

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

INFORMATION ONLY: PERSONNEL REPORT OF THE SUPERINTENDENT March 25, 2024

RETIREMENT– Teachers:

<u>Name</u>	<u>Assignment:</u>	<u>Effective Date</u>
Virginia Hilyard	Foreign Language ESUMS General Funds 19041717-50115	07/01/2024
Frances Pierson	Library Media Specialist High School in the Community General Funds 19042066-50115	06/30/2024
Sean Portley	Physical Education Itinerant Priority Schools 25795319-50115	06/30/2024
Alyssa Smith	Pre-K Beecher Magnet School Inter-District Funds 27041003-50115	06/30/2024

RETIREMENT– Non-Instructional Staff:

<u>Name</u>	<u>Assignment:</u>	<u>Effective Date</u>
Antoinette De Barros	Building Manager Grade Schools – Custodial General Funds 19047407-50121	03/09/2024
Carmenita Roman	General Worker John C. Daniels Food Service 25215200-50126	03/29/2024

RETIREMENT– Paraprofessional Staff:

<u>Name</u>	<u>Assignment:</u>	<u>Effective Date</u>
Joaquina Andrade	Grade 2 Assistant Teacher Barack Obama Magnet School Title 1 Schools 25315256-50128	02/15/2024

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

Miriam Nunez	Head Teacher/Early Learning Center FAME School Readiness FAME 25235874-50128	03/18/2024
John O’Keefe	Special Education Assistant Teacher James Hillhouse High School General Funds 19049062-50128	04/01/2024

RESIGNATION– Teachers:

<u>Name</u>	<u>Assignment:</u>	<u>Effective Date</u>
Maria Del Carmen Barroso Barba	Bilingual Grade 3 John S. Martinez ESSER II Funds 25536399-50115	06/30/2024
Richard Coburn	History/Social Studies King/Robinson Magnet School Inter-District Funds 27041530-50115	06/30/2024
Jane Cretella	School Guidance Counselor Itinerant ECS Alliance – Culture & Climate 25476108-50115	03/28/2024
Mahogany Lowery	Grade 5 Clemente Leadership Academy General Funds 19041042-50115	04/20/2024
Juan Canca-Pedraza	Technology Education Fair Haven School General Funds 19042616-50115	06/30/2024
Joy Phillips	Science Grades 5/8 FAME General Funds 19041441-50115	06/30/2024

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

RESIGNATION– Paraprofessional Staff:

<u>Name</u>	<u>Assignment:</u>	<u>Effective Date</u>
Jaquel Jackson	Pre-K Assistant Teacher Davis Magnet School Inter-District Funds 27043309-50128	03/28/2024
Doris Kierce	Pre-K Assistant Teacher King/Robinson Magnet School Inter-District Funds 27041030-50128	04/22/2024
Richard Schweizer	Special Education Assistant Teacher Wilbur Cross High School Idea Part B Entitlement 25045034-50128	03/15/2024

TRANSFER– Teacher:

<u>Name</u>	<u>From:</u>	<u>To:</u>	<u>Effective Date</u>
David Lopez-Ibarra	Technology Education Wilbur Cross High School ESSER II Funds 25536399-50115	Bilingual Technology Education Wilbur Cross High School Replacing: Ekaterina Vetrov General Funds 19042661-50115	08/26/2024

CORRECTION/CHANGE ITEMS: The following items are previous Board Actions approved. The action items below represent all the necessary changes and/or corrections.

CORRECTIONAL/CHANGE IN SALARY AND STEP – Teacher:

<u>Name</u>	<u>From</u>	<u>To</u>
Yashika Chambers	Step C, 0 Yrs. Exp. \$48,708	Step H, 5 Yrs. Exp. \$58,719

CORRECTIONAL/CHANGE IN START DATE– Teacher:

<u>Name</u>	<u>From</u>	<u>To</u>
Sean Kelly	03/25/2024	03/27/2024

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

CORRECTIONAL/CHANGE IN FMLA DATE – Teacher:

<u>Name</u>	<u>From</u>	<u>To</u>
Heather Alvarez	02/16/2024-05/21/2024	02/08/2024-05/14/2024

TRANSFER RESCINDED – Paraprofessional Staff:

<u>Name</u>	<u>From</u>	<u>To</u>
Katrina Martinez	Transfer	Rescinded
Miriam Nunez	Transfer	Rescinded

CORRECTIONAL/CHANGE IN TITLE AND FUNDING – Paraprofessional Staff:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective</u>
Jaida Carr	Grade 1 Assistant Teacher East Rock Magnet School General Funds 19041046-50128	School Readiness Pre-K Assistant Teacher East Rock Magnet School School Readiness East Rock 25236098-46-50128	02/27/2024

CORRECTIONAL/CHANGE IN LOCATION – Non-Instructional Staff:

<u>Name</u>	<u>From</u>	<u>To</u>
Noele Evans	Gateway	Food Service

FAMILY & MEDICAL LEAVE ACT: LEAVE OF ABSENCE REPORT

The following are listed for information only, having met the requirements for absence under the Family & Medical Leave Act. The dates listed are estimates only. They will remain on payroll so long as they have accrued sick days.

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

FMLA LEAVE OF ABSENCE EXTENSION – Administrator:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Lisa Flegler	Director of Human Resource & Labor Relations Gateway General Funds 19045100-50111	03/11/2024-05/03/2024

FMLA LEAVE OF ABSENCE EXTENSION – Teacher:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Savita Joshi	Science Wilbur Cross High School General Funds 19041461-50115	04/01/2024-04/29/2024

FMLA LEAVE OF ABSENCE – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Renee Baker	School Psychologist Itinerant General Funds 19049121-50115	03/18/2024-04/12/2024
Stacey Cormier	Grade 1 Ross/Woodward Magnet School Inter-District Funds 27041010-50115	03/04/2024-04/22/2024
Jessica Domotor	School Guidance Counselor High School in the Community Inter-District Funds 27046166-50115	05/29/2024-11/01/2024
Amy Langley	Math Metropolitan Business Academy Inter-District Funds 27041160-50115	05/20/2024-10/22/2024
Jessica Light	Grade 2 Ross/Woodward Magnet School Inter-District Funds 27041010-50115	02/27/2024-03/28/2024
Kirsten Hopes-McFadden	Social Studies	02/21/2024-05/14/2024

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

**ESUM
General Funds
19041517-50115**

Pamela Tonge	Read 180 Troup School General Funds 19041015-50115	03/14/2024-06/14/2024
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Farah Toussaint	Science Barnard Magnet School Inter-District Funds 27041402-50115	03/14/2024-06/14/2024
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FMLA LEAVE OF ABSENCE – Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Symesha Gillis	School Security Officer Itinerant General Funds 19047319-50127	03/26/2024-05/10/2024
Arelis Santiago	Parent Liaison Worker Jepson Magnet School Inter-District Funds 27041018-50128	03/11/2024-06/11/2024

INTERMITTENT FMLA LEAVE OF ABSENCE – Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Dana Billings	Administrative Assistant Gateway Priority Schools 25795319-50124	02/01/2024-02/01/2025

RETURN OF LEAVE OF ABSENCE – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Briceyda Meneses-Carretero	Bilingual Grade 5 Fair Haven School	03/04/2024

**NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT**

**General Funds
19041216-50115**

Phara Dorleans	Foreign Language Mauro/Sheridan Magnet School	03/14/2024
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**General Funds
19041719-50115**

Cesidio Moniello	Physical Education Itinerant	03/08/2024
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**Inter-District Funds
27040310-50115**

RETURN OF LEAVE OF ABSENCE – Paraprofessional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Mary Ann Stewart	School Readiness Head Teacher Nathan Hale School School Readiness Nathan Hale 25235808-50128	03/18/2024

**Dr. Madeline Negrón
Superintendent of Schools**

July 1, 2023 to June 30, 2024 was presented by Ms. Bonanno who explained that Interdistrict students enter through the lottery system.

Funding Source: CT State Department of Education

C. RESOLUTION: The following Resolution was presented by Ms. DeMaio who explained that the authorized signature resolution is required for receipt of a \$250,000.00 grant for HSC:

1. "Be it resolved that it is in the best interest of the New Haven Board of Education to enter into contracts with the CT Department of Agriculture.

In furtherance of this resolution, the President of the New Haven Board of Education is duly authorized to enter into and sign said contracts on behalf of the New Haven Board of Education.

the President of the New Haven Board of Education is further authorized to provide such additional information and execute such other documents as may be required by the state or federal government in connection with said contracts and to execute any amendments, rescissions, and revisions thereto.

The Secretary is authorized to impress the seal of the New Haven Board of Education on any such documents, amendment, rescission, or revision."

Discussion: In response to questions, Ms. DeMaio explained that the Resolution reflects the Board of Education Resolution for authorized signatures. Mr. Wilcox expressed concern that the Resolution does not contain language to indicate that the aforementioned documents must be approved by the Board of Education prior to signature. Ms. DeMaio will contact the CT Department of Agriculture to determine if language could be added.

D. AGREEMENTS:

1. Agreement with Caley Schwartz Psychological Service, LLC, to provide a student with a full program to support the development of core social deficits-functional life skills, self-care, functional use of language, and problem solving and, to provide a parent involvement and training component, was presented and corrected by Ms. Jackson. The service dates were changed to March 26, 2024 to June 14, 2024, and the total not to exceed amount was changed to \$45,936.00. Ms. Jackson will provide updated documents reflecting these changes.

