

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

Minutes of the Board of Education meeting held on September 20, 2022, at 7:00 p.m. in the Council Chambers, 3 Primrose Street.

D. Zukowski, Chair	C. Melillo
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	6 Staff
J. Kuzma	25 Public
J. Larkin	
A. Plante	
K. Kunzweiler	
D. Godino	

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

Item 1 – Pledge of Allegiance.

Mr. Cruson noted that there should be a second read on Policy 4118.237/4218.237/5141.8 for face masks.

MOTION: Mr. Cruson moved to add to old business a second read and possible action on the face mask policy to be rescinded. Mr. Vouros seconded. Motion passes unanimously.

Item 4 – Public Participation

Pete Sandler, 4 Far Horizon, the chief shop steward for the bus driver's union, presented a thank you card to the Board from the drivers who were touched by the Board's effort to retain drivers in Newtown. He also shared that All-Star gave all drivers a pay raise.

Item 3 – Consent Agenda

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

Item 2 – Celebration of Excellence

Dr. Longobucco spoke about two of her staff members receiving awards. Judy Watts was named Paraprofessional of the Year. She began as a substitute for two years, became a para in 2006, and has worked at Newtown High School the last eight years. Judy is hardworking and dedicated to her students and provides a safe and nurturing environment. Amy Deeb was named Teacher of the Year. She is a dedicated, caring, passionate teacher and an expert in her area. She was hired in 2004 as a social studies teacher at Newtown High School and currently leads the social studies department. Amy is a brilliant teacher who challenges her students and pushes them to open their minds and see all viewpoints. She has shaped thousands of Newtown graduates.

Item 5 – Reports

Chair Report: Ms. Zukowski thanked the Board for their dedication to students and staff. The Newtown Historical Society is hosting an open house at the Little Red Schoolhouse at Middle Gate School and are dedicating a tree they planted in honor of former Town Historian Dan Cruson. She and Mr. Melillo are hosting a community discussion called "Let's Talk" to engage parents in a conversation about the start of school.

Superintendent's Report: Mr. Melillo noted that today was IT Professionals Day. Hispanic Heritage Month started September 15. He attended the Middle Gate Ice Cream Social last week as well as the middle school PTA meeting last Wednesday with Mrs. Kuzma and Mr. Ramsey. The Western Connecticut Superintendent's Association met on Friday to discuss school safety. Mark Pompano also attended and we shared some of the best practices in Newtown. The State of Connecticut released an HVAC grant this week and we plan to apply. We have begun to remind families that the free and reduced lunch applications need to be submitted by October 12.

Committee Reports:

Mr. Cruson noted that the Policy Committee met last Wednesday and discussed tonight's policies and are continuing to work on our personnel policies.

Mrs. Larkin reported on the CFF meeting last week with an update on the Hawley HVAC project which is on time and on budget. There was also an update on the status of the Town building and inventory work group being set up. The high school roof top units were discussed as well as the new field.

Mrs. Plante said the DEI Sub-committee met twice and discussed the coordinator job description. This completes the charge we were given September 6.

Mr. Ramsey reported on the Communications Subcommittee and spoke about the future District Highlights which will be about maintenance and facilities.

Student Reports:

Ms. Kunzweiler reported that rehearsals are being held for the high school fall drama "Almost Maine." The back field renovations have been completed. College rep visits are beginning as seniors plan for the application season.

Mr. Godino spoke about open house night and the high school band and color guard performance September 10 placing first in the US Band's Class 2 Open division. He also noted that many students took part in the Town arts festival.

Financial Report:

Mrs. Vadas presented the financial report.

MOTION: Mrs. Larkin moved that the Board of Education approve the financial report for the month ending August 31, 2022. Mrs. Plante seconded. Motion passes unanimously.

Item 6 – Presentations

Chartwells Food Service:

Jamie Davies, District Manager, and John Morris, Director of Dining Services, spoke about their food service program.

Mrs. Kuzma asked if there was a way they communicated information to parents.

Mr. Davies said they do a monthly newsletter and also include information in the principals' newsletters as well as on social media.

Mr. Vouros suggested that they be in touch with the principals on a weekly basis to work on students having enough time to eat. He also suggested walking down with A-wing students in the middle school to see how long it takes to get to the cafeteria, get served, and be able to eat.

Mr. Davies said the cafeterias are very crowded. We are short staffed right now but there are improvements coming.

Ms. Zukowski asked if there is a student with allergies could parents speak with them.

Mr. Davies said usually a parent reaches out to the school nurse and sets a meeting with him or Mr. Morris. We take precautions by putting student information with the cashier. The USDA has a protocol in place that this information goes to the nurse. We also notify our staff.

Mr. Vouros said the middle school has a kitchen science course which would be a good place to present to a class or work with the teacher once a month. He asked if the other high school cafeteria next to the culinary department could be an alternate place to buy lunch.

Dr. Longobucco said it was.

Mr. Morris said that right now staff is a challenge but he hopes to have the same food there as in the downstairs cafeteria.

Item 7 – Old Business

DEI Coordinator:

Mrs. Plante said the top section of the statement reflects the current policy and the bottom lists Mr. Melillo's tenets. The DEI Committee kept it brief and straightforward.

Mr. Ramsey felt that as the new coordinator starts we should identify what we need to do, how we are going to do it, and how we will be able to determine if it's been done.

Mr. Vouros assured him that it will all pass through the Curriculum and Instruction Committee.

Ms. Zukowski said the list of groups is based on state and federal regulations which tend to change. If there is a concern she wants it to go back to the committee and reference our Policy 0523. She noted a couple of typos and slight editing in terms of law changes.

Mr. Cruson said it's a guidance document so there is no reason to hold up the process. This language doesn't need to be prepared like our policies do and he trusts Mr. Melillo and Mrs. Uberti will make sure whoever takes the role will be familiar with this.

Ms. Zukowski asked that it be posted on the website after being edited.

Mrs. Plante agreed. They wanted a common vision statement and agrees with Mr. Cruson so we can move forward to fill the position.

Policies for Second Read:

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 5141.22 Communicable/Infectious Diseases. Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 4118.13/4218.13 Conflict of Interest. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 4118.211 Retaliation and Whistleblowing. Mr. Cruson seconded. Motion passes unanimously.

MOTION: Mrs. Larkin moved that the Board of Education approve Policy 4118./237/4218.237/5141.8 Face Masks. Mr. Cruson seconded. Motion passes unanimously.

Item 8 – New Business

First Read of Policies:

Mr. Cruson explained that Policies 4-106.1 Athletic Coaches and 4-107 Coaching Students Out of Season are to be rescinded. Policy 4-115.3 Evaluation of Coaches takes their place. Policy 6142.101 School Wellness was worked on with Anne Dalton and the Health and Wellness Subcommittee.

2023-2024 Budget Calendar:

MOTION: Mrs. Larkin moved that the Board of Education approve the 2023-2024 Budget Calendar. Mr. Cruson seconded.

Mrs. Vadas noted the meeting with the public hearing is short and suggested moving it to the same night as the budget adoption.

MOTION: Mr. Cruson moved to amend the draft calendar to put the elementary, Reed and middle school discussions on January 19 and move each subsequent meeting to the next day and combine the public hearing with adoption of the budget on January 31. Mr. Ramsey seconded. Motion passes unanimously.

Mrs. Zukowski said we have the opportunity of stretching this out depending on the Charter revision in December. If it passes that the Board of Finance will not play a role, we have until February 21 which gives us an extra week. She request indicating on the calendar that this was subject to change depending on results of the referendum.

Main motion as amended passes unanimously.

Budget Assumptions and Priorities 2023-2024:

MOTION: Mrs. Larkin moved that the Board of Education approve the 2023-2024 Budget Assumptions and Priorities. Mrs. Plante seconded. Motion passes unanimously.

Minutes of September 6, 2022:

MOTION: Mrs. Larkin moved that the Board of Education approve the minutes of September 6, 2022. Mr. Cruson seconded. Motion passes unanimously.

Item 9 – Public Participation

Alison Scaglione, 8 Hickory Lane, has a child in the pre-school program at Head O'Meadow School and spoke about the flood in the child's classroom over Labor Day weekend and that parents were not informed. She is worried about the room because of mold and peeling paint. She wants the Board to create a safe space for these children.

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

Item 10 – Adjournment

The meeting adjourned at 8:48 p.m.

Respectfully submitted:

Donald Ramsey
Secretary

Correspondence Report
09/06/2022 – 09/19/2022

Date	Name	Subject
09/06/2022	June, Kathy	Tonight's Non-Meeting
09/06/2022	Ramsey, Don...	Correspondence Report for BOE Meeting September 6, 2022
09/06/2022	Zukowski, Debor...	Issues re: snacks and coffee
09/06/2022	Laura Main	Board Training is needed
09/07/2022	Alison Plante	Input on DEI Goals and Objectives
09/07/2022	Doria Linnetz' vi...	DEI
09/08/2022	June, Kathy	Summer Work in the Schools
09/09/2022	Wendy Leon-Gam...	The Definition of and Commitment to DEI
09/11/2022	Melillo, Christop...	September 11 – Superintendent's Sunday Update
09/11/2022	Zukowski, Deborra	September 11, 2022 Week in Preview
09/12/2022	Nicole Maddox	Request for info
09/12/2022	Melillo, Christopher	Fwd: 2022 CABA Legal Issues Workshop
09/14/2022	Melissa Martucc...	Informed Consent for participation in Research
09/14/2022	Lisa Keane	Social and Emotional Learning Curriculum
09/14/2022	Jennifer Athert	Chorus Quiz
09/14/2022	Melillo, Christopher	High School Information
09/14/2022	Zukowski, Deborra	Taking my coffees one step further
09/15/2022	Hiscavich, Miche...	Updated Event Calendar
09/15/2022	Alison Plante	For your review / Feedback: DEI Goals document
09/15/2022	June, Kathy	BOE Mailing – September 20, 2022
09/15/2022	June, Kathy	Budget Summary Detail
09/18/2022	Melillo, Christopher	Fwd:

**NEWTOWN BOARD OF EDUCATION
MONTHLY FINANCIAL REPORT
AUGUST 31, 2022**

SUMMARY

Information for the second financial report of fiscal year 2022-23 continues to be limited. During the month of August, the Business Office will verify and load all employee salary encumbrances, including teacher salary contracts, non-certified unions as well as non-union salary schedules. The majority of encumbrance changes occurred in our salary accounts with a change over the prior month totaling just over \$32.6M. Adjustments to these encumbrances are still underway as all of the salaries are typically finalized in September/October after teacher and staff re-assignments have been made.

The August financial statement shows a limited amount of anticipated obligations (or estimates) as we have not yet begun our account-by-account analysis. This will typically take place sometime in September/October when our financial forecasts can capture a few months' worth of data. However, we have included the budgeted excess cost grant as an anticipated obligation and this is displayed as a negative number (incoming revenue) and found in object 500; other purchased services.

During the month of August, the district spent approximately \$3.6M for operations. The largest area of expenditures occurred in salaries, expending \$2.2M. Expenditures from other objects include:

- \$52,158 in professional services (majority in legal services)
- \$238,392 in purchased property services (majority in building & grounds)
- \$693,058 in other purchased services (majority in contracted svc & tuition)
- \$365,726 in supplies (majority in instructional supplies and energy)
- \$103,345 in all other objects

All accounts are currently displaying a positive position (with the exception of a few salary accounts to be adjusted) and appear to be within normal ranges for this time of year.

The budget will be monitored closely with important and or significant issues identified as quickly as we become aware of them.

There were no emergency repairs over \$5,000 to include for the month.

Revenue Received

- Tuition payments received in August total \$5,225. No other revenue was received at this time.

