

To view this meeting, the livestream link is: <https://vimeo.com/event/729428>  
To make a public comment the call in number is (US) 1-304-916-7136  
The PIN is 473 996 568#

Board of Education Meeting  
December 21, 2021

Council Chamber  
7:00 p.m.

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

## A G E N D A

- Item 1 PLEDGE OF ALLEGIANCE
- Item 2 CONSENT AGENDA
- Donation to Newtown High School
  - Correspondence Report
- Item 3 \*\*PUBLIC PARTICIPATION
- Item 4 REPORTS
- Chair Report
  - Superintendent's Report
  - Committee Reports
  - Student Representatives Report
  - Action on Financial Report Month Ending November 30, 2021
- Item 5 PRESENTATION
- Update on DEI Work and BOE Resolution Promoting Diversity and Equity
- Item 6 OLD BUSINESS
- Discussion and Possible Action on 2022 Board of Education Standing Committees
- Item 7 NEW BUSINESS
- Discussion on Health and Wellness Coordinator
  - Action on Minutes of December 7, 2021
  - Action on Minutes of December 21, 2021
- Item 8 \*\*PUBLIC PARTICIPATION
- Item 9 ADJOURNMENT

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

# THE WELLER FOUNDATION, INCORPORATED

P.O. Box 894, Newtown, CT 06470

(203) 304-9233

December 2, 2021

Dr. Kimberly Longobucco  
Principal  
Newtown High School  
12 Berkshire Road  
Sandy Hook, CT 06482

Subject: 2021 Donation

Dear Kimberly :

The Weller Foundation, Incorporated is a non-profit organization that was established in 1962 to provide financial assistance to educational, charitable, and civic organizations. Our Founder, Barton L. Weller was a philanthropist who gave generously throughout his life. It has been 30+ years since his passing, and the Board of Trustees wish to honor his legacy in the community. Therefore, the Board of Trustees of The Weller Foundation, Incorporated at their December 1, 2021 meeting approved a \$500 donation to your school to be utilized in your library for the purchase of books. We would appreciate nameplates to be included in the books to read, "Donated In honor of Barton L. Weller".

On behalf of the Board of Trustees, I am pleased to enclose our Check #5460 made payable to Newtown High School in the amount of \$500.00.

The Foundation is proud to support your school library with this donation. Please provide us with an update as to how these funds were utilized.

Cordially,



Kimberly Hufschmied  
Foundation Administrator

cc: Noreen Morgenstern - Weller Liaison  
Enclosure - Check #5460

*Dr. Rodriguez -  
FYI -  
a small donation  
for 2021*

**NEWTOWN BOARD OF EDUCATION  
MONTHLY FINANCIAL REPORT  
NOVEMBER 30, 2021**

**SUMMARY**

The fifth 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 November, The Board of Education spent approximately \$7.5M; \$4.1M on salaries; \$2.0M for employee benefits (3<sup>rd</sup> installment of self-insurance deposited per request of the Town); and approximately \$1.4M on all other objects.

The current year end projected balance is showing a positive position of \$406,406. This year is proving to be far from normal as we are seeing some unique repercussions post pandemic.

**Excess Cost Grant Update**

The Excess Cost Grant has now been recalculated and submitted to the State based on the current services provided to our high cost special education students. The costs that exceed our “threshold” of \$89,636 have an anticipated reimbursement rate of 75%. Historically, this rate hovers between 72-75%; however, last year the reimbursement rate was at an all-time high of over 80%.

Overall, the recalculation of the grant came in approximately \$164,000 less than the budget or about 10%. Listed below are the grant provisions by category.

- Special education salaries (in-district) provided \$2,613
- Local (in-district) transportation \$431
- Out-of-district transportation provided \$316,036
- Out-of-district tuition provided \$1,177,347

In January the State will provide the district with their reconciliation along with an estimated revenue reimbursement rate. (*see the “excess cost timeline attached for more detail on this grant*)

**Salary Accounts**

The overall salary account is showing a positive balance of \$212,161. This amount is primarily derived from the non-certified accounts. The drivers behind this balance are as follows:

- Educational assistant positions continue to remain unfilled. Estimates to fill these positions have been included in this report (under anticipated obligations). As of November 30, there were approximately 12 open positions, most of them found in special education programs. The current estimated balance in this area is showing \$111,475 and continues to be a major driver behind within this object.

- We also continue to have openings in our behavioral therapist account. This balance is found under special education services and amounts to \$42,206. Last month a transfer request was initiated from salaries to cover the costs to hire a behavioral therapist service in order to meet the requirements of our students' IEP.
- Employee turnover in our custodial & secretarial unions has also contributed approximately \$48k to this balance. This was previously mentioned in the October financial update.

### **Other Purchase Services Update**

This area of the budget is also contributing towards our positive balance with a year-end projection of \$50,872. The drivers behind this can be found in the following areas:

#### **Transportation**

- Our transportation department continues to face the challenge of filling open bus driver positions. Because of this national issue, we have been unable to utilize our entire fleet of buses, having to combine some of our routes. The process of combining routes began in September and at this time. At that time, nine buses were removed and have not yet been reinstated.
- We have been working with our transportation contractor in order to provide a fair and equitable credit for the district. The vendor has agreed to provide a 45% reduction to our daily rate for the buses that have been temporarily parked and removed from the route. This discount will also provide credits for the day-to-day cancellation of buses and or routes.
- As new bus drivers are hired, our contractor will make every effort to reinstate those vehicles that have been parked.
- Included in this report is the actual YTD credit (through November 30) for \$87,253. We will include a full year forecast in next month's financial update.

#### **Out-of-District Tuition**

The total balance in the out-of-district education account is showing a positive balance of \$23,859. This account combines high school regular out-of-district tuition, Danbury Magnet school tuition and special education out-of-district tuition.

- The regular education portion of this account is currently showing a positive balance of \$56,778. Only about half of our budgeted students have fulfilled this line item.
- The special education tuition account is currently showing a balance of -\$1,060,266. This balance is offset by a portion of the excess cost grant, now estimated at \$1,177,347, which nets a balance of \$117,081. However, we do anticipate additional outplacements to take place sometime in January; therefore, I have included an estimate (*in the anticipated obligation column*) for additional tuition costs of \$150,000, taking our positive balance down to a negative balance of roughly -\$33,000.
- The special education contingency line item is still intact at \$100,000. We will continue to monitor all special education activities and initiate a transfer request when needed.

## Supplies

The overall projected balance in supplies is currently estimated at \$52,000.

