

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

INFORMATION ONLY: PERSONNEL REPORT OF THE SUPERINTENDENT

March 28, 2022

RETIREMENT – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Michele Ricci	Grade 4 Nathan Hale School General Funds 19041014-50115	06/30/2022
Michelle Bogart	School Culture and Climate Teacher Lincoln Bassett School General Funds 19041020-50115	06/30/2022
Martha Hart	Social Worker Adult Education Center General Funds 19046553-50115	06/30/2022
Nancy Toomey	Science Wilbur Cross High School General Funds 19041461-50115	06/30/2022

RESIGNATION— Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Jordan Schrader	Business Hill Regional Career High School General Funds 19042363-50115	03/12/2022
Jonathan Bourque	Special Education Wexler Grant School General Funds 19049032-50115	04/15/2022
Allison Murphy	History Celentano Magnet School General Funds 19041548-50115	03/10/2022
John Liscio	Physical Education Clinton Avenue School General Funds 19040306-50115	02/12/2022

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RESIGNATION— Paraprofessionals:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Keerome Lawrence	Assistant Teacher Grade 1 Wexler Grant School General Funds 19041032-50128	03/11/2022
Dulce Cortez-Sanchez	Bilingual Assistant Teacher John C. Daniels School Inter-District Funds 27041013-50128	05/28/2022
Erin Herbert	Outreach Worker Dr. Reginald Mayo Early Learning Center Head Start PA 22 Basic 25325279-81-50128	03/02/2022
Michaela Mathis	Assistant Teacher Grade 1 L.W Beecher Museum Magnet School Inter-District Funds 27041003-50128	04/06/2022

RETIREMENT — Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Robert Cusson	Project Leader B.O.E Gateway Center General Funds 19047200-50118	07/01/2022

RESIGNATION— Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Elicia Lupoli	Registered Dental Hygienist Itinerant Medicaid Reimbursement 25345408-98-50118	03/24/2022

**NEW HAVEN PUBLIC SCHOOLS
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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 FUNDING/START DATE - TEACHER:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Jennifer Rivera	Magnet School Recruit. C/O Choice and Enrollment Office 25176258-50124	Magnet School Recruit. Choice and Enrollment Office 25176251-50124	01/03/2022

CORRECTION OF TRANSFERS – Teachers:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Drew Cohen	Special Education Wexler-Grant School Idea Part B Entitlement 25045034-32-50115	Special Education James Hillhouse High School Idea Part B Entitlement 25045034-62-50115	03/07/2022

CORRECTION RETIREMENT— Paraprofessionals:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Angela M Ford	Assistant Teacher John S. Martinez Head Start PA 22 Basic 25325279-08-50128	03/08/2022

FAMILY & MEDICAL LEAVE ACT: LEAVE OF ABSENCE REPORT

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

INTERMITTENT FMLA LEAVE OF ABSENCE – Administrator:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Tessa Gumbs-Johnson	Professional Learning Supervisor Gateway Center ECS Alliance - Talent 25476105-0-50112	08/30/2021 – 08/30/2022

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FMLA LEAVE OF ABSENCE- Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Kara Fasano	School Guidance Counselor Betsy Ross Arts Magnet School General Funds 19042055-50115	02/28/2022 - 04/15/2022
Meghan Thorogood	Grade 4 Fair Haven Middle School General Funds 19042016-50115	02/24/2022 – 05/19/2022
Alison Letourneau- Burbank	Foreign Language Hill Regional Career High School Inter-District Funds 27041763-50115	01/03/2022 – 04/05/2022

INTERMITTENT FMLA LEAVE OF ABSENCE – Teacher:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Deidre Johnson	History James Hillhouse High School General Funds 19041562-50115	12/15/2021 – 06/22/2022
Kimberly Celotto	Read 180 Benjamin Jepson Magnet School General Funds 19041318-50115	01/24/2022 – 06/22/2022
Shane Duncan	Science COOP Inter-District Funds 27041464-50115	02/18/2022 – 06/22/2022
Kathleen Mastroianni	History Conte West Hills Magnet School General Funds 19041531-50115	01/27/2022 – 06/22/2022
Deborah Fonda	Special Education K-8 East Rock Magnet School General Funds 19049046-50115	01/14/2022 – 06/22/2022
Dominique Argo	Talented and Gifted Itinerant General Funds 19042098-50115	01/24/2022 – 06/22/2022

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

MEDICAL PAID LEAVE OF ABSENCE – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Michele Bernardo	Prek-4 Mauro Sheridan Magnet School Inter-District Funds 27041019-50115	03/10/2022 -04/6/2022

UNPAID LEAVE OF ABSENCE – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Jesenia Rosario	Bilingual Assistant Teacher Fair Haven Middle School Title I Schools 25315256-16-50128	03/14/2022 – 06/14/2022

RETURN FROM LEAVE OF ABSENCE – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
David Weinreb	Magnet School Resource Elm City Montessori School General Funds 19041001-50115	03/28/2022

FMLA LEAVE OF ABSENCE- Paraprofessional:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Dyann Monroe	Head Start Teacher Dr. Reginald Mayo Early Learning Center Head Start PA 22 Basic 25325279-81-50128	01/01/2022 – 04/08/2022

**Dr. Iline Tracey, Ed.D.
Superintendent of Schools**



NEW HAVEN PUBLIC SCHOOLS
New Haven, Connecticut

NEW HAVEN BOARD OF EDUCATION MEETING

Monday March 28, 2022

Virtual Meeting

4:30 p.m.

ACTION ITEMS

A. INFORMATION ONLY:

1. Amendment #1 to Agreement #95042269 with Capital Regional Education Council, (CREC), to change the funding source from IDEA Carryover Program, Acct. # 2504-5042-56903-0000 to IDEA Program, Acct. # 2504-5034-56903-0000 with no change in funding amount of \$15,000.00.
Funding Source: IDEA Program **Acct. #2504-5034-56903-0000**
2. Amendment #1 to Agreement #95722240 with Howard Blas, to increase the number of hours of classroom observation and professional development sessions from 22.96 hours by 60 hours, to a total of 82.96 hours, and to increase funding of \$2,296.00 by \$6,000.00 to \$8,296.00.
Funding Source: Title IIA Non-Public Program **Acct. #2511-5678-56905-NP14**



NEW HAVEN PUBLIC SCHOOLS
New Haven, Connecticut

NEW HAVEN BOARD OF EDUCATION FINANCE & OPERATIONS COMMITTEE MEETING

Monday March 21, 2022
MINUTES

Present: Mr. Matthew Wilcox, Ms. Yesenia Rivera, Dr. Yarborough
Staff: Dr. Iline Tracey, Dr. Paul Whyte, Dr. Michael Finley, Mr. Thomas Lamb, Ms. Linda Hannans, Ms. Keisha Redd-Hannans, Ms. Typhanie Jackson, Ms. Gemma Joseph Lumpkin, Mr. Pedro Mendia, Ms. Mary Derwin, Ms. Sue Peters, Mr. Justin Harmon.

Call to Order: Mr. Wilcox called the meeting to order at 4:31 p.m.

Summary of Action Item Motions:

Motion to Recommend Approval: A motion by Dr. Wilcox, seconded by Ms. Rivera, to **Recommend Approval of 3 Abstract, 5 Agreements and 1 Purchase Order**, passed by Roll Call Vote.

Recusal:

1. Mr. Wilcox recused himself from the deliberation on Agreement #4 with Clifford Beers.
2. Dr. Yarborough recused himself from the deliberation on Agreement #3 with Office of Early Childhood.

I. INFORMATION ONLY & ACTION ITEMS:

A. INFORMATION ONLY: The following items were approved by the Superintendent:

1. Amendment #1 to Agreement #95042269 with Capital Regional Education Council, (CREC), to change the funding source from IDEA Carryover Program, Acct. # 2504-5042-56903-0000 to IDEA Program, Acct. # 2504-5034-56903-0000 with no change in funding amount of \$15,000.00.

Funding Source: IDEA Program **Acct. #2504-5034-56903-0000**
Presenter: Ms. Typhanie Jackson **Document Link:** CREC

2. Amendment #1 to Agreement #95722240 with Howard Blas, to increase the number of hours of classroom observation and professional development sessions from 22.96 hours by 60 hours, to a total of 82.96 hours, and to increase funding of \$2,296.00 by \$6,000.00 to \$8,296.00.

Funding Source: Title IIA Non-Public Program **Acct. #2511-5678-56905-NP14**
Presenter: Ms. Patricia DeMaio **Document Link:** Blas

B. ABSTRACT:

1. Virtual Career Awareness Program in the amount of \$17,603.06 for April 4, 2022 to June 17, 2022.

Funding Source: Yale New Haven Hospital
Presenter: Ms. Dina Natalino **Document Link:** YaleCareer

Discussion: Dr. Yarborough asks about if there is any insurance requirements since the students are involved. Ms. Natalino states that it is part of the agreement, but with virtual the liability if little but will return once the students are

allowed back on campus. He also talks about cyber risk and if that is covered in regard to liability. Dr. Wilcox requests a memo that states our attorneys have reviewed and approved of the insurance items for this submission.

- Open Choice Grant, in the amount of \$469,080.00 for July 1, 2021 to June 30, 2022.

Funding Source: Connecticut State Department of Education

Presenter: Ms. Michele Bonanno

Document Link: OpenChoice

Discussion: No questions or inquiries regarding item.

- Public School Infrastructure Competitive Grant Program SSGP, Round 5, in the amount of \$1,005,924.89 of which \$784,621.41 reimbursed by the State.

Funding Source: State of Connecticut Department of Emergency Service & Public Protection

Presenter: Mr. William Zesner/Ms. Gild Herrera

Document Link: Infrastructure

Discussion: Dr. Yarborough III inquired if there is the description of document regarding the be safer program available for reading. Mr. Zesner states Mr. Lamb has the most recent PowerPoint regarding the program, he will see if he can find something more recent, but not much has changed since then. Mr. Wilcox inquired if the grant program will be increasing the number of cameras or if it will just be replacing existing units. Mr. Zesner states that the grant covers both replacements and the installation of new units throughout the schools to cover blind spots and card access readers. Dr. Yarborough inquires of the expiration of the footage, if it purged after a certain period of time has passed. Mr. Zesner responds with previously footage was kept for 15 days, but has as of recent been extended to up to 30 days.

C. AGREEMENTS:

- Non-Financial Student Educational Affiliation Agreement with Yale New Haven Hospital to provide a School to Career Placement Program for New Haven Public School's high school students, from March 11, 2022 to June 30, 2022.

Presenter: Ms. Dina Natalino

Document Link: Yale1

- Memorandum of Understanding with Yale New Haven Hospital to provide \$17,603.75 to New Haven Public School District for up to 25 high school students who participate in the Yale New Haven Hospital Virtual Career Awareness Program, from April 4, 2022 to June 17, 2022.

Presenter: Ms. Dina Natalino

Document Link: Yale 2

- No Cost Amendment #2 to the Child Day Care Contract #20OECDC01NHV with the New Haven Public School District, to formalize policy changes made by the Office of Early Childhood, (OEC), in response to the Covid pandemic, for the period October 2022 through June 2022.

Presenter: Ms. Pamela Jefferson-Augustine

Document Link: OEC

Discussion: Dr. Yarborough inquires if this is just as acknowledgment of understanding. Ms. Augustine confirms it is acknowledgement of understanding and that there are no monetary updates.

- Amendment #1 to Agreement # 96363258 with Clifford W. Beers Guidance Clinic to expand the Scope of Service to include Roberto Clemente and Obama Magnet schools; to increase the number of students served from 200 by 200 to 400 students, and to increase funding of \$198,000.00 by \$99,000.00 to \$297,000.00.

Funding Sources: ESSER II Program

Acct. #2552-6263-56697-0000 (\$198,000.00)

ARP ESSER Program

Acct. #2553-6398-56694 -0000 (\$99,000.00)

Presenter: Ms. Gemma Joseph Lumpkin

Document Link: CliffordBeers

Discussion: Mr. Yarborough inquiries regarding the enrollment in the program over winter break, Ms. Lumpkin 800 applied but we were only able to honor 200 of them. With the 2 additional sites we are able to include more slots available to more students due to high interest.

- Amendment #2 to Agreement #96363252 with Boys and Girls Club of New Haven, to 1) increase the number of students served at Bishop Woods School from 50 by 15 to 65 students; 2) to expand the Scope

of Service to include Brennan Rogers with 100 students, Beecher with 65 students, and John Daniels School with 65 students, 3) expand the Scope of Service to include winter vacation camp for 61 students and spring vacation camp for 70 students, and 4) increase funding of \$56,400.00 by \$276,224.00 to \$332,624.00.

Funding Sources: 21st Century After School Program

Acct. #2579-6273-56694-0043 (\$ 3,600.00) ESSER II Program:

Acct. #2552-6363-56697-0043 (\$ 52,800.00) ARP ESSER Program

Acct. #2553-6398-56697-0043 (\$ 27,800.00)

Acct. #2553-6398-56697-0021 (\$139,000.00)

Acct. #2553-6398-56697-0003 (\$ 31,800.00)

Acct. #2553-6398-56697-0013 (\$ 42,000.00)

Acct. #2553-6398-56697-0000 (\$ 16,592.00)

Acct. #2553-6398-56697-0000 (\$ 19,032.00)

Presenter: Ms. Gemma Joseph Lumpkin

Document Link: BoysGirls

Discussion: Dr. Yarborough asks about the numbers for the program, as there is a letter dated October in the submission and inquires of the delay in the amendment. Mr. Lumpkin states that the directors were adding locations and students in real time, as the program was live. After months of conversations both parties were able to tally up the totals to what is currently presented to the board. Ms. Lumpkin added that her team would provide a memo to outline the itemized value of the agreement prior to Monday's board meeting.

D. PURCHASE ORDER

1. Purchase Order for DecisionEd Group, for the K-12 Performance Management Classroom/student software, provides all functionality of the Administrators option along with licenses and components for classroom staff from March 29, 2022 to June 30, 2022, in an amount not to exceed \$290,800.00.

Funding Source: ESSER II Program

Acct. # 2552-6363-54409-0000

Presenter: Dr. Michele Sherban

Document Link: DecisionED_PO

Discussion: Dr. Yarborough inquires on the timeline of implementation. Dr. Sherban states that once approved we will need servers and assign a point person to the district where they can pull in our data. As well as having end users test run reports and have employees dashboard set up for what they need to see. However, it will be a learning process for all. Dr. Yarborough follows up if we have had a data security audit recently, Mr. Zesner states it has been about 2 years since the last completed audit with the district. However, he adds all the data is secure in the servers as well as in the cloud off site.

II. DISCUSSION:

- **February 2022 Financial Report**

Ms. Hannans noted that the report includes the Monthly General Funds Report. Currently they are still working on finalizing POs that are being utilized and cancelling POs that have not been utilized in over 60 days by the schools. Which will allow March/April financial report to be more robust with its accounts of the current state of affairs.

- **Facilities/ IT related issues of policy for Transgender and Gender Non-Conforming Youth**

Mr. Wilcox states that this discussion a upcoming policy being drafted by Ms. Typhanie Jackson regarding Transgender and Gender Non-Conforming in regard to this and how possibly PowerSchool can be utilized to assist this. Dr. Yarborough inquires the culture of the schools and whether there are resources available or additional conversation and policy is implemented as it relates to facilities and possible building and locker changes. Mr. Wilcox states this conversation is to find the gap so that they can be filled going forward. Mr. Lamb adds that his IT team has addressed some ideas regarding. As well as with the facilities team reviewing blueprints and how the schools can be adjusted to accommodate the needs for this item. Dr. Tracey adds that

training will be required as well, to ensure proper transition.

- **F&O related implications of student-led New Haven Climate Movement resolution**

Mr. Wilcox states that similar to above this discussion is to identify the gaps in regard to climate movement and fill the gaps so that we can lower our footprint and aid the world. Mr. Yarborough asks about Transportation since it is outsourced, and asked if there is a company that has a more climate friendly initiative. Mr. Lamb states that the current vendor has a mix of both diesel and propane buses, and he has begun discussions regarding a more standard in regard to a more sustainable approach.

