

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

INFORMATION ONLY: PERSONNEL REPORT OF THE SUPERINTENDENT

June 13, 2022

RETIREMENT – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Gary Aurora	History/Social Studies Hill Regional Career High School Inter-District Funds 27041563-50115	06/30/2022
Melanie Carder	Social Studies 5/8 Nathan Hale School General Funds 19041514-50115	06/30/2022
Lorna Edwards	Grade 8 English Betsy Ross Arts Magnet School Inter-District Funds 27041655-50115	06/30/2022
Mary Harrington	Special Education Adult Education Center General Funds 19049053-50115	06/30/2022
Royce Hatfield	Teacher-Business James Hillhouse High School General Funds 19042362-50115	06/30/2022
Elizabeth Hoffman	Grade 6 Bishop Woods Executive Academy General Funds 19041043-50115	06/30/2022
Kathleen O'Donnell-Moss	Special Education Pre-k Teacher Benjamin Jepson Magnet School General Funds 19049800-50115	06/30/2022
Sylvia Petriccione	Teacher – Curriculum Staff Development Betsy Ross Arts Magnet School Inter-District Funds 27041055-50115	06/30/2022

Go to next page to see more Retirement →

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Janet Ricci	Grade 6 Mauro/Sheridan Magnet School Inter-District Funds 27041019-50115	06/30/2022
Susan Sloan	Special Education Fair Haven School General Funds 19049016-50115	06/30/2022
Melodie Thigpen	Special Education Celentano Magnet School General Funds 19049048-50115	06/30/2022

RETIREMENT – Paraprofessional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Ruth Ellis	Assistant Teacher Mauro/Sheridan Magnet School Idea Part B Entitlement 25045034-19-50128	06/30/2022

RETIREMENT – NON-INSTRUCTIONAL Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
James Huckabey	In House Suspension Worker Bishop Woods Executive Academy General Funds 19041043-50120	07/01/2022
Maxine Keen	Cook/Lead Brennan Rogers Magnet School Food Service 25215200-21-50126	05/26/2022

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

RESIGNATION-Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Theresa Phillips-Bartelson	Grade 3 Celentano Magnet School General Funds 19041048-50115	06/30/2022
Amanda Brown	English Wilbur Cross High School General Funds 19041661-50115	06/30/2022
Barbara Crowley	Math High School in the Community Inter-District Funds 27041166-50115	08/20/2022
Allyson Pereyra-Davis	School Psychologist F.A.M.E General Funds 19049141-50115	06/30/2022
Jacob Dummeldinger	Math -Grade 8 Mauro/Sheridan Magnet School Inter-District Funds 27041119-50115	06/30/2022
Anna Edelman	Science Wilbur Cross High School General Funds 19041461-50115	06/30/2022
Julia Evola	Grade 3 Clinton Ave General Funds 19041006-50115	06/30/2022
Samantha Ginzberg	English Wilbur Cross High School General Funds 19041661-50115	06/30/2022
Elisabeth Kurzawa	Grade 1 Clinton Ave School General Funds 19041006-50115	06/30/2022

Go to next page for more Resignations →

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Tyler Mitchell	Math Conte West Hill Magnet School General Funds 19041131-50115	06/30/2022
Iris Otero	Guidance Counselor Wilbur Cross High School General Funds 19046161-50115	06/30/2022
Lauren Pasquazzi	Pre-k Teacher Benjamin Jepson Magnet School Inter-District Funds 27041018-50115	06/30/2022
Marc Scianna	Physical Education Barnard Magnet School General Funds 19040302-50115	08/22/2022
Melissa Routhier	Kindergarten Troup School General Funds 19041015-50115	06/30/2022
Christopher Vicevich	Math Wilbur Cross High School General Funds 19041161-50115	06/30/2022

RESIGNATION-Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Kanicka Ingram-Mann	Senior Talent Recruiter Gateway ECS Alliance District 25476105-00-50110	07/01/2022

**NEW HAVEN PUBLIC SCHOOLS
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TRANSFER- Teachers:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Spenser Art aiz	Grade 3 John S. Martinez Magnet School ESSER II Funds 25526363-08-50115	Grade 3 & 4 John S. Martinez Magnet School General Funds 19041008-50115	10/15/2021
Alyssa Basso	Magnet Resource Teacher John S. Martinez Magnet School MSAP 25310008-08-50115	Elementary Teacher – Grades 3-5 John S. Martinez Magnet School General Funds 19041008-50115	08/24/2022
Jonathan Berryman	Music Teacher Barnard Magnet School Inter-District Funds 27041002-50115	Administrative Intern Hill Regional Career High School General Funds 19041063-50115	08/24/2022
Jennifer Kaye	Kindergarten Lincoln Bassett School General Funds 19041020-50115	Literacy Coach Lincoln Bassett School Title 1 Schools 25315256-20-50115	08/24/2022
William O’shea	Science Metropolitan Business Academy Inter-District Funds 27041460-50115	Chemistry/Agriculture Technician Sound School General Funds 19041467-50115	06/30/2022
Lucia Rafala	Library/Media Specialist Itinerant General Funds 19042098-50115	Special Education Itinerant General Funds 19049020-50115	08/24/2022
Alena Roberts	Magnet Resource Teacher Bishop Woods Architecture & Design Magnet School Title 1 Schools 25310043-43-50115	Teacher Bishop Woods Architecture & Design Magnet School General Funds 19041043-50115	08/24/2022
Danielle Taylor	Math Teacher Celentano Magnet School General Funds 19041148-50115	Math Mauro/Sheridan Magnet School Inter-District Funds 2704119-50115	08/24/2022
Lauren Whitelaw	Science COOP General Funds 19041464-50115	Biology/Aquaculture Sound School General Funds 19042867-50115	06/30/2022

**NEW HAVEN PUBLIC SCHOOLS
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TRANSFER- Paraprofessional Staff:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Sonia Cintron	Head Assistant Teacher Dr. Reginald Mayo Early Learning Center Head Start PA 22 Basic 25325279-81-50128	Assistant Teacher Barack H. Obama Magnet School General Funds 19041028-50128	10/27/2020
William Marrinan	Assistant Teacher Mauro/Sheridan Magnet School Inter-District Funds 27041019-50128	Special Education Paraprofessional Mauro/Sheridan Magnet School Idea Part B Entitlement 25045034-19-50128	08/29/2022

CORRECTION/CHANGE ITEMS:

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

CORRECTION CHANGE IN JOB TITLE:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Rebecca Serrano-Santana	Assistant Teacher Dr. Reginald Mayo Early Learning Center Head Start PA 22 Basic 2532579-81-50128	Head Start Outreach Worker Dr. Reginald Mayo Early Learning Center Head Start PA 22 Basic 2532579-81-50128 \$30,343 (Group 1, Step 4) Local 3429	08/30/2022

CORRECTION CHANGE IN GROUP - Teacher:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
John Tarka	Group H	Group G	07/01/2022

CORRECTION CHANGE IN START DATE- Teacher:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Stephen Siena	07/01/2022	08/18/2022	08/18/2022



NEW HAVEN PUBLIC SCHOOLS
New Haven, Connecticut

NEW HAVEN BOARD OF EDUCATION MEETING

Monday June 13, 2022

INFORMATION ONLY

1. Agreement with New Haven Ecology Project d/b/a Common Ground Schoolyards Program, to continue the installation and curricular implementation of an outdoor learning space at Worthington Hooker School, from August 29, 2022 to March 30, 2023, in an amount not to exceed \$6,537.50.
Funding Source: ARP ESSER Program **Acct. #2553-6398-56694-0038**

2. Agreement with ASD Fitness Center, LLC, to provide adaptive physical education classes to small groups of students with high incident disabilities in grades K-8, from July 5, 2022 to July 29, 2022, in an amount not to exceed \$4,000.00.
Funding Source: IDEA Program (Pending Receipt of Funds) **Acct. #2504-5034-56903-0490**

3. Agreement with Bridge & Tunnel Crowd, LLC to provide a two-week program for students at HSC on the social history of graffiti art in the Tri-State area, from July 11, 2022 to July 21, 2022, in an amount not to exceed \$6,250.00.
Funding Source: ESSER II Program **Acct. #2552-6363-56694-0044**

4. Amendment # 1 to Agreement #96363248 with Little Scientists to change the funding source and account # from ESSER II Program, Acct. #2552-6363-56697-0041 to 21st Century Program, Acct. #2579-6393-56694-0041 and, to decrease funding of \$10,500.00 by \$3,850.00 to \$6,650.00 due to Covid 19 related complications that impacted programming.
Funding Source: 21st Century Program **Acct. #2579-6393-56694-0041**

5. Amendment #1 to Agreement #96363231 with Make Haven, Inc., to extend the Agreement end date from May 31, 2022 to June 30, 2022 with no change in funding amount.
Funding Source: ESSER II Program
Acct. # 2525-6363-56697-0016 (\$5,146.00)
Acct. # 2525-6363-56697-0007 (\$1,801.10)
Acct. #: 2525-6363-56697-0021 (\$1,672.45)
Acct. # 2525-6363-56697-0032 (\$1,672.45)

6. Amendment #1 to Agreement #95385206 with Clifford W. Beers Child Guidance Clinic, Inc., to reduce the number of hours from 100 by 33 to 67 hours, and to reduce funding of \$10,000.00 by \$3,300.00 to \$6,700.00 with no change in funding source.
Funding Source: Quality Enhancement Program **Acct. #2523-5385-56697-0442**

7. Amendment #1 to Agreement with Southern Connecticut State University, to change the funding source and account # from ARP ESSER III Program, acct #2553-6398—56694-0070 to ESSER II Program, acct. #2552-6363-56694-SS46, with no change in funding amount of \$5,491.35.

Funding Source: ESSER II Program

Acct. #2552-6363-56694-SS46

8. Agreement with Computer Consulting System, LLC, to provide technology support for all software utilized for Summer of Fun programs, from July 5, 2022 to July 31, 2022, in an amount not to exceed \$3,800.00.

Funding Source: ESSER II Program

Acct. #2552-6363-56697-SS32

9. Agreement with Gateway Community College to provide two classrooms and access to campus for high school students enrolled in a high school level English as a Second Language, (ESL) and ESL Enrichment classes, as well as an ESL Coordinator to assist in fostering a bridge between high school and the college, from July 1, 2022 to July 29, 2022, in an amount not to exceed \$10,780.00.

Funding Source: ESSER II Program

Acct. #2552-6363-56697-SS32

Presenter: Mr. Pedro Mendia

Document Link: Gateway1



NEW HAVEN PUBLIC SCHOOLS
New Haven, Connecticut

NEW HAVEN BOARD OF EDUCATION FINANCE & OPERATIONS COMMITTEE MEETING

Monday June 6, 2022

MINUTES

Present: Mr. Matthew Wilcox, Dr. Orlando Yarborough, Ms. Yesenia Rivera
Staff: Dr. Iline Tracey, Dr. Michael Finley, Dr. Paul Whyte, Ms. Keisha Redd Hannans, Mr. Thomas Lamb, Ms. Linda Hannans, Ms. Patricia DeMaio, Ms. Sue Peters, Ms. Pamela Augustine-Jefferson, Ms. Lynn Brantley, Ms. Michelle Bonora, Ms. Shubra Gupta, Mr. Michael Gormany, Ms. Gemma Joseph Lumpkin, Ms. Typhanie Jackson, Ms. Gail Sharry, Dr. Michele Sherban, Mr. Daniel Diaz, Attorney Elias Alexiades, Mr. Joseph Barbarotta

Closed Captioner

Call to Order: Mr. Wilcox called the meeting to order at 4:36 p.m.

Recusals:

1. Mr. Wilcox recused himself from discussion and voting on Abstract #5 for School Readiness Grant, Abstract #6 for Quality Enhancement Grant and Agreement #12 with Clifford Beers Guidance Clinic. Dr. Yarborough led discussion and voting on these items as noted below.
2. Dr. Yarborough recused himself discussion and voting on Item #3 Amendment with State of CT Office of Early Childhood and Agreement #14 with Friends Center for Children. Mr. Wilcox led discussion and voting on these items as noted below.

Summary of Motions:

1. A motion by Mr. Wilcox, seconded by Dr. Yarborough to Recommend Approval of the 2022-2023 Proposed General Fund Budget Mitigation plan, with further descriptions of mitigation strategies, passed unanimously by Roll Call Vote: Dr. Yarborough, Yes; Ms. Rivera, Yes; Mr. Wilcox, Yes.
2. A motion by Mr. Wilcox, seconded by Ms. Rivera, to Recommend Approval of Agreement #3 and #14, passed by Roll Call Vote: Ms. Rivera, Yes; Mr. Wilcox, Yes; Dr. Yarborough, Recused.
3. A motion by Dr. Yarborough, seconded by Ms. Rivera, to Recommend Approval of Abstracts # 5, 6, 7; and, Agreements #2, #12 and 27, passed by Roll Call Vote: Ms. Rivera, Yes; Dr. Yarborough, Yes; Mr. Wilcox, Recused.
4. A motion by Mr. Wilcox, seconded by Dr. Yarborough to Recommend Approval of the remaining 8 Abstracts, 26 Agreements, 43 Contracts, 5 Change Orders, 4 Amendments and 4 Purchase Orders, passed unanimously by Roll Call Vote: Ms. Rivera, Yes; Dr. Yarborough, Yes; Mr. Wilcox, Yes.

