

# Board of Education Regular Meeting

Tuesday, February 8, 2022 7:30 PM

Polson Library Media Center / Zoom, 302 Green Hill Road, Madison, CT 06443

## I. Call to Order / Attendance

I.A. Pledge of Allegiance

## II. School / Community Session

II.A. Public Participation

## III. Board of Education Student Representative Report

**Speaker (s):** Isabelle Vagell and Lucy Fritzinger

## IV. Superintendent's Report

**Speaker (s):** Craig A. Cooke, Ph.D.

IV.A. COVID Update

IV.B. 2022-2023 Budget Update

## V. Board Member Comments

## VI. Audience Response to Information Presented (Ref. Bylaw #9540.10)

## VII. Board of Selectmen Liaison

**Speaker (s):** Scott Murphy

## VIII. Consent Agenda (Ref. Bylaw #9540.2 and #9540.8)

VIII.A. Line Item Transfers - None

VIII.B. Budget Expenditures as of February 3, 2022

## IX. Action Item: Motion to approve Consent Agenda

## X. Board Committees / Liaison Updates (Ref. Bylaw #9450)

X.A. Curriculum and Student Development

**Speaker (s):** Members: Steve Pynn, Chair; Catherine Miller, Jen Gordon

X.B. Facilities Committee

**Speaker (s):** Members: Emily Rosenthal, Chair, Steven Pynn, Galen Cawley

X.C. Finance Committee

**Speaker (s):** Members: Calen Cawley, Chair; Diane Infantine-Vyce, Emily Rosenthal

X.D. Personnel Committee

**Speaker (s):** Members: Maureen Lewis, Chair; Catherine Miller, Mary Ann Connelly

X.E. Policy Committee

**Speaker (s):** Members: Diane Infantine-Vyce, Chair; Maureen Lewis,

Jen Gordon

X.E.1. First Reading: Bylaw #9600: Formation, Adoption, Amendment or Deletion of Bylaws and Policies

X.E.2. First Reading: Bylaw #9640 - Formulation, Adoption, Amendment or Deletion of Administrative Regulations

X.E.3. First Reading: Bylaw #9660 - Suspension of Policies, Bylaws or Administrative Regulations

X.F. LEARN Liaison

**Speaker (s):** Mary Ann Connelly

XI. **Action Item: Motion to waive the 1st and 2nd readings of the following policies proposed for rescission:**

**#3440: Inventories**

**#3543: Employees Self-Funding Health Insurance Plan**

**#4122.6: Personnel Records**

**#4114: Transfer/Reassignment**

**#4115.1: Evaluation of Certified Staff**

**#4117.1: Retirement**

**#4117.3: Personnel Reduction**

**#4117.4: Dismissal/Suspension**

**#4118: Tenure**

XII. **Action Item: Motion to approve rescission of the following policies:**

**#3440: Inventories**

**#3543: Employees Self-Funding Health Insurance Plan**

**#4122.6: Personnel Records**

**#4114: Transfer/Reassignment**

**#4115.1: Evaluation of Certified Staff**

**#4117.1: Retirement**

**#4117.3: Personnel Reduction**

**#4117.4: Dismissal/Suspension**

**#4118: Tenure**

XIII. **Action Item: Motion to approve the minutes of the January 18, 2022 Board of Education Meeting (Ref. Bylaw #9540.9)**

XIV. **Action Item: Motion to approve trip to Greece April 6 - 14, 2023**

XV. **Future Agenda Items**

XVI. **Meetings/Dates of Importance**

XVII. **Adjournment**

XVIII. *The Town of Madison does not discriminate on the basis of disability, and the meeting facilities are ADA accessible. Individuals who need assistance are invited to make their needs known by contacting Paula Carabetta at 203-245-5644 or by email at carabettap@madisonct.org at least five (5) business days prior to the meeting.*



**21-22 MADISON PUBLIC SCHOOLS EXPENDITURE**  
BOE MEETING 2.8.22

FOR 2022 13

	ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
51000 NEW STAFF AREA I	-153,266	0	-153,266	.00	.00	-153,266.00	.0%
51060 REDUCTION/BUDGET	-218,250	0	-218,250	-38,800.00	.00	-179,450.00	17.8%
51109 11TH COURSE STIPENDS	15,000	0	15,000	2,500.00	11,250.00	1,250.00	91.7%
51110 TEACHERS	23,181,293	-92,812	23,088,481	11,020,027.78	11,579,300.04	489,152.72	97.9%
51111 ADMINISTRATORS	2,120,192	0	2,120,192	1,315,577.98	803,131.02	1,483.25	99.9%
51112 EPED	214,812	0	214,812	107,406.00	105,532.00	1,874.00	99.1%
51113 CO CURRICULAR	450,325	2,811	453,136	163,982.00	145,242.50	143,911.36	68.2%
51114 EARLY RETIREMENT	234,008	-93,716	140,292	.00	18,270.00	122,021.67	13.0%
51116 DIRECTORS / MANAGERS	361,052	0	361,052	322,540.36	38,511.60	.19	100.0%
51120 OFFICE STAFF	1,560,605	-507	1,560,098	887,136.97	669,826.61	3,134.73	99.8%
51121 INSTRUCTIONAL PARAPROFESSIO	2,045,831	-8,500	2,037,331	963,024.65	870,154.89	204,151.93	90.0%
51122 CUSTODIANS	1,655,737	0	1,655,737	804,791.00	706,204.64	144,741.85	91.3%
51123 MEDIA / TECH PARAPROFESSIO	290,192	4,862	295,054	161,278.54	126,026.58	7,749.03	97.4%
51124 SECURITY / SUSPENSION	420,580	0	420,580	308,085.62	111,952.52	541.72	99.9%
51126 SCHOOL HEALTH SERVICES	368,467	0	368,467	182,883.30	164,570.16	21,013.68	94.3%
51127 EVENT STAFF	16,490	0	16,490	16,313.40	50.00	126.60	99.2%
51128 ATHLETIC TRAINER	41,649	0	41,649	23,799.60	17,849.73	.00	100.0%
51129 ATTENDANCE INCENTIVE	13,500	0	13,500	.00	.00	13,500.00	.0%
51130 THERAPISTS / OCCUP & PHYS	419,405	0	419,405	198,841.22	218,090.52	2,473.07	99.4%
51210 SUBSTITUTE TEACHERS	381,900	82,750	464,650	238,167.33	140,161.25	86,321.42	81.4%
51212 SUBS / SCHOOL HEALTH SERVICES	16,320	0	16,320	5,448.86	.00	10,871.14	33.4%
51221 CLASSIFIED SUBS	14,000	0	14,000	7,453.76	.00	6,546.24	53.2%
51320 OVERTIME	72,870	0	72,870	78,721.73	3,915.11	-9,766.84	113.4%
51321 CUSTODIAL/CASUAL LABOR	93,806	0	93,806	78,925.57	.00	14,880.43	84.1%
52130 LIFE INSURANCE	49,950	8,274	58,224	35,756.34	16,486.84	5,980.71	89.7%
52200 SOCIAL SECURITY	604,970	0	604,970	528,454.05	.00	76,515.95	87.4%
52201 MEDICARE	491,744	0	491,744	.00	.00	491,744.00	.0%
52202 FSA ADMINISTRATION	3,000	0	3,000	1,084.45	696.15	1,219.40	59.4%
52300 PENSION-DEF BENEFIT	1,121,499	0	1,121,499	329,729.13	.00	791,770.07	29.4%
52301 PENSION-DEF CONTRIBUTION	13,000	17,500	30,500	16,356.65	.00	14,143.35	53.6%
52500 UNEMPLOYMENT	50,000	0	50,000	13,503.91	.00	36,496.09	27.0%
52600 WORKER'S COMP	291,981	-5,853	286,129	285,056.00	.00	1,072.51	99.6%
52700 DISABILITY INSURANCE	72,000	4,338	76,338	42,167.76	24,131.44	10,038.62	86.8%
53000 UNBUDGETED EXPENSE	75,000	75,000	150,000	75,000.00	.00	75,000.00	50.0%
53101 LABOR & LEGAL SVCES	110,000	0	110,000	59,829.00	.00	50,171.00	54.4%
53222 EVALUATION SERVICES	139,500	-3,000	136,500	35,242.68	71,241.00	30,016.32	78.0%
53224 STAFF DEVELOPMENT	218,969	-2,091	216,878	48,424.07	8,655.30	159,798.40	26.3%
53225 NEASC ACCREDITATION SERVICES	4,540	0	4,540	4,210.00	.00	330.00	92.7%
53230 STUDENT SUPPORT SERVICES	51,000	15,000	66,000	23,816.94	3,900.00	38,283.06	42.0%
53231 ADULT EDUCATION	45,000	0	45,000	42,000.00	.00	3,000.00	93.3%
53300 PROF / TECH SVCES	1,269,860	12,141	1,282,001	912,897.49	241,705.17	127,398.15	90.1%
53305 PROF TECH MEDICAL	15,630	2,497	18,127	18,464.51	.00	-337.51	101.9%
54210 DISPOSAL / RECYCLING	73,200	0	73,200	46,788.64	21,333.36	5,078.00	93.1%
54220 SNOW REMOVAL	64,946	0	64,946	10,487.00	15,000.00	39,459.00	39.2%