Funding Source: IDEA Program

Acct. #2504-5034-56903-0490

2. Amendment #1 to Agreement with Learn Regional Service Center, (LEARN), to add a funding source and account number, splitting the total funding of \$122,000.00, with no change in funding amount as follows:

Funding Source:

School Improvement Grant, (SIG - Hillhouse) Program Acct #2531-6394-56694-0062 (\$90,000.00)

School Improvement Grant, (SIG-Hillhouse) C/O Program Acct. #2531-6426-56694-0062 (\$32,000.00)

Ms. DeNegre presented the amendment. Mr. Wilcox asked that language be added to reflect that the not to exceed amount.

Agreements #3-6 for School Readiness COLA were presented by Ms. Diaz-Valencia. She indicated that the language in the Action Item listing should not state the "increase" or the number of spaces. Ms. DeMaio noted that the providers are receiving COLA for specific service and that the language should

- reflect the purpose. She agreed to remove the word "increase" from the Board of Education Action Items.
3. Agreement with Auntie Rose Child Day Care and Development Center, to provide a COLA for 46 School Readiness spaces, from July 1, 2023 to June 30, 2024, in an amount not to exceed \$28,835.00.
Funding Source: School Readiness Priority COLA Program Acct. #2523-6428-56697-0442
 4. Agreement with The Little Schoolhouse, to provide a COLA for 18 School Readiness spaces, from July 1, 2023 to June 30, 2024, in an amount not to exceed \$14,028.00.
Funding Source: School Readiness Priority COLA Program Acct. #2523-6428-56697-0442
 5. Agreement with Creative ME, to provide a COLA for 32 School Readiness spaces, from July 1, 2023 to June 30, 2024, in an amount not to exceed \$24,939.00.
Funding Source: School Readiness Priority COLA Program Acct. #2523-6428-56697-0442
 6. Agreement with Central CT Coast YMCA, to provide a COLA for 18 School Readiness spaces, from July 1, 2024 to June 30, 2024, in an amount not to exceed \$15,587.00.
Funding Source: School Readiness Priority COLA Program Acct. #2523-6428-56697-0442
 7. Amendment 1 to Agreement with Winston Strategic Partners LLC to change funding source from 190-40700-56694 to funding source 270-40700-56697, with no change in funding amount of \$60,000.00 was presented by Ms. Bonanno on behalf of Mr. Middleton.
Funding Source: Interdistrict Funds Acct. # 270-40700-56697
 8. Agreement with MAJ Kiernan Shippee as an instructor of the JROTC Program at Hillhouse High School from February 1, 2024 to June 30, 2024, in an amount not to exceed \$44,467.40 (BOE Portion: \$22,233.70), was presented by Ms. DeNegre on behalf of Mr. Billy.
Funding Source: 2023-2024 Operating Budget Acct. #190-43362-50135
Discussion: There were questions related to the payments for the service and that start date, which occurred prior to Board of Education approval. Staff will investigate and respond back to committee prior to the Board of Education meeting.
 9. Agreement with Crown Castle International Corp. to upgrade the Wide Area Network for New Haven Public Schools district in order to provide greater bandwidth and stability from March 11, 2024 to June 30, 2028 was presented by Mr. Lamb who explained the ERATE reimbursements as follows:
2023-2024: \$544,500.00 (ERATE reimbursement to NHPS: \$54,450.00)
2024-2025: \$544,500.00 (ERATE reimbursement to NHPS: \$54,450.00)
2025-2026: \$544,500.00 (ERATE reimbursement to NHPS: \$54,450.00)
2026-2027: \$544,500.00 (ERATE reimbursement to NHPS: \$54,450.00)
2027-2028: \$544,500.00 (ERATE reimbursement to NHPS: \$54,450.00) in an amount not to exceed \$2,722,500.00. (total ERATE reimbursement to NHPS: \$272,250.00)
Funding Source: 2023-2024 Capital Projects Acct. # 3C22-2263-58704
Discussion & Correction: Mr. Lamb will send a memo to explain the ERATE amounts, which are reimbursements to the District. He will confirm the ERATE amounts prior to the Board of Education meeting.
Correction: A correction was made to the ERATE amounts stated above. The motion to approve will now read:

E. CONTRACTS

1. Award of Contract 21922 with Auto Parts & Services Inc. to provide on call vehicle maintenance services for NHPS fleet, from March 18, 2024 to June 30, 2024, in an amount not to exceed \$20,000.00 was presented by Mr. Alleyne who indicated that the back-up documentation required correction. He will send the correction to Ms. DeMaio and Ms. Manning for posting on the website.

Funding Source: 2023-2024 Operating Budget Acct. # 190-47400-56665

II. DISCUSSION

- **Financial Report – February 2024:** Ms. Hannans reviewed the General Fund and Special Fund reports as of February 29, 2024, noting a projected year end deficit of \$4,076,740.00 in the General Fund budget. She reviewed mitigation efforts currently underway and explained that ARP ESSER funds are utilized to cover paras working as substitutes, bus monitors, extra cleaning costs due to extended day and after school programs, custodial and Saturday Academy programs that were built into the grant. A discussion ensued. **No motion was made and no vote was taken.**
- **Youth, Family & Community RFQ Process:** Ms. Joseph-Lumpkin and Mr. Tabares reviewed the RFQ process that will be utilized for community partners. They explained that community partners will now utilize the City's Bon Fire process for summer program RFQs and then transition to the City's new platform, Open Gov, for school year program RFQs. Committee members complimented the efforts to improve the process, noting greater transparency with the City's system. A discussion ensued. **No motion was made and no vote was taken.**
- **School Restroom Report:** Mr. Lamb and Mr. Alleyne presented the report which focused on Vandalism Issues, Single-Sex Restrooms and the Menstrual Equity Law, and approaches or strategies to be used to meet requirements. A discussion ensued about possible ways to address restroom cleanliness issues, as reported by a student group in an article in the New Haven Independent. Strategies to comply with the new Menstrual Equity law, and issues regarding Period Poverty were discussed. **No motion was made and no vote was taken.**
- **Series 3000 Polices – Discussion and Possible Action:**
 - **# 3516 Safety/#3517 Security of Building and Grounds:** Mr. Wilcox noted that an old version of the policy was posted; once notified, staff posted the correct version. As a result, Mr. Wilcox recommended no action at this meeting. The policy will be added to next agenda as Possible Action. **No motion was made and no vote was taken.**
 - **#3323 Procurement Policy:** Mr. Wilcox reported that staff has sent documents related to the City's Purchasing Policies and a comparison of the Board policy to the City's policy. He anticipates that the Procurement Policy will be added to the next agenda as Discussion and Possible Action. **No motion was made and no vote was taken.**

Adjournment: A motion by Dr. Yarborough, seconded by Mr. Wilcox, to adjourn the meeting at 6:18 p.m. passed by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes; (Ms. Rivera not present).

Respectfully submitted,

Patricia A. DeMaio



NEW HAVEN PUBLIC SCHOOLS

FINANCIAL REPORTS

Period Ending February 29, 2024

New Haven Board of Education
Finance & Operations Committee Meeting
March 18, 2024



Core Values

We believe...

- 1 Equitable opportunities** create the foundation necessary for every child to succeed
- 2 A culture of continuous improvement** will ensure that all staff are learners and reflective practitioners
- 3 High expectations** and standards are necessary to prepare students for college and career
- 4 Collaboration** and partnerships with families and the New Haven community will enhance learning and achievement



Mission

To provide all students in New Haven Public Schools with personalized, authentic, and engaging learning experiences through creativity, exploration, innovation, critical thinking, problem-solving, and high quality instruction. To foster a culture of continuous improvement through collaborative partnerships with staff, families, and the New Haven community. To support students' growth and development by utilizing the Whole Child Framework.

Vision

Our vision is to be a premier urban school district that ensures access to equitable opportunities and successful outcomes for all students as they prepare for college, career, and life.

Priority Areas for 2020-2024

- | | |
|--|--------------------------------|
| 1 Academic Learning | 2 Culture & Climate |
| 3 Youth & Family Engagement | 4 Talented Educators |
| 5 Operational Efficiencies | |

- Monthly Financial Report General Funds as of February 29, 2024
- Monthly Financial Report Special Funds as of February 29, 2024

- Total expenditures through 02/29/24 are \$176.M
- General Fund expenditures incurred through 02/29/24 are \$114.7 M or 56.4% of the adopted budget.
- Special Fund expenditures incurred through 02/29/24 are \$62.2M or 44.2% of the current budget

Financial Report – General Fund

February 29, 2024

General Fund/Operating Budget



NEW HAVEN PUBLIC SCHOOLS

Fiscal Year 2023-2024

Education Operating Fund (General Fund)