- I. **FY 2022-2023 Budget Presentation:** Dr. Tracey provided an overview of the budget process, noting that of the \$200,063,784.00 requested from the City, the Board of Alders approved a budget of \$195,263,784.00, leaving a deficit of \$4,800,000.00. Ms. Hannans reviewed the budget report including mitigation, noting that it is a status quo budget, with no change in programming. She noted that the mitigation plan outlined in the report would be implemented without the need for layoffs. A discussion ensued about the best way to present a balanced budget and mitigation strategies. Committee members requested more description should be added to the mitigation categories.

Motion: A motion by Mr. Wilcox, seconded by Dr. Yarborough to Recommend Approval of the 2022-2023 Proposed General Fund Budget and Mitigation plan, with further descriptions of mitigation strategies, passed unanimously by Roll Call Vote: Dr. Yarborough, Yes; Ms. Rivera, Yes; Mr. Wilcox, Yes.

II. **Other Action Items & Information Only:**

- A. **Information Only:** Committee members did not have questions about the following Information Only items approved by the Superintendent:

2. Agreement with New Haven Ecology Project d/b/a Common Ground Schoolyards Program, to continue the installation and curricular implementation of an outdoor learning space at Worthington Hooker School, from August 29, 2022 to March 30, 2023, in an amount not to exceed \$6,537.50.
Funding Source: ARP ESSER Program **Acct. #2553-6398-56694-0038**
3. Agreement with ASD Fitness Center, LLC, to provide adaptive physical education classes to small groups of students with high incident disabilities in grades K-8, from July 5, 2022 to July 29, 2022, in an amount not to exceed \$4,000.00.
Funding Source: IDEA Program (Pending Receipt of Funds) **Acct. #2504-5034-56903-0490**
4. Agreement with Bridge & Tunnel Crowd, LLC to provide a two-week program for students at HSC on the social history of graffiti art in the Tri-State area, from July 11, 2022 to July 21, 2022, in an amount not to exceed \$6,250.00.
Funding Source: ESSER II Program **Acct. #2552-6363-56694-0044**
5. Amendment # 1 to Agreement #96363248 with Little Scientists to change the funding source and account # from ESSER II Program, Acct. #2552-6363-56697-0041 to 21st Century Program, Acct. #2579-6393-56694-0041 and, to decrease funding of \$10,500.00 by \$3,850.00 to \$6,650.00 due to Covid 19 related complications that impacted programming.
Funding Source: 21st Century Program **Acct. #2579-6393-56694-0041**
6. Amendment #1 to Agreement #96363231 with Make Haven, Inc., to extend the Agreement end date from May 31, 2022 to June 30, 2022 with no change in funding amount.
Funding Source: ESSER II Program
 Acct. # 2525-6363-56697-0016 (\$5,146.00)
 Acct. # 2525-6363-56697-0007 (\$1,801.10)
 Acct. #: 2525-6363-56697-0021 (\$1,672.45)
 Acct. # 2525-6363-56697-0032 (\$1,672.45)

7. Amendment #1 to Agreement #95385206 with Clifford W. Beers Child Guidance Clinic, Inc., to reduce the number of hours from 100 by 33 to 67 hours, and to reduce funding of \$10,000.00 by \$3,300.00 to \$6,700.00 with no change in funding source.
Funding Source: Quality Enhancement Program **Acct. #2523-5385-56697-0442**
8. Amendment #1 to Agreement with Southern Connecticut State University, to change the funding source and account # from ARP ESSER III Program, acct #2553-6398—56694-0070 to ESSER II Program, acct. #2552-6363-56694-SS46, with no change in funding amount of \$5,491.35.
Funding Source: ESSER II Program **Acct. #2552-6363-56694-SS46**
9. Agreement with Computer Consulting System, LLC, to provide technology support for all software utilized for Summer of Fun programs, from July 5, 2022 to July 31, 2022, in an amount not to exceed \$3,800.00.
Funding Source: ESSER II Program **Acct. #2552-6363-56697-SS32**

B. ABSTRACTS:

1. New Haven Adult & Continuing Education in the amount of \$5,080,000.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Bonora.
Funding Source: Connecticut State Department of Education
2. Literacy Volunteers of Greater New Haven in the amount of \$46,717.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Bonora.
Funding Source: Connecticut State Department of Education
3. Program Enhancement Project, (PEP), in the amount of \$110,000.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Bonora.
Funding Source: Connecticut State Department of Education
4. Program Enhancement Project (PEP) IELC, in the amount of \$100,000.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Bonora.
Funding Source: Connecticut State Department of Education
5. School Readiness Grant, in the amount of \$8,128,116.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Gupta.
Funding Source: State of Connecticut Office of Early Childhood (OEC)
Recusal: Mr. Wilcox recused himself and Dr. Yarborough led the discussion and deliberation.
6. Quality Enhancement Program, in the amount of \$81,356.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Gupta.
Funding Source: State of Connecticut Office of Early Childhood (OEC).
Correction: Ms. Gupta noted that the correct amount is \$81,386.00. She will submit corrected Abstract.
Recusal: Mr. Wilcox recused himself and Dr. Yarborough led discussion and deliberation.
7. School Based Health Centers, in the amount of \$6,722,970.00 for 5 years, of which \$1,344,594.00 is designed for July 1, 2022 to June 30, 2023 was presented by Ms. Peters.
Funding Source: State of Connecticut Department of Public Health
Recusal: Mr. Wilcox recused himself and Dr. Yarborough led discussion and deliberation

8. Family Resource Centers ESSER Supplemental Grant, in the amount of \$100,000 for September 1, 2021 to June 30, 2023 was presented by Ms. Joseph-Lumpkin.
Funding Source: Connecticut State Department of Education
9. McKinney Vento Homeless Assistance Grant, in the amount of \$300,000.00 of which \$100,000.00 is allocated for October 1, 2021 to June 30, 2023 was presented by Ms. Joseph-Lumpkin
Funding Source: Connecticut State Department of Education
10. Individuals with Disabilities Education Act (IDEA) Section 611 in the amount of \$6,628,783.00 of which \$6,343,271.00 is designated for Public Schools and \$285,512.00 is designated for Non-Public Schools, for July 1, 2022 to June 30, 2023 was presented by Ms. Jackson.
Funding Source: Connecticut State Department of Education
11. Individuals with Disabilities Education Act, (IDEA), Section 619, in the amount of \$117,956.00 for July 1, 2022 to June 30, 2023 was presented by Ms. Jackson.
Funding Source: Connecticut State Department of Education
- III. AGREEMENTS:**
1. Amendment #1 to Agreement #95018211 with Literacy Volunteers of Greater New Haven to increase funding of \$41,005.00 by \$65,643.00 to \$106,648.00 to reflect final grant award, including a prior year award adjustment of \$1,364, with no change in Scope of Service was presented by Ms. Bonora.
Funding Source: State Adult Education Cooperating Eligible Entity Grant
 Acct. # 2503-5018-50112 (\$31,534.00)
 Acct. # 2503-5018-50128 (\$56,700.00)
 Acct. # 2503-5018-51809 (\$11,050.00)
 Acct. #2503-5018-55574 (\$ 4,000.00)
 Acct. #2503-5018-6901 (\$ 2,000.00)
 Acct. #2503-5018-59935 (\$ 1,364.00)
2. Purchase of Service Grant Contract with State of Connecticut Department of Public Health to provide \$6,722,970.00 to New Haven Public School District to fund School Based Health Centers at Wilbur Cross, Hillhouse, Fair Haven, King-Robinson, Troup, Clemente, Lincoln-Bassett, Truman, Mauro-Sheridan, Clinton Avenue and Barnard Schools, from July 1, 2022 to June 30, 2027 was presented by Ms. Peters.
Recusal: Mr. Wilcox recused himself and Dr. Yarborough led discussion and deliberation
3. Amendment #2 to Contract #20OECDC01NHV with State of Connecticut Office of Early Childhood, to increase funding amount of \$2,173,531.10 by \$58,769.56 to \$2,222,148.56 to reflect a cost of living, (COLA) increase for FY22 was presented by Ms. Augustine-Jefferson.
Funding Source: State of Connecticut Office of Early Childhood
Recusal: Dr. Yarborough recused himself and Mr. Wilcox led the discussion and deliberation.
4. Agreement with All Pointe Home Care, LLC to provide a nurse for a student with medical needs, from July 5, 2022 to June 30, 2023, in an amount not to exceed \$165,385.00 was presented by Ms. Jackson.
Funding Source: IDEA Program (Pending Receipt of Funds) **Acct. #2504-5034-56903-0490**

5. Agreement with Bonnie Ray to provide sign language interpreting services to deaf or hearing impaired students throughout the district, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$99,430.00 was presented by Ms. Jackson.
Funding Source: FY23 Operating Budget **Acct. #**190-490-56694
6. Agreement with Tiffany Beech to provide speech-language remediation, evaluation and consultation services for students from July 1, 2022 to June 30, 2023, in an amount not to exceed \$108,290.00 was presented by Ms. Jackson.
Funding Source: FY23 Operating Budget **Acct. #**190-490-56694
7. Agreement with High 5 Adventure Learning, to provide programs for students participating in the Project Pride Program, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$76,423.00 was presented by Ms. Jackson.
Funding Source: Alliance Program **Acct. #**2547-6108-56694-0000
8. Agreement with All Our Children Academy to provide 10 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$89,240.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442
9. Agreement with Auntie Rose Child Care and Development Center, to provide 37 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$330,188.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442
10. Agreement with Catholic Charities, Inc., Archdiocese of Hartford, to provide 164 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$1,463,536.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442
11. Agreement with Creative M.E., to provide 22 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$196,328.00 was presented by Ms. Gupta
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442
12. Agreement with Clifford Beers Child Guidance Clinic to provide 44 full day/full year School Readiness spaces at Farnam Nursery School, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$392,656.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442
Recusal: Mr. Wilcox recused himself and Dr. Yarborough led discussion and deliberation
13. Agreement with First Step Learning Center, to provide 16 full day/full year School Readiness spaces from July 1, 2022 to June 30, 2023, in an amount not to exceed \$142,784.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442
14. Agreement with Friends Center for Children, to provide 60 full day/full year School Readiness spaces from July 1, 2022 to June 30, 2023, in an amount not to exceed \$535,440.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #**2523-5384-56697-0442

Recusal: Dr. Yarborough recused himself and Mr. Wilcox led the discussion and deliberation.

15. Agreement with The Little School House, to provide 18 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$160,632.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
16. Agreement with Lulac Head Start, to provide 118 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$1,053,032.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
17. Agreement with Montessori School on Edgewood, to provide 31 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$276,644.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
18. Agreement with Morning Glory Early Learning Center, to provide 30 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$267,720.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
19. Agreement with St. Aedan Preschool, to provide 69 fully day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$615,756.00 was presented by Ms. Gupta
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
20. Agreement with St. Andrew Child Care Center, to provide 36 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$321,264.00 was presented by Ms. Gupta
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
21. Agreement with Yale New Haven Hospital Day Care Center, to provide 22 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$196,328.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
22. Agreement with Central CT Coast YMCA, to provide 32 full day/full year School Readiness spaces, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$285,568.00 was presented by Ms. Gupta.
Funding Source: School Readiness Program (Pending Receipt of Funds) **Acct. #2523-5384-56697-0442**
23. Agreement with The Monk Center for Academic Enrichment and Performing Arts, to provide summer programming for up to 30 students at Davis School, from July 5, 2020 to September 30, 2022, in an amount not to exceed \$32,497.92 was presented by Ms. Joseph-Lumpkin.
Funding Source: ESSER II Program **Acct. #2552-6363-56694-SS34**
24. Agreement with The Justice Education Center, Inc., to provide educational, social and emotional enrichment activities at Hillhouse High School for up to 150 students, from July 1, 2022 to September 30, 2022, in an amount not to exceed \$171,294.00 was presented by Ms. Joseph-Lumpkin
Funding Source: ESSER II Program **Acct. #2552-6363-56694-SS34**

25. Agreement with READY, Inc., to provide summer programming for up to 200 students at Hill House High School, from July 5, 2022 to September 30, 2022, in an amount not to exceed \$70,000.00 was presented by Ms. Joseph-Lumpkin
Funding Source: ESSER II Program **Acct. #2552-6363-56694-SS34**
26. Agreement with Boys Scouts of America, CT Yankee Council, to provide day and overnight summer camps for 140 students from Wexler and Troup schools, and a 3-day program at Camp Killingworth during April 2023 school break, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$94,700.00 was presented by Ms. Joseph-Lumpkin
Funding Source: ESSER II Program **Acct. #2552-6363-56694-SS34**
27. Agreement with Clifford Beers Guidance Clinic, Inc., to provide a 4-week summer camp program at Camp Farnam for up to 100 students, including transportation, from July 1, 2022 to September 30, 2022, in an amount not to exceed \$198,000.00 was presented by Ms. Joseph-Lumpkin.
Funding Source: ESSER II Program **Acct. #2552-6363-56697-SS34**
Recusal: Mr. Wilcox recused himself and Dr. Yarborough led discussion and deliberation
28. Agreement with Christopher Williams Architects, LLC. for design CAD classrooms that will support high tech manufacturing for Cross, Hillhouse and Career High School, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$51,680.00 was presented by Mr. Lamb.
Funding Source: 2022-2023 Operating Budget **Acct. #3C202059-58122 (\$15,000.00)**
Funding Source: 2022-2023 Capital Projects **Acct. #3C18-18CC-58101 (\$4,243.63)**
Funding Source: 2022-2023 Capital Projects **Acct. #3C20-2082-58101 (\$30,300.00)**
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101 (\$2,136.37)**
Correction: Mr. Lamb corrected the start and end dates to June 6, 2022 to June 30, 2022.
29. Agreement with Hillyard, Inc. for green cleaning supplies, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$445,000.00 was presented by Mr. Barbarotta.
Funding Source: 2022-2023 Operating Budget **Acct. #19047400-55571**
30. Agreement with Hillyard Inc. for custodial equipment repairs and replacement, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$85,000.00 was presented by Mr. Barbarotta.
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101**
31. Agreement with Donnegan Systems, Inc. for dismantling mobile storage for 54 Meadow St 8th Flo and 21 Wooster St, from June 6 2022 to June 30, 2022, in an amount not to exceed \$25,100.00 was presented by Mr. Barbarotta.
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101**