**21-22 MADISON PUBLIC SCHOOLS EXPENDITURE**  
**BOE MEETING 2.8.22**

FOR 2022 13

54300	REPAIRS & MAINT	ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
54300	REPAIRS & MAINT	574,204	-1,602	572,602	409,496.23	49,712.61	113,393.04	80.2%
54307	TECH / INFRASTRUCTURE	42,000	0	42,000	3,795.00	15,238.82	22,966.18	45.3%
54309	EMERGENCY MAINTENANCE	50,000	0	50,000	.00	.00	50,000.00	.0%
54310	KITCHEN MAINTENANCE	13,401	0	13,401	9,226.00	1,032.11	3,142.89	76.5%
54313	TREATMENT PLANT REPAIRS	29,000	0	29,000	7,443.00	126.00	21,431.00	26.1%
54320	REPAIR / CONTRACTS	36,500	0	36,500	2,358.15	843.00	33,298.85	8.8%
54330	ALARM SERVICES	12,372	0	12,372	11,754.56	.00	617.44	95.0%
54340	TELEPHONE MAINTENANCE	14,024	0	14,024	.00	.00	14,024.00	.0%
54420	RENTAL AGREEMENTS	29,152	3,586	32,739	13,671.22	1,017.78	18,049.50	44.9%
54600	TREE SERVICES	8,828	0	8,828	1,900.00	.00	6,928.00	21.5%
54900	PURCHASE SVCS	353	0	353	.00	.00	353.10	.0%
55110	STUDENT ACTIV TRANS	165,505	-4,352	161,152	35,972.01	5,658.68	119,521.72	25.8%
55111	REGULAR TRANSPORTATION	1,973,180	0	1,973,180	1,058,893.63	1,664.46	912,621.91	53.7%
55113	FUEL / TRANSPORTATION	283,000	0	283,000	88,952.34	30,047.83	163,999.83	42.0%
55114	SCHOOL CHOICE TRANSPORT	67,500	0	67,500	33,385.84	.00	34,114.16	49.5%
55120	SPED TRANSPORTATION	1,265,039	0	1,265,039	698,579.91	87,469.17	478,989.92	62.1%
55201	GENERAL INSURANCE	293,336	3,188	296,524	296,524.00	.00	.00	100.0%
55203	STUDENT INSURANCE	18,811	0	18,811	17,094.00	.00	1,717.00	90.9%
55301	TELECOMMUNICATIONS	152,942	1,588	154,530	79,158.05	52,289.91	23,081.80	85.1%
55302	POSTAGE	21,188	-100	21,088	5,297.93	2,977.04	12,812.94	39.2%
55303	REPORTS/PUBLIC RELATIONS	4,650	0	4,650	.00	.00	4,650.00	.0%
55400	LEGAL NOTICES & ADS	900	0	900	.00	.00	900.00	.0%
55500	PRINTING & BINDING	44,817	-1,700	43,117	17,702.51	11,496.31	13,918.17	67.7%
55501	PRINTING / INSTRU SUPPLIES	34,845	0	34,845	8,682.74	219.45	25,943.16	25.5%
55608	TUITION / TYPICALS	-100,000	0	-100,000	-44,005.00	.00	-55,995.00	44.0%
55610	EXT PLACEMENTS / PUBLIC	399,214	0	399,214	408,512.21	232,796.37	-242,094.58	160.6%
55630	EXT PLACEMENTS / PRIVATE	1,809,847	-29,237	1,780,610	1,177,734.23	795,281.54	-192,405.65	110.8%
55640	SCHOOL CHOICE TUITION	76,000	0	76,000	.00	.00	76,000.00	.0%
55641	EXTENDED YEAR SERVICES / SPED	106,000	4,737	110,737	110,736.88	.00	.00	100.0%
55643	EXT PLACEMENT/ GENERAL ED	10,000	0	10,000	5,206.95	.00	4,793.05	52.1%
55801	TRAVEL (STAFF)	27,600	-850	26,750	6,161.27	964.41	19,624.32	26.6%
55802	TRAVEL (BOE)	320	0	320	.00	.00	320.00	.0%
55900	MISC PURCH SERVICES	8,850	0	8,850	4,535.00	3,047.50	1,267.50	85.7%
56101	OFFICE SUPPLIES	40,626	-1,800	38,826	19,931.19	1,294.89	17,600.00	54.7%
56110	INSTRUCTIONAL SUPPLIES	403,381	566	403,947	242,084.76	31,497.42	130,364.78	67.7%
56120	INSTRUCTIONAL SOFTWARE	23,876	13,500	37,376	32,023.84	263.19	5,088.97	86.4%
56130	CUSTODIAL SUPPLIES	82,132	-520	81,612	73,610.25	.00	8,001.34	90.2%
56131	MAINTENANCE SUPPLIES	78,000	0	78,000	54,557.28	17,120.01	6,322.71	91.9%
56140	FIELDS MAINTENANCE	112,900	0	112,900	82,932.00	.00	29,968.00	73.5%
56206	GAS SERVICES	268,639	0	268,639	105,430.32	.00	163,208.68	39.2%
56207	HEATING FUEL	10,944	0	10,944	.00	.00	10,944.00	.0%
56210	WATER	42,650	0	42,650	20,322.43	.00	22,327.57	47.6%
56220	ELECTRICITY	770,358	0	770,358	380,203.68	21.26	390,133.06	49.4%
56260	EQUIPMENT MAINTENANCE	21,672	0	21,672	10,787.63	.00	10,884.37	49.8%