Monthly Financial & EOY Forecast Report (Unaudited) as of February 29, 2024

	FY2024 Adjusted Budget (A)	MONTHLY YTD Actuals (B)	YTD %	MONTHLY Encumbrances (C)	Available (A-B+C)	Full-Year Expenditure Forecast (F)	Full Year Variance (A-F)
Salaries							
Teacher Full-Time	\$78,872,625	(\$44,441,658)	56.35%	\$0	\$34,430,967	82,625,965	(2,453,340)
Admin & Management Full-Time	17,808,772	(12,320,604)	69.18%	0	5,488,168	18,947,360	(1,138,588)
Paraprofessionals	3,518,943	(2,048,598)	58.22%	0	1,470,345	3,386,235	132,708
Support Staff Full-Time	11,434,949	(7,691,929)	67.27%	0	3,743,020	11,952,725	(517,776)
Part Time & Seasonal	3,023,852	(1,141,931)	37.76%	(142,640)	1,739,281	1,921,624	1,102,228
Substitutes	1,000,000	(659,281)	65.93%	0	340,719	1,273,838	(273,838)
Overtime, Benefits, Other	3,525,550	(976,951)	27.71%	(78,256)	2,470,343	2,563,245	937,255
Total Salaries and Benefits	\$119,184,691	(\$69,280,952)	58.13%	(\$220,896)	\$49,682,843	\$ 122,670,992	\$ (2,211,351)
Supplies and Services							
Instructional Supplies	\$3,463,665	(\$1,890,900)	54.59%	(\$844,273)	\$728,493	3,728,117	(393,452)
Tuition	24,368,195	(15,644,259)	64.20%	(14,301,096)	(5,577,160)	21,734,550	2,633,645
Utilities	12,256,000	(4,872,127)	39.75%	(6,272,471)	1,111,402	9,614,328	2,586,672
Transportation	26,549,450	(14,312,281)	53.91%	(21,678,420)	(9,441,251)	33,171,319	(6,129,369)
Maintenance, Property, Custodial	2,396,861	(1,468,108)	61.25%	(591,627)	337,127	2,005,868	392,741
Other Contractual Services	15,044,922	(7,221,896)	48.00%	(10,197,556)	(2,374,531)	16,215,351	(955,627)
Total Supplies and Services	\$84,079,093	(\$45,409,571)	54.01%	(\$53,885,442)	(\$15,215,920)	\$ 86,469,532	\$ (1,865,389)
General Fund Totals	\$203,263,784	(\$114,690,523)	56.42%	(\$54,106,338)	\$34,466,923	\$ 209,140,524	\$ (4,076,740)

- How to read the Monthly Financial and/or EOY Forecast Report (Unaudited) as of February 29, 2024 (letters refer to column letters on the prior page):
 - A- FY2024 Adopted Budget: These are the adopted totals for each category for FY 2023-24 (does not reflect any budget revisions)
 - B Monthly YTD Actuals: This is what was actually spent as of 2/29/24 without adjustments.
 - C Monthly Encumbrances: Any encumbrances which have been processed in MUNIS
 - (A-B+C) Available: What is available in MUNIS to spend as of 2/29/24.
 - F Full Year Expenditure Forecast – this is a projected expenditure by year end taking into consideration reimbursements and other adjustments (tuition reimbursements, revenue applied to each category, etc) This is not part of the actual expenditures, but rather where we expect to finally spend by 6/30/24 after these types of adjustments.
 - (A-F) Full Year Variance: With anticipated adjustments, where we will end the year after all costs and adjustments by category.
 - Monthly actual costs can be found in the next three slides (Monthly Financial Report (Unaudited) – February 29, 2024 in column “MTD Actual”

General Fund (cont)



NEW HAVEN PUBLIC SCHOOLS

Fiscal Year 2023-2024
Education Operating Fund (General Fund)
Monthly Financial Report (Unaudited) - February 29, 2024

YTD by Period	Account Description	Adjusted Budget	YTD Actual	MTD Actual	Encumb.	Available Budget	% Used
Teachers Full-Time	Teachers	\$78,872,625	\$44,441,658	\$6,878,598	\$0	\$34,430,967	56.35
Admin & Management Full-Time	Salaries	1,220,975	746,330	89,402	0	474,645	61.13
	Directors Salaries	1,107,421	432,867	52,101	0	674,554	39.09
	Supervisor	2,404,397	1,723,423	211,411	0	680,974	71.68
	Department Heads/Principals/Aps	11,041,226	7,906,236	1,038,508	0	3,134,990	71.61
	Management	2,034,753	1,511,749	197,425	0	523,004	74.30
	Sub-Total	\$17,808,772	\$12,320,604	\$1,588,847	\$0	\$5,488,168	69.18
Paraprofessionals	ParaProfessionals	3,518,943	2,048,598	340,048	0	1,470,345	58.22
Support Staff Full-Time	Wages Temporary	438,810	384,979	62,590	-	53,831	87.73
	Custodians	4,635,565	3,165,306	374,687	0	1,470,259	68.28
	Building Repairs	767,430	567,627	61,009	0	199,803	73.96
	Clerical	2,711,508	1,835,891	240,165	0	875,617	67.71
	Security	2,779,123	1,700,404	228,255	0	1,078,719	61.18
	Truck Drivers	102,513	37,722	4,416	0	64,791	36.80
	Sub-Total	\$11,434,949	\$7,691,929	\$971,121	\$0	\$3,743,020	67.27
Part Time & Seasonal	Coaches	650,000	182,975	0	0	467,025	28.15
	Other Personnel	180,000	139,017	27,597	120,640	(79,657)	0.00
	Part-Time Payroll	1,953,096	744,244	20,741	22,000	1,186,852	39.23
	Seasonal	140,756	40,853	0	0	99,903	29.02
	Teachers Stipend	100,000	34,842	34,842	0	65,159	34.84
	Tutors	0	0	0	0	0	0.00
	Sub-Total	\$3,023,852	\$1,141,931	\$83,180	\$142,640	\$1,739,281	42.48
Substitutes	Substitutes	\$ 1,000,000	\$ 659,281	\$ 322,759	\$ -	\$ 340,719	\$ 66
Overtime, Benefits, Other	Overtime	577,825	401,109	194,058	0	176,716	69.42
	Longevity	277,175	181,788	0	0	95,387	65.59
	Custodial Overtime	575,500	128,934	89,856	0	446,566	22.40
	Retirement	1,600,000	252,156	5,364	77,714	1,270,131	20.62
	Medical Supplies	0	0	0	0	0	0.00
	In-Service Training	0	0	0	0	0	0.00
	Employment Comp	470,000	239	59	0	469,761	0.05
	Professional Meetings*	25,050	12,726	0	542	11,781	52.97
	Sub-Total	\$3,525,550	\$976,951	\$289,336	\$78,256	\$2,470,343	29.93
	Salaries Sub-Total	\$119,184,691	\$69,280,952	\$10,473,890	\$220,896	\$49,682,843	58.31

General Fund (cont)



NEW HAVEN PUBLIC SCHOOLS

Instructional Supplies	Equipment	366,644	136,351	(75,745)	65,393	164,900	55.02
	Computer Equipment	104,160	40,456	0	0	63,704	38.84
	Software	39,976	20,405	0	0	19,571	0.00
	Furniture	132,114	97,801	13,083	290	34,023	74.25
	Materials & Supplies Intruccion	0	0	0	0	0	0.00
	Materials & Supplies Admin.	0	0	0	1,005	(1,005)	0.00
	Office/Classroom Supplies	0	0	0	0	0	0.00
	Testing Materials	48,500	14,826	0	2,512	31,162	35.75
	Education Supplies Inventory	526,868	351,919	6,411	10,710	164,239	68.83
	General/Office Supplies	1,471,123	891,005	(34,809)	561,346	18,772	98.72
	Academic Awards	0	0	0	0	0	0.00
	Books, Maps, etc.	0	0	0	0	0	0.00
	Textbooks	262,880	113,802	8,048	9,961	139,117	47.08
	Library Books	151,515	43,133	14,792	90,212	18,170	88.01
	Periodicals	1,000	0	0	0	1,000	0.00
	Other Materials & Supplies	0	0	0	0	0	0.00
	Duplicating & Photo Supplies	0	0	0	0	0	0.00
	Audio-Visual Supplies	0	0	0	0	0	0.00
	Communications/Websites	0	0	0	0	0	0.00
	Registrations, Dues & Subscrip.	92,985	77,626	0	12,735	2,624	97.18
	Student Activities	151,500	77,784	0	7,065	66,651	56.01
	Graduation	55,400	363	(1,261)	41,472	13,565	75.51
	Emergency Medical	59,000	25,428	3,520	41,572	(8,000)	113.56
Printing & Binding	0	0	0	0	0	#DIV/0!	
Parent Activities	0	0	0	0	0	0.00	
	Sub-Total	\$3,463,665	\$1,890,900	(\$65,962)	\$844,273	\$728,493	78.97
Tuition	Tuition	24,368,195	15,644,259	1,510,613	14,301,096	(5,577,160)	122.89
Utilities	Natural Gas	2,546,500	637,038	0	1,908,708	754	99.97
	Electricity	8,359,500	3,457,544	254,863	3,899,867	1,002,090	88.01
	Heating Fuels	10,000	0	0	0	10,000	0.00
	Water	295,000	204,418	20,043	129,582	(39,000)	113.22
	Telephone	675,000	295,486	38,709	239,707	139,807	79.29
	Telecommunications/Internet	90,000	25,612	7,422	33,644	30,744	65.84
	Sewer Usage	245,000	205,271	65,919	60,963	(21,234)	108.67
	Gas & Oil	35,000	46,759	6,235	0	(11,759)	133.60
	Sub-Total	\$12,256,000	\$4,872,127	\$393,190	\$6,272,471	\$1,111,402	90.93
Transportation	Milage	588,400	255,904	19,512	307,680	24,816	95.78
	Business Travel	10,500	17,498	(125)	0	(6,998)	166.65
	Transportation	14,720,898	7,375,823	69,428	11,444,122	(4,099,047)	127.85
	Special Education Transportation	5,198,895	2,843,986	78,163	3,907,351	(1,552,442)	129.86
	Transportation Technincal Schools	437,000	257,741	0	392,259	(213,000)	148.74
	Transit Bus Passes	152,375	42,700	42,700	0	109,675	28.02
	Field Trips	216,585	33,450	4,307	35,373	147,762	31.78
	InterDistrict Transportation	1,313,680	492,375	0	2,927,775	(2,106,470)	260.35
	Outplacment Transportation	3,705,000	2,845,458	416,351	2,282,048	(1,422,506)	138.39
Field Trips (Non-Public)	206,117	147,347	64,746	381,811	(323,041)	256.73	
	Sub-Total	\$26,549,450	\$14,312,281	\$695,083	\$21,678,420	(\$9,441,251)	135.56