Tanja Vadas
Director of Business
September 13, 2022

**NEWTOWN BOARD OF EDUCATION
2022-23 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2022**

OBJECT CODE	EXPENSE CATEGORY	2022 - 2023		CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP	
		EXPENDED 2021 - 2022	APPROVED BUDGET							
GENERAL FUND BUDGET										
100	SALARIES	\$ 51,681,024	\$ 53,701,233	\$ -	\$ 53,701,233	\$ 47,634,465	\$ -	\$ 2,908,958	94.58%	
200	EMPLOYEE BENEFITS	\$ 11,744,808	\$ 11,955,016	\$ -	\$ 11,955,016	\$ 6,482,534	\$ -	\$ 2,306,540	80.71%	
300	PROFESSIONAL SERVICES	\$ 543,087	\$ 687,141	\$ -	\$ 687,141	\$ 18,764	\$ -	\$ 604,750	11.99%	
400	PURCHASED PROPERTY SERV.	\$ 2,093,569	\$ 1,814,663	\$ -	\$ 1,814,663	\$ 538,978	\$ -	\$ 1,005,783	44.57%	
500	OTHER PURCHASED SERVICES	\$ 9,327,010	\$ 10,095,326	\$ -	\$ 10,095,326	\$ 2,433,339	\$ (1,620,512)	\$ 8,226,597	18.51%	
600	SUPPLIES	\$ 3,474,903	\$ 3,365,464	\$ -	\$ 3,365,464	\$ 348,054	\$ -	\$ 2,572,416	23.56%	
700	PROPERTY	\$ 536,147	\$ 339,710	\$ -	\$ 339,710	\$ 3,343	\$ -	\$ 326,042	4.02%	
800	MISCELLANEOUS	\$ 59,271	\$ 76,086	\$ -	\$ 76,086	\$ 1,770	\$ -	\$ 23,238	69.46%	
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	0.00%	
TOTAL GENERAL FUND BUDGET		\$ 79,459,819	\$ 82,134,639	\$ -	\$ 82,134,639	\$ 57,461,246	\$ (1,620,512)	\$ 18,074,325	77.99%	
900	TRANSFER NON-LAPSING (unaudited)	\$ 237,879								
GRAND TOTAL		\$ 79,697,698	\$ 82,134,639	\$ -	\$ 82,134,639	\$ 57,461,246	\$ (1,620,512)	\$ 18,074,325	77.99%	
100 SALARIES										
	Administrative Salaries	\$ 4,245,732	\$ 4,312,038	\$ -	\$ 4,312,038	\$ 3,434,233	\$ -	\$ 253,730	94.12%	
	Teachers & Specialists Salaries	\$ 32,745,539	\$ 33,817,522	\$ -	\$ 33,817,522	\$ 32,647,577	\$ -	\$ (266,241)	100.79%	
	Early Retirement	\$ 81,000	\$ 81,000	\$ -	\$ 81,000	\$ -	\$ -	\$ 81,000	0.00%	
	Continuing Ed/Summer School	\$ 96,279	\$ 97,846	\$ -	\$ 97,846	\$ 42,995	\$ -	\$ (667)	100.68%	
	Homebound & Tutors Salaries	\$ 104,026	\$ 189,413	\$ -	\$ 189,413	\$ 74,189	\$ -	\$ 114,321	39.64%	
	Certified Substitutes	\$ 677,354	\$ 742,610	\$ -	\$ 742,610	\$ 310,810	\$ -	\$ 431,800	41.85%	
	Coaching/Activities	\$ 659,048	\$ 737,184	\$ -	\$ 737,184	\$ 4,000	\$ -	\$ 733,184	0.54%	
	Staff & Program Development	\$ 188,833	\$ 155,128	\$ -	\$ 155,128	\$ 7,996	\$ -	\$ 129,450	16.55%	
CERTIFIED SALARIES										
	Supervisors & Technology Salaries	\$ 1,010,203	\$ 1,103,470	\$ -	\$ 1,103,470	\$ 789,464	\$ -	\$ 161,449	85.37%	
	Clerical & Secretarial Salaries	\$ 2,305,020	\$ 2,361,178	\$ -	\$ 2,361,178	\$ 1,983,792	\$ -	\$ 157,336	93.34%	
	Educational Assistants	\$ 2,751,027	\$ 2,965,151	\$ -	\$ 2,965,151	\$ 2,716,334	\$ -	\$ 230,810	92.22%	
	Nurses & Medical Advisors	\$ 939,312	\$ 902,273	\$ -	\$ 902,273	\$ 807,019	\$ -	\$ 58,371	93.53%	
	Custodial & Maint. Salaries	\$ 3,218,689	\$ 3,395,484	\$ -	\$ 3,395,484	\$ 2,755,297	\$ -	\$ 170,196	94.99%	
	Non-Certified Adj & Bus Drivers Salaries	\$ -	\$ 155,981	\$ -	\$ 155,981	\$ -	\$ -	\$ 155,981	0.00%	

**NEWTOWN BOARD OF EDUCATION
2022-23 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2022**

OBJECT CODE	EXPENSE CATEGORY	2022 - 2023		YTD TRANSFERS		CURRENT BUDGET	YTD		ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
		EXPENDED 2021 - 2022	APPROVED BUDGET	2022 - 2023	EXPENDITURE								
	Career/Job Salaries	\$ 122,065	\$ 171,116	\$ -	\$ -	\$ 171,116	\$ 11,864	\$ 182,920	\$ -	\$ (23,668)	\$ -	\$ (23,668)	113.83%
	Special Education Svcs Salaries	\$ 1,348,349	\$ 1,456,181	\$ -	\$ -	\$ 1,456,181	\$ 49,988	\$ 1,283,261	\$ -	\$ 122,931	\$ -	\$ 122,931	91.56%
	Security Salaries & Attendance	\$ 684,773	\$ 679,888	\$ -	\$ -	\$ 679,888	\$ 17,235	\$ 582,172	\$ -	\$ 80,482	\$ -	\$ 80,482	88.16%
	Extra Work - Non-Cert.	\$ 119,364	\$ 109,770	\$ -	\$ -	\$ 109,770	\$ 31,853	\$ 12,408	\$ -	\$ 65,510	\$ -	\$ 65,510	40.32%
	Custodial & Maint. Overtime	\$ 356,554	\$ 236,000	\$ -	\$ -	\$ 236,000	\$ 14,108	\$ -	\$ -	\$ 221,892	\$ -	\$ 221,892	5.98%
	Civic Activities/Park & Rec.	\$ 27,857	\$ 32,000	\$ -	\$ -	\$ 32,000	\$ 911	\$ -	\$ -	\$ 31,089	\$ -	\$ 31,089	2.85%
	NON-CERTIFIED SALARIES	\$ 12,883,213	\$ 13,568,492	\$ -	\$ -	\$ 13,568,492	\$ 1,023,445	\$ 1,112,667	\$ -	\$ 1,432,380	\$ -	\$ 1,432,380	89.44%
	SUBTOTAL SALARIES	\$ 51,681,024	\$ 53,701,233	\$ -	\$ -	\$ 53,701,233	\$ 3,157,809	\$ 47,634,465	\$ -	\$ 2,908,958	\$ -	\$ 2,908,958	94.58%
200	EMPLOYEE BENEFITS												
	Medical & Dental Expenses	\$ 8,538,506	\$ 8,790,863	\$ -	\$ -	\$ 8,790,863	\$ 2,265,317	\$ 6,481,784	\$ -	\$ 43,762	\$ -	\$ 43,762	98.50%
	Life Insurance	\$ 88,568	\$ 87,000	\$ -	\$ -	\$ 87,000	\$ 14,549	\$ -	\$ -	\$ 72,451	\$ -	\$ 72,451	16.72%
	FICA & Medicare	\$ 1,624,911	\$ 1,706,549	\$ -	\$ -	\$ 1,706,549	\$ 125,096	\$ -	\$ -	\$ 1,581,453	\$ -	\$ 1,581,453	7.33%
	Pensions	\$ 954,029	\$ 852,347	\$ -	\$ -	\$ 852,347	\$ 638,014	\$ 750	\$ 750	\$ 213,583	\$ -	\$ 213,583	74.94%
	Unemployment & Employee Assist.	\$ 102,469	\$ 81,600	\$ -	\$ -	\$ 81,600	\$ 600	\$ -	\$ -	\$ 81,000	\$ -	\$ 81,000	0.74%
	Workers Compensation	\$ 436,325	\$ 436,657	\$ -	\$ -	\$ 436,657	\$ 122,366	\$ -	\$ -	\$ 314,291	\$ -	\$ 314,291	28.02%
	SUBTOTAL EMPLOYEE BENEFITS	\$ 11,744,808	\$ 11,955,016	\$ -	\$ -	\$ 11,955,016	\$ 3,165,942	\$ 6,482,534	\$ -	\$ 2,306,540	\$ -	\$ 2,306,540	80.71%
300	PROFESSIONAL SERVICES												
	Professional Services	\$ 404,089	\$ 493,643	\$ -	\$ -	\$ 493,643	\$ 53,661	\$ 8,750	\$ -	\$ 431,232	\$ -	\$ 431,232	12.64%
	Professional Educational Serv.	\$ 138,998	\$ 193,498	\$ -	\$ -	\$ 193,498	\$ 9,967	\$ 10,014	\$ -	\$ 173,518	\$ -	\$ 173,518	10.33%
	SUBTOTAL PROFESSIONAL SERV.	\$ 543,087	\$ 687,141	\$ -	\$ -	\$ 687,141	\$ 63,627	\$ 18,764	\$ -	\$ 604,750	\$ -	\$ 604,750	11.99%
400	PURCHASED PROPERTY SERV.												
	Buildings & Grounds Contracted Svc.	\$ 672,697	\$ 683,600	\$ -	\$ -	\$ 683,600	\$ 170,515	\$ 322,775	\$ -	\$ 190,309	\$ -	\$ 190,309	72.16%
	Utility Services - Water & Sewer	\$ 160,597	\$ 144,770	\$ -	\$ -	\$ 144,770	\$ 7,258	\$ -	\$ -	\$ 137,512	\$ -	\$ 137,512	50.1%
	Building, Site & Emergency Repairs	\$ 710,231	\$ 450,000	\$ -	\$ -	\$ 450,000	\$ 20,999	\$ 32,811	\$ -	\$ 396,191	\$ -	\$ 396,191	11.96%
	Equipment Repairs	\$ 289,596	\$ 269,051	\$ -	\$ -	\$ 269,051	\$ 23,945	\$ 33,868	\$ -	\$ 211,239	\$ -	\$ 211,239	21.49%
	Rentals - Building & Equipment	\$ 260,448	\$ 267,242	\$ -	\$ -	\$ 267,242	\$ 47,185	\$ 149,524	\$ -	\$ 70,532	\$ -	\$ 70,532	73.61%
	Building & Site Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	SUBTOTAL PUR. PROPERTY SERV.	\$ 2,093,569	\$ 1,814,663	\$ -	\$ -	\$ 1,814,663	\$ 269,902	\$ 538,978	\$ -	\$ 1,005,783	\$ -	\$ 1,005,783	44.57%
500	OTHER PURCHASED SERVICES												
	Contracted Services	\$ 1,019,495	\$ 886,545	\$ -	\$ -	\$ 886,545	\$ 272,746	\$ 249,319	\$ -	\$ 364,480	\$ -	\$ 364,480	58.89%
	Transportation Services	\$ 4,229,179	\$ 4,919,428	\$ -	\$ -	\$ 4,919,428	\$ 76,354	\$ -	\$ -	\$ 4,843,074	\$ (320,028)	\$ 5,163,102	-4.95%
	Insurance - Property & Liability	\$ 425,660	\$ 422,766	\$ -	\$ -	\$ 422,766	\$ 98,806	\$ 257,376	\$ -	\$ 66,584	\$ -	\$ 66,584	84.25%

**NEWTOWN BOARD OF EDUCATION
2022-23 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2022**

OBJECT CODE	EXPENSE CATEGORY	2022 - 2023		YTD TRANSFERS		CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
		EXPENDED 2021 - 2022	APPROVED BUDGET	2022 - 2023	2022 - 2023							
	Communications	\$ 189,488	\$ 152,524	\$ -	\$ -	\$ 152,524	\$ 14,147	\$ 124,253	\$ 14,124	\$ -	\$ 14,124	90.74%
	Printing Services	\$ 19,859	\$ 24,789	\$ -	\$ -	\$ 24,789	\$ -	\$ 3,589	\$ 21,200	\$ -	\$ 21,200	14.48%
	Tuition - Out of District	\$ 3,252,787	\$ 3,450,187	\$ -	\$ -	\$ 3,450,187	\$ 589,384	\$ 1,696,862	\$ 1,163,942	\$ (1,300,484)	\$ 2,464,426	28.57%
	Student Travel & Staff Mileage	\$ 190,540	\$ 239,087	\$ -	\$ -	\$ 239,087	\$ 4,465	\$ 101,941	\$ 132,681	\$ -	\$ 132,681	44.51%
	SUBTOTAL OTHER PURCHASED SERV.	\$ 9,327,010	\$ 10,095,326	\$ -	\$ -	\$ 10,095,326	\$ 1,055,902	\$ 2,433,339	\$ 6,606,085	\$ (1,620,512)	\$ 8,226,597	18.51%
600	SUPPLIES											
	Instructional & Library Supplies	\$ 799,649	\$ 854,242	\$ -	\$ -	\$ 854,242	\$ 133,663	\$ 180,724	\$ 539,855	\$ -	\$ 539,855	36.80%
	Software, Medical & Office Supplies	\$ 217,455	\$ 194,940	\$ -	\$ -	\$ 194,940	\$ 56,796	\$ 50,043	\$ 88,101	\$ -	\$ 88,101	54.81%
	Plant Supplies	\$ 423,279	\$ 366,100	\$ -	\$ -	\$ 366,100	\$ 49,323	\$ 52,733	\$ 263,844	\$ -	\$ 263,844	27.93%
	Electric	\$ 995,294	\$ 1,022,812	\$ -	\$ -	\$ 1,022,812	\$ 145,696	\$ -	\$ 877,116	\$ -	\$ 877,116	14.24%
	Propane & Natural Gas	\$ 415,377	\$ 424,980	\$ -	\$ -	\$ 424,980	\$ 14,867	\$ -	\$ 410,113	\$ -	\$ 410,113	3.50%
	Fuel Oil	\$ 88,194	\$ 63,000	\$ -	\$ -	\$ 63,000	\$ -	\$ -	\$ 63,000	\$ -	\$ 63,000	0.00%
	Fuel for Vehicles & Equip.	\$ 191,173	\$ 216,258	\$ -	\$ -	\$ 216,258	\$ 2,241	\$ -	\$ 214,017	\$ -	\$ 214,017	1.04%
	Textbooks	\$ 344,482	\$ 223,132	\$ -	\$ -	\$ 223,132	\$ 42,208	\$ 64,553	\$ 116,371	\$ -	\$ 116,371	47.83%
	SUBTOTAL SUPPLIES	\$ 3,474,903	\$ 3,365,464	\$ -	\$ -	\$ 3,365,464	\$ 444,994	\$ 348,054	\$ 2,572,416	\$ -	\$ 2,572,416	23.56%
700	PROPERTY											
	Technology Equipment	\$ 278,825	\$ 156,024	\$ -	\$ -	\$ 156,024	\$ -	\$ -	\$ 156,024	\$ -	\$ 156,024	0.00%
	Other Equipment	\$ 257,322	\$ 183,686	\$ -	\$ -	\$ 183,686	\$ 10,324	\$ 3,343	\$ 170,018	\$ -	\$ 170,018	7.44%
	SUBTOTAL PROPERTY	\$ 536,147	\$ 339,710	\$ -	\$ -	\$ 339,710	\$ 10,324	\$ 3,343	\$ 326,042	\$ -	\$ 326,042	4.02%
800	MISCELLANEOUS											
	Memberships	\$ 59,271	\$ 76,086	\$ -	\$ -	\$ 76,086	\$ 51,078	\$ 1,770	\$ 23,238	\$ -	\$ 23,238	69.46%
	SUBTOTAL MISCELLANEOUS	\$ 59,271	\$ 76,086	\$ -	\$ -	\$ 76,086	\$ 51,078	\$ 1,770	\$ 23,238	\$ -	\$ 23,238	69.46%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
	TOTAL LOCAL BUDGET	\$ 79,459,819	\$ 82,134,639	\$ -	\$ -	\$ 82,134,639	\$ 8,219,579	\$ 57,461,246	\$ 16,453,813	\$ (1,620,512)	\$ 18,074,325	77.99%