- **Overview of snow removal operations**

Mr. Wilcox asks about the process of the overall operations. Mr. Barbarotta states all schools are plowed and sanded for each snow storm and a few vendors are hired and assigned schools by zone. Timing of the storm depends on when the preventative measures are assigned to staff and vendors. The issue comes up during a thaw and refreeze overnight, but the parking lot areas need more maintenance in instances such as this. Dr. Yarborough asks if certain schools with problem location whether there can be a tighter partnership between maintenance if it affects our staff since the teacher come in earlier than students and falls occur. Mr. Barbarotta agrees that he can implement a parking lot walkthrough with his staff the morning after storms to quickly address ice issues that either the vendors can handle or in house 287 staff with sanding truck can assist with prior to the start of teachers arrivals.

Adjournment: A motion by Mr. Wilcox, seconded by Ms. Rivera to adjourn the meeting at 6:07 p.m., passed unanimously by Roll Call Vote: Ms. Rivera, Yes; Dr. Yarborough, Yes; Mr. Wilcox, Yes.

Respectfully submitted,

Salina Manning

Salina Manning



FINANCIAL REPORTS

February 28, 2022

New Haven Board of Education
Finance & Operations Committee Meeting

March 21, 2022

Core Values

We believe...

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



Mission

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

Vision

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

Priority Areas for 2020-2024

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

- Monthly Financial Report General Funds as of February 28, 2022
- Monthly Financial Report Special Funds as of February 28, 2022

- Total expenditures through 02/28/22 are \$143.2 million.
- General Fund expenditures incurred through 02/28/22 are \$101.5 million or 53% of the adopted budget.
- Grant expenditures incurred through 02/28/22 are \$41.6 million or 34% of the current grant revenue.



Financial Report – General Fund February, 2022



Fiscal Year 2021-2022
Education Operating Fund (General Fund)
Monthly Financial Report (Unaudited) as of February 28, 2022

	FY2021 Adopted Budget (A)	YTD Actuals (B)	YTD %	Encumbrances (C)	Available (A-B+C)
Salaries					
Teacher Full-Time	\$78,021,124	(\$41,876,984)	53.67%	\$0	\$36,144,140
Admin & Management Full-Time	13,717,695	(11,243,741)	81.97%	0	2,473,954
Paraprofessionals	3,091,529	(2,387,348)	77.22%	0	704,181
Support Staff Full-Time	10,490,120	(7,410,890)	70.65%	0	3,079,230
Part Time & Seasonal	3,513,137	(1,113,589)	31.70%	(96,884)	2,302,664
Substitutes	1,650,000	(1,094,276)	66.32%	0	555,724
Overtime, Benefits, Other	3,731,650	(1,714,152)	45.94%	(19,211)	1,998,287
Total Salaries and Benefits	\$114,215,255	(\$66,840,978)	58.52%	(\$116,095)	\$47,258,181
Supplies and Services					
Instructional Supplies	\$3,455,036	(\$1,789,919)	51.81%	(\$927,937)	\$737,180
Tuition	20,669,657	(8,344,387)	40.37%	(15,021,947)	(2,696,677)
Utilities	10,777,000	(6,126,881)	56.85%	(4,784,009)	(133,890)
Transportation	24,648,931	(10,563,095)	42.85%	(17,263,005)	(3,177,168)
Maintenance, Property, Custodial	2,358,770	(998,897)	42.35%	(1,323,703)	36,170
Other Contractual Services	14,594,048	(6,878,596)	47.13%	(6,225,689)	1,489,763
Total Supplies and Services	\$76,503,442	(\$34,701,776)	45.36%	(\$45,546,289)	(\$3,744,623)
General Fund Totals	\$190,718,697	(\$101,542,754)	53.24%	(\$45,662,384)	\$43,513,558



Fiscal Year 2021-2022
Education Operating Fund (General Fund)
Monthly Financial Report (Unaudited) - February 28, 2022

YTD by Period	Account Description	Original Budget	YTD Actual	MTD Actual	Encumb.	Available Budget	% Used
Teachers Full-Time	Teachers	\$78,021,124	\$41,876,984	\$6,284,304	\$0	\$36,144,140	53.67
Admin & Management Full-Time	Salaries	1,056,118	689,336	84,438	0	366,782	65.27
	Directors Salaries	1,159,370	652,027	77,732	0	507,343	56.24
	Supervisor	2,303,486	1,613,419	205,200	0	690,067	70.04
	Department Heads/Principals/Aps	7,619,844	7,386,633	960,615	0	233,211	96.94
	Management	1,578,877	902,325	116,716	0	676,552	57.15
	Sub-Total	\$13,717,695	\$11,243,741	\$1,444,701	\$0	\$2,473,954	81.97
Paraprofessionals	ParaProfessionals	3,091,529	2,387,348	387,448	0	704,181	77.22
Support Staff Full-Time	Wages Temporary	479,059	325,857	50,194	-	153,202	68.02
	Custodians	4,360,565	2,960,868	368,684	0	1,399,697	67.90
	Building Repairs	767,430	495,137	60,046	0	272,293	64.52
	Clerical	2,505,527	1,619,219	211,427	0	886,308	64.63
	Security	2,282,526	1,939,955	268,877	0	342,571	84.99
	Truck Drivers	95,013	69,854	8,366	0	25,159	73.52
	Sub-Total	\$10,490,120	\$7,410,890	\$967,593	\$0	\$3,079,230	70.65
Part Time & Seasonal	Coaches	650,000	171,937	3,000	0	478,063	26.45
	Other Personnel	125,000	94,893	(3,252)	96,884	(66,777)	0.00
	Part-Time Payroll	2,147,217	782,744	154,199	0	1,364,474	36.45
	Seasonal	490,920	44,213	0	0	446,707	9.01
	Teachers Stipend	100,000	19,803	19,803	0	80,197	19.80
	Sub-Total	\$3,513,137	\$1,113,589	\$173,750	\$96,884	\$2,302,664	34.46
Substitutes	Substitutes	\$ 1,650,000	\$ 1,094,276	\$ 229,794	\$ -	\$ 555,724	\$ 66
Overtime, Benefits, Other	Overtime	605,000	347,240	33,077	0	257,760	57.39
	Longevity	275,000	205,422	4,917	0	69,578	74.70
	Custodial Overtime	625,500	820,836	96,636	0	(195,336)	131.23
	Retirement	1,700,000	323,989	80,828	19,011	1,357,000	20.18
	Employment Comp	495,000	15,996	252	0	479,004	3.23
	Professional Meetings*	31,150	670	395	200	30,280	2.79
	Sub-Total	\$3,731,650	\$1,714,152	\$216,105	\$19,211	\$1,998,287	46.45
	Salaries Sub-Total	\$114,215,255	\$66,840,978	\$9,703,695	\$116,095	\$47,258,181	58.62



**Fiscal Year 2021-2022
Education Operating Fund (General Fund)
Monthly Financial Report (Unaudited) - February 28, 2022**

YTD by Period	Account Description	Original Budget	YTD Actual	MTD Actual	Encumb.	Available Budget	% Used	
Instructional Supplies	Equipment	240,969	69,583	15,885	108,166	63,221	73.76	
	Computer Equipment	127,096	19,360	1,217	12,361	95,375	24.96	
	Software	47,176	30,348	109	564	16,264	0.00	
	Furniture	120,058	20,491	2,666	896	98,671	17.81	
	Materials & Supplies Admin.	0	(28)	0	0	28	#DIV/0!	
	Testing Materials	62,600	593	0	0	62,007	0.95	
	Education Supplies Inventory	559,191	365,772	10,740	37,846	155,573	72.18	
	General/Office Supplies	1,233,050	722,144	29,974	588,319	(77,414)	106.28	
	Textbooks	367,787	236,658	7,443	22,406	108,724	70.44	
	Library Books	132,515	47,941	(250)	77,557	7,017	94.71	
	Periodicals	2,000	0	0	0	2,000	0.00	
	Registrations, Dues & Subscrip.	143,985	81,122	1,224	5,829	57,034	60.39	
	Student Activities	154,920	58,892	0	605	95,423	38.41	
	Graduation	35,689	1,433	1,424	9,567	24,689	30.82	
	Emergency Medical	203,000	135,610	2,056	63,821	3,570	98.24	
	Printing & Binding	25,000	0	0	0	25,000	0.00	
	Sub-Total	\$3,455,036	\$1,789,919	\$72,488	\$927,937	\$737,180	78.66	
Tuition	Tuition	20,669,657	8,344,387	(1,813,462)	15,021,947	(2,696,677)	113.05	
	Electricity	7,709,500	4,149,504	627,925	3,716,734	(156,738)	102.03	
	Heating Fuels	10,000	0	0	0	10,000	0.00	
	Water	265,000	190,026	14,750	150,769	(75,795)	128.60	
	Telephone	646,000	360,650	15,454	232,908	52,442	91.88	
	Telecommunications/Internet	90,000	8,614	0	3,700	77,687	13.68	
	Sewer Usage	225,000	135,920	43,298	139,080	(50,000)	122.22	
	Gas & Oil	35,000	26,487	2,527	0	8,513	75.68	
		Sub-Total	\$10,777,000	\$6,126,881	\$1,063,480	\$4,784,009	(\$133,890)	101.24
	Transportation	Milage	613,900	160,497	6,936	302,662	150,741	75.45
Business Travel		4,000	2,160	0	0	1,840	54.00	
Transportation		14,028,973	5,743,488	(86,913)	8,901,668	(616,184)	104.39	
Special Education Transportation		4,448,895	2,406,593	106,774	2,388,365	(346,063)	107.78	
Transportation Technical Schools		452,480	190,720	0	269,199	(7,439)	101.64	
Transit Bus Passes		227,375	0	0	0	227,375	0.00	
Field Trips		173,191	1,540	300	13,243	158,408	8.54	
InterDistrict Transportation		1,089,000	259,175	0	2,947,167	(2,117,342)	294.43	
Outplacement Transportation		3,405,000	1,741,392	128,996	2,202,470	(538,861)	115.83	
Field Trips (Non-Public)		206,117	57,530	27,485	238,230	(89,643)	143.49	
	Sub-Total	\$24,648,931	\$10,563,095	\$183,578	\$17,263,005	(\$3,177,168)	112.89	



Fiscal Year 2021-2022
Education Operating Fund (General Fund)
Monthly Financial Report (Unaudited) - February 28, 2022

YTD by Period	Account Description	Original Budget	YTD Actual	MTD Actual	Encumb.	Available Budget	% Used	
Maintenance, Property, Custodial	School Security	20,000	1,695	0	0	18,305	8.48	
	Building & Grounds Maint. Supp.	100,000	70,973	20,649	25,088	3,939	96.06	
	Custodial Supplies	488,000	228,372	4,190	238,162	21,466	95.60	
	Light Bulbs	30,000	11,363	1,932	16,567	2,070	93.10	
	Uniforms	21,252	15,344	0	0	5,908	72.20	
	Moving Expenses	50,000	18,311	2,069	29,724	1,965	96.07	
	Cleaning	26,000	16,000	0	0	10,000	61.54	
	Repairs & Maintenance	115,518	31,504	0	7,098	76,916	33.42	
	Building Maintenance	575,000	300,620	30,133	441,209	(166,829)	129.01	
	Rental	120,000	80,390	10,225	40,902	(1,292)	101.08	
	Rental of Equipment	8,000	2,643	0	6,712	(1,355)	116.94	
	Maintenance Agreement Services	725,000	336,951	27,312	325,952	62,097	91.43	
	Vehicle Repairs	80,000	13,031	2,074	63,989	2,981	96.27	
	Sub-Total	\$2,358,770	\$1,127,196	\$98,584	\$1,323,703	\$36,170	103.91	
Other Contractual Services	Other Contractual Services *	4,756,150	1,150,583	(762,032)	2,617,317	988,250	79.22	
	* Special Education	992,340	58,260	4,900	1,068,912	(134,832)	113.59	
	* Facilities	6,820,558	4,940,058	1,217,974	1,676,945	203,555	97.02	
	* IT	1,000,000	422,725	0	565,866	11,410	98.86	
	Legal Services	400,000	167,668	71,102	263,832	(31,500)	107.88	
	Other Purchased Services	17,500	4,938	0	15,838	(3,275)	118.71	
	Postage & Freight	157,500	134,366	112	16,980	6,154	96.09	
	Claims	450,000	0	0	0	450,000	0.00	
		Sub-Total	\$14,594,048	\$6,878,596	\$532,055	\$6,225,689	\$1,489,763	89.79
		Supplies & Services Sub-Total	\$76,503,442	\$34,830,075	\$136,722	\$45,546,289	(\$3,744,623)	105.06
	Combined Total	\$190,718,697	\$101,671,053	\$9,840,417	\$45,662,384	\$43,513,558	77.25	

* Breakout of Other Contractual Services by Department

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

- **We are continuing to review all purchase orders and agreements to determine if absolutely necessary or can be deferred**
- **We are reviewing all open purchase orders and if pending over the 60 day limit we are some cases cancelling the orders**
- **We are reviewing grants to see if unspent funds can be reprogrammed**
- **We are reviewing request to hire ensuring that the new hire is not coming in at a higher salary**
- **We are requesting that all new grant applications that allow Indirect Costs to be included in the application**
- **While we cannot make changes for this year we will be looking at Tuition Costs for future years**
- **We have received authorization to include previously disallowed costs within the ARP ESSER grant which will reduce costs in the General Funds**
- **We have identified \$355,000 to cover costs for Para's working as substitutes**
- **We have identified \$300,000 to cover Bus Monitors**
- **Further identification of cost savings to be presented in April report**



Financial Report – Grants February, 2022

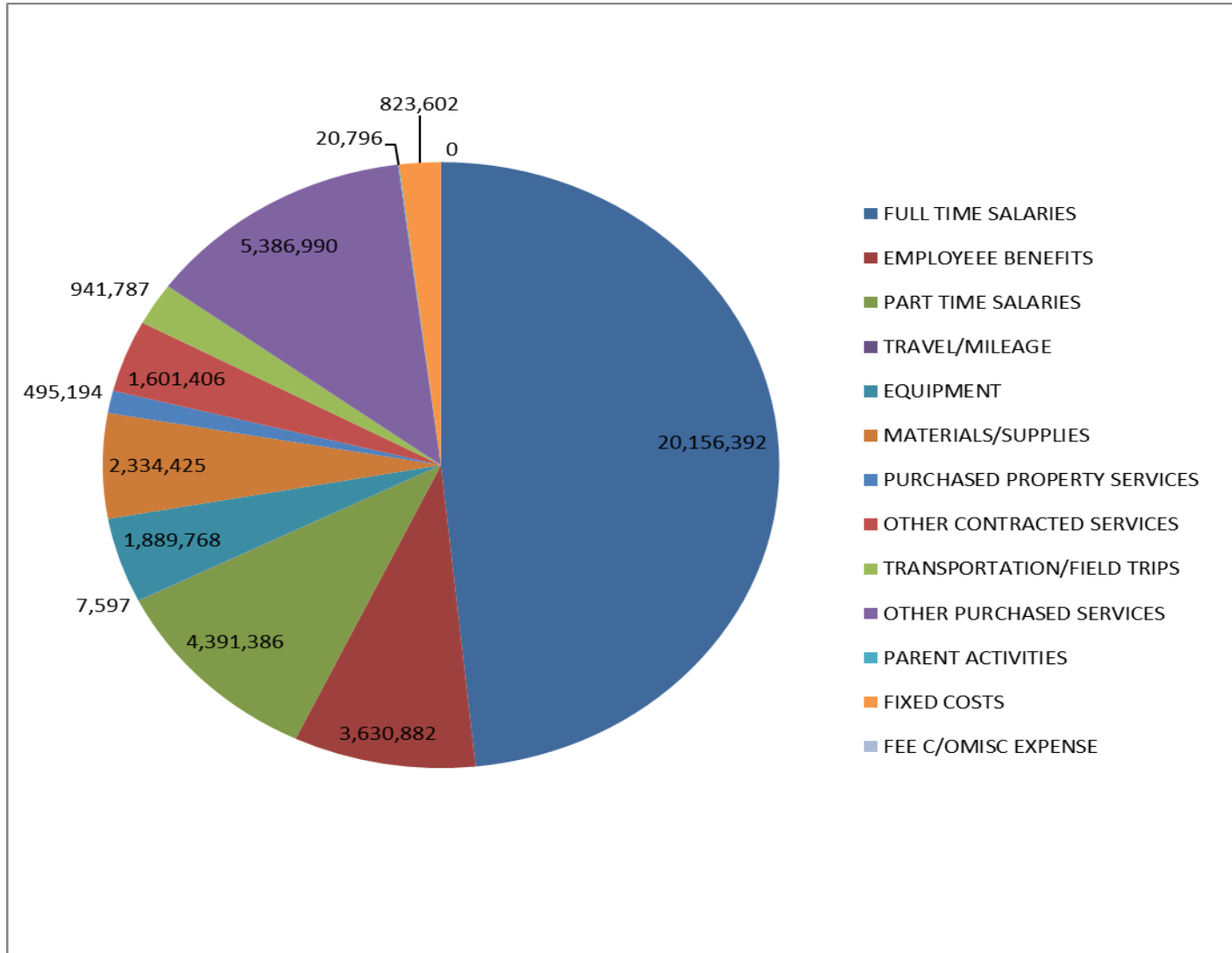


Fiscal Year 2021-2022
Special Funds
Monthly Financial Report (Unaudited) as of February 28, 2022

