



## REGULAR BOARD OF EDUCATION MEETING

Monday, March 9, 2026 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

1. Call to Order
2. Pledge of Allegiance
3. Awards and Recognition
  - A. CABE Communication Awards
4. Student Representatives' Report
  - A. Amalia Baird, Class of 2027
  - B. Ariana Stevenson, Class of 2027
  - C. Taylor Balthazar, Class of 2028
5. Information Session for Public Comment
6. Special Reports
  - A. Turf Fields
7. Business Requiring Action
  - A. Approval of the Ratification of the Agreement between the Glastonbury Board of Education and UE Local 222, #27, Custodial/Maintenance and General Services Employees Union July 1, 2026 through June 30, 2030
  - B. Acceptance of Revised Board of Education Policy #3542.43 Food Service Charging
  - C. Acceptance of New Board of Education Policy #6163.12 Library Display and Program
  - D. Acceptance of Revised Board of Education Policy #6163.1 Library Media Center Selection of Resources
  - E. Acceptance of Revised Board of Education Policy #1313 Complaints Regarding Educational Materials
  - F. Acceptance of Revised Board of Education Policy and Regulation #4152.6-4252.6 Family and Medical Leave of Absence
  - G. Acceptance of Revised Board of Education Policy #4153-4253 Health and Dental Insurance during Non-FMLA Medical Leave of Absence
  - H. Acceptance of Revised Board of Education Policy #9020 Board Self-Evaluation
  - I. Acceptance for First Reading Board of Education Planning Framework 2026-2027
  - J. Approval of Glastonbury High School Baseball Team Trip to Cooperstown, New York

- K. Acceptance of Friends of Glastonbury Rowing, Inc. (FOGRI) Donation
- L. Approval of February 9, 2026 Meeting Minutes
- 8. Reports and Discussion
  - A. School Reports
    - 1. Nayaug School
    - 2. Hopewell School
- 9. Committee and Liaison Reports
- 10. Chairman's Reports
- 11. Superintendent's Report
  - A. Self Insurance Reserve Update, February 2026
  - B. Open Choice Participation 2026-2027
  - C. School Enrollment Report, March 2026
  - D. Staff Resignations
    - 1. Nancy Bean, Ed.D.
    - 2. Kristine Garofalo
    - 3. Christina O'Brien
    - 4. Linda Provost, Ed.D.
  - E. Dates to Remember
- 12. Adjournment
  - A. Please note: It is possible that the Board of Education may go into Executive Session

## **How to Participate in Board of Education Meeting Public Comments**

At this time, there are two options for participating in public comment during Board of Education meetings.:

### **1) In-Person Comment.**

The Board sets aside thirty (30) minutes for public comments. Comments are limited to 3 minutes per speaker and a person may speak only once. Each speaker must start by stating their name and address. There will be a sign-up sheet in the back of the room. In-person meetings are held in the Town Hall Town Council Chambers, 2155 Main Street, Glastonbury, unless otherwise noted on the [Board of Education Meeting webpage](#) and the Board Meeting agenda.

### **2) Written Comment.**

Use the form below to submit a written comment before 12 noon on the meeting day. Written comments are attached to the BOE Meeting Agenda.

[Public Comments for Glastonbury Board of Education Meeting](#)

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
2/22/2026 15:26:20	Jessica Golino	73 Woodfield Crossing	<p>I am writing to express my sincere appreciation for the extraordinary opportunity you provided to the 8th grade students to travel to Salamanca, Spain this month. Offering young students the chance to experience another country, language, and culture firsthand is truly remarkable, and it is clear how much thoughtful planning and dedication went into making this trip such a success.</p> <p>For a teenager, this was a once-in-a-lifetime experience. Immersing themselves in the Spanish language while walking the historic streets of Salamanca, engaging with local culture, and stepping outside of their comfort zones is something that will leave a lasting impact far beyond the classroom. Experiences like this deepen language learning in ways that textbooks simply cannot and foster confidence, independence, and global awareness at such a formative age.</p> <p>The trip was exceptionally well organized and thoughtfully run. From the itinerary and educational opportunities to the communication and safety measures in place, it was evident that every detail had been carefully considered. The seamless coordination allowed students to focus fully on learning, exploring, and making memories.</p> <p>We are especially grateful to the four teacher chaperones who generously gave their time and energy to travel with the students. Being away from their own families and taking on the responsibility of guiding and supporting a group of middle schoolers abroad is no small commitment. Mrs. Klin, Mrs. Garrish, Mr. Guidice and Mrs. Kagan, thank you!</p> <p>Please know how deeply this opportunity is appreciated. The impact of this trip will stay with these students for years to come, and it reflects the strength and vision of your world language program.</p> <p>With sincere gratitude,</p> <p>Jessica Golino</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
3/8/2026 10:30:11	Rob Dakers	15 Trifiro Cirlce	<p>Chairperson Foyle and Members of the Board of Education. My name is Rob Dakers, 15 Trifiro Circle. Thank you for this opportunity to offer my thoughts about Open Choice.</p> <p>This program improves educational opportunities and experiences for our students and Open Choice participants and supports workforce development. It also advances our commitment to equal educational opportunities for all children in our state</p> <p>In 2024-25, Glastonbury had 82 Open Choice (OC) students, rising to 90 in 2025-26, which is 1.6% of total enrollment. Despite this welcomed progress, Glastonbury's OC enrollment continues below peer districts: Avon (101 OC students; 3.4% of total enrollment), Farmington (133; 3.3%), Simsbury (175; 4.3%), and South Windsor (118; 2.3%).</p> <p>In our February 2025 Open Choice Declaration, we added 21 new seats, resulting in the 8 more OC students than last year's 82 filled seats. For 2026-27, only 15 new OC students are declared, which may slow progress compared to this year.</p> <p>Therefore, I encourage and invite every Board of Education member to suggest and support the Superintendent's use of discretion, as I believed is allowed in your policy, to go beyond the 15 new OC seats declared for next year by accepting an additional 6 applicants. This could include middle and high school students interested in this excellent opportunity at our schools. Doing so would help ensure that our net increase in OC enrollment will be at least the 8 students we experienced this year; well within our capacities.</p> <p>Thank you each for your service and this opportunity to speak on this opportunity to continue the level of progress you each desire on this vital educational, work force development, and equal education opportunity.</p>

Timestamp	Your Full Name	Your STREET Address	Your Comment to be attached to the agenda of the next Glastonbury Board of Education meeting. NOTE: This field accepts up to 2500 characters. Please submit a second response to this form if you require additional text.
3/9/2026 11:59:32	Jason Roberts	68 Pheasant Xing	<p>On the morning of 2/27/26, I emailed the principals—Dr. Provost and Dr. Bean—copying Dr. Bookman and the Board of Education, regarding a safety concern connected to the recent school threat and to notify the district that my children would be absent. I am a parent of four students in the district: two at GHS and two at Hebron Avenue Elementary.</p> <p>I did receive confirmation from Dr. Provost that the absences were excused, and one BOE member also replied with intent to research. I appreciate those acknowledgments. But the larger concern remains: during a safety incident, families need timely, consistent communication—confirmation of receipt, a clear point of contact, and a timeline for updates. I understand some details must remain confidential for safety and investigative reasons, but silence—or “we can’t respond”—is not an acceptable communications strategy when student safety is at issue. The initial communication on 2/25 was vague with the follow up late in the day on 2/27 providing some additional, helpful protocols being implemented, but lacked timeliness.</p> <p>This incident also raises credibility concerns. Last fall, the community saw public discourse highly restricted based on extremely offensive language and perceived threats over months and years, yet in this instance—of a specific threat with a specific date—the threat was reportedly discovered, investigated, and discredited in hours. That may be accurate, but without transparent, consistent communication, it creates a perception of inconsistency. The district can protect sensitive information while still communicating the process and timeline. In this case, the communications were vague and untimely</p> <p>More broadly, students continue to report that bathrooms are locked due to safety concerns and that fights, vaping, and drug activity occur in school bathrooms. If these are known hotspots, what is the plan for supervision, monitoring, and enforcement? If resources are the issue, then the BOE should review priorities and budgeting through the lens of student safety and a stable learning environment.</p> <p>I also ask the BOE to evaluate whether current discipline and restorative practices, as implemented, are producing a safe environment. If repeated unsafe or disruptive behavior is being tolerated in practice, stronger consequences—especially for drugs and violence—should be on the table to protect the many students who follow the rules.</p>

**Cost Estimations for Natural Turf Fields  
2-24-26**

<b>Estimate to construct six natural turf fields @ \$523,085/Field</b>	\$3,150,510
<b>Cost to purchase six fields @ \$72,000/Acre @\$432,000/Field</b>	\$2,592,000
<b>Yearly material costs @ \$8,257/Field</b>	\$49,542
<b>Yearly maintenance costs @ \$6,980/Field</b> (manhours-174.5hrs@\$40/hr/per field)	\$41,880
<b>Field Covers 6@\$3,123 (purchase, every 5 years)</b>	\$18,738
<b>Football/Soccer Goals \$9,695/set</b>	\$58,170

**Implications, Hurdles, and other Considerations**

If it is the intention to replace sod on any of the fields, it is estimated it would cost \$200,000. The field would need to rest 6-8 weeks until turf is established each spring.

Current operations- the town closes 5 irrigated rectangular fields in the summer until mid-August. The synthetic turf field becomes instrumental during the shutdown and is used not only for the newly approved CIAC rules allowing summer practices, but also when the regular athletic season opens for practice before school starts.

Regardless of where these fields will be located, the town would need to shut the fields down in order to properly maintain and rest the fields.

The Town is not sufficiently staffed to maintain an additional 6 fields to their current workload of maintaining 54 playing fields.

Assume two acres per field and an additional 4 acres for bleachers, benches, and a sizable parking lot.

The costs for the fields does include irrigation, but not the ongoing utility costs.

# Athletic Field Usage Scenarios

Sample Week – Fall Season





**Purpose:**

- Demonstrate how turf availability affects scheduling
- Show student-athlete time impact - Identify opportunities for community access




**Assumptions:**

- Practice blocks: ~2 hours
- Game blocks: ~2.5 hours - Weekday field window: 2:30 PM – 8:30 PM
- Saturday extended game schedule

**Color Key (consistent across slides):**

-  Blue: Football
-  Green: Soccer
-  Orange: Field Hockey
-  Light Gray: OPEN / Community Access







## One Turf Field (High Congestion)

Time	Monday	Tuesday	Wednesday	Thursday	Friday
2:30–4:00	 Field Hockey Practice		 Field Hockey Practice	 Boys Soccer Practice	
3:00–5:30	 Girls Soccer Game	 Boys Soccer Game			 FR Football Game
4:00–5:30			 Football Practice		
5:30–7:00	 Football Practice	 Football Practice	 Boys Soccer Practice		 Girls Soccer Practice
7:00–8:30	 Soccer Practice	 Girls Soccer Practice	 Girls Soccer Practice		 Field Hockey Practice

**Impact:**

- Practices extend until 8:30 PM most nights
- Multiple teams rotate the same field
- Games displace practices
- No consistent community access







## Two Turf Fields (Improved Distribution)

Time	Field 1	Field 2
2:30–4:30	 Field Hockey Practice	 Soccer Practice
3:00–5:30	 Football Practice	 Girls Soccer Game
4:30–6:30	 Football Practice	 Soccer Practice
6:30–8:30	<input type="checkbox"/> OPEN	<input type="checkbox"/> OPEN

### Key Improvements:

- Teams practice simultaneously rather than sequentially
- Practices finish earlier
- Open evening space begins to appear - Weather rescheduling is more manageable

## Three Turf Fields (Maximum Flexibility)

Time	Field 1	Field 2	Field 3
2:30–4:30	 Girls Soccer Game	 JV Soccer Game	 Field Hockey Practice
4:30–6:30	 Football Practice	 Soccer Practice	 JV Field Hockey Practice
6:30–8:30	<input type="checkbox"/> OPEN	<input type="checkbox"/> OPEN	<input type="checkbox"/> OPEN

### Benefits:

- Practices finish by 6:30–7:00 PM
- V and varsity can operate simultaneously
- Significant community access - Flexible weather rescheduling

## Turf Field Impact Comparison

Scenario	Avg Practice End	Open Hours / Week	Teams Practicing Simultaneously
1 Turf Field	8:30 PM	0–2 hrs	1
2 Turf Fields	~7:30 PM	6–10 hrs	2
3 Turf Fields	~6:30 PM	15+ hrs	3

### Key Takeaways:

- Additional fields reduce late-night practices
- More fields create meaningful community access opportunities
- Scheduling flexibility improves significantly

<b>Fall</b>	<b>One Turf Field Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>		
Mon. 9/15	2:15-3:15 Field Hockey Practice <b>3:00-5:30 Girls Soccer Game</b> 5:30-7:00 Football Practice 7:00-8:30 BSoc/GSoc Practice		
Tues. 9/16	<b>3:00-5:30 Boys Soccer Game</b> 5:30-7:00 Football Practice 7:00-8:30 Girls Soccer Practice		
Wed. 9/17	2:30-4:00 Field Hockey Practice. 4:00-5:30 Football Practice 5:30-7:00 Boys Soccer Practice 7:00-8:30 Girls Soccer Practice		
Thurs. 9/18	2:30-4:00 Boys Soccer Practice 4:00-5:30 Field Hockey Practice <b>5:30-9:30 V. Football Game</b>		
Fri. 9/19	<b>3:15-5:45 FR Football Game</b> 5:45-7:15 Girls Soccer Practice. 7:00-8:30 Field Hockey Practice		
Sat. 9/20	7:00-9:00 Girls Soccer Practice <b>9:15-12:15 JV Football Game</b> <b>1:00-5:00 JV/V Field Hockey Game</b> 5:00-6:30 Boys Soccer Practice		
<b>Fall</b>	<b>Two Turf Field Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>	<b>Field 12 Proposed Turf 2</b>	
Mon. 9/15	2:30-4:30 Field Hockey Practice 4:30-6:30 Football Practice <b>OPEN 6:30-8:30</b>	<b>3:00-5:30 Girls Soccer Game</b> 5:30-7:30 Boys Soccer Practice. <b>OPEN 7:30-8:30</b>	
Tues. 9/16	3:00- 5:30 Football Practice <b>OPEN 5:30-8:30</b>	<b>3:00-5:30 Boys Soccer Game</b> 5:30-7:30 Girls Soccer Practice <b>OPEN 7:30-8:30</b>	

Wed. 9/17	2:30-4:30 Field Hockey Practice. 4:30-6:30 Football Practice <b>OPEN 6:30-8:30</b>	2:30-4:30 Boys Soccer Practice 4:30-6:30 Girls Soccer Practice <b>OPEN 6:30-8:30</b>	
Thurs. 9/18	2:30-4:30 Field Hockey Practice <b>5:30-9:30 V. Football Game</b>	2:30-4:30 Boys Soccer Practice 4:30-6:30 Field Hockey Practice <b>OPEN 4:30-8:30</b>	
Fri. 9/19	<b>3:15-5:45 FR Football Game</b> 5:45-7:45 Varsity Football practice	2:30-4:30 Girls Soccer Practice. 4:30-6:30 Field Hockey Practice <b>Open 6:30-8:30</b>	
Sat. 9/20	<b>9:00-12:00 JV Football Game</b> 12:00-2:00 Varsity Football Practice. <b>OPEN 2:00-8:30</b>	8:00-10:00 Girls Soccer Practice 10:00-12:00 Boys Soccer Practice. <b>1:00-5:00 JV/V Field Hockey Game</b> <b>OPEN 5:00-8:30</b>	
<b>Fall</b>	<b>Three Turf Field Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>	<b>Field 12 Proposed Turf 2</b>	<b>Field 13 Proposed Turf 3</b>
Mon. 9/15	<b>3:00-5:30 Girls Soccer Game</b> 5:30-7:00 Football Practice <b>Open 7:00-8:30</b>	<b>3:00-5:30 JV Soccer Game</b> 5:30-7:30 Boys Soccer Practice <b>OPEN 7:30-8:30</b>	2:30-4:30 Field Hockey Practice 4:00-5:30 JV Field Hockey Practice <b>OPEN 5:30-8:30</b>
Tues. 9/16	<b>3:00-5:30 Boys Soccer Game</b> 5:30-7:30 Football Practice <b>OPEN 7:30-8:30</b>	<b>3:00-5:30 JV Boys Soccer Game</b> 5:30-7:30 Girls Soccer Practice <b>OPEN 7:30-8:30</b>	2:30-4:30 Field Hockey Practice 4:30-6:00 JV Field Hockey Practice <b>OPEN 6:00-8:30</b>
Wed. 9/17	2:30-4:00 JV practice (BS,GS,FB) 4:00-6:00 Football Practice <b>OPEN 6:00-8:30</b>	2:30-4:30 Boys Soccer Practice. 4:30-6:30 Girls Soccer Practice <b>OPEN 6:30-8:30</b>	2:30-4:30 Field Hockey Practice 4:30-6:00 JV Field Hockey Practice <b>OPEN 6:00-8:30</b>
Thurs. 9/18	2:30-4:30 Boys Soccer Practice <b>5:00-9:30 Football Game</b>	2:30-4:30 JV Soccer Practice. <b>OPEN 4:30-8:30</b>	2:30-4:30 Field Hockey Practice 4:30-6:00 JV Field Hockey Practice <b>OPEN 6:00-8:30</b>
Fri. 9/19	<b>3:15-5:45 FR Football Game.</b> 5:45-7:45 Varsity Football Practice	<b>3:00-5:30 Girls Soccer Game</b> <b>OPEN 5:30- 8:30</b>	<b>3:00-5:30 Girls Soccer Game</b> 5:45- 7:45 Field Hockey Practice
Sat. 9/20	<b>9:00-12:00 JV Football Game</b> 12:00-2:00 Varsity Football Practice <b>OPEN 2:00-8:30</b>	8:00-10:00 Girls Soccer Practice 10:00-12:00 JV B & G Soccer Practice <b>OPEN 12-8:30</b>	9:00-11:00 Boys Soccer Practice <b>1:00-5:00 JV/V Field Hockey Game.</b> <b>OPEN 5:00-8:30</b>

