Ramsey seconded. Motion passes unanimously.

Item 3 – Public Participation

Item 4 – Reports

Chair Report: Ms. Zukowski noted that the minutes as presented correctly represent what she said about the process for the superintendent search but there was an error in her understanding of the process. The Request for Proposals is used for canvassing proposals from third-part search organizations, not applicants for the position.

Superintendent's Report:

Dr. Rodrigue reported we had a few leaks at the high school over the weekend which did not impact school today. Principals will send out a communication to parents on Covid cases to remind them to utilize the dashboard again. They will also address questions from parents of vulnerable students.

Committee Reports:

Mr. Vouros said the Curriculum and Instruction Committee met January 11 and shared the discussions including Mrs. Uberti's overview of EduClimber.

Mr. Ramsey reported the Communications Subcommittee met January 13 and discussed the contents of the next newsletter which will include an overview of the budget process. They also spoke about having Board members reach out for ideas to highlight articles about students and teachers, discussed the district website, and decided the committee will meet the first Monday of the month.

Mr. Cruson reported the Policy Committee met January 12 and discussed the Covid-19 vaccination policy and academic freedom policy which will have some changes and go back to the policy committee. Their calendar will remain the Wednesday of the week we don't have Board meetings.

Mrs. Larkin noted the CFF committee met last week and spoke about completed projects and renovations. Also discussed were projects to complete before the end of the year and the financial report.

Mrs. Harriman attended the EdAdvance Board meeting and new member orientation. She looks forward to serving with them.

Mr. Ramsey made his first liaison connection with Tom Einhorn at the middle school and their PTA president.

#### Student Report:

Ms. Savo reported that mid-terms are this week and next Monday. One of the Capstone projects is collecting donations of art supplies. She also reported club and sports highlights.

#### Financial Report:

MOTION: Mrs. Larkin moved that the Board of Education approve the financial report and transfers for the month ending December 31, 2021. Mr. Cruson seconded.

Mrs. Larkin spoke about the report and Mrs. Vadas spoke about the reasons for the transfers which total \$159,515.

Ms. Zukowski asked how we were set with school building emergency repairs.

Mrs. Vadas noted that we have transportation credits and that funds are also available.

Motion passes unanimously.

#### Item 5 – Presentations

Superintendent's Overview of the Proposed 2022-2023 Budget:

Dr. Rodrigue presented the 2022-2023 operational plan. The administrators' initial request was \$84,107,395 which was reduced by \$946,319. The proposed budget is \$83,161,076, which is a 4.35% increase.

#### Elementary School Budgets:

Chris Moretti, Principal of Hawley School, noted that the first priority is social emotional learning in the elementary schools.

Kathy Gombos, Sandy Hook Principal, spoke about programs in this area and this year we also have universal bullying lessons. Anonymous Alert was also instituted in the elementary schools.

Chris Geissler, Middle Gate Principal, spoke about rigorous learning and student engagement. Bridges and iReady are online tools and there are also online resources.

Mr. Moretti said the district priority and district goal is the analysis and utilization of assessment data. Measuring student performance is ongoing. Meetings are held to address student deficits and celebrate advancement. EduClimber is where we hold student data.

Tim Napolitano, Head O'Meadow Principal, spoke about school climate. The pandemic challenges has allowed teachers to be thoughtful and creative in how we connect. PTAs help plan and create opportunities to connect during the school day. Our counselors are vital and we are teaching mindfulness lessons.

Mr. Ramsey asked if they received feedback from teachers if social emotional learning has been effective.

Mr. Napolitano said we get feedback from the teachers and counselors.

Mr. Moretti said the Director of Teaching and Learning meets with our teachers and has these discussions.

Dr. Gombos added that the SRBI process is also for students who have emotional or behavioral issues and discuss these students.

Mr. Cruson noted the jump in enrollment at Middle Gate School and reducing a teacher. Mr. Geissler reported they now have 72 students and will continue to monitor the enrollment.

Mrs. Harriman asked if any additional support would be needed to accommodate the increased enrollment such as furniture.

Mr. Geissler said they are accounted for in this budget.

Mr. Vouros expressed concern for not having enough paras and what we can do to rectify that and the building substitute positions.

Mr. Moretti noted that there have been no applicants for the para positions.

Dr. Rodrigue said we are more consistent with building subs but have staffing issues across the board.

Mrs. Larkin noted that Dr. Gombos was looking for twice as much staff training as the other elementary schools.

Dr. Gombos said she anticipates new teachers and will work with them. Also, some teachers will access webinars. We've had two years with no outside professional development. She will also send a group of teachers to the Connecticut Reading Conference.

Dr. Rodrigue said they talked with the principals with a zero based budget. Not every building is the same but they did ask for what they truly need.

Mrs. Harriman asked about mindfulness classrooms.

Mr. Napolitano said Head O'Meadow does this in the classrooms. The other three schools have a mindfulness room.

Mrs. Kuzma asked that regarding SEL, if there has there been an increase in students needing help.

Dr. Gombos noted an increase in student behavior. There is an uptick in more ancy behavior. Getting back into the engagement of school has helped. We can always use more social emotional staff.

Reed Intermediate School:

Dr. Correia, Reed Principal, spoke about his budget. He is adequately staffed and has increased by 5 additional students for 6<sup>th</sup> grade next year. There are 281 in gr. 5 and 292 in gr. 6. Reed is a restorative practices trained school which helps students with problems.

Mrs. Harriman questioned buying new books for the library.

Dr. Correia said they were in a transitional phase. We had a long term sub last year and this year she is looking at the books we have. We have money in our library budget of \$17,000 so she can make purchases.

Newtown Middle School:

Tom Einhorn, Middle School Principal, spoke about his budget. We are at 600 students and look to be at that enrollment next year with clusters staying the same.

Mrs. Harriman questioned the \$21,000 for material for the language budget.

Mr. Einhorn said grant money paid this year for Rosetta Stone. We will have to pay those expenses next year. Rosetta Stone allows every students to have the world language experience. It is also part of a reading program. We had to be mindful for special education students to go to their unified arts classes. We looked at Rosetta Stone for students to have continuity going to the high school.

Ms. Zukowski referred to course descriptions and asked how much time is spent in the 6-day cycle.

#### Item 6- Old Business

Policies for Approval:

Policy 4118.239/4218/239 Required Covid -19 Vaccinations.

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 4118.239/4218/239 Required Covid -19 Vaccinations. Mr. Cruson seconded.

Mrs. Kuzma was concerned about the verification or testing for volunteers. Some parents are concerned about confidentiality with this and are not comfortable volunteering because they don't want their vaccination status being public. Who would verify it?

Dr. Rodrigue said we discussed the logistics but the reason is we want everyone safe in school. Districts are adding this to their policies. She also discussed this with PTA presidents. She would propose signing an attestation form through our security office. She believes there should be some level of trust. We are seeing infection everywhere and thinks this is a good way to move forward.

Mr. Cruson noted we are voting on the policy, not the regulation, and feels it should be voted on tonight because a regulation could change anytime.

Ms. Zukowski asked to forward the edited version to the Board for their information.

Dr. Rodrigue said the attestation would be added.

Policy 4-109 Assignment, Transfer, or Suspension of Personnel for Cause:

MOTION: Mrs. Larkin moved that the Board of Education rescind Policy 4-109 Assignment, Transfer, or Suspension of Personnel For Cause. Mr. Cruson seconded.

Mr. Cruson said it is redundant per our employee contract and better served as being part of the contract.

Motion passes unanimously.

#### Item 7 – New Business

MOTION: Mrs. Larkin moved that the Board of Education approve the minutes of January 4, 2022. Mr. Cruson seconded.

MOTION: Mrs. Harriman moved to amend the minutes based on a letter received from the public on page 4, Item 7, made by Tony Keating to read, "DEI is beneficial to our children." Mr. Cruson seconded.

After a discussion, Mrs. Harriman removed her amendment.

MOTION: Mr. Vouros moved to amend Mr. Keating's statement to read "DEI cries out for diversity of thought but wonders if current efforts are beneficial to children."

Mr. Cruson seconded. Motion passes unanimously.

MOTION: Ms. Zukowski moved to amend Wendy Leon Gambetta's statement on page 4 to remove "Citizens were forced to fly flags on Veteran's Day." Mrs. Harriman seconded.

Motion passes unanimously.

Original motion passes unanimously.

Item 8 – Public Participation

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

Item 9 – Adjournment

The meeting adjourned at 10:16 p.m.

Respectfully submitted:

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Donald Ramsey  
Secretary



The Blackbaud Giving Fund  
by its agent, YourCause  
65 Fairchild Street  
Charleston, SC 29492

Check No. 1170154176  
Date: 12/20/2021

The Blackbaud Giving Fund is pleased to present HAWLEY ELEMENTARY SCHOOL with the enclosed grant of \$30.00 made on behalf of PepsiCo Foundation United Way Worldwide DAF and its donors.

Grant Amount \$30.00

**Donor Details**

Donor information related to these funds can be accessed securely by going to our Nonprofit Portal: <https://nonprofit.yourcause.com>

- View donor details by going to "Giving" then "Payments and Transactions".
- Donor information is only available on our Nonprofit Portal.

**First Time Users, Establish an Account**

- Visit NPOconnect <https://nonprofit.yourcause.com> and click on "Sign up".
- Proceed with creating your account, verifying your email, and selecting your organization.

**ACH (Direct Deposit)**

YourCause and The Blackbaud Giving Fund encourage you to sign up for ACH through <https://nonprofit.yourcause.com>.

- Click on "Administration" then "Disbursement Information" to sign up for ACH.
- ACH is our preferred method of payment because it's ecofriendly, secure, and faster.
- ACH can prevent the loss of funds if a check remains uncashed.

**Have Questions?**

If you have questions or concerns, please contact our Nonprofit Support Team at [charity@yourcause.com](mailto:charity@yourcause.com).

**US Grant Terms:** Any grant issued by The Blackbaud Giving Fund is subject to the following terms. By accepting any grant from The Blackbaud Giving Fund, you represent to The Blackbaud Giving Fund that (i) your organization is formed under the laws of the U.S. and its territories and is a public charity described in IRC secs. 509(a)(1)-(3), a political subdivision of the United States, a State, a possession of the United States within the meaning of Section 170(c)(1) of the Code of the Internal Revenue Code of 1986 or a private operating foundation described in IRC sec. 4942(j)(3); (ii) this grant will be used exclusively for your organization's exempt purposes; (iii) neither the recommending donor nor any other party will receive goods, services or impermissible benefits ( e.g., tuition, memberships, dues, admission to events or goods bought at action, or anything of more than incidental benefit) as a result of the grant; (iv) the grant will not be used for political contributions or campaign activities; and (v) your organization does not devote more than an insubstantial part of its activities to attempting to influence legislation by propaganda or otherwise

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The Blackbaud Giving Fund  
by its agent, YourCause  
65 Fairchild Street  
Charleston, SC 29492

PNC Bank, N.A.  
88-1054/1130

Check NO. 1170154176

DATE	AMOUNT
12/20/2021	\$*****30.00

VOID AFTER 120 DAYS

Grant terms found here: [nonprofit.yourcause.com/grantterms](https://nonprofit.yourcause.com/grantterms)

PAY EXACTLY Thirty And 0/100 Dollars

FSNL3555018032 L001

PAY TO THE ORDER OF HAWLEY ELEMENTARY SCHOOL  
29 CHURCH HILL RD  
NEWTOWN, CT 06470-1612

194

*Matthew J. Nash*

AUTHORIZED SIGNATURE

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Correspondence Report  
01/04/2022 – 01/18/2022

<b>Date</b>	<b>Name</b>	<b>Subject</b>
01/04/2022	Kathy June	Invitation: BOE Meeting @ Tue Jan 4, 2022 7pm-EST
01/04/2022	Jennifer Zupan	Lack of Safety at Newtown Schools
01/04/2022	Kara Dogali	Support of School Reopening this Week
01/04/2022	Donald Ramsey	Correspondence Report 12/21/2021 -01/03/2022
01/04/2022	Michelle Garrity via Newtown BOE	Keep our schools open
01/04/2022	Kellie Kyle	Thank you for your advocacy of our students
01/04/2022	Margaret Keaves	Protocols
01/04/2022	Kim Marks	Thank You!
01/04/2022	Lorrie Rodrique	Re: Thank you
01/04/2022	Bonnie Early	Fwd: Support – 12/31 Updated Policies
01/04/2022	Chris Pellicone	Thank you
01/04/2022	Sheila Longhi	Thank You!
01/04/2022	Rachel Torres	Letter to BOE
01/05/2022	Liza Leuallen	Covid Guidance
01/05/2022	Deborra Zukowski	Notes from Conversation with Michelle Ku re: search process
01/05/2022	Heather Symes	show of support
01/05/2022	Trent Harrison	Superintendent search committee
01/07/2022	Kiley Gottschalk	BOF 1-10-22 Agenda
01/09/2022	Deborra Zukowski	Follow-up on a public participation question related to at-risk families
01/09/2022	Lorrie Rodrique	Fwd: COVID-19 Test Kits
01/09/2022	Deborra Zukowski	Jan 9,2022 Week in Preview
01/09/2022	Deborra Zukowski	Update on C&I
01/10/2022	Arnis Swita via Newtown	Payroll Admin Department
01/11/2022	Daniel Cruson	Superintendent Search Committee Meeting
01/11/2022	Kathy June	Sad News
01/11/2022	Deborra Zukowski	Delivery of printed Superintendent's Requested Operational Budget Plan
01/11/2022	Joanne Morris	Superintendent's Requested Operational Budget Plan 2022-2023