**21-22 MADISON PUBLIC SCHOOLS EXPENDITURE**  
 BOE MEETING 2.8.22

FOR 2022 13

56410	TEXTBOOKS & REPLACEMENT	ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
56410	TEXTBOOKS & REPLACEMENT	33,310	-807	32,503	15,161.02	-35.83	17,378.13	46.5%
56411	TEXTBOOKS / NEW	36,500	0	36,500	.00	3,447.30	33,052.70	9.4%
56420	AWARDS	4,365	0	4,365	1,358.70	17.55	2,988.75	31.5%
56421	MEDIA SUPPLIES	35,428	3,000	38,428	15,860.53	9,370.76	13,197.05	65.7%
56422	PERIODICALS	26,272	0	26,272	24,201.53	29.95	2,040.68	92.2%
56423	PRINT COLLECTION	53,304	-5,650	47,654	16,893.49	16,746.16	14,013.97	70.6%
56550	STAFF UNIFORMS	5,258	520	5,778	5,778.41	.00	.00	100.0%
56551	UNIFORMS / STUDENT GROUPS	23,280	0	23,280	13,124.95	.00	10,155.05	56.4%
56900	SUPPLIES	66,960	0	66,960	30,063.58	14,681.98	22,214.79	66.8%
57301	EQUIPMENT	211,936	-5,014	206,923	102,635.51	38,172.52	66,114.53	68.0%
57302	OS SOFTWARE	282,500	0	282,500	208,845.44	2,927.26	70,727.30	75.0%
57303	EQUIP - LEASE/PURCHASE	39,120	0	39,120	14,199.70	19,574.82	5,345.48	86.3%
57304	COMPUTER HARDWARE	549,550	0	549,550	291,573.67	217,184.75	40,791.58	92.6%
57310	VEHICLES	0	0	0	-24.45	.00	24.45	100.0%
57400	PUBLIC SAFETY	26,023	0	26,023	10,301.15	2,250.00	13,471.85	48.2%
58100	DUES, FEES & MEMBSHPS	64,390	2,253	66,643	52,127.80	5,556.00	8,958.73	86.6%
58101	ATHLETIC EVENT FEES	10,379	0	10,379	2,375.00	1,710.00	6,294.00	39.4%
GRAND TOTAL		49,179,440	0	49,179,440	25,672,502.36	17,806,901.41	5,700,036.08	88.4%

\*\* END OF REPORT - Generated by Kristen Bartosic \*\*

**Formulation, Adoption, Amendment  
Or Deletion of Bylaws and Policies**

**Process**

It is the intent of the Board to develop policies and put them in writing so that they may serve as guidelines for the discretionary action of those to whom it delegates authority and for the successful and efficient functioning of the public schools.

The Board considers policy development one of its chief responsibilities. Proposals regarding policies may originate with a member of the Board, the Superintendent, a staff member, a parent, student, consultant, civic group, or any resident of the district. A careful and orderly process will be used in examining such proposals prior to action upon them by the Board. Development and revision of policies and bylaws shall be directed through the Policy committee of the Board of Education. The Board will take action after hearing the recommendations of the Superintendent and the viewpoints of persons and groups affected by the policy.

The policies of the Board are framed and meant to be interpreted in terms of state laws and regulations and other regulatory agencies within our state and federal levels of government.

Changes in needs, conditions, purposes, and objectives will require revisions, deletions, and additions to the policies of the present and future Boards. The Board will welcome suggestions for ongoing policy development.

**Bylaws**

Bylaw proposals and suggested amendments to, revisions of, or deletions of existing bylaws shall normally be submitted to all members of the Madison Board of Education (the "Board") by the Superintendent from the Policy Committee in writing prior to a regular Board meeting in which such proposed bylaws, amendments, revisions or deletions thereof shall be read and discussed.

37 Except for emergency situations, bylaws will be adopted, amended, or deleted after  
38 consideration at two regular meetings of the Board. The agenda shall be marked to  
39 indicate such matters.

40  
41 When a bylaw is placed on the agenda for the second consecutive meeting, a motion  
42 either to adopt or not to adopt the bylaw or the proposed bylaw changes is necessary for  
43 discussion. If the discussion results in a suggestion for change, such changes will be  
44 included in the second reading of the bylaw prior to adoption.

45  
46 Any bylaw of the Board may be adopted, amended or deleted at any regular meeting by a  
47 majority vote of all members of the Board, provided that such proposal shall have been  
48 given to the Board at the previous regular meeting.

49  
50 **Policies**

51  
52 1. In the absence of any written policy, administrative regulations will be used to  
53 guide and administer the effective operation of the Madison Public Schools.

54  
55 2. Suggestions for either new policies or policy changes normally come to the  
56 Madison Board of Education (the “Board”) from any of the following:

57  
58 A. Board members

59 B. Superintendent

60 C. Statute

61 D. Matters of law

62 E. Citizens, and/or

63 F. Students.

64  
65 3. The Superintendent will prepare a draft policy statement for consideration and  
66 development by the Board.

- 68 34. Policy proposals and suggested amendments to, revisions of, or deletions of  
69 existing policies shall normally be submitted to all members of the Board by the  
70 Policy Committee and/or the Superintendent by the Superintendent in writing  
71 prior to a regular Board meeting in which such proposed policies, amendments,  
72 revisions or deletions thereof shall be read and discussed.
- 73
- 74 45. Policies that deal with matters of an emergency nature may be introduced by the  
75 Policy Committee and/or the Superintendent at any regular or special Board  
76 meeting.
- 77
- 78 56. Policies that affect students shall become effective at the beginning of the next  
79 school year following adoption unless the policy provides otherwise.
- 80
- 81 67. Except for emergency situations, Generally, ~~policies~~ policies will be adopted,  
82 amended, or deleted after consideration at two regular meetings of the Board. The  
83 agenda shall be marked to indicate such policy matters. At its discretion, the  
84 Board may dispense with the two reading adoption sequence and move directly  
85 from the first read to the vote with a two-thirds affirmative vote of the quorum of  
86 the Board.
- 87
- 88 8. When a policy is placed on the agenda for the second consecutive meeting, a  
89 motion either to adopt or not to adopt the policy or the proposed policy changes is  
90 necessary for discussion. If the discussion results in a suggestion for change, such  
91 changes will be included in the second reading of the policy prior to adoption.
- 92
- 93 9. The formal adoption or deletion of policies and the adoption of policy changes  
94 shall be by majority vote of all members of the Board, and the action shall be  
95 recorded in the minutes of the Board.
- 96
- 97 10. Only those written statements so adopted as policy and so recorded shall be  
98 regarded as official policy of the Board.