IV. CONTRACTS:

1. Award of Contract to Ace Endico, Inc. for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$500,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
2. Award of Contract to Brookwood Farms Inc. for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 was presented by Mr. Gormany

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- Funding Source:** 2022-2023 Food Service Budget **Acct. #**25215200-55587
3. Award of Contract to Butterball LLC, for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$60,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
4. Award of Contract to Carbonella & Desarbo for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$900,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
Presenter: Mr. Michael Gormany/Ms. Gail Sherry **Document Link:** CarbonellaGrocery
5. Award of Contract to Epallet Inc. for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
6. Award of Contract to ES Foods for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$90,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
7. Award of Contract to FreshPoint CT for fresh fruit and vegetables, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$150,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
8. Award of Contract to Gilman Cheese Corp for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
9. Award of Contract to Guida's Dairy for Dairy and Juice Products, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$900,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
10. Award of Contract to High Liner Foods for direct commodity purchase, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$40,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
11. Award of Contract to International Food for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$25,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
12. Award of Contract to International Food for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$105,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
13. Award of Contract to Jennie-O-Turkey for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$60,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587

14. Award of Contract to JTM Food Group for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
15. Award of Contract to Maid Rite for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$450,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
16. Award of Contract to Momentum Brand Solution for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$15,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
17. Award of Contract to Nardone Bros. Bakery for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$250,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
18. Award of Contract to Out of the Shell Yangs 5th Taste for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$160,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
19. Award of Contract to Out of the Shell Yangs 5th Taste for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$75,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
20. Award of Contract to Peterson Farms for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$10,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
21. Award of Contract to Red Gold LLC for direct commodity purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
22. Award of Contract to Schwans Food Service for direct commodity purchase, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$20,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
23. Award of Contract to Tasty Brands for direct commodity purchase, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$190,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
24. Award of Contract to Thurston Food for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$2,200,000.00 was presented by Mr. Gormany.
Funding Source: 2022-2023 Food Service Budget **Acct. #25215200-55587**
25. Award of Contract to Tyson Foods for grocery purchases, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 was presented by Mr. Gormany

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- Funding Source:** 2022-2023 Food Service Budget **Acct. #**25215200-55587
26. Award of Contract to Tyson Foods for direct commodity purchase, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$160,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
27. Award of Contract to Waypoint Land O'Lakes for direct commodity purchase, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$25,000.00 was presented by Mr. Gormany
Funding Source: 2022-2023 Food Service Budget **Acct. #**25215200-55587
28. Award of Contract #21707B-3-5 to Cheapscares, LLC, for On Call Landscaping, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$100,000.00 was presented by Mr. Barbarotta.
Funding Source: 2022-2023 Operating Budget **Acct. #**19047400-56662
29. Award of Contract #50517-3-4 to Cohen's Key Shop, Inc. for On Call Locksmith repair services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #**3C22-2261-58101
30. Award of Contract #21697-3-5 to Connecticut Pest Elimination Inc. for On Call Pest and Rodent Control services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$35,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Operating Budget **Acct. #**190-47400-56662
31. Award of Contract #21693-3-4 to Concrete Creations for On Call HVAC Duct cleaning services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$100,000.00 presented by Mr. Barbarotta.
Funding Source: 2022-2023 Capital Projects **Acct. #**3C22-2261-58101
32. Award of Contract #21688-3-4 to Eagle Rivet Roof for On Call Roofing services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$150,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #**3C20-2071-58101
33. Award of Contract #21740B-2-4 to East Shore Glass, Inc. for On Call Glass repair services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$95,000.00 presented by Mr. Barbarotta.
Funding Source: 2022-2023 Operating Budget **Acct. #**190-47400-56624
34. Award of Contract #21672 to Filter Sales and Service for On Call Filter service, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$125,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #**3C22-2261-58101
35. Award of Contract #21704-3-5 to Life Safety Services and Supplies, LLC. for On Call Fire Extinguisher services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$15,000.00 presented by Mr. Barbarotta.
Funding Source: 2022-2023 Capital Projects **Acct. #**3C20-2072-58708
36. Award of Contract #21709-3-5 to New Haven Pictograph for On Call Audio Visual services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #**3C22-2261-58101

37. Award of Contract #20687-3-5 to Sports Construction of CT for On Call Gym Equipment repairs and Replacement, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101**
38. Award of Contract #50551-2-4 to Total Lighting Service, LLC for On Call Emergency Lighting, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$50,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101**
39. Award of Contract #50520-3-5 to Tri State Maintenance Services for On Call Plumbing repair services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$100,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101**
40. Award of Contract #50581 to Mechanical Heating and Cooling, Inc. for Hot Water Tank Replacement for Bishop Woods, from June 1, 2022 to December 31, 2022, in an amount not to exceed \$105,169.00 presented by Mr. Barbarotta.
Funding Source: 2022-2023 Capital Projects **Acct. #3C19-1985-58702**
41. Award of Contract #50582 to Mechanical Heating and Cooling, Inc. for Hot Water Tank Replacement for Cop High School, from June 1, 2022 to December 31, 2022, in an amount not to exceed \$148,381.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C19-1985-58101**
42. Award of Contract #50583 to Mechanical Heating and Cooling, Inc. for Hot Water Tank Replacement for Lincoln Bassett School, from June 1, 2022 to December 31, 2022, in an amount not to exceed \$102,740.00 presented by Mr. Barbarotta.
Funding Source: 2022-2023 Capital Projects **Acct. #3C19-1985-58702**
43. Award of Contract #EV2516 to Kone for On Call Elevator Services, from July 1, 2022 to June 30, 2023, in an amount not to exceed \$148,000.00 presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C22-2261-58101**

V. CHANGE ORDERS:

1. Change Order #1 to Contract 21782 with Ruotolo Mechanical for Booster Pump install at John Daniels, to change funding source from 3C20-2073-58708 to 3C20-2073-58708 with no change in funding amount presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C20-2073-58708**
2. Change Order #1 to Contract 21783 with Ruotolo Mechanical for Booster Pump install at Mauro Sheridan, to change funding source from 3C20-2071-58101 to 3C20-2073-58708 with no change in funding amount presented by Mr. Barbarotta
Funding Source: 2022-2023 Capital Projects **Acct. #3C20-2073-58708**
3. Change Order #1 to Contract 50535C-2-4 with Amazon Handyman Services for On Call Snow Removal to decrease funding amount from \$40,000.00 by -\$12,100.00 for a total amount of \$27,900.00 presented by Mr. Barbarotta

Funding Source: 2021-2022 Operating Budget **Acct. #**19047400-56662

4. Change Order #1 to Contract 50535B-2-4 with Tim's Enterprises LLC for On Call Snow Removal to decrease funding amount from \$60,000.00 by -\$6,150.00 for a total amount of \$53,850.00 presented by Mr. Barbarotta

Funding Source: 2021-2022 Operating Budget **Acct. #**19047400-56662

5. Change Order #1 to Contract 50535A-2-4 with M&M Construction LLC for On Call Snow Removal to increase funding amount from \$261,198.00 by \$48,852.00 for a total amount of \$310,050.00 was presented by Mr. Barbarotta

Funding Source: 2021-2022 Operating Budget **Acct. #**19047400-56662

VI. AMENDMENTS:

1. Amendment #1 to Agreement A21-1450 with Shipman & Goodwin, to decrease funding amount from \$70,000 by -\$20,000 for a total amount of \$50,000 with no change in funding source was presented by Mr. Lamb. **Funding Source:** 2021-2022 Operating Budget **Acct. #**19047700-56696

2. Amendment #1 to Agreement A21-1344 with Berchem Moses PC, to increase funding amount from \$50,000 by \$20,000 for a total amount of \$70,000 with no change in funding source to cover costs incurred for the remainder of FY21-22 was presented by Mr. Lamb.

Funding Source: 2021-2022 Operating Budget **Acct. #**19047700-56696

3. Amendment #1 to Agreement A21-1847 with W. Martyn Philpot, to decrease funding amount from \$80,000 by -\$25,000 for a total amount of \$55,000 with no change in funding source was presented by Mr. Lamb.

Funding Source: 2021-2022 Operating Budget **Acct. #**19047700-56696

4. Amendment #1 to Agreement A21-1452 with Shipman & Goodwin, to increase funding amount from \$50,000 by \$25,000 for a total amount of \$75,000 with no change in funding source to cover costs incurred for the remainder of FY21-22 was presented by Mr. Lamb

Funding Source: 2021-2022 Operating Budget **Acct. #**19047700-56696

VII. PURCHASE ORDERS:

1. Purchase Order with Calm.com, Inc., for a Calm Application Subscription that provides teachers and students with an application to support social and emotional well-being, from July 1, 2022 to June 30, 2023 in an amount not to exceed \$21,098.04 was presented by Ms. Jackson.

Funding Source: ESSER II Program **Acct. #**2552-6363-56697-0490

2. Purchase Order for Cintas for On Call Mops and Mats, from July 1, 2022 to June 30, 2023 in an amount not to exceed \$45,500.00 was presented by Mr. Barbarotta

Funding Source: 2022-2023 Operating Budget **Acct. #**3C22-2261-58101

3. Purchase Order for Powerschool Group LLC for Unified Talent Perform a customized performance evaluation software system, from July 1, 2022 to June 30, 2023 in an amount not to exceed \$29,627.39 was presented by Dr. Sherban.

Funding Source: 2022-2023 Operating Budget **Acct. #**19041900-56694

4. Purchase Order for NCS Pearson Inc. for student management information annual subscription, from July 1, 2022 to June 30, 2023 in an amount not to exceed \$89,800.00 was presented by Dr. Sherban.
Funding Source: 2022-2023 Operating Budget **Acct. #**19041900-56694

Adjournment: On a motion by Mr. Wilcox, seconded by Dr. Yarborough, the meeting was adjourned at 6:45 p.m.

Respectfully submitted,

Patricia A. DeMaio



POLICY SERVICES
Connecticut Association of Boards of Education, Inc.
 81 Wolcott Hill Road • Wethersfield, CT 06109-1242
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RECOMMENDED POLICIES ** REVISED – July 2021

The following are policies that are considered “good practice” policies and are recommended for inclusion in the board of education policy manual.

SERIES 0000: MISSION – GOALS – OBJECTIVES

- Code of Ethics#0050
- Mission/Vision/Philosophy Statements.....#0100
- Anti-Racism#0521.1
- Commitment to Religious Neutrality#0521.2
- Equity & Diversity#0523

SERIES 1000: COMMUNITY RELATIONS

- Advertising, Promotion and Commercial Activities #s 1111.2, 1325
- School Governance Councils (10-233, as amended by P.A. 18-42, & P.A. 19-91, PL 114-95 – ESSA).#1110.3
- Media Access to Students.....#1112.5
- Public Participation at Board Meetings #s 1120, 9325
- Distribution of Materials by Students (Use of Students).....#1140
- Public Complaints#1312
- Soliciting Funds from and by Students#1314/1324
- Use of School Facilities.....#s 1330 or 3515
- Relations with Law Enforcement Officials #s 1411, 5145.11
- Otherwise Lawful Possession of Firearms on School Property.....#1700

SERIES 2000: ADMINISTRATION

- Board – Superintendent Relationship#2000.1
- Professional Development.....#2112
- Job Description of the Superintendent of Schools.....#2131
- Appointment of Designee for Superintendent#2131.1
- Superintendent Succession#2140.1
- Administrative Leeway in the Absence of Board Policy.....#2210
- Code of Ethics#2300
- Evaluation of Administrators and Administration (including Evaluation of the Superintendent).....#2400

SERIES 3000: BUSINESS & NON-INSTRUCTIONAL OPERATIONS

- Budget Planning#3110
- Spending Public Funds for Advocacy#3152
- Budget Transfers#3160
- Federal Grants and Awards Administration (Federal Fiscal Compliance).....#3230.1
- Medical Reimbursement for Special Education Students (10-76d as amended by P.A. 18-182).....#3231
- IDEA Fiscal Compliance.....#3232
- Tuition Fees.....#3240

SERIES 3000: BUSINESS & NON-INSTRUCTIONAL OPERATIONS (continued)

- Sale and Disposal of Books, Equipment and Supplies#3260
- Gifts, Grants and Bequests#3280
- School Fund Raisers#3281
- Purchasing Procedures#3320
- Soliciting Prices, Bids#3323
- Ordering Goods and Services, Paying for Goods and Services.....#3326
- System of Accounts.....#3410
- Fraud Prevention and Investigation.....#3435
- Inventories#3440
- Student Activity Funds#3453
- Compliance with 504 Regulations.....#3511
- Energy Conservation#3513.1
- Use of School Facilities..... #s 3515 or 1330
- Safe and Secure School Facilities, Equipment, Grounds#3516
- Hazardous Materials Communication#3516.11
- Sex Offender Notification#3516.4
- Sexual Offenders on School Property#3516.5
- Security of Building and Grounds.....#3517
- Data Security in Schools#3520.1
- Electronic Information Security#3520.11
- Protection & Privacy/Cloud-Based Issues (10-234bb, 10-234dd, as amended by P.A. 18-125).....#3520.13
- Green Cleaning Program#3524.2
- Transportation#3541ff
- Food Service - Free and Reduced Price Lunches (7 C.F.R. §245.5).....#3542.31
- Food Sales by Students and Others#3542.33
- Retention of Electronic Records.....#3543.31