	Budget	YTD Actuals	Encumbered	Available
Full Time Salaries	49,740,271	20,156,392.00	33,501.00	29,550,378
Employee Benefits	13,947,534	3,630,882.00	0.00	10,316,652
Part Time Personnel	10,726,961	4,391,386.00	22,260.00	6,313,315
Travel/Mileage	138,361	7,597.00	0.00	130,764
Equipment/Technology	6,844,212	1,889,768.00	936,132.00	4,018,312
Materials/Supplies	10,682,914	2,334,425.00	2,956,875.00	5,391,614
Purchased Property Services	1,344,936	495,194.00	160,005.00	689,737
Other Professional/Technical	10,404,095	1,601,406.00	5,634,837.00	3,167,852
Transportation/Field Trips	1,970,254	941,787.00	98,329.00	930,138
Other Purchased Services	14,045,838	5,386,990.00	4,663,780.00	3,995,068
Parent Activities	144,740	20,796.00	4,813.00	119,131
Fixed Costs	2,255,864	823,602.00	0.00	1,432,262
Fees/Misc Expenses				0
Grand Total	122,245,980	41,680,225	14,510,532	66,055,223



2021-22 GRANT FUNDED EXPENDITURES BY CATEGORY



How to read the new grant revenue exhibit (letters refer to column letters on the prior page):

- A The total amount we were awarded for the grant in 2020-21
- B Because of Covid-19, we are permitted to carryover unexpended money in some grants in 2020-21. It ‘carries over’ to the next fiscal year.
- C This is new funding we were awarded in 2021-22
- D Funding we haven’t received yet, but expect to receive.
- E C+D. The total new money we’ll receive for the grant this year.
- F B+E. The sum of the carryover funds and the new money. This is what’s available to spend in 2021-22.
- G E-A. This measures the change in new money only, and excludes the effect of the carryover.
- H G/A. Calculates, on a percentage basis, the change in the new money year over year.

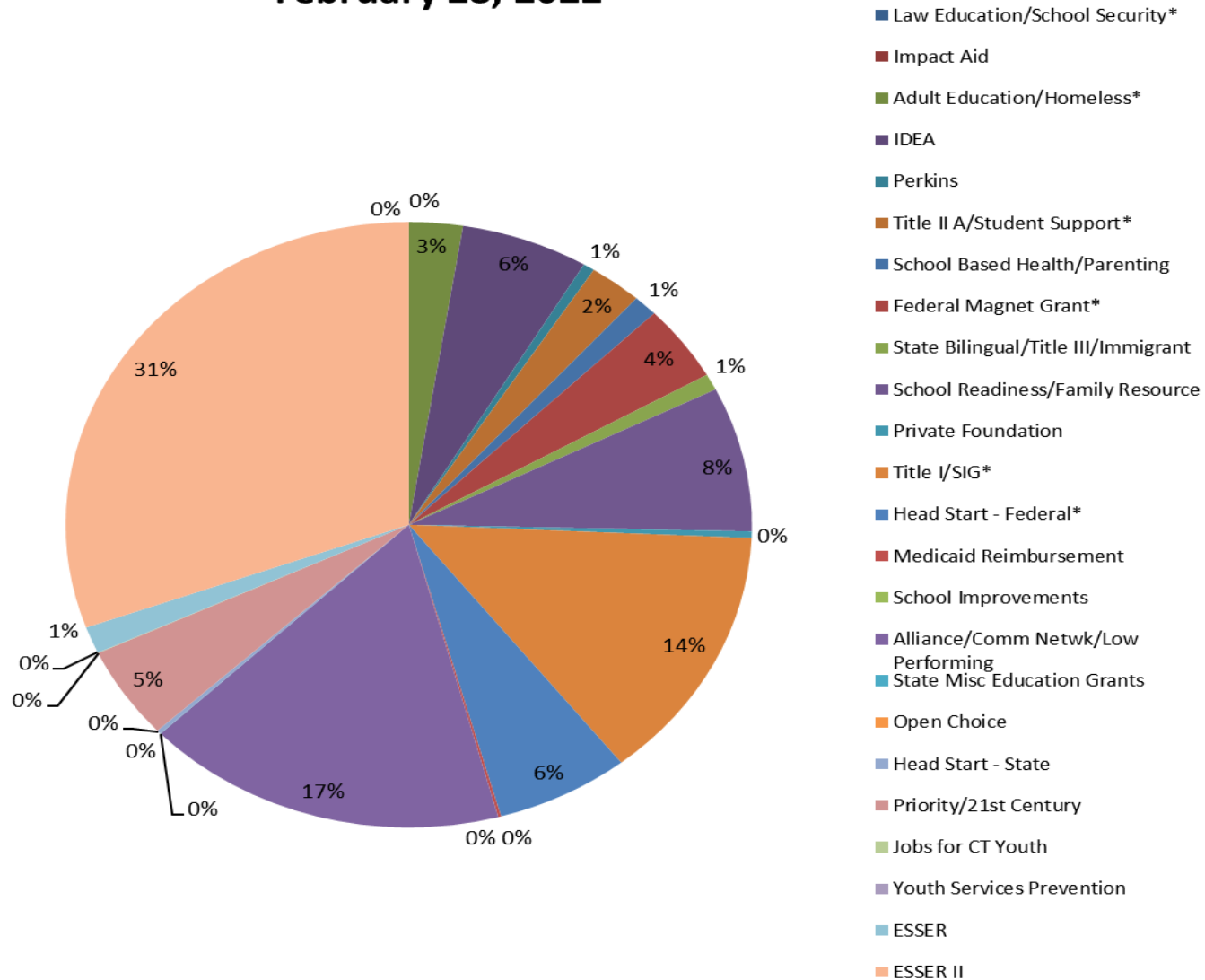


Fiscal Year 2021-2022 Special Funds Revenue

	A	B	C	D	E	F	G	H
	FY 2020-21	Carryover	Received	Pending	Total	Total	YOY \$ Change	YOY
Common Titles	Funding	Funding	FY2021-22	Approvals	Anticipated	Available Funds	in New Funds	% Change
			Funding		New Funding	for 2021-22		#DIV/0!
Law Education/School Security	\$0	\$0	\$0		\$0	\$0	\$0	-78.9%
Impact Aid	\$27,185	\$0	\$5,724		\$5,724	\$5,724	(\$21,461)	-2.8%
Adult Education/Homeless*	\$3,180,547	\$0	\$3,091,962		\$3,091,962	\$3,091,962	(\$88,585)	-6.2%
IDEA*	\$7,213,711	\$565,695	\$6,766,739		\$6,766,739	\$7,332,434	(\$446,972)	-18.0%
Perkins*	\$711,892	\$67,969	\$584,104		\$584,104	\$652,073	(\$127,788)	-33.2%
Title II A/Student Support*	\$2,787,681	\$1,168,635	\$1,861,656		\$1,861,656	\$3,030,291	(\$926,025)	0.0%
School Based Health/Parenting	\$1,394,318	\$4,865	\$1,394,594		\$1,394,594	\$1,399,459	\$276	-45.9%
Federal Magnet Grant*	\$5,544,881	\$1,973,382	\$2,999,277		\$2,999,277	\$4,972,659	(\$2,545,604)	-26.6%
State Bilingual/Title III/Immigrant	\$972,821	\$346,600	\$714,018		\$714,018	\$1,060,618	(\$258,803)	5.8%
School Readiness/Family Resource	\$8,868,998	\$54,085	\$9,384,024		\$9,384,024	\$9,438,109	\$515,026	-16.7%
Private Foundation	\$510,734	\$10,268	\$425,605		\$425,605	\$435,873	(\$85,129)	-12.8%
Title I/SIG*	\$15,483,447	\$3,218,540	\$13,498,860		\$13,498,860	\$16,717,400	(\$1,984,587)	6.2%
Head Start - Federal*	\$6,464,922	\$820,404	\$6,865,794		\$6,865,794	\$7,686,198	\$400,872	-84.9%
Medicaid Reimbursement	\$212,318	\$134,573	\$32,076		\$32,076	\$166,649	(\$180,242)	-100.0%
School Improvements	\$385,122	\$0	\$0		\$0	\$0	(\$385,122)	4.2%
Alliance/Comm Network/Low Performing	\$19,895,551	\$146,089	\$20,730,589		\$20,730,589	\$20,876,678	\$835,038	100.0%
State Misc Education Grants	\$35,870	\$0	\$18,150		\$18,150	\$18,150	(\$17,720)	-100.0%
Open Choice	\$452,353	\$0	\$0		\$0	\$0	(\$452,353)	0.0%
Head Start - State	\$248,714	\$0	\$248,714		\$248,714	\$248,714	\$0	-4.1%
Priority/21st Century	\$5,892,037	\$385,862	\$5,652,043		\$5,652,043	\$6,037,905	(\$239,994)	213.2%
Jobs for CT Youth	\$6,385	\$6,385	\$20,000		\$20,000	\$26,385	\$13,615	-100.0%
Youth Services Prevention	\$90,000	\$0	\$0		\$0	\$0	(\$90,000)	-100.0%
ESSER*	\$10,226,325	\$1,750,667	\$0		\$0	\$1,750,667	(\$10,226,325)	NMF
ESSER II	\$37,716,245	\$37,298,032	\$0		\$0	\$37,298,032	(\$37,716,245)	
	\$128,322,057	\$47,952,051	\$74,293,929	\$0	\$74,293,929	\$122,245,980	(\$54,028,128)	-42.1%

*As a result of Covid 19 federal grants were awarded an extension to spend funds in fiscal year 2020-21 and 2021-22

2021-22 FUNDED GRANT REVENUE AS OF February 28, 2022







NEW HAVEN PUBLIC SCHOOLS

Overnight Domestic Field Trip Approval

Domestic Out-of-State Trips Travel Request Form

Requested Date(s) of Trip	April 22-27, 2022
Destination and Short Description	<p>The subject area is Business & Marketing. This trip helps to prepare students in becoming ready for Career and Technical areas of the Business and Technology workforce. Using the concepts of Marketing from classroom content, the students transferred learning by competing in a variety of areas, Entrepreneurship, Sports and Entertainment Management, The Stock Market Trading Game, etc. Throughout their tenure in Marketing, this supports the student's business idea, pitch and gives an opportunity to elevate to the next steps for their entrepreneurship and marketing ventures.</p> <p>The team earned thrive level (the highest award recognition) for their campaigns this year and has earned a spot to attend the emerging leader conference in Georgia. Developing emerging leaders is the core of the DECA experience. The DECA Emerging Leader Series is our new take on providing a comprehensive leadership program for our members. Its goal is to empower DECA members to provide effective leadership through goal setting, consensus building and project implementation.</p> <p>Aligned with 21st Century Skills in the areas of critical thinking and problem solving, communication and collaboration, and creativity and innovation, DECA's Emerging Leader Series prepares DECA members to be effective leaders in college and careers. Each of these academies are available at the DECA International Career Development Conference, and Elevate and Empower are also offered at the DECA Emerging Leader Series.</p> <p>https://www.deca.org/wp-content/uploads/2017/06/Academy-Look-Book.pdf</p>
School Name	Hill Regional Career High School
Grade Level(s)	12
Anticipated # of Students	3
Anticipated # of Chaperones:	2
Mode(s) of Transportation	Plane (air)



NEW HAVEN PUBLIC SCHOOLS

Accommodations	W Atlanta Downtown Georgia																																																
Estimated Costs	<p>Please include the details of what each expense covers.</p> <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:70%;"></th> <th style="width:15%;"></th> <th style="width:15%; text-align: right;">TOTAL</th> </tr> </thead> <tbody> <tr> <td>Air fare</td> <td></td> <td></td> </tr> <tr> <td>Base fare 307.21 x 5</td> <td align="right">1536.05</td> <td></td> </tr> <tr> <td>Processing Fee 45 x 5</td> <td align="right">225.00</td> <td align="right">1761.05</td> </tr> <tr> <td>Room Accommodation (W Atlanta Downtown)</td> <td></td> <td></td> </tr> <tr> <td>1 Single Room (1 Male Student) 125.00*5</td> <td align="right">625.00</td> <td></td> </tr> <tr> <td>1 Double room (2 Female students) 250.05 x 5</td> <td align="right">1250.00</td> <td></td> </tr> <tr> <td>1 Single Room (a Male teacher) 250.00 x 5</td> <td align="right">1250.00</td> <td></td> </tr> <tr> <td>1 Single Room (Female Teacher) 250.00 x 5</td> <td align="right">1250.00</td> <td align="right">4375.00</td> </tr> <tr> <td>Conference Registration (if paid before March 18)</td> <td></td> <td></td> </tr> <tr> <td>155 x 5</td> <td align="right">775.00</td> <td align="right">775.00</td> </tr> <tr> <td>Tickets (DECA Day at Six Flags with transportation cost)</td> <td></td> <td></td> </tr> <tr> <td>(55+19) x 5</td> <td align="right">370.00</td> <td align="right">370.00</td> </tr> <tr> <td>Tickets (DECA Night at Georgia Aquarium) 55 x 5</td> <td align="right">275.00</td> <td align="right">275.00</td> </tr> <tr> <td>Tickets (DECA Exclusive Concert) 60 x 5</td> <td align="right">300.00</td> <td align="right">300.00</td> </tr> <tr> <td>TOTAL</td> <td></td> <td align="right">\$7856.05</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • The cost of student room and boarding can possibly be lowered if students accept the offer to share room with another CT high school. 			TOTAL	Air fare			Base fare 307.21 x 5	1536.05		Processing Fee 45 x 5	225.00	1761.05	Room Accommodation (W Atlanta Downtown)			1 Single Room (1 Male Student) 125.00*5	625.00		1 Double room (2 Female students) 250.05 x 5	1250.00		1 Single Room (a Male teacher) 250.00 x 5	1250.00		1 Single Room (Female Teacher) 250.00 x 5	1250.00	4375.00	Conference Registration (if paid before March 18)			155 x 5	775.00	775.00	Tickets (DECA Day at Six Flags with transportation cost)			(55+19) x 5	370.00	370.00	Tickets (DECA Night at Georgia Aquarium) 55 x 5	275.00	275.00	Tickets (DECA Exclusive Concert) 60 x 5	300.00	300.00	TOTAL		\$7856.05
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Fundraising Plans	<p>Students will do a popcorn fundraiser or a crispy cream fundraiser. The students are pondering establishing personal GoFundMes as well. The teachers is looking into Donors Choose for field trip requests. The students received corporate sponsorship of \$500 and a commitment from Interdistrict Funds.</p>																																																
<p>Academic Connection & Objectives</p> <p>The students represented their school and the New Haven District at the state conference by competing in 5 different categories. Throughout the year, the students have been awarded 3 THRIVE LEVEL AWARDS for their campaign events. Career is the only New Haven High School awarded and 1 of the 11 schools in Connecticut DECA to be awarded this year. The students have earned their spot at the international conference to represent their school and district. This conference is being held in Atlanta, Georgia. Here, the students will interact with students across different states and display their ideas in a competitive manner. The students are seeking the opportunity to take their learning across borders and most importantly network with like-minded peers from across the globe. This is because amidst the pandemic, they cared and showed their resilience – something we are unanimously doing in our district.</p> <p>The students will write a reflection on their experiences to be shared in Business classes as one of our themes in Business/Technology. Additionally, they will use these experiences as an avenue to encourage our business students and create an awareness of how to infuse creativity and determination in their academics.</p>																																																	

Assistant Superintendent Approval Signature	Date



DECA

INTERNATIONAL CAREER DEVELOPMENT CONFERENCE

The DECA International Career Development Conference (ICDC) is the culmination of the DECA year. More than 20,000 high school students, teacher-advisors, business professionals and alumni gather for several days of DECA excitement.