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101

102 First Reading: February 8, 2022

#9640

**Formulation, Adoption, Amendment  
Or Deletion of Administrative Regulations  
(formerly Board Review of Regulations)**

The Superintendent is responsible for the formulation, adoption, amendment, and deletion of administrative regulations to implement the policies of the Madison Board of Education (the “Board”) and/or as necessary to promote the orderly operation of the Madison Public Schools in compliance with applicable law.

The Superintendent shall bring to the attention of the Board all new, revised or deleted administrative regulations.

~~The Board of Education does not adopt administrative regulations unless specifically required to do so by law, or unless requested to do so by the Superintendent. Adoption and amendment of such Board of Education adopted regulations shall be by the same procedure as that specified for policies in Bylaw 9620.~~

The Board of Education reserves the right to review and direct revisions or deletions/ ~~additions~~ of administrative regulations should they, in the Board of Education's judgment, be inconsistent with the policies adopted by the Board. If the Board directs the Superintendent to adopt, amend, or delete administrative regulations, it shall do so upon majority vote of all members in attendance at the meeting, provided that prior notification of such proposed revision has been described in writing in the call of the meeting, or upon majority vote of all members of the Board when no such written notice has been given. ~~Any Board action directing such revisions shall require a two-thirds (2/3) vote of the entire Board.~~

Date of Adoption: 6/19/90  
1st Revision: 1/3/95

First Reading: February 8, 2022

#9660

Suspension of Policies, Bylaws  
Or Administrative Regulations  
(formerly Suspension / Repeal of Policy)

~~Policies, bylaws and Board adopted regulations, except those resulting from negotiations with employee organizations, shall be subject to suspension for a specified purpose and limited time by a two-thirds (2/3) vote of all members of the Board at a legally called Board meeting.~~

1. Policies and bylaws of the Madison Board of Education (the “Board”) shall be subject to suspension for a specified purpose and limited time by:

A. A majority vote of all members of the Board in attendance at a meeting, and

B. Provided that prior notification of such a proposed suspension has been described in writing in the call of the meeting.

2. Policies of the Board shall be subject to suspension for a specified purpose and limited time upon a majority vote of all members of the Board when no such written notice has been given.

3. Bylaws of the Board shall be subject to suspension for a specified purpose and limited time upon a two-thirds votes of all members of the Board when no such written notice has been given.

4. Administrative regulations of the Board may be suspended for a specified purpose and limited time:

A By the Superintendent, who shall give notice to the Board of the reason for the suspension and the time period of the suspension.

B. The Board may direct the Superintendent to suspend administrative regulations for a specified purpose and limited time upon majority vote of all members in attendance at a meeting, provided that prior notification of such proposed suspension has been described in writing in the call of the meeting, or upon majority vote of all members of the Board when no such written notice has been given.

Date of Adoption: 1/17/72  
1st Revision: 3/21/89  
2nd Revision: 1/3/95

First Reading: February 8, 2022

**#3440**

**Inventories: Control of Equipment and Materials  
and Equipment Repair**

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**A. DISTRICT INVENTORY**

The business office shall maintain a current inventory of school system equipment and materials.

All school equipment of an assessed value of \$250.00, or more, shall be included on inventory lists.

The building principal shall establish the procedure for inventory control of all materials and equipment assigned to his/her building, in conjunction with the Business Office.

**B. CONTROL OF EQUIPMENT AND MATERIALS**

The Board of Education shall permit school equipment/materials to be loaned to staff members when such use is directly or indirectly related to their employment. Equipment/materials may be loaned to students when it is to be used in connection with their studies or co-curricular activities.

The following guidelines shall be followed:

- All requests to use school equipment outside of the school setting by staff or students shall be submitted in writing, approved by the appropriate supervisory administrator, and kept on file in the building.
- A receipt of the approval shall be given to the employee/student.
- Building principals shall develop a procedure for monitoring the use of school materials, such as computer software and audio-visual materials, outside of the school setting by staff and students.
- The appropriate supervisory administrator shall be responsible for assessing the merit of all requests.
- The return of equipment/materials in a timely manner, as specified by the supervisory administrator, is expected so that the educational use of the equipment/materials by others is not obstructed. Permission of the building principal shall be required, should the use of school equipment/materials outside of the school setting need to be extended beyond the original date for return.
- The use of equipment/materials outside of the school during summer vacation shall require the approval of the Superintendent or Assistant Superintendent.

**#3440** (cont.)

- The borrower shall be responsible for replacement of the school equipment/materials in case of loss or damage. In the case of a student borrower, under the age of 18, the parent/guardian shall assume this responsibility in writing.
- The Superintendent shall develop a request form to be used in the implementation of this policy.
- Failure to adhere to these guidelines may result in personnel/legal action.

### C. REPAIR OF EQUIPMENT

The building principal or his/her designee shall authorize requests for equipment repair.

Should equipment repair be required by a repair service, the building principal or his/her designee, under the direction of the Assistant Superintendent, shall use appropriately recognized services.

Should a staff member possess the recognized skill and talent to repair school equipment, such repair shall require the approval of the appropriate supervisory administrator. Return of the equipment shall be in a timely manner as designated by the appropriate administrator.

The Superintendent shall develop a repair form to be used in the implementation of this policy.

Should it be determined by the appropriate supervisory administrator that the equipment cannot be repaired, Policy #3260, SALES AND DISPOSAL OF BOOKS, EQUIPMENT, AND SUPPLIES shall be implemented through building/district approved procedures.

Adopted: February 19, 1991

**#3543**

**Employees Self-Funding Health Insurance Plan**

The Town of Madison and the Board of Education of Madison shall continue to jointly establish a self-insurance plan for health care for its employees. The Town and the Board of Education's self-insurance plan shall be known as the Madison Employees' Health Benefits Internal Service Plan. The fund shall be considered a "pass through" account and not included in the Board of Education's annual base operational budget, but is reflected in the Board of Education comprehensive budget.

The Town of Madison and the Board of Education of Madison shall also continue to jointly establish and fund a bank account exclusively for maintaining funds for claims payments and reserves for the Madison Employees Health Benefits Internal Service Plan. providing agreed upon administrative procedures are in place and sanctioned by the Board of Education, the Board of Selectmen and the Board of Finance.

The Superintendent and members of the Policy Committee shall work jointly with Town of Madison officials to develop procedures and regulations for the implementation of this policy.

Date of Adoption: June 23, 1994

Date of Revision: November 8, 2007

The Madison Public Schools shall maintain personnel records on all employees for a period of 55 years beyond termination, as prescribed by State law. Such records shall include information necessary for effective personnel administration. Access to such records shall be limited, as prescribed by law and under the direct supervision of the Superintendent. Confidential documents shall not be released without the written consent of the employee.

The Superintendent, on behalf of the Madison Board of Education, shall notify the employee and a collective bargaining representative, if any, by certified mail when a request is made for disclosure of the employee's personnel, medical or similar files, (1) in the case of confidential records protected by law, or (2) if the Superintendent reasonably believes disclosure would invade the employee's privacy.

Any records not of a confidential nature will be disclosed unless written objection is received from the employee or his/her collective bargaining representative, within seven (7) business days of receipt of said individual's receipt of notification from the Superintendent.