- There was a small decrease in our electric & natural gas accounts as the consumption rate in November proved to be higher than the original estimate. However, we are estimating a balance of about \$40,000 in this area.
- There is also a small estimated balance in our fuel line (this accounts for student transportation). This amount is subject to change as buses are reinstated back into our routes. However, it's important to keep in mind that while we have several buses parked, some of the buses that are running each day may run multiple times in order to cover for the buses that are not running.

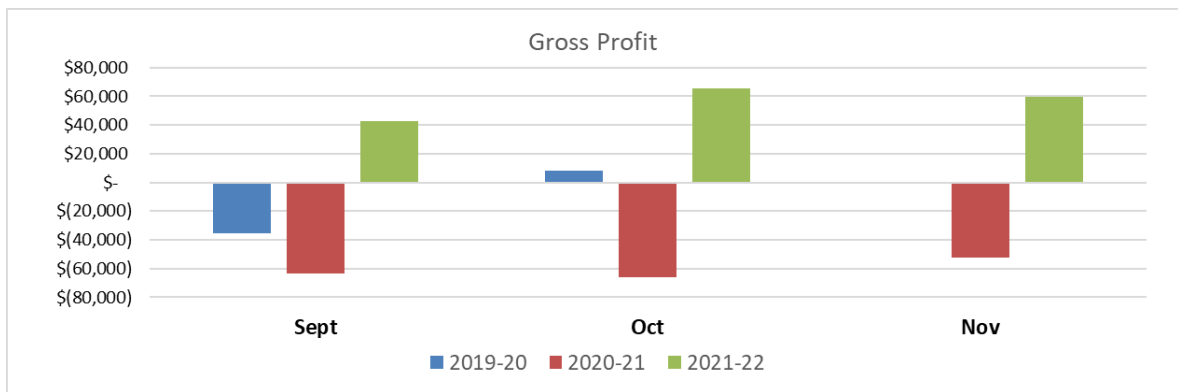
## All Other Objects

All other major objects are in good standing order at this time. All accounts will be closely monitored and the Board will be made aware of all concerns.

At this time, the projected year end balance is only an estimate and subject to change.

## Food Service Update

Whitson's has proposed an incentive retention program for their employees in order to recognize those who have been dedicated throughout this pandemic and also to entice new employees to join the Whitson's team. Currently, there are five open positions in K-8 and two at the High School. The cost to the program, providing all positions are filled and all employees had perfect attendance, would be roughly \$10,000 per month. Our average gross profit is currently over \$50,000 per month (see chart below). Attached is a memo from Whitson's outlining this program for their employees with a start date of January 1, 2022.



## **Revenue**

In the month of November, the Board of Education received \$8,574 in local tuition revenue.

## **Emergency Repairs**

The emergency repairs required during this month which exceeded \$5,000 include;

- Repair to a blower shaft and bearing assembly for the Unit HV-6 pool at the High School. This repair was part of a service contract with Harry Grodsky & Co.

## TERMS AND DEFINITIONS

The Newtown Board of Education's Monthly Financial Report provides summary financial information in the following areas:

- Object Code – a service or commodity obtained as the result of a specific expenditure defined by eight categories: Salaries, Employee Benefits, Professional Services, Purchased Property Services, Other Purchased Services, Supplies, Property, and Miscellaneous and Special Ed Contingency.
- Expense Category – further defines the type of expense by Object Code.
- Expended 2020-21 – expenditures from the prior fiscal year for comparison purposes. (Expenditures remain unaudited until the audit is complete, typically by December.)
- Approved Budget – indicates a town approved financial plan used by the school district to achieve its goals and objectives.
- YTD Transfers – identified specific cross object codes requiring adjustments to provide adequate funding for the fiscal period. This includes all transfers made to date.
- Current Budget – adjusts the Approved Budget calculating adjustments (+ or -) based on YTD transfers.
- Year-To-Date Expended – indicates the actual amount of cumulative expenditures processed by the school district through the month-end date as indicated on the monthly budget summary report.
- Encumbered – indicates approved financial obligations of the school district as a result of employee salary contracts, purchasing agreements, purchase orders, or other identified obligations not processed for payment.
- Balance – calculates object code account balances subtracting expenditures and encumbrances from the current budget amount indicating accounts with unobligated balances or shortages.
- Anticipated Obligation - is a column which provides a method to forecast expense category fund balances that have not been approved via an encumbrance, but are anticipated. Special revenue offsets are included within the account balance in order to provide the overall budget funding level.
- Projected Balance - calculates the object code balances subtracting the Anticipated Obligations. These balances will move up and down as information is known and or decisions are anticipated or made about current and projected needs of the district.

- Special Revenue - The monthly budget summary report also provides financial information on the State of Connecticut grant reimbursement programs (Excess Cost and Agency Placement Grants and Magnet Grant Transportation). These reimbursement grants/programs are used to supplement local school district budget programs as follows:

Excess Cost Grant – (Current Formula) this State of Connecticut reimbursement grant is used to support local school districts for education costs of identified special education students whose annual education costs exceed local prior year per pupil expenditure by 4 ½. Students placed by the Department of Child and Family Services (DCF) are reimbursed after the school district has met the prior year’s per pupil expenditure. School districts report these costs annually in December and March of each fiscal year. State of Connecticut grant calculations are determined by reimbursing eligible costs (60%-100%) based on the SDE grant allocation and all other town submittals. This grant is allocated to various expenditures and highlighted in blue.

Magnet Transportation Grant – provides reimbursement of \$1,300 for local students attending approved Magnet school programs. This grant is combined with the transportation expenditures.

- Other Revenue - The last portion of the monthly budget summary reports school generated revenue that is anticipated revenue to the Town of Newtown. Fees and charges include:
  - Local Tuition – amounts the board receives from non-residents who pay tuition to attend Newtown schools. Primarily from staff members.
  - High school fees for parking permits.
  - Miscellaneous fees, which constitute refunds, rebates, prior year claims, etc.
  - Other grants – supplemental and relevant grants pertaining to the current year.



**Object - As defined by the National Center for Education Statistics, "Financial Accounting for Local and State School Systems - 2009 Edition" (page 125).**

"This classification is used to describe the service or commodity obtained as the result of a specific expenditure. The nine major object categories are further sub-divided. The definitions of the object classes and selected sub-object categories follow:

- 100 - Personal Services - Salaries: Amounts paid to both permanent and temporary school district employees, including personnel substituting for those permanent positions.
- 200 - Personal Services - Benefits: Amounts paid by the school district on behalf of employees (amounts not included in gross salary but in addition to that amount). Such payments are fringe benefit payments and, although not paid directly to employees, nevertheless is part of the cost of personal services.
- 300 - Purchased Professional and Technical Services: Services that by their nature can be performed only by persons or firms with specialized skills and knowledge.
- 400 - Purchased Property Services: Services purchased to operate, repair, maintain, and rent property owned or used by the school district.
- 500 - Other Purchased Services: Amounts paid for services rendered by organizations or personnel not on the payroll of the school district (separate from Professional and Technical Services or Property Services).
- 600 - Supplies: Amounts paid for items that are consumed, are worn out, or have deteriorated through use or items that lose their identity through fabrication or incorporation into different or more complex units or substances.
- 700 - Property: Expenditures for acquiring capital assets, including land, existing buildings, existing infrastructure assets, and equipment.
- 800 - Debt Services and Miscellaneous: Amounts paid for goods and services not otherwise classified above.
- 900 - Other Items: Used to classify transactions that are not properly recorded as expenditures/expenses but require control and reporting by the school district."