*f - Rodriguez*

**2021-2022 WINTER COACHES ROSTER**

<b>NAME</b>	<b>SPORT</b>	<b>STEP</b>
LARRY SALADIN	UNIFIED BASKETBALL	-
BECKY MILES	ASSISTANT UNIFIED BASKETBALL	-
SUSAN BRIDGES	CHEERLEADING	3
CAITLIN DELOHERY	J.V. CHEERLEADING	3
CHERYL STENZ	DANCE	3
KIM KANE	GYMNASTICS	3
JEREMY O'CONNELL	GIRLS BASKETBALL	3
ABBY FEDIGAN	J.V. GIRLS BASKETBALL	3
MATT MURPHY	FRESHMAN GIRLS BASKETBALL	3
TIM TALLCOUCH	BOYS BASKETBALL	3
MARC KENNEY	J.V. BOYS BASKETBALL	3
ISAAC GYMIAH	FRESHMAN BOYS BASKETBALL	3
ALEXANDER STAVOLA	J.V. WRESTLING	3
ADAM FIELDING	BOYS SWIMMING	3
RYAN EBERTS	ASSISTANT BOYS SWIMMING	3
REBECCA BOURRET	GIRLS INDOOR TRACK	3
REBECCA OSBORNE	BOYS INDOOR TRACK	3
BARBARA SKIDMORE	ASSISTANT GIRLS AND BOYS TRACK	3
KEVIN HOYT	ASSISTANT BOYS WINTER TRACK	3
MEGAN GUARINO	ASSISTANT GIRLS WINTER TRACK	3
PAUL ESPOSITO	ICE HOCKEY	3
PATRICK MCLOUGHLIN	J.V. ICE HOCKEY	3
JOANNA CLOSS	WEIGHT TRAINING COACH	
JOSEPH LIZZA	SEASONAL SITE SUPERVISOR	
<b>MIDDLE SCHOOL</b>		
ISAAC GYMIAH	BOYS BASKETBALL 7TH GRADE	
TOM DEBENEDETTO	BOYS BASKETBALL 8TH GRADE	
MORGAN MOORE	GIRLS BASKETBALL 7TH GRADE	
CHELSEA WUHRER	GIRLS BASKETBALL 8TH GRADE	
ANDREW TAMMERO	UNIFIED BASKETBALL	
ANNA MALKIN	ASSISTANT UNIFIED BASKETBALL	
<b>VOLUNTEERS</b>		
KATY CARBONE	ASSISTANT GIRLS BASKETBALL	
MATTHEW BECKOFF	ASSISTANT ICE HOCKEY	
ANTHONY FITTI	ASSISTANT ICE HOCKEY	
EMILY MARKS	DANCE	
ELIE MOUCHANTAT	CHEERLEADING	
TOMMY LONG	WRESTLING	
THOMAS MAURATH	WRESTLING	
JAMES MONROE	WRESTLING	
CURTIS URBINA	WRESTLING	

**NEWTOWN BOARD OF EDUCATION  
MONTHLY FINANCIAL REPORT  
DECEMBER 31, 2021**

**SUMMARY**

The sixth report of the 2021-22 school year continues to provide year to date expenses, active encumbrances and anticipated obligations. Many of the accounts within activity salaries, professional services, purchased property services, other purchased services and supplies have been forecasted as “full budget spend” in order to determine an estimated full year position. These balances are subject to change throughout the year and will be monitored closely.

During the month of December, The Board of Education spent approximately \$9.0M; \$6.1M on salaries (3 pay periods in December); and approximately \$2.9M on all other objects.

The current year end projected balance is showing a positive position of \$181,546. This balance has changed over the prior month, reducing the projection by -\$224,859.

This report also includes transfer requests totaling \$159,515. Transfers include the following:

- classroom paraeducator position at Hawley \$18,256,
- nurses’ salaries as a result of their contractual increase \$6,839
- salaries to cover tutors for the blind \$24,420
- contracted services in curriculum for online reading program \$49,000
- property & equipment for the replacement of our box truck \$45,000, and
- security equipment \$16,000

**MAJOR MOVERS**

➤ **OTHER PURCHASED SERVICES**

The balance in this major object now shows a negative position of -\$43,573.

**Tuition**

The overall change in our year-end balance (reduced by -\$96,428 over the prior month) comes as no surprise as we begin to ramp up costs in our special education out-of-district tuition account. Students who are out placed to these specialized schools cannot always be predicted. A contingency account was created back in 2018-19 for this exact purpose and each year it has been used to offset these unanticipated special education expenditures.

Additional costs incurred in December account for approximately \$116,000 in tuition. This is above and beyond the estimates that were put in place last month. Currently, offsetting this line item is our regular out-of-district tuition which continues to show an estimated balance of \$43,000 bringing our overall balance in tuition to -\$72,570.

We continue to include an estimated cost of \$120,000 for additional outplacements to occur throughout the remainder of the year. This estimate will be reviewed and adjusted each month.

## **Transportation**

In transportation we accounted for an additional credit of \$24,000 (over the prior month) for buses that have not run in December, bringing our total year-to-date credit to \$111,000. We do anticipate additional credits to come in the months ahead and will include them as they come due.

## **Contracted Services**

We have included a transfer request to cover an estimated cost of \$49,000 in contracted services for our K-8 license renewals on Lexia; this is our online reading program. This program is renewed each year, typically in June. The current year funding for this program was through our ESSER grant. Having the opportunity to utilize funds from the transportation credit would facilitate this purchase in the current year.

The transfer request calls for using our transportation credit towards this line item.

### **➤ PROPERTY & EQUIPMENT**

This major object now shows a negative position of -\$67,261.

The account change is due to the inclusion of anticipated purchases for the maintenance and security departments.

## **Maintenance Equipment**

In maintenance, we have included an estimated cost for a new box truck. This truck is vital to servicing our schools with various cleaning supplies located in our warehouse. It is also used to move furniture and equipment and for making runs to the dump. The truck was purchased new in December of 2004 and has been in constant service for over 17 years, averaging 9,000 miles annually. Needless to say, this truck is overdue for replacement as repairs are constant and road safety is now a concern.

## **Security Equipment**

A software upgrade is needed for our SII door readers to function properly. Without this upgrade, service for these readers will no longer be available as we are running on a lower level platform. We have 128 door readers in the district.

We have two repeaters that are in dire need of replacement; one is located at the Middle School and one at the High School. These repeaters are used for communication between buildings using our two-way radios. This equipment typically has a lifespan of 8-10 years and we are approaching this timeline now. In future budgets, we will include a replacement program for the remaining repeaters throughout the district.

The transfer request calls for using our transportation credit towards this line item.

## ➤ OTHER OBJECTS

### Employee Benefits

This account balance is showing a negative balance of -\$25,075

This year it was brought to our attention that a portion of the Purchasing Director's benefits (this is a shared Town & BoE position) was not being accounted for on the Board's side. We have now included this in our year to date expenditures.

Also included in our estimate, is an additional \$10,000 for employee pensions. This account will fluctuate based on the number of employees who are enrolled in defined contribution (401A) plan. Periodic adjustments to this account are required as we analyze run rates throughout the year.

### Supplies

This account balance is showing a positive balance of \$26,000

This balance was reduced by approximately \$26,000 over the prior month, mainly due to the increased usage in energy. We are not exceeding our budget at this time; however, our actual usage in natural gas was above our estimates.

### Salaries

This account balance is showing a positive balance of \$195,635

We continue to have many unfilled positions in our paraeducator union accounting for 60% of this balance.

Minor adjustments in our salary line continue as replacements are made in both certified and non-certified accounts. We have also adjusted our estimates for building subs (new hires) and daily subs as this cost fluctuates based on teacher leaves and other activities.

The total change over the prior month for this object was -\$16,526.

There were no emergency repairs to report in the month of December.

Tanja Vadas  
Director of Business & Finance  
January 14, 2022

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b><u>GENERAL FUND BUDGET</u></b>											
100	SALARIES	\$ 51,136,424	\$ 52,267,415	\$ (84,000)	\$ 52,183,415	\$ 21,421,367	\$ 29,227,474	\$ 1,534,574	\$ 1,338,939	\$ 195,635	99.63%
200	EMPLOYEE BENEFITS	\$ 11,442,647	\$ 11,665,232	\$ -	\$ 11,665,232	\$ 8,324,380	\$ 2,203,980	\$ 1,136,872	\$ 1,161,947	\$ (25,075)	100.21%
300	PROFESSIONAL SERVICES	\$ 565,345	\$ 687,417	\$ -	\$ 687,417	\$ 204,236	\$ 65,561	\$ 417,620	\$ 417,620	\$ -	100.00%
400	PURCHASED PROPERTY SERV.	\$ 1,821,238	\$ 1,847,678	\$ -	\$ 1,847,678	\$ 836,546	\$ 420,720	\$ 590,412	\$ 594,592	\$ (4,180)	100.23%
500	OTHER PURCHASED SERVICES	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 4,400,585	\$ 5,335,380	\$ (245,279)	\$ (201,706)	\$ (43,573)	100.46%
600	SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,409,665	\$ 212,744	\$ 1,758,630	\$ 1,732,630	\$ 26,000	99.23%
700	PROPERTY	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 45,934	\$ 131,298	\$ 90,880	\$ 158,141	\$ (67,261)	125.09%
800	MISCELLANEOUS	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 51,902	\$ 601	\$ 21,616	\$ 21,616	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
<b>TOTAL GENERAL FUND BUDGET</b>		\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 36,694,614	\$ 37,597,758	\$ 5,405,326	\$ 5,223,780	\$ 181,546	99.77%
900	TRANSFER NON-LAPSING	\$ 27,238									
<b>GRAND TOTAL</b>		\$ 78,651,776	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 36,694,614	\$ 37,597,758	\$ 5,405,326	\$ 5,223,780	\$ 181,546	99.77%

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>100</b>	<b>SALARIES</b>										
	Administrative Salaries	\$ 4,186,380	\$ 4,221,800	\$ 14,759	\$ 4,236,559	\$ 2,164,212	\$ 2,065,788	\$ 6,560	\$ 8,200	\$ (1,640)	100.04%
	Teachers & Specialists Salaries	\$ 32,684,013	\$ 33,063,708	\$ (171,759)	\$ 32,891,949	\$ 12,566,762	\$ 20,201,695	\$ 123,492	\$ 23,588	\$ 99,904	99.70%
	Early Retirement	\$ 16,000	\$ 8,000	\$ 73,000	\$ 81,000	\$ 81,000	\$ -	\$ -	\$ -	\$ -	100.00%
	Continuing Ed./Summer School	\$ 72,844	\$ 93,097	\$ 1,136	\$ 94,233	\$ 70,415	\$ 23,818	\$ -	\$ -	\$ -	100.00%
	Homebound & Tutors Salaries	\$ 78,691	\$ 159,858	\$ -	\$ 159,858	\$ 40,140	\$ 37,665	\$ 82,053	\$ 81,656	\$ 397	99.75%
	Certified Substitutes	\$ 753,567	\$ 642,310	\$ -	\$ 642,310	\$ 242,241	\$ 250,627	\$ 149,442	\$ 282,298	\$ (132,856)	120.68%
	Coaching/Activities	\$ 624,714	\$ 662,356	\$ -	\$ 662,356	\$ 200,391	\$ 2,667	\$ 459,299	\$ 459,299	\$ -	100.00%
	Staff & Program Development	\$ 169,712	\$ 150,083	\$ -	\$ 150,083	\$ 72,578	\$ 44,934	\$ 32,571	\$ 32,571	\$ -	100.00%
	<b>CERTIFIED SALARIES</b>	<b>\$ 38,585,921</b>	<b>\$ 39,001,212</b>	<b>\$ (82,864)</b>	<b>\$ 38,918,348</b>	<b>\$ 15,437,739</b>	<b>\$ 22,627,193</b>	<b>\$ 853,416</b>	<b>\$ 887,611</b>	<b>\$ (34,195)</b>	<b>100.09%</b>
	Supervisors & Technology Salaries	\$ 1,017,628	\$ 1,086,292	\$ 15,046	\$ 1,101,338	\$ 563,965	\$ 454,548	\$ 82,825	\$ 63,044	\$ 19,781	98.20%
	Clerical & Secretarial Salaries	\$ 2,286,001	\$ 2,312,625	\$ 6,137	\$ 2,318,762	\$ 1,100,308	\$ 1,184,844	\$ 33,611	\$ 15,000	\$ 18,611	99.20%
	Educational Assistants	\$ 2,679,741	\$ 2,970,947	\$ (31,259)	\$ 2,939,688	\$ 1,196,352	\$ 1,550,123	\$ 193,213	\$ 78,840	\$ 114,372	96.11%
	Nurses & Medical Advisors	\$ 872,353	\$ 909,761	\$ 17,414	\$ 927,175	\$ 369,900	\$ 538,687	\$ 18,588	\$ 21,045	\$ (2,457)	100.26%
	Custodial & Maint. Salaries	\$ 3,156,782	\$ 3,326,720	\$ 4,698	\$ 3,331,418	\$ 1,583,210	\$ 1,632,593	\$ 115,615	\$ 92,748	\$ 22,867	99.31%
	Non-Certied Adj & Bus Drivers Salaries	\$ 10,597	\$ 98,779	\$ (98,779)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
	Career/Job Salaries	\$ 53,746	\$ 134,711	\$ -	\$ 134,711	\$ 61,083	\$ 120,921	\$ (47,293)	\$ (43,858)	\$ (3,435)	102.55%
	Special Education Svcs Salaries	\$ 1,364,876	\$ 1,400,112	\$ 49,700	\$ 1,449,812	\$ 602,871	\$ 744,425	\$ 102,517	\$ 36,311	\$ 66,205	95.43%
	Security Salaries & Attendance	\$ 596,036	\$ 640,246	\$ 35,907	\$ 676,153	\$ 303,349	\$ 363,663	\$ 9,142	\$ 9,539	\$ (398)	100.06%
	Extra Work - Non-Cert.	\$ 146,562	\$ 118,010	\$ -	\$ 118,010	\$ 57,261	\$ 10,478	\$ 50,270	\$ 51,870	\$ (1,599)	101.36%
	Custodial & Maint. Overtime	\$ 359,759	\$ 236,000	\$ -	\$ 236,000	\$ 135,634	\$ -	\$ 100,366	\$ 104,484	\$ (4,117)	101.74%
	Civic Activities/Park & Rec.	\$ 6,423	\$ 32,000	\$ -	\$ 32,000	\$ 9,695	\$ -	\$ 22,305	\$ 22,305	\$ -	100.00%
	<b>NON-CERTIFIED SALARIES</b>	<b>\$ 12,550,504</b>	<b>\$ 13,266,203</b>	<b>\$ (1,136)</b>	<b>\$ 13,265,067</b>	<b>\$ 5,983,628</b>	<b>\$ 6,600,281</b>	<b>\$ 681,158</b>	<b>\$ 451,328</b>	<b>\$ 229,830</b>	<b>98.27%</b>
	<b>SUBTOTAL SALARIES</b>	<b>\$ 51,136,424</b>	<b>\$ 52,267,415</b>	<b>\$ (84,000)</b>	<b>\$ 52,183,415</b>	<b>\$ 21,421,367</b>	<b>\$ 29,227,474</b>	<b>\$ 1,534,574</b>	<b>\$ 1,338,939</b>	<b>\$ 195,635</b>	<b>99.63%</b>