General Fund (cont)



NEW HAVEN PUBLIC SCHOOLS

Maintenance, Property, Custodial	School Security	12,000	1,012	0	0	10,988	8.43
	Building & Grounds Maint. Supp.	100,000	132,389	11,754	16,705	(49,094)	149.09
	Custodial Supplies	513,000	344,990	15,016	148,595	19,415	96.22
	Light Bulbs	30,000	29,271	3,535	2,454	(1,725)	105.75
	Uniforms	33,252	6,336	0	7,599	19,317	41.91
	Moving Expenses	50,000	22,170	571	27,830	0	100.00
	Cleaning	26,000	16,000	0	0	10,000	61.54
	Repairs & Maintenance	98,609	30,453	0	1,874	66,282	32.78
	Building Maintenance	575,000	290,420	84,858	132,020	152,560	73.47
	Rental	120,000	0	0	23,751	96,249	19.79
	Rental of Equipment	9,000	9,666	1,239	10,334	(11,000)	222.22
	Maintenance Agreement Services	745,000	533,580	229,344	219,287	(7,867)	101.06
	Vehicle Repairs	85,000	51,820	940	1,178	32,003	62.35
	Rolling Stock	0	0	0	0	0	0.00
	Sub-Total	\$2,396,861	\$1,468,108	\$347,256	\$591,627	\$337,127	85.93
Other Contractual Services	Other Contractual Services *	4,372,680	1,831,975	56,099	1,658,722	881,983	79.83
	* Special Education	1,574,340	566,078	15,947	3,956,308	(2,948,046)	287.26
	*Facilities	7,245,558	3,951,032	525,431	4,091,590	(797,064)	111.00
	*IT	814,344	505,031	35,100	268,180	41,133	94.95
	Legal Services	400,000	215,376	39,574	180,924	3,700	99.08
	Other Purchased Services	27,500	26,664	5,832	13,437	(12,601)	145.82
	Postage & Freight	160,500	125,740	35,584	28,396	6,364	96.03
	Claims	450,000	0	0	0	450,000	0.00
	Contingencies	0	0	0	0	0	0.00
	Sub-Total	\$15,044,922	\$7,221,896	\$713,567	\$10,197,556	(\$2,374,531)	115.78
	Supplies & Services Sub-Total	\$84,079,093	\$45,409,571	\$3,593,747	\$53,885,442	(\$15,215,920)	118.10
	Combined Total	\$203,263,784	\$114,690,523	\$14,067,636	\$54,106,338	\$34,466,923	83.04

* Breakout of Other Contractual Services by Department

Reporting For Information Purposes Only - MTD Actuals for the Month referenced above.

Salaries

1. Based on current spending certified salary lines will be supported by reimbursement sources as well as savings with vacancies.
2. Overtime budget for custodians and security due to staff shortages and summer cleaning. ESSER funds will be used to support most of the overtime costs for security and custodial needs as we await vacancies to be filled. We are currently meeting with department heads to develop a plan to reduce costs.
3. The revenue for Interdistrict will not equal the projected costs for 2023-24 due to staff raises and increasing costs. Under enrollment of suburban students is also a factor.

Non Personnel

1. Schools have received ESSER funds to cover instructional supply needs including technology and enrichment activities/field trips.
2. We continue to monitor and collect tuition fees and reimbursements to support the needs of tuition and transportation.
3. We continue to monitor changes in utility costs. We monitor each month to compare projection with actual costs and adjust our projections accordingly.

- While we continue to use many of the mitigation strategies utilized last year such as**
- **reprogram unspent grant funds to cover needs where applicable**
 - **continue to review request to hire ensuring that the new hire is coming at a appropriate salary based on experience and looking at individual building needs**
 - **continue to monitor and request that all new grant applications that allow Indirect Costs to be included in the application**
 - **Continue the work of surveying comparable districts to determine if our tuition reimbursement rates are in line and review need for rate increase for the upcoming year**
 - **Continue to utilize approved ARP ESSER funds to cover costs through an extension**
 - **Para's working as substitutes**
 - **Bus Monitors**
 - **Extra cleaning costs due additional extended day and after school programs funded by ESSER funding(Buses & Buildings)**
 - **Custodial and Security Overtime due to (various after school programs funded by ESSER)**
 - **Additionally due to Saturday Academy and other programs we have built these costs into the grant**

We continue to take a look at all expenses and budget lines to see where we can make further cuts that do not affect the students as well as exploring other sources of non restrictive revenue.

As remaining ARP ESSER funds will sunset in September of 2024 we need to look at programs and resources and make the hard decisions this fiscal year so we will continue the work identified and are looking at

- **Building usage and overtime costs**
- **Review enrollment numbers and class size**
- **Roll back on Summer School and Bussing**
- **Part Time (non classroom)**
- **Increasing enrollment at Interdistrict Schools (enrollment down resulting in revenue loss)**

Unknowns which may add additional costs



NEW HAVEN PUBLIC SCHOOLS

- **Utility (Gas, Oil, Electric)**
 - **Unemployment Costs(Quarterly)**
 - **Retirement payout costs(June 2024)**
 - **Increases due to negotiated and pending union contracts**
 - **Snow removal costs**
 - **Litigation Costs**
 - **Emergencies**
 - **Reduction in the Indirect Cost Rate from 6.25% to 5.2% reduces the amount of funds the district can claim for reimbursement**
- *Keep in mind that the current budget reports are based year to date expenses and represent a snapshot in time. We also use historical data, current encumbrances and items within our control(known to us during the reporting period). We monitor closely and will continue to make changes as issues arise.*