**NEWTOWN BOARD OF EDUCATION
2022-23 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING AUGUST 31, 2022**

OBJECT CODE	EXPENSE CATEGORY	2022 - 2023		YTD TRANSFERS 2022 - 2023	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
		EXPENDED 2021 - 2022	APPROVED BUDGET								
<u>SPECIAL REVENUES</u>											
	EXCESS COST GRANT REVENUE										
51266	Special Education Svcs Salaries ECG	\$ (7,170)	\$ (320,028)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	100.00%
54116	Transportation Services - ECG	\$ (333,218)	\$ (1,300,484)		\$ (320,028)	\$ -	\$ (320,028)	\$ -	\$ -	\$ -	100.00%
54160	Tuition - Out of District ECG	\$ (1,193,144)	\$ (1,300,484)		\$ (1,300,484)	\$ -	\$ (1,300,484)	\$ -	\$ -	\$ -	100.00%
	Total	\$ (1,533,532)	\$ (1,620,512)		\$ -	\$ -	\$ (1,620,512)	\$ -	\$ -	\$ -	100.00%
					Variance Jan - March		\$ (1,620,512)	\$ -	\$ -	\$ -	
	SDE MAGNET TRANSPORTATION GRANT	\$ (9,100)	\$ (13,000)		\$ -	\$ (13,000)	\$ -	\$ -	\$ -	\$ -	100.00%
<u>OTHER REVENUES</u>											
<u>BOARD OF EDUCATION FEES & CHARGES - SERVICES</u>											
	LOCAL TUITION										
	HIGH SCHOOL FEES FOR PARKING PERMITS				\$32,430	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	0.00%
	MISCELLANEOUS FEES				\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	0.00%
	TOTAL SCHOOL GENERATED FEES				\$68,430	\$66,000	\$66,000	\$66,000	\$66,000	\$66,000	0.00%
<u>OTHER GRANTS</u>											
	ESSER II	\$625,532	\$573,735		\$16,282	\$0	\$0	\$557,453	\$94,326	\$94,326	94.32%
	ESSER III (estimated \$80% for 21-22 use)	\$1,253,726	\$709,840		\$6,067	\$0	\$0	\$703,773	\$57,103	\$57,103	57.10%
214											

chartwells
serving up happy & healthy

Newtown Public Schools

Board of Education







Serving Up Happy & Healthy

Food is a big part of everyone's well-being, and students need a place to eat where they can **connect** with others, recharge, and enjoy a sense of **happiness** in their school. That's why we serve food kids love to eat and create programs that encourage **fun** and **discovery**.

Most importantly, we believe that happy cafeterias start with our people. So we empower them to go above and beyond to bring their personal "extra" for even more **creativity** and **joy** at meal-time.

Our goal every day is to make sure that students leave the cafeteria happier and **healthier** than they came in.

Hello! Meet the Team



JOHN MORRIS
Director of Dining Services



BILL DEVOE
Chef Manager



JUDIT HAJBA
Culinary Engagement Chef



JACKI KULIKOWSKI
Dining Admin



JAMIE DAVIES
District Manager



TOM O'DONNELL
Regional Vice President



CHASE SOBELMAN
Regional Executive Chef

Kids Who Eat School Lunch Get:



More whole grains



More fat free and low fat dairy



More fruits and veggies



Fewer refined grains



Fewer desserts and snacks



Fewer beverages other than milk & 100% Juice





- BUSINESS & INDUSTRY
- HEALTHCARE & SENIORS
- EDUCATION
- SPORTS & LEISURE
- VENDING & REFRESHMENT
- DEFENSE OFFSHORE & REMOTE

Restaurant Associates
 delivering hospitality excellence
 to premier clients

BON APPÉTIT
 MANAGEMENT COMPANY

Eurest
 THE WORLD'S LEADING
 CATERING COMPANY

FIK
 MANAGEMENT COMPANY

Wolfgang Puck
 catering

crothall
 THE WORLD'S LEADING
 CATERING COMPANY

morrison
 Catering by
 Levey

morrison
 MANAGEMENT COMPANY

FIK
 MANAGEMENT COMPANY

touchpoint
 MANAGEMENT COMPANY

SSC
 THE WORLD'S LEADING
 CATERING COMPANY

chartwells
 THE WORLD'S LEADING
 CATERING COMPANY

FIK
 DINING

CULINART GROUP
 THE WORLD'S LEADING
 CATERING COMPANY

BON APPÉTIT
 MANAGEMENT COMPANY

chartwells
 serving up happy & healthy

\$20.1B in revenue in 2019

11 million meals served each day

98 of Fortune 100 Companies

Over 280,000 employees in North America

Levy

Wolfgang Puck
 catering

BON APPÉTIT
 MANAGEMENT COMPANY

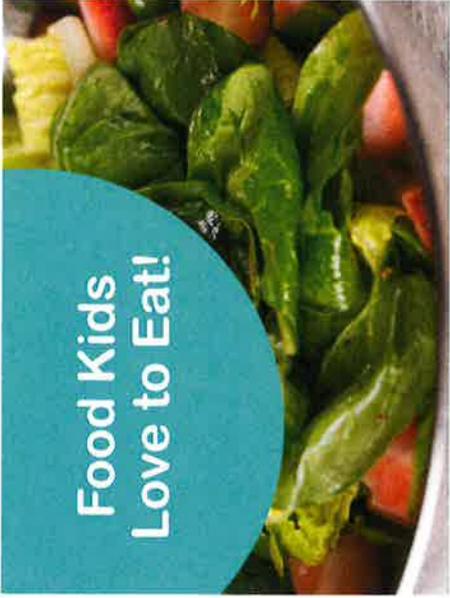
avenue

SV

set varda

canteen

ESS
 Support Services Worldwide



grilled  create

 SONO
CELEBRATE LATIN

AMERICAN CLASSICS

extra.
extra

RUSH
HOUR

SO
DELI

Roadtrip

MAC &
CHEESY
OLOGY



REVOLUTION
NOODLE

STUDENT
CHOICE
FOOD YOUR WAY



BIG CITY
BARBEQUE

BUILD
PIZZA BY DESIGN



chaat
HOUSE
INDIAN KITCHEN

BOON
CHOW

THE
ROOT
STATION

FLAME

made to
melt
EVERYTHING CHEESE

Discovery KITCHEN

Each month, Discovery Kitchen lessons, events and culinary demonstrations feature a different theme.

These themes align with our promotional calendar and are designed to inspire curiosity and discovery in Newtown students and the school community.



This month's
Discovery Kitchen
theme is a celebration
of fresh, seasonal and
local foods



Supporting local
producers, school
gardens and Farm to
School initiatives is a
core part of a great
school meal program



October is
Seed to
Table month!



MOOD BOOST

Launching next month!



STRONG



ALERT



HAPPY



CALM



SMART



CONFIDENT

...a fun and engaging new program to help students connect the foods they eat with how they feel!



MOOD BOOST



STRONG



ALERT



HAPPY



CALM



SMART



CONFIDENT

**MR.OD
BOOST** TRADING
CARDS!



COLLECT THEM ALL!

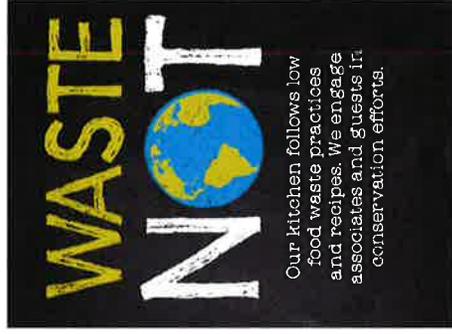


Trading cards featuring the Moodies, with key ingredients and recipes, stickers, wristbands and key chains drive participation and help to extend messaging beyond the cafeteria.



SUSTAINABILITY

Local Focus - Fresh Food First



Gardens

Waste Not

Healthy Planet



School's Back in Session with Fresh Menu Items!

Check out daily menus right here!



chartwells: | **nutrislice**

How to use food ratings.

1. Click on the food item that you want to give a rating for.
2. Scroll down to the bottom of the food card where you see 'How would you like to rate this item?'.
3. Click on the star level you want to give to your item. **1 2 3 4 5**
4. You can choose to provide a comment, name, or email address, or you can choose to leave all fields blank.
5. Click 'Send My Feedback'.

Help your organization by providing ratings and feedback on your food selections.



Vegetable Soup

Hearty soup with potatoes, carrots, white beans, tomatoes and kale.



Milk



Wheat



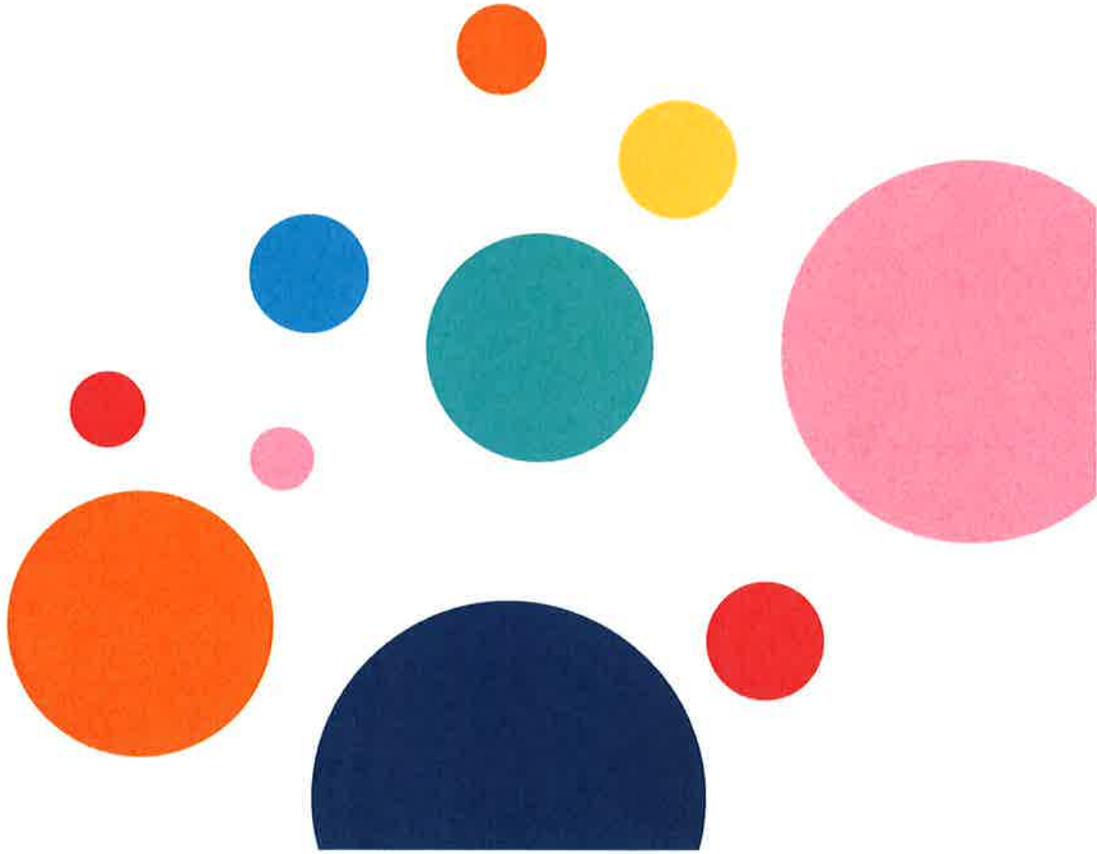
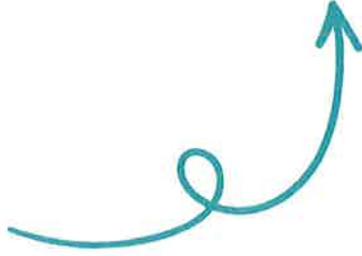
Soy

Serving Size: 4oz
Calories: 111

Total Fat: 0g
Cholesterol: 5mg
Sodium: 1282mg
Total Carbs: 16g
Dietary Fiber: 5g
Protein: 3g

Thank you!