**Excess Cost Revenue Timeline (informational)**

The table below provides an outline of the excess cost grant; how the grant is submitted, projected, reported and deposited. The formula used to determine eligible submissions of excess costs is as follows:

**Meeting the “threshold”**

Eligible costs must be above a certain dollar amount, a.k.a. the threshold. The formula used to determine these costs takes the prior year NCPP X 4.5. Costs that are above this threshold can be submitted to the State for reimbursements. The State will typically reimburse 75% of these costs. The submission must also meet specific criteria, and for students that are outplaced through an agency, such as DCF, the threshold is lowered to 1 X NCPP.

**TIMELINE**

<b><u>Step One</u></b>	<b><u>Submissions</u></b>	<b><u>Budget &amp; Rates</u></b>	<b><u>Financial Statements</u></b>	<b><u>Deposits</u></b>
December 1 <sup>st</sup> (year 0)	Projection due to State	This number is also used for the following year’s budget (w/projections)	This number will be used in the Nov/Dec financial statements	
<b><u>Step Two</u></b>				
January (middle) (year 0)	1 <sup>st</sup> estimate received from State (based on our Dec 1 <sup>st</sup> submission)	State will provide estimated revenue and reimbursement %	This number will be used in the Jan/Feb financial statements	2/3 of the State’s estimate will be deposited in February
<b><u>Step Three</u></b>				
March 1 <sup>st</sup> (year 0)	2 <sup>nd</sup> projection due to the State			
<b><u>Step Four</u></b>				
April (middle) (year 0)	2 <sup>st</sup> estimate received from State (based on our March 1 <sup>st</sup> submission)	State will provide adjusted revenue and reimbursement %	This number is used to adjust the current year’s financial statements (April or May)	Balance of the State’s estimate will be deposited in May
<b><u>Step Five</u></b>				
September 1 <sup>st</sup> (year 1)	Year-end (prior year) reconciliation due to State (based on full fiscal year costs)	This submission will capture adjustments that have been made (on our end only) between March 1 <sup>st</sup> and June 30 <sup>th</sup>		Adjustments (if any) will be made to the third ECS deposit in April
<b><u>Step Five</u></b>				
December (late) (year 1)	Year end (prior year) reconciliation due to State (this will include audit adjustments)			Adjustments (if any) will be made to the third ECS deposit in April



# Memo

**To:** All Whitsons Newtown Team Members  
**From:** John P Prunier  
**Date:** December 13, 2021  
**Re:** Temporary Discretionary Attendance Bonus

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Whitsons understands the challenges of working in school lunch programs as services have changed in the past year and a half due to the pandemic. In recognition of those challenges, we want to reward our hard-working team members at the Newtown School District. Whitsons would like to continue to encourage perfect attendance to ensure that we achieve our business goals. As consideration for your full-time attendance and diligent efforts in assisting Whitsons during this critical time, the Company has devised the following Temporary Discretionary Attendance Bonus Program for hourly employees who support production.

**Eligibility:** You may be eligible for the discretionary weekly attendance bonus if you maintain perfect attendance for the entire workweek. "Perfect attendance" is defined as working your scheduled workweek. Utilizing paid time off will not affect perfect attendance. Each work week is reviewed independently from the others.

School closings or Scheduled Holidays do not count against perfect attendance.

**Bonus Payment:** If you have "perfect attendance" as described above and provided you do not voluntarily resign from your assigned position before the conclusion of the workweek and receipt of payment of the discretionary weekly attendance bonus, you may be paid the below discretionary attendance bonus for each week of perfect attendance.

BONUS AMOUNT: \$3.00 per hour

BONUS DATES: 1 through the last pay period in June 2022

This program may be in effect beginning December 15, 2021 and is subject to change at Whitsons' sole discretion and based on its effectiveness. Any changes to the program will be communicated the week prior to the effective change.

We hope that this Program is further evidence of the value we place on the contributions you are making during this critical time.

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING NOVEMBER 30, 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	\$ 15,335,014	\$ 35,071,030	\$ 1,777,371	\$ 1,565,211	\$ <b>212,161</b>	99.59%
200	EMPLOYEE BENEFITS	\$ 11,442,647	\$ 11,665,232	\$ -	\$ 11,665,232	\$ 7,965,450	\$ 2,307,644	\$ 1,392,139	\$ 1,397,473	\$ <b>(5,335)</b>	100.05%
300	PROFESSIONAL SERVICES	\$ 565,345	\$ 687,417	\$ -	\$ 687,417	\$ 155,870	\$ 81,058	\$ 450,489	\$ 450,489	\$ -	100.00%
400	PURCHASED PROPERTY SERV.	\$ 1,821,238	\$ 1,847,678	\$ -	\$ 1,847,678	\$ 671,413	\$ 513,530	\$ 662,735	\$ 662,734	\$ <b>1</b>	100.00%
500	OTHER PURCHASED SERVICES	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 2,410,265	\$ 7,226,501	\$ (146,080)	\$ (196,952)	\$ <b>50,872</b>	99.46%
600	SUPPLIES	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,057,827	\$ 286,136	\$ 2,037,076	\$ 1,985,076	\$ <b>52,000</b>	98.46%
700	PROPERTY	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 41,997	\$ 132,267	\$ 93,848	\$ 97,141	\$ <b>(3,293)</b>	101.23%
800	MISCELLANEOUS	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ <b>100,000</b>	0.00%
<b>TOTAL GENERAL FUND BUDGET</b>		\$ 78,624,538	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ <b>406,406</b>	99.49%
900	TRANSFER NON-LAPSING	\$ 27,238									
<b>GRAND TOTAL</b>		\$ 78,651,776	\$ 79,697,698	\$ -	\$ 79,697,698	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.49%