Financial Report

February 29, 2024

Monthly Financial Report – Grants



NEW HAVEN PUBLIC SCHOOLS

Fiscal Year 2023-24 Special Funds Revenue

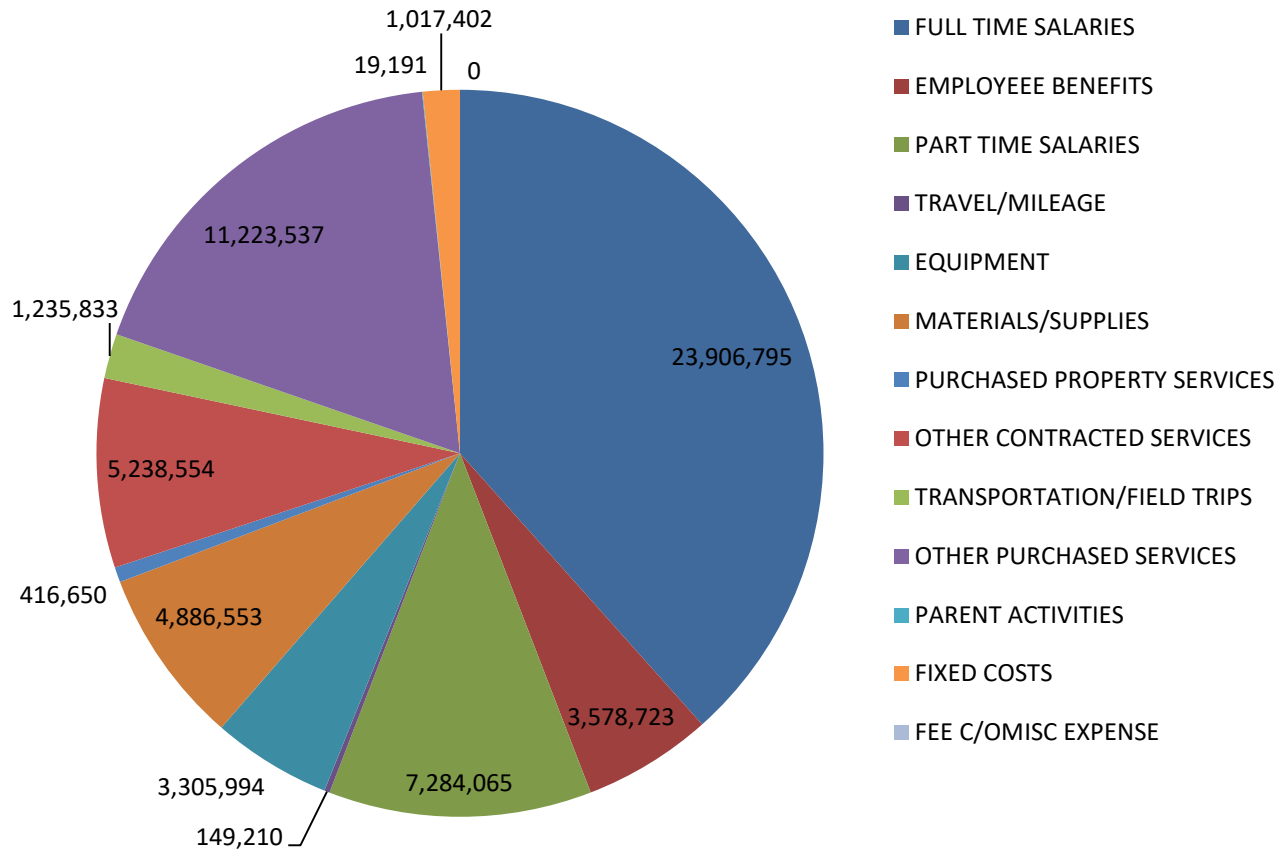
	A	B	C	D	E	F	G	H
	FY 2022-23	Carryover	Received	Pending	Total	Total	YOY \$ Change	YOY
Common Titles	Funding	Funding	FY2023-24	Approvals	Anticipated	Available Funds	in New Funds	% Change
			Funding		New Funding	for 2023-24		
Law Education/School Security	\$787,061	\$787,061	\$0	\$0	\$0	\$787,061	(\$787,061)	0.0%
Impact Aid	\$65,476	\$65,126	\$0	\$0	\$0	\$65,126	(\$65,476)	-100.0%
Adult Education/Homeless	\$3,611,897	\$7,031	\$3,747,356	\$0	\$3,747,356	\$3,754,387	\$135,459	3.8%
IDEA	\$7,589,579	\$451,478	\$7,513,880	\$0	\$7,513,880	\$7,965,358	(\$75,699)	-1.0%
Perkins	\$505,020	\$0	\$609,782	\$0	\$609,782	\$609,782	\$104,762	20.7%
Title II A/Student Support	\$3,139,810	\$0	\$3,031,490	\$0	\$3,031,490	\$3,031,490	(\$108,320)	-3.4%
School Based Health/Parenting	\$1,412,408	\$0	\$1,394,594	\$0	\$1,394,594	\$1,394,594	(\$17,814)	-1.3%
Federal Magnet Grant	\$2,320,724	\$389,227	\$0	\$0	\$0	\$389,227	(\$2,320,724)	-100.0%
State Bilingual/Title III/Immigrant	\$1,128,962	\$341,171	\$911,635	\$0	\$911,635	\$1,252,806	(\$217,327)	-19.3%
School Readiness/Family Resource	\$10,681,257	\$230,397	\$10,137,290	\$0	\$10,137,290	\$10,367,687	(\$543,967)	-5.1%
Private Foundation	\$441,982	\$37,136	\$287,933	\$2,500	\$290,433	\$327,569	(\$151,549)	-34.3%
Title I/SIG	\$17,761,626	\$5,258,310	\$12,555,156	\$0	\$12,555,156	\$17,813,466	(\$5,206,470)	-29.3%
Head Start - Federal	\$9,592,853	\$0	\$8,271,910	\$0	\$8,271,910	\$8,271,910	(\$1,320,943)	-13.8%
Medicaid Reimbursement	\$260,701	\$25,319	\$217,865	\$0	\$217,865	\$243,184	(\$42,836)	-16.4%
Manufacturing Pathways	\$2,000,000	\$1,854,550	\$0	\$0	\$0	\$1,854,550	(\$2,000,000)	0.0%
Alliance/Comm Network/Low Performing	\$21,238,171	\$644,938	\$22,531,420	\$0	\$22,531,420	\$23,176,358	\$1,293,249	6.1%
State Misc Education Grants	\$37,872	\$2,057	\$0	\$21,605	\$21,605	\$23,662	(\$16,267)	-43.0%
Open Choice	\$414,109	\$0	\$0	\$317,875	\$317,875	\$317,875	(\$96,234)	-23.2%
Head Start - State	\$130,759	\$130,759	\$0	\$0	\$0	\$130,759	(\$130,759)	-100.0%
Priority/21st Century	\$5,657,191	\$49,031	\$5,508,521	\$0	\$5,508,521	\$5,557,552	(\$148,670)	-2.6%
Jobs for CT Youth	\$20,500	\$0	\$0	\$0	\$0	\$0	(\$20,500)	-100.0%
ARP After School	\$890,000	\$769,587	\$2,068,084	\$0	\$2,068,084	\$2,837,671	\$1,178,084	132.4%
ESSER II	\$19,981,102	\$5,083,952	\$0	\$0	\$0	\$5,083,952	(\$19,981,102)	-100.0%
ARP ESSER	\$69,214,187	\$44,706,304	\$0	\$0	\$0	\$44,706,304	(\$69,214,187)	0.0%
ARP ESSER Special Education	\$1,551,134	\$375,804	\$0	\$0	\$0	\$375,804	(\$1,551,134)	0.0%
ARP ESSER Homeless Youth	\$472,682	\$302,663	\$120,000	\$0	\$120,000	\$422,663	(\$352,682)	0.0%
ARP ESSER SPPT	\$400,000	\$400,000	\$0	\$0	\$0	\$400,000	(\$400,000)	0.0%
	\$181,307,063	\$61,911,902	\$78,906,916	\$341,980	\$79,248,896	\$141,160,798	(\$102,058,167)	-56.3%

Monthly Financial Report – Grants



NEW HAVEN PUBLIC SCHOOLS

2023-24 GRANT FUNDED EXPENDITURES BY CATEGORY



- How to read the new grant revenue exhibit (letters refer to column letters on the prior page):
 - A The total amount we were awarded for the grant in 2022-23
 - B Because of Covid-19, we are permitted to roll over unexpended money in some grants in 2023-24. It 'carries over' to the next fiscal year.
 - C This is new funding we were awarded in 2023-24
 - D Funding we haven't received yet, but expect to receive.
 - E C+D. The total new money we'll receive for the grant this year.
 - F B+E. The sum of the carryover funds and the new money. This is what's available to spend in 2023-24.
 - GE-A. This measures the change in new money only, and excludes the effect of the carryover.
 - HG/A. Calculates, on a percentage basis, the change in the new money year over year.

Summary of Grants Revenue



NEW HAVEN PUBLIC SCHOOLS

**Fiscal Year 2023-24
Special Funds Financial Report
(Unaudited)**

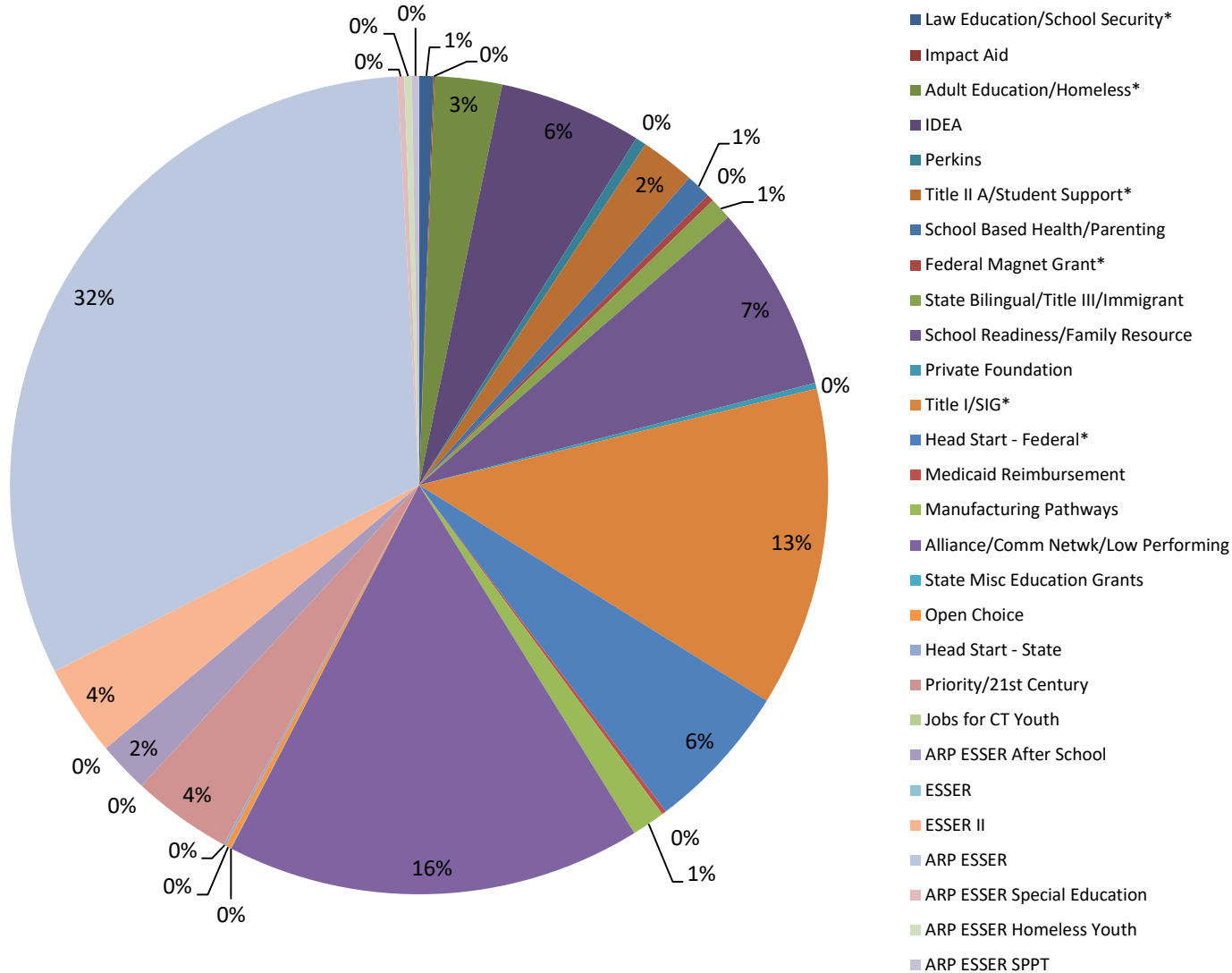
	Budget	YTD Actuals	Encumbered	Available	
Full Time Salaries	47,701,812	23,906,795	26,993	23,768,024	
Employee Benefits	8,006,109	3,578,723	0	4,427,387	
Part Time Personnel	17,976,107	7,284,065	0	10,692,042	
Travel/Mileage	428,855	149,210	5,146	274,499	
Equipment/Technology	10,149,356	3,305,994	2,184,165	4,659,197	
Materials/Supplies	9,749,328	4,886,553	2,251,747	2,611,028	
Purchased Property Services	727,163	416,650	310,472	41	
Other Professional/Technical	18,093,520	5,238,554	10,486,325	2,368,641	
Transportation/Field Trips	3,099,181	1,235,833	202,153	1,661,195	
Other Purchased Services	22,079,520	11,223,537	6,059,608	4,796,375	
Parent Activities	127,063	19,191	15,769	92,103	
Fixed Costs	2,530,804	1,017,402	0	1,513,401	
Fees/Misc Expenses/Student Activities	150,000	0	0	150,000	
Grand Total	\$ 140,818,818	\$ 62,262,508	\$ 21,542,378	\$ 57,013,932	44.21%

Monthly Financial Report – Grants



NEW HAVEN PUBLIC SCHOOLS

2023-24 GRANT FUNDED EXPENDITURES BY CATEGORY





FIRST READING

5145.5

4118.112

4218.112

Personnel -- Certified/Non-Certified

Students

Sexual Harassment

Prohibition Against Sexual Harassment

New Haven Board of Education (Board) prohibits sexual harassment including sexual assault in the District's education program or activities. Education program or activity includes locations, events, or circumstances over which the school exercises substantial control over both the respondent (alleged perpetrator of sexual harassment) and the context in which the sexual harassment occurs. In addition to occurring on school grounds, sexual harassment may potentially occur off campus, in places or situations where athletic and extracurricular activities occur, on field trips, on the school bus, at school-related conferences or through use of school technology.