<b>Spring</b>	<b>One Turf Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>		
Mon. 5/4	2:30-4:00 Track Practice <b>4:15-7:00 Boys Lacrosse Game.</b> 7:00-8:30 Girls Lacrosse Practice		
Tues. 5/5	2:30-3:15 Track Practice <b>3:15-7:00 Girls Lacrosse Games.</b> 7:00-8:30 Boys Lacrosse Practice		
Wed. 5/6	<b>2:30-8:00 Track Meet</b>		
Thurs. 5/7	2:30-4:30 Track Practice. 4:30-6:30 Girls Lacrosse Practice. <b>OPEN 6:30-8:30</b>		
<b>Fri. 5/8</b> <b>POPS Concert</b>	2:30-3:15 Track Practice <b>3:15-7:00 Girls Lacrosse Games.</b> 7:00-8:30 Boys Lacrosse Practice		
Sat. 5/9	8:00-10:00 G. Lacrosse Practice. 10:00-12:00 JV Girls Lacrosse Practice. <b>OPEN 12:00-8:30</b>		
Sun. 5/10	2:00-6:00 Flag Football Practice		
<b>Spring</b>	<b>Two Turf Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>	<b>Field 12 Proposed Turf 2</b>	
Mon. 5/4	2:30-4:30 Track Practice 4:30-6:30 Girls Lacrosse Practice <b>OPEN 6:30-8:30</b>	<b>Boys Lacrosse Game 4:15-7:00</b> <b>OPEN 7:00-8:30</b>	
Tues. 5/5	2:30-4:30 Track Practice 4:30-6:30 Boys Lacrosse Practice. <b>OPEN 6:30-8:30</b>	<b>3:15-7:00 Girls Lacrosse Game</b>	
Wed. 5/6	<b>2:30-8:00 Track Meet</b>	2:30-4:30 Girls Lacrosse Practice. 4:30-6:30 Boys Lacrosse Practice <b>OPEN 6:30-8:30</b>	

Thurs. 5/7	2:30-4:30 Track Practice. 4:30-6:30 Girls Lacrosse Practice. <b>OPEN 6:30-8:30</b>	Girls Lacrosse Practice 2:30-4:30 JV Girls Lacrosse Practice 4:00-6:30. <b>OPEN 6:30-8:30</b>	
<b>Fri. 5/8</b> <b>POPS Concert</b>	2:30-3:15 Track Practice <b>3:15-7:00 Girls Lacrosse Games.</b> <b>OPEN 7:00-8:30</b>	3:00-5:00 Boys Lacrosse Practice. <b>OPEN 5:00-7:00</b>	
Sat. 5/9	8:00-10:00 G. Lacrosse Practice. <b>OPEN 10:00-8:30</b>	8:00-10:00 JV Girls Lacrosse Practice <b>OPEN 10:00-8:30</b>	
Sun. 5/10	2:00-6:00 Flag Football Games	<b>OPEN</b>	
<b>Spring</b>	<b>Three Turf Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>	<b>Field 12 Proposed Turf 2</b>	<b>Field 13 Proposed Turf 3</b>
Mon. 5/4	2:30-4:30 Track Practice 4:30-6:30 Girls Lacrosse Practice <b>OPEN 6:30-8:30</b>	3:30-5:30 JV Girls Lacrosse Practice <b>OPEN 5:30-8:30</b>	<b>4:15-7:00 Boys Lacrosse Game</b> <b>OPEN 7:00-8:30</b>
Tues. 5/5	2:30-4:30 Track Practice 4:30-6:30 Boys Lacrosse Practice. <b>OPEN 6:30-8:30</b>	<b>3:15-7:00 Girls Lacrosse Game</b>	2:30-4:30 JV Lacrosse Practice <b>OPEN 4:30-8:30</b>
Wed. 5/6		2:30-4:30 Girls Lacrosse Practice. 4:30-6:30 JV Lacrosse Practice <b>OPEN 6:30-8:30</b>	3:00-5:00 Boys Lacrosse Practice <b>OPEN 5:00-8:30</b>
Thurs. 5/7	2:30-4:30 Track Practice. 4:30-6:30 Girls Lacrosse Practice. <b>OPEN 6:30-8:30</b>	2:30-4:30 Girls Lacrosse Practice <b>OPEN 4:30-8:30</b>	3:30-5:30 JV Girls Lacrosse Practice. <b>OPEN 5:30-8:30</b>
<b>Fri. 5/8</b> <b>POPS Concert</b>	2:30-3:15 Track Practice <b>3:15-7:00 Girls Lacrosse Games .</b> <b>OPEN 7:00-8:30</b>	3:00-5:00 Boys Lacrosse Practice. <b>OPEN 5:00-7:00</b>	2:30-4:30 JV Boys Lacrosse Practice <b>OPEN 4:30-6:30</b>
Sat. 5/9	8:00-10:00 G. Lacrosse Practice. <b>OPEN 10:00-8:30</b>	8:00-10:00 JV Girls Lax Practice <b>OPEN 10:00-8:30</b>	<b>OPEN</b>
Sun. 5/10	2:00-6:00 Flag Football Practice/Games	<b>OPEN</b>	<b>OPEN</b>

<b>Summer</b>	<b>One Turf Field Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>		
Mon. 7/14	7:00- 9:00am Boys Lacrosse. 9:00-11:00am Boys Soccer. 4:00-6:00 Girls Lacrosse		
Tues. 7/15	7:00-9:00am Football. 9:00-11:00am Field Hockey		
Wed. 7/16	7:00-9:00am Boys Lacrosse. 9:00-11:00am Girls Soccer 4:00-6:00 Girls Lacrosse		
Thurs. 7/17	7:00-9:00am Football. 9:00-11:00am Field Hockey		
Fri. 7/18	7:00-9:00am Girls Soccer. 9:00-11:00am Boys Soccer		
Sat. 7/19			
<b>Summer</b>	<b>Two Turf Field Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>	<b>Field 12 Proposed Turf 2</b>	
Mon. 7/14	7:00- 9:00am Boys Lacrosse. 9:00-11:00am Girls Lacrosse*	7:00-9:00am Boys Soccer	
Tues. 7/15	7:00-9:00am Football. 9:00-11:00am Outdoor Track & Cross Country	9:00-11:00am Field Hockey	
Wed. 7/16	7:00- 9:00am Boys Lacrosse. 9:00-11:00am Girls Lacrosse*	7:00-9:00am Girls Soccer	
Thurs. 7/17	7:00-9:00am Football. 9:00-11:00am Outdoor Track & Cross Country	9:00-11:00am Field Hockey	
Fri. 7/18	7:00-9:00am Girls Soccer.	7:00-9:00am Boys Soccer	
Sat. 7/19			

<b>Summer</b>	<b>Three Turf Field Scheduling</b>		
<b>Date</b>	<b>Field 1 (Turf)</b>	<b>Field 12 Proposed Turf 2</b>	<b>Field 13 Proposed Turf 3</b>
Mon. 7/14	7:00- 9:00am Boys Lacrosse. 9:00-11:00pm Girls XC & Track	7:00-9:00am Boys Soccer	7:00-9:00am Girls Lacrosse
Tues. 7/15	7:00-9:00am Football. 9:00-11:00am Outdoor Track & Cross Country	9:00-11:00am Field Hockey	
Wed. 7/16	7:00-9:00am Girls Lacrosse. 9:00-11:00 Girls XC & Track	7:00-9:00am Girls Soccer	7:00-9:00am Boys Lacrosse
Thurs. 7/17	7:00-9:00am Football. 9:00-11:00am Outdoor Track & Cross Country	9:00-11:00am Field Hockey	
Fri. 7/18	7:00-9:00am Girls Soccer.	7:00-9:00am Boys Soccer	
Sat. 7/19			



July 7, 2025

**Attn: David Jadowski**  
**Principal Architect**  
**March Associates**  
**258 Genesee Street Suite 300**  
**Utica NY 13502**

**Westmoreland CSD High School Stadium**

Subject: Confirmation of No Intentionally added PFAS

**Mr. Jadowski,**

We are writing to confirm that our turf product, **FTVTP2-RE3-39-PFF-FG**, does not contain any intentionally added per- and poly-fluoroalkyl substances (PFAS) in its formulation or manufacturing process.

Furthermore, **FTVTP2-RE3-39-PFF-FG**, has been tested in accordance with **EPA Method 1633**, the most current and rigorous testing protocol for PFAS detection. The results of this testing confirm **no detectable presence of PFAS** in the product.

At FieldTurf, we are committed to transparency, environmental stewardship, and the safety of the communities we serve. We remain vigilant in our materials selection and testing protocols to ensure our products meet the highest standards for health and environmental responsibility.

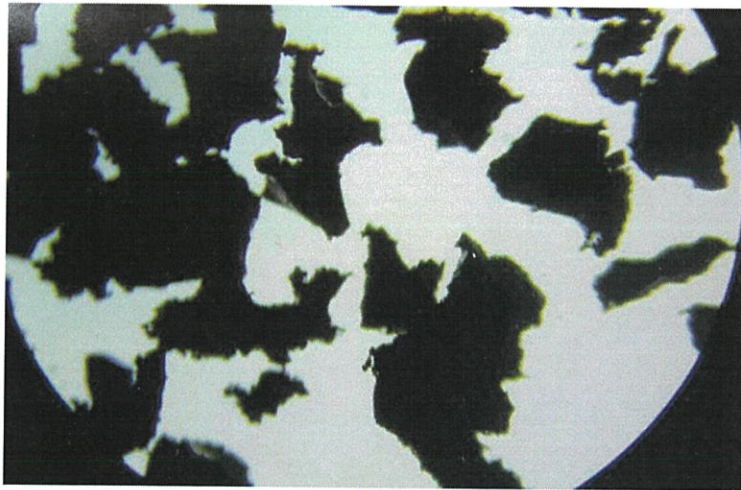
If you have any questions or would like to review the supporting documentation, please do not hesitate to contact us.

Sincerely,

Darren Gill  
Executive Vice-President  
dgill@fieldturf.com  
(514) 375-2584

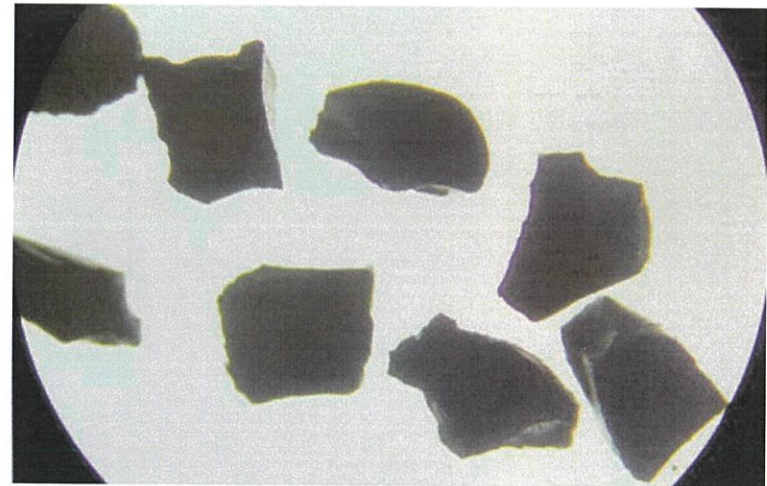
▼  
**Ambient vs. Cryogenic**

**Ambient Rubber**



**Jagged**

**Cryogenic Rubber**

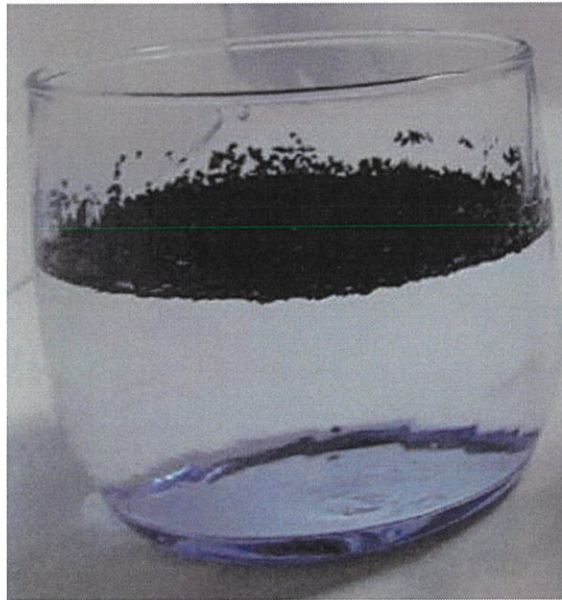


**Round & Smooth**



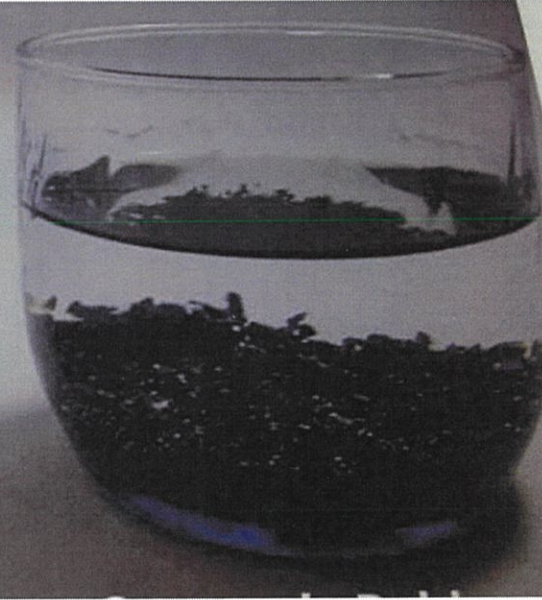
# Ambient vs. Cryogenic

**Ambient Rubber**



**Floats to the surface**

**Cryogenic Rubber**



**Maintains its position and  
composure**



# Characteristics of Rubber Infill

Parameter	Ambient Rubber	Cryogenic Rubber
Operating Temperature	Ambient, max. 120° C	Below - 80° C
Size Reduction Principle	Cutting, tearing, shearing	Braking cryogenically embrittled rubber pieces
Particle Morphology	Spongy and rough, high specific surface	Even and smooth, low specific surface
Particle Size Distribution	Relatively narrow particle size distribution, only limited size reduction per grinding step	Wide particle size distribution (ranging 10 mm to 0.2 mm) in just one processing step
Maintenance cost	Higher	Lower
Electricity Consumption	Higher	Lower
LN2 Consumption	N/A	0.5 – 1.0 kgLN2 per kg tire input





# More About Cryogenic Rubber

- The cryogenic process produces smooth fracture surfaces
- Less degradation of the rubber
- Nearly all fiber or steel is liberated from the rubber

Physical Property	Ambient Ground	Cryogenic Ground
Specific gravity	Same	Same
Particle shape	Irregular	Regular
Fiber content	0.5%	nil
Steel content	0.1%	nil





# ***Environmental Services, Inc.***

90 Brookfield Street South Windsor, CT 06074-1262 (860) 528-9500 (860) 289-0138 (fax)

[www.e-s-i.com](http://www.e-s-i.com)

November 25, 2025

Mr. Salvatore Filardi  
Vice President Facilities & Capital Planning  
Quinnipiac University  
Mount Carmel Avenue  
Hamden, Connecticut 06518

**Re:** Surface Water Sample Collection for PFAS Analyses  
Quinnipiac University Athletic Fields  
Hamden, Connecticut  
ESI Project No. 2023-1114

Dear Mr. Filardi:

Environmental Services, Inc. (ESI) completed the surface water sampling for analyses of per- and polyfluoroalkyl substances (PFAS) both upstream and downstream of the soccer/lacrosse and baseball fields on the Quinnipiac University campus. The soccer/lacrosse and baseball fields consist of artificial-turf surfaces. Figure 1 depicts the project location.

The surface water sampling is being performed in response to the Town of Hamden's concern that the artificial turf surfaces on the playing fields may contain PFAS that could potentially leach from the turf into the nearby tributary to the Mill River. Grab samples were collected from five (5) selected locations including: upstream of the soccer/lacrosse field; downstream of the soccer/lacrosse field; midway between the soccer/lacrosse & baseball fields at the bridge over Hogan Road; upstream of the baseball field, and downstream of the baseball field. An additional sample of the rainwater was collected. The grab samples were collected on November 6, 2025 by ESI's Licensed Environmental Professional (LEP). The samples were transported to Phoenix Environmental Laboratories, Inc. for analyses of the list of forty (40) PFAS compounds per Draft EPA Method 1633.