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>200</b>	<b>EMPLOYEE BENEFITS</b>										
	Medical & Dental Expenses	\$ 8,282,131	\$ 8,532,018	\$ -	\$ 8,532,018	\$ 6,422,225	\$ 2,099,565	\$ 10,228	\$ 22,353	\$ (12,125)	100.14%
	Life Insurance	\$ 87,146	\$ 86,760	\$ -	\$ 86,760	\$ 43,872	\$ -	\$ 42,888	\$ 42,888	\$ -	100.00%
	FICA & Medicare	\$ 1,590,115	\$ 1,641,519	\$ -	\$ 1,641,519	\$ 709,013	\$ -	\$ 932,506	\$ 932,506	\$ -	100.00%
	Pensions	\$ 932,839	\$ 869,471	\$ -	\$ 869,471	\$ 808,979	\$ 750	\$ 59,742	\$ 69,742	\$ (10,000)	101.15%
	Unemployment & Employee Assist.	\$ 104,314	\$ 102,000	\$ -	\$ 102,000	\$ 7,542	\$ -	\$ 94,458	\$ 94,458	\$ -	100.00%
	Workers Compensation	\$ 446,103	\$ 433,464	\$ -	\$ 433,464	\$ 332,749	\$ 103,665	\$ (2,950)	\$ -	\$ (2,950)	100.68%
	<b>SUBTOTAL EMPLOYEE BENEFITS</b>	<b>\$ 11,442,647</b>	<b>\$ 11,665,232</b>	<b>\$ -</b>	<b>\$ 11,665,232</b>	<b>\$ 8,324,380</b>	<b>\$ 2,203,980</b>	<b>\$ 1,136,872</b>	<b>\$ 1,161,947</b>	<b>\$ (25,075)</b>	<b>100.21%</b>
<b>300</b>	<b>PROFESSIONAL SERVICES</b>										
	Professional Services	\$ 468,690	\$ 518,402	\$ -	\$ 518,402	\$ 150,073	\$ 51,393	\$ 316,935	\$ 316,935	\$ -	100.00%
	Professional Educational Serv.	\$ 96,655	\$ 169,015	\$ -	\$ 169,015	\$ 54,162	\$ 14,168	\$ 100,685	\$ 100,685	\$ -	100.00%
	<b>SUBTOTAL PROFESSIONAL SERV.</b>	<b>\$ 565,345</b>	<b>\$ 687,417</b>	<b>\$ -</b>	<b>\$ 687,417</b>	<b>\$ 204,236</b>	<b>\$ 65,561</b>	<b>\$ 417,620</b>	<b>\$ 417,620</b>	<b>\$ -</b>	<b>100.00%</b>
<b>400</b>	<b>PURCHASED PROPERTY SERV.</b>										
	Buildings & Grounds Contracted Svc.	\$ 635,010	\$ 678,563	\$ -	\$ 678,563	\$ 377,295	\$ 251,889	\$ 49,379	\$ 53,537	\$ (4,157)	100.61%
	Utility Services - Water & Sewer	\$ 98,263	\$ 151,157	\$ -	\$ 151,157	\$ 51,730	\$ -	\$ 99,427	\$ 99,427	\$ -	100.00%
	Building, Site & Emergency Repairs	\$ 513,908	\$ 475,000	\$ -	\$ 475,000	\$ 216,257	\$ 33,606	\$ 225,137	\$ 225,137	\$ -	100.00%
	Equipment Repairs	\$ 312,223	\$ 275,366	\$ -	\$ 275,366	\$ 73,751	\$ 41,569	\$ 160,046	\$ 160,069	\$ (23)	100.01%
	Rentals - Building & Equipment	\$ 261,834	\$ 267,592	\$ -	\$ 267,592	\$ 117,513	\$ 93,656	\$ 56,423	\$ 56,423	\$ 0	100.00%
	Building & Site Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	<b>SUBTOTAL PUR. PROPERTY SERV.</b>	<b>\$ 1,821,238</b>	<b>\$ 1,847,678</b>	<b>\$ -</b>	<b>\$ 1,847,678</b>	<b>\$ 836,546</b>	<b>\$ 420,720</b>	<b>\$ 590,412</b>	<b>\$ 594,592</b>	<b>\$ (4,180)</b>	<b>100.23%</b>

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
<b>500</b>	<b>OTHER PURCHASED SERVICES</b>										
	Contracted Services	\$ 982,236	\$ 698,975	\$ 84,000	\$ 782,975	\$ 421,487	\$ 177,902	\$ 183,585	\$ 236,397	\$ (52,811)	106.74%
	Transportation Services	\$ 4,015,701	\$ 4,571,980	\$ -	\$ 4,571,980	\$ 1,830,862	\$ 2,116,860	\$ 624,258	\$ 504,290	\$ 119,968	97.38%
	Insurance - Property & Liability	\$ 402,662	\$ 385,500	\$ -	\$ 385,500	\$ 304,990	\$ 81,583	\$ (1,073)	\$ 30,000	\$ (31,073)	108.06%
	Communications	\$ 157,606	\$ 128,815	\$ -	\$ 128,815	\$ 96,798	\$ 53,684	\$ (21,667)	\$ (14,580)	\$ (7,087)	105.50%
	Printing Services	\$ 25,333	\$ 26,169	\$ -	\$ 26,169	\$ 3,162	\$ -	\$ 23,007	\$ 23,007	\$ -	100.00%
	Tuition - Out of District	\$ 3,431,665	\$ 3,373,676	\$ -	\$ 3,373,676	\$ 1,673,792	\$ 2,822,800	\$ (1,122,917)	\$ (1,050,347)	\$ (72,570)	102.15%
	Student Travel & Staff Mileage	\$ 157,629	\$ 221,571	\$ -	\$ 221,571	\$ 69,493	\$ 82,551	\$ 69,527	\$ 69,527	\$ -	100.00%
	<b>SUBTOTAL OTHER PURCHASED SERV.</b>	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 4,400,585	\$ 5,335,380	\$ (245,279)	\$ (201,706)	\$ (43,573)	100.46%
<b>600</b>	<b>SUPPLIES</b>										
	Instructional & Library Supplies	\$ 826,451	\$ 773,786	\$ -	\$ 773,786	\$ 392,748	\$ 109,756	\$ 271,282	\$ 271,282	\$ -	100.00%
	Software, Medical & Office Supplies	\$ 214,286	\$ 214,816	\$ -	\$ 214,816	\$ 88,741	\$ 52,243	\$ 73,832	\$ 73,832	\$ -	100.00%
	Plant Supplies	\$ 622,223	\$ 391,100	\$ -	\$ 391,100	\$ 217,785	\$ 36,700	\$ 136,615	\$ 136,615	\$ -	100.00%
	Electric	\$ 801,953	\$ 1,043,970	\$ -	\$ 1,043,970	\$ 448,253	\$ -	\$ 595,717	\$ 584,717	\$ 11,000	98.95%
	Propane & Natural Gas	\$ 357,556	\$ 416,899	\$ -	\$ 416,899	\$ 111,038	\$ -	\$ 305,861	\$ 297,861	\$ 8,000	98.08%
	Fuel Oil	\$ 55,386	\$ 63,000	\$ -	\$ 63,000	\$ 22,285	\$ -	\$ 40,715	\$ 40,715	\$ -	100.00%
	Fuel for Vehicles & Equip.	\$ 160,849	\$ 202,401	\$ -	\$ 202,401	\$ 72,484	\$ -	\$ 129,917	\$ 122,917	\$ 7,000	96.54%
	Textbooks	\$ 417,222	\$ 275,067	\$ -	\$ 275,067	\$ 56,331	\$ 14,045	\$ 204,691	\$ 204,691	\$ -	100.00%
	<b>SUBTOTAL SUPPLIES</b>	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,409,665	\$ 212,744	\$ 1,758,630	\$ 1,732,630	\$ 26,000	99.23%



**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING DECEMBER 31, 2021**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2020 - 2021	2021 - 2022 APPROVED BUDGET	YTD TRANSFERS 2021 - 2022	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
700	<b>PROPERTY</b>										
	Technology Equipment	\$ 803,761	\$ 130,960	\$ -	\$ 130,960	\$ 24,255	\$ 25,000	\$ 81,705	\$ 81,705	\$ -	100.00%
	Other Equipment	\$ 159,701	\$ 137,152	\$ -	\$ 137,152	\$ 21,679	\$ 106,298	\$ 9,175	\$ 76,436	\$ (67,261)	149.04%
	<b>SUBTOTAL PROPERTY</b>	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 45,934	\$ 131,298	\$ 90,880	\$ 158,141	\$ (67,261)	125.09%
800	<b>MISCELLANEOUS</b>										
	Memberships	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 51,902	\$ 601	\$ 21,616	\$ 21,616	\$ -	100.00%
	<b>SUBTOTAL MISCELLANEOUS</b>	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 51,902	\$ 601	\$ 21,616	\$ 21,616	\$ -	100.00%
910	<b>SPECIAL ED CONTINGENCY</b>	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
	<b>TOTAL LOCAL BUDGET</b>	\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 36,694,614	\$ 37,597,758	\$ 5,405,326	\$ 5,223,780	\$ 181,546	99.77%

**SPECIAL REVENUES**

	EXPENDED 2020-2021	APPROVED BUDGET	PROJECTED 1-Dec	PROJECTED 1-Mar	ESTIMATED Total	VARIANCE to Budget	FEB DEPOSIT	MAY DEPOSIT	% TO BUDGET
51266 Special Education Svcs Salaries ECG	\$ (30,492)	\$ (36,710)	\$ (2,613)		\$ (2,613)	\$ (34,097)			7.12%
54116 Transportation Services - ECG	\$ (257,766)	\$ (362,617)	\$ (316,467)		\$ (316,467)	\$ (46,150)			87.27%
54160 Tuition - Out of District ECG	\$ (1,196,501)	\$ (1,261,493)	\$ (1,177,347)		\$ (1,177,347)	\$ (84,146)			93.33%
Total	\$ (1,484,759)	\$ (1,660,820)	\$ (1,496,427)	\$ -	\$ (1,496,427)	\$ (164,393)	\$ -	\$ -	90.10%
SDE MAGNET TRANSPORTATION GRANT	\$ (5,200)	\$ (20,800)	\$ (13,000)		\$ (13,000)	\$ (7,800)			62.50%

**OTHER REVENUES**

**BOARD OF EDUCATION FEES & CHARGES - SERVICES**

	APPROVED BUDGET	ANTICIPATED	RECEIVED	BALANCE	% RECEIVED
LOCAL TUITION	\$32,430		\$22,389	\$10,041	69.04%
HIGH SCHOOL FEES FOR PARKING PERMITS	\$30,000			\$30,000	0.00%
MISCELLANEOUS FEES	\$6,000		\$1,059	\$4,941	17.65%
<b>TOTAL SCHOOL GENERATED FEES</b>	\$68,430		\$23,448	\$44,982	34.27%

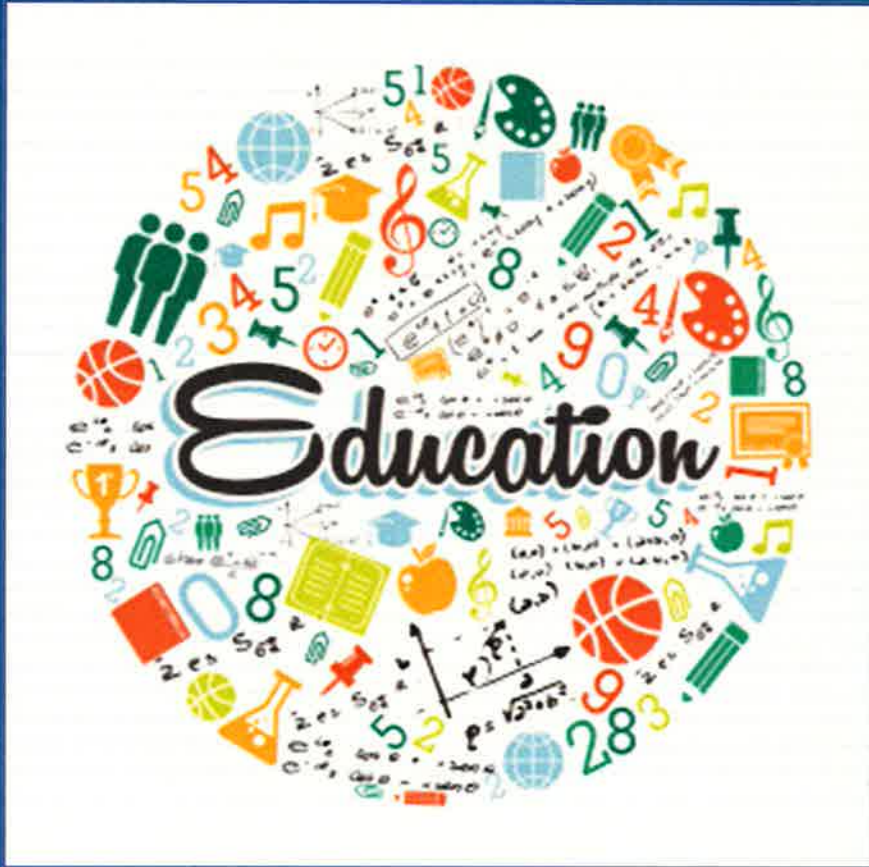
**OTHER GRANTS**

	FULL BUDGET	21-22 BUDGET	YTD EXPENSE	ENCUMBER	BALANCE	%
ESSER II	\$625,532	\$625,532	\$247,006	\$326,989	\$51,537	91.76%
ESSER III (estimated \$809k for 21-22 use)	\$1,253,726	\$809,095	\$402,216	\$335,226	\$71,653	91.14%