The District shall respond to sexual harassment occurring in the District's education program or activities for which it has "actual knowledge." "**Actual knowledge**" means notice of sexual harassment or an allegation of sexual harassment brought to the attention of the Title IX Coordinator, any official of the school who has authority to institute corrective measures on the behalf of the school, as well as to any other employee of an elementary and secondary school.

Sexual harassment may take the form of student-on-student, employee-student, employee-employee, student-employee sexual harassment, or may be perpetrated against students or employees by third parties under the control of the District. Students who engage in proven sexual harassment may be subject to discipline, up to and including expulsion. Employees who engage in proven sexual harassment may be subject to disciplinary action, up to and including termination, as well as other action required under the law.

Definition of Sexual Harassment for the Purposes of Title IX

Sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

- (i) A school employee conditioning an education benefit or service on participation in unwelcome sexual conduct (i.e., quid pro quo).
- (ii) Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school's education program or activity.

(iii) “Sexual assault” as defined in 20 U.S.C. 1092 (f)(6)(A)(v)(the Clery Act), “dating violence” as defined 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30) (the Violence Against Women Act (VAWA)).

Examples of sexual harassment may include, but are not limited to:

- pressure for sexual activity
- repeated remarks with sexual or sexually demeaning implications
- unwelcome or inappropriate touching
- sexual assault
- suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning a student’s grades or academic standing or an employee’s employment status
- telling lewd jokes or sharing stories about sexual experiences – even if not directed at you but done in your presence to cause you discomfort
- sending unwanted suggestive or lewd emails, letters or other communications or sharing images of a sexual nature around the workplace or displaying posters, items or screensavers of a sexual nature
- repeatedly asking for dates despite being rebuffed
- making sexually offensive gestures or facial expressions
- dating violence or stalking

Other Definitions

“**Complainant**” is defined as a person who is alleged to be the victim of conduct that could constitute sexual harassment.

“**Respondent**” is defined as a person who is alleged to be the perpetrator of conduct that could constitute sexual harassment.

“**Supportive measures**” are defined as non-disciplinary, non-punitive, individualized services, offered as appropriate and without charge to a complainant or respondent before or after the filing of a formal complaint, or where no complaint has been filed.

Title IX Coordinator

The Superintendent of Schools designates and authorizes Michelle Kelly-Baker to be the District’s Title IX Coordinator. This individual shall be referred to as the Title IX Coordinator and is responsible for ensuring compliance across the school district with Title IX, corresponding state law, and applicable Board policy concerning sexual harassment.

Applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees, and all unions shall be notified of the name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator.

The Title IX Coordinator's contact information shall be posted on the District's website and included in student and employee handbooks and published in other locations as deemed appropriate.

Reporting Sexual Harassment

Any person, including, but not limited to, students, their parents or guardians, employees, bystanders or third parties (whether or not the person is the alleged victim), may report sexual harassment occurring in the District's education program or activities. Reporting may occur in person, by mail, by telephone or by electronic mail, using the contact information provided for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Reports may be made at any time including during non-business hours.

A formal complaint is defined as a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against an individual and requesting that the school investigate the alleged sexual harassment. In an instance where the Title IX Coordinator signs the complaint, the Title IX Coordinator is not a party to the complaint nor is such action taken on behalf of the complainant.

The Title IX Coordinator will make forms available for both informal reports and formal complaints. Additionally, forms will be posted on the District's website. Informal reports are permissible and may be brought by any person. However, only a complainant and/or the District's Title IX Coordinator may file a formal complaint. All formal complaints will be investigated. Supportive measures shall be offered to a complainant with or without the filing of a formal complaint.

There is no time limit on a complainant's decision to file a formal complaint, but complainants are encouraged to promptly file or report incidents of sexual harassment.

Response Including Supportive Measures

Any school employee with actual knowledge of sexual harassment shall promptly inform the District's Title IX Coordinator. The failure to do so may be grounds for disciplinary action.

Upon actual knowledge of sexual harassment occurring in the District's program or activity, the Title IX Coordinator will promptly contact the complainant to advise and discuss with the complainant (1) the availability of supportive measures with or without the filing of a formal complaint, (2) the right to file a formal complaint and (3) how to file a formal complaint.

A complainant as well as a respondent shall be offered free, individualized "supportive measures" (e.g., counseling, course related adjustments, modification of work or class schedules, escort services, increased security/monitoring of certain areas, mutual restrictions on contact between the parties) designed to restore or preserve equal access to education with or without a formal complaint. These, as well as other measures, may be part of a final remedy.

Upon the filing a formal complaint, the complainant will be provided with a copy of this policy and its grievance procedures.

Written notice shall be provided to the respondent and the complainant advising that a formal complaint has been filed. The respondent shall be entitled to a presumption that they are not responsible for sexual harassment. Both parties will be treated fairly throughout the investigation and shall be entitled to an unbiased investigator who has not prejudged the matter being investigated.

Complaints that fail to allege a violation of Title IX shall be dismissed without investigation. This does not preclude the school administration from investigating or addressing the underlying conduct under relevant codes of conduct or Board policy.

Emergency Removal/Administrative Leave

An emergency removal of a respondent from the education program or activity is permissible provided that the District conducts an individualized safety and risk analysis and determines that emergency removal is necessary in order to protect a student or other individual from an immediate threat to physical health or safety and notice and an opportunity to challenge the decision is provided. This does not modify any rights under the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act (ADA).

An employee-respondent may be placed on administrative leave during the pendency of a grievance process.

Informal Resolution

At any point in the formal complaint process, the Title IX Coordinator, in their discretion, may offer to facilitate an informal resolution option such as mediation or restorative justice.

Both parties must give voluntary, informed written consent.

Either party has a right to withdraw consent at any time, in which case the formal investigation shall proceed.

The informal resolution process shall not be available if the complainant/victim is a student and the respondent is an employee.

Grievance Procedures

The District will promptly and thoroughly investigate all formal complaints of sexual harassment in accordance with established grievance procedures.

District grievance procedures shall be established in the form of a regulation accompanying this policy.

The grievance procedure shall be used for the reporting and investigation of, and response to formal complaint of sexual harassment in the District's education program and activities against a person in the United States.

The District's grievances procedures shall be designed to comply with the regulation under Title IX as promulgated by the U.S. Department of Education, as it may be amended from time to time. Among other required provisions, the grievance procedures shall establish standards for fairness and equity, explain how to file a complaint, address required notice, set out timelines for various components of the investigation and adjudication process, establish and explain grounds for the dismissal of a complaint and provide and explain the appeal process available to both parties, include a presumption that the respondent is not responsible for sexual harassment, state the evidence standard to be used to determine responsibility, and require objective evaluation of all available evidence.

Training

Training shall be provided to Title IX personnel in accordance with the regulation under Title IX as promulgated by the U.S. Department of Education, as it may be amended from time to time. Additional training may be provided to all school employees as deemed advisable.

Training materials used to train Title IX personnel shall be posted on the District's website.

Prohibition Against Retaliation

Retaliation against any party, witness or other participant to the grievance process is prohibited. Retaliation may form a basis for a complaint under this policy. The charging of a person with a code of conduct violation based upon a person making a materially false statement in bad faith in an investigation is not considered retaliatory.

Dissemination, Posting and Discussion of Policy

This policy along with its accompanying regulation/grievance procedure shall appear in the Student Handbook, be discussed with students at least annually and more often as needed, be posted in prominent and accessible locations in each school building and in the Board of Education offices and be published on the District's website along with the name/title and contact information for the Title IX Coordinator.

Record Keeping

The District must keep records related to reports of alleged sexual harassment for a minimum of seven years, including investigation records, disciplinary sanctions, remedies, appeals, and records of any action taken, including supportive measures. Additionally, Districts must also keep for a minimum of seven years any materials used to train Title IX Coordinators, investigators, decision-makers, and any employee designed to facilitate an informal process.

Alternate Complaint Procedures

In addition, or as an alternative to the filing of a sexual harassment complaint through the District's grievance procedure, a person may choose to file a complaint with the Office for Civil Rights of the United States Department of Education.

Statement of Protected Rights

Application of this policy and its grievance procedure shall not be interpreted to restrict rights protected under the U.S. Constitution, including the right to free speech, to be free from self-incrimination and to due process of law.

Legal References: Connecticut General Statutes

10-15c Discrimination in public schools prohibited. School attendance by five-year-olds.