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING NOVEMBER 30, 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	\$ 1,665,171	\$ 2,564,828	\$ 6,560	\$ 8,200	\$ (1,640)	100.04%
	Teachers & Specialists Salaries	\$ 32,684,013	\$ 33,063,708	\$ (171,759)	\$ 32,891,949	\$ 8,766,736	\$ 23,976,839	\$ 148,374	\$ 31,013	\$ 117,361	99.64%
	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	\$ 64,461	\$ 29,772	\$ -	\$ -	\$ -	100.00%
	Homebound & Tutors Salaries	\$ 78,691	\$ 159,858	\$ -	\$ 159,858	\$ 26,720	\$ 46,006	\$ 87,133	\$ 85,670	\$ 1,463	99.09%
	Certified Substitutes	\$ 753,567	\$ 642,310	\$ -	\$ 642,310	\$ 144,909	\$ 228,895	\$ 268,505	\$ 384,748	\$ (116,242)	118.10%
	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	\$ 64,077	\$ 46,914	\$ 39,092	\$ 39,092	\$ -	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>\$ 11,013,464</b>	<b>\$ 26,895,922</b>	<b>\$ 1,008,963</b>	<b>\$ 1,008,022</b>	<b>\$ 941</b>	<b>100.00%</b>
	Supervisors & Technology Salaries	\$ 1,017,628	\$ 1,086,292	\$ 15,046	\$ 1,101,338	\$ 407,494	\$ 562,830	\$ 131,014	\$ 120,548	\$ 10,466	99.05%
	Clerical & Secretarial Salaries	\$ 2,286,001	\$ 2,312,625	\$ 6,137	\$ 2,318,762	\$ 816,597	\$ 1,485,583	\$ 16,582	\$ -	\$ 16,582	99.28%
	Educational Assistants	\$ 2,679,741	\$ 2,970,947	\$ -	\$ 2,970,947	\$ 793,473	\$ 1,956,191	\$ 221,283	\$ 109,807	\$ 111,475	96.25%
	Nurses & Medical Advisors	\$ 872,353	\$ 909,761	\$ 10,575	\$ 920,336	\$ 260,336	\$ 643,878	\$ 16,122	\$ 24,728	\$ (8,606)	100.94%
	Custodial & Maint. Salaries	\$ 3,156,782	\$ 3,326,720	\$ 4,698	\$ 3,331,418	\$ 1,227,785	\$ 2,033,969	\$ 69,665	\$ 48,528	\$ 21,137	99.37%
	Non-Certied Adj & Bus Drivers Salaries	\$ 10,597	\$ 98,779	\$ (98,779)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
	Career/Job Salaries	\$ 53,746	\$ 134,711	\$ -	\$ 134,711	\$ 34,758	\$ 93,191	\$ 6,762	\$ (11,197)	\$ 17,959	86.67%
	Special Education Svcs Salaries	\$ 1,364,876	\$ 1,400,112	\$ 25,280	\$ 1,425,392	\$ 427,582	\$ 928,266	\$ 69,544	\$ 27,337	\$ 42,206	97.04%
	Security Salaries & Attendance	\$ 596,036	\$ 640,246	\$ 35,907	\$ 676,153	\$ 205,352	\$ 460,146	\$ 10,655	\$ 10,655	\$ -	100.00%
	Extra Work - Non-Cert.	\$ 146,562	\$ 118,010	\$ -	\$ 118,010	\$ 52,050	\$ 11,054	\$ 54,906	\$ 54,906	\$ (0)	100.00%
	Custodial & Maint. Overtime	\$ 359,759	\$ 236,000	\$ -	\$ 236,000	\$ 93,100	\$ -	\$ 142,900	\$ 142,900	\$ -	100.00%
	Civic Activities/Park & Rec.	\$ 6,423	\$ 32,000	\$ -	\$ 32,000	\$ 3,023	\$ -	\$ 28,977	\$ 28,977	\$ -	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>\$ 4,321,550</b>	<b>\$ 8,175,108</b>	<b>\$ 768,409</b>	<b>\$ 557,189</b>	<b>\$ 211,220</b>	<b>98.41%</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>\$ 15,335,014</b>	<b>\$ 35,071,030</b>	<b>\$ 1,777,371</b>	<b>\$ 1,565,211</b>	<b>\$ 212,161</b>	<b>99.59%</b>

**NEWTOWN BOARD OF EDUCATION**  
**2021-22 BUDGET SUMMARY REPORT**  
**FOR THE MONTH ENDING NOVEMBER 30, 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	\$ 6,406,951	\$ 2,099,565	\$ 25,503	\$ 37,628	\$ (12,125)	100.14%
	Life Insurance	\$ 87,146	\$ 86,760	\$ -	\$ 86,760	\$ 36,326	\$ -	\$ 50,434	\$ 50,434	\$ -	100.00%
	FICA & Medicare	\$ 1,590,115	\$ 1,641,519	\$ -	\$ 1,641,519	\$ 518,384	\$ -	\$ 1,123,135	\$ 1,123,135	\$ -	100.00%
	Pensions	\$ 932,839	\$ 869,471	\$ -	\$ 869,471	\$ 773,635	\$ 750	\$ 95,086	\$ 95,086	\$ -	100.00%
	Unemployment & Employee Assist.	\$ 104,314	\$ 102,000	\$ -	\$ 102,000	\$ 1,050	\$ -	\$ 100,950	\$ 91,190	\$ 9,760	90.43%
	Workers Compensation	\$ 446,103	\$ 433,464	\$ -	\$ 433,464	\$ 229,104	\$ 207,329	\$ (2,970)	\$ -	\$ (2,970)	100.69%
	<b>SUBTOTAL EMPLOYEE BENEFITS</b>	<b>\$ 11,442,647</b>	<b>\$ 11,665,232</b>	<b>\$ -</b>	<b>\$ 11,665,232</b>	<b>\$ 7,965,450</b>	<b>\$ 2,307,644</b>	<b>\$ 1,392,139</b>	<b>\$ 1,397,473</b>	<b>\$ (5,335)</b>	<b>100.05%</b>
<b>300</b>	<b>PROFESSIONAL SERVICES</b>										
	Professional Services	\$ 468,690	\$ 518,402	\$ -	\$ 518,402	\$ 125,599	\$ 53,769	\$ 339,034	\$ 339,034	\$ -	100.00%
	Professional Educational Serv.	\$ 96,655	\$ 169,015	\$ -	\$ 169,015	\$ 30,271	\$ 27,289	\$ 111,455	\$ 111,455	\$ -	100.00%
	<b>SUBTOTAL PROFESSIONAL SERV.</b>	<b>\$ 565,345</b>	<b>\$ 687,417</b>	<b>\$ -</b>	<b>\$ 687,417</b>	<b>\$ 155,870</b>	<b>\$ 81,058</b>	<b>\$ 450,489</b>	<b>\$ 450,489</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	\$ 330,022	\$ 274,244	\$ 74,297	\$ 74,297	\$ 0	100.00%
	Utility Services - Water & Sewer	\$ 98,263	\$ 151,157	\$ -	\$ 151,157	\$ 41,808	\$ -	\$ 109,349	\$ 109,349	\$ -	100.00%
	Building, Site & Emergency Repairs	\$ 513,908	\$ 475,000	\$ -	\$ 475,000	\$ 169,476	\$ 51,125	\$ 254,399	\$ 254,399	\$ -	100.00%
	Equipment Repairs	\$ 312,223	\$ 275,366	\$ -	\$ 275,366	\$ 61,594	\$ 45,505	\$ 168,267	\$ 168,267	\$ 0	100.00%
	Rentals - Building & Equipment	\$ 261,834	\$ 267,592	\$ -	\$ 267,592	\$ 68,513	\$ 142,656	\$ 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>\$ 671,413</b>	<b>\$ 513,530</b>	<b>\$ 662,735</b>	<b>\$ 662,734</b>	<b>\$ 1</b>	<b>100.00%</b>