DECA members demonstrate their college and career ready knowledge and skills by participating in DECA's industry-validated Competitive Events Program, aligned with Career Clusters, National Curriculum Standards and 21st Century Skills in the areas of marketing, finance, hospitality, management and entrepreneurship. These members have qualified to attend based on superior performance at the district and association level. More than 1,000 business professionals serve as expert judges to evaluate DECA members' mastery of these concepts.

In addition, thousands of members participate in DECA's Emerging Leader Series, which helps them attain 21st Century Skills in the areas of collaboration and teamwork, communication, critical thinking and problem solving and creativity. One highlight is the involvement of executive mentors who provide college and career advice.

Thousands of DECA advisors and educators participate in administering DECA's Competitive Events Program and Emerging Leader Series while also participating in professional learning activities.

CLASSROOM CONNECTION

DECA's International Career Development Conference supports educational initiatives.

- Career Clusters[®]
- National Curriculum Standards
- 21st Century Skills
- Common Core State Standards
- Project-based Learning
- Personal Financial Literacy



The National Association of Secondary School Principals has placed this program on the NASSP National Advisory List of Contests and Activities for 2021-2022.

FRIDAY, APRIL 22

12:00 PM – 6:00 PM	REGISTRATION <i>For Chartered Association Advisors. Chapter advisors register with their chartered association advisor at their assigned hotel.</i>	B401-B402
12:00 PM – 9:00 PM	HEADQUARTERS + ATTRACTION TICKET BOOTH	B401-B402
12:00 PM – 9:00 PM	SHOP DECA + BLAZER SHOP	B401-B402
6:30 PM	CHARTERED ASSOCIATION ADVISOR DINNER <i>(by invitation only)</i>	B404

SATURDAY, APRIL 23

7:00 AM – 8:30 PM	HEADQUARTERS + ATTRACTION TICKET BOOTH	B401-B402
7:00 AM – 8:30 PM	SHOP DECA + BLAZER SHOP	B401-B402
8:00 AM – 5:00 PM	DECA DAY AT SIX FLAGS OVER GEORGIA <i>(Advance ticket purchase required)</i>	
9:00 AM	OFFICER CANDIDATE ORIENTATION + INTERVIEWS	B319
9:30 AM	EVENT DIRECTORS' + ASSISTANT EVENT DIRECTORS' BRIEFING	GWCC
1:00 PM – 5:00 PM	EXHIBIT BOOTH SET-UP	Hall B3
5:00 PM	PARADE OF CHARTERED ASSOCIATIONS REHEARSAL	Mercedes-Benz Stadium
6:00 PM	NATIONAL ADVISORY BOARD + EXECUTIVE MENTOR RECEPTION <i>(by invitation only)</i>	Mercedes-Benz Stadium
8:30 PM	GRAND OPENING SESSION	Mercedes-Benz Stadium
12:30 AM	CURFEW <i>Chapters and chartered associations may set earlier curfew times.</i>	Assigned Hotel

SUNDAY, APRIL 24

7:00 AM – 5:00 PM	HEADQUARTERS + ATTRACTION TICKET BOOTH	B401-B402
7:00 AM – 5:00 PM	SHOP DECA + BLAZER SHOP	B401-B402
7:30 AM	JUDGES' ORIENTATION	Hall B2
7:30 AM	VIRTUAL BUSINESS CHALLENGE BRIEFING <i>(required)</i>	GWCC
8:00 AM – 11:30 AM	SCHOOL-BASED ENTERPRISE ACADEMY FOOD OPERATIONS <i>Sponsored by Otis Spunkmeyer and Intuit</i>	B302-B304
8:00 AM – 4:00 PM	CAREER EXHIBITS + SHOP DECA <i>(Advisors only from 8:00 AM - 9:00 AM)</i>	Hall B3
8:00 AM – 5:00 PM	COMPETITIVE EVENT TESTING <i>Principles of Business Administration Events, Personal Financial Literacy, Team Decision Making Events, Individual Series Events, Integrated Marketing Campaign Events, Professional Selling and Consulting Events</i>	GWCC
8:00 AM – 5:00 PM	COMPETITIVE EVENT PRELIMINARY COMPETITION <i>Business Operations Research Events, Project Management Events, Entrepreneurship Written Events, Stock Market Game, Virtual Business Challenge</i>	GWCC
8:30 AM – 4:00 PM	EMERGING LEADER SERIES	GWCC + Omni Hotel
9:00 AM – 3:00 PM	ADVISOR PROFESSIONAL LEARNING SERIES	B308-B309
9:30 AM – 1:00 PM	EXECUTIVE MENTOR PROGRAM	GWCC
12:00 PM	MDA LUNCHEON <i>Sponsored by Muscular Dystrophy Association (by invitation only)</i>	B404
12:30 PM – 4:00 PM	SCHOOL-BASED ENTERPRISE ACADEMY RETAIL OPERATIONS <i>Sponsored by Otis Spunkmeyer and Intuit</i>	B302-B304
4:00 PM	VOTING DELEGATES' BRIEFING + CANDIDATE CAMPAIGN SESSION	GWCC
	DECA NIGHT AT THE GEORGIA AQUARIUM + THE WORLD OF COCA-COLA <i>(Advance ticket purchase required)</i>	Georgia Aquarium + World of Coca-Cola
12:30 AM	CURFEW <i>Chapters and chartered associations may set earlier curfew times.</i>	Assigned Hotel

MONDAY, APRIL 25

7:00 AM – 5:00 PM	SHOP DECA	B401-B402
7:00 AM – 7:00 PM	HEADQUARTERS + ATTRACTION TICKET BOOTH	B401-B402
7:30 AM	JUDGES' ORIENTATION	Hall B2 + Hall B4
8:00 AM – 4:00 PM	CAREER EXHIBITS + SHOP DECA	Hall B3
8:00 AM – 7:00 PM	COMPETITIVE EVENT PRELIMINARY COMPETITION <i>Principles of Business Administration Events, Personal Financial Literacy, Team Decision Making Events, Individual Series Events, Integrated Marketing Campaign Events, Professional Selling and Consulting Events, School-based Enterprise, Virtual Business Challenge</i>	Hall B1-B2 + Hall B3
8:30 AM – 10:30 AM	JOHNSON & WALES SCHOLARSHIP AWARD BREAKFAST <i>Sponsored by Johnson & Wales University (by invitation only)</i>	B404
8:30 AM – 3:30 PM	EMERGING LEADER SERIES	GWCC + Omni Hotel
9:00 AM – 3:00 PM	ADVISOR PROFESSIONAL LEARNING SERIES	B308-B309
NOON – 1:30 PM	CHARTERED ASSOCIATION OFFICER/ADVISOR LUNCHEON <i>(by invitation only)</i>	B312-B314
2:00 PM – 3:30 PM	LEADERSHIP RECOGNITION <i>(by invitation only)</i>	B310
2:30 PM – 4:30 PM	MEET THE CANDIDATES SESSION <i>(open to all)</i>	B302-B304
3:30 PM – 4:30 PM	COMPETITIVE EVENTS UPDATE WORKSHOP <i>(Advisors Only)</i>	B308-B309
	DECA EXCLUSIVE CONCERT <i>Advance ticket purchase required</i>	Mercedes-Benz Stadium
12:30 AM	CURFEW <i>Chapters and chartered associations may set earlier curfew times.</i>	Assigned Hotel

TUESDAY, APRIL 26

7:30 AM – 10:30 AM	JUDGES' ORIENTATION	Hall B2
7:30 AM – 6:00 PM	HEADQUARTERS	B401-B402
8:00 AM	ACHIEVEMENT AWARDS SESSION	Mercedes-Benz Stadium
8:30 AM – 6:00 PM	SHOP DECA + FINALIST T-SHIRT + RECOGNITION ITEMS	B401-B402
8:30 AM – 6:00 PM	COMPETITIVE EVENT FINAL COMPETITION	Hall B2
NOON	BUSINESS + ELECTION SESSION	Omni Hotel
7:00 PM – 8:00 PM	SCHOLARSHIP + NATIONAL ADVISORY BOARD RECEPTION <i>Sponsored by National Advisory Board Partners (by invitation only)</i>	Mercedes-Benz Stadium
8:30 PM	GRAND AWARDS SESSION	Mercedes-Benz Stadium
12:30 AM	CURFEW <i>Chapters and chartered associations may set earlier curfew times.</i>	Assigned Hotel

WEDNESDAY, APRIL 27

9:00 AM – 1:00 PM	NEW EXECUTIVE OFFICER ORIENTATION	Omni Hotel
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Check deca.org/ICDC for updates. Events will be held in the **GEORGIA WORLD CONGRESS CENTER, BUILDING B** unless otherwise noted.



Recruitment 2021-2022

Talented Educators



Core Values

We believe...

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



Mission

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

Vision

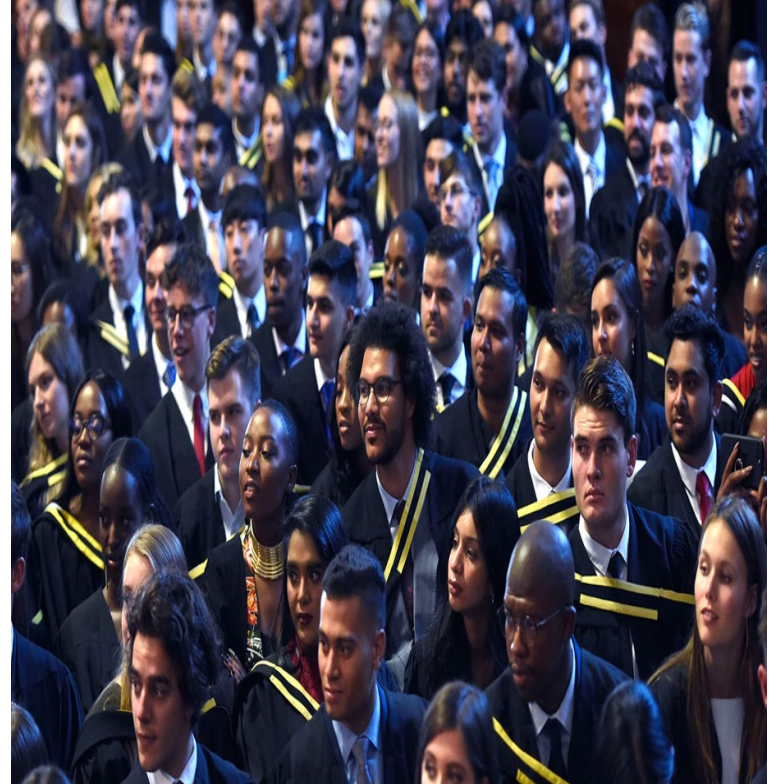
Our vision is to be a premier urban school district that ensures access to equitable opportunities and successful outcomes for all students as they prepare for college, career, and life.

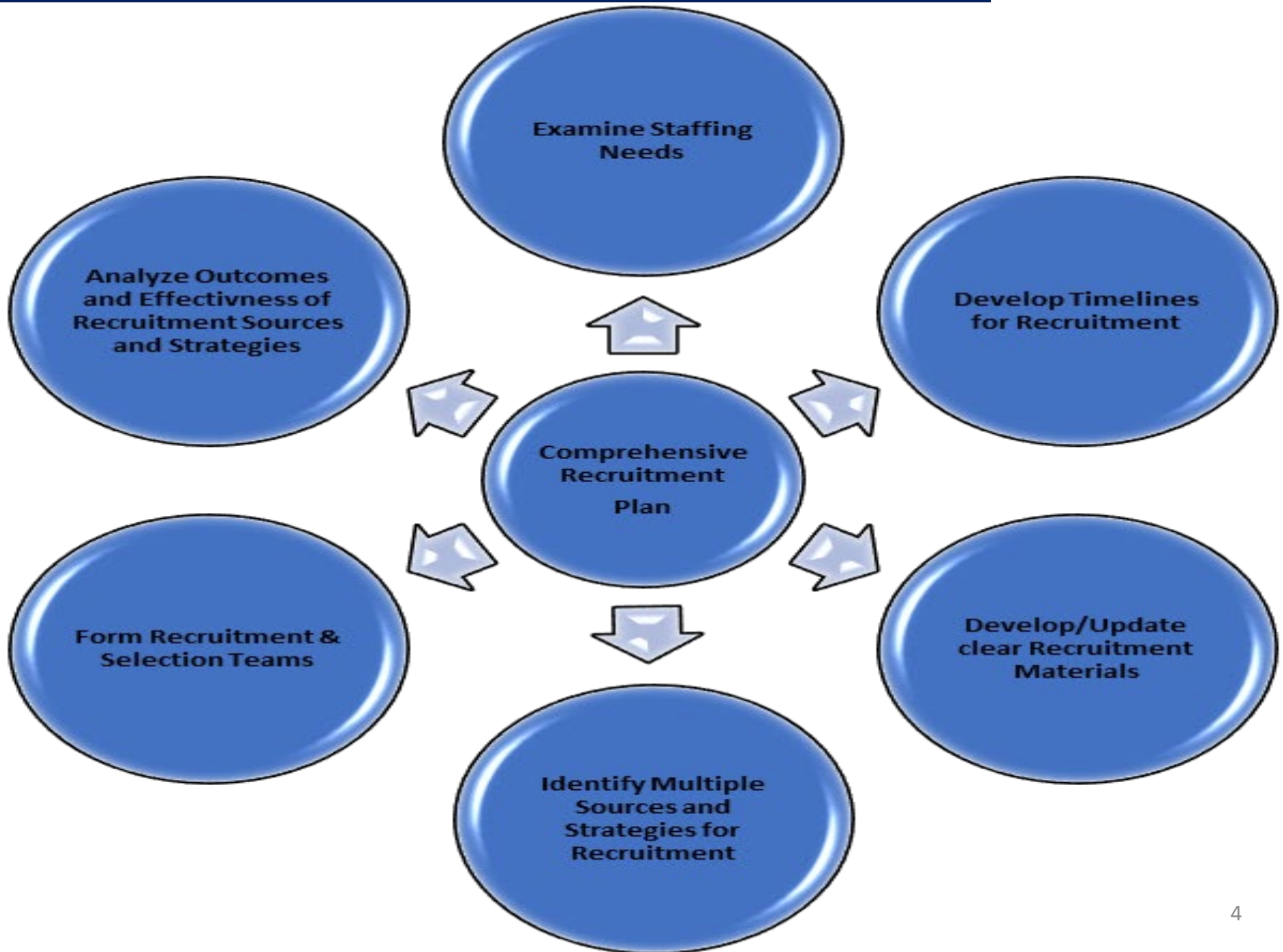
Priority Areas for 2020-2024

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

Table of Contents

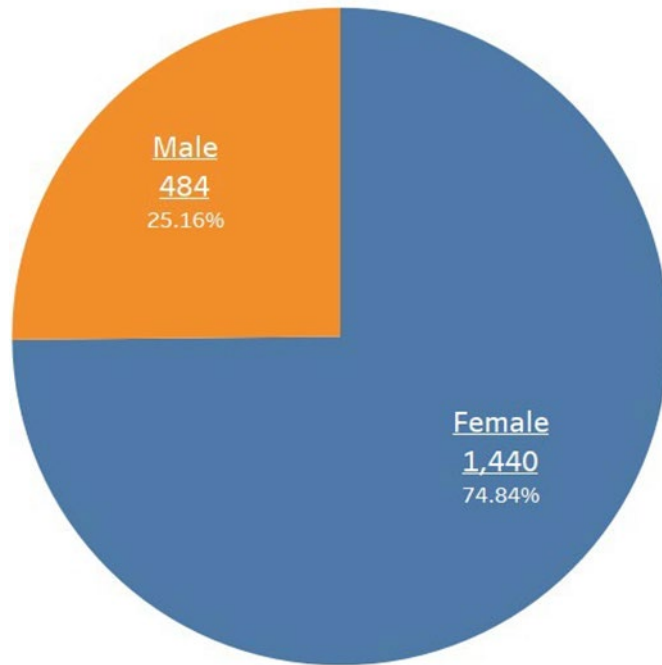
1. Strategic Recruitment Plan
2. A Look at Data
3. New Haven as Employer of Choice
4. Interested in Teaching?
5. Funding Sources