The athletic fields are situated in a GAA classified groundwater area, within a Connecticut Department of Energy and Environmental Protection (CTDEEP) Aquifer Protection Area. These designations indicate that the groundwater is within the influence of public and private drinking water supplies. Directly downgradient of the University campus to the south, the groundwater classification is GB, which indicates that groundwater is not suitable for drinking water purposes due to pollution.

The CTDEEP Remediation Standard Regulations currently do not have Surface Water Protection Criteria for PFAS in surface water. The CTDEEP's Additional Polluting Substance criteria for the sum of five specific PFAS compounds in groundwater/drinking water is 70 nanograms per liter (ng/L) or parts per trillion (ppt). The five compounds include Perfluoroheptanoic Acid (PFHpA), Perfluorooctanoic Acid (PFOA), Perfluorononanoic Acid (PFNA), Perfluorohexanesulfonic Acid





(PFHxS), and Perfluorooctanesulfonic Acid (PFOS). Since there currently are no Surface Water Protection Criteria for PFAS, the results of the surface water sample analyses were compared to the Groundwater Protection Criteria of 70 ng/L. The CTDEEP's Groundwater Protection Criteria are typically much lower than the Surface Water Protection Criteria for most other contaminants. The attached table summarizes the results of the surface water sample analyses and copies of the laboratory reports are included at the end of this letter. The tabulated results from the November 2023 and 2024 sampling events are also included.

As the results indicate, PFAS were not detected at elevated concentrations in any of the grab samples collected from the University campus. None of the samples contained the sum of the five CTDEEP compounds greater than the GPC of 70 ng/L concentrations. In general, the samples collected immediately downstream of the turf fields contained lower concentrations of PFAS compared to the rain and upstream samples. These samples document that the turf fields are not contributing to the PFAS concentrations coming onto the school property through offsite sources and precipitation.

ESI's data quality assessment (DQA) and data usability evaluation (DUE) of the laboratory data indicates that the data is of adequate and sufficient accuracy, precision, and sensitivity for its intended purpose to document if PFAS are present at elevated concentrations in the surface water samples collected from the campus.

The detections of the low concentrations of the compounds in the surface water samples could be from a variety of factors due to the ubiquitous and long-lasting nature of PFAS. PFAS are still present in everyday items such as clothing, cookware, raingear, fire-fighting foam, food wrappers, low-density plastics, cosmetics, soaps/shampoos, and cleaning supplies. Based upon the results, it does not appear as if the playing field surfaces are creating a discharge of PFAS that could potentially adversely impact the surrounding environment. If you should have any questions, comments, or require additional information, please do not hesitate to contact us at 860.528.9500.

Sincerely,

*Cindy Knight*

Cindy Knight  
LEP, CHMM  
[CKnight@e-s-i.com](mailto:CKnight@e-s-i.com)

*Bruce Devanney*

Bruce Devanney  
Vice President  
[BDevanney@e-s-i.com](mailto:BDevanney@e-s-i.com)

cc: Martin Cashin

attachments

**Quinnipiac University Athletic Field Area Water Sample Results – PFAS Sampling  
November 2025**

Sample I.D./Location.:	Rain	Soccer Upstream	Soccer Downstream	Bridge Over Hogan Road Between Soccer & Baseball Fields	Baseball Upstream	Baseball Downstream	CTDEEP Groundwater Protection Criteria
Sample Date:	11-6-25	11-6-25	11-6-25	11-6-25	11-6-25	11-6-25	
Total PFAS – Draft EPA 1633 (ng/L) (ppt)	ND < 2.2	ND < 2.1	ND < 2.1	ND < 2.1	ND < 2.1	ND < 2.1	70 ng/L
Perfluorheptanoic Acid (PFHpA)	4.5	5.7	ND < 2.1	ND < 2.1	4.1	2.4	70 ng/L
Perfluorooctanoic Acid (PFOA)	ND < 2.2	ND < 2.1	ND < 2.1	ND < 2.1	ND < 2.1	ND < 2.1	70 ng/L
Perfluorononanoic Acid (PFNA)	ND < 2.2	2.5	ND < 2.1	ND < 2.1	ND < 2.1	ND < 2.1	70 ng/L
Perfluorohexanesulfonic Acid (PFHxS)	2.3	3.0	ND < 2.1	ND < 2.1	2.6	ND < 2.1	70 ng/L
Perfluorooctanesulfonic Acid (PFOS)	6.8	11.2	ND < 2.1	ND < 2.1	6.7	2.4	70 ng/L
Sum of 5 CTDEEP PFAS	ND < 2.2	2.6	ND < 2.1	ND < 2.1	ND < 2.1	ND < 2.1	None Established
Perfluorohexanoic acid (PFHxA)	ND < 2.2	ND < 2.1	ND < 2.1	ND < 2.1	12.2	ND < 2.1	None Established
Perfluorobutanesulfonic acid (PFBS)	ND	ND	ND	ND	ND	ND	None Established
All Other PFAS Tested (40 List)							

CTDEEP Additional Polluting Substance (APS) Criteria For Groundwater in a GA-classified Area is 70 nanograms per liter (ng/L) or parts per trillion (ppt) for the sum of PFHpA, PFOA, PFNA, PFHxA and PFOS.

ND – Not detected at a concentration greater than the minimum laboratory detection limit shown.

**Quinnipiac University Athletic Field Area Water Sample Results – PFAS Sampling  
November 2024**

Sample I.D./Location.:	Rain	Soccer Upstream	Soccer Downstream	Bridge Over Hogan Road Between Soccer & Baseball Fields	Baseball Upstream	Baseball Downstream	CTDEEP Groundwater Protection Criteria
Sample Date:	11-11-24	11-11-24	11-11-24	11-11-24	11-11-24	11-11-24	
Total PFAS – Draft EPA 1633 (ng/L) (ppt)							
Perfluorohexanoic Acid (PFHpA)	1.36 (J)	1.72 (J)	ND < 1.99	1.46 (J)	6.97	0.693 (J)	70 ng/L
Perfluorooctanoic Acid (PFOA)	1.24 (J)	3.99	1.62 (J)	3.63	17.6	1.92	70 ng/L
Perfluorononanoic Acid (PFNA)	ND < 1.88	0.773 (J)	ND < 1.88	0.505 (J)	ND < 4.55	0.602 (J)	70 ng/L
Perfluorohexanesulfonic Acid (PFHxS)	1.35 (J)	ND < 2.0	ND < 1.72	ND < 1.7	3.18 (J)	ND < 1.7	70 ng/L
Perfluorooctanesulfonic Acid (PFOS)	ND < 1.75	3.5	1.27 (J)	3.68	11.2	1.78	70 ng/L
Sum of 5 CTDEEP PFAS	3.95	9.983	2.89	9.275	38.95	4.995	70 ng/L
Perfluorotetradecanoic acid (PFTA)	ND < 1.88	ND < 2.19	ND < 1.88	ND < 1.86	2.07	ND < 1.86	None Established
Perfluorodecanoic acid (PFDA)	ND < 1.88	0.991 (J)	ND < 1.88	ND < 1.86	ND < 4.55	ND < 1.86	None Established
Perfluorotridecanoic acid (PFTrDA)	ND < 1.88	ND < 2.19	ND < 1.88	ND < 1.86	ND < 4.55	ND < 1.86	None Established
Perfluorobutanoic acid (PFBA)	9.33	ND < 8.76	1.97 (J)	5.34 (J)	15.7 (J)	ND < 7.44	None Established
Perfluorohexanoic acid (PFHxA)	3.91	5.08	ND < 1.88	2.46	5.22	1.4 (J)	None Established
Perfluoropentanoic acid (PFPeA)	3.78	3.7	1.54 (J)	3.8	15.3	1.46 (J)	None Established
Perfluoro-1-octanesulfonamide (FOSA)	1.34 (J)	4.08	ND < 1.88	ND < 1.86	ND < 4.55	ND < 1.86	None Established
Perfluorobutanesulfonic acid (PFBS)	30.6	2.39	0.909 (J)	1.59 (J)	24.9	1.53 (J)	None Established
All Other PFAS Tested (36 List)	ND	ND	ND	ND	ND	ND	None Established

CTDEEP Additional Polluting Substance (APS) Criteria For Groundwater in a GA-classified Area is 70 nanograms per liter (ng/L) or parts per trillion (ppt) for the sum of PFHpA, PFOA, PFNA, PFHxA and PFOS.

ND – Not detected at a concentration greater than the minimum laboratory detection limit shown.

(J) – Compound is present at a concentration less than the laboratory detection limit. The concentration is estimated.

**Quinnipiac University Athletic Field Area Water Sample Results – PFAS Sampling  
November 2023**

Sample I.D./Location.:	Rain	Soccer Upstream	Soccer Downstream	Bridge Over Hogan Road Between Soccer & Baseball Fields	Baseball Upstream	Baseball Downstream	CTDEEP Groundwater Protection Criteria
Sample Date:	11-23-23	11-23-23	11-23-23	11-6-23	11-6-23	11-6-23	
Total PFAS – Mod. 537.1 (ng/L) (ppt)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	70 ng/L
Perfluoroheptanoic Acid (PFHpA)	ND < 1.65	ND < 1.64	ND < 1.7	1.73	ND < 9.9	ND < 1.62	70 ng/L
Perfluorooctanoic Acid (PFOA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	70 ng/L
Perfluorononanoic Acid (PFNA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	70 ng/L
Perfluorohexanesulfonic Acid (PFHxS)	ND < 1.65	ND < 1.64	ND < 1.7	1.7	ND < 9.9	1.71	70 ng/L
Perfluorooctanesulfonic Acid (PFOS)	ND < 1.65	ND < 1.64	ND < 1.7	3.43	ND < 9.9	1.71	70 ng/L
Sum of 5 CTDEEP PFAS	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluoroundecanoic acid (PFUnA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorododecanesulfonic acid (PFDS)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorotetradecanoic acid (PFTeDA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorodecanoic acid (PFDA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorotridecanoic acid (PFTriA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
6:2 FTS (26,600 ug/L)	ND < 4.13	ND < 4.11	ND < 4.24	ND < 4.2	ND < 24.8	ND < 4.06	None Established
8:2 FTS (12,500 ug/L)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorobutanoic acid (PFBA)	ND < 4.13	ND < 4.11	4.82	ND < 4.2	ND < 24.8	ND < 4.06	None Established
NEtFOSSA	ND < 4.13	ND < 4.11	ND < 4.24	ND < 4.2	ND < 24.8	ND < 4.06	None Established
Perfluorododecanoic acid (PFDoA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorohexanoic acid (PFHxA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluoropentanoic acid (PFPeA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluorooctanesulfonimide (PFOSA)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
NMeFOSSA	ND < 4.13	ND < 4.11	ND < 4.24	ND < 4.2	ND < 24.8	ND < 4.06	None Established
Perfluorobutanesulfonic acid (PFBS)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established
Perfluoroheptanesulfonic acid (PFHpS)	ND < 1.65	ND < 1.64	ND < 1.7	ND < 1.68	ND < 9.9	ND < 1.62	None Established

CTDEEP Additional Polluting Substance (APS) Criteria For Groundwater in a GA-classified Area is 70 nanograms per liter (ng/L) or parts per trillion (ppt) for the sum of PFHpA, PFOA, PFNA, PFHxA and PFOS.

ND – Not detected at a concentration greater than the minimum laboratory detection limit shown.



Monday, November 24, 2025

Attn: Cindy Knight  
Environmental Services Inc  
90 Brookfield Street  
South Windsor, CT 06074

Project ID: 2023-1114  
SDG ID: GCU68382  
Sample ID#s: CU68382 - CU68387

This laboratory is in compliance with the NELAC requirements of procedures used except where indicated.

This report contains results for the parameters tested, under the sampling conditions described on the Chain Of Custody, as received by the laboratory. This report is incomplete unless all pages indicated in the pagination at the bottom of the page are included.

A scanned version of the COC form accompanies the analytical report and is an exact duplicate of the original.

The contents of this report cannot be discussed with anyone other than the client listed above without their written consent.

Sincerely yours,

A handwritten signature in black ink that reads "Phyllis Shiller". The signature is written in a cursive style.

Phyllis Shiller  
Laboratory Director

NELAC - #NY11301  
CT Lab Registration #PH-0618  
MA Lab Registration #M-CT007  
ME Lab Registration #CT-007  
NH Lab Registration #213693-A,B

NJ Lab Registration #CT-003  
NY Lab Registration #11301  
PA Lab Registration #68-03530  
RI Lab Registration #63  
VT Lab Registration #VT11301



Environmental Laboratories, Inc.  
587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
Tel. (860) 645-1102 Fax (860) 645-0823

## Sample Id Cross Reference

November 24, 2025

SDG I.D.: GCU68382

Project ID: 2023-1114

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Client Id	Lab Id	Matrix	Col Date
SOCCER U/S	CU68382	SURFACE WATER	11/06/25 7:55
SOCCER D/S	CU68383	SURFACE WATER	11/06/25 8:10
BASEBALL U/S	CU68384	SURFACE WATER	11/06/25 6:55
BASEBALL D/S	CU68385	SURFACE WATER	11/06/25 7:10
BRIDGE	CU68386	SURFACE WATER	11/06/25 7:30
RAIN	CU68387	SURFACE WATER	11/06/25 6:40



Environmental Laboratories, Inc.  
 587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
 Tel. (860) 645-1102

**Analysis Report**  
 November 24, 2025

FOR: Attn: Cindy Knight  
 Environmental Services Inc  
 90 Brookfield Street  
 South Windsor, CT 06074

Sample Information

Matrix: SURFACE WATER  
 Location Code: ESI  
 Rush Request: Standard  
 P.O.#: 105075

Custody Information

Collected by: CK  
 Received by: SR1  
 Analyzed by: see "By" below

Date            Time  
 11/06/25        7:55  
 11/06/25        13:41

Laboratory Data

SDG ID: GCU68382  
 Phoenix ID: CU68382

Project ID: 2023-1114  
 Client ID: SOCCER U/S

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
PFAS (40) by EPA 1633	Completed				11/11/25	AMITAM2	EPA 1633 C
<b><u>PFAS (40) by EPA 1633</u></b>							
11CI-PF3OUdS	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorodecanesulfonic acid	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorohexanesulfonic Acid	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorooctanesulfonic acid	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
3:3FTCA	ND	10	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
5:3FTCA	ND	52	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
7:3FTCA	ND	52	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
9CI-PF3ONS	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
ADONA	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
HFPO-DA	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NFDHA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-decanesulfonic acid (PFDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-heptanesulfonic acid (PFHpS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-octanesulfonamide (FOSA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorobutanesulfonic acid (PFBS)	2.3	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorodecanoic acid (PFDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecane Sulfonic Acid (PFDoDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecanoic acid (PFDoA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroheptanoic acid (PFHpA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference	
Perfluorohexanesulfonic Acid (PFHxS)	2.5	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorohexanoic acid (PFHxA)	2.6	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoro-n-butanoic acid (PFBA)	ND	8.4	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorononanesulfonic Acid (PFNS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorononanoic acid (PFNA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorooctanesulfonic Acid (PFOS)	3.0	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorooctanoic acid (PFOA)	5.7	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoropentanesulfonic Acid (PFPeS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoropentanoic acid (PFPeA)	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorotetradecanoic acid (PFTA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorotridecanoic acid (PFTrDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoroundecanoic acid (PFUnA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
PFEESA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
PFMBA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
PFMPA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Total PFAS (5)	11.2	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
<b><u>QA/QC Surrogates</u></b>								
% 13C2 PFTeDA	68		%	1	11/12/25	AMITAM2	10 - 130 %	C
% 13C2-4:2FTS	98		%	1	11/12/25	AMITAM2	40 - 200 %	C
% 13C2-6:2FTS	92		%	1	11/12/25	AMITAM2	40 - 200 %	C
% 13C2-8:2FTS	94		%	1	11/12/25	AMITAM2	40 - 300 %	C
% 13C3 HFPO DA	116		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C3 PFBS	91		%	1	11/12/25	AMITAM2	40 - 135 %	C
% 13C3 PFHxS	91		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C4 PFBA	93		%	1	11/12/25	AMITAM2	5 - 130 %	C
% 13C4 PFHpA	102		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C5 PFHxA	102		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C5 PFPeA	100		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C6 PFDA	95		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C8 FOSA	88		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C8 PFOA	101		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C9 PFNA	91		%	1	11/12/25	AMITAM2	40 - 130 %	C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
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C = This parameter is subcontracted.

RL/PQL=Reporting/Practical Quantitation Level ND=Not Detected BRL=Below Reporting Level

QA/QC Surrogates: Surrogates are compounds (preceeded with a %) added by the lab to determine analysis efficiency. Surrogate results(%) listed in the report are not "detected" compounds.

**Comments:**

\*See attached

PFAS (40) by EPA 1633 (EPA 1633), PFOA/PFOS - Water Extraction (EPA 1633) were analyzed by CT certified lab #PH-0585.

If you are the client above and have any questions concerning this testing, please do not hesitate to contact Phoenix Client Services at ext.200. The contents of this report cannot be discussed with anyone other than the client listed above without their written consent.