SERIES 4000: PERSONNEL

- Personnel Policies for Staff Not Represented by a Union 4000 series
- Recruitment of Minority Staff Members (a plan is required) (10-220(a) as amended by P.A. 18-23 & P.A. 19-74)..... #s 4111.3/4211.3
- Appointment and Conditions of Employment.....#4112
- Security Check/Fingerprinting (Criminal Records Checks).....#4112.5/4212.5
- Reference Checks (20 U.S.C. §7926 (2012)) #s 4112.51/4212.51
- Access to Employee Records (Personnel Records)..... #s 4112.6/4212.6
- Use & Disclosure of Employee Medical Information (HIPAA) #s 4112.61/4212.61
- Nepotism#4112.8
- Evaluation/Supervision/Support Program #s 4115/4215
- Non-renewal/Suspension of Certified Staff.....#4117.4
- Sexual Harassment #s 4118.112/4218.112, 5145.5
- Conflict of Interest#4118.13/4218.13
- Nondiscrimination on the Basis of Disabilities #s 4118.14/4218.14
- Academic Freedom#4118.21
- Staff/Student Relations.....#4118.24/4218.24
- E-Mail (Electronic Monitoring) #s 4118.4/4218.4
- Acceptable Computer Network use..... #s4118.5/4218.5
- Social Networking.....#4118.51
- Staff Development..... #s 4131/4231
- Tutoring.....#4134

SERIES 4000: PERSONNEL (continued)

- Employee Protection #s 4148/4248
- Family and Medical Leave Act #s 4152.6/4252.6
- Suspension/Dismissal of Non-Certified Staff..... #4217.4
- Teacher Aids/Paraprofessionals #4222

SERIES 5000: STUDENTS

- Ages of Attendance..... #5112
- Children in Foster Care #5118.3
- Assignment to Teachers and Classes..... #5122
- Graduation Ceremonies #5123.3
- Video Cameras/Video Surveillance #s 5131.11, 5131.111
- Off-School Grounds Misconduct #5131.8
- Use of Electronic Devices (Cell Phones, I-Pads, etc.)..... #5131.81
- Cyberbullying..... #5131.913
- Dress and Grooming..... #5132
- Foreign Students Attending Schools #5136
- Opioid Overdose Prevention #5141.213
- Communicable Diseases..... #5141.22
- Students with HIV/ARC or AIDS #5141.24
- Accommodating Students with Special Dietary Needs
(Food Allergy Management) -(10-212c) #s 5141.25, 5141.251
- Use of Automatic External Defibrillators (AEDs) #5141.27
- Sudden Cardiac Arrest Prevention #5141.28
- Health Assessments & Immunizations/Student Health Services (as amended by P.A. 21-46) ... #s 5141, 5141.3
- Crisis Management..... #5141.6
- Student Sports-Concussions #5141.7
- Student Safety #5142
- School Resource Officers (if used in school district) #5142.4
- Discipline of Students with Disabilities #5144.3
- Questioning and Apprehension (Police in Schools) #5145.11
- Student Search/Seizure..... #5145.12
- Directory Information (if not addressed in Policy #5125)..... #5145.15
- Freedom of Speech/Expression #5145.2
- Transgender and Non-Conforming Youth..... #5145.53

SERIES 6000: INSTRUCTION

- Instruction (Concept and Roles) #6000
- School Calendar/School Day (as amended by P.A. 19-195 & P.A. 21-46)..... #s 6111, 6112
- Emergency and Disaster Preparedness #s 6114, 6114.4, 6114.6, 6114.7
- Fire Emergency (Drills)/Crisis Response Drills #6114.1
- Pandemic/Epidemic Emergencies #6114.8
- Objectives of the Instructional Program..... #6120
- Curriculum/Design/Revision..... #s 6140, 6141
- Religion in the Public Schools #6141.21
- Programs for Limited English Proficient Students..... #6141.311
- Migrant Students (20 U.S.C. §6391 as amended by P.A. 114-95 – ESSA) #6141.312
- Student Use of the Internet (Acceptable Use) (47 U.S.C. §254, 20 U.S.C. §6777) #6141.321
- Web Sites/Pages #6141.322
- Website Accessibility..... #6141.3221

SERIES 6000: INSTRUCTION (continued)

- Online Social Networking#6141.326
- Basic Instructional Program#6142
- Social and Emotional Learning (as amended by P.A. 21-95).....#6142.102
- Trauma Informed Schools#6142.103
- Controversial Issues, Teaching of:#6144
- Exemption from Instruction#6144.1
- Extra-Class Activities/Equal Access Issues#6145
- Review of Student Publications.....#6145.3
- Electronic Resources (including Bring Your Own Device; One-to-One Tablet Program)..... #s 6141.327, 6141.328, 6141.3291
- Activity Funds Management#6145.8
- Graduation Requirements.....#6146
- Uniform System for Assignment and Changing of Student Grades#6146.111
- Grouping/Tracking#6152
- Field Trips#6153
- Teacher Aides (Paraprofessionals).....#6159.1
- Textbooks, Curriculum and the School Library (10-221b)..... #s 6160, 6161, 6161.1
- Care of Instructional Materials.....#6161.2
- Copyright (Use of Copying Devices – Compliance with Copyright Law).....#6162.6
- Home Schooling.....#6172.3
- Virtual/Online/Distance Learning Courses#6172.6
- Distance Learning Plan Due to Health Based School Closure#6172.61
- Evaluation of the Instructional Program.....#6180
- Student Achievement#6180.1
- Evaluation of the Special Education Program.....#6181
- Adult Education.....#6200

SERIES 7000: NEW CONSTRUCTION

- Planning.....#7100
- Developing Educational Specifications.....#7115
- Selection of Site#7221
- Indoor Air Quality#7230.2
- Acoustics#7230.3
- Naming of Facilities#7551

SERIES 9000: BOARD BYLAWS

- Role of Board and Members (Powers, Purposes, Duties)#9000
- Limits of Authority.....#9010
- Legal Responsibilities of Boards of Education#9012
- Number of Members/Terms of Office.....#9110
- Officers & Auxiliary Personnel..... #s 9120,9121,9122,9123
- Committees#9130
- Formulation, Adoption, Amendment of Policies, Bylaws, Administrative Regulations..... #s 9311, 9312, 9313
- Student Representatives on the Board of Education.....#9160
- Filling Vacancies.....#9221
- New Board Member Orientation.....#9230
- Board Member Development#9240
- Remuneration & Reimbursement.....#9250
- Conflict of Interest#9270
- Code of Ethics#9271

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- Civility Code.....#9273
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- Electronic Board of Education Meetings#9321.2
- Meeting Conduct/Public Participation at Board Meetings#9325
- Parliamentary Procedure#9325.3
- Attendance at Meetings via Electronic Communications.....#9325.43
- Voting Method/Minutes#9326
- Electronic Mail Communications.....#9327
- Board Self-Evaluation#9400

Constitutional Considerations

The chief constitutional limitations affecting school boards are:

- A. Freedom of speech, association and expression under the First Amendment.
- B. The right to due process of law under the First, Fifth and Fourteenth Amendments.
- C. Separation of church and state and free exercise of religion under the First Amendment.
- D. The right to privacy under the Fourteenth Amendment.
- E. The right to freedom from unreasonable searches and seizures under the Fourth and Fourteenth Amendments.
- F. Equal protection of laws under the Fourteenth Amendment.

Practical Considerations in Policy Drafting:

- A. Clear and easy to understand.
- B. Statement of objectives.
- C. Provision of an escape clause. (“includes, but not limited to, the following...”)
- D. Brainstorm the proposed policy to make sure it meets your goals.
- E. Consider the legality of your objective. The policy must not violate existing contracts, or state and federal statutes, regulations, constitutions, charters, and judicial decisions.
- F. Determine the need for policy in the area of consideration. Does the policy address an issue of lasting effect?
- G. Examine your policies in their totality. How does this new policy mesh with existing policies? Consider a “sunset review” of all board policies.



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REQUIRED POLICIES ** REVISED July 2021

The following are policies which boards of education must have due to federal or state law.

SERIES 0000: MISSION-GOALS-OBJECTIVES

- Statement of Educational Goals and Student Objectives (10-220)(b) & (10-4(c)).....#0200
Nondiscrimination (Title VII – Civil Rights Act of 1964 as amended, 42. U.S.C. 2000e, et seq. Section 504 of the Rehabilitation Act, 29 U.S.C. §794).....#0521

SERIES 1000: COMMUNITY RELATIONS

- Encourage Parent-Teacher Communication/Parent Involvement (10-221)(f) and 20 U.S.C. §6318-ESSA and P.A. 21-46).....#1110.1

SERIES 3000: BUSINESS/NON-INSTRUCTIONAL OPERATIONS

- Pesticide Application (10-231a et seq.).....#3524.1
Reporting of Transportation Safety Complaints (10-221c).....#3541.5
Food Services Personnel Code of Conduct (2 CFR 200.318 General Procurement Standards).....#3542.22
Food Service Personnel Professional Standards (42 U.S.C. §1776(g) #3542.41
Charging Policy Food Service (Healthy Hunger-Free Kids Act, P.L. 111-296, §143, USDA Memo – SP 46-2016, SP 47-2016, P.A. 21-46).....#3542.43

SERIES 4000: PERSONNEL

- Title IX/Sexual Harassment of Employees (20 U.S.C. §§1681-1688, 42 U.S.C. S2000-e).....#4000.1
Affirmative Action/Recruitment and Selection (10-15c, 10-183v as amended by P.A. 18-42, 46a-60)..... #s 4111/4211, 4111.1/4211.1
Fingerprinting and Criminal Justice Information Services (FBI Requirement, 10-221d).....#4112.52/4212.52**
Evaluation and Employment of Coaches (10-222e)#4115.3
Reduction in Force for Certified Staff, if not covered in negotiated agreements (10-151).....#4117.3
Nondiscrimination (Title IX of Educational Amendments of 1972 – 20 U.S.C. §1681 and 34 C.F.R. §106.9). #4118.11/4218.11
Alcohol & Drug Free Workplace (41 U.S.C. §8101-8106)#4118.232/4218.232
Psychotropic Drug Use (10-212b) #s 4118.234, 5141.231
Face Masks/Coverings (subject to recommendation of DPH) #s 4118.237/4218.237, 5141.8
Wage and Benefits/Conditions of Employment, if not covered in negotiated agreements (31-71f)..... #s 4141, 4142, 4143, 4144, 4145
Drug and Alcohol Testing for Bus Drivers (Omnibus Transportation Employee Testing Act of 1991, as amended by Moving Ahead for Progress in the 21st Century-49 U.S.C. §5331(b), 49 C.F.R.§382.601).....#4212.42

** Either policy 4112.52/4212.52 OR policy 4112.5/4212.5 and its administrative regulation will fulfill the FBI mandate.

SERIES 5000: STUDENTS

- Attendance/Tuancy/Enrollment (10-184, 10-186, 10-198a, 10-199, 10-220, 10-221(b) and P.A. 21-46)..... #s 5112, 5113, 5113.2*
- Student Conduct/ Discipline (10-221, P.A. 19-91)..... #s 5114, 5131, 5144*
- Homeless Students (20 U.S.C. §6311 – ESSA-PL 114-95 amends McKinney-Vento Homeless Assistance Act-PL 107-110, Sec 1032, 10-253 (c)(f)- 42 U.S.C. §11432(i)(L), P.A. 19-179)#5118.1
- Promotion and Retention of Students (10-221(b), 10-223a)#5123
- Student Educational Records/Annual Notification of Parental/Student Rights (FERPA – 34 C.F.R. §99.7, 20 U.S.C. §1232g).....#5125
- Health/Medical Records (HIPAA) (42 U.S.C. §§1320d-1, 1320d-2(d), 20 U.S.C. §1232g-FERPA, 45 C.F.R. §164.306 et seq.).....#5125.11
- Use , Sale or Possession of Alcohol, or Controlled Drugs (10-221(d)) (adm. regulation also required) .#5131.6
- Weapons and Dangerous Instruments (Gun-Free Schools Act-20 U.S.C. §7157, 20 U.S.C. §7961-ESSA, 18 U.S.C. §8921 et. seq.).....#5131.7
- Bullying Safe School Climate Plan (10-222d).....#5131.911
- Administration of Medication (10-212a(2) as amended by P.A. 18-185) a policy and administrative regulation (procedures required).....#5141.21
- Psychotropic Drug Medications(10-212b) #s 5141.231, 4118.234
- Reporting by Mandated Reporters of Suspected Child Abuse, Neglect & Sexual Assault (17a-101i(e) as amended by P.A. 15-205, P.A. 18-17 and P.A. 18-15)#5141.4
- Youth Suicide Prevention and Youth Suicide Attempts (10-221(e)) (Adm. reg. also required)#5141.5
- Face Masks/Coverings (subject to recommendation of DPH)..... 5141.8, 4118.237/4218.237
- Physical Restraints/Seclusion/Exclusionary Time Out** (10-236b) (Administrative Regulation also required)#5144.1
- Use of Exclusionary Time Out (P.A. 18-51).....#5144.2
- Physical Exercise and Discipline of Students (10-221o – 10-221u, P.A. 19-173)#5144.4**
- Uniform Treatment of Recruiters (10-221b)#5145.14
- Nondiscrimination/ Title IX (Title IX of Educational Amendments of 1972, 20 U.S.C. §§1681-1688, 34 C.F.R. §106.9, 10-15c, 46a-60)#5145.44
- Exploitation: Sexual Harassment (20 U.S.C. §1681-Title IX of New Education Amendments; 42 U.S.C.§2000-e; 34CFR §106.9-Title VII of Civil Rights Act of 1964).....#5145.5
- Sexual Abuse Prevention & Education Program (17a-101q).....#5145.511
- Grievance Procedures (Title IX of Educational Amendments of 1972 – 34 C.F.R. §106.8)#5145.6 (could be covered in Title IX policy)