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING NOVEMBER 30, 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	\$ 345,475	\$ 249,841	\$ 187,659	\$ 187,659	\$ (0)	100.00%
	Transportation Services	\$ 4,015,701	\$ 4,571,980	\$ -	\$ 4,571,980	\$ 738,968	\$ 3,176,701	\$ 656,311	\$ 593,463	\$ 62,848	98.63%
	Insurance - Property & Liability	\$ 402,662	\$ 385,500	\$ -	\$ 385,500	\$ 223,410	\$ 163,163	\$ (1,073)	\$ 30,000	\$ (31,073)	108.06%
	Communications	\$ 157,606	\$ 128,815	\$ -	\$ 128,815	\$ 71,726	\$ 75,331	\$ (18,241)	\$ (13,480)	\$ (4,761)	103.70%
	Printing Services	\$ 25,333	\$ 26,169	\$ -	\$ 26,169	\$ 2,086	\$ 811	\$ 23,272	\$ 23,272	\$ -	100.00%
	Tuition - Out of District	\$ 3,431,665	\$ 3,373,676	\$ -	\$ 3,373,676	\$ 980,653	\$ 3,464,742	\$ (1,071,718)	\$ (1,095,577)	\$ 23,859	99.29%
	Student Travel & Staff Mileage	\$ 157,629	\$ 221,571	\$ -	\$ 221,571	\$ 47,948	\$ 95,913	\$ 77,711	\$ 77,711	\$ -	100.00%
	<b>SUBTOTAL OTHER PURCHASED SERV.</b>	\$ 9,172,832	\$ 9,406,686	\$ 84,000	\$ 9,490,686	\$ 2,410,265	\$ 7,226,501	\$ (146,080)	\$ (196,952)	\$ 50,872	99.46%
<b>600</b>	<b>SUPPLIES</b>										
	Instructional & Library Supplies	\$ 826,451	\$ 773,786	\$ -	\$ 773,786	\$ 311,831	\$ 154,645	\$ 307,310	\$ 307,310	\$ -	100.00%
	Software, Medical & Office Supplies	\$ 214,286	\$ 214,816	\$ -	\$ 214,816	\$ 77,352	\$ 52,539	\$ 84,926	\$ 84,926	\$ -	100.00%
	Plant Supplies	\$ 622,223	\$ 391,100	\$ -	\$ 391,100	\$ 165,551	\$ 52,949	\$ 172,600	\$ 172,600	\$ -	100.00%
	Electric	\$ 801,953	\$ 1,043,970	\$ -	\$ 1,043,970	\$ 342,433	\$ -	\$ 701,537	\$ 690,537	\$ 11,000	98.95%
	Propane & Natural Gas	\$ 357,556	\$ 416,899	\$ -	\$ 416,899	\$ 62,209	\$ -	\$ 354,690	\$ 323,690	\$ 31,000	92.56%
	Fuel Oil	\$ 55,386	\$ 63,000	\$ -	\$ 63,000	\$ 8,874	\$ -	\$ 54,126	\$ 54,126	\$ -	100.00%
	Fuel for Vehicles & Equip.	\$ 160,849	\$ 202,401	\$ -	\$ 202,401	\$ 47,964	\$ -	\$ 154,437	\$ 144,437	\$ 10,000	95.06%
	Textbooks	\$ 417,222	\$ 275,067	\$ -	\$ 275,067	\$ 41,613	\$ 26,003	\$ 207,451	\$ 207,451	\$ -	100.00%
	<b>SUBTOTAL SUPPLIES</b>	\$ 3,455,926	\$ 3,381,039	\$ -	\$ 3,381,039	\$ 1,057,827	\$ 286,136	\$ 2,037,076	\$ 1,985,076	\$ 52,000	98.46%

**NEWTOWN BOARD OF EDUCATION  
2021-22 BUDGET SUMMARY REPORT  
FOR THE MONTH ENDING NOVEMBER 30, 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>700</b>	<b>PROPERTY</b>										
	Technology Equipment	\$ 803,761	\$ 130,960	\$ -	\$ 130,960	\$ 21,308	\$ 27,947	\$ 81,705	\$ 81,705	\$ -	100.00%
	Other Equipment	\$ 159,701	\$ 137,152	\$ -	\$ 137,152	\$ 20,689	\$ 104,320	\$ 12,143	\$ 15,436	\$ (3,293)	102.40%
	<b>SUBTOTAL PROPERTY</b>	\$ 963,462	\$ 268,112	\$ -	\$ 268,112	\$ 41,997	\$ 132,267	\$ 93,848	\$ 97,141	\$ (3,293)	101.23%
<b>800</b>	<b>MISCELLANEOUS</b>										
	<b>Memberships</b>	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
	<b>SUBTOTAL MISCELLANEOUS</b>	\$ 66,663	\$ 74,119	\$ -	\$ 74,119	\$ 50,043	\$ 596	\$ 23,480	\$ 23,480	\$ -	100.00%
<b>910</b>	<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	\$ 27,687,878	\$ 45,618,762	\$ 6,391,058	\$ 5,984,652	\$ 406,406	99.49%

<b>SPECIAL REVENUES</b>										
EXCESS COST GRANT REVENUE	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%	
	<b>Total</b>	\$ (1,484,759)	\$ (1,660,820)	\$ (1,496,427)	\$ (1,496,427)	\$ (164,393)	\$ -	\$ -	90.10%	
	<b>SDE MAGNET TRANSPORTATION GRANT</b>	\$ (5,200)	\$ (20,800)	\$ (13,000)	\$ (13,000)	\$ (7,800)			62.50%	
	<b>OTHER REVENUES</b>									
	<b>BOARD OF EDUCATION FEES &amp; CHARGES - SERVICES</b>		<b>APPROVED BUDGET</b>	<b>ANTICIPATED</b>	<b>RECEIVED</b>	<b>BALANCE</b>	<b>% RECEIVED</b>			
	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%			
	<b>OTHER GRANTS</b>		<b>FULL BUDGET</b>	<b>21-22 BUDGET</b>	<b>YTD EXPENSE</b>	<b>ENCUMBER</b>	<b>BALANCE</b>			
	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%		