Contact John,
Director of Dining
Services



Diversity, Equity and Inclusion (DEI) Statement

Diversity, equity and inclusion are words, that when used together, describe policies and programs that promote the representations, participations and contributions of different groups of individuals, including people of different race, culture, color, creed or religion, ancestry national origin, mental and physical ability, age, marital status, physical appearance, family structure, citizenship status, sexual orientation, gender expression or identity, economic status, veteran's status, or other distinguishing personal characteristics.

More specifically:

- Schools should be welcoming and supportive spaces for our students.
- Our curriculum should be infused with materials that include diverse authors, protagonists, heroes and historical figures.
- When studying topics in our classroom, our students will learn through multiple lenses and points of view.
- Schools should embrace kindness and diversity. Any form of harassment or bullying based on personal characteristics, as enumerated above, will not be tolerated.
- As educators, we need to provide all sides to topics and remain apolitical. To encourage critical thinking, we need to develop learning environments that allow students to identify and understand perspectives provided in the material related discussions, and to draw their own informed conclusions. That is where true learning occurs.

**NEWTOWN PUBLIC SCHOOLS
NEWTOWN, CONNECTICUT**

2023-2024 SCHOOL BUDGET DEVELOPMENT CALENDAR

	<u>Activity</u>	<u>Responsibility</u>	<u>Date</u>	<u>Day</u>	<u>Meeting Type</u>
ADMINISTRATION					
1.	Commencement of Budget Process Calendar & Materials Distributed	Supt & Director of Business	09/09/22	Fri	Distribution
2.	Discussion and Expectations / Goals of Budget Process	Superintendent	09/09/22	Fri	A Team
3.	Submission of All Budget Requests	Principals / Directors	10/28/22	Fri	CO Internal
4.	Submission of Salaries	Business Office	11/01/22	Tues	CO Internal
5.	Preliminary Update and Discussion of Budget in Progress	Superintendent	11/04/22	Fri	A Team
6.	Individual Administrative Budget Meetings	Superintendent	11/14-12/5	Mon-Mon	Cost Center Leaders
7.	Distribute Superintendent's Proposed Budget	Superintendent	01/11/23	Wed	Hand Delivery
BOARD OF EDUCATION					
8.	Superintendent's Overview of Proposed Budget to BOE, <i>Elem, Reed, MS</i>	Superintendent	01/17/23	Tues	Regular BOE Mtg
9.	Budget Workshop - <i>High School, Athletics, Special Ed, Pupil Pers, Health, Curriculum</i>	Board of Ed	01/19/23	Thurs	Workshop Mtg
10.	Budget Workshop - <i>Tech, Cont.Ed, Plant, Benefits, Gen Serv & Trans</i>	Board of Ed	01/24/23	Tues	Workshop Mtg
11.	Budget Workshop - <i>Public Hearing & Discussion</i>	Board of Ed	01/26/23	Thurs	Workshop Mtg
12.	Budget Workshop - Adoption of Budget	Board of Ed	01/31/23	Tues	Regular BOE Mtg
13.	BOE Budget Submitted to Financial Director <i>(Feb 14th submission deadline per Town Charter)</i>	Director of Business	02/03/23	Fri	Finance Internal <i>(Delivery)</i>
BOARD OF FINANCE					
14.	Board of Finance - Budget Review with Board of Ed <i>(At least 5 days prior to Public Hearing per Town Charter)</i>	Finance Director	02/06/23	Mon	<i>(Newspaper)</i>
15.	Budget Proposals Published in Newspaper <i>(at least 5 days prior to Public Hearing per Town Charter)</i>	Board of Finance	02/10/23	Fri	Finance Board
16.	Board of Finance Public Budget Hearing for the Town <i>(Not later than the first Wednesday in March, per Town Charter)</i>	Board of Finance	02/16/23	Thurs	Public Hearing
17.	Schools Closed - Winter Recess	2/20/23 through 2/21/23		Mon - Tue	
18.	Board of Finance recommends Budget to Legislative Council <i>(Not later than March 14th, per Town Charter)</i> (BOF Vote)	Board of Finance	03/01/23	Wed	Finance Board
19.	Budget Proposals Published in Newspaper <i>(At least 5 days prior to Public Hearing per Town Charter)</i>	Finance Director	03/10/23	Fri	<i>(Newspaper)</i>
LEGISLATIVE COUNCIL					
	L.C. Education Sub-committee deliberations	Legislative Council	TBD		L.C. Sub-committee
20.	Legislative Council Public Budget Hearing <i>(Not later than last Wednesday in March, per Town Charter)</i>	Legislative Council	03/15/23	Wed	Public Hearing
21.	Legislative Council Budget Meeting	Legislative Council Discussion	TBD		Legislative Council
22.	Legislative Council adopts a Town Budget <i>(Not later than the 2nd Wednesday in April, per Town Charter)</i>	Legislative Council	04/05/23	Wed	Legislative Council
	Schools Closed - Spring Recess	4/10/23 through 4/14/23		Mon - Fri	
23.	LC Budget Proposal Published in Newspaper	Finance Director	4/14/23?	Fri	<i>(Newspaper)</i>
24.	Town Budget Referendum <i>(4th Tuesday in April per Town Charter)</i>	Town Charter	04/25/23	Tue	Referendum Vote

NOTE: Activities from 14. - 23. are subject to change at the discretion of the respective Board.

TBD = To Be Determined as they move along in the process

DRAFT

ASSUMPTIONS
2023-2024 BOARD OF EDUCATION BUDGET

1. The Newtown Board of Education's mission to inspire every student to excel will be the foundation of all decision making.
2. Open and honest communication and cooperation will be maintained with other municipal boards and the community throughout the budget process.
3. State and Federal financial support of education will not keep pace with increased programming mandates and will be further reduced by legislation and reductions of grants and other supports to local communities.
4. Safety, security and health standards will be supported.
5. Salaries and benefits will be based on commitments incurred through collective bargaining and other employment agreements.
6. Existing programs and services will be reviewed, evaluated, maintained or adjusted as the educational needs of students change.
7. Overall certified and classified staffing levels will be adjusted based on enrollment, programming, safety factors and facility considerations.
8. Policies, curriculum, and professional development will be reviewed and revised with the goal of eliminating institutional racism and bias that could promote barriers to student learning, create academic gaps, or conflict with the core values and beliefs of Newtown Public Schools.

DRAFT

PRIORITIES

2023-2024 BOARD OF EDUCATION BUDGET

1. Support funding for appropriate class sizes at all levels of instruction
2. Provide a funding plan that reassesses the changing needs in technology resulting from the pandemic, while also looking forward to the expansion and sustainability of technology with access and equity for all students
3. Update and support the five-year plan for the ongoing maintenance of buildings, grounds and equipment
4. Continue to pursue opportunities to share services, where appropriate, between the Board of Education and all town departments and participate in regional services when they are beneficial to the district
5. Ensure adequate funding for mental health resources to meet student needs
6. Include adequate funding for special education to meet anticipated enrollment and needs, as well as maintain a contingency item in the budget based on a five year average difference to budget for unanticipated changes in enrollment or needs
7. Ensure continued consistency in the support for all extracurricular activities in the district
8. Support professional development and staffing that help to maintain a safe, inclusive, and equitable learning environment for all students
9. Support the development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that support the needs of all students and that promote a richer awareness of culture and racial diversity
10. Include additional supports needed to address learning deficits that result from the interruptions to student learning due to the COVID pandemic

Students

Communicable/Infectious Diseases

The Board of Education recognizes that all children in Connecticut have a constitutional right to a free, suitable program of educational experiences. The Board will establish reasonable health requirements as prerequisites to admission for attendance. ~~including the requirement that students undergo physical examination prior to admission.~~

Where it can be medically established that a student suffers from a serious infectious disease and there is a significant risk of transmission of the disease to others due to the nature of the disease or personal characteristics of the student carrier, it may be appropriate to exclude the student from the regular classroom. The determination of exclusion of any student will be made on a case by case basis with the appropriate procedural due process safeguards. Where the risk of transmission is relatively low or appropriate procedures can be adopted to reduce the risk of transmission exclusion is not warranted.

A child with an infectious disease may be considered handicapped, if the child presents such physical impairment that limits one or more major life activities. Therefore, Section 504 of the Rehabilitation Act may apply. The parent/guardian or the school administration may make a referral for a determination of whether the student is handicapped and entitled to protection under Section 504. The Planning and Placement Team will conduct an Individual Placement Program (IPP) to determine whether the student is handicapped or is "otherwise qualified" within the meaning of Section 504. The student will be educated in the least restrictive environment.

In the event of a public health emergency, the Board and/or the Superintendent or their designee reserves the right to follow federal, state and local guidelines in an effort to maintain a safe environment for all students.

(cf. 5111 - Admission)

(cf. 5141.3 - Health Assessments and Immunizations)

(cf. 6159 - Individualized Education Program)

Legal Reference: Connecticut General Statutes
 "Education for Children with Disabilities", 20 U.S.C. 1400, et seq. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 706(7)(b)
 "Americans with Disabilities Act"
 The Family Educational Rights and Privacy Act of 1974, (FERPA), 20 U.S.C. 1232g, 45 C.F.R. 99.10-76(d)(15) Duties and powers of boards of education to provide special education programs and services.
 10-154a Professional communications between teacher or nurse and student.
 10-207 Duties of medical advisors.
 10-209 Records not to be public.
 10-210 Notice of disease to be given parent or guardian.
 19a-221 Quarantine of certain persons.
 19a-581-585 AIDS testing and medical information.

Policy adopted: June 4, 2019

NEWTOWN PUBLIC SCHOOLS
 Newtown, Connecticut

Students

Communicable/Infectious Diseases

Exclusion Procedures

If it is determined that the interests of the student and the school are better served when a student with a communicable or infectious disease is excluded, procedural safeguards will establish such by extensive medical evidence which shall include, but not be limited to:

- A. The nature of the disease.
- B. Whether transmission may be controlled.
- C. Whether the personal characteristics of the student involved are such that exclusion of the affected student from the regular classroom is clearly necessary to protect the health of other students.
- D. As medical knowledge and circumstances may change rapidly, the school board administrator will monitor current medical information and assess the student's medical condition and the school's ability to accommodate that student in light of the most current medical information. New facts may warrant a different result from the one previously reached.
- E. Where a student or student's parents object to the Board's decision to exclude that student, the Board of Education will provide a hearing to adjudicate pertinent facts concerning the exclusion.

Medical Intervention

The school nurse or medical advisor will establish guidelines which will provide simple, effective precautions against transmission of communicable disease for all students and staff. Universal precautions will be used to clean up after a student has an accident or injury at school. Blood or bodily fluids emanating from any student should be treated cautiously. Such guidelines will be reviewed regularly in light of medical advances. Necessary reports will be made to health authorities consistent with state law.

If emergency exclusion of a student is warranted, regulation will provide procedures to take care of the emergency situation.

Consideration will be given to temporary removal of a student from school, if in the school population, a disease, flu, cold or childhood disease might negatively impact the infected student's health. Students with infectious diseases may be temporarily removed from school when that student is acutely ill.

Students

Communicable/Infectious Diseases (continued)

Classroom and educational programs will be established so that students, staff and the public are better informed of the risk and prevention of transmission of communicable diseases. The school nurse or other medical staff will be available to assist in any problem resolution, answer questions and coordinate services provided by other staff.

Confidentiality

The privacy rights of students with a communicable disease shall be strictly observed by school staff. No person who obtains confidential related medical information may disclose or be compelled to disclose such information except to the following:

1. The protected student or parent.
2. Any person who secures a release of the confidential related information.
3. A federal, state or local officer when such disclosure is mandated or authorized by federal state law.
4. A health care provider or health facility when knowledge of the related information is necessary to provide appropriate care treatment to the protected student and when confidential related information is already recorded in the medical chart or record or a health provider has access to such records for the purpose of providing medical care to that student.

When confidential information relating to communicable disease is disclosed, it should be accompanied by a statement in writing which shall include the following similar language;

"This information has been disclosed to you from records whose confidentiality is protected by state law. State law prohibits you from making any further disclosure without the specific written consent of the student or legal guardian to whom it pertains or as otherwise permitted by law. A general authorization for the release of medical or other information is not sufficient for this purpose."

A notation of all such disclosure shall be placed in the medical record or with any record related to a communicable disease test results of a protected student. Any person who willfully violates the provisions of this law will be liable in a private cause of action for injuries suffered as result of such violation. Damages may be assessed in the amount sufficient to compensate said student for such injury.

Students

Communicable/Infectious Diseases

Legal Reference: Connecticut General Statutes

"Education for Children with Disabilities", 20 U.S.C. 1400, et seq.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 706(7)(b).

"Americans with Disabilities Act".

The Family Educational Rights and Privacy Act of 1974, (FERPA), 20 U.S.C. 1232g, 45 C.F.R. 99.