**2021 - 2022  
 NEWTOWN BOARD OF EDUCATION  
 DETAIL OF TRANSFERS RECOMMENDED  
 DECEMBER 31, 2021**

OBJECT CODE	FROM			OBJECT CODE	TO			
	AMOUNT				AMOUNT			
100	\$18,256	EDUCATIONAL ASSISTANTS 001-75-061-0000-51236	SPECIAL ED. - M.S. ED ASSISTANT	100	\$18,256	EDUCATIONAL ASSISTANTS 001-10-038-0000-51232	HAW. - CLASSROOM ED ASSISTANT	
100	\$6,839	EDUCATIONAL ASSISTANTS 001-75-061-0000-51236	SPECIAL ED. - M.S. ED ASSISTANT	100	\$996 \$1,055 \$933 \$902 \$933 \$205 \$259 \$1,556	NURSES SALARIES 001-77-041-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240 001-77-042-0000-51240	HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL HEALTH/MEDICAL	NURSES - DIST. NURSES - NONPUBLIC NURSES - HAW. NURSES - S.H. NURSES - M.G. NURSES - RIS. NURSES - M.S. NURSES - H.S.
100	\$24,420	EDUCATIONAL ASSISTANTS 001-75-061-0000-51236	SPECIAL ED. - M.S. ED ASSISTANT	100	\$24,420	SPECIAL EDUCATION SALARIES 001-75-091-51262	SPECIAL ED SERVICES TUTORS FOR BLIND	
<b>300</b>	<b>\$49,515</b>	<b>SUBTOTAL</b>		<b>300</b>	<b>\$49,515</b>	<b>SUBTOTAL</b>		
500	\$110,000	TRANSPORTATION 001-92-087-0000-54110	LOCAL IN-DISTRICT	500	\$49,000	CONTRACTED SERVICES 001-80-080-0000-54000	CURRICULUM CONTRACTED SERVICES	
				700	\$45,000 \$16,000	PROPERTY & EQUIPMENT 001-90-094-0000-57200 001-85-088-0000-57200	B&G MAINTENANCE DISTRICT SECURITY EQUIPMENT EQUIPMENT	
	<b>\$110,000</b>	<b>SUBTOTAL</b>			<b>\$110,000</b>	<b>SUBTOTAL</b>		
	<b>\$159,515</b>	<b>TOTAL TRANSFER REQUEST</b>			<b>\$159,515</b>	<b>TOTAL TRANSFER REQUEST</b>		

Newtown Public Schools



# Superintendent's 2022-2023 Operational Budget Plan

# Proposed Budget 2022-2023

## BOARD OF EDUCATION



**Deborra Zukowski, Chair**

**John Vouros, Vice Chair**

**Don Ramsey, Secretary**

**Dan Cruson**

**Rebekah Harriman**

**Janet Kuzma**

**Jennifer Larkin**

## CENTRAL OFFICE

**Dr. Lorrie Rodrigue ~ Superintendent of Schools**

**Anne Uberti ~ Assistant Superintendent of Schools**

**Tanja Vadas  
Director, Business &  
Finance**

**Deborah Mailloux-  
Petersen  
Director, Pupil Services**

**Frank Purcaro  
Director, Teaching &  
Learning**

**Robert Gerbert  
Director, Operations**

**Mark Pompano  
Director, Security**

**Dennis Colclough  
Director, Technology**

**Suzanne D'Eramo  
Director, Human  
Resources**

**Bret Nichols  
Director, K-12  
Counseling**

**Michelle Hiscavich  
Director, Performing  
and Fine Arts**

**Wesley Johnson  
Coordinator of Diversity,  
Equity and Inclusion**

# Proposed Budget 2022-2023

## Newtown Middle School



**Thomas Einhorn**  
Principal  
**Jim Ross**  
Assistant Principal

## Newtown High School



**Dr. Kim Longobucco**  
Principal  
Assistant Principals  
**Dana Manning**  
**David Roach**  
Athletic Director  
**Matthew Memoli**

## Reed Intermediate School



**Dr. Matthew Correia**  
Principal  
**Jenna Connors**  
Assistant Principal

## Hawley Elem School



**Christopher Moretti**  
Principal  
**Carla Tischio**  
Lead Teacher

## Sandy Hook Elem School



**Dr. Kathy Gombos**  
Principal  
**Kelly MacLaren**  
Lead Teacher

## Middle Gate Elem School



**Christopher Geissler**  
Principal  
**John Sullivan**  
Lead Teacher

## Head O'Meadow Elem School



**Tim Napolitano**  
Principal  
**Carol Danenberg**  
Lead Teacher

# At Our Core – Create, Nurture, and Support

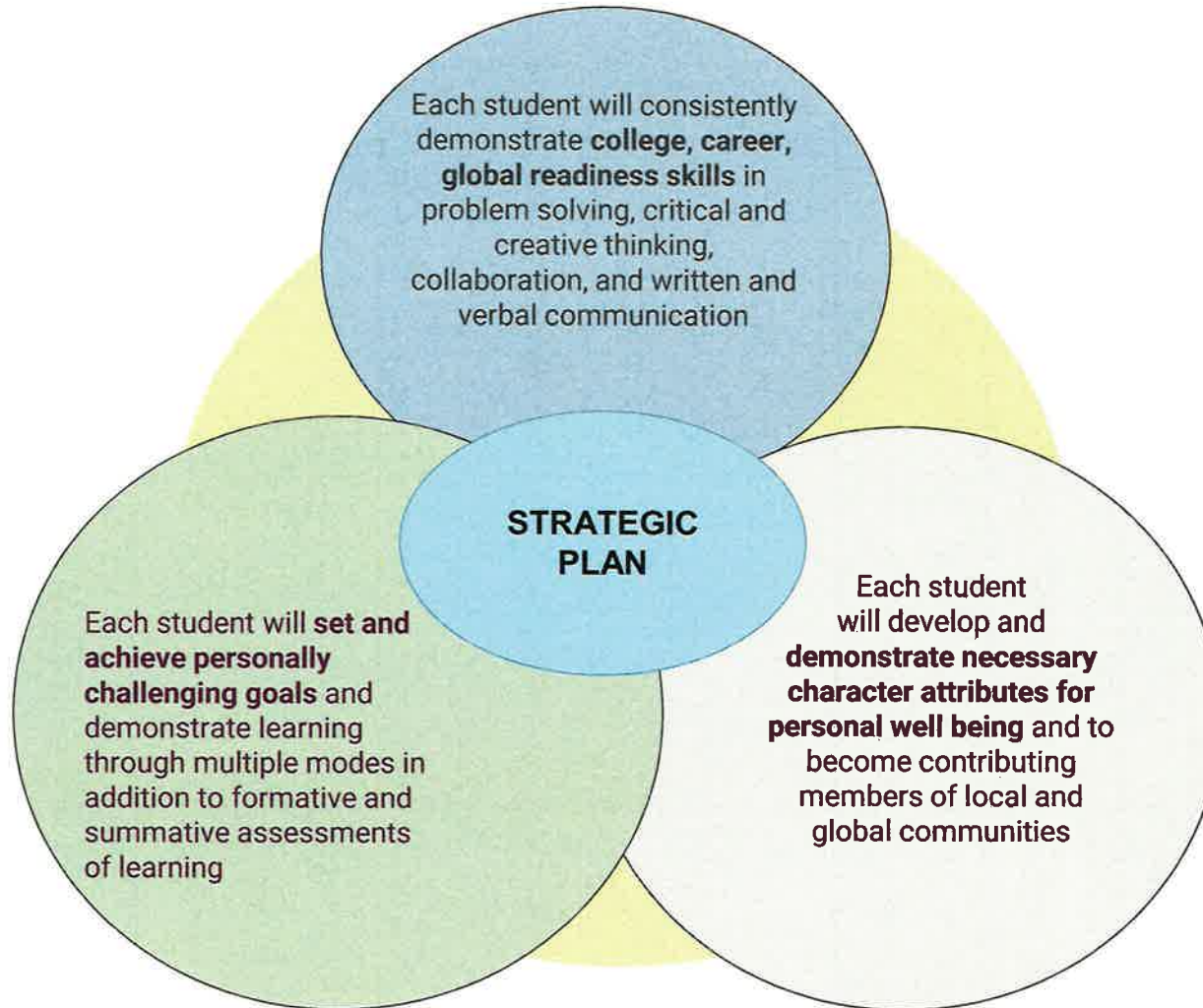


# Newtown Mission

The mission of the Newtown Public Schools, a partnership of students, families, educators and community, is to INSPIRE EACH STUDENT TO EXCEL in attaining and applying the knowledge, skills and attributes that lead to personal success while becoming a contributing member of a dynamic global community.

We accomplish this by creating an unparalleled learning environment characterized by  
· High expectations · Quality instruction · Continuous improvement · Civic responsibility







# PRIORITIES OF THE BOARD OF EDUCATION 2022-2023

**Funding for appropriate  
class size at all levels**

**Ongoing maintenance of buildings,  
grounds and equipment**

**Funding Plan to address the expansion  
and sustainability of technology**

**Funding for special education to  
meet anticipated enrollment and  
needs**

**Funding for mental health  
resources**

**Support for all  
extracurricular activities**

**Professional development and staffing that help to maintain  
a safe, inclusive, and equitable learning environment**

**Academic pathways, instructional activities, extracurricular  
opportunities, and field experiences that support the needs  
of all students and promote a richer awareness of culture  
and racial diversity**

**Additional supports needed to address  
learning deficits that result from the  
interruptions to student learning due to  
the COVID pandemic**

# 2022-23 Operational Budget

## *Improving Our System Through Responsible Design*



- ❑ Promotes adequate staffing K-12 to support goals and commitments outlined in BOE Priorities, Strategic Plan, and district goals
- ❑ Mindful of the realities of enrollment and class size
- ❑ Considers current academic and social-emotional needs following a global pandemic
- ❑ Uses data to employ resources for identifying gaps and improving math and literacy for all students
- ❑ Expands staff training and professional development

# District Leadership Goals

- Continue to develop and implement social-emotional learning strategies that include the use of a shared language with staff, students, parents and the community.
- Implement concept-based curriculum, including aligned instructional practices and resources, in order to promote a culture of rigorous learning in all classrooms.
- Analyze and utilize assessment data to drive instructional practices and to inform multi-tiered levels of support or specialized instruction.
- Continue to promote a positive school climate through the use of district core values.
- Provide training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students.

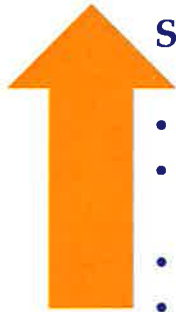
□ Continue to develop and implement social-emotional learning strategies that include the use of a shared language with staff, students, parents and the community.

- ❖ Coordinator for Health & Wellness (grant-funded)
- ❖ Middle and High School Teen Talk Counselors (grant-funded)
- ❖ Hope Squad Advisors and Curriculum NMS & NHS (grant-funded)
- ❖ Check-in Mental Health and Wellness Fair at NHS (grant-funded)
- ❖ Social Workers at RIS & NHS (partially grant-funded)
- ❖ Family Assistance Coordinator (12/14)
- ❖ Responsive Classroom, Second Step, Project Adventure (in place)
- ❖ Signs of Suicide NMS & NHS (grant-funded)
- ❖ PEAC (e.g., anon alert, after school programming, new communication tool, etc.)

# Focused Programs

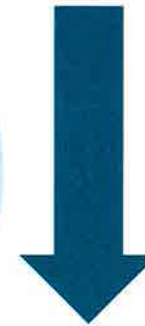
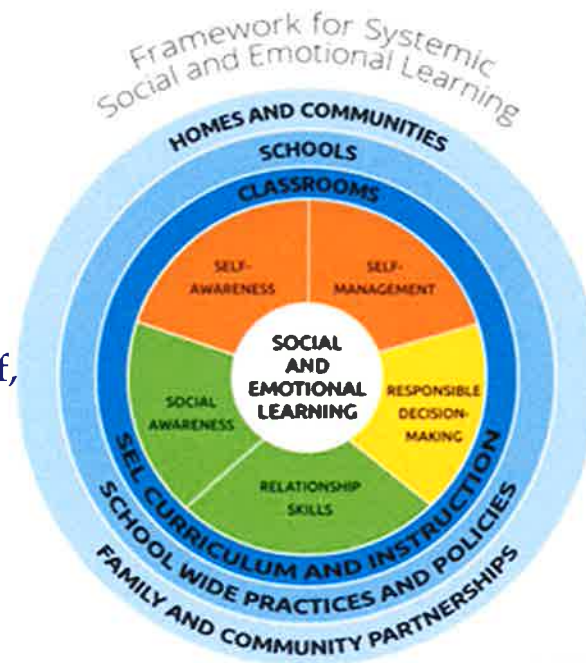
# SEL

Social & Emotional Learning



## Student Gains

- Social-emotional skills
- Improved attitudes about self, others and school
- Positive classroom behavior
- Improved performance in academics



## Reduced Risks for Failure

- Conduct problems
- Aggressive behavior
- Emotional distress

□ Implement concept-based curriculum, including aligned instructional practices and resources, in order to promote a culture of rigorous learning in all classrooms.

- ❖ Curriculum revision and development of new curriculum (ongoing revision and update of social studies 3-8, as well as updating various high school courses, K-2 Reading Revisions to align with anticipated CSDE requirements regarding “Science of Reading”, Grade 5/6 science, finalization of PA and Kitchen Science at NMS, among others)
- ❖ Ongoing training for newly implemented K-5 Bridges math program
- ❖ Year 2 of a three year implementation of a new 6-8 math program along with training
- ❖ Digital resources that can be used both in and out of the classroom: (Learning A to Z, Newsela, BrainPop)
- ❖ ELL training and resources such as Achieve 3000, Learning A to Z ELL Edition
- ❖ District curriculum committees (ELA, Math, Science, Social Studies, Digital Literacy, PD)
- ❖ Before school math and literacy tutoring for elementary
- ❖ Math interventionists (partially grant-funded)

□ Analyze and utilize assessment data to drive instructional practices and to inform multi-tiered levels of support or specialized instruction.

- ❖ EduClimber is an interactive platform that integrates all student data for analysis and includes built in tools for intervention tracking and progress monitoring.
- ❖ Dibels reading assessment (universal K-3 screener that identifies students at risk for dyslexia)
- ❖ Foundations consumable resources that facilitate assessment of literacy
- ❖ PSAT and ACT

Continue to promote a positive school climate through the use of district core values.

- ❖ Parent Educator Advisory Committee (PEAC) - District
- ❖ After school programming
- ❖ Cross Grade Level meetings at the elementary level
- ❖ District extracurricular activities
- ❖ Continuing Education (summer school, summer enrichment)



□ Provide training and tools for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students.