Records of a teacher's performance and evaluation shall not be released without the written consent of the teacher.

Records maintained or kept on file by the Board, which are records of a teacher's personal misconduct shall be deemed to be public records, and subject to disclosure under the Freedom of Information Act. Disclosure of such records of a teacher's personal misconduct shall not require the consent of the teacher.

All materials within personnel records shall be made available for inspection by the employee and a collective bargaining representative, if any, at a mutually agreeable off-duty time, in the presence of an appropriate administrator or his/her designee. Upon request, an employee will be provided a copy of supervisory records and reports

### #4112.6 (cont.)

maintained in said employee's personnel records, as a guide to evaluation of his/her performance.

In accordance with federal law, the District shall release information regarding the professional qualifications and degrees of teachers and the qualifications of paraprofessionals to parents / guardians upon request for any teacher or paraprofessional who is employed by a school receiving Title I funds and who provides instruction to their child at that school.

Files containing medical information regarding an employee will be kept separate from other personnel files.

The Board of Education directs the Superintendent or his/her designee to take the necessary steps to ensure compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Compliance activities shall include conducting an audit to determine applicability of HIPAA to District operations, recommending policies to the Board, implementation of administrative regulations, including record keeping procedures, preparation of necessary documents, employee training and all other activities necessary to ensure compliance.

Legal Reference:           42 U.S.C. 1320d-1320d-8, P.L. 104-191, Health Insurance Portability and Accountability Act of 1996 (HIPAA)  
65 Fed. Reg. 50312-50372  
65 Fed. Reg. 92462-82829  
63 Fed. Reg. 43242-43280  
67 Fed. Reg. 53182-53273  
Connecticut General Statutes:  
1-206 Denial of access to public records or meetings.  
1-213 Agency administration. Disclosure of personnel, birth and tax records.  
1-214 Objection to disclosure of personnel or medical files  
1-215 Record of arrest as public record  
10-151a Access of teacher to supervisory records and reports in personnel file.  
10-151c Records of teacher performance and evaluation not public records. (as amended by PA 02-138)  
PL 107-110, No Child Left Behind Act, Sec. 1119.  
The Americans with Disabilities Act

Date of Adoption:    May 1, 1972  
Date of Revision:    April 7, 1992  
Date of Revision:    May 2, 2006

**Transfer / Reassignment**

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All transfers and reassignments of staff shall be the responsibility of the Superintendent and will be made in a fair manner, preserving the best interests of the school system. These actions are subject to the provisions of the current contract agreements and policies of the Madison Board of Education.

Date Adopted: April 17, 1972 as Policy #4215  
Date Revised: November 7, 1991

#4115.1

**Evaluation of Certified Staff**

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The Board of Education affirms that monitoring and developing the educational techniques and effectiveness of classroom teachers is essential for successful learning by students. Therefore, principals will consider instructional supervision of teachers as the highest priority of their responsibility. At a minimum, elements of effective supervision consist of the following:

- formal and informal classroom visitations by principals and other supervisory staff;
- monitoring of teaching to ensure that the core elements and proficiencies of instruction are a part of the teaching process;
- setting reasonable instructional objectives;
- ensuring that a variety of instructional materials are used in assisting students to reach expected academic standards;
- providing staff development opportunities for all staff;
- reviewing the job description critically with each teacher; and
- writing, implementing and monitoring action plans for the improvement of instruction by each teacher.

Although the supervision of teaching effectiveness is a continuous process, an official attestation as required by policy will occur at least once each year per the guidelines set forth in the district-approved performance evaluation plan.

Legal Reference: Connecticut General Statutes

10-145b Teaching certificates

10-151a Access of teacher to supervisory records and reports in personnel file

10-151b Evaluation by superintendent of certain educational personnel.  
(amended by PA 04-137, An Act Concerning Teachers' Evaluations)

10-151c Records of teacher performance and evaluation not public records

10-220a(b) In-service training. Professional development. Institutes for educators. Cooperative and beginning teacher programs, regulations.

20 U.S.C. Section 1119 No Child Left Behind Act

34 C.F.R. 200.55 Federal Regulations

Circular Letter C-6, Series 2004-2005, Determining "Highly Qualified" Teachers

Circular Letter C-9, Series 2004-2005, "No Child Left Behind" and Districts'

**H**igh **O**bjective **U**niform **S**tate **S**tandard of **E**valuation (HOUSSE) Plans.

Date of Adoption: June 23, 1998

Technical Revision: April 4, 2006

Any certified employee of the Madison Board of Education may retire under provisions of any retirement plan of the Connecticut Teachers' Retirement Board, at the option of the employee and in accordance with State law.

A former certified employee receiving retirement benefits from the Connecticut teachers' retirement system may be reemployed as a certified employee by the Madison Board of Education if so authorized by the Teachers' Retirement Board. Such authorization is contingent upon certification to the teachers' retirement board by the Madison Board of Education that such reemployment is in the best interests of the school system.

Legal Reference: Connecticut General Statutes Section 10-183

Date Adopted: December 3, 1991

The Madison Board of Education may find it necessary upon occasion to reduce the number of certified personnel it employs, due to reduced enrollment; lack of funds; elimination or reduction of a particular program; or other appropriate reasons.

Prior to commencing action to terminate the contract of a certified employee, the Board of Education will abide by procedures currently existing in the employee contractual agreement. In addition, the Board will give due consideration to its ability to reduce staff through voluntary retirement; voluntary resignation; transfer of existing staff; and voluntary leaves of absence.

The Superintendent is directed to use just and reasonable procedures for releasing staff members in accordance with the current contractual agreement and State Statute, and with consideration of tenure; the needs of the schools and students; and the qualifications and job performance of the personnel.

Prior to terminating a contract, the Board shall vote to give the certified employee written notice that termination of his/her contract is under consideration. The notification and subsequent procedures related to termination shall be in accordance with State Statute.

Personnel who are terminated because of the elimination of a position shall be considered for reemployment in accordance with the layoff procedure contained in the employee contractual agreement.

Legal Reference:                      Connecticut General Statutes  
   10-4a Educational interests of the state identified  
   Section 10-151(d) Employment of teachers. Notice and hearing on  
   termination of contract  
   10-220 Duties of boards of education

Date of Adoption: December 3, 1991  
Date of Revision: January 5, 2006

**Dismissal / Suspension**

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The Madison Board of Education shall comply with Connecticut law in matters respecting the termination and / or suspension of tenured and non-tenured certified personnel.

Legal Reference: Connecticut General Statutes

10-151(c) Employment of teachers.

PA 95-58 An Act Concerning Teacher Evaluations, Tenure and Dismissal.

PA 97-247 An Act Concerning Revisions to the Education Statutes.

*Shanbrom v. Orange Board of Education*, 2 Conn. L. Rpts. 396, 398 (1990)

Date of Adoption: May 5, 1992

Technical Revision: April 4, 2006

The intention of the board is to maintain a competent staff whose objective is the continued improvement of the quality of education provided students in the Madison Public Schools.

Achievement of tenure shall be in compliance with the state statutes and regulations.