Connecticut General Statutes

10-15b Access of parent or guardian to student's records.

10-19 Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome.

10-66b Regional educational service centers. Operation and management. Board.

10-76(d)(15) Duties and powers of boards of education to provide special education programs and services.

10-154a Professional communications between teacher or nurse and student.

10-207 Duties of medical advisors.

10-209 Records not to be public.

10-210 Notice of disease to be given parent or guardian.

19a-221 Quarantine of certain persons.

19a-581-585 AIDS testing and medical information.

Regulation approved: June 4, 2019

NEWTOWN PUBLIC SCHOOLS
Newtown, Connecticut

NEWTOWN PUBLIC SCHOOLS
HEALTH SERVICES

AUTHORIZATION FORM FOR RELEASE OF HIV RELATED INFORMATION

I hereby authorize the Newtown Public Schools, acting through the Superintendent and the School Medical Advisor, to release confidential HIV related information, as defined in P.A. 89-246, concerning _____ for the purpose of protecting the student's health and safety, as well as that of other students and staff, to the following personnel:

- _____ 1. School Nurse
- _____ 2. School Principal
- _____ 3. Student's Teacher(s)
List: A.
B.
C.
- _____ 4. Paraprofessional(s)
List: A.
B.
C.
- _____ 5. Director of Student Personnel Services
- _____ 6. Other(s)
List: A.
B.
C.

This authorization shall be valid for

- _____ A. The student's stay at _____ School.
- _____ B. The current school year.
- _____ C. Other _____
(specify period)

I provide this authorization based on my responsibility to consent for the health care of _____, and I understand that such information shall be held confidential by the persons authorized here to receive such information, except otherwise provided by law.

(Relationship to student)

NEWTOWN PUBLIC SCHOOLS
CONDITIONS REQUIRING TEMPORARY EXCLUSION

DISEASE/ CONDITION	EXCLUSION FROM SCHOOL GUIDELINE
Conjunctivitis (Pink Eye)	No need for exclusion unless discomfort makes a child unable to attend to class lessons. Refer to pediatrician for assessment.
Hepatitis A	Until 1 week after the onset of illness, with physician's permission to return.
Measles	Until 5 days after the appearance of rash
Meningitis	No set time - while illness lasts and until permission from physician to return
Mononucleosis	No set time - while illness lasts and until permission from physician to return
Mumps	Until swelling has subsided and not less than 9 days after onset of parotid swelling
Pediculosis (Head Lice)	Exclusion is not necessary before the end of the school day. Return once student has had appropriate treatment and no appearance of live lice.
Pertussis (Whooping Cough)	Until completion of 5 days of appropriate treatment (21 days if untreated)
Ringworm	No exclusion if properly treated
Rubella (German Measles)	Until 7 days after the appearance of rash
Scabies	Until after the first treatment. Exclusion is not necessary before the end of the school day. Return once appropriate treatment has been started.
Staphylococcus Infections (impetigo, MRSA)	Until 24 hours after beginning appropriate treatment. Open areas should be covered
Streptococcal Infections	Until student has had at least 2 doses of an appropriate antibiotic spaced at least 12 hours apart
Parvovirus (Fifth Disease)	Exclusion is not indicated.
Varicella (Chicken Pox)	Until 6 days after appearance of rash or until lesions are crusted and no new lesions have appeared for 24 hours
Any child determined by the local health department to be contributing to the transmission of disease during an outbreak	

Personnel -- Certified/Non-Certified

Conflict of Interest

The Board of Education wishes to avoid any conflict of interest on the part of its employees regarding their personal interests and the interests of the school district in dealing with suppliers, contractors and all organizations or individuals doing or seeking to do business with the school district. For this reason, the Board of Education prohibits employees from directly or indirectly soliciting any gift; or accepting or receiving any gift ~~having a value of twenty five dollars (\$25) or more~~, whether in the form of money, services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could be reasonably inferred that the gift was intended to influence the ~~Board member or~~ employee in the performance of his/her official duties or was intended as a reward for any official action on his/her part.

Legal Reference: Connecticut General Statutes

7-479 Conflicts of interest.

Policy adopted:

Personnel – Certified/Non-Certified

Retaliation and Whistleblowing

Employees are encouraged to report suspected illegal activities or unethical practices to appropriate administrators within the Newtown Public Schools or to the Newtown Board of Education (“Board”). Pursuant to Connecticut General Statutes Section 31-51m and federal whistleblower protection laws, the Board prohibits any form of retaliation or discrimination against any employee for exercising rights under state or federal whistleblower protection laws in good faith; reporting illegal activities or unethical practices in good faith; or participating in an investigation, hearing or inquiry held by a public body, or a court action.

Legal References:

- Conn. Gen. Stat. § 31-51m, Protection of employee who discloses employer’s illegal activities or unethical practices. Civil action.
- Conn. Gen. Stat. § 31-60(a)(4), Discriminatory employment practices prohibited.
- Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e-3(a).
- Title IX of the Education Amendments of 1972, 34 CFR § 106.71.
- Age Discrimination in Employment Act, 29 U.S.C. § 623(d).
- Americans with Disabilities Act, 42 U.S.C. § 12203(a) and (b).
- Fair Labor Standards Act, 29 U.S.C. § 215(a)(3).
- Occupational Safety and Health Act, 29 U.S.C. § 660(c).
- Family and Medical Leave Act, 29 U.S.C. § 2615.

Personnel Certified/Non-Certified

Students

Face Masks/Coverings

The Newtown Board of Education (the “Board”) recognizes the importance of protecting the health and safety of students, staff, and the community during a public health emergency. As such, and in accordance with requirements and guidelines issued by a federal authority or the Governor of the State of Connecticut or their designated authority, the Board requires that all individuals entering a school building, a Newtown Public Schools (“District”) facility, or a District transportation vehicle wear an appropriate face covering. An appropriate face covering shall consist of a cloth mask or disposable procedure-style mask that completely covers the individual’s nose and mouth. Any individual who presents for entrance into a school building, District facility or District transportation vehicle who is not wearing an appropriate face covering shall be provided an appropriate face covering by the District.

Compliance with this policy shall be mandatory for all individuals while in a school building, District facility and/or District transportation vehicle, unless an applicable exception applies. Any individual who refuses to wear an appropriate face covering at all times while in a school building, District facility or District transportation vehicle shall be denied admission and/or required to leave the premises, unless an applicable exception applies. In addition, failure to comply with this policy may lead to disciplinary action for students and staff, and exclusion from school property for members of the community, in accordance with applicable laws, rules, regulations, and/or Board policies.

All individuals participating in or attending any school-sponsored activities must wear an appropriate face covering, whether or not those activities occur in a school building, District facility or District transportation vehicle, unless an applicable exception applies or the Administration, in consultation with the local health department, determines that face coverings are not required for certain activities and athletics.

The Board authorizes the Superintendent or designee to develop administrative regulations and/or protocols to implement this policy. Such administrative regulations and/or protocols shall outline authorized exceptions to the requirement that all individuals wear an appropriate face covering in the school buildings, District facilities and District transportation vehicles and may identify additional face covering rules as related to the safe operation of the school community.

P4118.237(b)
4218.237
5141.8

Personnel Certified/Non-Certified

Students

Face Masks/Coverings (continued)

Legal References:

Connecticut General Statutes § 10-221

Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together,
Connecticut State Department of Education, as amended.

Adopted: September 21, 2021

Personnel Certified/Non-Certified

Students

Face Masks/Coverings

In accordance with requirements and guidelines issued by a federal authority or the Governor of the State of Connecticut or their designated authority, the Newtown Public Schools (“District”) requires that all individuals entering a school building, a District facility, or a District transportation vehicle wear an appropriate face covering. An appropriate face covering shall consist of a cloth mask or disposable procedure-style mask that completely covers the individual’s nose and mouth. Any individual who presents for entrance into a school building, District facility or District transportation vehicle who is not wearing an appropriate face covering shall be provided an appropriate face covering by the District.

Compliance with these protocols shall be mandatory for all individuals while in a school building, District facility and/or District transportation vehicle, unless an applicable exception applies. Any individual who refuses to wear an appropriate face covering at all times while in a school building, District facility or District transportation vehicle shall be denied admission and/or required to leave the premises, unless an applicable exception applies. In addition, failure to comply with these protocols may lead to disciplinary action for students and staff, and exclusion from school property for members of the community, in accordance with applicable laws, rules, regulations, and/or Board policies.

All individuals participating in or attending any school-sponsored activities must wear an appropriate face covering, whether or not those activities occur in a school building, District facility or District transportation vehicle, unless an applicable exception applies or the Administration, in consultation with the local health department, determines that face coverings are not required for certain activities and athletics.

Students and all individuals being transported on District transportation vehicles are required to wear appropriate face coverings (face coverings must be worn prior to boarding and while exiting the vehicle), in accordance with the District’s Transportation Protocols. Please see below for additional procedures for face covering exemption requirements.

Students, staff and all individuals inside school buildings and District facilities are required to wear appropriate face coverings except if: (i) the individual cannot wear the face covering because the individual has difficulty breathing, is unconscious, or

Personnel Certified/Non-Certified

Students

Face Masks/Coverings (continued)

incapacitated; (ii) the individual cannot remove the face covering without assistance; (iii) the individual has a documented medical reason making it unsafe to wear a mask; (iv) the student is in preschool; or (v) the individual has a disability that causes the individual to be unable to wear a face covering.

Important Note: The need for a medical exemption for the wearing of face coverings of the styles recommended for use in schools for source control is rare. Medical contraindications to the wearing of cloth or other similar loose fitting masks generally are limited to individuals suffering from severe chronic obstructive pulmonary disease (COPD) such as might be seen with cystic fibrosis, severe emphysema, heart failure, or significant facial burns that would cause extreme pain or interfere with the healing of a skin graft. These severe medical conditions will be rare in students or staff capable of presenting to the school for work or instruction (in most cases these individuals would not be able to move about freely without significant assistance). Mild or intermittent respiratory or other common conditions such as asthma, cardiovascular diseases, kidney disease, or other similar conditions generally are not considered contraindications to the wearing of loose-fitting face coverings.

Face coverings may only be removed within the school building for the following reasons: (i) eating/drinking; (ii) on school grounds with appropriate social distancing implemented; and (iii) educational or medical activities requiring removal of masks (speech and language, evaluations, etc.) ONLY under circumstances when the school has implemented appropriate and District-approved mitigating measures (such as gowns, face shields, additional social distancing, physical barriers for District employees and/or students).

If a student claims a medical or disability-related exemption from wearing a face covering, the District shall follow the Decision Tree - Face Covering Exemptions in these Protocols. If the District determines the request is based on medical need, the parent or guardian and the **student's treating physician** must complete the Face Covering Exemption Request Form. If the District determines the request is based on disability (skill deficit), the District shall promptly convene a Planning and Placement Team ("PPT") Meeting or Section 504 Team meeting as appropriate to discuss and consider necessary programming revisions, accommodations, modifications, etc.

Personnel Certified/Non-Certified

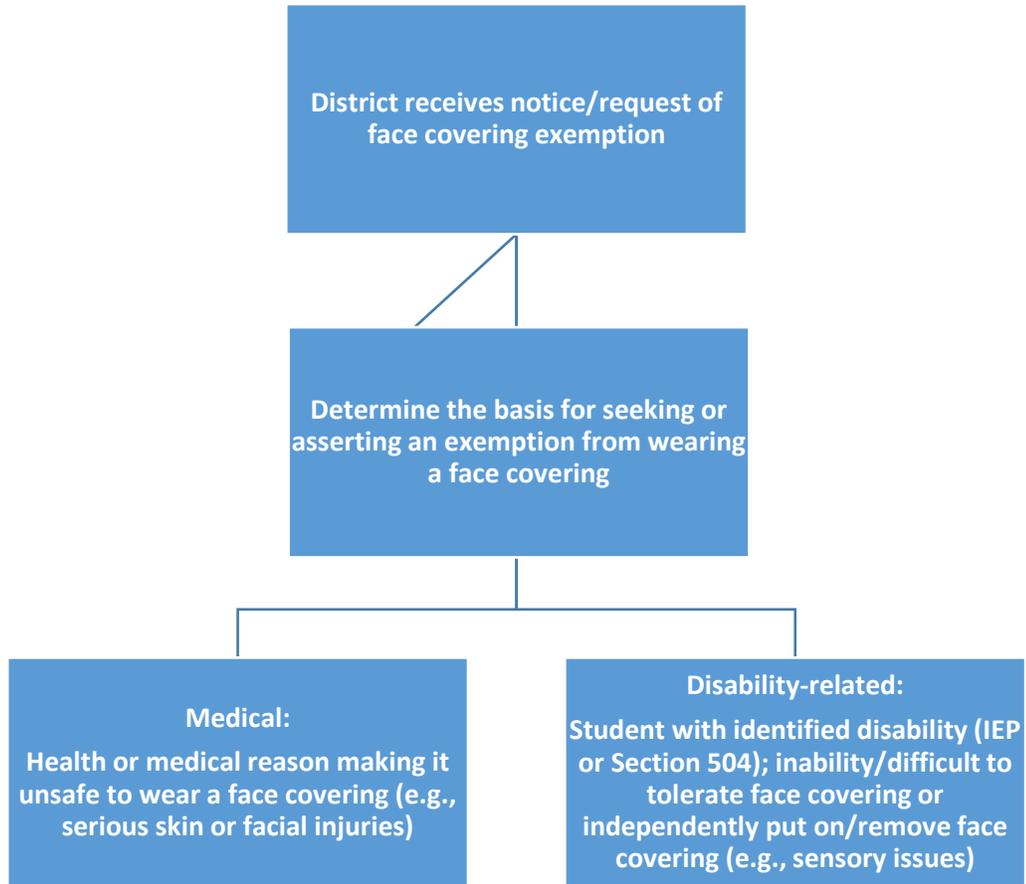
Students

Face Masks/Coverings (continued)

If a staff member claims a medical or disability-related exemption from wearing a face covering, the District shall comply with all applicable laws, rules, regulations, and requirements regarding the evaluation of, and response to, any such claim.