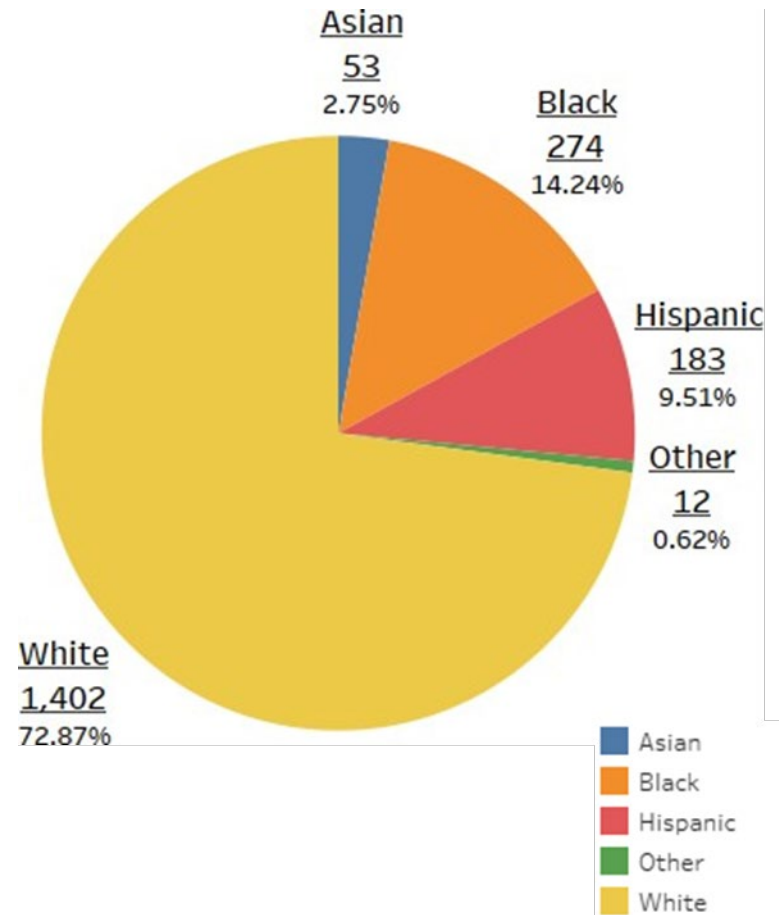


Current Teacher Demographics

- There are approximately 1900 teachers in the NHPS.
- The vast majority of NHPS teachers are female and white with less than 10 years of experience who live outside of New Haven.



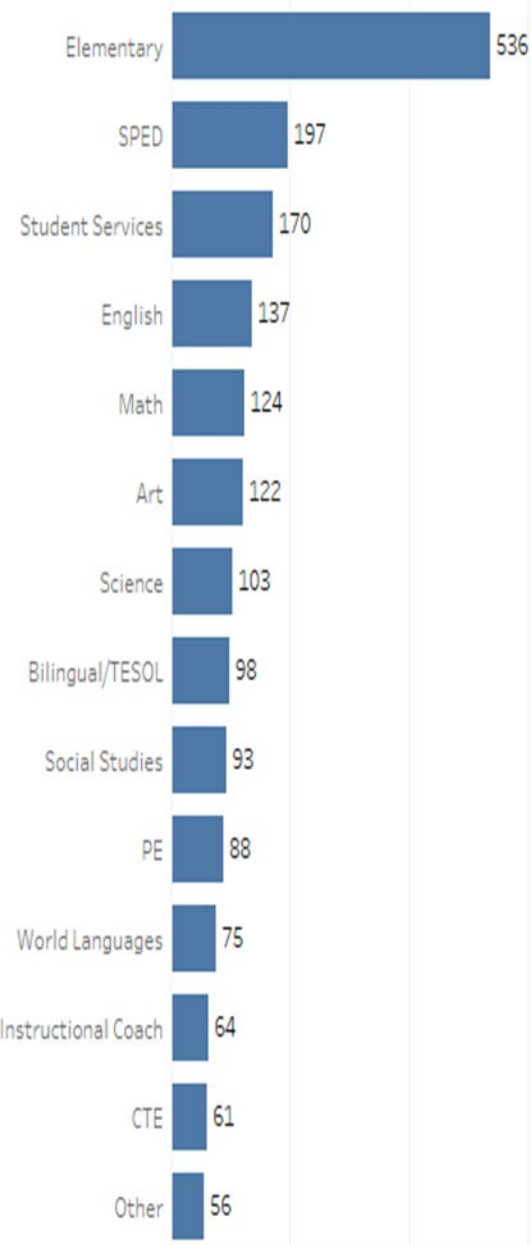
Racial Breakdown of NHPS Teachers



Current Staff – Content Area



NEW HAVEN PUBLIC SCHOOLS



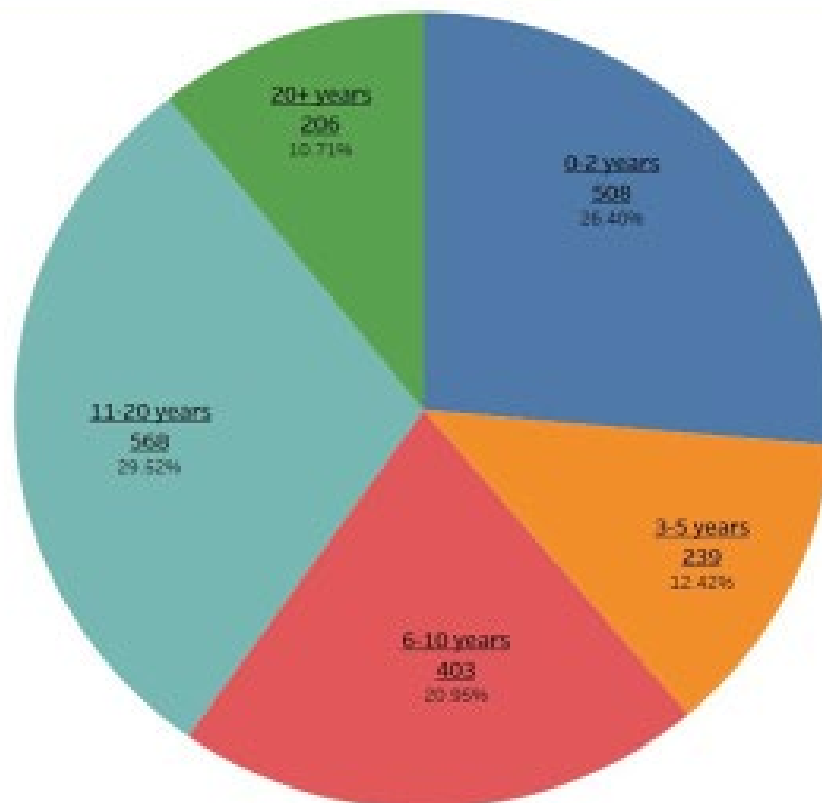
Number of Staff by Gender/Race in Each Content Area

Subject	Female					Male					Grand Total
	Asian	Black	Hispanic	Other	White	Asian	Black	Hispanic	Other	White	
Art		6	5		65		5	2		39	122
Bilingual/TESOL	3	1	40	1	30	2		12		9	98
CTE	2	6		1	18	2	5	1		26	61
Elementary	8	58	29	2	388	2	12	4	1	32	536
English	1	16			79	1	1	1		38	137
Instructional Coach		10	2		50		1			1	64
Lib/Media Spec		2			19						21
Math	5	18	1		43	4	8	2		43	124
Other		4	1		23		1			6	35
PE		5	1		24		3	4		51	88
Science	4	10	4	3	40	3	4	1		34	103
Social Studies	1	6	2	1	25		6			52	93
SPED	3	29	10	2	120		4	1		28	197
Student Services	4	41	30	1	81		3	1		9	170
World Languages	6	6	21		23	2	3	8		6	75
Grand Total	37	218	146	11	1,028	16	56	37	1	374	1,924

Current Staff - Years of Experience

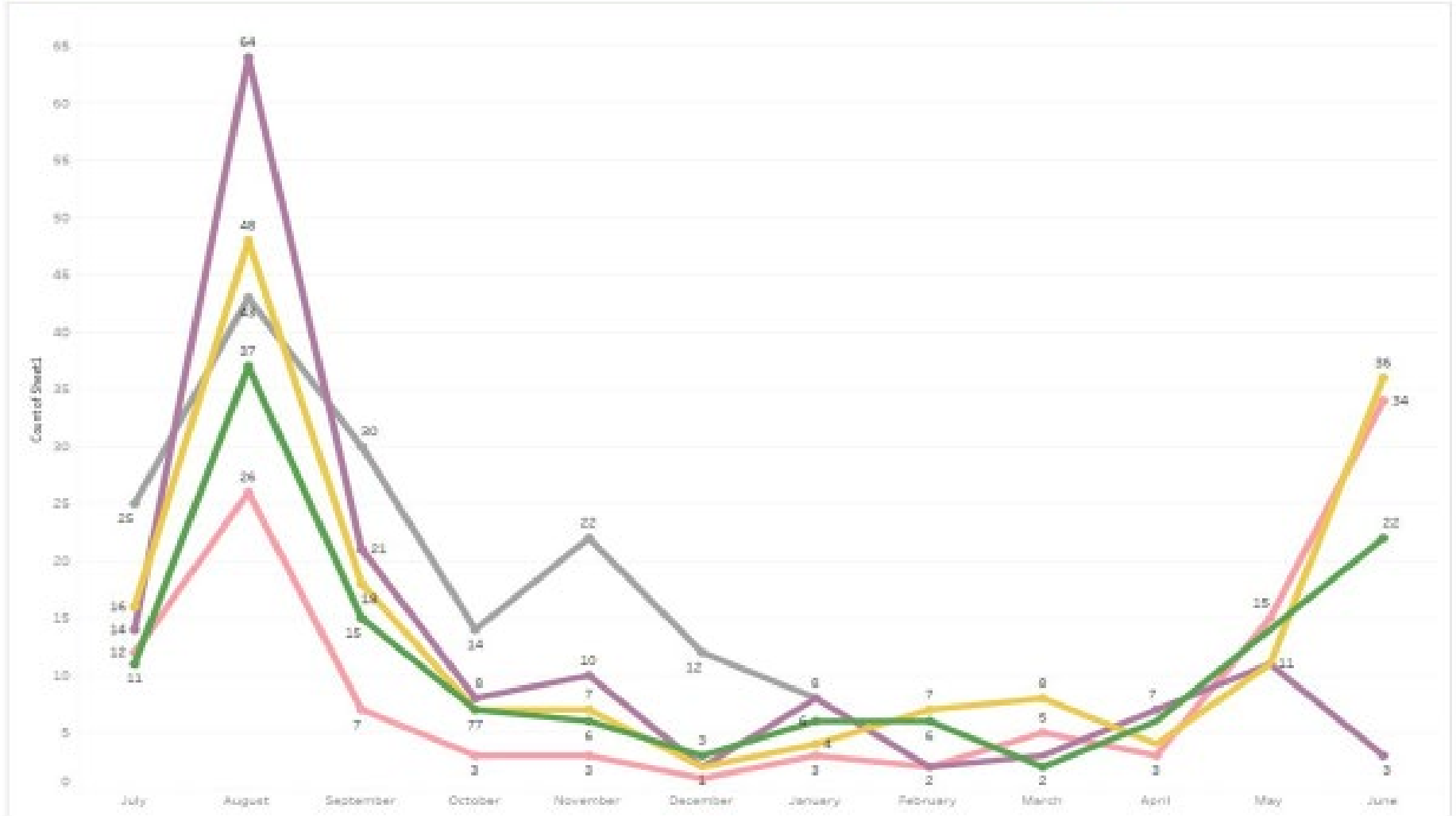


NEW HAVEN PUBLIC SCHOOLS



Years (yrs.)	Female					Male					Grand Total	Years (yrs.)	Female					Male					Grand Total
	Asian	Black	Hispanic	Other	White	Asian	Black	Hispanic	Other	White			Asian	Black	Hispanic	Other	White	Asian	Black	Hispanic	Other	White	
0-2 years	9	61	90	7	253	6	20	15		87	508	24%	29%	34%	64%	25%	38%	36%	41%		23%	26%	
3-5 years	6	35	25	2	122	4	6	6		34	239	10%	16%	17%	18%	12%	25%	11%	16%		9%	12%	
6-10 years	9	38	33		113	2	9	7		34	403	24%	17%	23%		21%	13%	16%	19%		25%	21%	
11-20 years	11	90	27	2	342	4	10	8		114	568	30%	23%	18%	18%	33%	25%	18%	22%		30%	30%	
20+ years	2	34	11		101		11	1	1	45	206	5%	16%	8%		10%		20%	3%	100%	12%	11%	
Grand Total	37	238	146	11	1,828	16	56	37	1	374	1,924	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Resignation Data - Yearly Comparison (2017-2022)