SERIES 6000: INSTRUCTION

- School Ceremonies and Observances (Pledge of Allegiance) (10-230(c)).....#6115
- Internet Safety Policy/Filtering (47 U.S.C. §254, 20 U.S.C. §6777; Children’s Internet Protection Act-47 U.S.C. §254)#6141.323
- Physical Activity and Discipline (10-221o – 10-221u) (or #5144.4)#6142.10, 6142.61
- Student Nutrition and Physical Activity (Student Wellness) (P.L. 108-265 – Section 204, 42 U.S.C. 1758b).....#6142.101
- Grading/Assessment Systems [weighting of grades] (10-220g, as amended by P.A. 21-199).....#6146.1
- Homework (10-221(b)).....#6154
- Individualized Education/Special Education Program (20 U.S.C. §§1412, 1413(a)(1) IDEA)#6159*, 6171*
- Comparability of Services-Title I (Equivalence in Instructional Staff and Materials) (ESSA, 20 U.S.C. Section 6321(c)(2)).....#6161.3

- Surveys of Students/Student Privacy (20 U.S.C. §1232(h)(c)(2)(A) - PPRa), ESSA, P.L. 114-95#6162.51
- Student Use, Sale, or Possession of Alcohol or Controlled of Drugs (10-221(d)).....#6164.11
- Exemption from AIDS Instruction (10-19(b))#6164.12
- Preschool Students with Disabilities (20 U.S.C. §§1412, 1413(a)(1), IDEA)#6171.2
- Alternative Education Programs (10-74j(c)) – *Mandated if district has an alternate program*#6172
- Title I Parental and Family Engagement Policy/Title I Programs (20 U.S.C. §6318 as amended by PL 114-95 ESSA, §1010) (Required only for districts with Title I programs. Policy must be reviewed annually)#6172.4, 6161.31*

** Any one of these fulfills the mandate.*

*** Requirement can also be fulfilled with #6142.10 or #6142.61.*

Action of 2021 General Assembly Resulting in Future New Required Policies:

- I. Not later than July 1, 2022, Board shall adopt a policy pertaining to:
 - a) The equitable identification of gifted and talented students that uses multiple identification methods that comply with SDE guidelines. (P.A. 21-199, Section 2)
 - b) Student placement in advanced academic courses or programs that are not based exclusively on academic performance. (P.A. 21-199, Section 3)
 - c) A challenging curriculum policy. (P.A. 21-199, Section 5)
 - d) Improvement of the completion rates of the Free Application for Federal Student Aid. (P.A. 21-199, Section 6)
 - e) Education and training in exertional heat illness for coaches, parents/guardians and students (P.A. 21-87, Section 1)
 - f) Creation of an emergency action plan to respond to serious and life-threatening sports-related injuries during interscholastic or intramural athletic events. (P.A. 21-92)

- II. Effective July 1, 2023 a change in the age a student may withdraw from high school from age 17 to age 18. (P.A. 21-199, Section 10)

- III. The Budget Implementer Bill (P.A. 21-2 – June Special Session)
 Sections 414-415 addresses minority recruitment residency program applicable beginning with the 2022-2023 school year.



NEW HAVEN PUBLIC SCHOOLS

NHPS Management Guidelines for Transgender & Gender Nonconforming Youth - Draft

Purpose:

New Haven Public Schools believes it is our responsibility to ensure that every student has equal access to all school programs and activities regardless of a student's gender and sexual identity. Transgender and gender nonconforming youth face elevated risks for depression, suicidal thoughts, and attempting suicide, compared to cisgender peers. These risks are even higher for students of color due to the impacts of intersectionality and marginalization.¹ In providing supportive and inclusive learning environments, New Haven Public Schools seeks to reduce this risk so that all students can be successful. The goal of the New Haven Public Schools' Transgender and Gender Nonconforming Youth Policy is to maintain a safe educational environment for students in ways that are legally appropriate, promote student equity, and support student learning.

District Leaders:

- Adhere to district policies on bullying and harassment which specifically protects students based on real or perceived gender or gender identity.
- Develop protocols for maintaining student's preferred name and gender identity for transgender students in PowerSchool regardless of the student's legal name.
- Treat requests to change student records based on transgender status no differently than any other request for a change to student records, e.g., an address or phone number change.
- Provide support for the unique privacy needs of transgender students so they can comfortably participate in field trips, overnight trips, and other school activities.
- Help schools update their facilities to include gender-neutral restrooms, locker rooms, and shower rooms on a case-by-case basis depending on the needs of students.
- Include a disclosure in annual notices sent to all parents/guardians at the beginning of the school year stating that the district allows students to participate in sex-segregated school programs and activities consistent with their gender identity or expression.
- Disseminate the district's nondiscrimination policy and make information about record changes and policy implications readily accessible to students and parents/guardians on the district and schools' websites and in policy manuals available in school offices.²

School Leaders:

- Build a positive school culture that is inclusive of all gender identities and gender expressions where all students feel included and respected
- Support student clubs in K-12 schools that promote gender inclusiveness and display supportive signs and posters in the schools.

¹ Information about LGBTQ risks and intersectionality: The Trevor Project. "Facts About LGBTQ Youth Suicide." Accessed April 15, 2022. <https://www.thetrevorproject.org/resources/article/facts-about-lgbtq-youth-suicide/>.

² Some policies and guidance adapted from the NASSP: NASSP. "Transgender Students," February 24, 2017. <https://www.nassp.org/top-issues-in-education/position-statements/transgender-students/>.



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- Ensure that all incidents of transgender/gender nonconforming-based discrimination, harassment, or violence are thoroughly investigated and that appropriate actions are taken.
- Maintain PowerSchool systems and ensure student information is accurate and updated according to a student's preference. Ensure all school staff are appropriately notified of updates and student situations when communicating with parents/guardians. Staff shall be trained on how to appropriately use a student's preferred name and pronouns.
- Protect students so that documents with the student's birth name shall not be circulated and remain confidential.
- Emphasize to students and staff that transgender students have the right to use the restroom and locker room consistent with their gender identity and/or gender expression.
- Address the needs of each school community and provide a private facility, such as a single-occupancy restroom or changing station, or privacy curtains for any student who feels uncomfortable in the restroom or locker room.³

Training of School Personnel

To ensure the seamless coordination and implementation of management strategies outlined in these guidelines, school personnel must receive adequate training on their roles, responsibilities, and legal obligations. The purpose of this training will be to help New Haven Public Schools' staff better understand different circumstances regarding transgender & gender non-conforming students and how to best guide students in different situations. The needs of each transgender or gender non-conforming student must be assessed on a case-by-case basis. In all cases, the goal is to increase awareness of transgender issues in schools; create a school climate that avoids gender stereotyping and affirms the gender identity of all children; and prevent, identify, and respond to bullying, harassment, and discrimination.

Training shall include the following material:

1. Definitions:

Definitions are not intended to label students but rather to assist in understanding the policy and legal obligations of District staff. It is recognized that students might or might not use these terms to describe themselves. However, familiarizing staff with definitions and allowing them to ask questions in a training context will relieve pressure from students from having to explain. A list of definitions can be found in the policy document.

2. Individual Decisions and Communication with Parents and Family:

- a. Staff shall handle each situation with sensitivity and if in doubt, ask the student for their preferences.
- b. In order to feel comfortable and to express their gender identity to other people, transgender or gender nonconforming individuals may take a variety of steps such as using a nickname or legally changing their name; choosing to use different pronouns, clothes, and hairstyles to reflect their gender identity; and generally living and presenting themselves to others, consistently with their gender identity.

³ Some policies and guidance adapted from the NASSP: Ibid.



NEW HAVEN PUBLIC SCHOOLS

- c. School staff shall use pronouns and names consistent with the student's identity. A court-ordered name or gender change is not required, nor is parental/guardian permission required, and the student need not change his or her official records.
- d. The intentional or persistent refusal to respect a student's gender identity is a violation of the policy (for example, intentionally referring to the student by a name or pronoun that does not correspond to the student's gender identity, i.e. misgendering, intentionally and/or repeatedly using a student's deadname, intentionally and/or repeatedly using a student's incorrect pronouns, refusing to allow a student to share their name or pronouns with others, or refusing to allow the student to correct others for using a name or pronoun that does not correspond to the student's identity).

2. Dress Code:

- a. District schools cannot enforce a dress code that restricts students' clothing or appearance on the basis of their gender or identity.
- b. Students are free to express themselves in accordance with their gender identity or gender expression.

Implication for Physical Education and Sports Teams

Gender-Segregated Activities

Schools shall permit transgender and nonconforming students to participate in activities consistent with their gender identity.

Locker Room and Shower Access

- Transgender and gender nonconforming students have the right to use the locker room consistent with their gender identity or gender expression.

Physical education classes and Intramural Sports

- Transgender or gender nonconforming students shall be allowed to participate in school sports, and health and physical education classes consistent with their gender identity.

Discrimination, Bullying, and Harassment

The district's policies on bullying and harassment apply in the same ways to transgender and gender non-conforming students. The bullying and/or harassment of transgender and gender non-conforming students by District staff, parents/guardians, visitors, and/or other students will be addressed according to the district's Code of Conduct and Title IX procedures.

Privacy

All persons, including students, have a right to privacy. This includes the right to keep private one's transgender status or gender non-conforming presentation at school. Information about a student's transgender status, legal name, or gender assigned at birth also may constitute confidential medical information. School personnel shall not disclose information that may reveal a student's transgender status or gender non-conforming presentation to others, including parents/guardians and other school personnel unless legally required to do otherwise or unless the student has authorized such disclosure.



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When contacting the parents/guardians of a transgender or gender non-conforming student, school personnel shall use the student's legal name and the pronoun corresponding to the student's gender assigned at birth unless the student, parent, or guardian has specified otherwise.

Relevant Laws

The New Haven Public School District is dedicated to following federal and state law and district policy requiring that all programs, activities, and employment practices be free from discrimination based on sex, sexual orientation, or gender identity or expression.

Title IX of the Education Amendments of 1972: This section prohibits discrimination on the basis of sex in education programs or activities that receive federal financial assistance.

The Family Educational Rights and Privacy Act (FERPA): This act states that a student has the right to request a permanent student record ("official record") and/or the school to change their name and gender on school records if the student, or their parent/guardian if the student is under 18 years of age, believes that the records are incorrect, misleading, or violate a student's privacy.

C.G.S. 10-15c. This statute affords equal opportunity to all students to participate in the programs and activities of the public schools, including on the basis of gender identity or expression.

C.G.S. 10-222d. This statute prohibits bullying which includes targeting students on the basis of gender, sexual orientation, and gender identity or expression.

C.G.S. 46a-58. This statute states that it is a discriminatory practice to subject or cause to be subjected, any person to the deprivation of any rights, privileges or immunities on account of among other elements, sex, gender identity or expression, or sexual orientation.

A review of Connecticut statutes and regulations and other legal resources has not provided a legal basis requiring a court order prior to changing a student's official record to reflect a change in legal name or legal gender. In situations where school staff or administrators are required by law to use or to report a transgender student's legal name or gender, such as for purposes of standardized testing, school staff and administrators shall adopt practices to avoid the inadvertent disclosure of such confidential information.



NEW HAVEN PUBLIC SCHOOLS

Domestic Out-of-State Trips Travel Request Form

Requested Date(s) of Trip	June 22-26, 2022
Destination and Short Description	Long Beach, CA; Marine Advanced Technology Education Center Remotely-Operated Vehicle World Championships
School Name	Sound School
Grade Level(s)	9 - 12
Anticipated # of Students	6
Anticipated # of Chaperones: 2	Note: there should be at least 2 NHPS staff chaperones. If there are male and female students on the trip, there must be a male and a female chaperone.
Mode(s) of Transportation	Fly to LAX, rent a minivan to drive to Long Beach
Accommodations	Travelodge by Wyndham, Harbor City, CA
Estimated Costs	Please include the details of what each expense covers. Minivan rental \$464, Flights \$4200, Hotel \$1072
Fundraising Plans What will you do for students who cannot afford the trip?	Students have four fundraisers planned, as well as a GoFundMe page, and we have a generous donor who will subsidize students who cannot afford to make up the difference between costs and fundraising.
Academic Connection & Objectives (consult your Curriculum Supervisor with questions)	
Ocean Engineering students will connect with industry professionals in the fields of engineering and marine technology from around the world, as well as employers at the Ocean Careers Expo that runs simultaneously with the competition. In addition they will interact with student engineering teams from around the world from universities and high schools as far away as Singapore, Iran, Ukraine, Scotland, etc. This is an irreplaceable opportunity.	



NEW HAVEN PUBLIC SCHOOLS

Overnight Domestic Field Trip Approval Proposed Process

Effective for the remainder 2021-22 school year, for all overnight domestic trips:

- All trips will be due in the central office at least 5 weeks ahead of time, with a final deadline of **May 13st** for trips taking place any time before **November 15, 2022** (exceptions listed below).*
- Please submit your trips to Sandra Clark and Cynthia Johnson, to be collated for the monthly Teaching and Learning Committee Meeting.
- The trips will come to the Teaching & Learning Committee for approval by the BOE. Trip leaders will be informed that their trips will be discussed so that they can be present to answer questions.
- Approvals will happen in Committee during April and May of this year.
- All overnight trips must be fully funded through fundraising, grants, and/or student payments (not General Funds).