United States Constitution, Article XIV.

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, et seq.

Title IX of the Education Amendments of 1972, 34 C.F.R. 106.1, et seq.

Title IX Regulation, 34 C.F.R. Part 106

20 U.S.C. 1092 (f)(6)(A)(v)

34 U.S.C. 12291 (a)(8), (a)(10), (a)(36)

Gebser v. Lago Vista Independent School District 524 U.S. 274 (1998)

Davis v. Monroe County Bd. Of Educ., 526 U.S. 629 (1999)

Policy adopted: DATE

NEW HAVEN PUBLIC SCHOOLS
New Haven, Connecticut

Restroom Conditions & Equity Projects

- Vandalism
- Single -sex Restrooms
- Menstrual Equity Law



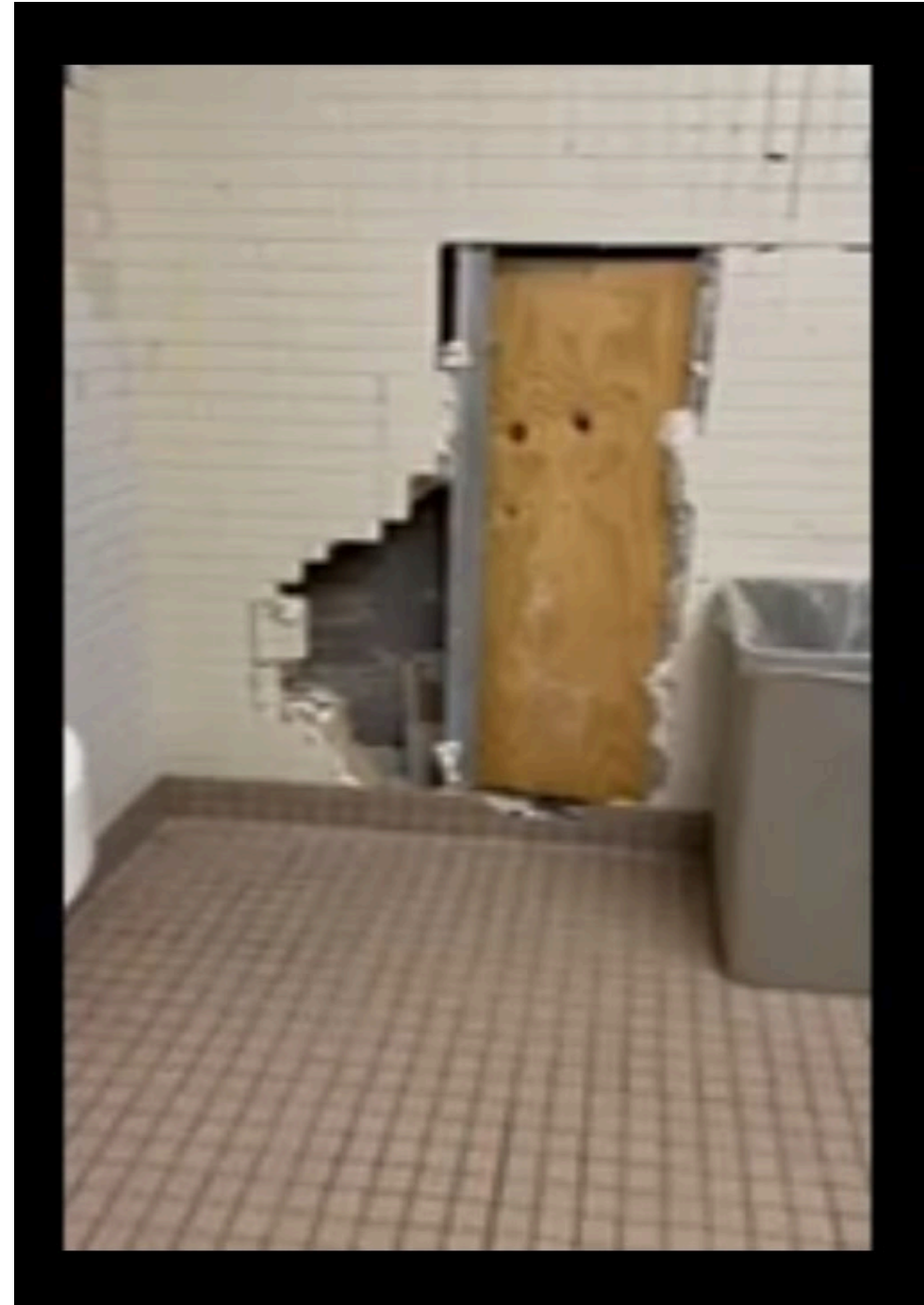
Vandalism

- ▶ Number of vandalism work orders July 1 - March 12, 2024
 - ▶ 248 work orders (specifically identified w/ a budget code of “vandalism”).
 - ▶ Estimated number of events is significantly higher, but not captured in the current CMMS data.
- ▶ Data Trend
 - ▶ Highest category: High Schools 28%
 - ▶ Top three: Wilbur Cross, Mauro-Sheridan, Ross-Woodward
 - ▶ HS with highest cost of repairs: Metropolitan Business Academy

Vandalism



Vandalism



Vandalism



Vandalism



Single-sex Restrooms

- ▶ Civil Rights Protections and Supports for Transgender or Gender-Diverse Students (*Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964, and CGS Sec. 10-15c*)
 - ▶ Gender-diverse students will have access to single-sex restrooms.
- ▶ NHPS Approach
 - ▶ Identify and label one or two single-person bathrooms as “Unisex” or “Gender-neutral” for gender-diverse students.
 - ▶ Gender-diverse students may also utilize the restrooms in nursing offices and school based clinics.
 - ▶ Restroom identification will be selected in conjunction with school administration.
 - ▶ Recommendation is to select restrooms close to the main office.

Menstrual Equity

- ▶ References
- ▶ School Requirements
- ▶ School Coordinator
- ▶ Informational Flyer Posting
- ▶ Estimated Product Use (DPH Guideline)
- ▶ Estimated Cost to NHPS



References

- ▶ State of Connecticut Public Act No. 23-160, Sec. 10.
- ▶ DPH Guidance and FAQ: Menstrual Equity in Connecticut Public Schools.



What is Period Poverty?

- ▶ Period poverty refers to the lack of access to menstrual products, menstrual health education, hygiene management, waste facilities or any combination of these barriers.
- ▶ Period poverty impacts students of all ages in Connecticut and their families.
- ▶ Period poverty disproportionately impacts low-income students and students of color. In addition to the educational impact of period poverty, students may face social, emotional, and mental health impacts particularly when menstruation leads to stigma or bullying.
- ▶ Menstrual equity means addressing period poverty in a way that removes economic barriers by providing resources equitably according to student need and uplifts all students by ensuring they never have to miss school due to their period.

School Requirements

- ▶ In order to comply with this law, schools must ensure products are available not just at the nurse's office.
- ▶ Students must be able to access products discreetly and independently.
- ▶ At least one school staff member should be assigned as the coordinator. who will be responsible for coordinating the implementation of the menstrual equity requirements.
- ▶ Connecticut public schools serving students in grades 3 through 12 must install coin-free dispensers or otherwise provide free access to a selection of menstrual products in:
 - All girl's restrooms
 - Any all-gender restrooms
 - One boy's restroom per school

School Coordinator

- ▶ The coordinator serves as the contact person for any restocking concerns, for developing engagement and dialogue with the student body and broader school community to ensure effective implementation, and for responding to student concerns.
- ▶ This coordinator will also be responsible for ensuring teachers, operations managers, custodial staff and school administrators are knowledgeable about the goals and implementation of the law, and will maintain communication with such staff to ensure continuously adequate supplies of products as required by the law.



Informational Flyer Posting

- ▶ A one-page flyer should be posted in a visible location in every bathroom.
- ▶ Schools may use the DPH templates or create their own.
- ▶ Should be tailored to the suitable age range (DPH offers templates at two reading levels, elementary level and middle/high school level) and should specify the obligation to provide a range of products free of charge in a safe and private location.
- ▶ Should include the name and contact information for the coordinator for each school.

Estimated Product use per student per month

Number of Students	Range of Daily Products	Range of Monthly Products
1	4-6	96-504
100	400-600	960-5040
1000	4,000-6,000	96,000-504,000
5000	20,000-30,000	480,000-2,520,000

** Estimates within the Guidance and FAQ: Menstrual Equity in Connecticut Public Schools



Estimated Costs to NHPS

- ▶ Initial start-up
 - ▶ \$350,000 to \$400,000
 - ▶ Dispensers, receptacles, and menstrual products.
- ▶ Product refill per FY
 - ▶ \$60,000
 - ▶ Menstrual products and liner bags.



Questions?



NEW HAVEN PUBLIC SCHOOLS



Memorandum

Date: 21 March 2024

From: Jamar Alleyne

To: Dr. Negron

CC: T. Lamb, Dr. Finley, L. Hopkins

RE: Restroom Equity

New Haven Public Schools district is committed to providing a safe and comfortable learning environment for all students free from discrimination based on sex, sexual orientation, and gender identity or expression. In keeping with that commitment, the Facilities Operations Department is developing strategy to meet the requirements of the United States Department of Education's Office for Civil Rights (OCR) interpretation of Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964, Connecticut General Statutes (CGS) Sec. 10-15c, and the Connecticut Menstrual Equity Law for the availability of unisex restrooms for gender-diverse students and the availability of menstrual products.

A Restroom Conditions and Equity Projects presentation was given during the 18 March Finance and Operations Committee meeting highlighting the requirements and the Facilities Operations Department's strategic approach to compliance. This will be a combined effort that will enlist school administrators, school nurses, and designated diversity, equity, and inclusion (DEI) coordinators.