Phyllis Shiller, Laboratory Director

November 24, 2025

Reviewed and Released by: Ethan Lee, Project Manager



Environmental Laboratories, Inc.  
 587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
 Tel. (860) 645-1102

**Analysis Report**  
 November 24, 2025

FOR: Attn: Cindy Knight  
 Environmental Services Inc  
 90 Brookfield Street  
 South Windsor, CT 06074

Sample Information

Matrix: SURFACE WATER  
 Location Code: ESI  
 Rush Request: Standard  
 P.O.#: 105075

Custody Information

Collected by: CK  
 Received by: SR1  
 Analyzed by: see "By" below

Date      Time

11/06/25      8:10  
 11/06/25      13:41

Laboratory Data

SDG ID: GCU68382  
 Phoenix ID: CU68383

Project ID: 2023-1114  
 Client ID: SOCCER D/S

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference	
PFAS (40) by EPA 1633	Completed				11/11/25	AMITAM2	EPA 1633	C
<b><u>PFAS (40) by EPA 1633</u></b>								
11CI-PF3OUdS	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
1H,1H,2H,2H-Perfluorodecanesulfonic acid	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
1H,1H,2H,2H-Perfluorohexanesulfonic Acid	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
1H,1H,2H,2H-Perfluorooctanesulfonic acid	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
3:3FTCA	ND	10	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
5:3FTCA	ND	52	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
7:3FTCA	ND	52	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
9CI-PF3ONS	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
ADONA	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
HFPO-DA	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NEtFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NEtFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NEtFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NFDHA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NMeFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NMeFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
NMeFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoro-1-decanesulfonic acid (PFDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoro-1-heptanesulfonic acid (PFHpS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoro-1-octanesulfonamide (FOSA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorobutanesulfonic acid (PFBS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorodecanoic acid (PFDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorododecane Sulfonic Acid (PFDoDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorododecanoic acid (PFDoA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoroheptanoic acid (PFHpA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
Perfluorohexanesulfonic Acid (PFHxS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorohexanoic acid (PFHxA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-n-butanoic acid (PFBA)	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanesulfonic Acid (PFNS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanoic acid (PFNA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanesulfonic Acid (PFOS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanoic acid (PFOA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanesulfonic Acid (PFPeS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanoic acid (PFPeA)	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotetradecanoic acid (PFTA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotridecanoic acid (PFTrDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroundecanoic acid (PFUnA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFEESA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMBA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMPA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Total PFAS (5)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
<b><u>QA/QC Surrogates</u></b>							
% 13C2 PFTeDA	85		%	1	11/12/25	AMITAM2	10 - 130 % C
% 13C2-4:2FTS	80		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-6:2FTS	77		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-8:2FTS	80		%	1	11/12/25	AMITAM2	40 - 300 % C
% 13C3 HFPO DA	114		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C3 PFBS	83		%	1	11/12/25	AMITAM2	40 - 135 % C
% 13C3 PFHxS	93		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C4 PFBA	71		%	1	11/12/25	AMITAM2	5 - 130 % C
% 13C4 PFHpA	91		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFHxA	93		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFPeA	92		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C6 PFDA	103		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 FOSA	82		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 PFOA	93		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C9 PFNA	86		%	1	11/12/25	AMITAM2	40 - 130 % C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
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C = This parameter is subcontracted.

RL/PQL=Reporting/Practical Quantitation Level ND=Not Detected BRL=Below Reporting Level

QA/QC Surrogates: Surrogates are compounds (preceeded with a %) added by the lab to determine analysis efficiency. Surrogate results(%) listed in the report are not "detected" compounds.

**Comments:**

\*See attached

PFAS (40) by EPA 1633 (EPA 1633), PFOA/PFOS - Water Extraction (EPA 1633) were analyzed by CT certified lab #PH-0585.

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Phyllis Shiller, Laboratory Director

November 24, 2025

Reviewed and Released by: Ethan Lee, Project Manager



Environmental Laboratories, Inc.  
 587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
 Tel. (860) 645-1102

**Analysis Report**  
 November 24, 2025

FOR: Attn: Cindy Knight  
 Environmental Services Inc  
 90 Brookfield Street  
 South Windsor, CT 06074

Sample Information

Matrix: SURFACE WATER  
 Location Code: ESI  
 Rush Request: Standard  
 P.O.#: 105075

Custody Information

Collected by: CK  
 Received by: SR1  
 Analyzed by: see "By" below

Date

11/06/25  
 11/06/25

Time

6:55  
 13:41

Laboratory Data

SDG ID: GCU68382  
 Phoenix ID: CU68384

Project ID: 2023-1114  
 Client ID: BASEBALL U/S

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
PFAS (40) by EPA 1633	Completed				11/11/25	AMITAM2	EPA 1633 C
<b><u>PFAS (40) by EPA 1633</u></b>							
11CI-PF3OUdS	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorodecanesulfonic acid	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorohexanesulfonic Acid	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorooctanesulfonic acid	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
3:3FTCA	ND	10	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
5:3FTCA	ND	52	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
7:3FTCA	ND	52	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
9CI-PF3ONS	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
ADONA	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
HFPO-DA	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NFDHA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-decanesulfonic acid (PFDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-heptanesulfonic acid (PFHpS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-octanesulfonamide (FOSA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorobutanesulfonic acid (PFBS)	12.2	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorodecanoic acid (PFDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecane Sulfonic Acid (PFDoDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecanoic acid (PFDoA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroheptanoic acid (PFHpA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference	
Perfluorohexanesulfonic Acid (PFHxS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorohexanoic acid (PFHxA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoro-n-butanoic acid (PFBA)	ND	8.3	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorononanesulfonic Acid (PFNS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorononanoic acid (PFNA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorooctanesulfonic Acid (PFOS)	2.6	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorooctanoic acid (PFOA)	4.1	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoropentanesulfonic Acid (PFPeS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoropentanoic acid (PFPeA)	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorotetradecanoic acid (PFTA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluorotridecanoic acid (PFTTrDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Perfluoroundecanoic acid (PFUnA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
PFEESA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
PFMBA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
PFMPA	ND	4.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
Total PFAS (5)	6.7	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633	C
<b><u>QA/QC Surrogates</u></b>								
% 13C2 PFTeDA	77		%	1	11/12/25	AMITAM2	10 - 130 %	C
% 13C2-4:2FTS	108		%	1	11/12/25	AMITAM2	40 - 200 %	C
% 13C2-6:2FTS	101		%	1	11/12/25	AMITAM2	40 - 200 %	C
% 13C2-8:2FTS	94		%	1	11/12/25	AMITAM2	40 - 300 %	C
% 13C3 HFPO DA	122		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C3 PFBS	98		%	1	11/12/25	AMITAM2	40 - 135 %	C
% 13C3 PFHxS	105		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C4 PFBA	100		%	1	11/12/25	AMITAM2	5 - 130 %	C
% 13C4 PFHpA	107		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C5 PFHxA	103		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C5 PFPeA	106		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C6 PFDA	110		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C8 FOSA	87		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C8 PFOA	100		%	1	11/12/25	AMITAM2	40 - 130 %	C
% 13C9 PFNA	96		%	1	11/12/25	AMITAM2	40 - 130 %	C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
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C = This parameter is subcontracted.

RL/PQL=Reporting/Practical Quantitation Level ND=Not Detected BRL=Below Reporting Level

QA/QC Surrogates: Surrogates are compounds (preceded with a %) added by the lab to determine analysis efficiency. Surrogate results(%) listed in the report are not "detected" compounds.

**Comments:**

\*See attached

PFAS (40) by EPA 1633 (EPA 1633), PFOA/PFOS - Water Extraction (EPA 1633) were analyzed by CT certified lab #PH-0585.

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Phyllis Shiller, Laboratory Director

November 24, 2025

Reviewed and Released by: Ethan Lee, Project Manager



Environmental Laboratories, Inc.

587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045
Tel. (860) 645-1102

Analysis Report
November 24, 2025

FOR: Attn: Cindy Knight
Environmental Services Inc
90 Brookfield Street
South Windsor, CT 06074

Sample Information

Matrix: SURFACE WATER
Location Code: ESI
Rush Request: Standard
P.O.#: 105075

Custody Information

Collected by: CK
Received by: SR1
Analyzed by: see "By" below

Date Time

11/06/25 7:10
11/06/25 13:41

Laboratory Data

SDG ID: GCU68382
Phoenix ID: CU68385

Project ID: 2023-1114
Client ID: BASEBALL D/S

Table with 8 columns: Parameter, Result, RL/PQL, Units, Dilution, Date/Time, By, Reference. Row: PFAS (40) by EPA 1633, Completed, 11/11/25, AMITAM2 EPA 1633, C

PFAS (40) by EPA 1633

Table with 8 columns: Parameter, Result, RL/PQL, Units, Dilution, Date/Time, By, Reference. Lists various PFAS compounds and their results (e.g., 11CI-PF3OUdS, 1H,1H,2H,2H-Perfluorodecanesulfonic acid).

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
Perfluorohexanesulfonic Acid (PFHxS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorohexanoic acid (PFHxA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-n-butanoic acid (PFBA)	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanesulfonic Acid (PFNS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanoic acid (PFNA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanesulfonic Acid (PFOS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanoic acid (PFOA)	2.4	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanesulfonic Acid (PFPeS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanoic acid (PFPeA)	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotetradecanoic acid (PFTA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotridecanoic acid (PFTrDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroundecanoic acid (PFUnA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFEESA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMBA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMPA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Total PFAS (5)	2.4	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
<b><u>QA/QC Surrogates</u></b>							
% 13C2 PFTeDA	81		%	1	11/12/25	AMITAM2	10 - 130 % C
% 13C2-4:2FTS	96		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-6:2FTS	84		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-8:2FTS	90		%	1	11/12/25	AMITAM2	40 - 300 % C
% 13C3 HFPO DA	125		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C3 PFBS	101		%	1	11/12/25	AMITAM2	40 - 135 % C
% 13C3 PFHxS	102		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C4 PFBA	74		%	1	11/12/25	AMITAM2	5 - 130 % C
% 13C4 PFHpA	102		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFHxA	102		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFPeA	102		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C6 PFDA	106		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 FOSA	80		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 PFOA	98		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C9 PFNA	89		%	1	11/12/25	AMITAM2	40 - 130 % C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
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C = This parameter is subcontracted.

RL/PQL=Reporting/Practical Quantitation Level ND=Not Detected BRL=Below Reporting Level

QA/QC Surrogates: Surrogates are compounds (preceded with a %) added by the lab to determine analysis efficiency. Surrogate results(%) listed in the report are not "detected" compounds.

**Comments:**

\*See attached

PFAS (40) by EPA 1633 (EPA 1633), PFOA/PFOS - Water Extraction (EPA 1633) were analyzed by CT certified lab #PH-0585.

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Phyllis Shiller, Laboratory Director

November 24, 2025

Reviewed and Released by: Ethan Lee, Project Manager



Environmental Laboratories, Inc.  
 587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
 Tel. (860) 645-1102

# Analysis Report

November 24, 2025

FOR: Attn: Cindy Knight  
 Environmental Services Inc  
 90 Brookfield Street  
 South Windsor, CT 06074

## Sample Information

Matrix: SURFACE WATER  
 Location Code: ESI  
 Rush Request: Standard  
 P.O.#: 105075

## Custody Information

Collected by: CK  
 Received by: SR1  
 Analyzed by: see "By" below

## Date

11/06/25 7:30  
 11/06/25 13:41

## Time

## Laboratory Data

SDG ID: GCU68382  
 Phoenix ID: CU68386

Project ID: 2023-1114  
 Client ID: BRIDGE

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
PFAS (40) by EPA 1633	Completed				11/11/25	AMITAM2	EPA 1633 C
<b>PFAS (40) by EPA 1633</b>							
11CI-PF3OUdS	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorodecanesulfonic acid	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorohexanesulfonic Acid	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorooctanesulfonic acid	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
3:3FTCA	ND	11	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
5:3FTCA	ND	53	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
7:3FTCA	ND	53	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
9CI-PF3ONS	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
ADONA	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
HFPO-DA	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NFDHA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSAA	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSE	ND	21	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-decanesulfonic acid (PFDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-heptanesulfonic acid (PFHpS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-octanesulfonamide (FOSA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorobutanesulfonic acid (PFBS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorodecanoic acid (PFDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecane Sulfonic Acid (PFDoDS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecanoic acid (PFDoA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroheptanoic acid (PFHpA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C

Client ID: BRIDGE

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
Perfluorohexanesulfonic Acid (PFHxS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorohexanoic acid (PFHxA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-n-butanoic acid (PFBA)	ND	8.5	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanesulfonic Acid (PFNS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanoic acid (PFNA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanesulfonic Acid (PFOS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanoic acid (PFOA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanesulfonic Acid (PFPeS)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanoic acid (PFPeA)	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotetradecanoic acid (PFTA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotridecanoic acid (PFTrDA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroundecanoic acid (PFUnA)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFEESA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMBA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMPA	ND	4.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Total PFAS (5)	ND	2.1	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
<b><u>QA/QC Surrogates</u></b>							
% 13C2 PFTeDA	76		%	1	11/12/25	AMITAM2	10 - 130 % C
% 13C2-4:2FTS	102		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-6:2FTS	85		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-8:2FTS	103		%	1	11/12/25	AMITAM2	40 - 300 % C
% 13C3 HFPO DA	117		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C3 PFBS	90		%	1	11/12/25	AMITAM2	40 - 135 % C
% 13C3 PFHxS	99		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C4 PFBA	98		%	1	11/12/25	AMITAM2	5 - 130 % C
% 13C4 PFHpA	99		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFHxA	97		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFPeA	100		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C6 PFDA	106		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 FOSA	87		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 PFOA	96		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C9 PFNA	95		%	1	11/12/25	AMITAM2	40 - 130 % C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
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C = This parameter is subcontracted.

RL/PQL=Reporting/Practical Quantitation Level ND=Not Detected BRL=Below Reporting Level

QA/QC Surrogates: Surrogates are compounds (preceeded with a %) added by the lab to determine analysis efficiency. Surrogate results(%) listed in the report are not "detected" compounds.

**Comments:**

\*See attached

PFAS (40) by EPA 1633 (EPA 1633), PFOA/PFOS - Water Extraction (EPA 1633) were analyzed by CT certified lab #PH-0585.

If you are the client above and have any questions concerning this testing, please do not hesitate to contact Phoenix Client Services at ext.200. The contents of this report cannot be discussed with anyone other than the client listed above without their written consent.



Phyllis Shiller, Laboratory Director

November 24, 2025

Reviewed and Released by: Ethan Lee, Project Manager



Environmental Laboratories, Inc.  
 587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
 Tel. (860) 645-1102

**Analysis Report**  
 November 24, 2025

FOR: Attn: Cindy Knight  
 Environmental Services Inc  
 90 Brookfield Street  
 South Windsor, CT 06074

Sample Information

Matrix: SURFACE WATER  
 Location Code: ESI  
 Rush Request: Standard  
 P.O.#: 105075

Custody Information

Collected by: CK  
 Received by: SR1  
 Analyzed by: see "By" below

Date

11/06/25  
 11/06/25

Time

6:40  
 13:41

Laboratory Data

SDG ID: GCU68382  
 Phoenix ID: CU68387

Project ID: 2023-1114  
 Client ID: RAIN

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
PFAS (40) by EPA 1633	Completed				11/11/25	AMITAM2	EPA 1633 C

**PFAS (40) by EPA 1633**

11CI-PF3OUdS	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorodecanesulfonic acid	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorohexanesulfonic Acid	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
1H,1H,2H,2H-Perfluorooctanesulfonic acid	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
3:3FTCA	ND	11	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
5:3FTCA	ND	54	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
7:3FTCA	ND	54	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
9CI-PF3ONS	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
ADONA	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
HFPO-DA	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSA	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSAA	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NEtFOSE	ND	22	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NFDHA	ND	4.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSA	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSAA	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
NMeFOSE	ND	22	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-decanesulfonic acid (PFDS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-heptanesulfonic acid (PFHpS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-1-octanesulfonamide (FOSA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorobutanesulfonic acid (PFBS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorodecanoic acid (PFDA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecane Sulfonic Acid (PFDoS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorododecanoic acid (PFDoA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroheptanoic acid (PFHpA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C

Client ID: RAIN

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
Perfluorohexanesulfonic Acid (PFHxS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorohexanoic acid (PFHxA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoro-n-butanoic acid (PFBA)	ND	8.7	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanesulfonic Acid (PFNS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorononanoic acid (PFNA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanesulfonic Acid (PFOS)	2.3	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorooctanoic acid (PFOA)	4.5	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanesulfonic Acid (PFPeS)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoropentanoic acid (PFPeA)	ND	4.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotetradecanoic acid (PFTA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluorotridecanoic acid (PFTrDA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Perfluoroundecanoic acid (PFUnA)	ND	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFEESA	ND	4.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMBA	ND	4.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
PFMPA	ND	4.3	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
Total PFAS (5)	6.8	2.2	ng/L	1	11/12/25	AMITAM2	EPA 1633 C
<b><u>QA/QC Surrogates</u></b>							
% 13C2 PFTeDA	75		%	1	11/12/25	AMITAM2	10 - 130 % C
% 13C2-4:2FTS	100		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-6:2FTS	83		%	1	11/12/25	AMITAM2	40 - 200 % C
% 13C2-8:2FTS	91		%	1	11/12/25	AMITAM2	40 - 300 % C
% 13C3 HFPO DA	118		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C3 PFBS	90		%	1	11/12/25	AMITAM2	40 - 135 % C
% 13C3 PFHxS	106		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C4 PFBA	86		%	1	11/12/25	AMITAM2	5 - 130 % C
% 13C4 PFHpA	103		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFHxA	100		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C5 PFPeA	99		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C6 PFDA	100		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 FOSA	83		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C8 PFOA	92		%	1	11/12/25	AMITAM2	40 - 130 % C
% 13C9 PFNA	99		%	1	11/12/25	AMITAM2	40 - 130 % C

Parameter	Result	RL/ PQL	Units	Dilution	Date/Time	By	Reference
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C = This parameter is subcontracted.