Students shall be offered face covering breaks during the school day as determined appropriate by the Administration. A face covering break consists of the student removing the face covering from the student's own nose and mouth for a short period of time. Protective measures would be implemented whenever possible, such measures may include social distancing, physical barriers, increased ventilation, hand hygiene, cleaning and disinfection, and exclusion of ill individuals. When practicable, school personnel supervising students shall schedule face covering breaks outdoors.

Decision-Making Tree - Face Covering Exemptions



FACE COVERING

MEDICAL/HEALTH EXEMPTION FORM

COVID-19 is a highly contagious virus that spreads by respiratory droplets released when individuals talk, cough or sneeze. Many individuals infected with COVID-19 are asymptomatic and contagious. Federal and state public health agencies, including the United States Centers for Disease Control and Prevention (CDC), recommend that individuals wear a face covering to limit the spread of COVID-19.

The Connecticut State Department of Education and _____ Public Schools require ALL students, beginning in kindergarten, to wear face coverings during the school day. Any student seeking a medical exemption to the face covering requirement must have the student's treating physician complete the below Medical/Health Exemption Form. As noted below, _____ Public Schools will consult with the student's treating physician to determine what reasonable accommodations, if any, would allow the student to wear a face covering during the school day. In light of the significant public health and safety requirements, the _____ Public Schools require that any request for medical exemption be completed and submitted to _____, the [title] at _____ [email].

Students submitting requests for medical exemption are subject to COVID-19 containment strategies pending the completion of the exemption review process. COVID-19 containment strategies may include assignment to home-based remote learning to mitigate the possibility of infection to the student or others in the physical school building.

Name of Child: _____ Date of Birth: _____

Address of Child: _____

Name of Parent(s): _____

Address of Parent(s): _____

(if different from child)

Contact Information for Treating Physician

Name: _____

Address: _____

Phone: _____ Fax: _____ Email: _____

THE _____ PUBLIC SCHOOLS RESERVES THE RIGHT TO DENY MASK EXEMPTION REQUESTS WITHOUT SUFFICIENT INFORMATION TO DETERMINE THE HEALTH-RELATED NECESSITY OF SUCH REQUEST.

I HEREBY CONSENT TO SCHOOL OFFICIALS OF THE _____ PUBLIC SCHOOLS CONSULTING WITH THE ABOVE-NAMED TREATING PHYSICIAN IN CONNECTION WITH THE REQUEST FOR A MEDICAL EXEMPTION FROM WEARING A FACE COVERING DURING THE COVID-19 PANDEMIC. I UNDERSTAND THAT MY CHILD'S TREATING PHYSICIAN IS AUTHORIZED TO EXCHANGE HEALTH/MEDICAL AND EDUCATIONAL INFORMATION RELATED TO THE FACE COVERING MEDICAL EXEMPTION REQUEST SUBMITTED ON BEHALF OF MY CHILD, _____ [NAME OF STUDENT], WITH THE _____ PUBLIC SCHOOLS . I UNDERSTAND THAT THE PURPOSE OF THE EXCHANGE OF SUCH INFORMATION IS TO DETERMINE WHETHER A MEDICAL EXEMPTION IS NECESSARY AND/OR WHETHER THERE ARE ANY REASONABLE ACCOMMODATIONS THAT SHOULD BE CONSIDERED IN CONNECTION WITH THE FACE COVERING EXEMPTION REQUEST. I UNDERSTAND THAT THIS AUTHORIZATION WILL EXPIRE ON JUNE 30, 2021, UNLESS I REVOKE THIS AUTHORIZATION AT AN EARLIER TIME BY SUBMITTING WRITTEN NOTICE OF THE WITHDRAWAL OF CONSENT. I ACKNOWLEDGE THAT HEALTH/MEDICAL RECORDS, ONCE SHARED WITH THE _____ PUBLIC SCHOOLS, WILL BE EDUCATION

RECORDS UNDER FEDERAL EDUCATION RECORD LAWS (FERPA) AND MAY NOT BE PROTECTED BY THE HIPAA PRIVACY RULE. I ALSO UNDERSTAND THAT REFUSAL TO CONSENT TO THE EXCHANGE OF INFORMATION DESCRIBED ABOVE WILL NOT AFFECT ACCESS TO HEALTHCARE.

PRINT NAME
PARENT/GUARDIAN

DATE

SIGNATURE
PARENT/GUARDIAN

The section below must be completed by the student's treating physician to verify a health or medical reason that prohibits the student from wearing a face covering in the school building and/or on school grounds or to identify possible accommodations for the student to wear a face covering within the school building or on school grounds. Upon completion, this form must be provided by the treating physician directly to the _____ Public Schools, care of [insert contact name] at [address].

The treating physician MUST consult with school health supervisory personnel prior to completing this form. The contact information for the school health supervisory personnel for this matter (COVID-19 Liaison at _____ Public Schools) is:

Medical Verification

Yes No

 I have consulted with school health supervisory personnel regarding the student's ability to wear a face covering due to a verified medical or health reason.

 After consultation with school health supervisory personnel, I have determined that reasonable accommodations would permit the student to wear a face covering for parts or all of the school day.

If yes, to the above question:

I have determined that the following reasonable accommodations would permit the student to wear a face covering during the school day (examples include, without limitation, face covering breaks at specified intervals, use of face shield when a face covering is contraindicated, use of bandana or looser fitting face covering):

-
-
-

 After consultation with school health supervisory personnel, I have determined that the student cannot wear a face covering during the entire school day due to a verified medical or health reason.

The student has been diagnosed with the following medical condition(s) that prevent the student from wearing a face covering at all times during the school day:

—

—

*** Documentation supporting the above diagnosis MUST be submitted to the _____ Public Schools along with this Medical Verification Form.**

By signing below, I verify that the above information is accurate to the best of my professional knowledge.

Signature of Treating Physician

Date

Print Name of Treating Physician

CT License No.

ATHLETIC COACHES

It is the policy of the Newtown Board of Education (the "Board") that an athletic coach employed by the Board shall:

1. adhere to all Board policies, rules and regulations
2. shall conduct himself or herself in a professional manner; and
3. service as a role model for students;
4. demonstrate competence and proficiency in his or her role as an athletic coach of a particular sport.

For purposes of this policy, the term "athletic coach" means any person holding a coaching permit who is hired by a local or regional board of education to act as a coach for a sport season. This term "coach" under this policy shall include only coaches who have direct responsibility for one or more teams (including assistant coaches who serve as coach to a team (e.g., JV), and the term shall not include other assistant coaches and volunteer coaches.

Evaluations

Pursuant to state law, the Board requires that an athletic coach employed by the Board be evaluated on an annual basis by the coach's immediate supervisor. An athletic coach shall be provided with a copy of any such evaluation. Other assistant and volunteer coaches may be evaluated as directed by the Superintendent of Schools or his/her designee.

Employment of an Athletic Coach

Athletic coaches serve at the discretion of the Superintendent, and their employment in their specific coaching positions (e.g., basketball, golf) may be non-renewed or terminated at anytime except as follows.

If the athletic coach has served in the same coaching position for three or more consecutive school years, the following procedures shall apply. The Superintendent may non-renew the employment of any such athletic coach by providing written notification of that action within ninety (90) calendar days of the end of the season. The Superintendent may terminate the employment of any such athletic coach at anytime for 1) for reasons of moral misconduct, insubordination, failure to comply with the Board's policies, rules and regulations; or 2) because the sport has been canceled. If a decision to terminate a coach's employment is made during the athletic season, the Superintendent shall remove the coach from duty during the pendency of any hearing conducted pursuant to this policy.

Hearing Procedures

An athletic coach who has served in the same coaching position for three or more consecutive years may appeal any such non-renewal or termination decision (except if such decision was due to cancellation of the sport) to the Board of Education in accordance with the following procedures:

- A. The athletic coach must file a written appeal with the Board within ten (10) calendar days of the Superintendent's written notification of non-renewal or termination. Such appeal shall set forth the basis on which the athletic coach seeks review of that decision, and a copy of said appeal shall be sent to the Superintendent. Failure to submit a timely written appeal shall constitute a waiver of said appeal opportunity.
- B. Within a reasonable period of time of its receipt of a written appeal of the Superintendent's decision, the Board or a committee of the Board as designated by the Chairperson shall conduct a hearing to consider such appeal. Reasonable notice of the time and place for such hearing shall be issued to the athletic coach prior to the commencement of the hearing.
- C. At the hearing, the athletic coach shall have an opportunity to present facts and evidence in support of renewal and/or reinstatement, and the Superintendent shall have the opportunity (but shall not be obligated) to present facts and evidence in support of the decision of non-renewal and/or termination. For good cause shown, the athletic coach may call a limited number of witnesses to testify if there is a clear need for witnesses to present factual information (rather than simply expressing an opinion on the skill or competence of the athletic coach). In any event, cumulative or redundant testimony shall not be allowed.
- D. The decision of non-renewal or termination shall be affirmed unless the Board determines that the decision is arbitrary and capricious. The coach shall bear the burden of proof on this point.
- E. Within a reasonable period of time following the hearing, the Board shall determine whether the Superintendent acted in an arbitrary and capricious manner in making his/her decision not to renew and/or terminate, and shall provide a written decision to the coach. The decision of the Board shall be final.

Legal References: Public Act 04-243

**Newtown Public Schools
Evaluation of Athletic Coaching Performance**

Name _____ **Sport**

Administrator _____ **Date**

Directions:

1. Each statement presented in this form has been worded to represent the expected performance of District's Athletic Coaches. Consistently performing as the statement indicates means that District Expectations are being met.

In completing the self-appraisal, staff members should be guided by the following:

- A. If you feel that you are consistently performing as the statement indicates, you should check "Meets District Expectations."
 - B. If you feel that the statement represents a particular strength for you, check "Strong Characteristics" where appropriate.
 - C. If you feel that the statement represents an area in which you plan to work toward improvement and/or more consistent performance, check "Areas for Concentration."
 - D. If you check a statement either "Strong Characteristics" or "Meets District Expectations" but also plan to concentrate on that area for additional improvement during the next school year, place a second check in the "Areas for Concentration" column.
2. In completing the administrative appraisal, the administrator shall appraise each individual in terms of the total staff for whom he/she has supervisory responsibility.
 3. Use of the comments section by both parties is voluntary but encouraged.

COACHING STUDENTS OUT OF SEASON

It is the policy of the Newtown Board of Education to follow the CIAC regulations, which do not permit a coach to instruct or otherwise coach individuals on their teams during the off season.

It is the policy of the Newtown Board of Education that if a Newtown coach is coaching a team sport for an organization other than the school system, such as American Legion baseball, that team may only have on it three members of that coach's school team.

Adopted 7/7/98

Personnel -- Certified

Evaluation

Coaches

There shall be an annual evaluation of all coaches, to be conducted by the athletic director or the coach's immediate supervisor. Each coach shall receive a written copy of the evaluation.

The purposes of evaluation are:

1. To provide a systematic process whereby coaches may increase the effectiveness of their services to the athletic program utilizing the available professional resources.
2. To provide an opportunity for coaches to analyze their strengths and weaknesses, and to discuss objectively the contributions they have made to the athletic program.
3. To provide an opportunity for the administrative staff to analyze the strengths and weaknesses of individual coaches, and to utilize this knowledge to develop supervisory service to assist individuals in developing their competence.
4. To provide an effective means by which administrators may make recommendations concerning the continued employment of personnel, the granting of increments, and/or other recommendations to the Board of Education.

It is the responsibility of all administrators, coaches and other professional staff members to recognize that the district schools intend to seek and maintain the best qualified staff to provide quality coaching for student athletes. In keeping with this goal, all personnel are expected to participate fully in the appraisal process.

An integral part of this process is self-appraisal. The self and administrative appraisals include: knowledge of sports area, coaching skills and techniques, attitudes, behavior patterns, values and ethics.

Any coach that has held the same coaching position for three or more years, for which the Board terminates or non-renews the contract shall be informed of the Board's decision within ninety (90) days of the completion of the sport season covered by the contract. The coach may request a written statement from the Board specifying the reason(s) for the Board's action. The statement shall be provided within thirty (30) days of the request. The decision to terminate or non-renew the coach's contract may be appealed by the coach in a manner prescribed by the Board.

The Board may terminate the contract of any coach at any time for reasons of moral misconduct, insubordination or a violation of the rules of the Board or because a sport has been cancelled by the Board.