Effective for the 2022-2023 school year:

- Schools may submit overnight travel trip applications from August 15th- October 15th for consideration by the Committee at the September, October, and November meetings for during the 2022-23 school year (exceptions listed below).*
- Schools will not be allowed to take any deposits for trips until they have been approved by the Teaching & Learning Committee and the Board of Education.
- Please submit your trip request to Sandra Clark and Cynthia Johnson to be collated for the monthly Teaching and Learning Committee Meeting.
- The trips will come to the Teaching & Learning Committee for approval by the BOE. Trip leaders will be informed that their trips will be discussed so that they can be present to answer questions.
- Approvals will happen in Committee during September, October and November of this year.
- All overnight trips must be fully funded through fundraising, grants, and/or student payments (not General Funds).

* Academic or sports competition trip applications will be accepted on an as-needed basis. Other opportunities that may arise will be considered on a case-by-case basis.

One month before each trip, please submit the following by email to your principal.

- Updated #of students
- Updated chaperone list
- Emergency contact information for trip leaders
- Detailed itinerary



NEW HAVEN PUBLIC SCHOOLS

Domestic Out-of-State Trips Travel Request Form

Requested Date(s) of Trip	6/24/22-6/27/22
Destination and Short Description	Educators Rising National Conference Washington, DC
School Name	James Hillhouse High School
Grade Level(s)	9-12
Anticipated # of Students	7
Anticipated # of Chaperones:	Note: there should be at least 2 NHPS staff chaperones. If there are male and female students on the trip, there must be a male and a female chaperone. 2
Mode(s) of Transportation	Air and Ground Transportation
Accommodations	Hotel Ground Transportation
Estimated Costs	Please include the details of what each expense covers. Hotel-\$299per room/nights(4) x 5 rooms= \$5,980. Ground Transportation- to/from airport=\$250
Fundraising Plans What will you do for students who cannot afford the trip?	Partial funding provided by Edrising: Flights and Registrations for students & Chaperones.
Academic Connection & Objectives (consult your Curriculum Supervisor with questions)	
Student will tour the campus of Howard University and National Museum of African American History Washington, DC.	



NEW HAVEN PUBLIC SCHOOLS

Domestic Out-of-State Trips Travel Request Form

Requested Date(s) of Trip	10/11/22-10/13/22
Destination and Short Description	Nature's Classroom Ivoryton, CT
School Name	Edgewood Magnet School
Grade Level(s)	6, 7, 8
Anticipated # of Students	130
Anticipated # of Chaperones:	8 Teachers, (both male and female)Volunteer parents.
Mode(s) of Transportation	Bus
Accommodations	There are dormitory style accommodations with four students per room and a bathroom. Chaperones have adjoining rooms with private baths.
Estimated Costs	\$275.00 is a room and board rate for the two night stay which also includes the activities onsite daily. There is an onsite nurse included in the cost.
Fundraising Plans What will you do for students who cannot afford the trip?	We will use a combination of magnet funding and PTO fundraising for students.
Academic Connection & Objectives (consult your Curriculum Supervisor with questions)	
We are a STEAM school with a focus on outdoor learning. These connections to our teacher created units for science and engineering pair well with this setting for learning. Students will learn outdoor survival skills, team building, make social and emotional connections through learning and play as well as connecting to sessions in biology, forestry, animal habitats and watershed activities.	

10111-10113
grades 6,7,8

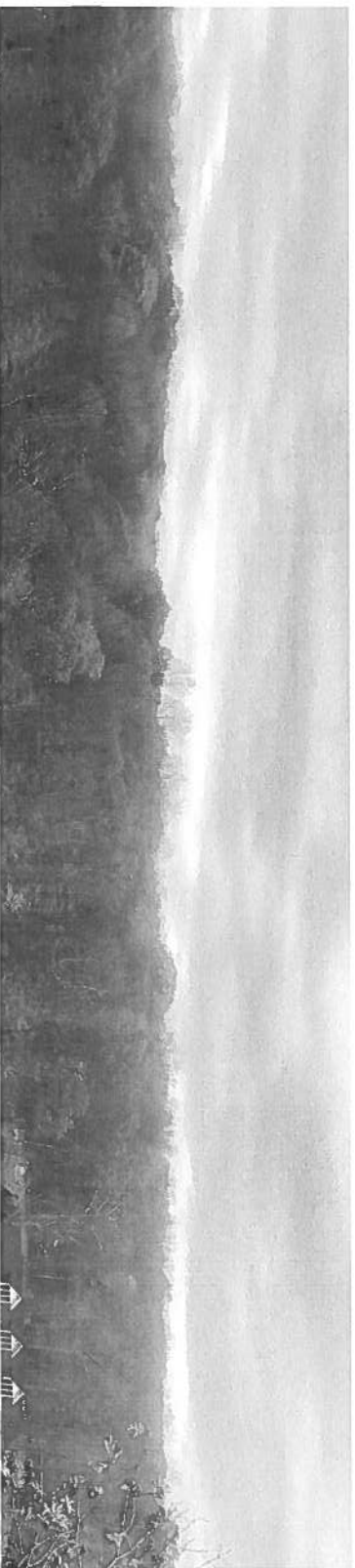


Think Outside the Books

- School Program
- Conference Centers
- Summer Camp
- Employment
- Donate
- Contact

 Log In

Ivoryton, CT





Site Highlights

With numerous streams, a cedar swamp, a hardwood forest, and two ponds, this 700 acre site offers a great deal of diversity. The expansive property gives students the opportunity to view a New England forest that grows

undisturbed and wild, while comparing it to dams and quarries which highlight human impact on the land. Field groups often hike around the mile-long Bushy Hill Pond. This journey takes students past glacial erratic rocks, sparking discussions on how the land was shaped and carved over 10,000 years ago. The hike also takes students up to Lookout Point, a beautiful spot for quiet reflection which overlooks the pond and the facilities. A small farm on property is home to goats, sheep, pigs, chickens, ducks, donkeys, and llamas. Field groups can visit the farm and learn about animal husbandry and small-scale farms.

Schools can choose to add a day trip to Hammonasset Beach State Park on Long Island Sound to their agenda. This educational experience includes a visit to a salt marsh, tidal flats, a sandy beach, and a rocky shore. This is another great opportunity to learn about the diverse ecosystems of Connecticut's Shoreline.

Housing and Facilities

With several housing options, every group can find suitable accommodations. Each dormitory has separate chaperone rooms and meeting spaces.

Lakeside: this recently renovated building offers housing for 32 students and 4 adults

The Health Center: sleeps 28 students and has a private room with bath for adults

Katsanis: this large dormitory has 4 wings, each wing with 22 beds and a private room with bath for 2 chaperones

For use at free time, our Ivoryton site has a basketball court, a field for baseball or kickball, and a dodgeball court.

Address

Dr. John G. Santos, Executive Director
19 Harrington Rd
Charlton, MA 01507

Contact

info@naturesclassroom.org
Phone: 508-248-2741 Fax: 508-248-2745
Toll Free: 800-433-8375



Think Outside the Books

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School Program

Nature's Classroom has been offering schools unique educational opportunities since its creation in 1973. Schools can choose to come to Nature's Classroom for 1-5 days and can bring 1 or multiple grades at a time. Our program is ideal for grades 3-8, but can be modified to accommodate almost any age. We host school groups Monday - Friday during the fall and spring at our 12 locations, and at our Charlton, MA site during the winter.

Our program allows students to learn and experience what



is otherwise not possible during a school-year. As a residential field trip program that emphasizes experiential education, we take a holistic approach to learning, and foster not only the educational growth of students, but also social and personal growth. After living and learning together during their time at Nature's Classroom, students develop a sense of community, a confidence in themselves, and an appreciation for others that is carried with them to the school community.

To learn more about our program, please explore the pages in our 'School Program' drop-down menu. If you have any questions, please do not hesitate to get in touch with us by clicking the link below.

[Contact](#)

Address

Dr. John G. Santos, Executive Director
19 Harrington Rd
Charlton, MA 01507

Contact

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Phone: 508-248-2741 Fax: 508-248-2745
Toll Free: 800-433-8375



NEW HAVEN PUBLIC SCHOOLS

2022-23 Proposed General Fund Budget Mitigation Plan

June 13, 2022

STRATEGIC PLAN : SY 2020-2024



NEW HAVEN PUBLIC SCHOOLS

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**
- 3 Youth & Family Engagement**
- 5 Operational Efficiencies**

- 2 Culture & Climate**
- 4 Talented Educators**

WWW.NHPS.NET

What Are the Objectives of this Budget?



NEW HAVEN PUBLIC SCHOOLS

From the NHPS Strategic Plan, Priority Area 5.1, Equitable Resourcing: Create and implement a transparent budget process that is equitable and site based to support the instructional core and premised on a balanced budget.

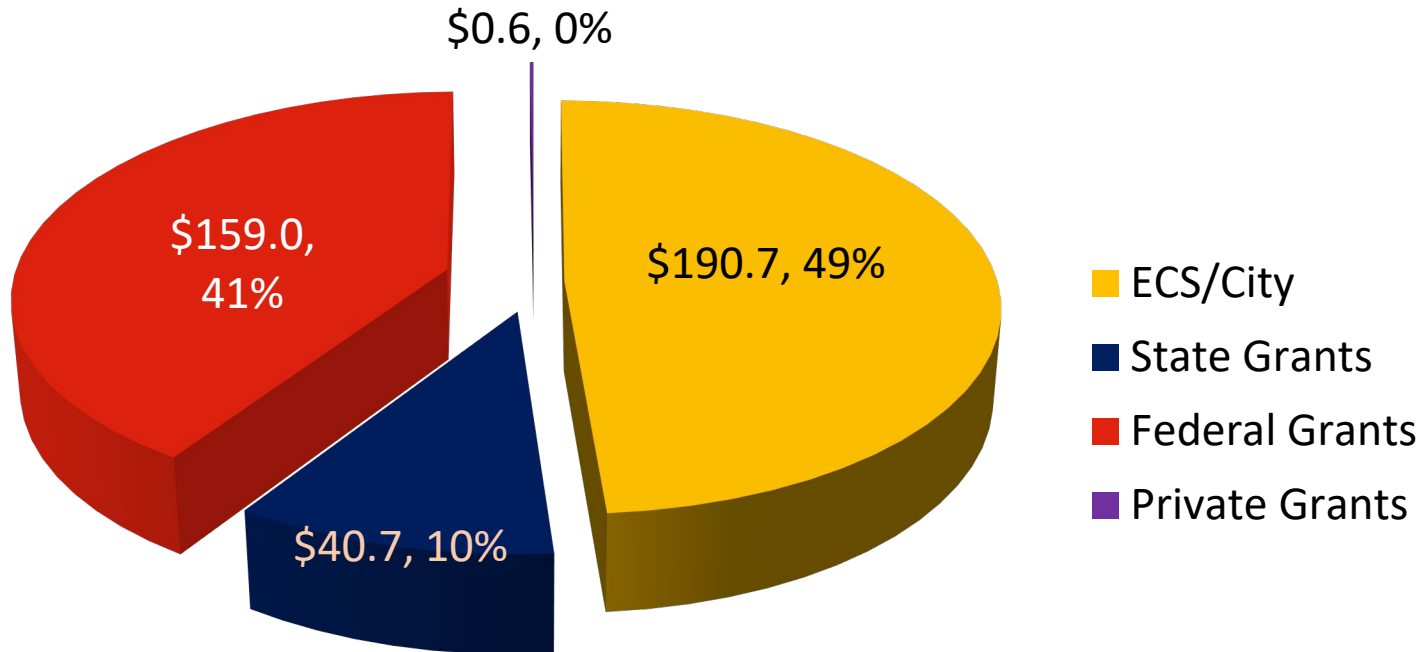
- Allocate resource in a manner that promotes equity between magnet and neighborhood schools
- Present a budget that reflects the true cost of running the New Haven Public Schools

How Are Our Schools Funded?