RL/PQL=Reporting/Practical Quantitation Level ND=Not Detected BRL=Below Reporting Level

QA/QC Surrogates: Surrogates are compounds (preceeded with a %) added by the lab to determine analysis efficiency. Surrogate results(%) listed in the report are not "detected" compounds.

**Comments:**

\*See attached

PFAS (40) by EPA 1633 (EPA 1633), PFOA/PFOS - Water Extraction (EPA 1633) were analyzed by CT certified lab #PH-0585.

If you are the client above and have any questions concerning this testing, please do not hesitate to contact Phoenix Client Services at ext.200. The contents of this report cannot be discussed with anyone other than the client listed above without their written consent.



Phyllis Shiller, Laboratory Director

November 24, 2025

Reviewed and Released by: Ethan Lee, Project Manager



**Environmental Laboratories, Inc.**  
 587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
 Tel. (860) 645-1102

# QA/QC Report

November 24, 2025

## QA/QC Data

SDG I.D.: GCU68382

Parameter	Blank	Bik RL	Sample Result	Dup Result	Dup RPD	LCS %	LCSD %	LCS RPD	MS %	MSD %	MS RPD	% Rec Limits	% RPD Limits
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QA/QC Batch 815795 (ng/L), QC Sample No: CU68382 (CU68382, CU68383, CU68384, CU68385, CU68386, CU68387)

### PFOA & PFOS

11CI-PF3OUdS	ND	8	ND	ND	NC	97	93					55 - 160	30
3:3FTCA	ND	10	ND	ND	NC	98	87					65 - 130	30
4:2FTS	ND	8	ND	ND	NC	102	87					70 - 145	30
5:3FTCA	ND	50	ND	ND	NC	99	87					70 - 135	30
6:2FTS	ND	8	ND	ND	NC	98	107					65 - 155	30
7:3FTCA	ND	50	ND	ND	NC	95	86					50 - 145	30
8:2FTS	ND	8	ND	ND	NC	107	91					60 - 150	30
9CI-PF3ONS	ND	8	ND	ND	NC	102	99					70 - 155	30
ADONA	ND	8	ND	ND	NC	94	91					65 - 145	30
FOSA	ND	2	ND	ND	NC	94	103					70 - 145	30
HFPO-DA	ND	8	ND	ND	NC	107	111					70 - 140	30
NEtFOSA	ND	2	ND	ND	NC	106	113					65 - 145	30
NEtFOSAA	ND	2	ND	ND	NC	99	83					70 - 145	30
NEtFOSE	ND	20	ND	ND	NC	98	91					70 - 135	30
NFDHA	ND	4	ND	ND	NC	107	91					50 - 150	30
NMeFOSA	ND	2	ND	ND	NC	105	118					60 - 150	30
NMeFOSAA	ND	2	ND	ND	NC	96	68					50 - 140	30
NMeFOSE	ND	20	ND	ND	NC	98	93					70 - 145	30
PFBA	ND	8	ND	ND	NC	104	97					70 - 140	30
PFBS	ND	2	2.3	2.9	23	93	99					60 - 145	30
PFDA	ND	2	ND	ND	NC	100	75					70 - 140	30
PFDoA	ND	2	ND	ND	NC	105	110					70 - 140	30
PFDoDS	ND	2	ND	ND	NC	85	85					50 - 145	30
PFDS	ND	2	ND	ND	NC	94	80					60 - 145	30
PFEESA	ND	4	ND	ND	NC	114	105					70 - 140	30
PFHpA	ND	2	ND	ND	NC	101	88					70 - 150	30
PFHpS	ND	2	ND	ND	NC	105	102					70 - 150	30
PFHxA	ND	2	2.6	2.5	4	96	98					70 - 145	30
PFHxS	ND	2	2.5	2.3	8	105	98					65 - 145	30
PFMBA	ND	4	ND	ND	NC	100	94					60 - 150	30
PFMPA	ND	4	ND	ND	NC	107	104					55 - 140	30
PFNA	ND	2	ND	ND	NC	96	98					70 - 150	30
PFNS	ND	2	ND	ND	NC	99	94					65 - 145	30
PFOA	ND	2	5.7	5.1	11	98	98					70 - 150	30
PFOS	ND	2	3	3.5	15	98	105					55 - 150	30
PFPeA	ND	4	ND	ND	NC	101	94					65 - 135	30
PFPeS	ND	2	ND	ND	NC	94	82					65 - 140	30
PFTA	ND	2	ND	ND	NC	93	88					60 - 140	30
PFTTrDA	ND	2	ND	ND	NC	106	95					65 - 140	30
PFUnA	ND	2	ND	ND	NC	102	88					70 - 145	30
% 13C2 PFTeDA	94			66	NC	103	107					10 - 130	

## QA/QC Data

SDG I.D.: GCU68382


Parameter	Blank	Blk RL	Sample Result	Dup Result	Dup RPD	LCS %	LCSD %	LCS RPD	MS %	MSD %	MS RPD	% Rec Limits	% RPD Limits
% 13C2-4:2FTS		85		92	NC	83	106					40 - 200	
% 13C2-6:2FTS		84		94	NC	82	80					40 - 200	
% 13C2-8:2FTS		87		94	NC	83	96					40 - 300	
% 13C3 HFPO DA		118		121	NC	127	120					40 - 130	
% 13C3 PFBS		87		87	NC	96	101					40 - 135	
% 13C3 PFHxS		95		97	NC	90	102					40 - 130	
% 13C4 PFBA		99		91	NC	101	101					5 - 130	
% 13C4 PFHpA		98		104	NC	107	106					40 - 130	
% 13C5 PFHxA		95		106	NC	107	108					40 - 130	
% 13C5 PFPeA		92		102	NC	103	102					40 - 130	
% 13C6 PFDA		108		110	NC	106	119					40 - 130	
% 13C8 FOSA		71		87	NC	77	81					40 - 130	
% 13C8 PFOA		98		100	NC	99	103					40 - 130	
% 13C9 PFNA		100		90	NC	104	93					40 - 130	

Comment:

LCS & LCSD represent ongoing precision and recovery samples. Concentrations are defined by the method and serve to verify the reporting limit and mid-level calibration point. RPDs cannot be assessed due to varying concentrations in each QC sample. Duplicate Analysis performed on CU68382.

If there are any questions regarding this data, please call Phoenix Client Services at extension 200.

- RPD - Relative Percent Difference
- LCS - Laboratory Control Sample
- LCSD - Laboratory Control Sample Duplicate
- MS - Matrix Spike
- MS Dup - Matrix Spike Duplicate
- NC - No Criteria
- Intf - Interference
- (ISO) - Isotope Dilution

  
 Phyllis Shiller, Laboratory Director  
 November 24, 2025

Monday, November 24, 2025

Criteria: CT: GWP

State: CT

# Sample Criteria Exceedances Report

GCU688382 - ESI

SampNo	Acode	Phoenix Analyte	Criteria	Result	RL	Criteria	RL	Criteria	Analysis Units
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\*\*\* No Data to Display \*\*\*

Phoenix Laboratories does not assume responsibility for the data contained in this exceedance report. It is provided as an additional tool to identify requested criteria exceedances. All efforts are made to ensure the accuracy of the data (obtained from appropriate agencies). A lack of exceedance information does not necessarily suggest conformance to the criteria. It is ultimately the site professional's responsibility to determine appropriate compliance.



Bureau of Water Protection and Land Reuse
Remediation Division

REASONABLE CONFIDENCE PROTOCOL
LABORATORY ANALYSIS QA/QC CERTIFICATION FORM

Table with 2 columns: Field Name, Value. Fields include Laboratory Name, Client Name, Project Location, Project No., Sampling Date(s), Laboratory Sample ID(s).

LIST RCP METHODS USED (e.g., 8260,8270, etc.) None

Table with 3 columns: Question ID, Question Text, Response Options. Contains 8 numbered questions regarding QA/QC performance criteria, preservation requirements, and reporting limits.

Notes: For all questions to which the response was "No" (with the exception of question #7), additional information must be provided in an attached narrative.

I, the undersigned, attest under the pains and penalties of perjury that, to the best of my knowledge and belief and based upon my personal inquiry of those responsible for providing the information contained in this analytical report, such information is accurate and complete.

Authorized Signature: [Signature] Position: Project Manager
Printed Name: Ethan Lee Date: Monday, November 24, 2025
Name of Laboratory: Phoenix Environmental Laboratory, Inc.

This certification form is to be used for RCP methods only.



**Environmental Laboratories, Inc.**  
587 East Middle Turnpike, P.O.Box 370, Manchester, CT 06045  
Tel. (860) 645-1102 Fax (860) 645-0823



## RCP Certification Report

November 24, 2025

SDG I.D.: GCU68382

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### ***SDG Comments***

No RCP analyses are included with this report. The RCP narrative is provided at the request of the client.

### ***Temperature Narration***

The samples were received at 1.6C with cooling initiated.  
(Note acceptance criteria for relevant matrices is above freezing up to 6°C)



The results set forth herein are provided by SGS North America Inc.

*e-Hardcopy 2.0*  
*Automated Report*

## Technical Report for

### Phoenix Lab

Phoenix Environmental Lab, CT PFAS

GCU 68382

SGS Job Number: JE22878

Sampling Date: 11/06/25

#### Report to:

Phoenix Lab  
587 East Middle Turnpike PO Box 370  
Manchester, CT 06040  
heleng@phoenixlabs.com

ATTN: Helen Geoghegan

Total number of pages in report: 52



Test results contained within this data package meet the requirements of the National Environmental Laboratory Accreditation Program and/or state specific certification programs as applicable unless noted in the narrative, comments or footnotes.

Olga Azarian  
Technical Director

### How did we do today?

Your feedback helps us improve our service and takes less than a minute to complete.

**START SURVEY**

**Client Service contact: Jeremy Vienneau 732-329-0200**

Certifications: NJ(12129),NY(10983),CA,CO,CT,FL,HI,IL,IN,KY,LA (120428),MA,MD,ME,MN,NC,NH,NV, AK (UST-103),AZ (AZ0786),PA(68-00408),RI,SC,TX (T104704234),UT,VA,WA,WV

This report shall not be reproduced, except in its entirety, without the written approval of SGS.  
Test results relate only to samples analyzed.

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### Sample Summary

Phoenix Lab

Job No: JE22878

Phoenix Environmental Lab, CT PFAS  
Project No: GCU 68382

Sample Number	Collected Date	Time By	Received	Matrix Code	Type	Client Sample ID
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This report contains results reported as ND = Not detected. The following applies:  
 Organics ND = Not detected above the RL

JE22878-1	11/06/25	07:55 LB	11/07/25	AQ	Surface Water	CU68382
JE22878-2	11/06/25	08:10 LB	11/07/25	AQ	Surface Water	CU68383
JE22878-3	11/06/25	06:55 LB	11/07/25	AQ	Surface Water	CU68384
JE22878-4	11/06/25	07:10 LB	11/07/25	AQ	Surface Water	CU68385
JE22878-5	11/06/25	07:30 LB	11/07/25	AQ	Surface Water	CU68386
JE22878-6	11/06/25	06:40 LB	11/07/25	AQ	Surface Water	CU68387

## CASE NARRATIVE / CONFORMANCE SUMMARY

2

**Client:** Phoenix Lab

**Job No:** JE22878

**Site:** Phoenix Environmental Lab, CT PFAS

**Report Date** 11/20/2025 6:40:16 P

On 11/07/2025, 6 sample(s), 0 Trip Blank(s), 0 Equip. Blank(s) and 0 Field Blank(s) were received at SGS North America Inc. (SGS) at a temperature of 1.6 °C. The samples were intact and properly preserved, unless noted below. An SGS Job Number of JE22878 was assigned to the project. The lab sample ID, client sample ID, and date of sample collection are detailed in the report's Results Summary.

Specified quality control criteria were achieved for this job except as noted below. For more information, please refer to the analytical results and QC summary pages.

### MS Semi-volatiles By Method EPA 1633

<b>Matrix:</b> AQ	<b>Batch ID:</b> OP68929
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- All samples were extracted within the recommended method holding time.
- All samples were analyzed within the recommended method holding time.
- All method blanks for this batch meet method specific criteria.
- Sample(s) JE22878-1DUP were used as the QC samples indicated.

SGS certifies that data reported for samples received, listed on the associated custody chain or analytical task order, were produced to specifications meeting SGS's Quality System precision, accuracy and completeness objectives except as noted.

Estimated non-standard method measurement uncertainty data is available on request, based on quality control bias and implicit for standard methods. Acceptable uncertainty requires tested parameter quality control data to meet method criteria.

SGS is not responsible for data quality assumptions if partial reports are used and recommends that this report be used in its entirety. This report is authorized by SGS indicated via signature on the report cover.

Thursday, November 20, 2025

Page 1 of 1

## Summary of Hits

Job Number: JE22878  
Account: Phoenix Lab  
Project: Phoenix Environmental Lab, CT PFAS  
Collected: 11/06/25



Lab Sample ID	Client Sample ID	Result/ Analyte	RL	MDL	Units	Method
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JE22878-1 CU68382

Perfluorohexanoic acid	2.6	2.1			ng/l	EPA 1633
Perfluorooctanoic acid	5.7	2.1			ng/l	EPA 1633
Perfluorobutanesulfonic acid	2.3	2.1			ng/l	EPA 1633
Perfluorohexanesulfonic acid	2.5	2.1			ng/l	EPA 1633
Perfluorooctanesulfonic acid	3.0	2.1			ng/l	EPA 1633

JE22878-2 CU68383

No hits reported in this sample.

JE22878-3 CU68384

Perfluorooctanoic acid	4.1	2.1			ng/l	EPA 1633
Perfluorobutanesulfonic acid	12.2	2.1			ng/l	EPA 1633
Perfluorooctanesulfonic acid	2.6	2.1			ng/l	EPA 1633

JE22878-4 CU68385

Perfluorooctanoic acid	2.4	2.1			ng/l	EPA 1633
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JE22878-5 CU68386

No hits reported in this sample.

JE22878-6 CU68387

Perfluorooctanoic acid	4.5	2.2			ng/l	EPA 1633
Perfluorooctanesulfonic acid	2.3	2.2			ng/l	EPA 1633

Sample Results

Report of Analysis

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## Report of Analysis

<b>Client Sample ID:</b> CU68382 <b>Lab Sample ID:</b> JE22878-1 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
--	---

Run #	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
Run #1	2Q38752.D	1	11/12/25 03:46	AM	11/11/25 16:00	OP68929	T2Q462
Run #2							

Run #	Initial Volume	Final Volume
Run #1	477 ml	5.0 ml
Run #2		

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROALKYL CARBOXYLIC ACIDS</b>					
375-22-4	Perfluorobutanoic acid	ND	8.4	ng/l	
2706-90-3	Perfluoropentanoic acid	ND	4.2	ng/l	
307-24-4	Perfluorohexanoic acid	2.6	2.1	ng/l	
375-85-9	Perfluoroheptanoic acid	ND	2.1	ng/l	
335-67-1	Perfluorooctanoic acid	5.7	2.1	ng/l	
375-95-1	Perfluorononanoic acid	ND	2.1	ng/l	
335-76-2	Perfluorodecanoic acid	ND	2.1	ng/l	
2058-94-8	Perfluoroundecanoic acid	ND	2.1	ng/l	
307-55-1	Perfluorododecanoic acid	ND	2.1	ng/l	
72629-94-8	Perfluorotridecanoic acid	ND	2.1	ng/l	
376-06-7	Perfluorotetradecanoic acid	ND	2.1	ng/l	
<b>PERFLUOROALKYL SULFONIC ACIDS</b>					
375-73-5	Perfluorobutanesulfonic acid	2.3	2.1	ng/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	2.1	ng/l	
355-46-4	Perfluorohexanesulfonic acid	2.5	2.1	ng/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	2.1	ng/l	
1763-23-1	Perfluorooctanesulfonic acid	3.0	2.1	ng/l	
68259-12-1	Perfluorononanesulfonic acid	ND	2.1	ng/l	
335-77-3	Perfluorodecanesulfonic acid	ND	2.1	ng/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	2.1	ng/l	
<b>FLUOROTELOMER SULFONIC ACIDS</b>					
757124-72-4	4:2 Fluorotelomer sulfonate	ND	8.4	ng/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	8.4	ng/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	8.4	ng/l	
<b>PERFLUOROCTANE SULFONAMIDES</b>					
754-91-6	PFOSA	ND	2.1	ng/l	
31506-32-8	MeFOSA	ND	2.1	ng/l	
4151-50-2	EtFOSA	ND	2.1	ng/l	

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

4.1  
4

## Report of Analysis

<b>Client Sample ID:</b> CU68382 <b>Lab Sample ID:</b> JE22878-1 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
--	---