- ❖ Safe Schools Training platform (all staff)
- ❖ SSO recertification training and licensure fees
- ❖ Blackboard – communication tool for school community
- ❖ Anonymous Alerts (expanded to all schools)
- ❖ Coordinator of Diversity, Equity, and Inclusion (grant-funded)
- ❖ Coordinator of Health & Wellness (reorganization with grant support)
- ❖ Professional development for staff
- ❖ New staff orientation and Teacher Education and Mentoring (TEAM) program

# The 2022-23 Budget: A Closer Look



# BUDGET REDUCTIONS



Administrators' Initial Budget Requests	\$84,107,395	5.53%
Superintendent's Total Budget Reduction	\$946,319	1.18%
Superintendent's Budget Proposed Spending Plan	\$83,161,076	4.35%

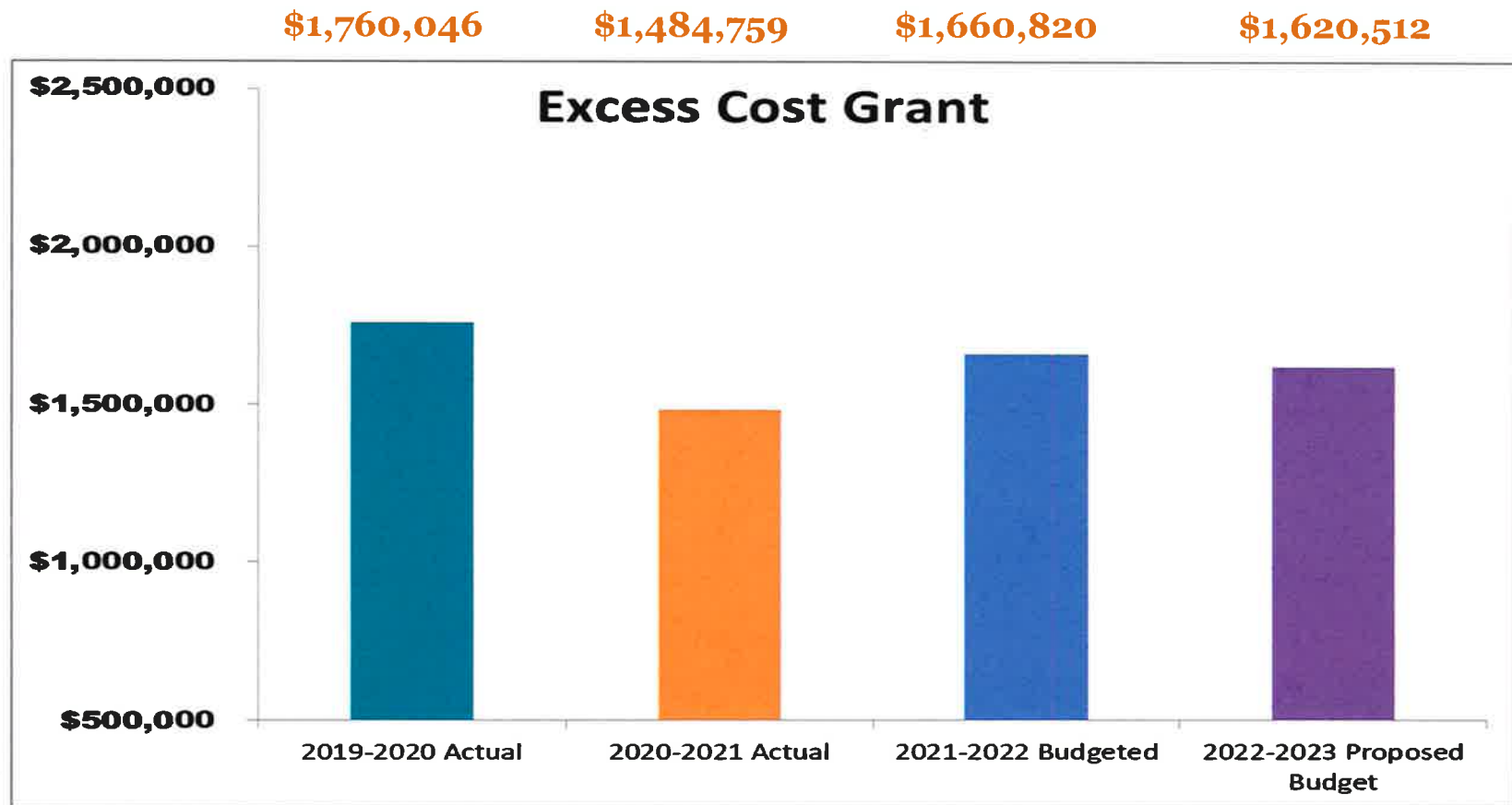
# Revenue & Special Revenue Offsets



## BUDGET REVENUE SOURCES

	2021		2022		2023	
	Revenue \$	% of Total Budget	Revenue \$	% of Total Budget	Revenue \$	% of Total Budget
Tax Revenue	73,939,991	94.00%	75,110,667	94.24%	78,574,045	94.48%
Education Cost Sharing	4,634,262	5.89%	4,495,691	5.64%	4,495,691	5.40%
Other Grants	25,412	0.03%	23,000	0.03%	23,000	0.03%
Local Tuition	28,280	0.04%	32,340	0.04%	32,340	0.04%
Parking Permits	20,000	0.03%	30,000	0.04%	30,000	0.04%
Miscellaneous Fees	3,831	0.00%	6,000	0.01%	6,000	0.01%
<b>Total Funding Sources</b>	<b>\$78,651,776</b>		<b>\$79,697,698</b>		<b>\$83,161,076</b>	

# Special Education Excess Cost Grant



## Student Cost

---

Tuition		\$100,000
Transportation		\$40,000
Total (eligible cost)		\$140,000

## Basic Contribution

Prior Year Net Cost Per Pupil			
	$\$19,919 \times 4.5 =$	\$89,636	Threshold
Eligible Cost	$\$140,000 - \$89,636$	\$50,364	
Actual Reimbursement: $\$50,364 \times 75\%$		\$37,773	

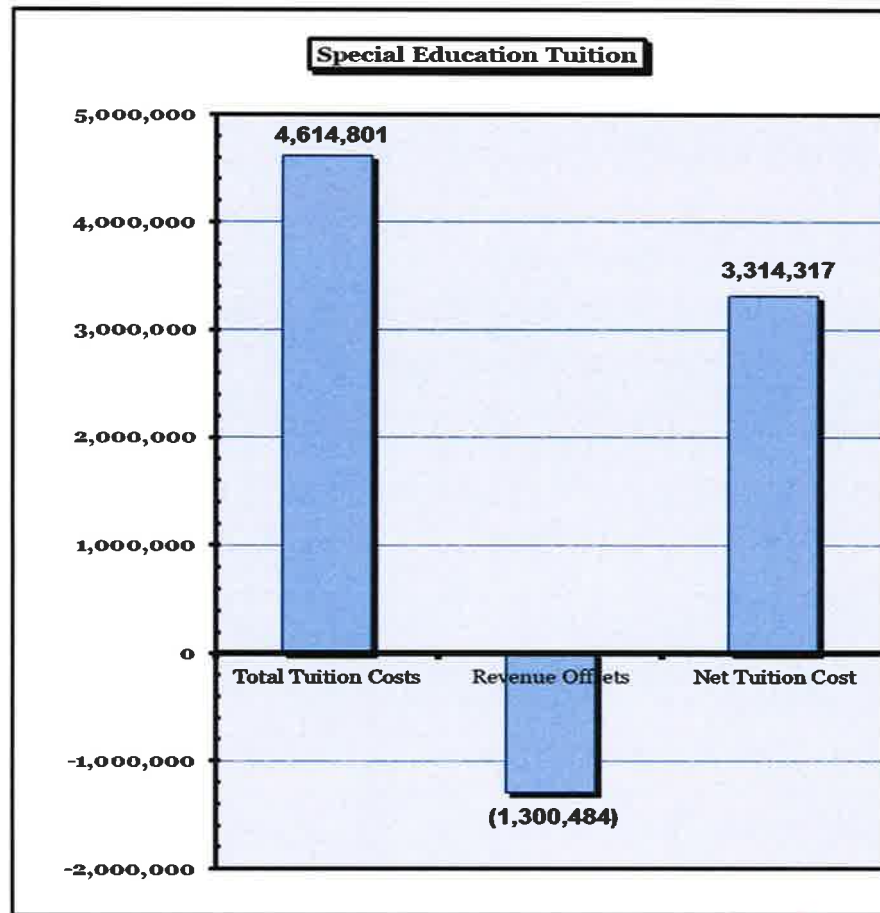
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Newtown Education Budget's Responsibility:  $\$140,000 - \$37,773 =$  \$102,227

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*\* as the cost per pupil increases, our eligible costs and reimbursements are reduced.*

# Special Education Tuition





## SUPERINTENDENT'S BUDGET – MAJOR OBJECTS 2022-2023

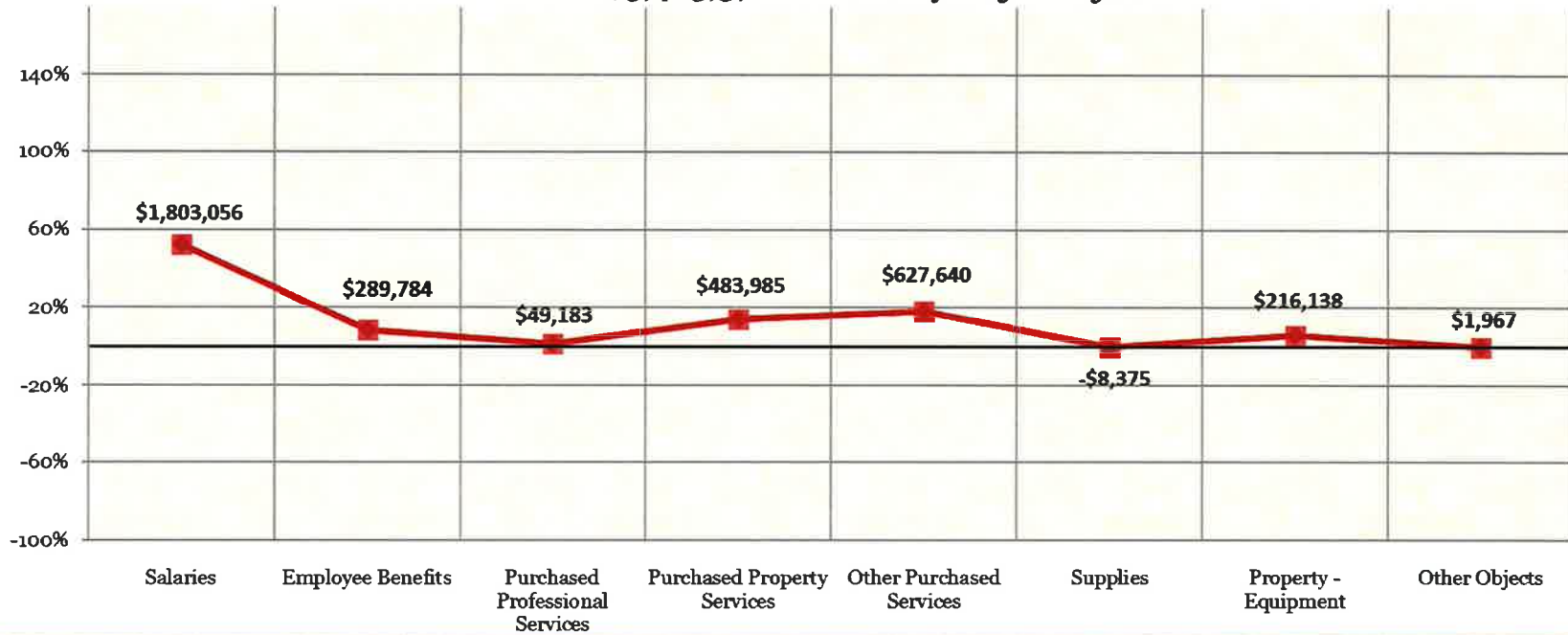
Salaries	\$53,986,471
Employee Benefits	\$11,955,016
Purchased Professional Services	\$736,600
Purchased Property Services	\$2,331,663
Other Purchased Services	\$10,118,326
Supplies	\$3,372,664
Property & Equipment	\$484,250
Other Objects	\$76,086
Special Education Contingency	\$100,000
<b>TOTAL OPERATING BUDGET</b>	<b>\$83,161,076</b>

## OBJECT CHANGES %

Object	Cost of Increase	% Change of Budget
Salaries	\$1,803,056	3.46%
Employee Benefit	\$289,784	2.48%
Purchased Professional Services	\$49,183	7.15%
Purchased Property Services	\$483,985	26.19%
Other Purchased Services	\$627,640	6.61%
Supplies	(\$8,375)	-0.25%
Property - Equipment	\$216,138	80.61%
Other Objects	\$1,967	2.65%
<b>Total Budget Increase</b>	<b>\$3,463,378</b>	<b>4.35%</b>

# Object Summary

**2022-23 Requested Operational Plan  
% of \$3,463,378 Increase by Major Object**



# SALARIES AND BENEFITS DRIVERS

## Contractual Salary Increases

- Teachers will receive 1.75% for top step only; all others will receive step increase
- Administrators will receive 2.00%
- Custodians will receive 2.25%
- Secretaries will receive 2.25%
- Nurses will receive 2.00% for top step only; all others will receive 1.50% with step movement
- Paraeducators will be negotiated
  - **Salaries make up 52.06% of the requested budget increase**

## Benefits

- Medical & Dental make up 73.23% of the benefit budget. The expected increase in this area is 3.11%
- FICA & Medicare make up 14.27% of the benefit budget. The expected increase on this area is 3.96%
- Pensions are expected to slightly decrease based on actuarial projections.
- Other accounts include premiums & fees, life insurance, tuition reimbursement, unemployment, workers compensation and employee assistance program.
  - **Benefits make up 8.37% of the requested budget increase**

# **Staffing Requests: Additions and Reductions**

## STAFFING

### Certified Staffing Requests – Additions

Certified Staff	Position	F.T.E.	Salary
Hawley	1st Grade Teacher	1.00	\$64,959
Hawley	World Language	0.25	\$16,240
Hawley	PE Teacher	0.25	\$16,240
Hawley	Math Intervention	0.50	\$32,480
Sandy Hook	Kindergarten Teacher	1.00	\$64,959
Sandy Hook	1st Grade Teacher	1.00	\$64,959
Middle Gate	2nd Grade Teacher	1.00	\$64,959
Middle Gate	Math Intervention	0.50	\$32,480
Head O'Meadow	Kindergarten Teacher	1.00	\$64,959
Head O'Meadow	World Language	0.25	\$16,240
Head O'Meadow	PE Teacher	0.25	\$16,240
Head O'Meadow	Math Intervention	0.50	\$32,480
<b>Total Certified Additions</b>		<b>7.50</b>	<b>\$487,195</b>