NEW HAVEN PUBLIC SCHOOLS

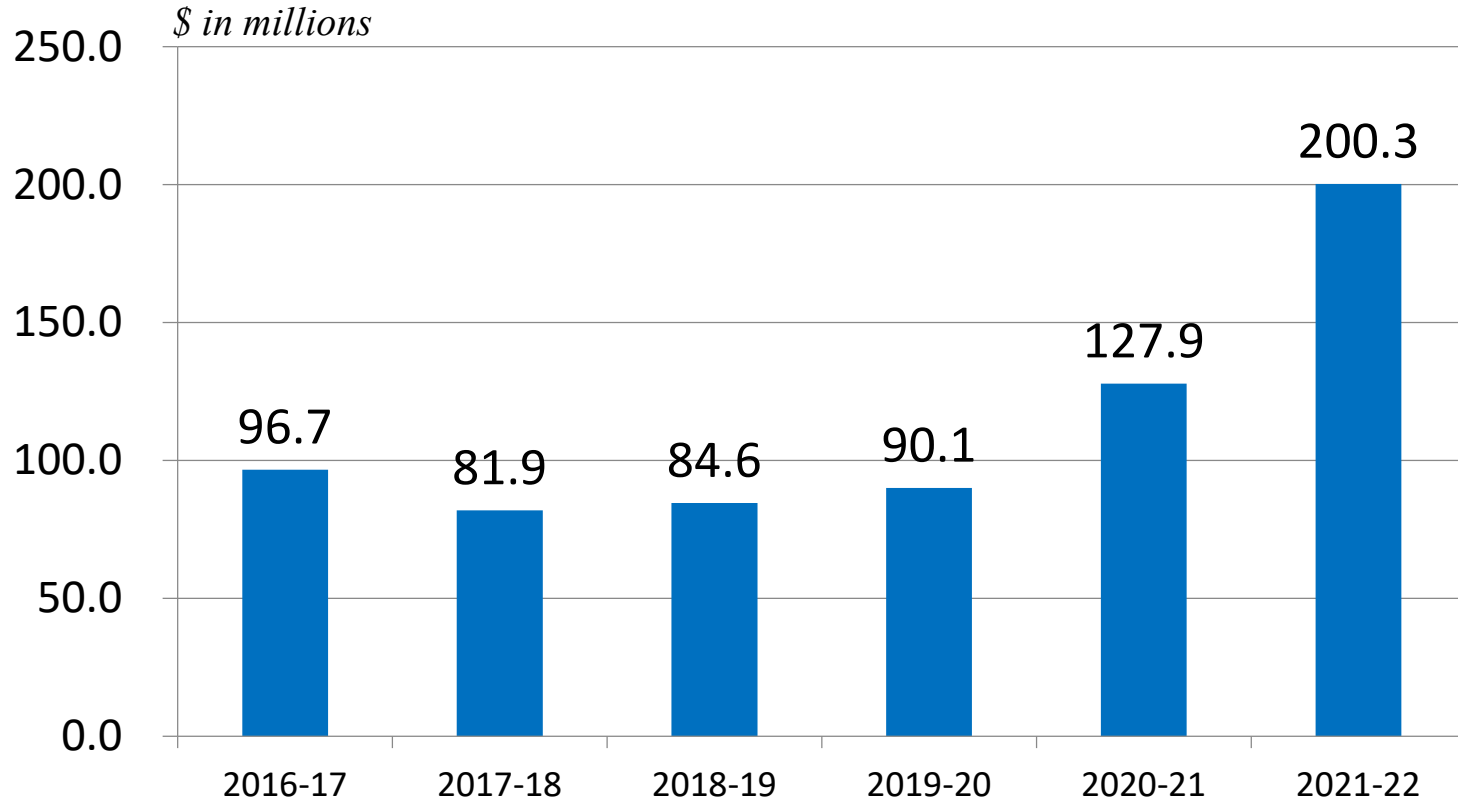
2021-2022 (\$358.8MM Total)



Key Trends: Change in Grant Funds



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Initial Projection, 2022-23 Budget



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- 2021-2022 Budget \$190,718,697
- 2022-2023 Request \$200,063,784
- 2022-2023 BOA Approved \$195,263,784
- Difference: \$ 4,800,000
- % increase needed: 4.67%
- % increase received: 2.38%
- This reflects a status quo budget – with no change in programming.

Proposed 2022-23 Budget



NEW HAVEN PUBLIC SCHOOLS

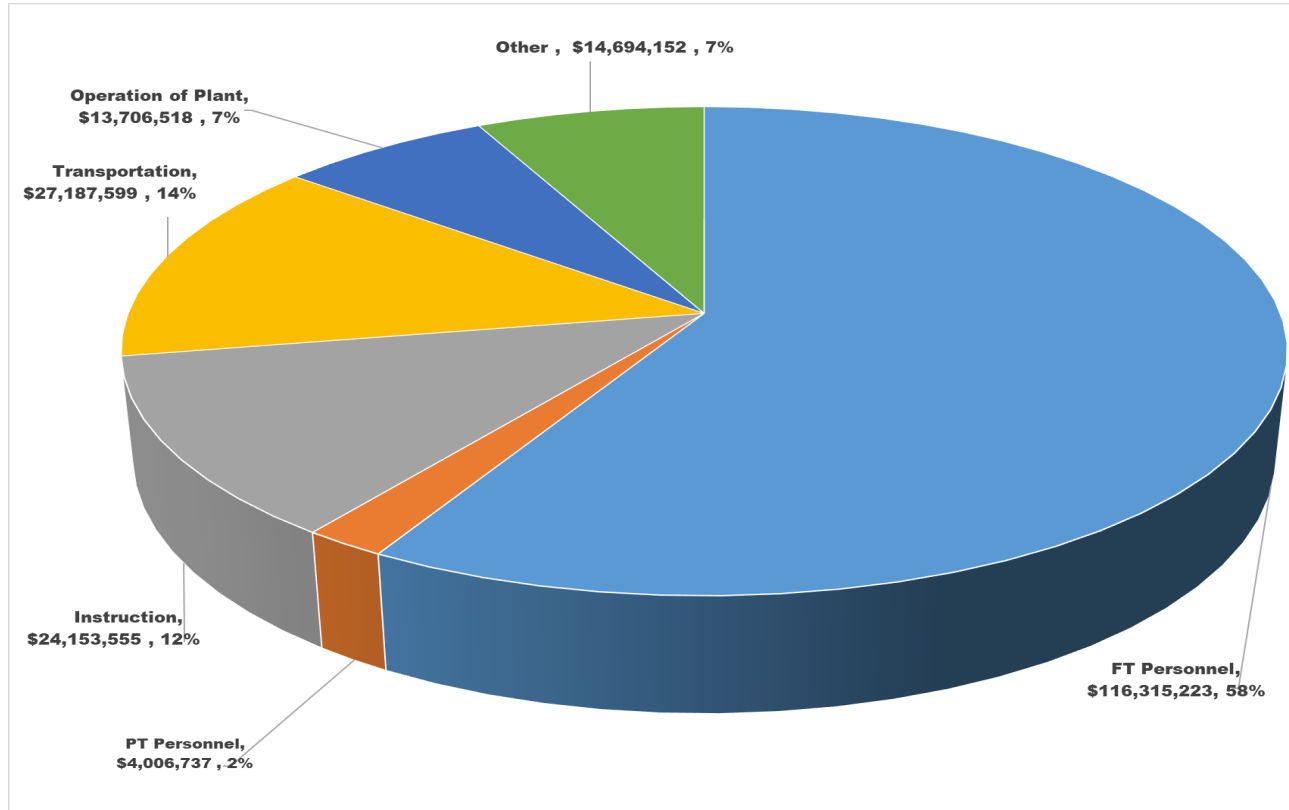
	2021/22 Approved Budget	Nov. Full-Year Expenditure Forecast	Initial Budget Projection	Change vs. 2021-22 Budget
Salaries & Benefits				
Teacher Full-Time	\$ 77,262,874	\$ 79,806,464	\$ 80,539,981	(3,277,107)
Admin & Management Full-Time	14,585,631	16,568,634	18,254,880	(3,669,249)
Paraprofessionals	3,049,145	4,397,429	2,949,244	99,901
Support Staff Full-Time	10,422,818	10,856,283	11,070,618	(647,800)
Part Time & Seasonal	3,438,137	2,183,444	3,006,737	431,400
Substitutes	1,650,000	1,213,654	1,000,000	650,000
Overtime, Benefits, Other	3,700,500	3,361,824	3,500,500	200,000
Total Salaries and Benefits	\$ 114,109,105	\$ 118,387,732	\$120,321,960	\$(6,212,855)
Non-Salary Expenses				
Instructional Supplies	\$ 3,496,413	\$ 2,751,550	\$ 3,383,898	112,515
Tuition (Includes Tag Tuition)	20,669,657	21,108,127	20,769,657	(100,000)
Utilities	9,506,000	11,153,940	10,106,000	(600,000)
Transportation	24,642,852	25,982,351	27,187,599	(2,544,747)
Maintenance, Property, Custodial	3,600,518	2,459,707	3,600,518	-
Other Contractual Services	14,694,152	12,808,900	14,694,152	-
Total Non-Salary	\$ 76,609,592	\$ 76,264,575	\$ 79,741,824	\$(3,132,232)
General Fund Totals	\$ 190,718,697	\$ 194,652,307	\$200,063,784	\$(9,345,087)

FY 2022-2023 Estimated Expenditures



NEW HAVEN PUBLIC SCHOOLS

General Funds 2022-2023 Estimated Expenses: \$ 200,063,784



Notable Cost Drivers



NEW HAVEN PUBLIC SCHOOLS

- 74% of the General Fund costs are in personnel, out of district tuition and transportation.
- Essentially all of the full-time staff are part of collective bargaining agreements.
- For the three largest bargaining units, the following contractual changes are in place for 2022-23:
 - Teachers – 3.5%
 - Administrators – 2.5%
 - Paraprofessionals – 2.4%
- All others salary changes estimated at 2.25 to 2.5%.
- Price escalation as spelled out in long-term agreements and contracts (transportation, building maintenance, etc.).

Budget Mitigation



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Requested 2022-23 Increase	\$9,345,087
BOA Approved Increase	<u>\$4,800,000</u>
Amount to Mitigate	\$4,545,087*

*This mitigation amount is based on current fiscal status as of the original budget presentation ask. It does not reflect any unforeseen emergencies, continued increases in utilities, aging building repairs, acts of nature, etc.

- Execute the plan without the need for layoffs, the maximization of grants/resources has allowed us to reprogram the following costs with the exception of the lease reduction which is a cost savings

• Attrition/turnover	\$ 500,000
• Part Time and Summer School	\$2,000,000
• Substitutes	\$1,200,000
• Executive Management	\$ 522,655
• Lease reduction – 8 th floor	\$ 102,000
• Continued maximization of Grants	\$ 220,432

* Numbers subject to change

Budget Mitigation (cont)



NEW HAVEN PUBLIC SCHOOLS

- The amounts listed on the previous page reflected the reductions made to reduce the deficit now leaving us with a balanced budget*

Projected Deficit after BOA approval	\$4,545,087
• Attrition/turnover	\$ 500,000
• Part Time and Summer School	\$2,000,000
• Substitutes	\$1,200,000
• Executive Management	\$ 522,655
• Lease reduction – 8 th floor	\$ 102,000
• Continued maximization of Grants	\$ 220,432

* Numbers subject to change

Budget Timeline



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<u>Action</u>	<u>Person Responsible</u>	<u>Due Date</u>
Full time staff rosters sent to Principals and other leaders for review	Finance Office	Complete
Budget process overview for Principals and Administrators at Superintendent's meeting	Finance Office	Complete
Budget discussions with Principals and Executive Team	Finance Office/ELT	Complete
Updated staff rosters sent back to Finance office	Schools/ELT	Complete
Non-staff budget templates sent to Principals and Administrators	Finance Office	Complete
Preliminary budgets due from schools and departments	Schools/Department	Complete
Internal budget reviews with Principals and Administrators	Schools/Superintendent/ELT	Complete
Provide budget update to Principals and Administrators at the Superintendent's Meeting	Finance Office/ELT	Complete

Budget Timeline, continued



NEW HAVEN PUBLIC SCHOOLS

Budget revisions due from schools and departments	Schools/Departments	Pending
First draft of budget compiled	Finance Office	Complete
Budget Presentation to Finance and Operations Committee	Superintendent/CFO	February 7, 2022
Presentation to the Board of Education	Superintendent/CFO	February 14, 2022
Community Forum on Budget	Superintendent/CFO	March 3, 2022
Community Forum on Budget	Superintendent/CFO	March 8, 2022
Budget Hearing Board of Alders Finance Committee	Superintendent/CFO	May 23, 2022
Board of Education adoption of Final 2022 Budget	Superintendent/BOE	June 13, 2022

Final Thoughts



NEW HAVEN PUBLIC SCHOOLS

- The ARP ESSER funds have been revised to include some of the costs originally denied in the initial application.
- The ARP ESSER funds were revised to facilitate the incentivizing of full and part time staff as part of our strategy for retention at the cost of \$7.2m over 2 years.
- We must caution that while we were able to reallocate some of the funds within the ARP ESSER grant to cover our current needs these funds are temporary in nature and not long term solutions.
- We continue to manage turnover and new hire salaries and will include other strategies going forward.
- We need to find other sources of non restrictive revenue along with engaging our stakeholders at the State and Local level for adequate funding or changes in the current funding structure including unfunded mandates.



Thank you!



NEW HAVEN PUBLIC SCHOOLS

Memorandum

To: BOE members and Dr. Iline Tracey, Superintendent of Schools
From: Governance Committee
Date: June 7, 2022
Subject: Actions Items

Action Items

1. Approval of Proposed Schedule Governance Meeting Schedule
2. First Reading of Philosophy Statement Series 6000

Transgender & Gender Non-Conforming Youth Guidance Document

The Transgender & Gender Non-Conforming Youth Guidance Document is a document created to accompany the policy passed in November 2021 and ensure its correct implementation. The Committee met with core groups such as the LGBTQ Taskforce, school principals, administrators, and staff to address their concerns of implementation. After incorporating their suggestions and reviewing the document with a lawyer, Ms. Typhanie Jackson and the committee are now working on the document's implementation.

CABE Required and Recommended Policies

The required and recommended policies are included to give Board committee members another opportunity to review policies that require edits in the upcoming year. As stated in the Governance Committee's February 7th memorandum to the Board, the Committee hopes to receive updates for all Board committee policy work by the end of the 2021-2022 school year.