4.1  
4

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROOCANE SULFONAMIDOACETIC ACIDS</b>					
2355-31-9	MeFOSAA	ND	2.1	ng/l	
2991-50-6	EtFOSAA	ND	2.1	ng/l	
<b>PERFLUOROOCANE SULFONAMIDO ETHANOLS</b>					
24448-09-7	MeFOSE	ND	21	ng/l	
1691-99-2	EtFOSE	ND	21	ng/l	
<b>PER and POLYFLUOROETHER CARBOXYLIC ACIDS</b>					
13252-13-6	HFPO-DA (GenX)	ND	8.4	ng/l	
919005-14-4	ADONA	ND	8.4	ng/l	
377-73-1	PFMPA	ND	4.2	ng/l	
863090-89-5	PFMBA	ND	4.2	ng/l	
151772-58-6	NFDHA	ND	4.2	ng/l	
<b>PER and POLYFLUOROETHER SULFONIC ACIDS</b>					
756426-58-1	9Cl-PF3ONS (F-53B Major)	ND	8.4	ng/l	
763051-92-9	11Cl-PF3OUdS (F-53B Minor)	ND	8.4	ng/l	
113507-82-7	PFEESA	ND	4.2	ng/l	
<b>FLUOROTELOMER CARBOXYLIC ACIDS</b>					
356-02-5	3:3 Fluorotelomer carboxylate	ND	10	ng/l	
914637-49-3	5:3 Fluorotelomer carboxylate	ND	52	ng/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	52	ng/l	

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C4-PFBA	93%		5-130%
	13C5-PFPeA	100%		40-130%
	13C5-PFHxA	102%		40-130%
	13C4-PFHpA	102%		40-130%
	13C8-PFOA	101%		40-130%
	13C9-PFNA	91%		40-130%
	13C6-PFDA	95%		40-130%
	13C7-PFUnDA	105%		30-130%
	13C2-PFDoDA	81%		10-130%
	13C2-PFTeDA	68%		10-130%
	13C3-PFBS	91%		40-135%
	13C3-PFHxS	91%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68382	
<b>Lab Sample ID:</b> JE22878-1	<b>Date Sampled:</b> 11/06/25
<b>Matrix:</b> AQ - Surface Water	<b>Date Received:</b> 11/07/25
<b>Method:</b> EPA 1633 EPA 1633	<b>Percent Solids:</b> n/a
<b>Project:</b> Phoenix Environmental Lab, CT PFAS	

4.1  
4

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C8-PFOS	96%		40-130%
	13C8-FOSA	88%		40-130%
	d3-MeFOSA	76%		10-130%
	d5-EtFOSA	74%		10-130%
	d3-MeFOSAA	100%		40-170%
	d5-EtFOSAA	90%		25-135%
	d7-MeFOSE	75%		10-130%
	d9-EtFOSE	78%		10-130%
	13C2-4:2FTS	98%		40-200%
	13C2-6:2FTS	92%		40-200%
	13C2-8:2FTS	94%		40-300%
	13C3-HFPO-DA	116%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68383 <b>Lab Sample ID:</b> JE22878-2 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
--	---

Run #	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
Run #1	2Q38753.D	1	11/12/25 04:00	AM	11/11/25 16:00	OP68929	T2Q462
Run #2							

Run #	Initial Volume	Final Volume
Run #1	482 ml	5.0 ml
Run #2		

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROALKYL CARBOXYLIC ACIDS</b>					
375-22-4	Perfluorobutanoic acid	ND	8.3	ng/l	
2706-90-3	Perfluoropentanoic acid	ND	4.1	ng/l	
307-24-4	Perfluorohexanoic acid	ND	2.1	ng/l	
375-85-9	Perfluoroheptanoic acid	ND	2.1	ng/l	
335-67-1	Perfluorooctanoic acid	ND	2.1	ng/l	
375-95-1	Perfluorononanoic acid	ND	2.1	ng/l	
335-76-2	Perfluorodecanoic acid	ND	2.1	ng/l	
2058-94-8	Perfluoroundecanoic acid	ND	2.1	ng/l	
307-55-1	Perfluorododecanoic acid	ND	2.1	ng/l	
72629-94-8	Perfluorotridecanoic acid	ND	2.1	ng/l	
376-06-7	Perfluorotetradecanoic acid	ND	2.1	ng/l	
<b>PERFLUOROALKYL SULFONIC ACIDS</b>					
375-73-5	Perfluorobutanesulfonic acid	ND	2.1	ng/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	2.1	ng/l	
355-46-4	Perfluorohexanesulfonic acid	ND	2.1	ng/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	2.1	ng/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	2.1	ng/l	
68259-12-1	Perfluorononanesulfonic acid	ND	2.1	ng/l	
335-77-3	Perfluorodecanesulfonic acid	ND	2.1	ng/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	2.1	ng/l	
<b>FLUOROTELOMER SULFONIC ACIDS</b>					
757124-72-4	4:2 Fluorotelomer sulfonate	ND	8.3	ng/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	8.3	ng/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	8.3	ng/l	
<b>PERFLUOROCTANE SULFONAMIDES</b>					
754-91-6	PFOSA	ND	2.1	ng/l	
31506-32-8	MeFOSA	ND	2.1	ng/l	
4151-50-2	EtFOSA	ND	2.1	ng/l	

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

4.2  
4

Report of Analysis

Client Sample ID:	CU68383	Date Sampled:	11/06/25
Lab Sample ID:	JE22878-2	Date Received:	11/07/25
Matrix:	AQ - Surface Water	Percent Solids:	n/a
Method:	EPA 1633 EPA 1633		
Project:	Phoenix Environmental Lab, CT PFAS		

4.2  
4

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROOCCTANE SULFONAMIDOACETIC ACIDS</b>					
2355-31-9	MeFOSAA	ND	2.1	ng/l	
2991-50-6	EtFOSAA	ND	2.1	ng/l	
<b>PERFLUOROOCCTANE SULFONAMIDO ETHANOLS</b>					
24448-09-7	MeFOSE	ND	21	ng/l	
1691-99-2	EtFOSE	ND	21	ng/l	
<b>PER and POLYFLUOROETHER CARBOXYLIC ACIDS</b>					
13252-13-6	HFPO-DA (GenX)	ND	8.3	ng/l	
919005-14-4	ADONA	ND	8.3	ng/l	
377-73-1	PFMPA	ND	4.1	ng/l	
863090-89-5	PFMBA	ND	4.1	ng/l	
151772-58-6	NFDHA	ND	4.1	ng/l	
<b>PER and POLYFLUOROETHER SULFONIC ACIDS</b>					
756426-58-1	9Cl-PF3ONS (F-53B Major)	ND	8.3	ng/l	
763051-92-9	11Cl-PF3OUdS (F-53B Minor)	ND	8.3	ng/l	
113507-82-7	PFEESA	ND	4.1	ng/l	
<b>FLUOROTELOMER CARBOXYLIC ACIDS</b>					
356-02-5	3:3 Fluorotelomer carboxylate	ND	10	ng/l	
914637-49-3	5:3 Fluorotelomer carboxylate	ND	52	ng/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	52	ng/l	

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C4-PFBA	71%		5-130%
	13C5-PFPeA	92%		40-130%
	13C5-PFHxA	93%		40-130%
	13C4-PFHpA	91%		40-130%
	13C8-PFOA	93%		40-130%
	13C9-PFNA	86%		40-130%
	13C6-PFDA	103%		40-130%
	13C7-PFUnDA	94%		30-130%
	13C2-PFDoDA	80%		10-130%
	13C2-PFTeDA	85%		10-130%
	13C3-PFBS	83%		40-135%
	13C3-PFHxS	93%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68383		
<b>Lab Sample ID:</b> JE22878-2		<b>Date Sampled:</b> 11/06/25
<b>Matrix:</b> AQ - Surface Water		<b>Date Received:</b> 11/07/25
<b>Method:</b> EPA 1633 EPA 1633		<b>Percent Solids:</b> n/a
<b>Project:</b> Phoenix Environmental Lab, CT PFAS		

4.2  
4

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C8-PFOS	90%		40-130%
	13C8-FOSA	82%		40-130%
	d3-MeFOSA	73%		10-130%
	d5-EtFOSA	72%		10-130%
	d3-MeFOSAA	90%		40-170%
	d5-EtFOSAA	78%		25-135%
	d7-MeFOSE	73%		10-130%
	d9-EtFOSE	78%		10-130%
	13C2-4:2FTS	80%		40-200%
	13C2-6:2FTS	77%		40-200%
	13C2-8:2FTS	80%		40-300%
	13C3-HFPO-DA	114%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68384 <b>Lab Sample ID:</b> JE22878-3 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
--	---

Run #	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
Run #1	2Q38754.D	1	11/12/25 04:14	AM	11/11/25 16:00	OP68929	T2Q462
Run #2							

Run #	Initial Volume	Final Volume
Run #1	484 ml	5.0 ml
Run #2		

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROALKYL CARBOXYLIC ACIDS</b>					
375-22-4	Perfluorobutanoic acid	ND	8.3	ng/l	
2706-90-3	Perfluoropentanoic acid	ND	4.1	ng/l	
307-24-4	Perfluorohexanoic acid	ND	2.1	ng/l	
375-85-9	Perfluoroheptanoic acid	ND	2.1	ng/l	
335-67-1	Perfluorooctanoic acid	4.1	2.1	ng/l	
375-95-1	Perfluorononanoic acid	ND	2.1	ng/l	
335-76-2	Perfluorodecanoic acid	ND	2.1	ng/l	
2058-94-8	Perfluoroundecanoic acid	ND	2.1	ng/l	
307-55-1	Perfluorododecanoic acid	ND	2.1	ng/l	
72629-94-8	Perfluorotridecanoic acid	ND	2.1	ng/l	
376-06-7	Perfluorotetradecanoic acid	ND	2.1	ng/l	
<b>PERFLUOROALKYL SULFONIC ACIDS</b>					
375-73-5	Perfluorobutanesulfonic acid	12.2	2.1	ng/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	2.1	ng/l	
355-46-4	Perfluorohexanesulfonic acid	ND	2.1	ng/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	2.1	ng/l	
1763-23-1	Perfluorooctanesulfonic acid	2.6	2.1	ng/l	
68259-12-1	Perfluorononanesulfonic acid	ND	2.1	ng/l	
335-77-3	Perfluorodecanesulfonic acid	ND	2.1	ng/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	2.1	ng/l	
<b>FLUOROTELOMER SULFONIC ACIDS</b>					
757124-72-4	4:2 Fluorotelomer sulfonate	ND	8.3	ng/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	8.3	ng/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	8.3	ng/l	
<b>PERFLUOROCTANE SULFONAMIDES</b>					
754-91-6	PFOSA	ND	2.1	ng/l	
31506-32-8	MeFOSA	ND	2.1	ng/l	
4151-50-2	EtFOSA	ND	2.1	ng/l	

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

4.3  
4

## Report of Analysis

<b>Client Sample ID:</b> CU68384	<b>Date Sampled:</b> 11/06/25
<b>Lab Sample ID:</b> JE22878-3	<b>Date Received:</b> 11/07/25
<b>Matrix:</b> AQ - Surface Water	<b>Percent Solids:</b> n/a
<b>Method:</b> EPA 1633 EPA 1633	
<b>Project:</b> Phoenix Environmental Lab, CT PFAS	

4.3  
4

CAS No.	Compound	Result	RL	Units	Q
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**PERFLUOROOCCTANE SULFONAMIDOACETIC ACIDS**

2355-31-9	MeFOSAA	ND	2.1	ng/l	
2991-50-6	EtFOSAA	ND	2.1	ng/l	

**PERFLUOROOCCTANE SULFONAMIDO ETHANOLS**

24448-09-7	MeFOSE	ND	21	ng/l	
1691-99-2	EtFOSE	ND	21	ng/l	

**PER and POLYFLUOROETHER CARBOXYLIC ACIDS**

13252-13-6	HFPO-DA (GenX)	ND	8.3	ng/l	
919005-14-4	ADONA	ND	8.3	ng/l	
377-73-1	PFMPA	ND	4.1	ng/l	
863090-89-5	PFMBA	ND	4.1	ng/l	
151772-58-6	NFDHA	ND	4.1	ng/l	

**PER and POLYFLUOROETHER SULFONIC ACIDS**

756426-58-1	9Cl-PF3ONS (F-53B Major)	ND	8.3	ng/l	
763051-92-9	11Cl-PF3OUdS (F-53B Minor)	ND	8.3	ng/l	
113507-82-7	PFEESA	ND	4.1	ng/l	

**FLUOROTELOMER CARBOXYLIC ACIDS**

356-02-5	3:3 Fluorotelomer carboxylate	ND	10	ng/l	
914637-49-3	5:3 Fluorotelomer carboxylate	ND	52	ng/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	52	ng/l	

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C4-PFBA	100%		5-130%
	13C5-PFPeA	106%		40-130%
	13C5-PFHxA	103%		40-130%
	13C4-PFHpA	107%		40-130%
	13C8-PFOA	100%		40-130%
	13C9-PFNA	96%		40-130%
	13C6-PFDA	110%		40-130%
	13C7-PFUnDA	95%		30-130%
	13C2-PFDoDA	81%		10-130%
	13C2-PFTeDA	77%		10-130%
	13C3-PFBS	98%		40-135%
	13C3-PFHxS	105%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68384 <b>Lab Sample ID:</b> JE22878-3 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
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CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C8-PFOS	100%		40-130%
	13C8-FOSA	87%		40-130%
	d3-MeFOSA	71%		10-130%
	d5-EtFOSA	68%		10-130%
	d3-MeFOSAA	91%		40-170%
	d5-EtFOSAA	78%		25-135%
	d7-MeFOSE	70%		10-130%
	d9-EtFOSE	70%		10-130%
	13C2-4:2FTS	108%		40-200%
	13C2-6:2FTS	101%		40-200%
	13C2-8:2FTS	94%		40-300%
	13C3-HFPO-DA	122%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68385 <b>Lab Sample ID:</b> JE22878-4 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
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Run #	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
Run #1	2Q38755.D	1	11/12/25 04:29	AM	11/11/25 16:00	OP68929	T2Q462
Run #2							

Run #	Initial Volume	Final Volume
Run #1	473 ml	5.0 ml
Run #2		

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROALKYL CARBOXYLIC ACIDS</b>					
375-22-4	Perfluorobutanoic acid	ND	8.5	ng/l	
2706-90-3	Perfluoropentanoic acid	ND	4.2	ng/l	
307-24-4	Perfluorohexanoic acid	ND	2.1	ng/l	
375-85-9	Perfluoroheptanoic acid	ND	2.1	ng/l	
335-67-1	Perfluorooctanoic acid	2.4	2.1	ng/l	
375-95-1	Perfluorononanoic acid	ND	2.1	ng/l	
335-76-2	Perfluorodecanoic acid	ND	2.1	ng/l	
2058-94-8	Perfluoroundecanoic acid	ND	2.1	ng/l	
307-55-1	Perfluorododecanoic acid	ND	2.1	ng/l	
72629-94-8	Perfluorotridecanoic acid	ND	2.1	ng/l	
376-06-7	Perfluorotetradecanoic acid	ND	2.1	ng/l	
<b>PERFLUOROALKYL SULFONIC ACIDS</b>					
375-73-5	Perfluorobutanesulfonic acid	ND	2.1	ng/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	2.1	ng/l	
355-46-4	Perfluorohexanesulfonic acid	ND	2.1	ng/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	2.1	ng/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	2.1	ng/l	
68259-12-1	Perfluorononanesulfonic acid	ND	2.1	ng/l	
335-77-3	Perfluorodecanesulfonic acid	ND	2.1	ng/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	2.1	ng/l	
<b>FLUOROTELOMER SULFONIC ACIDS</b>					
757124-72-4	4:2 Fluorotelomer sulfonate	ND	8.5	ng/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	8.5	ng/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	8.5	ng/l	
<b>PERFLUOROCTANE SULFONAMIDES</b>					
754-91-6	PFOSA	ND	2.1	ng/l	
31506-32-8	MeFOSA	ND	2.1	ng/l	
4151-50-2	EtFOSA	ND	2.1	ng/l	

ND = Not detected

RL = Reporting Limit

E = Indicates value exceeds calibration range

J = Indicates an estimated value

B = Indicates analyte found in associated method blank

N = Indicates presumptive evidence of a compound

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Report of Analysis

Client Sample ID:	CU68385	Date Sampled:	11/06/25
Lab Sample ID:	JE22878-4	Date Received:	11/07/25
Matrix:	AQ - Surface Water	Percent Solids:	n/a
Method:	EPA 1633 EPA 1633		
Project:	Phoenix Environmental Lab, CT PFAS		

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CAS No.	Compound	Result	RL	Units	Q
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PERFLUOROOCCTANE SULFONAMIDOACETIC ACIDS

2355-31-9	MeFOSAA	ND	2.1	ng/l	
2991-50-6	EtFOSAA	ND	2.1	ng/l	

PERFLUOROOCCTANE SULFONAMIDO ETHANOLS

24448-09-7	MeFOSE	ND	21	ng/l	
1691-99-2	EtFOSE	ND	21	ng/l	

PER and POLYFLUOROETHER CARBOXYLIC ACIDS

13252-13-6	HFPO-DA (GenX)	ND	8.5	ng/l	
919005-14-4	ADONA	ND	8.5	ng/l	
377-73-1	PFMPA	ND	4.2	ng/l	
863090-89-5	PFMBA	ND	4.2	ng/l	
151772-58-6	NFDHA	ND	4.2	ng/l	