■ 2017-18

■ 2018-19

■ 2019-20

■ 2020-21

■ 2021-22

135

168

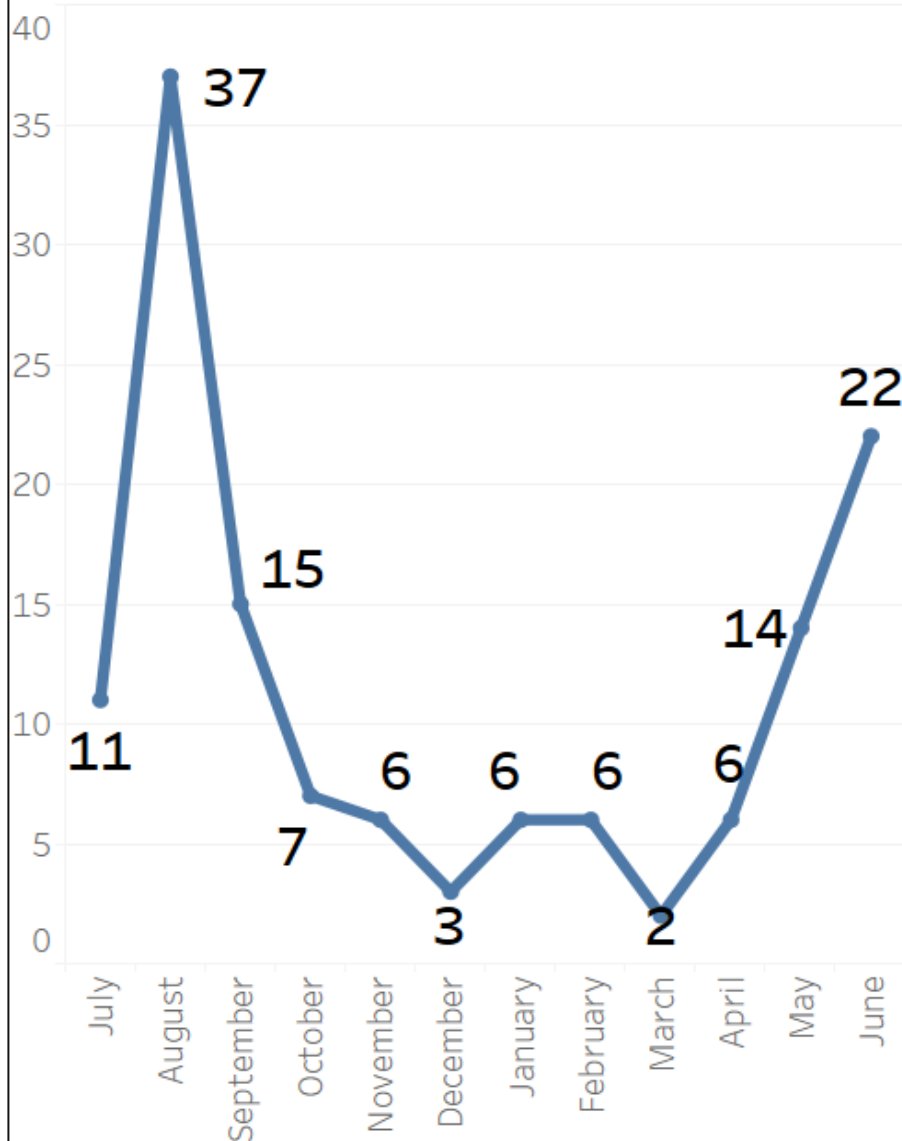
153

114

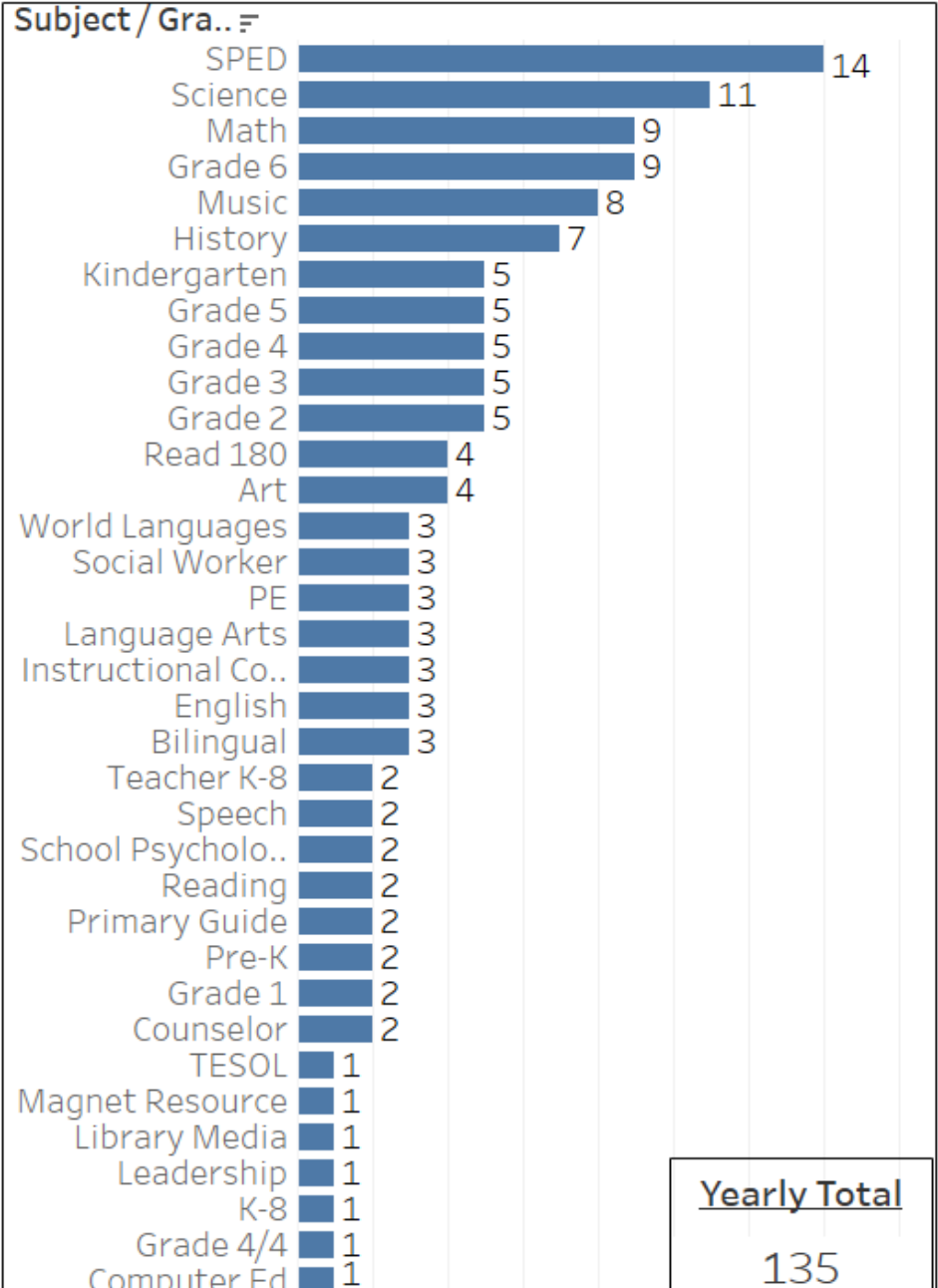
154

Resignation Data - Monthly Total and by Subject Area (2017-2018)

2017-2018 Resignation Date



7/1/2017 ———— □ ———— 6/30/2018

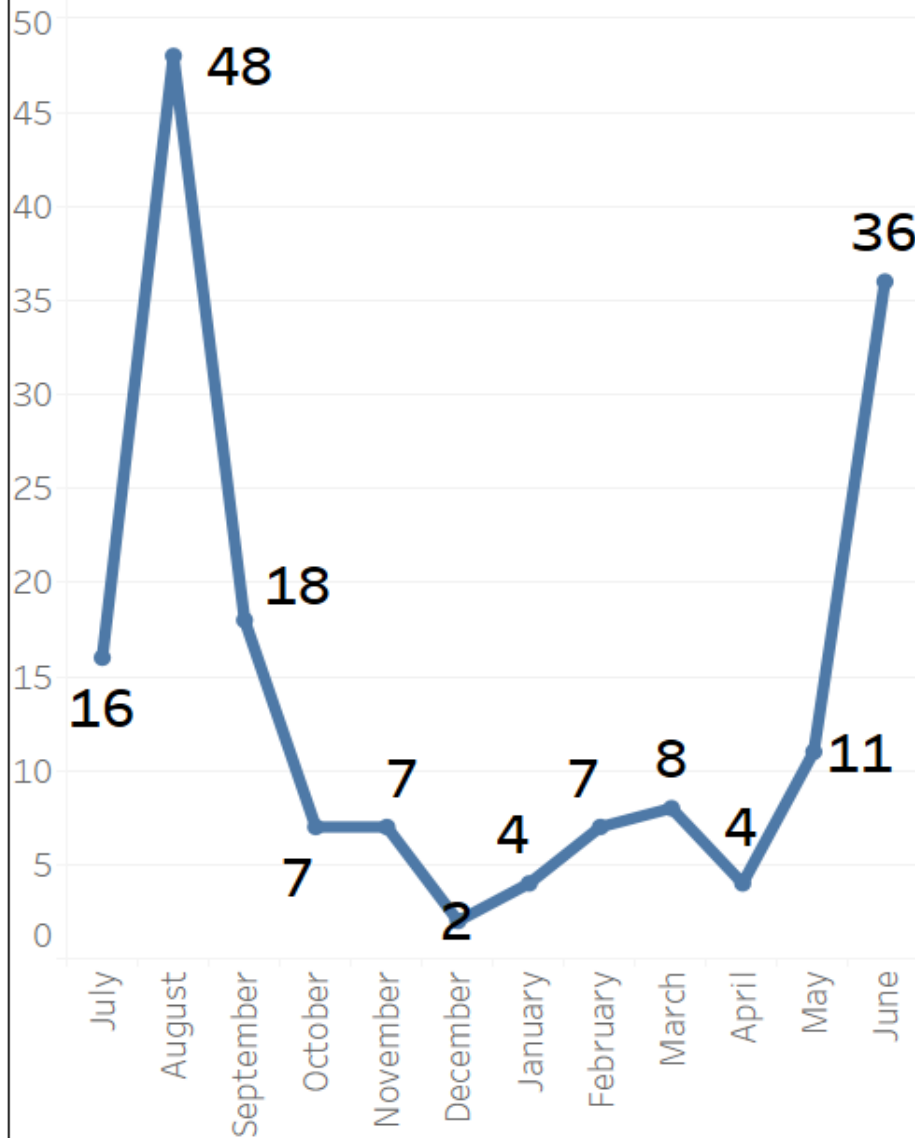


Resignation Data - Monthly Total and by Subject Area (2018-2019)

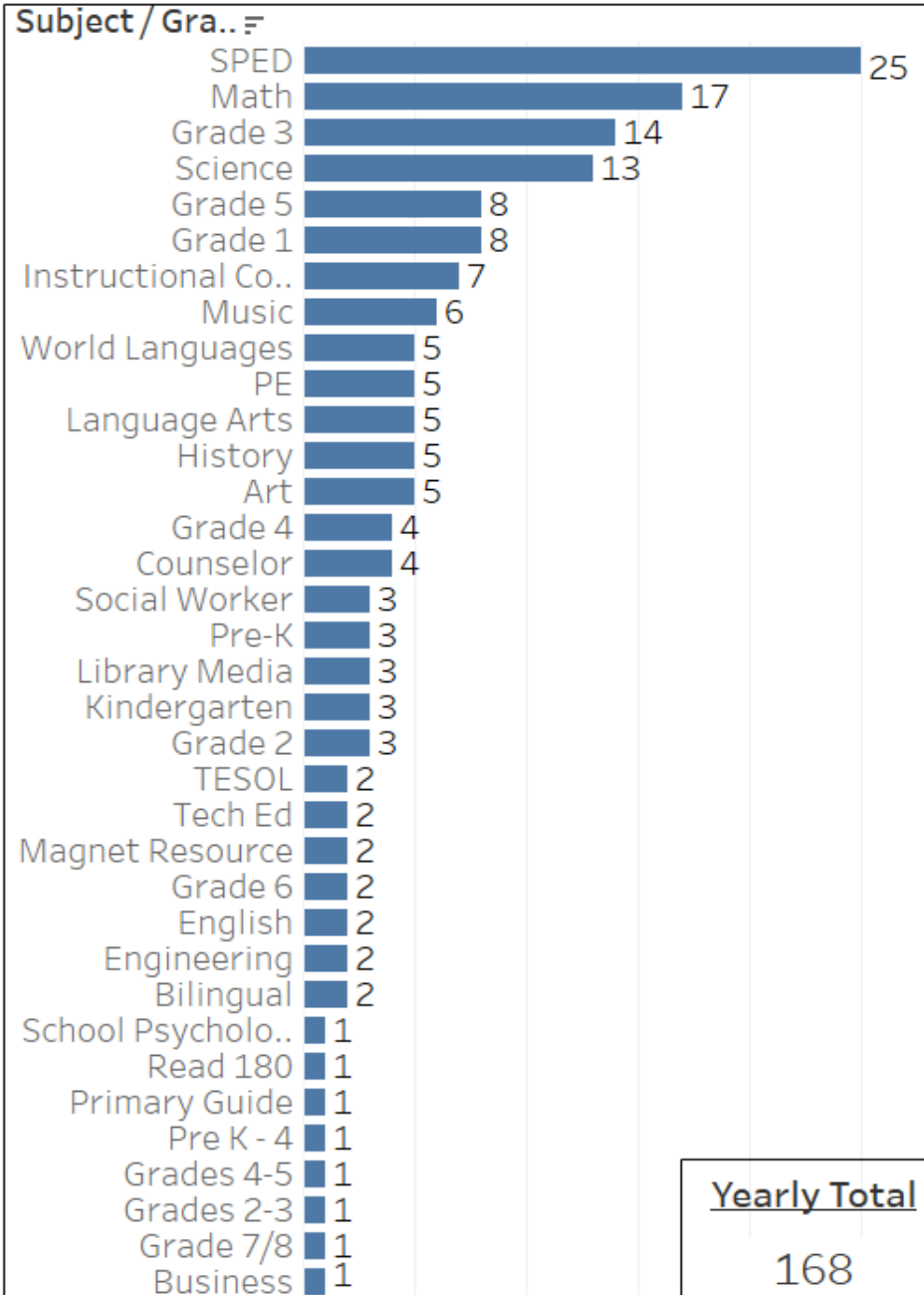


NEW HAVEN PUBLIC SCHOOLS

2018-2019 Resignation Date



7/1/2018 ————— 6/30/2019



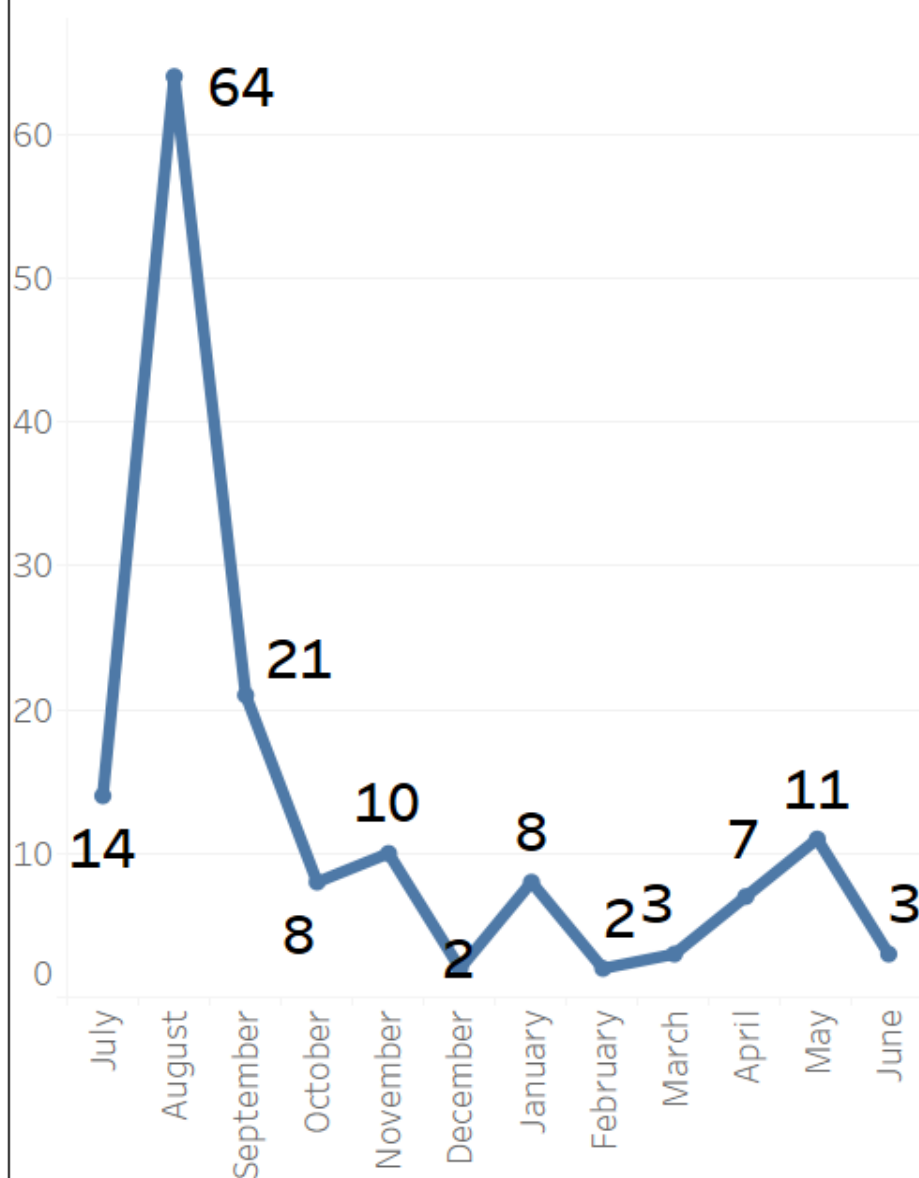
Yearly Total
168

Resignation Data - Monthly Total and by Subject Area (2019-2020)