## STAFFING

### Staff Previously Funded by Grants

Staff	Position	F.T.E.	Salary
Head O'Meadow	Behavior Interventionist	0.93	\$20,385
Curriculum	ELL Teacher	1.00	\$70,171
Special Education	Speech & Language	1.00	\$73,819
Special Education	Middle Gate Teacher	1.00	\$54,207
Special Education	Middle Gate Teacher*	0.05	\$3,830
Special Education	Middle School Teacher	2.00	\$143,896
Special Education	Middle School Health Teacher	0.20	\$14,174
<b>Total Additions</b>		<b>6.18</b>	<b>\$380,482</b>

\*portion of salary not supported with grant funds

## STAFFING

### Certified Staffing Requests – Reductions

Certified Staff	Position	F.T.E.	Salary
High School	Science	-1.00	-\$100,507
High School	Social Studies	-0.40	- \$25,984
Total Certified Reductions		-1.40	-\$126,491

### Non-Certified Staffing Requests – Reductions

Non-Certified Staff	Position	F.T.E.	Salary
Middle School	Classroom Para	-0.43	\$8,586
SPED para	NMS SPED Para	-2.47	-\$49,506
Total Non-Certified Reductions		-2.90	-\$58,092



## Staffing Summary

<b>Staff Category</b>	<b>F.T.E.</b>	<b>Salary</b>
Certified Additions	7.50	\$487,195
Previously Grant Funded	6.18	\$380,482
Certified Reductions	-1.40	-\$126,491
Non-Certified Reductions	-2.90	-\$58,092
<b>Total Staffing Request</b>	<b>9.38</b>	<b>\$683,094</b>

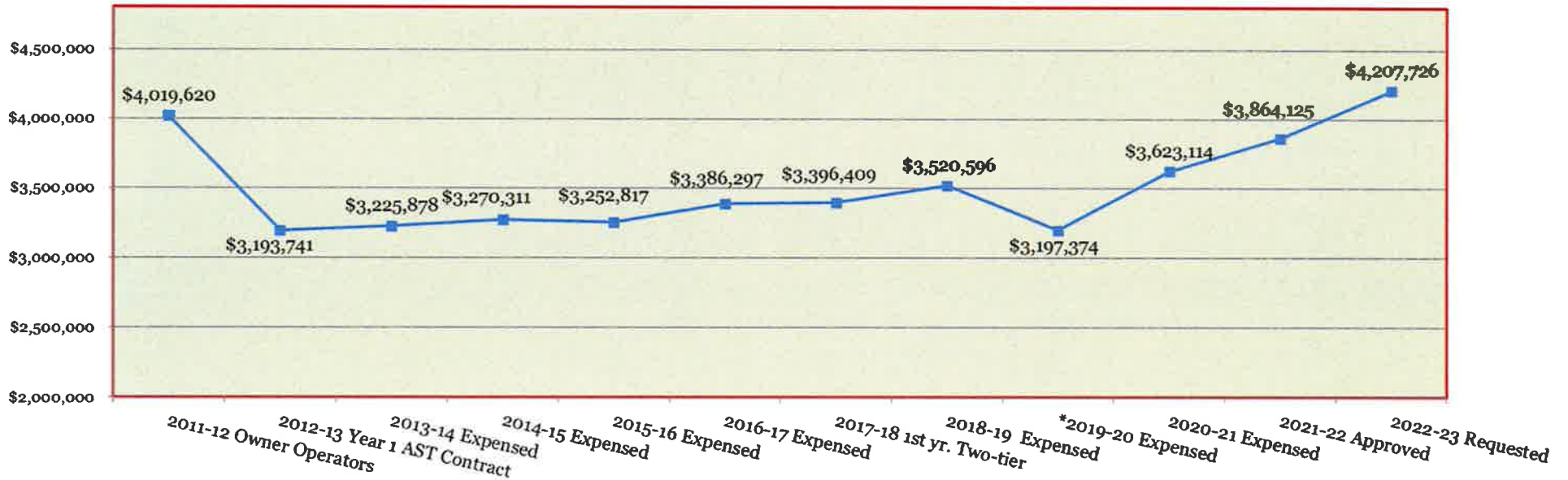
## OTHER PURCHASED SERVICES

This area of the budget is expected to increase by \$627,640 and makes up 18.12% of the requested budget increase.

### Drivers found in other purchased services include:

- Transportation is expected to increase by \$347,448
  - Current contract ends in 2022. Anticipated increases range between 5% - 15%. We have estimated an increase of 8%.
    - *Bids are due to come in at the end of January.*
- Contracted Services is expected to increase by \$126,570
  - General Support Services has an expected increase of \$27,350
  - Technology increase accounts for \$55,126
  - Curriculum increase accounts for \$42,455
  - Various accounts include \$1,639
- Out-of-district tuition is expected to increase by \$76,511 (includes regular & special education)
- All other areas of the budget expected to increase by \$77,111

## In District Transportation Costs



## PURCHASED PROPERTY SERVICES DRIVERS

This area of the budget is expected to increase by \$483,985 and makes up 13.97% of the total budget.

### Drivers found in purchased property services include:

- Building & Site Maintenance Projects is expected to increase by \$472,000
  - These projects occur each year as repair and replacements are required to maintain all of our schools. The costs for these projects typically average around \$500,000.
  - For the past two years, the Town has funded these projects in full.
  - The current year's budget was funded in full for building and site maintenance projects through the Town's Capital Non-recurring fund.

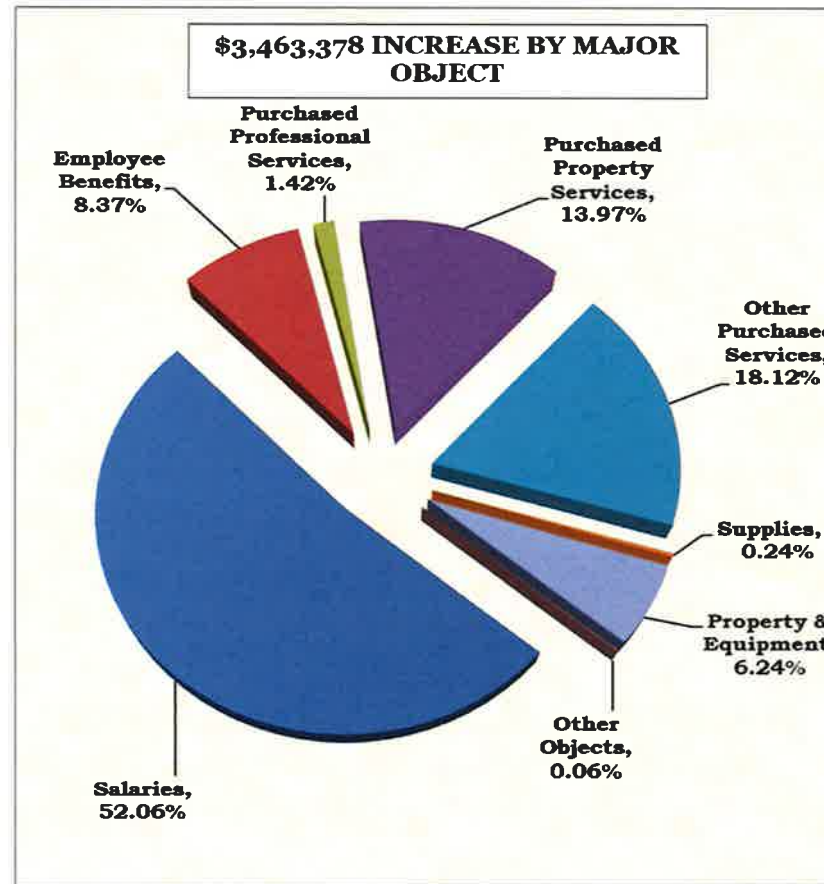
# PROPERTY AND EQUIPMENT

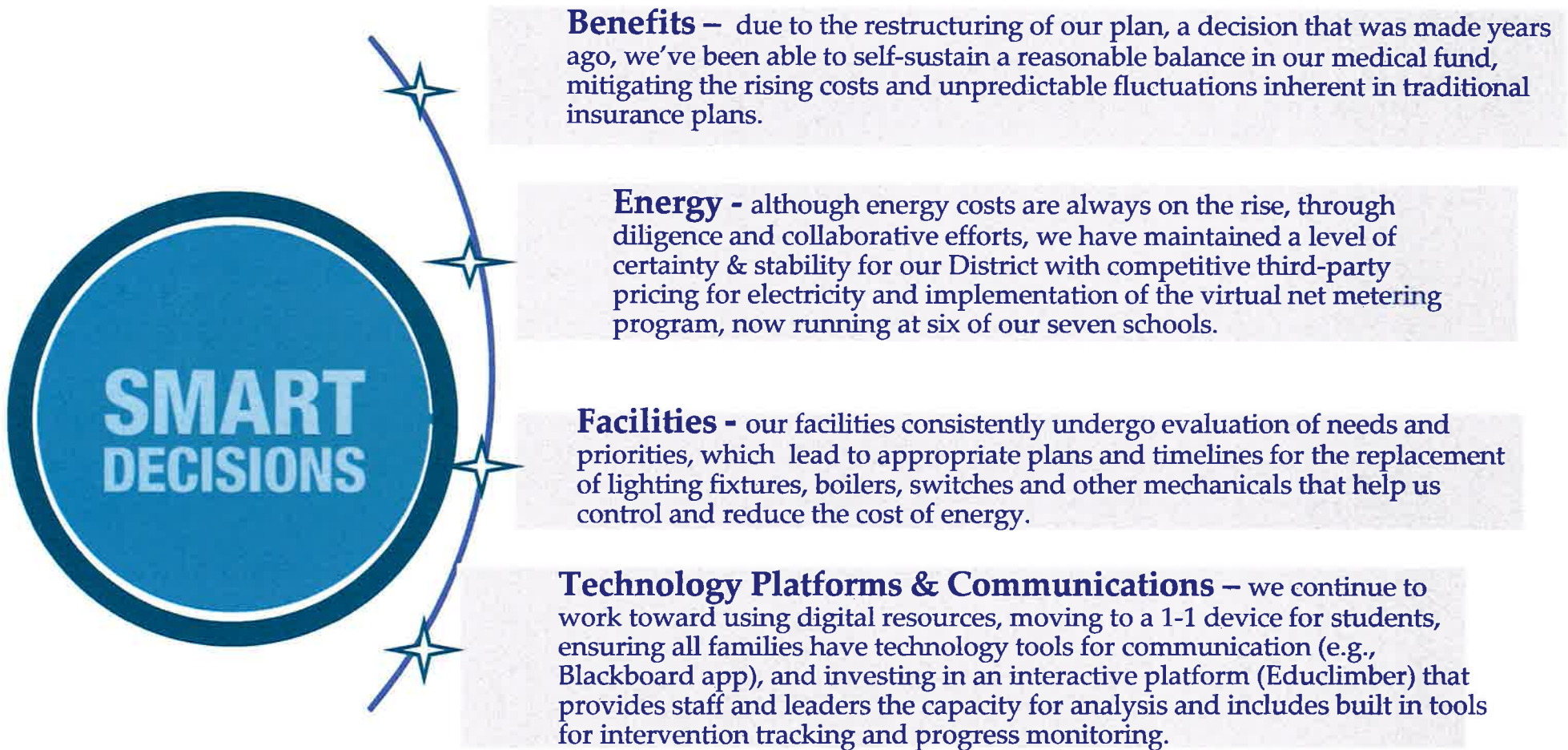
This area of the budget is expected to increase by \$216,138 and makes up 6.24% of the requested budget increase.

## Drivers found in property & equipment include:

- Technology equipment is expected to increase by \$169,604
  - The majority of this increase is due to a reduction of the current year budget which was funded by the Town's capital non-recurring account. The BOE budget was reduced by \$179,491 (current year); thus creating this increase.
  
  - The equipment budget for technology includes \$144,540 for chromebooks and licensing.
  
- District furniture increased by \$37,620
  - Request to replace cafe tables at the Middle School.
  - Request to replace desks & chairs at Middle Gate School.

# PERCENTAGE OF BUDGET INCREASE BY MAJOR OBJECT





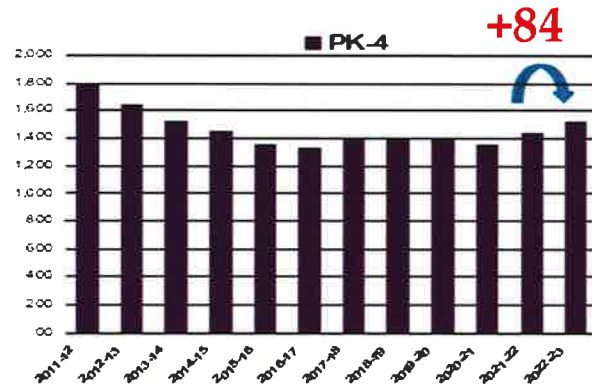


# STUDENT ENROLLMENT



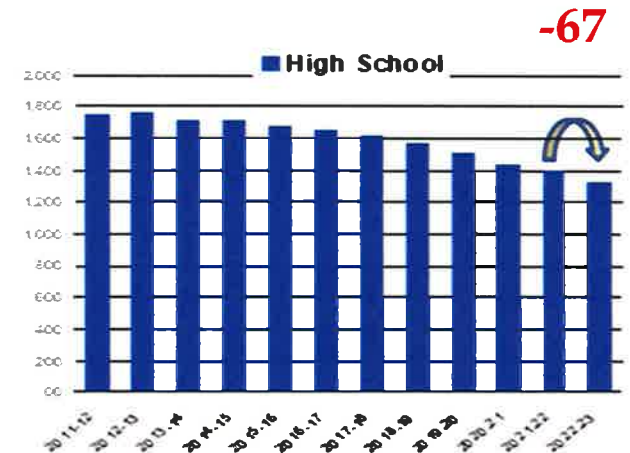
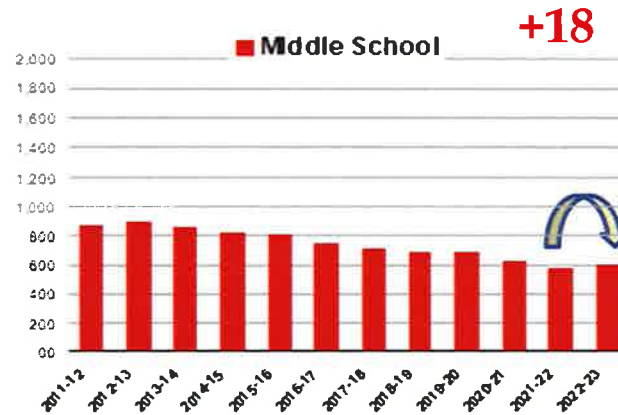
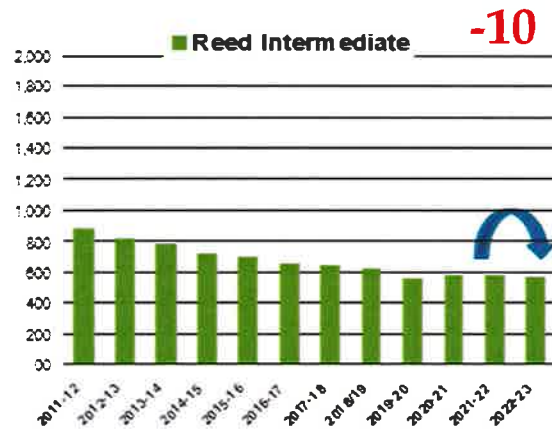
# Enrollment Overview