PER and POLYFLUOROETHER SULFONIC ACIDS

756426-58-1	9Cl-PF3ONS (F-53B Major)	ND	8.5	ng/l	
763051-92-9	11Cl-PF3OUdS (F-53B Minor)	ND	8.5	ng/l	
113507-82-7	PFEESA	ND	4.2	ng/l	

FLUOROTELOMER CARBOXYLIC ACIDS

356-02-5	3:3 Fluorotelomer carboxylate	ND	11	ng/l	
914637-49-3	5:3 Fluorotelomer carboxylate	ND	53	ng/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	53	ng/l	

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C4-PFBA	74%		5-130%
	13C5-PFPeA	102%		40-130%
	13C5-PFHxA	102%		40-130%
	13C4-PFHpA	102%		40-130%
	13C8-PFOA	98%		40-130%
	13C9-PFNA	89%		40-130%
	13C6-PFDA	106%		40-130%
	13C7-PFUnDA	106%		30-130%
	13C2-PFDoDA	83%		10-130%
	13C2-PFTeDA	81%		10-130%
	13C3-PFBS	101%		40-135%
	13C3-PFHxS	102%		40-130%

ND = Not detected

RL = Reporting Limit

E = Indicates value exceeds calibration range

J = Indicates an estimated value

B = Indicates analyte found in associated method blank

N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68385	<b>Date Sampled:</b> 11/06/25
<b>Lab Sample ID:</b> JE22878-4	<b>Date Received:</b> 11/07/25
<b>Matrix:</b> AQ - Surface Water	<b>Percent Solids:</b> n/a
<b>Method:</b> EPA 1633 EPA 1633	
<b>Project:</b> Phoenix Environmental Lab, CT PFAS	

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CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C8-PFOS	87%		40-130%
	13C8-FOSA	80%		40-130%
	d3-MeFOSA	77%		10-130%
	d5-EtFOSA	70%		10-130%
	d3-MeFOSAA	88%		40-170%
	d5-EtFOSAA	78%		25-135%
	d7-MeFOSE	73%		10-130%
	d9-EtFOSE	76%		10-130%
	13C2-4:2FTS	96%		40-200%
	13C2-6:2FTS	84%		40-200%
	13C2-8:2FTS	90%		40-300%
	13C3-HFPO-DA	125%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

Report of Analysis

Client Sample ID: CU68386	Date Sampled: 11/06/25
Lab Sample ID: JE22878-5	Date Received: 11/07/25
Matrix: AQ - Surface Water	Percent Solids: n/a
Method: EPA 1633 EPA 1633	
Project: Phoenix Environmental Lab, CT PFAS	

Run #	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
Run #1	2Q38756.D	1	11/12/25 04:43	AM	11/11/25 16:00	OP68929	T2Q462
Run #2							

Run #	Initial Volume	Final Volume
Run #1	473 ml	5.0 ml
Run #2		

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROALKYL CARBOXYLIC ACIDS</b>					
375-22-4	Perfluorobutanoic acid	ND	8.5	ng/l	
2706-90-3	Perfluoropentanoic acid	ND	4.2	ng/l	
307-24-4	Perfluorohexanoic acid	ND	2.1	ng/l	
375-85-9	Perfluoroheptanoic acid	ND	2.1	ng/l	
335-67-1	Perfluorooctanoic acid	ND	2.1	ng/l	
375-95-1	Perfluorononanoic acid	ND	2.1	ng/l	
335-76-2	Perfluorodecanoic acid	ND	2.1	ng/l	
2058-94-8	Perfluoroundecanoic acid	ND	2.1	ng/l	
307-55-1	Perfluorododecanoic acid	ND	2.1	ng/l	
72629-94-8	Perfluorotridecanoic acid	ND	2.1	ng/l	
376-06-7	Perfluorotetradecanoic acid	ND	2.1	ng/l	
<b>PERFLUOROALKYL SULFONIC ACIDS</b>					
375-73-5	Perfluorobutanesulfonic acid	ND	2.1	ng/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	2.1	ng/l	
355-46-4	Perfluorohexanesulfonic acid	ND	2.1	ng/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	2.1	ng/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	2.1	ng/l	
68259-12-1	Perfluorononanesulfonic acid	ND	2.1	ng/l	
335-77-3	Perfluorodecanesulfonic acid	ND	2.1	ng/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	2.1	ng/l	
<b>FLUOROTELOMER SULFONIC ACIDS</b>					
757124-72-4	4:2 Fluorotelomer sulfonate	ND	8.5	ng/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	8.5	ng/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	8.5	ng/l	
<b>PERFLUOROCTANE SULFONAMIDES</b>					
754-91-6	PFOSA	ND	2.1	ng/l	
31506-32-8	MeFOSA	ND	2.1	ng/l	
4151-50-2	EtFOSA	ND	2.1	ng/l	

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range  
 J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

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Report of Analysis

Client Sample ID:	CU68386	Date Sampled:	11/06/25
Lab Sample ID:	JE22878-5	Date Received:	11/07/25
Matrix:	AQ - Surface Water	Percent Solids:	n/a
Method:	EPA 1633 EPA 1633		
Project:	Phoenix Environmental Lab, CT PFAS		

4.5  
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CAS No.	Compound	Result	RL	Units	Q
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PERFLUOROOCCTANE SULFONAMIDOACETIC ACIDS

2355-31-9	MeFOSAA	ND	2.1	ng/l	
2991-50-6	EtFOSAA	ND	2.1	ng/l	

PERFLUOROOCCTANE SULFONAMIDO ETHANOLS

24448-09-7	MeFOSE	ND	21	ng/l	
1691-99-2	EtFOSE	ND	21	ng/l	

PER and POLYFLUOROETHER CARBOXYLIC ACIDS

13252-13-6	HFPO-DA (GenX)	ND	8.5	ng/l	
919005-14-4	ADONA	ND	8.5	ng/l	
377-73-1	PFMPA	ND	4.2	ng/l	
863090-89-5	PFMBA	ND	4.2	ng/l	
151772-58-6	NFDHA	ND	4.2	ng/l	

PER and POLYFLUOROETHER SULFONIC ACIDS

756426-58-1	9Cl-PF3ONS (F-53B Major)	ND	8.5	ng/l	
763051-92-9	11Cl-PF3OUdS (F-53B Minor)	ND	8.5	ng/l	
113507-82-7	PFEESA	ND	4.2	ng/l	

FLUOROTELOMER CARBOXYLIC ACIDS

356-02-5	3:3 Fluorotelomer carboxylate	ND	11	ng/l	
914637-49-3	5:3 Fluorotelomer carboxylate	ND	53	ng/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	53	ng/l	

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C4-PFBA	98%		5-130%
	13C5-PFPeA	100%		40-130%
	13C5-PFHxA	97%		40-130%
	13C4-PFHpA	99%		40-130%
	13C8-PFOA	96%		40-130%
	13C9-PFNA	95%		40-130%
	13C6-PFDA	106%		40-130%
	13C7-PFUnDA	104%		30-130%
	13C2-PFDoDA	78%		10-130%
	13C2-PFTeDA	76%		10-130%
	13C3-PFBS	90%		40-135%
	13C3-PFHxS	99%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

Client Sample ID: CU68386 Lab Sample ID: JE22878-5 Matrix: AQ - Surface Water Method: EPA 1633 EPA 1633 Project: Phoenix Environmental Lab, CT PFAS	Date Sampled: 11/06/25 Date Received: 11/07/25 Percent Solids: n/a
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4.5  
4

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C8-PFOS	94%		40-130%
	13C8-FOSA	87%		40-130%
	d3-MeFOSA	75%		10-130%
	d5-EtFOSA	70%		10-130%
	d3-MeFOSAA	96%		40-170%
	d5-EtFOSAA	84%		25-135%
	d7-MeFOSE	76%		10-130%
	d9-EtFOSE	77%		10-130%
	13C2-4:2FTS	102%		40-200%
	13C2-6:2FTS	85%		40-200%
	13C2-8:2FTS	103%		40-300%
	13C3-HFPO-DA	117%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

<b>Client Sample ID:</b> CU68387 <b>Lab Sample ID:</b> JE22878-6 <b>Matrix:</b> AQ - Surface Water <b>Method:</b> EPA 1633 EPA 1633 <b>Project:</b> Phoenix Environmental Lab, CT PFAS	<b>Date Sampled:</b> 11/06/25 <b>Date Received:</b> 11/07/25 <b>Percent Solids:</b> n/a
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Run #	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
Run #1	2Q38757.D	1	11/12/25 04:57	AM	11/11/25 16:00	OP68929	T2Q462
Run #2							

Run #	Initial Volume	Final Volume
Run #1	461 ml	5.0 ml
Run #2		

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROALKYL CARBOXYLIC ACIDS</b>					
375-22-4	Perfluorobutanoic acid	ND	8.7	ng/l	
2706-90-3	Perfluoropentanoic acid	ND	4.3	ng/l	
307-24-4	Perfluorohexanoic acid	ND	2.2	ng/l	
375-85-9	Perfluoroheptanoic acid	ND	2.2	ng/l	
335-67-1	Perfluorooctanoic acid	4.5	2.2	ng/l	
375-95-1	Perfluorononanoic acid	ND	2.2	ng/l	
335-76-2	Perfluorodecanoic acid	ND	2.2	ng/l	
2058-94-8	Perfluoroundecanoic acid	ND	2.2	ng/l	
307-55-1	Perfluorododecanoic acid	ND	2.2	ng/l	
72629-94-8	Perfluorotridecanoic acid	ND	2.2	ng/l	
376-06-7	Perfluorotetradecanoic acid	ND	2.2	ng/l	
<b>PERFLUOROALKYL SULFONIC ACIDS</b>					
375-73-5	Perfluorobutanesulfonic acid	ND	2.2	ng/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	2.2	ng/l	
355-46-4	Perfluorohexanesulfonic acid	ND	2.2	ng/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	2.2	ng/l	
1763-23-1	Perfluorooctanesulfonic acid	2.3	2.2	ng/l	
68259-12-1	Perfluorononanesulfonic acid	ND	2.2	ng/l	
335-77-3	Perfluorodecanesulfonic acid	ND	2.2	ng/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	2.2	ng/l	
<b>FLUOROTELOMER SULFONIC ACIDS</b>					
757124-72-4	4:2 Fluorotelomer sulfonate	ND	8.7	ng/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	8.7	ng/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	8.7	ng/l	
<b>PERFLUOROCTANE SULFONAMIDES</b>					
754-91-6	PFOSA	ND	2.2	ng/l	
31506-32-8	MeFOSA	ND	2.2	ng/l	
4151-50-2	EtFOSA	ND	2.2	ng/l	

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

4.6  
4

Report of Analysis

Client Sample ID:	CU68387	Date Sampled:	11/06/25
Lab Sample ID:	JE22878-6	Date Received:	11/07/25
Matrix:	AQ - Surface Water	Percent Solids:	n/a
Method:	EPA 1633 EPA 1633		
Project:	Phoenix Environmental Lab, CT PFAS		

4.6  
4

CAS No.	Compound	Result	RL	Units	Q
<b>PERFLUOROOCCTANE SULFONAMIDOACETIC ACIDS</b>					
2355-31-9	MeFOSAA	ND	2.2	ng/l	
2991-50-6	EtFOSAA	ND	2.2	ng/l	
<b>PERFLUOROOCCTANE SULFONAMIDO ETHANOLS</b>					
24448-09-7	MeFOSE	ND	22	ng/l	
1691-99-2	EtFOSE	ND	22	ng/l	
<b>PER and POLYFLUOROETHER CARBOXYLIC ACIDS</b>					
13252-13-6	HFPO-DA (GenX)	ND	8.7	ng/l	
919005-14-4	ADONA	ND	8.7	ng/l	
377-73-1	PFMPA	ND	4.3	ng/l	
863090-89-5	PFMBA	ND	4.3	ng/l	
151772-58-6	NFDHA	ND	4.3	ng/l	
<b>PER and POLYFLUOROETHER SULFONIC ACIDS</b>					
756426-58-1	9Cl-PF3ONS (F-53B Major)	ND	8.7	ng/l	
763051-92-9	11Cl-PF3OUdS (F-53B Minor)	ND	8.7	ng/l	
113507-82-7	PFEESA	ND	4.3	ng/l	
<b>FLUOROTELOMER CARBOXYLIC ACIDS</b>					
356-02-5	3:3 Fluorotelomer carboxylate	ND	11	ng/l	
914637-49-3	5:3 Fluorotelomer carboxylate	ND	54	ng/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	54	ng/l	

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C4-PFBA	86%		5-130%
	13C5-PFPeA	99%		40-130%
	13C5-PFHxA	100%		40-130%
	13C4-PFHpA	103%		40-130%
	13C8-PFOA	92%		40-130%
	13C9-PFNA	99%		40-130%
	13C6-PFDA	100%		40-130%
	13C7-PFUnDA	90%		30-130%
	13C2-PFDoDA	77%		10-130%
	13C2-PFTeDA	75%		10-130%
	13C3-PFBS	90%		40-135%
	13C3-PFHxS	106%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Report of Analysis

Client Sample ID:	CU68387	Date Sampled:	11/06/25
Lab Sample ID:	JE22878-6	Date Received:	11/07/25
Matrix:	AQ - Surface Water	Percent Solids:	n/a
Method:	EPA 1633 EPA 1633		
Project:	Phoenix Environmental Lab, CT PFAS		

4.6  
4

CAS No.	ID Standard Recoveries	Run# 1	Run# 2	Limits
	13C8-PFOS	92%		40-130%
	13C8-FOSA	83%		40-130%
	d3-MeFOSA	70%		10-130%
	d5-EtFOSA	68%		10-130%
	d3-MeFOSAA	92%		40-170%
	d5-EtFOSAA	80%		25-135%
	d7-MeFOSE	70%		10-130%
	d9-EtFOSE	71%		10-130%
	13C2-4:2FTS	100%		40-200%
	13C2-6:2FTS	83%		40-200%
	13C2-8:2FTS	91%		40-300%
	13C3-HFPO-DA	118%		40-130%

ND = Not detected  
 RL = Reporting Limit  
 E = Indicates value exceeds calibration range

J = Indicates an estimated value  
 B = Indicates analyte found in associated method blank  
 N = Indicates presumptive evidence of a compound

## Misc. Forms

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## Custody Documents and Other Forms

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Includes the following where applicable:

- Chain of Custody
- RCP Form
- Sample Tracking Chronicle
- QC Evaluation: CT RCP Limits



## SGS Sample Receipt Summary

Job Number: JE22878

Client: PHOENIX

Project: GCU68382

Date / Time Received: 11/7/2025 11:00:00 PM

Delivery Method: SGS COURIER

Airbill #'s:

Cooler Temps (Raw Measured) °C: Cooler 1: (1.5);

Cooler Temps (Corrected) °C: Cooler 1: (1.6);

**Cooler Security**

	<u>Y</u>	<u>or</u>	<u>N</u>		<u>Y</u>	<u>or</u>	<u>N</u>
1. Custody Seals Present:	<input checked="" type="checkbox"/>		<input type="checkbox"/>	3. COC Present:	<input checked="" type="checkbox"/>		<input type="checkbox"/>
2. Custody Seals Intact:	<input checked="" type="checkbox"/>		<input type="checkbox"/>	4. Smpl Dates/Time OK	<input checked="" type="checkbox"/>		<input type="checkbox"/>

**Cooler Temperature**

	<u>Y</u>	<u>or</u>	<u>N</u>
1. Temp criteria achieved:	<input checked="" type="checkbox"/>		<input type="checkbox"/>
2. Cooler temp verification:			IR-50
3. Cooler media:			Ice (Bag)
4. No. Coolers:			1

**Quality Control Preservatio**

	<u>Y</u>	<u>or</u>	<u>N</u>	<u>N/A</u>
1. Trip Blank present / cooler:	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Trip Blank listed on COC:	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Samples preserved properly:	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
4. VOCs headspace free:	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Sample Integrity - Documentation**

	<u>Y</u>	<u>or</u>	<u>N</u>
1. Sample labels present on bottles:	<input checked="" type="checkbox"/>		<input type="checkbox"/>
2. Container labeling complete:	<input checked="" type="checkbox"/>		<input type="checkbox"/>
3. Sample container label / COC agree:	<input checked="" type="checkbox"/>		<input type="checkbox"/>

**Sample Integrity - Condition**

	<u>Y</u>	<u>or</u>	<u>N</u>
1. Sample recvd within HT:	<input checked="" type="checkbox"/>		<input type="checkbox"/>
2. All containers accounted for:	<input checked="" type="checkbox"/>		<input type="checkbox"/>
3. Condition of sample:			Intact

**Sample Integrity - Instructions**

	<u>Y</u>	<u>or</u>	<u>N</u>	<u>N/A</u>
1. Analysis requested is clear:	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
2. Bottles received for unspecified tests	<input type="checkbox"/>		<input checked="" type="checkbox"/>	
3. Sufficient volume recvd for analysis:	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
4. Compositing instructions clear:	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Filtering instructions clear:	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>

Test Strip Lot #s:      pH 1-12: 231619      pH 12+: 203117A      Other: (Specify) \_\_\_\_\_

Comments

51  
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SM089-03  
Rev. Date 12/7/17

**JE22878: Chain of Custody**  
Page 2 of 2



## Reasonable Confidence Protocol Laboratory Analysis QA/QC Certification Form

Laboratory Name: **SGS North America Inc.** Client: **Phoenix Lab**

Project Location: **Phoenix Environmental Lab, CT PFAS** Project Number:

Sampling Date(s): **11/6/2025**


Laboratory Sample ID(s): **JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6**

Methods: **EPA 1633**

1	For each analytical method referenced in this laboratory report package, were all specified QA/QC performance criteria followed, including the requirement to explain any criteria falling outside of acceptable guidelines, as specified in the CTDEEP method-specific Reasonable Confidence Protocol documents)?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
1A	Were all the method specified preservation and holding time requirements met?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
1B	VPH and EPH Methods only Was the VPH or EPH method conducted without significant modifications (see respective RCPs )	Yes <input type="checkbox"/> No <input type="checkbox"/> NA <input checked="" type="checkbox"/>
2	Were all samples received by the laboratory in a condition consistent with that described on the associated chain-of-custody document(s)?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
3	Were samples received at an appropriate temperature ( $\leq 6^{\circ}\text{C}$ )? If samples were received by the laboratory on the same day of collection and were stored and transported to the laboratory on ice, cooler temperatures above $6^{\circ}\text{C}$ are acceptable .	<input checked="" type="checkbox"/> <input type="checkbox"/> Yes No
4	Were all QA/QC performance criteria specified in the CT DEEP Reasonable Confidence Protocol documents achieved?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
5	Were reporting limits specified or referenced on the chain-of-custody?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
5A	Were these reporting limits / limits of quantitation met?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
6	For each analytical method referenced in this laboratory report package, were results reported for all constituents identified in the method-specific analyte lists presented in the Reasonable Confidence Protocol documents?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
7	Are project-specific matrix spikes and laboratory duplicates included in this data set for applicable RCPs?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

**Notes: For all questions to which the response was "No" (with the exception of question #7), additional information must be provided in an attached narrative. If the answer to question #1, #1A, or #1B is "No", the data package does not meet the requirements for "Reasonable Confidence." This form may not be altered, and all questions must be answered .**

I, the undersigned, attest under pains and penalties of perjury that, to the best of my knowledge and belief and based upon my personal inquiry of those responsible for providing the information contained in this analytical report, such information is accurate and complete.