**Legal Reference: Connecticut General Statutes**

#10-151 Employment of teachers. Notice and hearing on termination of or failure to renew contract. Appeals as amended by P.A. 10-111, An Act Concerning Education Reform in Connecticut, and P.A. 12-116, An Act Concerning Educational Reform.

10-158a Cooperative arrangements among towns. School building projects. Student transportation.

P.A. 11-135 an Act Concerning Implementation Dates for Secondary School Reform.

Connecticut Guidelines for Educator Evaluation adopted by the State Board of Education, June 27, 2012.

Connecticut's System for Educator Evaluation and Development (SEED)

Date of Adoption: 9/73

Date of Revision: May 3, 2016

## **SUBJECT TO APPROVAL**

**Madison Public Schools  
Board of Education Regular Meeting  
January 18, 2022  
7:30 PM  
Polson Library & Remote**

### **MEETING MINUTES**

*Full documentation of these proceedings can be found through on demand video located in the Meetings/Minutes section of the district website*

1. Call to Order / Attendance

The public meeting of the Madison Board of Education was called to order by Chair Seth Klaskin at 7:32 p.m. Mr. Klaskin led the Pledge of Allegiance.

Present: Seth Klaskin, Galen Cawley, Emily Rosenthal, Diane Infantine-Vyce, Steve Pynn, Maureen Lewis, Mary Ann Connelly, Jen Gordon, Cathy Miller.

Also present: Craig Cooke, Ph.D., Superintendent; Stacy Nobitz, Finance Director;

2. School / Community Session

Members of the Public spoke about mask mandates. Comments in their entirety can be heard on the recording of the meeting posted on the website.

3. Board of Education Student Representative Report

Isabelle Vagell and Lucy Fritzing

Isabelle was not in attendance this evening. Lucy reported that Wellness Wednesday is back. Course selection sheets have been distributed for the 22-23 school year which will need to be completed by the end of January. Meetings will then take place with the guidance counselors. Orchestra concert will take place tomorrow evening. Model UN, a 4-day Zoom event held at Yale, will be taking place this Thursday through Sunday. Students from all over the country will be attending. Administrators and coordinators have met with incoming freshman (class of 2026), as well as parents. Promethean boards will be arriving in the next few weeks.

4. Superintendent's Report

Craig A. Cooke, Ph.D.

Dr. Cooke began by thanking staff for their willingness to cover classes and fill in as needed and reported there has been a substantial decline in student and staff absenteeism over the past couple of weeks. Dr. Cooke expressed his appreciation to the State for their continuing support with the N95 masks, which we have distributed to each staff member, as well as the COVID tests for the community. These have been provided to our nurses for distribution if a staff member or student is not feeling well. We are anxiously awaiting to hear about the mask mandate on February 15. The governor has indicated he is not seeking an extension of his powers but we may see an extension of certain mandates. More to come.

## **2022-2023 Budget**

As a result of last week's budget workshop, the assumptions document has been amended and is on the agenda tonight for adoption.

## **CIP Plan**

Dr. Cooke reviewed the CIP Plan, noting a few particular items at each of the schools, as well as the Athletic Department, that have been planned but have not yet occurred. Ryerson and Jeffrey are not included in this plan, however, as they are part of the School Renewal Plan. This plan will be reviewed in much greater detail in the fall.

## 5. Board Member Comments

Board member comments can be found in their entirety on the recording of the meeting posted online.

## 6. Audience Response to Information Presented (Ref. Bylaw #9540.10)

## 7. Board of Selectmen Liaison

Scott Murphy

Scott Murphy spoke to the February 15, 2022 Referendum which includes the School Renovation Plan, sale of Island Avenue School for \$2.3M and the \$15M Academy question, noting the Board of Selectmen placed all on one referendum. We are currently in the quiet period. Absentee ballots are available and postcards have been mailed. Three newly-formed committees are currently working on the following: Charter Review, American Rescue Funds and how they have been spent, a Marijuana Committee, and in the near future, an Ethics Committee.

Special thank you to Stacy Nobitz for her work on the Town and the Board of Education budgets.

## 8. Board Committees / Liaison Updates (Ref. Bylaw #9450)

### 8.1. Curriculum and Student Development

Members: Steve Pynn, Chair; Catherine Miller, Jen Gordon

No report – the committee has not met. Next meeting is scheduled for February 8.

### 8.2. Facilities Committee

Members: Emily Rosenthal, Chair, Steven Pynn, Galen Cawley

Emily Rosenthal reported the committee met this evening. Dave Sullivan from SLR gave an overview of the Traffic Study report, noting a significant increase in traffic is not anticipated with the new school site, rather a net reduction of 50-60 trips during peak hours at the intersection of Copse and Green Hill Road due to the closure of Jeffrey. They recommend the following:

- addition and expansion of sidewalks
- a discussion with the Madison Police Department regarding the stop signs on Green Hill Road
- expansion of sight lines and implementing a school zone on Mungertown Road
- new site should accommodate 125 staff and visitor cars, 100 parent cars with a pickup and drop-off loop or separate parking area, 25 buses on separate areas

Next step (assuming the Referendum passes) is to provide this report to the selected design team so they can take the recommendations under consideration.

### 8.3. Finance Committee

Members: Calen Cawley, Chair; Diane Infantine-Vyce, Emily Rosenthal

The Finance Committee met this evening and discussed the budget process and budget calendar. We received updates on the current fiscal year from Dr. Cooke and Stacy Nobitz. Mr. Cawley reviewed the budget calendar, noting the budget is submitted to the Boards of Selectmen and Finance on February 1 with a presentation given on February 16.

Mr. Cawley spoke to this year's budget. Dr. Cooke had noted last year's food services losses due to the pandemic; however, with this year in full attendance and increased demand, our revenues are back on track. There have been staffing shortages resulting in lower expenditures for salaries.

The committee discussed the budget assumptions document and voted to add an item to the Board meeting agenda noting the recast in the AP student support program for our pilot program of \$15,000 and reduce the proposed Planned and Cycle Maintenance from \$50,000 to \$30,000.

### 8.4. Personnel Committee

Members: Maureen Lewis, Chair; Catherine Miller, Mary Ann Connelly

No report – the committee has not met.

### 8.5. Policy Committee

Members: Diane Infantine-Vyce, Chair; Maureen Lewis, Jen Gordon

The Policy Committee met this evening. We discussed Bylaws 9600, 9600.1, 9640 and 9660 and are proposing to repeal the current 9600 and 9600.1 and replace them with a new version of 9600, which will reduce our policy adoption timeframe from 3 reads to 2. We then discussed the following policies which Shipman and Goodwin have recommend we rescind as they are no longer relevant or are covered by statute:

- #3440 – Inventories
- #3543 - Employees Self-Funding Health Insurance Plan
- #4112.6 - Personnel Records
- #4114 - Transfer/Reassignment
- #4115.1 - Evaluation of Certified Staff
- #4117.1 - Retirement
- #4117.3 - Personnel Reduction
- #4117.4 - Dismissal/Suspension
- #4118 – Tenure

The committee voted tonight to recommend to the Board to move these policies forward to be voted on and waive the second and third reads. Bylaws 9600, 9640 and 9660 will require 3 reads, with the first reading on February 8, second on March 1 and third on March 15 (assuming no meeting cancellations). Once adopted, we will only require 2 readings of our policies and bylaws. Next meeting is February 15.