**District Enrollment**  
 2021-22 actual: 4,000  
 2022-23 projected: 4,025



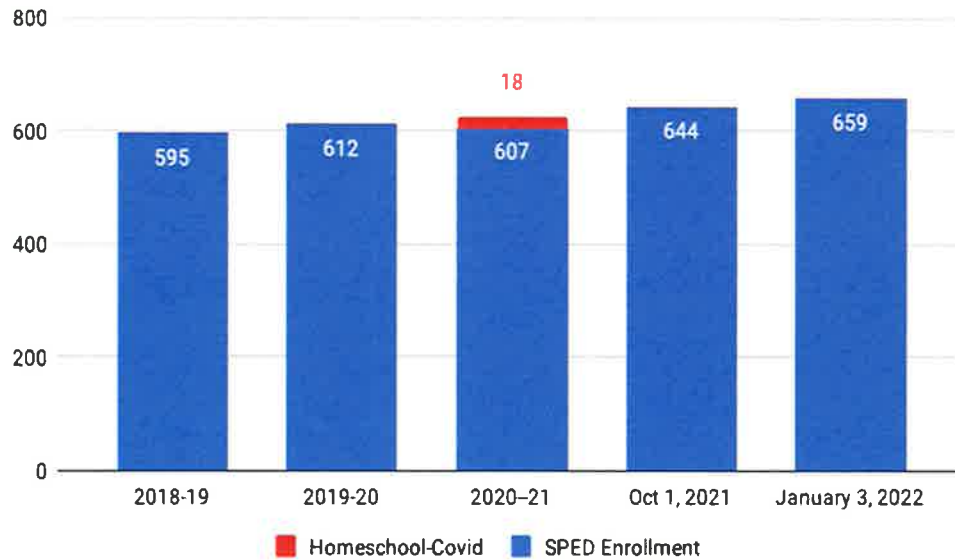
**+25 Increase**

Hawley	314
Sandy Hook	399
Middle Gate	420
Head O'Meadow	317
PreK	76

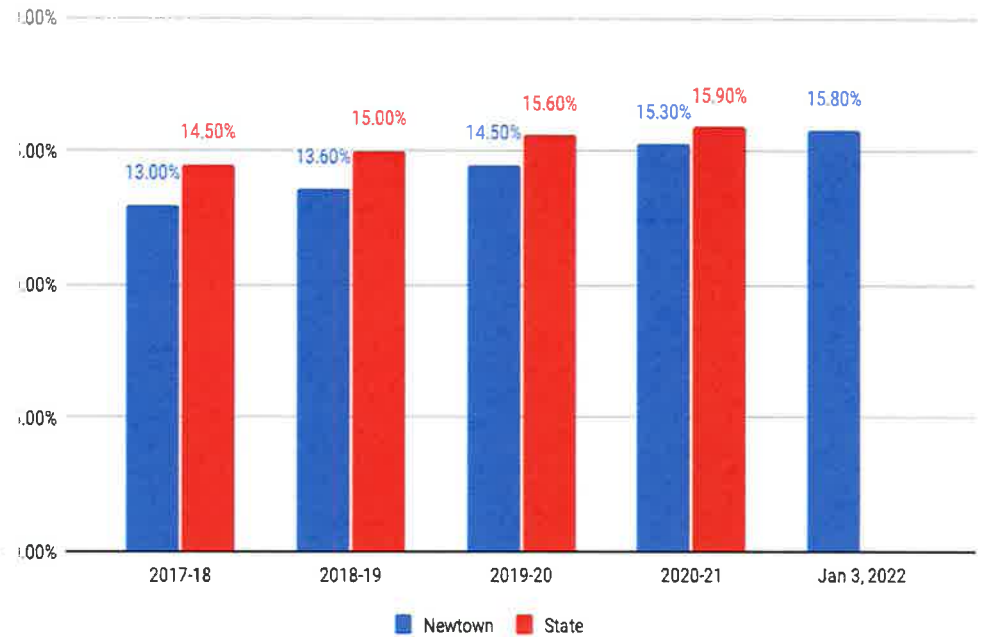


# Special Education Enrollment

District Special Education Enrollment

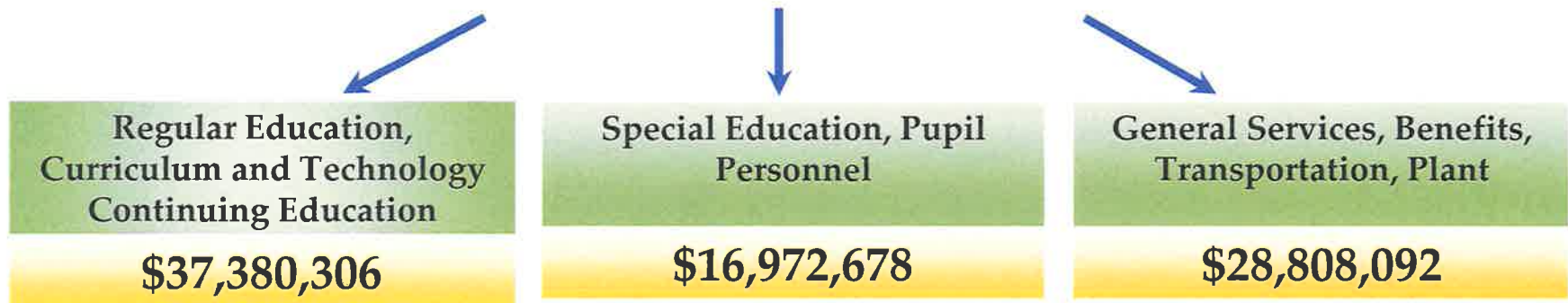


State/District Special Education Percentage



# BUDGET BREAKDOWN

Budget increase request is **4.35%**



# Net Current Expenditure Per Pupil DRG-B

District Name	2020-2021	NCEP
GREENWICH		\$24,304
MADISON		\$22,980
FAIRFIELD		\$20,781
MIDDLEBURY		\$20,242
SOUTHURY		\$20,242
NEW FAIRFIELD		\$20,241
GUILFORD		\$20,069
<b>NEWTOWN</b>		<b>\$19,919</b>
BETHANY		\$19,564
WEST HARTFORD		\$19,155
SIMSBURY		\$18,993
GRANBY		\$18,869
ORANGE		\$18,853
GLASTONBURY		\$18,755
WOODBIDGE		\$18,731
AVON		\$18,594
FARMINGTON		\$18,180
CHESHIRE		\$18,156
MONROE		\$17,754
BROOKFIELD		\$17,626
TRUMBULL		\$17,579
SOUTH WINDSOR		\$16,668

## *A Budget Commitment*



## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

The Newtown Board of Education (the “Board”) recognizes the importance of protecting the health and safety of students, staff and the community during the COVID-19 pandemic. Therefore, in accordance with the Governor’s Executive Order, the Board authorizes the administration to develop a regulation concerning vaccination against COVID-19. ~~requires that all staff within District schools, as defined by this policy, are required to receive at least one dose of a COVID-19 vaccine by September 27, 2021. Those not vaccinated by such date due to certain exemptions are required to be tested for COVID-19 on a weekly basis.~~

Legal Reference      Connecticut General Statutes  
10-145    Certificate necessary to employment. Forfeiture for noncompliance. Substitute teachers.  
Governor’s Executive Order No. 13G, September 10, 2021  
Governor’s Executive Order No. 14, September 28, 2021  
Governor’s Executive Order No. 14a, September 30, 2021

Policy adopted:

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

#### Definitions

For purposes of this policy, the following definitions shall apply:

**“Fully vaccinated”** means at least 14 days have elapsed since a person has received the final dose of a vaccine approved for use against COVID-19 by the U.S. Food and Drug Administration, or as otherwise defined by the Centers for Disease Control.

**“School Board”** refers to the operator of any public or non-public pre-K through grade 12 school.

**“Contract Worker”** means any person who provides service to the Board requiring such person to make regular and frequent visits to Board district schools or to have regular or frequent contact with students or staff, but who is not employed by the Board, excluding any person who visits a Board school only to provide one-time or limited-duration repairs, services, or construction, or a volunteer.

**“Covered Worker”** refers to all employees, both full and part-time, contract workers, contractors, providers, assistants, substitutes, and other individuals working in ~~a public or non-public pre-K to grade 12~~ a district school including individuals providing operational or custodial services or administrative support or any person whose job duties require them to make regular or frequent visits to any ~~such~~ district schools or to have regular or frequent contact with students or staff.

Covered Worker does not include a contractor or employee of an outside vendor who visits a ~~public or non-public pre-K through grade 12~~ district school only to provide one-time or limited-duration repairs, services, or construction, or a volunteer.

**“Contractor”** refers to any person or business entity, including a vendor of support services or subcontractor, that provides the personnel who function as contract workers, ~~state employees,~~ ~~state hospital employees,~~ or covered workers for the Board. ~~to a covered state agency, school board, or child care facility.~~

#### COVID-19 Vaccination Requirements

Vaccines shall be required as provided below.

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

#### COVID-19 Vaccination Requirements (continued)

~~On and after September 27, 2021~~, school boards (the Board) shall, prior to extending an offer of employment to, or entering into a contract for the in-person services of, a covered worker or an entity that employs a covered worker, require that any covered worker:

- ~~1. is fully vaccinated against COVID-19,~~
- ~~2. has received the first dose and has either received a second dose or has an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or has received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine,~~
- ~~3. is exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the covered worker's health, or the covered worker objects to vaccination on the basis of a sincerely held religious or spiritual belief, and the covered worker is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the school board or child care facility; provided that any covered worker claiming such exemption shall apply for an exemption on the basis of medical conditions or sincerely held religious or spiritual beliefs.~~

~~Each request for an exemption will be considered on an individualized, case by case basis. Employees who have applied for an exemption must provide appropriate supporting documentation upon request.~~

- ~~4. A covered worker who is hired before September 27, 2021 may, as an alternative to vaccination, and regardless of whether such worker has a medical or religious exemption, comply with the testing requirements contained within this policy.~~

**On and after September 27, 2021**, the Board shall not employ, or maintain a contract for the provision of in-person services of, any covered worker or an entity that employs a covered worker, unless such covered worker:

1. is fully vaccinated against COVID-19,
2. has received the first dose and has either received a second dose or has an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or has received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine, or



## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations

#### COVID-19 Vaccination Requirements (continued)

3. is exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the covered worker's health, or the individual objects to vaccination on the basis of a sincerely held religious or spiritual belief, and the covered worker is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the school board or child care facility; provided that any school board or childcare facility employee claiming such exemption shall apply for an exemption due to medical conditions or sincerely held religious or spiritual beliefs.

Each request for an exemption will be considered on an individualized, case by case basis. Employees who have applied for an exemption must provide appropriate supporting documentation upon request.

4. A covered worker who is hired before September 27, 2021 may, as an alternative to vaccination, and regardless of whether such worker has a medical or religious exemption, comply with the testing requirements contained within this policy.
5. ~~On and after September 27, 2021,~~ The Board will not employ, or contract for the provision of services from, any covered worker or entity that employs a covered worker subject to the conditions above and is not exempt who has received the first dose of a two-dose series vaccination but fails to receive the second dose on the appropriate date as recommended by CDC or at the scheduled appointment without good cause.

~~On and after September 27, 2021, the Board will not employ, or contract for the provision of services from, any covered worker or entity that employs a covered worker subject to the conditions above and is not exempt who has received the first dose of a two-dose series vaccination but fails to receive the second dose on the appropriate date as recommended by CDC or at the scheduled appointment without good cause.~~

#### Vaccination Verification and Testing for Covered Workers

The school board shall authenticate, or where applicable require that the contractor providing the services of a covered worker authenticate, the vaccination status of covered workers, maintain documentation of vaccination or exemption of such covered workers and report compliance with this order, in a form and manner directed by the Department of Public Health.

~~Through this policy, or where applicable the Board direction to a contractor of a covered worker to implement a policy, Beginning September 27, 2021, covered workers who have not demonstrated proof of either full vaccination are required to submit to COVID-19 testing one time per week on an ongoing basis until fully vaccinated. Adequate proof of the test results on a weekly basis shall be presented to the school board. Board in a form prescribed by the Board. This requirement shall take effect on September 27, 2021.~~

## Personnel - Certified/Non-Certified

### Required COVID-19 Vaccinations (continued)

#### Vaccination Verification and Testing for Volunteers

While we appreciate and recognize community members who want to volunteer in our schools, we also want to keep our staff and students safe. As of January 15, we will be asking volunteers to present proof of COVID-19 vaccination OR a negative COVID test result within the previous 72 hours of the time a volunteer will be working in the school. If a volunteer will be present in the school beyond one week (5 school days) from the date of the negative test, he or she would be asked to test again for each subsequent week.

#### Acceptable Proof of Vaccination

Covered workers may demonstrate proof of vaccination by providing one of the following:

1. A valid CDC COVID-19 Vaccination Record Card or photo of the Vaccination Record Card;
2. Documentation from a health care provider or electronic health care records;
3. ~~State Immunization Information record;~~ A certificate from the Vaccine Administration Management System (VAMS), if the individual received vaccination through the VAMS system; or
4. ~~Other documentation prescribed by the Commissioner of Public Health.~~ A copy of the individual's official immunization record from the Connecticut Immunization Information System, CT WiZ.

Covered workers must also complete and sign a Declaration Attesting to the Authenticity of an Individual's COVID-19 Vaccination Record, provided by the Board. Proof of vaccination will not be deemed valid unless accompanied by the individual's signed declaration. The District reserves the right to authenticate a Vaccination Record Card in a manner consistent with any binding standards issues by the Commissioner of Public Health for such authentication.