Personnel – Certified

Evaluation

Coaches (continued)

Hearing Procedures

An athletic coach who has served in the same coaching position for three or more consecutive years may appeal any such non-renewal or termination decision (except if such decision was due to cancellation of the sport) to the Board of Education in accordance with the following procedures:

- A. The athletic coach must file a written appeal with the Board within ten (10) calendar days of the Superintendent's written notification of non-renewal or termination. Such appeal shall set forth the basis on which the athletic coach seeks review of that decision, and copy of said appeal shall be sent to the Superintendent. Failure to submit a timely written appeal shall constitute a waiver of said appeal opportunity.
- B. Within a reasonable period of time of its receipt of written appeal of the Superintendent's decision, the Board or a committee of the Board as designated by the Chairperson shall conduct a hearing to consider such appeal. Reasonable notice of the time and place for such hearing shall be issued to the athletic coach prior to the commencement of the hearing.
- C. At the hearing, the athletic coach shall have an opportunity to present facts and evidence in support of renewal and/or reinstatement, and the Superintendent shall have the opportunity (but shall not be obligated) to present facts and evidence in support of the decision of non-renewal and or/termination. For good cause shown, the athletic coach may call a limited number of witnesses to testify if there is a clear need for witnesses to present factual information (rather than simply expressing an opinion on the skill or competence of the athletic coach). In any event, cumulative or redundant testimony shall not be allowed.
- D. The decision of non-renewal or termination shall be affirmed unless the Board determines that the decision is arbitrary and capricious. The coach shall bear the burden of proof on this point.
- E. Within a reasonable period of time following the hearing, the Board shall determine whether the Superintendent acted in an arbitrary and capricious manner in making his/her decision not to renew and/or terminate, and shall provide a written decision to the coach. The decision of the Board shall be final.

Personnel – Certified

Evaluation

Coaches (continued)

(cf. 2137 – Athletic Director)

Legal Reference: Connecticut General Statutes

10-151b Evaluation by superintendent of certain educational personnel

10-220a In-service training

10-222e Policy on evaluation and termination of athletic coaches (as amended by P.A. 13-41)

10-149 Qualifications for coaches of intramural and interscholastic athletics coaches (as amended by P.A. 13-41)

P.A. 13-41 An Act Concerning Hiring Standards for Athletic Directors

PA 04-243 An Act Concerning Notification in Cases of Termination of Coaches

Instruction

School Wellness

Student wellness, including good nutrition and physical activity, shall be promoted in the district's educational program, school activities, and meal programs. In accordance with federal and state law, it is the policy of the Board of Education to provide students access to healthy foods and beverages; provide opportunities for developmentally appropriate physical activity; and require all meals served by the District meet or exceed the federal nutritional guidelines issued by the U.S. Department of Agriculture and the "Connecticut Nutrition Standards for Foods in Schools," whichever are greater. This policy shall be interpreted consistently with Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296) In developing goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness, the District will, as required, review and consider evidence-based strategies and techniques.

Nutrition Guidelines for Foods in Schools

Students will be offered and schools will promote nutritious food choices consistent with the current dietary guidelines published by the U.S. Department of Health and Human Services and the Department of Agriculture, and guidelines promulgated by the Connecticut Department of Nutrition Guidelines for Foods in Schools (continued) Education ("Connecticut Nutrition Standards for Foods in Schools") in addition to federal and state statutes and national health organizations. The focus is on moderating calories, limiting fats, sodium and sugars and increasing consumption of nutrient-rich foods such as fruits, vegetables, whole grains, low-fat dairy, lean meats and legumes. In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall establish such administrative procedures to control food and beverage sales that compete with the District's nonprofit food service in compliance with the Child Nutrition Act. The District shall restrict the sale of foods of minimal nutritional value as defined by the U.S. Department of Agriculture and will ensure that all foods sold or served to students separately from school meals meet the District's Nutrition Standards. All beverages sold or served to students on school premises will be healthy choices that meet the requirements of state statute and USDA beverage requirements. Students will have access to free drinking water in the cafeterias and throughout the school day. The following link is the CSDE list of acceptable foods and beverages: <https://portal.ct.gov/SDE/Nutrition/List-of-Acceptable-Foods-and-Beverages>

All sources of food sales to students at school must comply with the "Connecticut Nutrition Standards for Food in Schools" including, but not limited to, cafeteria a la carte sales, vending machines, school stores, before & after school care and fundraisers. The District shall ensure that

Instruction

School Wellness

all beverages sold to students comply with the requirements of state statute and USDA beverage requirements. The stricter requirements where different between the state and federal regulations must be followed. The District shall ensure compliance with allowable time frames for the sale of competitive foods as specified by state law.

Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Non-sold Foods and Beverages

Non-sold foods and beverages brought into the schools by students and other persons for school sponsored events shall comply with federal nutrition standards.

Physical Education Guidelines in Schools

Schools will support and promote an active lifestyle for students. Physical education is taught in all grades by state certified and endorsed educators and is in alignment with state physical education standards. Physical and Health educators will be given relevant and specific professional development opportunities each year. The curriculum will be standards based, developmentally planned and sequentially delivered. The curriculum will foster the development of movement skills, enhance health related fitness, increase students' knowledge, offer direct opportunities to learn how to work cooperatively in a group setting and encourage healthy habits and attitudes for a healthy lifestyle.

Monitoring

The Board designates the Superintendent or his/her designee to ensure compliance with this policy and its administrative regulations. He/She is responsible for retaining all documentation of compliance with this policy and its regulations, including, but not limited to, each school's three-year assessment and evaluation report and this wellness policy and plan. The Superintendent will also be responsible for public notification of the three-year assessment and evaluation report, including any updates to this policy made as a result of the Board's three-year assessment and evaluation.

Instruction

School Wellness

Monitoring (continued)

The District shall develop a plan designed to achieve the involvement requirements in the development, implementation, monitoring, and assessment of this policy. The Superintendent or designee shall provide periodic implementation data and/or reports to the Board concerning this policy's implementation sufficient to allow the Board to monitor and adjust the policy. The District, as required, will retain records and documents pertaining to the wellness policy which shall include the written school wellness policy, documentation demonstrating compliance with community involvement requirements, documentation of the triennial assessment of the wellness policy and documentation to demonstrate compliance with the annual public notification requirement.

Community Input

The District will establish a Wellness Committee to provide opportunities for suggestions and comments regarding the development, implementation, periodic review and improvement of the School Wellness Policy from community members, including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, members of the Board of Education, school administrators and the public. The Wellness Committee will meet two to three times per year, and as needed, to review and discuss health and wellness topics relevant to the school community.

Evaluation of Wellness Policy

In an effort to measure the implementation of this policy, the Board of Education designates the Superintendent or his/her designee as the person who will be responsible for ensuring that each school meets the goals outlined in this policy. To ensure continuing progress, the District will evaluate implementation efforts and their impact on students and staff at least every three years. The District will make available to the public, the results of the three-year assessment and evaluation including the extent to which the schools are in compliance with policy and a description of the progress being made in attaining the goals of this policy.

Instruction

School Wellness

(cf. 3542 – Food Service)

(cf. 3542.33 – Food Sales Other Than National School Lunch Program)

(cf. 3542.34 – Nutrition Program)

(cf. 3452.45 – Vending Machines)

(cf. 6142.6 – Physical Education)

(cf. 6142.61 – Physical Activity)

(cf. 6142.62 – Recess/Unstructured Time)

(cf. 6142.10 – Health Education)

Legal Reference: Connecticut General Statutes
10-16b Prescribed courses of study.
10-215 Lunches, breakfasts and the feeding programs for public school children and employees.

10-221 Boards of education to prescribe rules, policies and procedures.
10-215a Non-public school participation in feeding program.
10-215b Duties of state board of education re: feeding programs.
10-216 Payment of expenses.
10-215e Nutrition standards for food that is not part of lunch or breakfast program.
10-215f Certification that food meets nutrition standards.
10-221o Lunch periods. Recess.
10-221p Boards to make available for purchase nutritious, low-fat foods.
10-221q Sale of beverages.
Regulations of Connecticut State Agencies
10-215b-1 Competitive foods.
10-215b-23 Income from the sale of food items.

Instruction

School Wellness

National School Lunch Program and School Breakfast Program;
Competitive Food Services. (7 CFR Parts 210.11 and 220.12,)

The Child Nutrition and WIC Reauthorization Act of 2004, Public Law
108-265

Nutrition Standards in the National School Lunch and School Breakfast
Programs, 7 CFR Parts 210 & 220

Healthy, Hunger-Free Kids Act of 2010, P.L. 111-296, 42 U.S.C. 1751

Child Nutrition Act of 1966 (as amended by P.L. 108-269, July 2, 2004)

School Breakfast Program, 7 C.F.R. Part 220 (2006)

National School Lunch Program or School Breakfast Program: Nutrition
Standards for All Foods Sold in School (Federal Register, Vol. 78, No.
125, June 28, 2013)

Local School Wellness Policy Requirements, 42 U.S.C. 1758b

Policy adopted:

NEWTOWN PUBLIC SCHOOLS

Newtown, Connecticut

Instruction

School Wellness

Nutrition Promotion and Education

The goals for addressing nutrition education include the following:

- Schools will support and promote good nutrition for students consistent with applicable federal and state requirements and guidelines.
- Schools will foster the positive relationship between good nutrition, physical activity, and the capacity of students to develop and learn.
- ~~Nutrition education will be part of the District's comprehensive standards-based school health education program and curriculum and~~ Nutrition Education Curriculum will be comprehensive and sequential and will be integrated into other classroom content areas, as appropriate, including education on agriculture and the food system. Schools will link nutrition education activities with existing coordinated health programs or other comparable comprehensive school health promotion frameworks

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education is taught in all grades by state certified and endorsed educators and is in alignment with state physical education standards. Physical and Health educators will be given relevant and specific professional development opportunities each year. The curriculum will be standards based, developmentally planned and sequentially delivered. The curriculum will foster the development of movement skills, enhance health related fitness, increase students' knowledge, offer direct opportunities to learn how to work cooperatively in a group setting and encourage healthy habits and attitudes for a healthy lifestyle.
- All students will be required to engage in the District's physical education program unless formally exempt.
- All students in grades K-6 will have at least 20 minutes of recess daily in addition to physical education.
- Staff will not use activity or withhold activity as a punishment or a classroom management tool (i.e. assigning laps or pushups or withholding recess)
- Physical activity breaks in addition to opportunities for students and families to participate in before and after school activities, and walking and bicycling to schools, where safe to do so, are supported by the Board.

Instruction

School Wellness

Goals for Physical Activity (continued)

- The district will maintain agreements with Newtown Parks and Recreation and with other community organizations to allow use of school facilities and grounds when school is not in session.
- Schools will work toward promoting sixty minutes of physical activity daily for students.
- ~~Schools will work toward promoting the benefits of wellness opportunities for all staff.~~
- Schools will promote wellness opportunities for staff. In cooperation with local organizations, reduced rates for fitness classes and technology assisted programs will be offered. School fitness equipment will be available to staff before or after school.

Goals for Social-Emotional Wellness

- A comprehensive, school-wide system of social-emotional learning and behavioral supports will be offered K-12.
- Research based programs that support social-emotional development will be implemented and provided K-12

Marketing

Any foods and beverages marketed or promoted to students on the school campus during the school day, including marketing on school equipment, in educational materials, on vending machines and near food purchasing areas, will meet or exceed the USDA “Smart Snacks in School” nutrition standards. Food and beverage marketing is defined as advertising and other promotions in schools. Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. As the District/School Nutrition Services/Athletic Department/PTA reviews existing contracts and considers new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

Communication of Wellness

The School Wellness Policy shall be made available annually, at a minimum, to students and families by means of school registration, student handbooks and the Board’s website. This availability shall include the policy, including any updates to and about the wellness policy and

Instruction

School Wellness

Communication of Wellness (continued)

the Triennial Assessment, including progress toward meeting the goals of this policy. In addition, the annual notification shall include a description of each school's progress in meeting the wellness policy goals; summary of each school's wellness events or activities; contact information for the leader(s) of the wellness policy team; and information on how individuals and the public can get involved.

Regulation adopted:

NEWTOWN PUBLIC SCHOOLS

Newtown, Connecticut

Suggestions for Creative & Fun Fundraising

- Gift wrapping
- Fun runs
- Walk a thons
- Bike a thons
- Jump rope a thons
- Rent a teenager (rake leaves, water gardens, mow lawns, walk a dog)
- Car wash
- Singing telegrams
- Talent show
- Read a thons
- Spelling bees
- Science fairs
- Carnivals
- Recycling cans/bottles
- Garage sales
- Sell items with school logo
- Bowl-a-thon
- Skate night
- Auction
- Treasure hunt
- Penny wars

Resource Ideas

www.creativelearning.cc

www.123fundraising.com

www.fundraisingdepot.com

www.partnerforkids.com

www.giftfriends.com

www.ptoideas.com

www.actionforhealthkids/resources/files/healthyfundraisers-for-schools.pdf

www.fundraisingfruit.com

www.citrusfruit.com

Food Free Birthday Celebrations

- Birthday child selects book to donate to the library. Their name and picture goes in front of the book.
- Birthday child shares an item special to them with their classmates (e.g. favorite book, favorite song, favorite stuffed animal, favorite picture or souvenir, etc).
- Birthday child chooses game classmates play at recess.
- Birthday child is the classroom “leader” for the day.
- Classmates design and decorate a Birthday crown to be worn by the Birthday child.
- Classmates prepare a page about the Birthday child; teacher compiles pages and then reads “book” to the class.
- Birthday child wears a special button for the day.
- Birthday child invites a special visitor to the class to read a story to classmates.
- Birthday child brings in photos of their life and explains pictures.
- Birthday child brings in special gifts to share with classmates (e.g. pencils, stickers, notepads, erasers etc.)
- Birthday child’s name is announced over the school PA system or at “All School Meeting.”
- Birthday child’s name is announced at lunch in cafeteria and everyone sings “Happy Birthday To You.”
- Birthday child and friend eat lunch with teacher in cafeteria.
- Additional recess time.