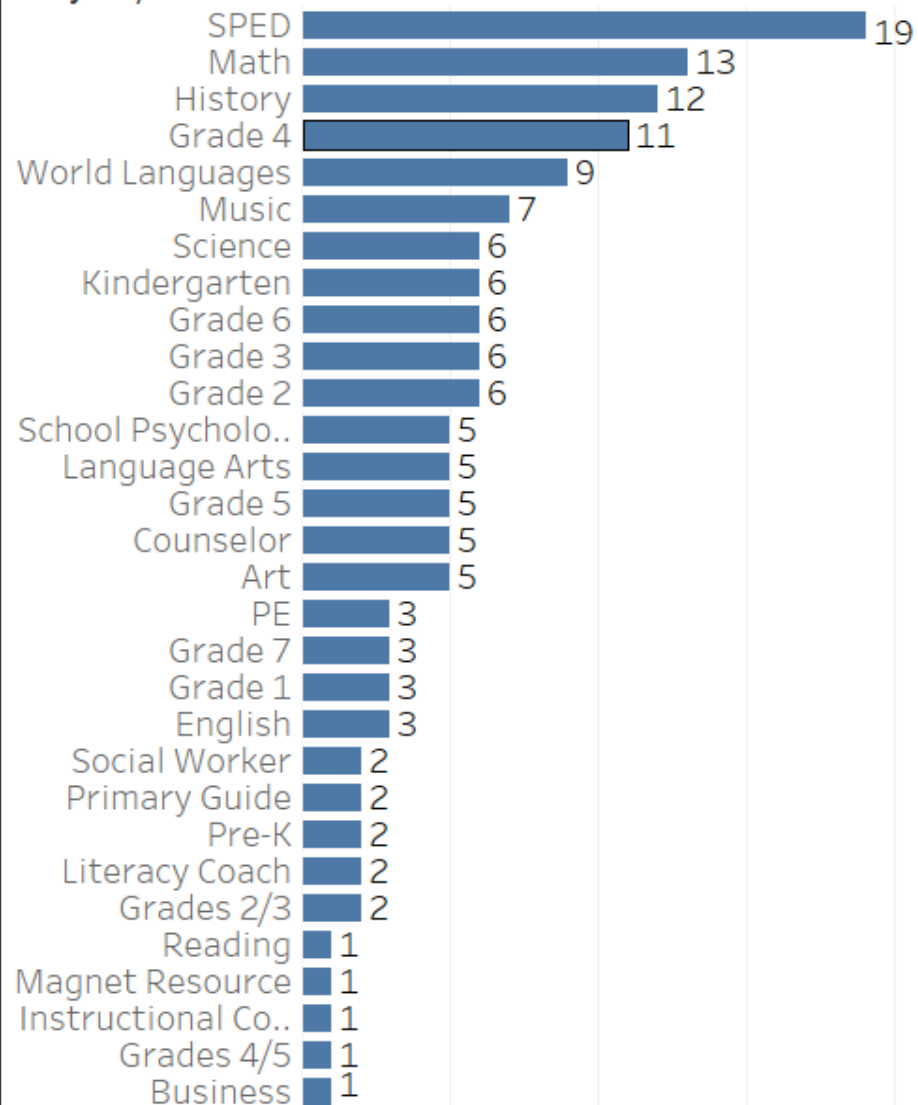
NEW HAVEN PUBLIC SCHOOLS

2019-2020 Resignation Date



7/1/2019 ————— 6/30/2020

Subject / Grade



Yearly Total

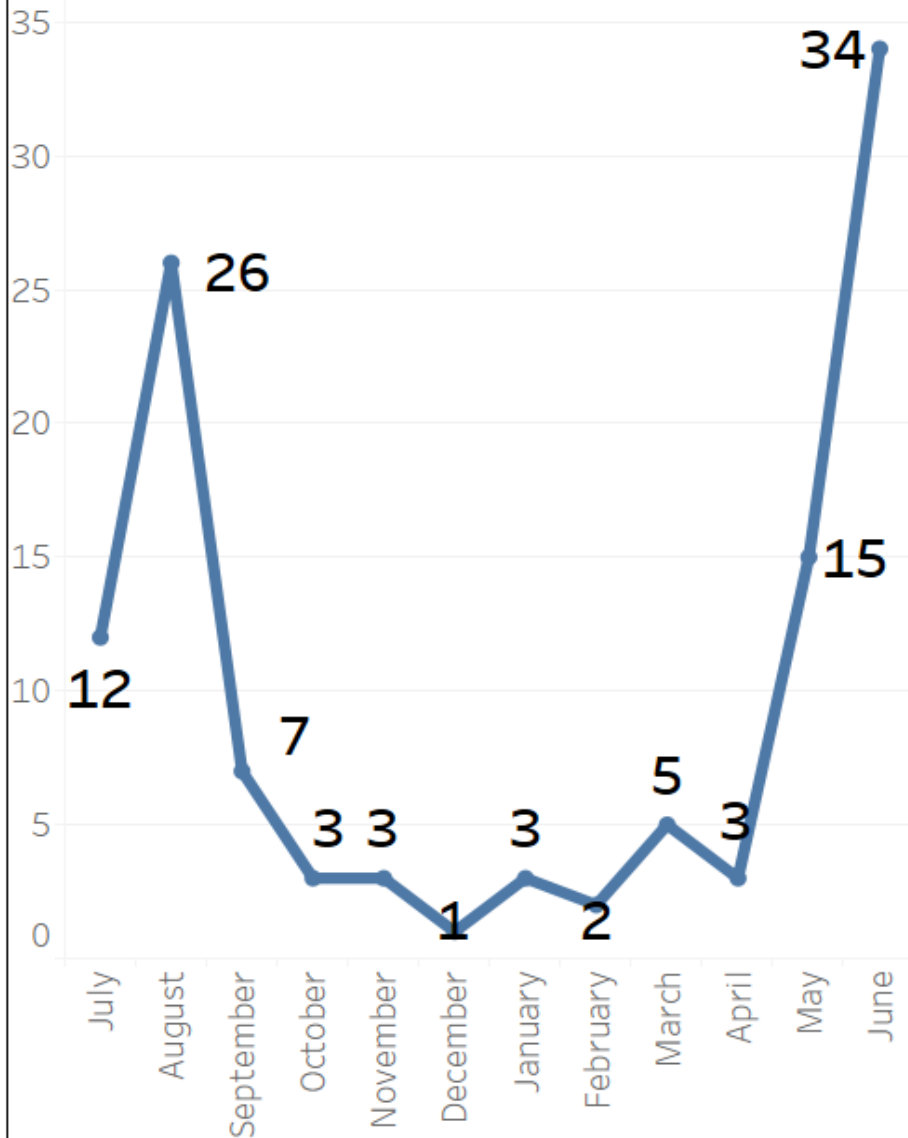
153

Resignation Data - Monthly Total and by Subject Area (2020-2021)