Main points of the presentation on requirements and approach are as follows:

Unisex Restrooms:

- Identify and label one or two single-person bathrooms as "Unisex" or "Gender-neutral" for gender-diverse students.
- Gender-diverse students may also utilize the restrooms in nursing offices and school-based clinics.
- Restroom identification will be selected in conjunction with school administration.

-
- Recommendation is to select restrooms close to the main office.

Menstrual Equity:

- To comply with this law, schools must ensure products are available not just at the nurse's office.
- Students must be able to access products discreetly and independently.
- At least one school staff member should be assigned as the coordinator. who will be responsible for coordinating the implementation of the menstrual equity requirements.
- Connecticut public schools serving students in grades 3 through 12 must install coin-free dispensers or otherwise provide free access to a selection of menstrual products in:
 - All girl's restrooms
 - Any all-gender restrooms
 - One boy's restroom per school

For questions or concerns regarding this memorandum please contact Jamar Alleyne, Executive Director of Facilities, at jamar.alleyne@new-haven.k12.ct.us or 475-220-1631

Jamar Alleyne
Executive Director, Facilities



Superintendent Update

Strategic Operating Plan

Reading & Attendance Challenge

March 2024

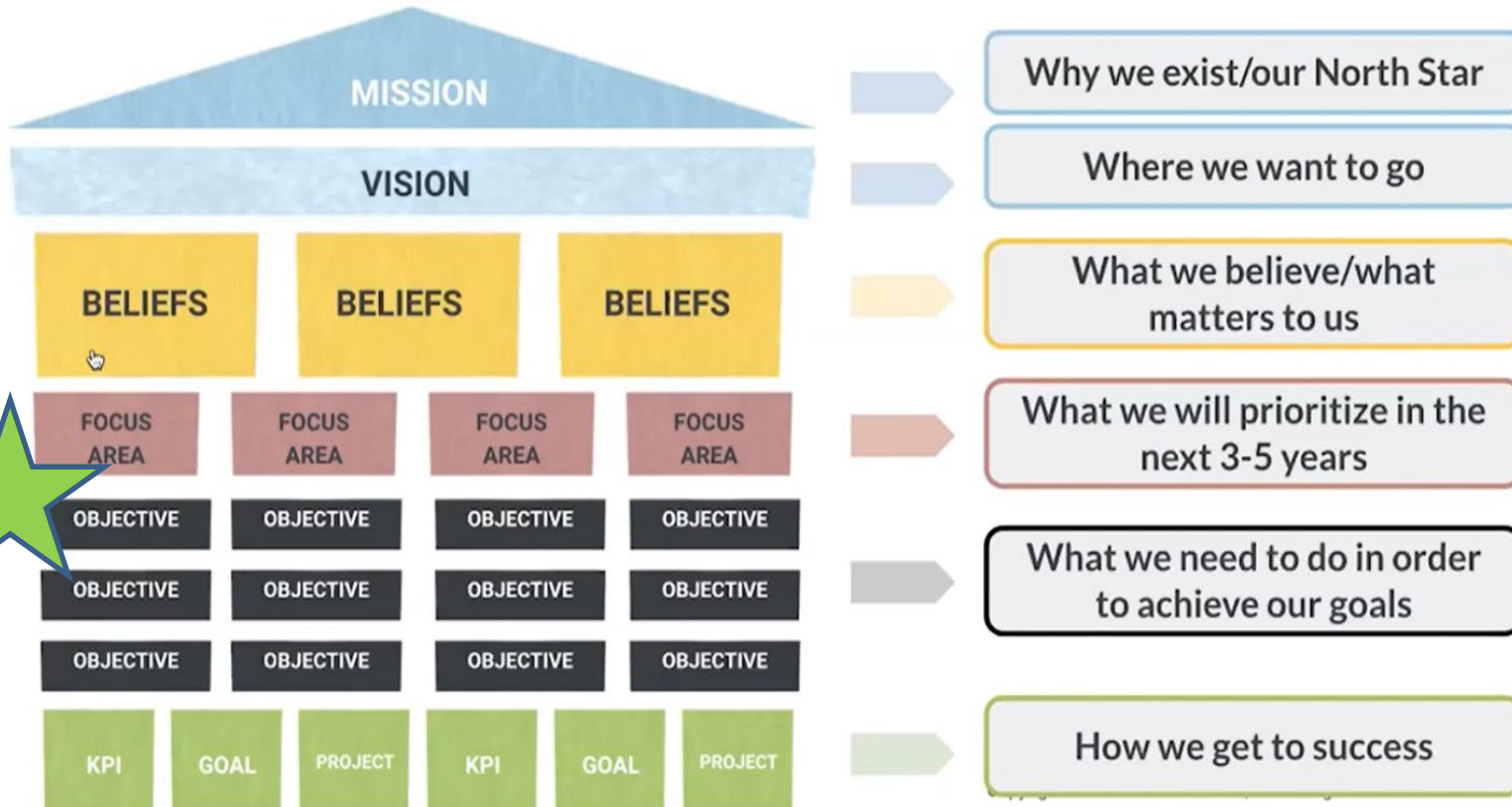
Together, Striving Towards the Next Chapter of Excellence

Strategic Plan Components



NEW HAVEN PUBLIC SCHOOLS

Anatomy of a Strategic Plan



Thought Exchange: Community Input

PRIORITY AREAS



NEW HAVEN PUBLIC SCHOOLS

“Please share your thoughts on these Priority Areas [Teaching and Learning, Family and Community Engagement, Culture and Climate, Operational Effectiveness]. Are there any additional areas that we should include? If so, please provide a rationale”.

Engagement

Review your current engagement statistics to understand how engaged participants are on this topic.

 Participants

516

Last activity: 7 days ago

 Thoughts

348

0.7 thoughts / participant

 Ratings

7,243

14.0 ratings / participant

AI Summary – Priority Areas VALIDATED by Community Input



NEW HAVEN PUBLIC SCHOOLS



Responses to the question about the four Priority Areas identified by the Design Team for the Strategic Operating Plan were varied. Many respondents agreed with the areas identified, but also suggested additional areas of focus. These included the need for increased **transparency**, **better staffing**, **improved facilities**, and more focus on **student engagement** and **social-emotional learning**. Some respondents also suggested the need for **better communication** and more **parent involvement**. There were also concerns about the **current state of the schools**, with some respondents suggesting that the **schools are not clean** and that there are issues with **behavior and discipline**. Some respondents also suggested that there needs to be more focus on **equity and inclusivity**.

- **Teaching and Learning**
- **Culture and Climate**
- **Family and Community Engagement**
- **Operational Efficiencies**
- *Core values*

Priority Teams researched, discussed, and are in the process of recommending strategies

Strategies are high-leverage approaches to a specific course of action created to address an opportunity

PRIORITY	DRAFT STRATEGIES
Teaching and Learning	Strengthen Tier I instruction
	Personalized learning (literacy, math, college career readiness)
	Develop and strengthen an MTSS framework
	Continuous Improvement (Data Wise)
Culture and Climate	Create and implement a culture of support for students and staff through an MTSS framework
	Establish a positive, inclusive and welcoming environment
	Improve student sense of belonging in their school community
Family and Community Engagement	Establish strong two-way communication channels
	Personalize engagement with families
	Enhance parental capacity to support student learning outcomes
	Strengthen community partnership opportunities
Operational Efficiencies	Strengthen data structures and systems (streamline processes and foster transparency)
	Recruit, hire, and retain talent
	Establish two-way communication
	Align resources (talent, funding, infrastructure) for sustainability

Goal: To encourage students to read, build reading stamina, and develop a love of reading

- **PreK-8:**

- In collaboration with Scholastic
- Students log minutes electronically
- Students read paper books and/or e-books
- Students who read the greatest number of minutes in each grade level will be invited to a breakfast with Superintendent Negron with a special visit from one of our favorite characters, Clifford the Big Red Dog!
- Other school based and participation incentives: Classroom libraries, book giveaways to students, visits from Clifford the Big Red Dog, lunch with principals and literacy coaches, extra recess, no homework passes

- **High School:**

- Students will engage in reading books of choice during the month of April
- Students will be encouraged to read books in verse or poetry to further celebrate National Poetry Month
- Students and teachers will post pictures of their books on social media #NHPSREADS, #Whatareyoureading?
- Students will be entered into a raffle for each social media post for books and literacy swag!

Superintendent Attendance Challenge



NEW HAVEN PUBLIC SCHOOLS

Purpose: Incentivize students to achieve attendance growth and reduce school absences

Goal: Achieve our school attendance targets.

Dates: April 1 – June 17, 2024

Details of Challenge:

1. Elm City Attendance Bowl Wilbur Cross vs Hillhouse
 - **Winning Criteria:** The school with the most significant growth in decreasing chronic absenteeism
 - **Prize:** End of year cook-out with DJ
2. Magnet High Schools Attendance Bracket
 - **Winning Criteria:** The school with the most significant growth in decreasing chronic absenteeism
 - **Prize:** End of year Party with DJ
3. K-8 Attendance Faceoff
 - **Winning Criteria:** K-8 school with the most significant growth in decreasing chronic absenteeism
 - **Prize:** End of Year Attendance Celebration Party
 - **Student Incentives:** Students with 95% or better attendance are eligible for raffle and prizes.
4. Riverside Attendance Faceoff
 - **Criteria:** Students who meet specified attendance criteria
 - **Prize:** Opportunity for a field trip
5. All Students
 - **Criteria:** students with a 91% or better attendance
 - **Prize:** Eligibility for prize raffles, such as tablets, Echo devices, FireSticks, and more!