Personal attestation will not be accepted as an acceptable form of proof of a COVID-19 vaccination. (*The Commissioner of Public Health may promulgate binding standards for authentication of a Vaccination Record Card.*)

All proof of vaccination must contain the name and date of birth of the individual, the manufacturer of the COVID-19 vaccine that was administered, and the date(s) on which the vaccine was administered. Employees must not include any additional medical or genetic information with proof of vaccination.

#### Violations and Enforcement

Any covered worker who fails to comply with this policy shall not be allowed on the premises of the school board until the individual provides adequate proof of compliance or without prior written authorization of the school board.

## **Personnel - Certified/Non-Certified**

### **Required COVID-19 Vaccinations (continued)**

The school board recognizes that it will be in violation of this policy, based on the Governor's Executive Order, when it permits a covered worker who has not complied with this policy to be in a pre-K through grade 12 school, to make regular or frequent visits to any such school facility, or to have regular or frequent contact with children in child care, students, or staff.

The school board also commits a violation if it fails to authenticate the vaccination status of a covered worker or contract worker, maintain documentation of vaccination, testing, or allowable exemptions as required.

The Board recognizes that if the State Department of Education (SDE) determines that the Board is not in compliance with the requirements of this policy, the SDE may require Board to forfeit a portion of the total sum which is paid to the school board from the State Treasury in an amount to be determined by the Commissioner of Education, which amount shall be not less than one thousand dollars nor more than ten thousand dollars.

Any forfeited amount shall be withheld from a grant payment, as determined by the Commissioner, during the fiscal year following the fiscal year in which noncompliance is determined. (The Commissioner of Education may waive such forfeiture if the Commissioner determines that the failure of a school board to comply with such a provision was due to circumstances beyond its control.)

### **Policy Duration**

This policy shall remain in effect through February 15, 2022 unless earlier modified or terminated by the Board. ~~of Education based upon a subsequent executive order of the Governor or by the expiration of its enabling executive order.~~

ASSIGNMENT, TRANSFER, OR SUSPENSION OF PERSONNEL - FOR CAUSE

The Superintendent is authorized temporarily to assign, transfer, or suspend a Board of Education employee for cause. The provisions of statutes or employee contracts will govern the procedures for this administrative action. The Superintendent will notify the Board of Education in a timely manner of the temporary assignment, transfer, or suspension.

Reference: CGS 10-151b

Adopted 11/23/76

Amended 10/10/95

**Board of Education  
Newtown, Connecticut**

Minutes of the Board of Education meeting held on January 4, 2022 at 7:00 p.m. in the Council Chamber in the Municipal Office Building at 3 Primrose Street.

D. Zukowski, Chair	L. Rodrigue
J. Vouros, Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	5 Staff
R. Harriman (absent)	20 Public
J. Kuzma	1 Press
J. Larkin	
C. Savo	
M. Irvine	

Ms. Zukowski called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Ms. Zukowski read a statement regarding holding board meetings and asked for no more clapping by the public. She also asked that to be sure minutes were properly represented, if anyone had edits to what they said to send them to her.

Item 2 – Consent Agenda

MOTION: Mr. Cruson moved that the Board of Education approve the consent agenda which includes the correspondence report. Mrs. Larkin seconded. Motion passes unanimously.

Item 3 – Public Participation

Don Lococo, 27 Hi Barlow Road, was concerned about the subcommittee regarding wellness, mental health and emotional support. Even before the pandemic there were students with mental health issues. It's important that this subcommittee is for a broader purpose.

Phil Palilla, 6 Winding Brook Road, addressed the new DEI Coordinator position. This position ties into social emotional wellness of our students. He teaches and has seen that certain students who go through college don't focus on the subject matter. This has permeated into the high school and junior high school levels and was not happy with what is being taught.

Item 4 – Reports

Chair Report: Ms. Zukowski spoke about keeping school in-person with the Omicron spread and supporting our staff in their efforts to address learning loss and the normal duties and responsibilities of a board of education. She asked for support of our administration during these difficult times.

Superintendent's Report: Dr. Rodrigue sent a communication regarding the DPH guidance for families and staff to review. Our priority is in-person learning and keeping our practices in place. Our schools have spent hundreds of hours contact tracing and quarantining students. Screen and stay is no longer necessary. We are in the process of utilizing test kits and N95 masks and they will be distributed as needed.

Anne Dalton added that the focus has changed to move from contact tracing to keeping ill people at home.

Dr. Rodrigue noted that we have an update on the Hawley HVAC Project tonight and welcomed Chris Moretti, Jenna Connors, Carla Tischio, and Kelly McClaren who would provide an update regarding the move.

**Committee Reports:**

Mr. Vouros reported on the Para Climate and Culture Committee. There are representatives from each building, the union president, he as a Board member, the superintendent, and principal, Dr. Gombos. This committee maintains an open dialogue between the para group and district leadership. The dialog is extremely positive and feedback is rewarding.

**Student Reports:**

Ms. Savo updated activities at the high school including Capstone notifications.

Mr. Irvine reported that student art was being shown at the Municipal Center and mid-terms would begin in two weeks. Congratulations to those who qualified for State competitions.

Mr. Cruson noted that the CABA Legislative Breakfast would be held Tuesday, January 11 at Sandy Hook school at 7:30 a.m. Area 5 legislators, Board members and Superintendents were invited.

**Item 5 – Old Business**

MOTION: Mr. Cruson moved that the Board of Education approve the new Social Emotional Health and Wellness standing committee to be added to the list. Mrs. Larkin seconded.

Ms. Zukowski supports this committee with Mrs. Kuzma as chair and Mrs. Larkin as a member. She added herself as third member.

Motion passes unanimously.

**Coordinator of Health and Wellness:**

Dr. Rodrigue sent the Board information on this essential role which is needed again. It was a position years ago and parceled out to other people. This person would develop programs for all students, working with the Board of Education on the Health and Wellness committee, provide a partnership with the Director of Health, and maintain a high level of communication with families and staff. Anne Dalton does much of this now, along with our grant writer. Dr. Rodrigue would post it internally and propose to hire by March 1 of this year. We have some funds available to cover it this year.

Mr. Cruson noted the job description included a lot of what Mrs. Dalton is doing now. By adding this position it would allow her to get back to supervising the nurses.

Dr. Rodrigue said it would as she has been pulled away from her role. Mrs. Dalton and many nurses were paid overtime for work that extended beyond the school day.

Mr. Vouros, Mr. Ramsey and Mrs. Kuzma support this full time position.

Mrs. Larkin was also in support and asked how we would measure the effectiveness for this position over time.

Dr. Rodrigue stated that this position reports to the Superintendent and is also policy-related and curriculum-related. You truly measure the need for the position if students are being successful and families feel there is a level of support for them. You look at all that stems from the position to measure its effectiveness. There are a variety of ways to measure the work of this position.

MOTION: Mr. Cruson moved that the Board of Education approve the Coordinator of Health and Wellness position to being March 1, 2022. Mrs. Kuzma seconded. Motion passes unanimously.

**Item 6 – New Business**

Update on Facilities Planning for the Hawley HVAC Project:

Chris Moretti spoke about the Hawley project and relocation. Also on the committee is Carla Tischio, Lead Teacher at Hawley School, Kelly Maclaren, Lead Teacher at Sandy Hook School, and Jenna Connors, Assistant Principal at Reed. We began with the projected enrollment for Hawley and look at each school. Kindergarten and 1<sup>st</sup> grade with eight sections and 132 students would be housed at Sandy Hook School. Grades 2, 3 and 4 with 9 to 10 sections and 182 students will be housed at the Reed School. We looked at all potential areas and considered everything with a preliminary list. We wanted to make sure we could fit comfortably and be accepted and welcomed.

Mrs. Tischio, Mrs. Maclaren and Ms. Connors outlined their work.

Bob Gerbert noted that the project is out for bid at this time and there was a walk-through last week. Bids due January 13. The goal is to have the final bid number for the Board of Selectman and start the project.

Mr. Vouros said the team involved in the transition planning is more than phenomenal and he was very excited for the children to go to these schools. We also have to look at the traffic flow for these schools.

Mr. Moretti said we have transportation on our list to consider busing and traffic and will work with Dr. Rodrigue, All-Star, and Mr. Gerbert, Dr. Gombos, and Mr. Correia.

Dr. Rodrigue has met with All-Star and will work on this once we get the accurate enrollment. We would also work with Newtown Police regarding traffic.

Mrs. Kuzma asked how in-school and PTA events would be handled.

Mr. Moretti stated we have a list of items to address like PTA, communications, and school culture to be considered. He would like to anticipate some events. At Reed it might be a bit harder. He would like to keep our identity and have individualized school events. It is important to have cross school events and possible field trips.

Mr. Gerbert mentioned we have tremendous support from the Town, Dan Rosenthal, and Public Building and Site Commission members.

Superintendent Search:

MOTION: Mr. Cruson moved that the Board of Education establish a Personnel Search Committee for the purpose of recommending to the Board one or more candidates for the position of Superintendent of Schools, and move further, that the Personnel Search Committee be comprised of the following individuals in their capacity as members of the Board: Rebekah Harriman, Jenn Larkin, Janet Kuzma, Donald Ramsey, John Vouros, Deb Zukowski and Dan Cruson. Mr. Vouros seconded.

Ms. Zukowski said the first step is to create an Ad Hoc Superintendent Search Committee. The second step is for the committee to select a third party search consultant. The third step is for the committee to work with the consultant to prepare a job description. The leadership then works with the directors of Human Resources and Business and Finance to prepare a request for proposals. The committee reviews the submissions and selects the candidates to interview. She recommended that Mr. Cruson be assigned as Chair of the Search Committee because he is a team player and has experience with a superintendent search.

Mr. Ramsey wanted to appoint Janet Kuzma as co-leader with Mr. Cruson. Mrs. Larkin seconded. Mr. Ramsey wanted a fresh perspective with a new Board member and reduce the burden on one person.

Mr. Cruson said the leadership person doesn't make the decision because everyone on the Board has a voice.

Ms. Zukowski agreed with also having a new person.

Mr. Vouros noted that the leadership position for this search requires someone in addition to Mr. Cruson and that would be Mrs. Harriman who has done this before, has the experience and knowledge to take us through this, and would be extremely beneficial to have her work with Mr. Cruson. He understands having a new Board member but everyone will be involved. The leadership team facilitates and organizes this for the rest of the Board. He proposed that Mrs. Harriman join Mr. Cruson.

Mrs. Larkin agreed with part of what Mr. Cruson said but also agrees with adding Mrs. Kuzma because she would make a better contribution than Mrs. Harriman.

MOTION: Mr. Ramsey moved that we amend the motion to include Dan Cruson as chair and Janet Kuzma as co-chair. Mrs. Larkin seconded.

Vote on amendment: 4 ayes, 1 nay (Mr. Vouros)

1 abstained (Mr. Cruson) Motion passes.

Vote on main motion: 5 ayes, 1 nay (Mr. Vouros) Motion passes.

Minutes of December 21, 2021:

MOTION: Mr. Cruson moved that the Board of Education approve the minutes of December 21, 2021. Mrs. Kuzma seconded. Motion passes unanimously.

#### Item 7 – Public Participation

Laura Main, 42 The Old Road, said in February the Connecticut Department of Education released a position statement on culturally responsive education. The Board will need training to support Mr. Johnson and his work. The Board needs to learn about a culturally responsive education.

Wendy Leon Gambetta, 19 Saw Mill Ridge Road, worries about what she heard at the December 21 meeting when patriotism was mentioned in conjunction with school. Patriotism cannot be taught in schools. It's a personal value.

Tony Keating, 7 Oak Ridge Drive, said DEI cries out for diversity of thought but wonders if current efforts are beneficial to children. He mentioned equity and incidents in the country.

Kevin Kuzma, 12 The Boulevard, appreciated the changes in quarantining and thanked the Board for seeing the big picture. It's not the job of our children to protect the adults. Children deserve a normal childhood.

Carl Miller, 72 Forest Drive, graduated in 2021 and stated that a rich and diverse education benefits children.

Kenneth Miller, 72 Forest Drive, is in fifth grade and experienced racism in school. His friends are smart and strong enough to understand. DEI cries out for diversity of thought but wonders if current efforts are beneficial to children.

Sherry Grummands, 5 Black Walnut Drive. We speak about other cultures as a family. Her sons would say their classmates should be represented and supported.



Jennifer Padilla, 32 Glen Road, spoke about the updates to the COVID plan. You're stripping options away from parents like discontinuing contact tracing. That ability gave her the option of deciding whether her child attended school. She asked for a voice and a choice for families.

Cheryl Boyajian, 2 Vona Way, said when COVID decisions are based on data she is in full support of continuing to follow guidelines. Put children first and trust the same science from two years ago.

Tom Damon, 18 Horseshoe Ridge Road, spoke about still sending children to school in masks which get contaminated during the day. Some want to reverse the policy. There are spiking cases but no death rates. End the mask mandates for our children.

David Weiss, 13 Horseshoe Ridge Road, is thrilled Mr. Johnson joined the district and is excited to see a positive impact on the community. He thanked the Board for the DEI standing committee. There is nothing political about the words diversity, equity and inclusion and they should not be removed from policies.

Linda O'Sullivan, 10 Farmery Lane, addressed the debate over DEI. Some believe the American story is relevant and some don't. She spoke about Newtown Allies for Change

Rachel Torres, 13 Saw Mill Ridge, spoke about Mr. Johnson's presentation and was asked how he saw unity and patriotism fitting in with DEI. She didn't see the relevance of this to his presentation. Fear and ignorance is at the root of DEI. Some associate patriotism with not challenging historical leaders.

Cara Dogaly, 2 Monitor Hill Road, was commented about the childish behavior tonight. She works in diversity and inclusion and supports the decision of going back to school all in.

Lisa Terifay, 11 Longview Terrace, noted that after the DEI presentation one Board member spoke about patriotism. Perhaps it should be discussed in Newtown. She loves Newtown and loves our country. It was disappointing to see DEI called political.

Lisa Lewellen, 32 South Main Street, has three special education children and the one in sixth grade is called names. Our children with special needs are ostracized and reminded the Board of a special education survey three years ago regarding reading interventions for students with dyslexia. None of the action steps were followed through.

MOTION: Mr. Cruson moved to adjourn. Mrs. Kuzma seconded. Motion passes unanimously.

Item 8 – Adjournment.

The meeting adjourned at 9:15 p.m.

Respectfully submitted:

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Donald Ramsey  
Secretary