### 8.6. LEARN Liaison

Mary Ann Connelly

Mary Ann reported LEARN met last Thursday. She provided the Board with copies of the LEARN Board of Directors Handbook. Mike Belden, LEARN's Chief Financial Officer, presented the fiscal state of the agency and spoke to the growth, services and equity training. Additionally, a

nursing program has been established. A discussion took place regarding elementary school and secondary school relief funds and where they were spent. The next meeting is February 10.

9. Action Item: Move to add an Action Item to this evening's Agenda at position #9 to discuss and potentially take action on amendments to the Board Budget Objectives in the document entitled "Madison Public Schools Annual Operating Budget Guidelines and 2022-2023 Operating Budget Objectives," as proposed by the Board Finance Committee.

Motion by Infantine-Vyce, seconded by Miller  
AYES: Cawley, Connelly, Gordon, Klaskin, Lewis, Infantine-Vyce, Miller, Pynn, Rosenthal  
NAYS: None  
ABSTAIN: None  
MOTION CARRIED: 9-0

Move to Amend the Board's draft document entitled "Madison Public Schools Annual Operating Budget Guidelines and 2022-2023 Operating Budget Objectives" as proposed in the document adopted by the Board Finance Committee, to re-cast the Advanced Placement Student Support Program as a two-year pilot program funded in this budget to a total of \$15,000, and to reduce the proposed increase in the Facilities Maintenance and Repair line from the requested \$50,000 to \$30,000, a reduction of \$20,000 or 40%, and to adopt this amended document as amended.

Motion by Infantine-Vyce, seconded by Gordon  
AYES: Cawley, Connelly, Gordon, Klaskin, Lewis, Infantine-Vyce, Miller, Pynn, Rosenthal  
NAYS: None  
ABSTAIN: None  
MOTION CARRIED: 9-0

Chair Klaskin reviewed the amendments to the Madison Public Schools Annual Operating Budget Guidelines and 2022-2023 Operating Budget Objectives Document, as follows:

- Recast Advanced Placement Student Support Program as a two-year pilot program funding in this budget with \$15,000 earmarked for this budget year
- Reduce proposed increase in the Facilities Maintenance and Repair line from the requested \$50,000 to \$30,000 – a reduction of \$20,000 or 40%

These amendments bring the total budget to \$60,255,416, a 1.66% increase from prior year. Stacy Nobitz asked the Board to make a motion to adopt the budget.

#### 10. Motion to approve the 2022-2023 School Year Budget

Motion: By Miller, seconded by Gordon to adopt the District's Recommended Budget, as amended by the Board-adopted document entitled "Madison Public Schools Annual Operating Budget Guidelines and 2022-2023 Operating Budget Objectives," to re-cast the Advanced Placement Student Support Program as a two-year pilot program funded in this budget to a total of

\$15,000, and to reduce the proposed increase in the Facilities Maintenance and Repair line from the requested \$50,000 to \$30,000, a reduction of \$20,000 or 40%, bringing the total budget to \$60,255,416.

AYES: Cawley, Connelly, Gordon, Klaskin, Lewis, Infantine-Vyce, Miller, Pynn, Rosenthal

NAYS: None

ABSTAIN: None

MOTION CARRIED: 9-0

10. Action Item: Motion to approve the minutes of the January 4, 2022 Board of Education Meeting (Ref. Bylaw #9540.9)

MOTION: By Infantine-Vyce, seconded by Connelly to approve the minutes of the January 4, 2022 Board of Education meeting.

AYES: Cawley, Connelly, Gordon, Klaskin, Lewis, Infantine-Vyce, Miller, Pynn, Rosenthal

NAYS: None

ABSTAIN: None

MOTION CARRIED: 9-0

11. Future Agenda Items

12. Meetings/Dates of Importance

13. Adjournment

MOTION: By Infantine-Vyce, seconded by Gordon to adjourn the meeting at 8:38 p.m.

AYES: Cawley, Connelly, Gordon, Klaskin, Lewis, Infantine-Vyce, Miller, Pynn, Rosenthal

NAYS: None

ABSTAIN: None

MOTION CARRIED: 9-0

*The Town of Madison does not discriminate on the basis of disability, and the meeting facilities are ADA accessible. Individuals who need assistance are invited to make their needs known by contacting Paula Carabetta at 203-245-5644 or by email at carabettap@madisonct.org at least five (5) business days prior to the meeting.*

# Greece 2023

April 6 - April 14, 2023



# Trip Overview

- 1) Safety plans and protocols
- 2) COVID-19 precautions and insurance
- 3) Educational value
- 4) Itinerary



# Safety Plans and Protocols

## Explorica

- 50+ years of experience
- Offices in over 45 countries
- Dedicated Explorica tour guide for the entirety of all trips who speaks the local language(s) / often native to the area / experienced with educational travel
- Health and Safety Team and Back to Travel Task Force - work with CDC, WHO, George Washington Department of Emergency Management and WorldAware
- 24/7 Emergency Contact Line



# Safety Plans and Protocols continued ...

Daniel Hand Faculty Trip Leaders:

Catherine Kennedy

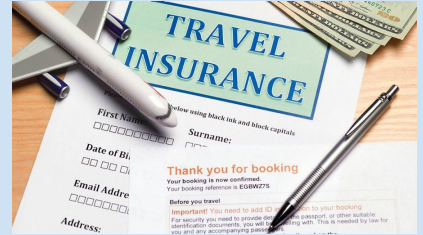
- Has chaperoned 5 student trips to Europe
- Independently traveled extensively domestically and internationally in Europe, Africa, Asia, Central America and South America
- Been teaching at DHHS for 14 years in the Social Studies department



Martin Glasser

- Organized 10 student trips to Europe
- Independently traveled extensively domestically and to Europe, Asia and Africa on 30+ trips
- Been teaching at DHHS for many years in the Social Studies department

# COVID-19 Precautions and Insurance



- **COVID Policy:** If COVID affects the trip OR an individual traveler, full refunds will be issued, less \$75 at any time
  - Any testing is needed on the trip, it is covered and arranged
  - Any extended stays due to COVID are covered
- **Travel Protection Plan Plus (included and required):**
  - General trip insurance coverage PLUS
  - Cancel for any reason for up to 30 days before the trip leaves
- The trip cost of approximately \$3500 includes the Travel Protection Plus insurance
- Intent to travel evaluation done by Explorica's team in January, 2023

# Educational Value: CT Framework for Social Studies Standards

INQ 9–12.16 Assess options for individual and collective action to address local, regional, and global problems by engaging in self-reflection, strategy identification, and complex causal reasoning.

**HIST 9–12.1 Evaluate how historical events and developments were shaped by unique circumstances of time and place as well as broader historical contexts.**

HIST 9–12.7 Explain how the perspectives of people in the present shape interpretations of the past.