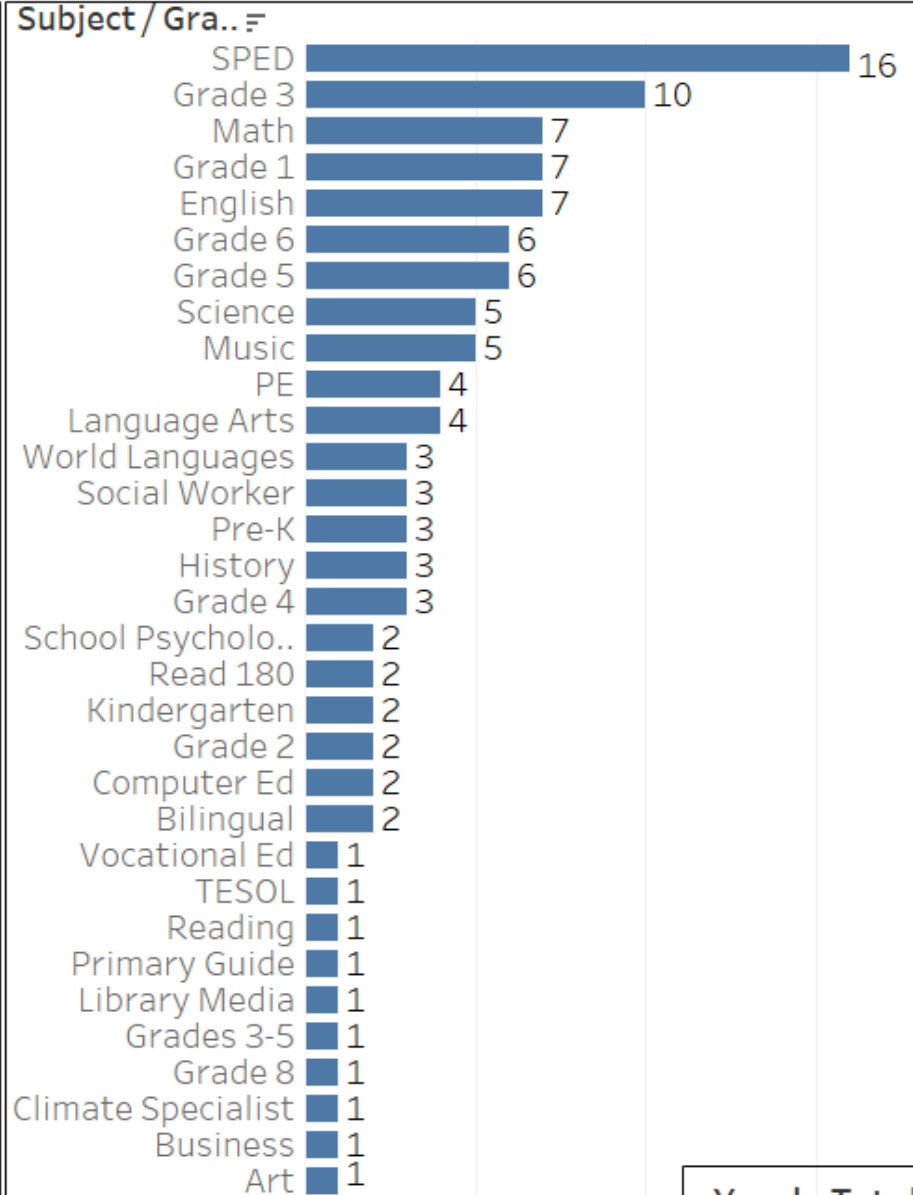


NEW HAVEN PUBLIC SCHOOLS

2020-2021 Resignation Date



7/1/2020 ———— 6/30/2021

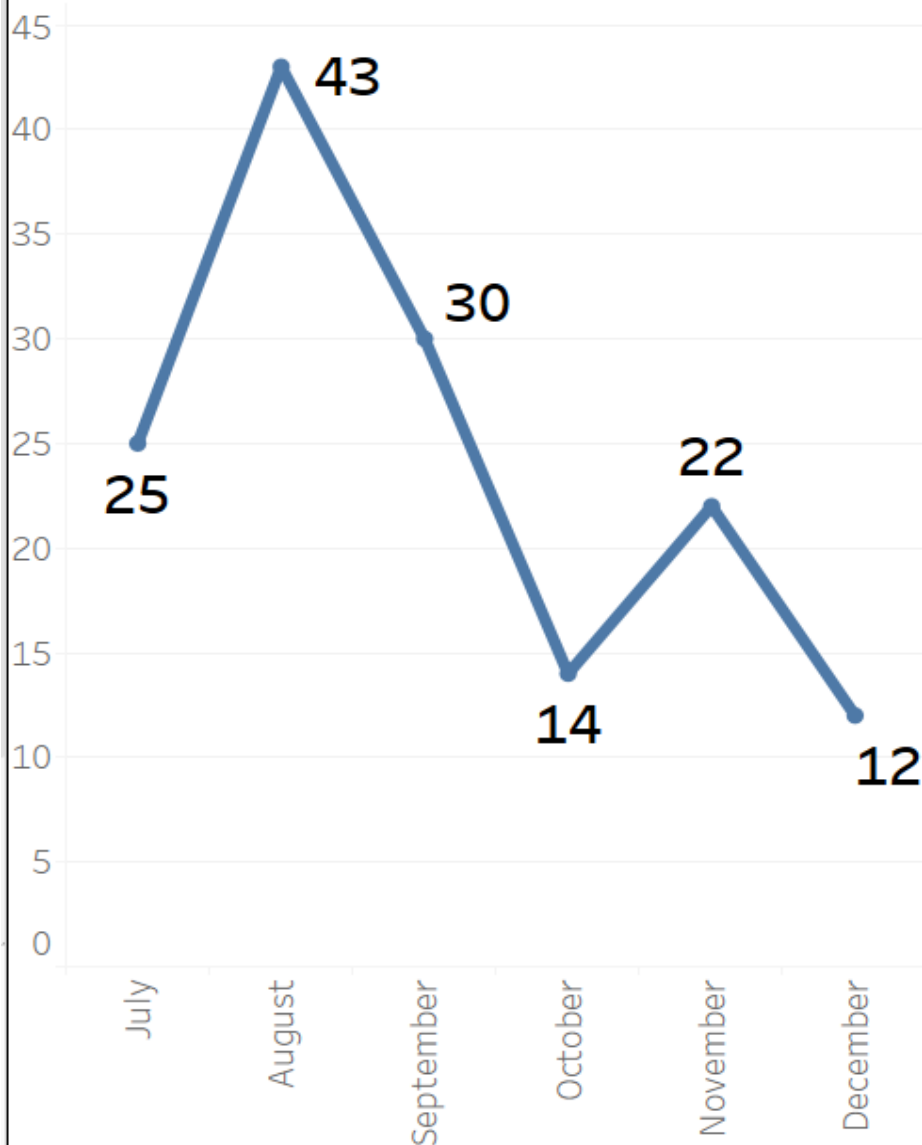


Yearly Total

114



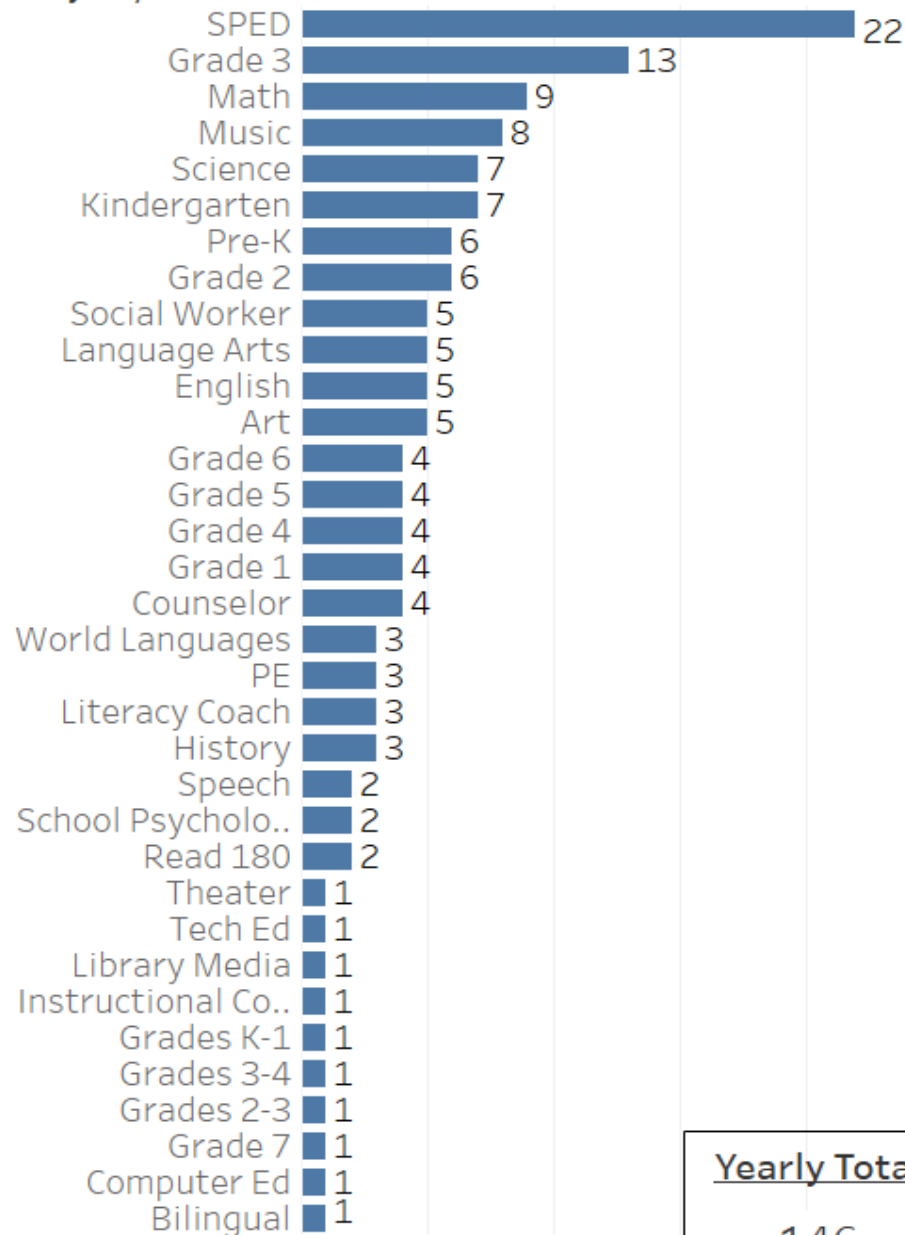
2021-2022 Resignation Date



7/1/2021

12/31/2021

Subject / Grade



Yearly Total

146

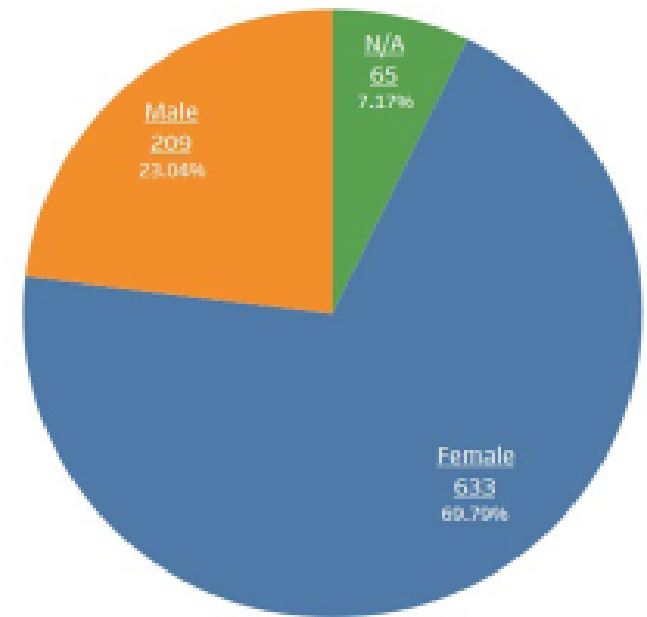
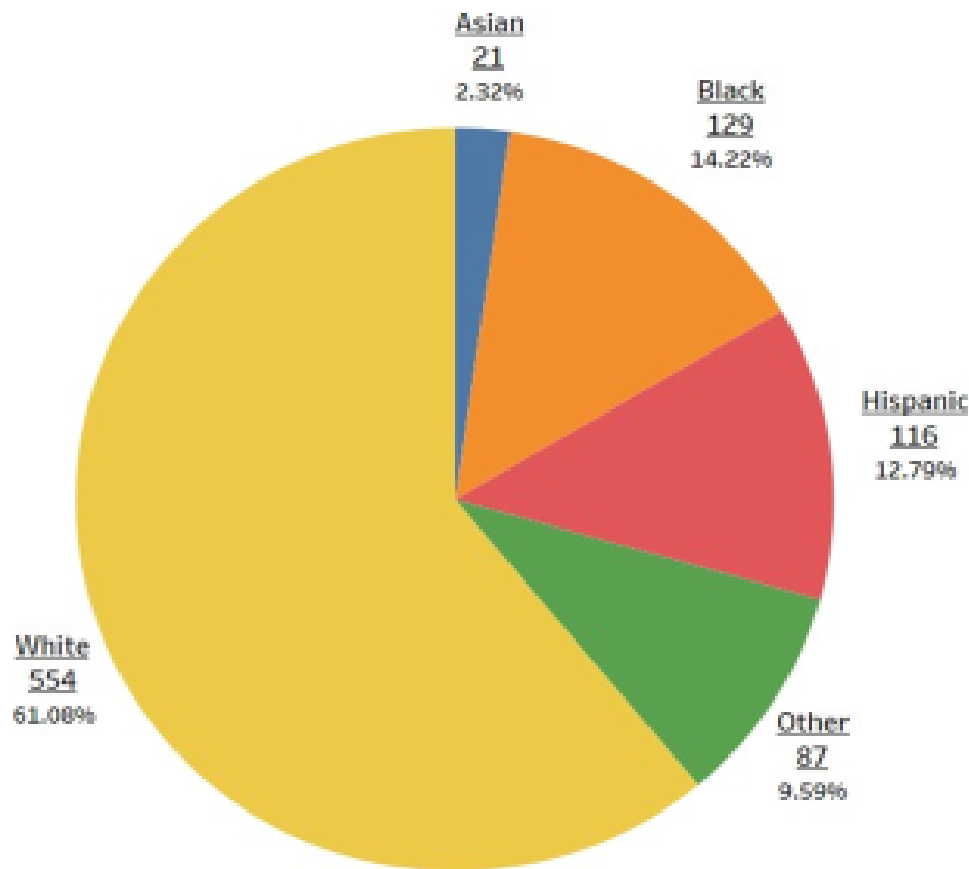
NHPS Hiring Demographics (2017-2021)



NEW HAVEN PUBLIC SCHOOLS

- There have been approximately 900 hires since January 2017 – December 2021.

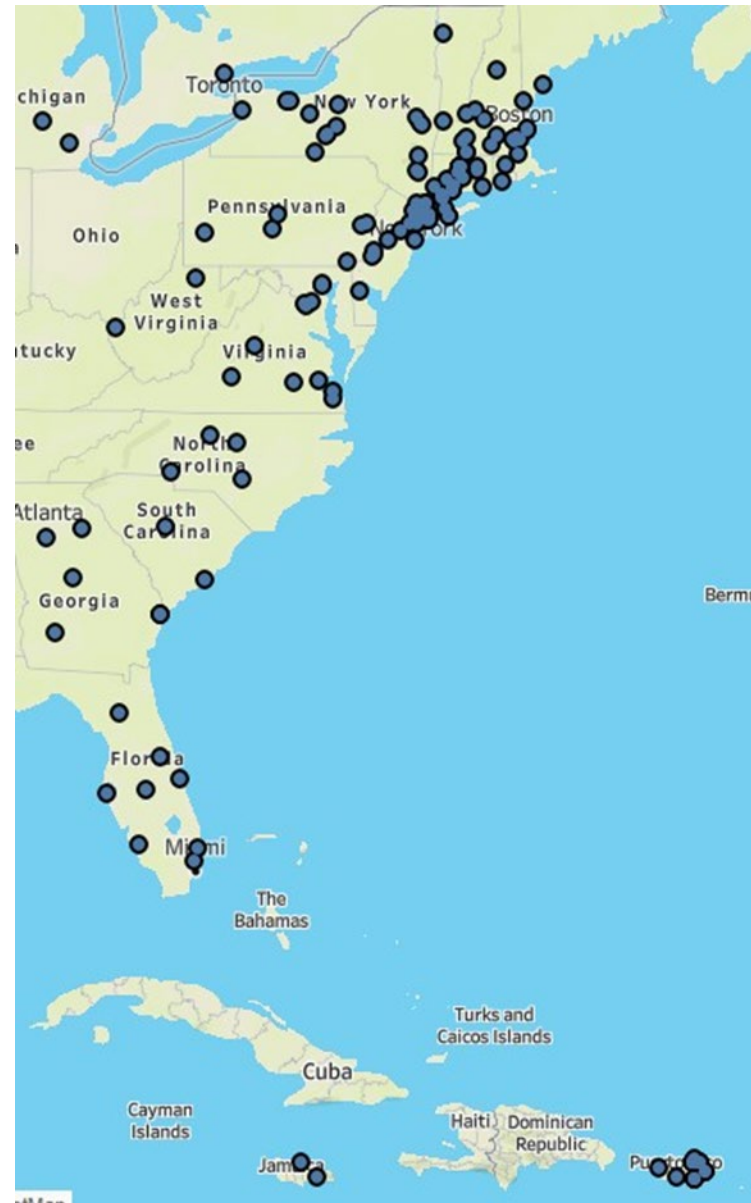
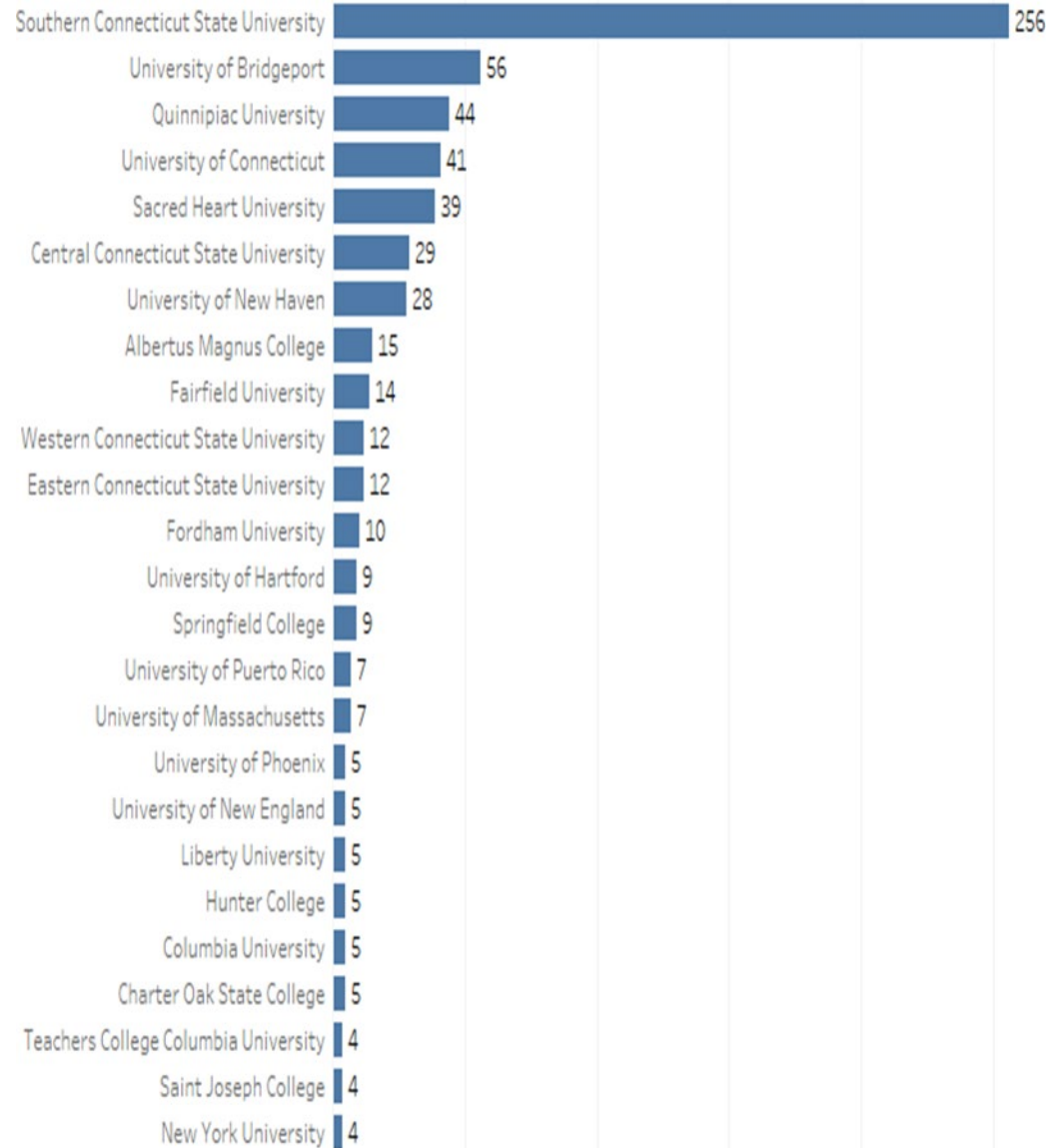
Racial Breakdown of NHPS Hires



- Asian
- Black
- Hispanic
- Other
- White

NHPS Hiring by Universities/Colleges (2017-2021)

Top 25 Highest Universities/Colleges Graduated by NHPS



Recruitment Timeline- Fall 2021

July-
September

October-
December

January

Fall Recruitment

- Partnership with Southern CT State University
- Career Fairs (in-person & virtual)
- Interviews
- Early Hiring

- Interviews
- On-boarding

- Interviews
- On-boarding
- Fall Recruitment
- Career Fairs (in-person & virtual)

Recruitment Timeline- Spring 2022

March-May

June-
September

September –
November

- **Spring Recruitment**
- **Career Fairs (in-person & virtual)**
- **Interviews**
- **Early Hiring**

- **Interviews**
- **On-boarding**

- **Interviews**
- **On-boarding**
- **Fall Recruitment**
- **Career Fairs (in-person & virtual)**

Career Fairs 2022



NEW HAVEN PUBLIC SCHOOLS

Host Organization/College/University	Date	Time	Cost
New Haven Public Schools	December 14, 2021	4:30pm-6:00pm	Free
New Haven Promise	January 13, 2022	2:00pm-5:00pm	Free
NHPS- Bilingual and Special Education Teacher Fair	March 17, 2022	4:00pm	Free
Norfolk State University	March 23, 2022	11:00am-3:00pm	\$475.00
Albertus Magnus College	March 30, 2022	11:00am-1:00pm	Free
Alabama State University	March 31, 2022	11:00am-1:30pm	\$50.00
Wiley College	April 1, 2022	9:00am-1:00pm	\$75.00
Central Connecticut State University	April 5, 2022	2:00pm-5:00pm	Free
University of Connecticut	April 7, 2022	10:00am-4:00pm	Free
The Connecticut State University Career Fair	April 20, 2022	12:00pm-4:00pm	Free
Mississippi Valley State University	April 21, 2022	10:00am-3:00pm	\$100.00
New Haven Public Schools Career Fair	April 28, 2022	4:00pm-7:00pm	\$3,500
RESC Alliance	May 5, 2022	2:30pm-5:30pm	Free
New Haven Public Schools	May 2022 (TBD)		\$2500.00
North Carolina Central University	July 1, 2022		\$100.00

Partnerships 2021-2022



NEW HAVEN PUBLIC SCHOOLS

Relay Graduate School of Education	<p>Alternative Route to Certification</p> <ul style="list-style-type: none"> • Focus is on staff who hold at least bachelor's degree interested in teaching.
Teach for America	<p>Alternative Route to Certification</p> <ul style="list-style-type: none"> • New Executive Director • Openings for shortage areas for the 2022-2023 school year
Southern CT State University	<p>Pathway to Teaching Program</p> <ul style="list-style-type: none"> • New Haven Public Schools Talent Development • Focus is on Assistant Teachers (paraeducators) <p>Resident Educator Certificate Program</p>
Alternate Route to Certification for Teachers of English Learners (ARCTEL)	<ul style="list-style-type: none"> • Cross Endorsement only • Must be currently employed by a CT PreK-12 school district
Educator Rising	<p>Pipeline to a Teaching Career</p> <ul style="list-style-type: none"> • James Hillhouse High School- launched • Courses taken at Southern Connecticut State University & Quinnipiac University • Launching a Middle School component (2023)
Goodwin University	<p>Early College Program</p> <ul style="list-style-type: none"> • Grown Your Own • Teaching Pipeline • Expected launch date: August 2023
Cordell Hull Foundation for International Education	<ul style="list-style-type: none"> • In partnership with the CT State Department of Education • All teachers have a J-1 Visa • Fall 2021 (two year contracts) • 12 New Hires
Quinnipiac University	<ul style="list-style-type: none"> • Mock Interviews • Resident Educator Certificate Program

Funding Sources 2021-2022



NEW HAVEN PUBLIC SCHOOLS

<u>Foundation/Grantor</u>	<u>Award Amount</u>	<u>Grant Period</u>
<p>William Graustein Memorial Fund</p> <ul style="list-style-type: none"> Book Awards of \$200.00 for Southern Connecticut State University students who are currently employed under the ESSER grant. 	<p>\$50k- Awarded</p>	<p>December 2021-December 2022</p> <ul style="list-style-type: none"> 2022 (spring) Cohort-1 & 2 2022 (summer) Cohort-1 & 2
<p>William Graustein Memorial Fund</p> <ul style="list-style-type: none"> Provided tuition for nine employees to attend Relay Graduate School Education. Will provide tuition for one employee to attend Relay Graduate School Education. Provided book awards of \$200.00 to Southern Connecticut State University students who are currently employed under the ESSER grant. Partnered with Elm City communities to create an Educators Incentive Program (program description attached). 	<p>\$100k- Awarded</p> <ul style="list-style-type: none"> \$36,000 \$6,000 \$3,390.01 \$50,000 	<p>August 2020-December 2021</p> <ul style="list-style-type: none"> 2020-2021 Cohort-1 2021-2022 Cohort-2 2021 Cohort-1 (fall) Program placed on hold to shift funding to the Southern Connecticut State University Pathway to Teaching Program.