NEW HAVEN PUBLIC SCHOOLS

Memorandum

To: BOE members and Dr. Iline Tracey, Superintendent of Schools
From: Governance Committee
Date: June 6, 2022
Subject: Governance Meeting Schedule

This memo serves as notice to move the governance meetings from twice to once per month. This change will allow the committee and others with the opportunity to maximize the effectiveness and utilization of committee time. The proposed schedule for the remainder of meetings is as follows:

June 6th, 2022

July 18th, 2022

August 1st, 2022

September 6th, 2022

October 3rd, 2022

November 7th, 2022

December 5th, 2022

January 9th, 2023

New Haven Board of Education
And
Local 3144, Council 4,
AFSCME, AFL-CIO

RE: **Subcontracting for Grants Manager
(Patricia DeMaio)**

June 2022

MEMORANDUM OF UNDERSTANDING

The New Haven Board of Education has determined the need to immediately and temporarily fill the vacant position of Grants Manager-BOE by a retired Local 3144, AFSCME Council (Union) bargaining unit member due to an unfilled vacancy. The Grants Manager is a critical stakeholder in coordinating the Finance and Operations abstracts, contracts, and agreements. Reporting directly to the Superintendent of Schools, the Grants Manager will be responsible for managing activities and providing training to a local 3144 members as directed by the Superintendent of Schools. This temporary position is necessary to ensure the continued management of the finance and operations of the New Haven Public Schools system. Therefore, the New Haven Board of Education and Local 3144 Union hereby agree and stipulate the following:

WHEREAS, The New Haven Board of Education and Local 3144, Council 4, AFSCME, and AFL-CIO are parties to a collective bargaining agreement;

WHEREAS, The Board of Education wishes to continue to subcontract work to retired Grants Manager Patricia DeMaio temporarily;

WHEREAS, it is intended that Patricia DeMaio will perform bargaining unit work of the Grants Manager position with the New Haven Board of Education; and

WHEREAS, The Union must permit such subcontracting of bargaining unit work.

NOW, THEREFORE, the parties have resolved the issue as follows:

1. The Board of Education shall temporarily subcontract Ms. DeMaio, Grants Manager, on July 5, 2022, for up to six months commencing the date this MOU is fully executed or until the vacancy is filled, whichever comes first.
2. Before June 30, 2022, Ms. DeMaio will provide training to local 3144-member Salina Manning and provide a written, detailed document of duties and responsibilities as related to the Executive Administrative assistant portion of Finance & Operations meetings.
3. Ms. DeMaio will perform the duties of the Grant Manager position, including preparation for the Finance & Operations meetings and other duties assigned by the Superintendent of Schools.
4. Ms. DeMaio will be compensated at \$39.83 per hour for 19.5 hours per week.
5. Neither this Settlement Agreement nor the terms of this settlement agreement shall be used in any other matter or proceeding(s) other than to enforce the terms of this particular agreement; and
6. This Settlement Agreement represents a mutually complete, final, and binding resolution in its entirety of any issues relating to this instant matter and shall act as a full bar from any other

proceedings, pending or implied, in any other forum, provided the terms and conditions set forth herein are met.

In witness, the parties have caused their names to be signed on this __ ____ day of June 2022.

New Haven Board of Education

Local 3144, Council 4, AFSCME, AFL-CIO

By: _____
Yesenia Rivera
Board President

By: _____
Gilda Herrera
President

INSTRUCTION

Statement of Philosophy on Teaching and Learning

Language unlocks every content area door" is a statement that substantiates the importance of **listening**, speaking, reading, writing, and critical thinking in the curriculum of our classrooms and schools. Expressive and receptive language development and higher-order thinking are the core academic skills linked to academic and life success. Enhancing language development is a matter of particular concern to educators who work in poor urban school districts where a disproportionate number of students come to school with unearned social and economic disadvantages. Such disadvantages are primarily due to poverty and the historical factors that have limited the education of **caste groups** and assigned the children of the poor and marginalized to spaces deprived of life's necessities. Under such circumstances, children learn a first language different from the academic language in classrooms. **This distinction becomes more challenging as students move up in grade levels and across various content in the school curriculum. English language learners may be at a disadvantage in the school environment if they are poor and speak a home language different from the language used to transmit academic content in schools and classrooms. This disadvantage is true, to some extent, if the student's first language is a dialectical variation of English. However, language difference is not synonymous with deficiency. Effective teaching builds on students' strengths and makes no assumptions about student potential based on race, class, gender, or any individual or group characteristic that individuals and institutions have used to stereotype and label categories of human beings.**

Since our student population is predominantly poor and multilingual, the school district must develop and implement a linguistically rich curriculum based on students' strengths across classrooms and schools. The curriculum should be performance and outcomes-based, with student work products as evidence for the quality and quantity of instruction and student motivation and effort. Schools alone cannot do the heavy lifting necessary for students born behind in the race of life to excel. Students must be willing to match the commitment of their teachers and mentors. We must not abdicate our responsibility to students from all socio-economic backgrounds and continue to provide differentiated learning options for all the students we serve.

When school leaders create evidence-based policies, goals, administrative procedures, and instructional methodologies by working collaboratively with teachers, parents, and students, teaching and learning outcomes are improved. In addition, building relationships with parents and other community stakeholders provides the web of support that reinforces students' learning in schools and classrooms. Therefore, the scope of this policy is to institutionalize best administrative, instructional, and parenting practices across all content areas to provide students with the skills, knowledge, and dispositions to achieve in school and life.

DEVELOPMENTAL PATHWAYS AND THE WHOLE CHILD

Comer, Joyner, and Haynes (1999) have identified six pathways that should serve both as a framework for analysis when assessing child and adolescent growth and development and as focal points for activities and programs designed to facilitate such development.

The emphasis on the developmental pathways is at the heart of the School Development Program, which distinguishes it from other school reforms. The six pathways include:

- ***The Physical Pathway.*** The environment must meet the child's basic physical needs to grow and develop at the most basic level. These needs include food, rest, shelter, and freedom from pain or illness. If these needs are not met, the physical distress that results will affect the child's functioning in all the other areas of development.
- ***The Cognitive-Intellectual Pathway.*** All children are born with the potential to reason and solve problems. This pathway allows children to make sense of the world and to absorb the knowledge and skills (through experiences with other human beings) that will enable them to gain a measure of control over how they develop in the other five areas.
- ***The Psycho-Emotional Pathway.*** Children need to develop a sense of self-regard, an attitude that tells them that they "count," that they have talents and attributes which will allow them to contribute to the world in meaningful, socially approved ways. This developing self is primarily determined by the quality of human interactions experienced first by children in the family and later in other social networks such as the school and other social institutions. When significant adults do not esteem children, their ability to function well in the different pathways is impaired.
- ***The Social-Interactive Pathway.*** Children must develop the ability to interact in a wide range of social settings because their development in other areas is dependent on the transmission of the values, knowledge, and skills necessary to live successfully in a particular place and time. Adults are more likely to engage in productive relationships with children and adolescents who respond to them in ways they deem to be "acceptable." On the other hand, children are dependent on these same adults to model and teach them what is socially acceptable. Early in the child's development, the home and community provide the child with the knowledge of interpersonal interaction patterns or prescriptions for the appropriate attitudes, verbal responses, and gestures acceptable in particular social

contexts. A win/win environment is created when behaviors learned in the home are congruent with those learned in school. Sharing common values allows for a bond among parent, child, and teacher that helps the child gain the favored status most children need to learn in school and at home. When significant adults negatively view the child's social skills, a lose/lose relationship ensues, and neither party benefits. When influential adults label students as social outcasts, they create conditions that threaten growth and development in all areas.

- ***The Speech and Language Pathway.*** Language has two primary functions in human development: communication and knowledge representation. Early in life, children learn that language can convey messages to the self and others. They understand the oral and behavioral cues for imparting messages and simultaneously learn to interpret the statements of others. These acquired words and symbols also become the categories through which children express reasoning ability.
- ***The Moral-Ethical Pathway.*** Crucial to all human interactions is the child's understanding and possession of sound and moral and ethical standards, as well as the inclination to act upon these values. Such behavior is based on socially transmitted principles by significant others in the lives of young people that delineate the acts for which the individual is held morally responsible and prescribe just and fair consequences for moral transgression. Typically, developing children acquire ethical standards from the family, religious institutions, and schools. However, the norms and values reflected in popular culture and mass media have become, in some instances, increasingly influential in the lives of children and adolescents.

In an age of significant influence by mass media, children may also be motivated by individuals that they deem to be substantial because of popularity and achievement in sports, entertainment, and other high-profile areas. When role models behave in ways consistent with such values, and when social institutions concur, children can function across such institutions and exhibit the behaviors that reflect the collective wisdom of significant adults. However, when one or more of these institutions fail to instill shared values or impart values that conflict with primary caregivers, the child becomes confused and may make wrong choices.

Learning is mediated through relationships between oral and written responses to text and rigorous discourse characterized by exciting and meaningful content. Providing teachers with the resources, support, and freedom to teach creatively and effectively using research-based principles and findings is additive. Developing instrumentation and protocols to monitor, evaluate, and provide constructive feedback provides helpful mechanisms for continuous improvement.

Language development across the curriculum provides the volume of **listening, speaking, reading, writing, and critical thinking** that will likely improve student achievement as measured by criterion and standardized assessments. **Since each content domain has a specialized vocabulary, by necessity, we must establish instruction across all content areas emphasizing word knowledge, comprehension of written and oral text, critical thinking, and the skill to communicate what one has learned.** Critical thinking and receptive and expressive language development should be the core of our instructional programming across all content areas. This effort is broad in scope and requires a robust commitment by every stakeholder—students, parents, educators, community members—in the education enterprise. We must mobilize the village to educate the hearts and minds of our students.

The New Haven Public Schools Board will develop teaching and learning policies to "establish direction for the district, set goals, and assign authority." Concerning effective teaching, curriculum content, assessment, program evaluation, professional development, and other areas of schooling, school boards must create policies that establish criteria for practices associated with evidence-based education reform at all levels of the system. District administrative procedures further define the policy and provide guidelines for its implementation. To avoid role confusion, the school board establishes policies, and the Superintendent and professional staff execute the administrative procedures and teaching protocols to implement policy. Policy development is the product of collaboration between experienced educators and the school board with participation structures that engage parents and members of the broader community. We must create policies on teaching and learning based on the best evidence and collective wisdom at the time of policy formulation with a process for revision to accommodate new knowledge in the specific policy domain. The School Board must hear the voice of teachers, support staff, students, parents, and school administrators at every step of the policy-making process.

Teaching and Learning Elements to Incorporate into District Policy

The following practices serve to organize and provide direction for teaching and learning initiatives throughout New Haven Public Schools:

Need a glossary and citations for specific terms, including those listed below

Models of teaching
Instructional materials

Authentic formative and summative assessment of student learning
 Instructional grouping and scheduling
 Efficient use of instructional time
 High expectations
 Student effort (independent reading, writing, research)
 Professional learning and development
 Administrative practices and procedures
 Affective education
 Parent and community support

District staff will use the following principles for choosing content and teaching methodologies to maximize students learning opportunities:

Student achievement increases when students set their own goals. In collaboration with peers, the classroom teacher conducts a baseline inventory of cognitive and affective skills to develop the systematic instruction designed for students to meet grade-level expectations. Teachers assist students in setting goals, picking strategies to meet those goals, monitoring their progress, and providing feedback and correctives. Research and conventional wisdom have documented a strong, positive correlation between students setting their own achievement goals and student achievement. (Chung, Chen, & Olson, 2021)

Students engage more fully with learning when they see real-world connections and relevance to their own lives. Students' understanding of these connections happens when they engage in real-world applications of knowledge. Teachers must use culturally relevant pedagogy to establish high expectations for all students, engage students in a critical analysis of their learning, and prepare them to advocate for a socially just world. There should also be purposeful attempts to make learning relevant to students' interests, cultures, and communities. The more teachers get to know individual students, the more this is possible; however, teachers need not have in-depth knowledge of every aspect of the students to create relevant lessons. It is essential that teachers create a space for students to express their perspectives, make their connections to the learning, and appreciate that their classmates might think differently.

Students learn by interacting with subject-specific texts. The term “text” includes fiction and non-fiction texts as well as directions, forms, and all types of information visually displayed in graphs, charts, or maps, music, art, and digital sources on a range of topics. Students must interact with subject-specific texts, process the information included, make conclusions, and communicate their ideas with others to develop their learning. These interactions will also require the development of appropriate academic vocabulary in each subject area.

Language mediates student learning. Receptive and expressive language contribute to the vital process of making thinking visible, listening to others, and revising meanings and understandings through critical thinking. Students learn subject concepts, ideas, and issues by explaining, critiquing, and building shared knowledge through discourse. Discourse is one of the most effective ways for students to practice sense-making and decision-making and justify their conclusions with facts pertinent to the issue.

Students learn when provided with appropriate materials, rubrics, and clear directions for the learning task(s).

Students learn when provided with sufficient time, feedback, and correctives.

Students learn when given tasks at the appropriate level of difficulty and when the teacher sets a standard for mastery.

Social and emotional growth and development are the underpinnings of academic learning.

Effective teaching depends on parental and administrative support.

Guidance on Instruction

The New Haven Public Schools shall publish and revise bi-annually instructional frameworks based on effective teaching and learning practices to support educators planning effective instruction. The instructional frameworks will describe instructional arrangements across content areas to help students graduate from each successive grade level with the knowledge, literacy, and critical skills necessary to succeed. The New Haven Public Schools instructional frameworks, aligned to standard principles of instruction, will emphasize independent reading, vocabulary development, writing, project learning, oral discourse across the disciplines, and critical thinking.

References

Chung, H.Q., Chen, V., & Booth Olson, C. (2021) The impact of self-assessment, planning and goal setting, and reflection before and after revision on student self-efficacy and writing performance. *Reading and Writing*, 34, 1885-1913.