**Resolution  
Newtown BOE – 7/7/20**

**Promoting Diversity & Equity**

WHEREAS, we believe that ALL students should be inspired to attain and apply the knowledge and skills and attributes that lead to personal success while becoming a contributing member of a dynamic global society;

WHEREAS, we know that every student in our care has the right to an equitable educational experience - regardless of race, religion, ability, ethnicity, identity, socioeconomic status, or gender;

WHEREAS, we agree that institutional racism and bias promote barriers to student learning, create academic gaps, and directly conflict with the core values and beliefs of Newtown Public Schools;

WHEREAS, we must vow to confront all incidents of inherent bias and racism in our schools and hold all individuals accountable for their actions;

WHEREAS, we value differences in others' beliefs, intellectual ideas, and backgrounds;

WHEREAS, we promote an appreciation of diverse cultures, groups, people, and perspectives;

WHEREAS, we celebrate the individual academic, social, and civic contributions of individuals within our school community;

WHEREAS, student, parent, staff, and community voices are integral in building a climate of trust, respect, and dignity while creating opportunities that minimize disparities in educational outcomes;

WHEREAS, we believe that continuous improvement requires the courage to change long-standing biases and institutional norms;

Now, therefore, the Newtown Board of Education RESOLVES to:

- support the development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that promote a richer awareness of culture and racial diversity;
- review and monitor policies on diversity, inclusion, and equity;
- review curriculum in grades K-12 through the lens of multicultural and diverse perspectives;

- establish a clear protocol that records and reports incidents of racism occurring within the schools and holds all staff and students accountable for their actions;
- review and employ mechanisms (e.g., anonymous tips, trusted adults) to allow students and staff to share sensitive or confidential information that will help in the investigation of acts of bullying, harassment, and racism;
- continue to support best practices and social/emotional programs and resources to ensure that every student feels safe in a supportive environment;
- provide training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students, including students of color;
- support the Superintendent's initiatives in creating community conversations in diversity and equity that will lead to systemic improvements.

## **Proposed Standing Committee Assignments**

1/1/2022 – 12/31/2022

### CIP/Facilities/Finance Committee

Jennifer Larkin – Chair

Deborra Zukowski

Don Ramsey

### Communication Committee

Don Ramsey – Chair

Dan Cruson

Janet Kuzma

### Contract Negotiation Committee

Dan Cruson

Don Ramsey

Deborra Zukowski

Rebekah Harriman

### Curriculum and Instruction Committee

John Vouros – Chair

Don Ramsey

Jennifer Larkin

### Policy Committee

Dan Cruson – Chair

Deborra Zukowski

Janet Kuzma

### Liaisons

Schools

NHS: John Vouros

NMS: Don Ramsey

RIS: Janet Kuzma

HAW: Rebekah Harriman

HOM: Dan Cruson

MG: Deborra Zukowski

SHS: Jennifer Larkin

### Other Boards/Committees

Hawley HVAC – CFF Committee members

### NFT Climate and Culture Committee

Rebekah Harriman (primary)

John Vouros

### Para Climate and Culture Committee

John Vouros (primary)

Janet Kuzma

District Safety and Security Team  
Dan Cruson

EdAdvance  
Rebekah Harriman

CABE  
Dan Cruson

### **Diversity, Equity and Inclusion Committee**

1. Meet quarterly with the Coordinator of Diversity, Equity and Inclusion to support his work and make the Board aware of any needs
2. Work with the Superintendent and Coordinator of Diversity, Equity and Inclusion to ensure that actionable items they have developed are addressed while reflecting the Board of Education's mission, beliefs and objectives.
3. Recommend to the Board of Education any action that needs their approval to support the Diversity, Equity and Inclusion needs of staff and students

## **Social Emotional Health & Wellness Committee**

Newtown public schools recognize that there are beneficial long term and short term outcomes from implementing Social Emotional Health & Wellness programs within our district. Research has shown benefits that include improved academic performance, college readiness, career readiness, positive mental health, positive social behaviors, and healthy adult relationships. The district's social emotional framework outlines 5 competencies that are monitored and measured throughout the school year - self awareness, social awareness, relationship skills, self management, and responsible decision making. School leadership teams analyze data at the school level to determine areas in need of improvement and develop action plans. School counselors also review data to inform decisions regarding types of lessons to offer in the classroom and types of support they can offer to students throughout the year.

1. Work with the Superintendent and Health and Wellness Coordinator to prioritize social-emotional programs and practices that impact students' well being.
2. Establish and sustain a culture that supports mental health services for all staff, students, and families.
3. Assess district and community resources to ensure mental health services are accessible to all members of the school community.
4. Monitor and evaluate the implementation and impact of district health and wellness policies and protocols.
5. Provide regular feedback to the Board of Education and recommend changes or modifications to the district's health and wellness program for board approval.

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

Minutes of the Board of Education meeting held on December 7, 2021 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, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas (absent)
R. Harriman	4 Staff
D. Cruson	30 Public
J. Kuzma	1 Press
J. Larkin	
C. Savo	
M. Irvine	

Mrs. Debbie Halstead, Town Clerk, called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Election of Officers

Mrs. Halstead asked for nominations for chair.

Don Ramsey nominated Deborra Zukowski.

John Vouros nominated himself.

Dan Cruson nominated himself.

Mr. Ramsey nominated Ms. Zukowski because she is an impeccably honest person with tremendous strength and authenticity and is non-biased. She has a deep love for the community, loves children and has the ability to bring harmony among the different stakeholders.

Ms. Zukowski thanked Mr. Ramsey and said she would work hard for the success of the Board.

Mr. Vouros said he was entering his 11th year on the Board and has been there through a multitude of event such as a mass shooting, he has supported school security, was involved in academic self studies with continued work on school climate as well as policy review, contract negotiations and personnel searches. He feels a successful leader should model effective traits and earned the respect of the administration, staff, and parents.

Mr. Cruson said he has had a long relationship with Newtown Public Schools as a high school student and employee of central office. The last five years he has been on almost every subcommittee, the school closing and start time committees, searches and contract negotiations. His vision is of continuing growth. He hopes to build relationships with other boards for common goals.

Vote for Chair:

Ms. Zukowski – 4 votes

Mr. Vouros – 2 votes

Mr. Cruson – 1 vote

Ms. Zukowski was voted chair.