**GEO 9–12.4 Evaluate how political and economic decisions throughout time have influenced cultural and environmental characteristics of various places and regions.**

GEO 9–12.5 Analyze the reciprocal nature of how historical events and the spatial diffusion of ideas, technologies, and cultural practices have influenced migration patterns and the distribution of human population.

# Daniel Hand High School Mission Statement:

**Our primary purpose is to graduate successful life-long learners who are responsible citizens in the global community. Daniel Hand High School students, in collaboration with educators, parents/guardians, and the Madison community, will develop as motivated, self-reliant, creative, and ethical individuals who respect differences in others.**



## Critical Thinking

## Creative Thinking

## Collaboration/ Communication

## Self-Direction

## Global Thinking

### Inquiry

Posing, pursuing, and refining significant questions to deepen understanding about a topic or issue.

### Idea Generation

Studying a problem, need or model (mentor text, political piece, documents, art work, etc.) to consider limitations and imagine new solutions/transformations.

### Collective Intelligence

Working respectfully and responsibly with others, exchanging and evaluating ideas to achieve a common objective.

### Self-Awareness

Examining current performance critically to identify steps/strategies to persist.

### Citizenship

Identify, analyze and contribute to critical issues in society in an ethical and responsible manner.

### Analyzing

Examining information/data/evidence from multiple sources to identify possible underlying assumptions, patterns.

### Design

Engaging in a process to refine a product for an intended audience and purpose.

### Product Creation

Effectively use a medium to communicate important information.

### Decision Making

Make responsible decisions, based on potential outcomes.

### Alternate

Perspectives  
Interpret or critique complementary and competing

**Educational Value:** Understandings that students will experience first-hand  
Through travel, people can gain more understanding and empathy for other people and cultures

Some cultural curiosities can only be truly understood when immersed in the environment and among the people of a destination.

Travelers seek to broaden their understanding of and empathy for other people by trying to learn about their cultures

Cultures are varied and complex, and cannot be represented fairly by resorting to stereotypes

Travel can be most rewarding when linked to personal or community goals

Learning the basics of language and customs in foreign countries makes travel more authentic and meaningful

The ability to connect with people, regardless of geography, supplements and enhances travel experiences

# Testimonials from student travelers:

*“an incredible learning experience”*

*“jump started my journey toward becoming a global citizen”*

*“I cannot stress how formative this trip was to me”*

*“I believe it changed my life”*



## **Testimonials from parents of travelers:**

***“Our students deserve the chance to broaden their horizons in the company of their peers and teachers.”***

***“She looks us in the eyes and says those trips were the most rewarding things she has ever done in her life.”***



# Athens



# Acropolis

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**On the way to Nafplio**



# Corinth

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# Mycenae

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# Nafplio

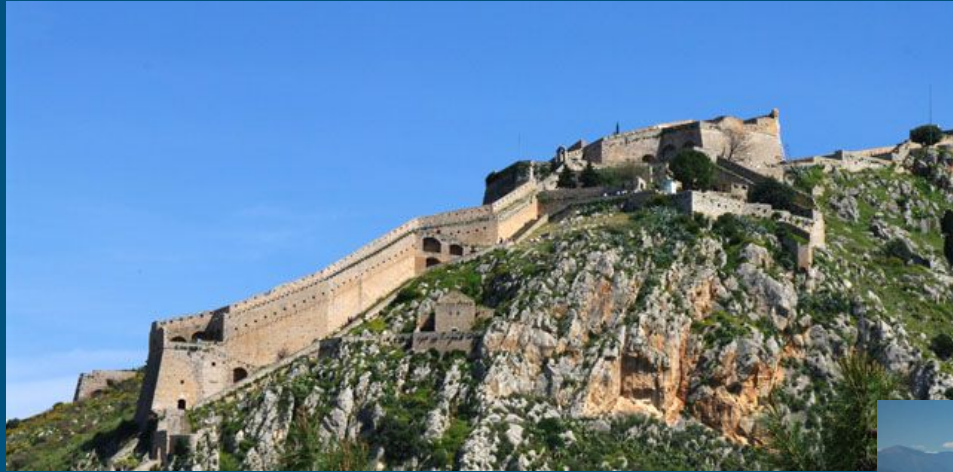


# Epidaurus

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# Palamidi Castle



# Demitsana



# Lousios Gorge



# On the way to Kalavryta



# Cave of the Lakes



# Kalavryta



# Cog Train



# Castle of Orias

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# Holocaust Monument and Museum

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# Stops on the way to Delphi

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# Nafpaktos



# Galaxidi



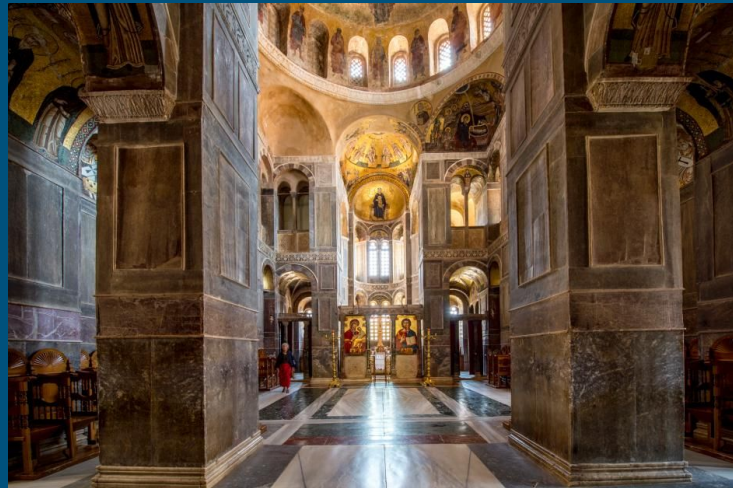
# Delphi



# Archeological Site



# Hosios Loukas Monastery





## **BOARD/COMMITTEE MEETING DATES**

February 15, 2022	Policy Committee – 5:30 p.m. (moved from 2/23/22)
February 23, 2022	Finance Committee – 5:30 p.m.
March 1, 2022	Curriculum & Student Development Cmte. – 5:30 p.m. Facilities Committee – 6:30 p.m. Board Meeting – 7:30 p.m.
March 15, 2022	Finance Committee – 5:30 p.m. Policy Committee – 6:30 p.m. Board Workshop – 7:30 p.m.
April 5, 2022	Curriculum & Student Development Cmte. – 5:30 p.m. Facilities Committee – 6:30 p.m. Board Meeting – 7:30 p.m.
April 26, 2022	Finance Committee – 5:30 p.m. Policy Committee – 6:30 p.m. Board Workshop – 7:30 p.m.
May 10, 2022	Curriculum & Student Development Cmte. – 5:30 p.m. Facilities Committee – 6:30 p.m. Board Meeting – 7:30 p.m.
May 24, 2022	Finance Committee – 5:30 p.m. Policy Committee – 6:30 p.m. Board Workshop – 7:30 p.m.
June 7, 2022	Curriculum & Student Development Cmte. – 5:30 p.m. Facilities Committee – 6:30 p.m. Board Meeting – 7:30 p.m.
June 21, 2022	Finance Committee – 5:30 p.m. Policy Committee – 6:30 p.m. Board Workshop – 7:30 p.m.