Ideas for Alternatives to Using Food as a Reward

Elementary Schools

- Make deliveries to office
- Teach class
- Sit by friends
- Eat lunch with Teacher or Principal
- Eat lunch outdoors with class
- Be a helper in another classroom
- Play a favorite game or do puzzles
- Stickers, pencils, or bookmarks
- Certificates
- Fun Video
- Extra recess
- Walk with Teacher or Principal
- Fun physical activity break
- School supplies
- Trip to treasure box filled with nonfood items (stickers, pencils, erasers, bookmarks, or desktop tents)
- Dance to favorite music in class
- Paperback book
- Show and Tell
- Bank system – Earn play money for privileges
- Teacher or volunteer reads special book to class
- Teacher performs special skill (signing, cartwheel, guitar, playing etc.)
- Read outdoors or enjoy class outdoors
- Extra Art time
- Have “Free Choice” time at the end of the day or end of class period
- Listen to headset to a book on tape
- Items that can only be used on special occasions (special art supplies, computer games, toys)

Middle School Students

- Sit with friends
- Listen to music while working at desk
- Five-minute chat break at end of class
- ~~Reduced homework or “no homework” pass~~
- ~~Extra credit~~
- Fun video
- Fun brainteaser activities
- Computer time
- Assemblies
- Eat lunch outside or have class outside

High School Students

- ~~Extra homework or bonus points~~
- Fun video
- ~~Reduced homework~~
- Late homework pass
- Donated coupons to video stores, music stores, or movies
- Drawings for donated prizes among students who meet certain grade standards

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

Minutes of the Board of Education meeting held on September 6, 2022, 7:00 p.m. in the Reed Intermediate School Library, 3 Trades Lane.

D. Zukowski, Chair	C. Melillo
J. Vouros, Vice Chair	A. Uberti
D. Ramsey, Secretary	T. Vadas
D. Cruson	4 Staff
J. Kuzma	30 Public
J. Larkin	
A. Plante	
K. Kunzweiler	
D. Godino	

Ms. Zukowski called the meeting to order at 7:05 p.m.

Item 1 – Pledge of Allegiance.

Item 2 – Consent Agenda:

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

Item 3 – Public Participation

Item 4 – Reports

Chair Report: Ms. Zukowski spoke about Convocation and that Mr. Melillo rode a school bus in the morning on the first day. She welcomed our student representatives and the Board.

Superintendent's Report: Mr. Melillo spoke about the opening of school and was impressed with the Sandy Hook drop offs and pickups with some delays at the high school due to construction and parent pickup. We opened the rear entrance for faculty. He rode a bus the first day with a driver who just finished 50 years of driving school buses. He went to the middle school to observe a Project Adventure lesson. Convocation was a huge success and Amy Deeb spoke eloquently. We also recognized staff who were starting their 25th year in Newtown.

Committee Reports:

Mrs. Kuzma reported that the Social Emotional Health and Wellness Committee met last Friday and discussed the health and wellness policy and agreed to send it back to the Policy Committee. We also discussed a district wide health and wellness week. Anne Dalton will set up a committee with staff to discuss it further.

Mr. Cruson noted that the Policy Committee met last week and reviewed the health assessment and immunization policy. Also discussed was the bullying and intervention policy and asked Mr. Melillo to add what he feels he would like for the policy. We considered making changes in the communicable disease policy and about adding links to our policies for reference. We discussed the CABE policy services versus Shipman and Goodwin's service and are waiting for more information.

Mr. Ramsey attended a Project Adventure activity at the middle school as well as the open house which was very well run.

Mrs. Larkin spent time at Sandy Hook School with Dr. Gombos and observed Hawley and Sandy Hook students. The transition was going great.

Mrs. Plante spent time with Dr. Kitching at EdAdvance and attended their board meeting. She was excited about their Workplace and the possibility of using it.

Mr. Cruson noted that Head O'Meadow had a lot of work done over the summer including a new gym floor and carpet in the lobby. They also have preschool for this year.

Student Representatives Reports:

Ms. Kunzweiler thanked the Board for welcoming her and Dan and they looked forward to being the Board's student representatives. On August 23 the Link Crew welcomed freshman and ended with an ice cream social. On August 26 several members of the National Honor Society volunteered for the Kindergarten bus run. That evening, the marching band and color guard held their "Under the Lights" performance.

Mr. Godino noted that fall sports were kicking off and football had a triumphant first scrimmage. Students participated in the Labor Day Parade along with the marching band and several student organizations.

Summer Work in the Schools:

Bob Gerbert reviewed the summer maintenance activity in the schools. Hawley is underway with the HVAC project with everything going smoothly and on schedule. Middle Gate School had flooring and carpeting projects. Head O'Meadow had carpet replacement, refinished the gym floor, and did some work near the preschool area. At Reed we replaced the upper floor carpeting and there was HVAC duct cleaning. At the middle school we replaced the sidewalk by the health suite and C-wing, painted the A-wing gym along with brick repointing and sill repairs. At the high school we replaced the carpet in the Lecture Hall, flooring in A108 and A110, new turf in the field in the rear of the school, and replaced damaged plywood on the stage. The field is almost finished and will be ready for use in the coming weeks. We also did smaller project in the schools. Mr. Gerbert couldn't say enough about the effort by our staff. He thanked our summer helpers who also helped the movers at Hawley School.

Item 5 – Old Business

Strategic Plan Proposal:

MOTION: Mr. Cruson moved that the Board of Education approve the Strategic Planning Proposal. Mrs. Kuzma seconded. Motion passes unanimously.

CIP:

Mr. Gerbert noted that the CIP was sent to our sub-committee and not a lot has changed. Changes were made to costs for the Head O'Meadow A/C project and the other item was positioning the Reed chillers from replacement to rebuild. Things just shifted up a year.

MOTION: Mr. Cruson moved that the Board of Education approve the CIP. Mrs. Kuzma seconded. Motion passes unanimously.

Second Read of Policies:

MOTION: Mr. Cruson moved that the Board of Education rescind Policy 4-610 Occupational Exposure to Blood Borne Pathogens. Mrs. Larkin seconded. Motion passes unanimously.

MOTION: Mr. Cruson moved that the Board of Education approve Policy 5141.3 Health Assessments and Immunizations. Mrs. Larkin seconded. Motion passes unanimously.

Item 6 –New Business

District Highlights:

MOTION: Mr. Cruson moved that the Board of Education approve the Board of Education District Highlights Volume 2, Issue 3. Mrs. Kuzma seconded.

Mr. Ramsey encouraged the public to read over the highlights as it's a colorful and interesting publication. The SMORES program allows us to see how many read it. Motion passes unanimously.

DEI Coordinator Job Description:

Ms. Zukowski said that she and Mr. Melillo agreed that approval of the job description is not in the purview of the Board. She asked for a discussion on how the Board can be involved. Mr. Cruson said the DEI sub-committee reviewed this job description and felt good about it.

Mrs. Plante noted that they had a robust discussion at the committee level and felt it made sense. They want Mr. Melillo and Mrs. Uberti to fill this position and is eager for them to go forth and do that.

Mrs. Larkin agreed about the importance of the position and getting it filled but doesn't want to sacrifice not having it done the right way. We need a process discussion and look back at the last year and see what did and didn't work. She doesn't think job descriptions should come to the Board. We should ask the subcommittee to look at some of the work that leads up to writing the job description. Whoever is in the position needs to be set up for success and a clear path on what they should accomplish.

Mr. Melillo said there is a lot of misinformation on what DEI is or isn't. The sub-committee is a good place to set goals. The work has been politicized but it's about good instruction for all students. We can put a meeting together to do this work.

Mrs. Plante agreed and while the committee should look at the goals and objectives, she would not want that to be a blocker to fill the position.

Mr. Melillo suggested a special meeting of the DEI sub-committee to get this done quickly and move forward. Even finding Mr. Johnson was difficult. For whoever you bring in from the outside, there will be a learning curve. If we have an educator who already knows the community and knows pedagogy it would be a much quicker impact on the district.

Mrs. Uberti stated that she was here when the previous job description was written. We worked with a consultant and knew that certain skills were required and she and Dr. Purcaro worked closely with Mr. Johnson the past year. Working with him, we changed what we needed as a district. The revised job posting is an attempt to do that. The goals and objectives are already in the job description. We can do this pretty quickly and it can happen concurrently. We don't know who will apply as it still could take longer so we would like it posted.

Mrs. Larkin felt we should understand our definition of DEI and if there are more things we can be doing not seen in the job description. She wants the full Board to know what the goals and objectives are to ensure our families that everything is included.

Mrs. Kuzma agreed because we never saw a definition of DEI we need to see the goals and objectives.

Mr. Vouros said we are not voting on a job description and agreed that the process should move forward and incorporate the goals and objectives for the Board to see.

Mr. Melillo said most communities struggle with the unknown. He doesn't want to create a program that isn't rock solid that the community doesn't know about. The job description has many of the goals. We need to provide the foundational work and wants the public to know exactly what we need to provide for the students.

Mrs. Plant said she will coordinate a special DEI committee meeting to cover the definition of DEI, the goals and objectives, and any thoughts Mr. Melillo has on how we quantify our progress.

Mrs. Larkin noted that we have a \$100,000 ARP Grant for students who need services. We should also provide outcomes from the DEI work.

Mr. Cruson doesn't feel it is appropriate to vote on goals and objectives and they should just be discussed.

Mr. Ramsey feels because this is not a normal teaching position the goals and objectives should be reviewed by the Board.

Mrs. Plante agreed with the process but wants to avoid getting too far into the school year without having the position.

Mrs. Larkin said with no one in this position, DEI still goes on. She asked if there are resources or supports for teachers and what will not be taking place.

Mr. Melillo said Mr. Johnson did a lot of foundational work in the schools. We have DEI liaisons in each school so it's being done. It is entrenched in Newtown and we can support it in other ways if we have to.

MOTION: Mrs. Kuzma moved to charge the DEI committee with reviewing and documenting prior practices and create a list of goals and objectives to bring to the full Board prior to the job posting. Mr. Ramsey seconded.

MOTION: Mr. Cruson moved to amend the motion to add "including superintendent and assistant superintendent" in the charge. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Mrs. Larkin moved to amend the motion to change "practices" to "activities." Mrs. Plante seconded. Motion passes.

MOTION: Mrs. Plante moved to amend the motion to add the deadline of September 30 to bring the posting to the full Board. Mr. Vouros seconded.

After a discussion, Mrs. Plante rescinded her amendment.

MOTION: Mrs. Plante moved to amend the motion to add the deadline of September 20 to bring the posting to the full Board. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Kuzma moved to charge the DEI committee, including the superintendent and assistant superintendent, with reviewing and documenting prior activities and create a list of goals and objectives to bring to the full board prior to the job posting by September 20. Mr. Ramsey seconded. Motion passes unanimously.

First Read of Policies:

Mr. Cruson spoke about the following policies.

Policy 51242.23 Communicable Diseases has new language about masks.

Policy 4118.237/4218.236/5141.8 Face Masks is to be rescinded. We are in violation at the moment because it states we are required to wear masks in school and on buses.

Ms. Zukowski asked if it would make sense to suspend this policy for the month.

MOTION: Mr. Cruson moved to suspend, per Board policy, Policy 4118.237/4218.236/5141.8 until September 30. Mrs. Plante seconded. Motion passes unanimously.

Policy 4118.13 Conflict of Interest which is new and recommended by C.A.B.E.

Mrs. Plante asked the rationale for removing the amount of \$25.
Ms. Zukowski suggested bringing this policy back to the committee for review.

Policy 4118.211Retaliation and Whistleblowing. This and the previous policy were also discussed with the HR Director.

Minutes of August 23, 2022:

MOTION: Mr. Cruson moved that the Board of Education approve the minutes of August 23, 2022. Mr. Ramsey seconded. Motion passes unanimously.

Item 7 – Public Participation

Linda O’Sullivan 10 Farmery Lane, spoke about the definition of DEI and read part of the Board policy on equity and diversity.

Nerlande Foote, 14 Bears Hill Road, spoke about the BOE commitment to DEI. She trusts our superintendent and assistant superintendent and wished them the best in their search for the DEI Coordinator.

Jessica Velasco, 103 Brushy Hill Road, referred to Board policy 0523 on equity which the first person read. She spoke about Mr. Johnson and how he supported her family and others.

Meg Amin, 11 Whitewood Road, spoke about what happens because our children don’t have exposure to those who are different from them.

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

Item 8 – Adjournment

The meeting adjourned at 8:53 p.m.

Respectfully submitted:

Donald Ramsey
Secretary