Ms. Zukowski thanked the Board for this position for the next two years and looks forward to working with each member. She asked for nominations for vice chair.

Mrs. Larkin nominated John Vouros

Ms. Zukowski nominated Dan Cruson.

Mrs. Larkin said Mr. Vouros is truly about the children and being a Newtown educator he is obviously about the teachers as well. He is the most gracious on Main Street and he has always maintained professionalism and courtesy. He is well-loved by students and parents and she likes his energy. He truly wants to work with every person on the Board.

Ms. Zukowski said she has worked with Mr. Cruson as a member of the Communications Subcommittee. He has the talent and expertise needed to transform the role of vice chair into a useful position.

Vote for Vice Chair:

Mr. Vouros – 5 vote

Mr. Cruson – 2 votes

Mr. Vouros was voted vice chair.

Nominations for Secretary:

Mrs. Kuzma nominated Don Ramsey.

Mr. Vouros nominated Dan Cruson.

Mrs. Kuzma said Mr. Ramsey is very dedicated and his experience will make him an asset as an official on the Board. He is well-loved and people have great things to say about him.

Mr. Vouros said Mr. Cruson was one of his students in the gifted program. It has been an honor and pleasure to work with him. He is extremely intelligent and well versed and would be a complete and total asset to the Board.

Vote for Secretary:

Mr. Ramsey – 4 ayes

Mr. Cruson – 3 ayes

Mr. Ramsey was voted secretary.

### Item 3 – Consent Agenda

MOTION: Mr. Vouros moved that the Board of Education approve the consent agenda which includes the Newtown High School Ski Club trip January 7 to 9, 2022 and the correspondence report. Mrs. Harriman seconded.

MOTION: Ms. Zukowski moved that the ski trip be removed from the consent agenda. Mr. Cruson seconded.

Ms. Zukowski was concerned whether this trip should occur in this time of pandemic and questioned the guidelines for these trips.

Mr. Cruson said the administration has set guidelines which were discussed in the past.

Mr. Ramsey said trips of this type facilitate bonding between the students. He asked if there was any input from health officials in town.

Dr. Rodrigue has worked with the Director of Health and Anne Dalton. We are aware of COVID but don't want to impede students from traveling. We don't make these decisions lightly.

Mrs. Harriman called for a point of order.

Vote to move ski trip to the end of the agenda: 1 aye, 6 nays (Mr. Vouros, Mr. Ramsey, Mrs. Harriman, Mr. Cruson, Mrs. Kuzma, and Mrs. Larkin) Motion fails.



Vote on Consent Agenda: Motion passes unanimously.

#### Item 4 – Public Participation

Dan Delia 10 Brookwood Drive, spoke about the election and thanked everyone. It's a tremendous obligation and wished them all the best.

Christine Wilford, 30 Georges Hill Road, said yesterday she received an email to the high school parents stating there was an investigation at the school that was not a credible threat. No one will respond to her request of what was on the paper. We have a right to know. When there are threats in other districts it is all revealed but kept quiet in Newtown. Other parents are asking the same questions. There needs to be transparency for parents.

#### Item 5 – Reports

Chair Report: Ms. Zukowski said the First Selectman is coordinating an FOI meeting which we can attend. We also have an orientation meeting December 16 with Nick Caruso.

Superintendent's Report: Dr. Rodrigue congratulated the new officers and Board members. There is an uptick in COVID cases in Connecticut and we are seeing that at the school level. There are 21 cases and 62 direct contacts. We use our screen and stay protocol which allows students to remain in school. We are working on the Hawley HVAC project and Bob Gerbert reported that Public Building and Site Commission had a discussion with Downs Construction about the timing for the bid. We have migrated to Blackboard and sent a test to staff and parents. She thanked the PEAC members who made that possible. She also reported on the staffing update.

#### Committee Reports:

Mrs. Harriman noted the Policy Committee met and discussed the retaliation policy and those in the cue in the 4000 series.

Mr. Vouros spoke about the Curriculum and Instruction Committee and encouraged the members to read the notes sent to the Board and to contact him and Mrs. Uberti for any clarification. All preschools will be contacted to see what they have done to share with our kindergarten teachers. He wanted Wes Johnson to visit these meetings periodically. He visited the Project Adventure class and Kitchen Science classes in the middle school

Mr. Cruson said he was appointed by CABE to be the area director for Area 5 and to act as liaison between districts in our area. Dr. Ku was the previous director.

#### Students Reports:

Ms. Savo reported the Link Crew had a bagel event. The swim team had an incredible season and winter sports have begun. There will be a scholarship workshop for seniors December 9.

Mr. Irvine noted that there are many clubs offered with some dedicated to community service and there are also academic clubs and a health and mental awareness club. There is also the National Honor Society and Science Society.

#### Item 6 – Presentations

Cyrenius H. Booth Library:

Alana Bennison has been the Children's Librarian the past 25 years. She spoke about what the library offers to support and enrich a child's knowledge. We have equipment for children and adults.

Darcy Sowers is the Young Adult's Librarian and spoke about the makers corner which has printers and equipment for students and adults.

Item 7 – Old Business

Item 8 – New Business

December 14 Plans for the Day:

MOTION: Mr. Vouros moved that the Board of Education approve the use of a remote learning day for all students and staff on December 14. Mr. Ramsey seconded.

Dr. Rodrigue spoke about the anonymous threats across Connecticut and yesterday the high school principal followed up on an incident the police did not deem it a credible threat. The investigation still includes finding whoever did this. Dr. Longobucco did an outstanding job in responding to every parent who contacted us. Three years ago we had to evacuate Sandy Hook School as students were in school on the anniversary. The likelihood this year of something happening on that day is far greater so she proposed doing a remote learning day on 12/14 using the compressed schedule starting an hour later and ending an hour earlier. Staff would be onscreen with students.

The Board had approved two weather related days for distance learning. Schools will be open and teachers can teach from their classroom. It's the best decision for the community,

Mrs. Harriman wanted to be sure the new Board members knew that this has been a long and ongoing conversation on the anniversary. We are under a tremendous amount of stress and agreed this is the best thing to do.

Mr. Vouros completely agreed and asked how the staff was going to tell the students why they were not in school.

Dr. Rodrigue said we would have a consistent message for all schools and decide what kind of message to send.

Mr. Ramsey agreed with Mrs. Harriman.

Mr. Cruson said there were already plans in place for some extra security around 12/14. He was uncomfortable with the short timing for parents and that there's not a message in place to communicate this to students.

Dr. Rodrigue said we need time to get together so parents know how we will message this out.

Mr. Cruson noted that he didn't support the two remote snow days

Ms. Zukowski was also concerned about remote snow days, but in this case she fully supports this.

Motion passes unanimously.

Newtown High School Choir Trip to Disney:

MOTION: Mr. Vouros moved that the Board of Education approve the Newtown High School Choir trip to Disney May 19 to 22, 2022. Mrs. Harriman seconded.

Dr. Longobucco and Michelle Hiscavich spoke about the trip originally set for May 2020.

Mrs. Larkin was happy to talk about field trips again.

Mr. Vouros was behind this trip because the learning is great and it will be an enjoyable trip.

Mrs. Kuzma felt it was very exciting

Motion passes unanimously.

**First Read of Policies:**

Mrs. Harriman shared that we are authorized to vote on policies but not on regulations. The regulations are developed by the administration and at times they can change.

Policy 4118.239/4218.239 Required COVID-19 Vaccinations is a new policy from CAGE. It's a very basic policy stating we will follow the Governor's orders.

Mrs. Kuzma had a question on the regulation for testing for volunteers. They have been allowed in the schools without needing to verify vaccination and why there is a change.

Dr. Rodrigue said we wanted to be consistent with staff and in the fall a lot of volunteers were with outside programs. With the uptick we put it in the regulations as it could change. We can change that in the future.

**Policy 4118.21 Academic Freedom and Responsibility:**

Mrs. Harriman said this is also a new policy from CAGE which we feel is important. Mr. Johnson made the change in red.

Mr. Ramsey felt it needs some changes and asked if a Board member could attend the policy subcommittee. He was confused about the words "foster equity in perspective" and wanted clarification on what that means either tonight or at the subcommittee meeting.

Mrs. Harriman asked him to put his concerns in writing to the committee and we will further discuss at the Board level. The change to "fostering equity and perspective" was clear to her.

Mr. Ramsey said it implies to him the perspectives need to be the same regarding equity and suggested making the word perspectives plural.

Mrs. Harriman agreed with that.

Dr. Rodrigue also agreed.

Ms. Zukowski agreed with the contents of Mr. Johnson's addition but asked if it was possible to take the politically loaded words out of this policy to read "that encompasses student perspectives and fosters critical thinking."

Mrs. Harriman felt that's a large change and wants our coordinator to weigh in on that. She verified Ms. Zukowski wants to remove the words "partisan, diversity and equity" as loaded words. She feels not using that language will be a problem and would discuss this at the policy committee and with the coordinator.

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

Mrs. Harriman said this policy is no longer necessary.

**Standing Committees:**

Ms. Zukowski asked the Board to review and send her their committee preferences.

The Communications Subcommittee hoped to have public forums twice a year and will plan the event.

**MOTION:** Mr. Cruson moved that the Board of Education authorize the Chair to form the Diversity, Equity and Inclusion Subcommittee in place of the Technology Subcommittee.

Mrs. Harriman seconded.

Mr. Cruson shared three items regarding the work of the DEI Committee which included quarterly meetings with the Coordinator, work with the Superintendent and Coordinator to ensure that actionable items are addressed while reflecting the Board of Education's mission, beliefs, and objectives, and to recommend to the Board of Education any action that needs their approval to support the DEI needs of staff and students. Regarding the Technology Subcommittee, it hasn't met in four years.

MOTION: Mr. Ramsey moved to split those two items into two parts and vote on them separately. Mr. Vouros seconded.

Ms. Zukowski said at the time of the Technology Committee our tech resources were quite new. Things have matured to a point it may not be as necessary.

Mr. Vouros felt the tech department is solid and consistently moving forward so it would be redundant to put someone on the committee as he doesn't think we need it.

Vote on splitting the motion: 4 ayes, 3 nays (Ms. Zukowski, Mr. Vouros, Mrs. Harriman)  
Motion passes.

Regarding the DEI Committee, Mrs. Harriman was in favor of this motion.

Mr. Ramsey was not ready to vote on one of these committees and asked if it could be deferred.

Ms. Zukowski said it could with a postponement passed by the Board. She feels we need to identify what the breadth of the DEI coordinator is which is race, ethnicity, transgender, special education, and any students who because of who they are might be the subject of bullying.

Dr. Rodrigue said there are lot of components of the position. This committee is aligned with the resolution the Board passed and those commitments are part of that.

Vote on adding the DEI committee to the list: 5 ayes, 2 nays (Mr. Ramsey, Mrs. Kuzma)  
Motion passes.

Vote on removing the technology subcommittee from the list: Motion passes unanimously.

2022 Schedule of Board of Education Meetings:

MOTION: Mr. Vouros moved that the Board of Education approve the minutes of November 16, 2021. Mr. Cruson seconded.

Minutes of November 16, 2021:

MOTION: Mr. Vouros moved that the Board of Education approve the minutes of November 16, 2021. Mrs. Harriman seconded.

Motion passes unanimously.

Mrs. Harriman clarified that even if someone was not a Board member at that meeting, new members can vote or abstain.

Motion passes unanimously.

#### Item 9 – Public Participation

Erica Sullivan 127 Castle Hill Road, spoke about a book banning across the country. She expects the Board to support DEI efforts and was thrilled Mr. Johnson is here. To remove diversity, equity and inclusion from the policy is going to put us back to square one.

Linda O'Sullivan, 10 Farmery Lane, said a proposal was made to remove wording on the policy. The statement was unacceptable. Children are experience bullying. Mr. Johnson's purpose is to try to correct this and she support his efforts.

MOTION: Mr. Vouros moved that the Board of Education go into executive session regarding a personnel matter and invite Dr. Rodrigue. Mr. Cruson seconded. Motion passes unanimously.

#### Item 10 – Executive Session

Executive session 9:15 p.m.

Item 11 – Public Session for Possible Vote

MOTION: Mr. Vouros moved that the Board of Education approve the leave of absence for Scott Kovack with a return date to be determined. Mr. Cruson seconded. Motion passes unanimously.

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

Item 12 – Adjournment

9:30 p.m.

Respectfully submitted:

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Donald Ramsey  
Secretary

**Board of Education  
Newtown, Connecticut**

Minutes of the Board of Education special meeting on December 16, 2021 at 6:00 p.m. in the Reed Intermediate School Library.

D. Zukowski, Chair  
J. Vouros, Chair, (absent)  
D. Ramsey, Secretary  
D. Cruson  
R. Harriman (absent)  
J. Kuzma  
J. Larkin

L. Rodrigue  
N. Caruso (CT Association of Boards of Education)

Item 1 – Call to Order

The meeting was called to order at 6:00 p.m.

Item 2 – Discussion Regarding Board Roles and Responsibilities

The Board members and CABE representative discussed Board of Education roles and responsibilities.

Item 3 – Adjournment

The meeting adjourned at 8:15 p.m.

Respectfully Submitted:

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Donald Ramsey  
Secretary