Authorized Signature:  Position: General Manager

Printed Name: David Chastain Date: 11/20/2025

## Internal Sample Tracking Chronicle

Phoenix Lab

Job No: JE22878

Phoenix Environmental Lab, CT PFAS  
Project No: GCU 68382

5.3  
5

Sample Number	Method	Analyzed	By	Prepped	By	Test Codes
JE22878-1 CU68382	Collected: 06-NOV-25 07:55	By: LB		Received: 07-NOV-25	By: JR	
JE22878-1	EPA 1633	12-NOV-25 03:46	AM	11-NOV-25	MK	LCID1633LIST40
JE22878-2 CU68383	Collected: 06-NOV-25 08:10	By: LB		Received: 07-NOV-25	By: JR	
JE22878-2	EPA 1633	12-NOV-25 04:00	AM	11-NOV-25	MK	LCID1633LIST40
JE22878-3 CU68384	Collected: 06-NOV-25 06:55	By: LB		Received: 07-NOV-25	By: JR	
JE22878-3	EPA 1633	12-NOV-25 04:14	AM	11-NOV-25	MK	LCID1633LIST40
JE22878-4 CU68385	Collected: 06-NOV-25 07:10	By: LB		Received: 07-NOV-25	By: JR	
JE22878-4	EPA 1633	12-NOV-25 04:29	AM	11-NOV-25	MK	LCID1633LIST40
JE22878-5 CU68386	Collected: 06-NOV-25 07:30	By: LB		Received: 07-NOV-25	By: JR	
JE22878-5	EPA 1633	12-NOV-25 04:43	AM	11-NOV-25	MK	LCID1633LIST40
JE22878-6 CU68387	Collected: 06-NOV-25 06:40	By: LB		Received: 07-NOV-25	By: JR	
JE22878-6	EPA 1633	12-NOV-25 04:57	AM	11-NOV-25	MK	LCID1633LIST40

# QC Evaluation: CT RCP Limits

Job Number: JE22878  
Account: Phoenix Lab  
Project: Phoenix Environmental Lab, CT PFAS  
Collected: 11/06/25

QC Sample ID	CAS#	Analyte	Sample Result Type	Result Type	Units	Limits
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No CT RCP Limits found for methods in this job.

5.4  
5

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\* Sample used for QC is not from job JE22878

## MS Semi-volatiles

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## QC Data Summaries

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Includes the following where applicable:

- Method Blank Summaries
- Blank Spike Summaries
- Matrix Spike and Duplicate Summaries
- Injection Standard Area Summaries
- Isotope Dilution Standard Recovery Summaries

# Instrument Blank

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q456-IBLK	2Q38523.D	1	11/03/25	AM	n/a	n/a	T2Q456

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.1  
6

CAS No.	Compound	Result	RL	Units	Q
375-22-4	Perfluorobutanoic acid	ND	0.0080	ug/l	
2706-90-3	Perfluoropentanoic acid	ND	0.0040	ug/l	
307-24-4	Perfluorohexanoic acid	ND	0.0020	ug/l	
375-85-9	Perfluoroheptanoic acid	ND	0.0020	ug/l	
335-67-1	Perfluorooctanoic acid	ND	0.0020	ug/l	
375-95-1	Perfluorononanoic acid	ND	0.0020	ug/l	
335-76-2	Perfluorodecanoic acid	ND	0.0020	ug/l	
2058-94-8	Perfluoroundecanoic acid	ND	0.0020	ug/l	
307-55-1	Perfluorododecanoic acid	ND	0.0020	ug/l	
72629-94-8	Perfluorotridecanoic acid	ND	0.0020	ug/l	
376-06-7	Perfluorotetradecanoic acid	ND	0.0020	ug/l	
375-73-5	Perfluorobutanesulfonic acid	ND	0.0020	ug/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	0.0020	ug/l	
355-46-4	Perfluorohexanesulfonic acid	ND	0.0020	ug/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	0.0020	ug/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	0.0020	ug/l	
68259-12-1	Perfluorononanesulfonic acid	ND	0.0020	ug/l	
335-77-3	Perfluorodecanesulfonic acid	ND	0.0020	ug/l	
79780-39-5	Perfluorododecanesulfonic acid	ND	0.0020	ug/l	
757124-72-44:2	Fluorotelomer sulfonate	ND	0.0080	ug/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
754-91-6	PFOSA	ND	0.0020	ug/l	
31506-32-8	MeFOSA	ND	0.0020	ug/l	
4151-50-2	EtFOSA	ND	0.0020	ug/l	
2355-31-9	MeFOSAA	ND	0.0020	ug/l	
2991-50-6	EtFOSAA	ND	0.0020	ug/l	
24448-09-7	MeFOSE	ND	0.020	ug/l	
1691-99-2	EtFOSE	ND	0.020	ug/l	
13252-13-6	HFPO-DA (GenX)	ND	0.0080	ug/l	
919005-14-4	ADONA	ND	0.0080	ug/l	
377-73-1	PFMPA	ND	0.0040	ug/l	
863090-89-5	PFMBA	ND	0.0040	ug/l	
151772-58-6	NFDHA	ND	0.0040	ug/l	
756426-58-19	Cl-PF3ONS (F-53B Major)	ND	0.0080	ug/l	
763051-92-91	Cl-PF3OUdS (F-53B Minor)	ND	0.0080	ug/l	

# Instrument Blank

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q456-IBLK	2Q38523.D	1	11/03/25	AM	n/a	n/a	T2Q456

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.1  
6

CAS No.	Compound	Result	RL	Units	Q
113507-82-7	PFEESA	ND	0.0040	ug/l	
356-02-5	3:3 Fluorotelomer carboxylate	ND	0.010	ug/l	
914637-49-35:3	Fluorotelomer carboxylate	ND	0.050	ug/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	0.050	ug/l	

CAS No.	ID Standard Recoveries	Limits
	13C4-PFBA	104% 5-130%
	13C5-PFPeA	112% 40-130%
	13C5-PFHxA	112% 40-130%
	13C4-PFHpA	109% 40-130%
	13C8-PFOA	105% 40-130%
	13C9-PFNA	123% 40-130%
	13C6-PFDA	119% 40-130%
	13C7-PFUnDA	113% 30-130%
	13C2-PFDoDA	113% 10-130%
	13C2-PFTeDA	100% 10-130%
	13C3-PFBS	93% 40-135%
	13C3-PFHxS	111% 40-130%
	13C8-PFOS	105% 40-130%
	13C8-FOSA	112% 40-130%
	d3-MeFOSA	105% 10-130%
	d5-EtFOSA	96% 10-130%
	d3-MeFOSAA	105% 40-170%
	d5-EtFOSAA	112% 25-135%
	d7-MeFOSE	102% 10-130%
	d9-EtFOSE	102% 10-130%
	13C2-4:2FTS	119% 40-200%
	13C2-6:2FTS	107% 40-200%
	13C2-8:2FTS	118% 40-300%
	13C3-HFPO-DA	114% 40-130%

# Instrument Blank

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q462-IBLK	2Q38706.D	1	11/11/25	AM	n/a	n/a	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.2  
6

CAS No.	Compound	Result	RL	Units	Q
375-22-4	Perfluorobutanoic acid	ND	0.0080	ug/l	
2706-90-3	Perfluoropentanoic acid	ND	0.0040	ug/l	
307-24-4	Perfluorohexanoic acid	ND	0.0020	ug/l	
375-85-9	Perfluoroheptanoic acid	ND	0.0020	ug/l	
335-67-1	Perfluorooctanoic acid	ND	0.0020	ug/l	
375-95-1	Perfluorononanoic acid	ND	0.0020	ug/l	
335-76-2	Perfluorodecanoic acid	ND	0.0020	ug/l	
2058-94-8	Perfluoroundecanoic acid	ND	0.0020	ug/l	
307-55-1	Perfluorododecanoic acid	ND	0.0020	ug/l	
72629-94-8	Perfluorotridecanoic acid	ND	0.0020	ug/l	
376-06-7	Perfluorotetradecanoic acid	ND	0.0020	ug/l	
375-73-5	Perfluorobutanesulfonic acid	ND	0.0020	ug/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	0.0020	ug/l	
355-46-4	Perfluorohexanesulfonic acid	ND	0.0020	ug/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	0.0020	ug/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	0.0020	ug/l	
68259-12-1	Perfluorononanesulfonic acid	ND	0.0020	ug/l	
335-77-3	Perfluorodecanesulfonic acid	ND	0.0020	ug/l	
79780-39-5	Perfluorododecanesulfonic acid	ND	0.0020	ug/l	
757124-72-44:2	Fluorotelomer sulfonate	ND	0.0080	ug/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
754-91-6	PFOSA	ND	0.0020	ug/l	
31506-32-8	MeFOSA	ND	0.0020	ug/l	
4151-50-2	EtFOSA	ND	0.0020	ug/l	
2355-31-9	MeFOSAA	ND	0.0020	ug/l	
2991-50-6	EtFOSAA	ND	0.0020	ug/l	
24448-09-7	MeFOSE	ND	0.020	ug/l	
1691-99-2	EtFOSE	ND	0.020	ug/l	
13252-13-6	HFPO-DA (GenX)	ND	0.0080	ug/l	
919005-14-4	ADONA	ND	0.0080	ug/l	
377-73-1	PFMPA	ND	0.0040	ug/l	
863090-89-5	PFMBA	ND	0.0040	ug/l	
151772-58-6	NFDHA	ND	0.0040	ug/l	
756426-58-19	Cl-PF3ONS (F-53B Major)	ND	0.0080	ug/l	
763051-92-91	Cl-PF3OUdS (F-53B Minor)	ND	0.0080	ug/l	

# Instrument Blank

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q462-IBLK	2Q38706.D	1	11/11/25	AM	n/a	n/a	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.2  
6

CAS No.	Compound	Result	RL	Units	Q
113507-82-7	PFEESA	ND	0.0040	ug/l	
356-02-5	3:3 Fluorotelomer carboxylate	ND	0.010	ug/l	
914637-49-35:3	Fluorotelomer carboxylate	ND	0.050	ug/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	0.050	ug/l	

CAS No.	ID Standard Recoveries	Limits
	13C4-PFBA	102% 5-130%
	13C5-PFPeA	104% 40-130%
	13C5-PFHxA	106% 40-130%
	13C4-PFHpA	111% 40-130%
	13C8-PFOA	110% 40-130%
	13C9-PFNA	103% 40-130%
	13C6-PFDA	112% 40-130%
	13C7-PFUnDA	105% 30-130%
	13C2-PFDoDA	103% 10-130%
	13C2-PFTeDA	105% 10-130%
	13C3-PFBS	99% 40-135%
	13C3-PFHxS	109% 40-130%
	13C8-PFOS	98% 40-130%
	13C8-FOSA	97% 40-130%
	d3-MeFOSA	95% 10-130%
	d5-EtFOSA	100% 10-130%
	d3-MeFOSAA	96% 40-170%
	d5-EtFOSAA	99% 25-135%
	d7-MeFOSE	103% 10-130%
	d9-EtFOSE	100% 10-130%
	13C2-4:2FTS	101% 40-200%
	13C2-6:2FTS	88% 40-200%
	13C2-8:2FTS	116% 40-300%
	13C3-HFPO-DA	125% 40-130%

# Instrument Blank

Job Number: JE22878  
Account: PHEONCTM Phoenix Lab  
Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q462-ICCB	2Q38743.D	1	11/12/25	AM	n/a	n/a	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

CAS No.	Compound	Result	RL	Units	Q
375-22-4	Perfluorobutanoic acid	ND	0.0080	ug/l	
2706-90-3	Perfluoropentanoic acid	ND	0.0040	ug/l	
307-24-4	Perfluorohexanoic acid	ND	0.0020	ug/l	
375-85-9	Perfluoroheptanoic acid	ND	0.0020	ug/l	
335-67-1	Perfluorooctanoic acid	ND	0.0020	ug/l	
375-95-1	Perfluorononanoic acid	ND	0.0020	ug/l	
335-76-2	Perfluorodecanoic acid	ND	0.0020	ug/l	
2058-94-8	Perfluoroundecanoic acid	ND	0.0020	ug/l	
307-55-1	Perfluorododecanoic acid	ND	0.0020	ug/l	
72629-94-8	Perfluorotridecanoic acid	ND	0.0020	ug/l	
376-06-7	Perfluorotetradecanoic acid	ND	0.0020	ug/l	
375-73-5	Perfluorobutanesulfonic acid	ND	0.0020	ug/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	0.0020	ug/l	
355-46-4	Perfluorohexanesulfonic acid	ND	0.0020	ug/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	0.0020	ug/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	0.0020	ug/l	
68259-12-1	Perfluorononanesulfonic acid	ND	0.0020	ug/l	
335-77-3	Perfluorodecanesulfonic acid	ND	0.0020	ug/l	
79780-39-5	Perfluorododecanesulfonic acid	ND	0.0020	ug/l	
757124-72-44:2	Fluorotelomer sulfonate	ND	0.0080	ug/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
754-91-6	PFOSA	ND	0.0020	ug/l	
31506-32-8	MeFOSA	ND	0.0020	ug/l	
4151-50-2	EtFOSA	ND	0.0020	ug/l	
2355-31-9	MeFOSAA	ND	0.0020	ug/l	
2991-50-6	EtFOSAA	ND	0.0020	ug/l	
24448-09-7	MeFOSE	ND	0.020	ug/l	
1691-99-2	EtFOSE	ND	0.020	ug/l	
13252-13-6	HFPO-DA (GenX)	ND	0.0080	ug/l	
919005-14-4	ADONA	ND	0.0080	ug/l	
377-73-1	PFMPA	ND	0.0040	ug/l	
863090-89-5	PFMBA	ND	0.0040	ug/l	
151772-58-6	NFDHA	ND	0.0040	ug/l	
756426-58-19	Cl-PF3ONS (F-53B Major)	ND	0.0080	ug/l	
763051-92-91	Cl-PF3OUdS (F-53B Minor)	ND	0.0080	ug/l	

6.1.3  
6

# Instrument Blank

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q462-ICCB	2Q38743.D	1	11/12/25	AM	n/a	n/a	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.3

6

CAS No.	Compound	Result	RL	Units	Q
113507-82-7	PFEESA	ND	0.0040	ug/l	
356-02-5	3:3 Fluorotelomer carboxylate	ND	0.010	ug/l	
914637-49-35:3	Fluorotelomer carboxylate	ND	0.050	ug/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	0.050	ug/l	

CAS No.	ID Standard Recoveries	Limits
	13C4-PFBA	104% 5-130%
	13C5-PFPeA	99% 40-130%
	13C5-PFHxA	104% 40-130%
	13C4-PFHpA	102% 40-130%
	13C8-PFOA	106% 40-130%
	13C9-PFNA	104% 40-130%
	13C6-PFDA	116% 40-130%
	13C7-PFUnDA	114% 30-130%
	13C2-PFDoDA	108% 10-130%
	13C2-PFTeDA	109% 10-130%
	13C3-PFBS	98% 40-135%
	13C3-PFHxS	110% 40-130%
	13C8-PFOS	95% 40-130%
	13C8-FOSA	91% 40-130%
	d3-MeFOSA	94% 10-130%
	d5-EtFOSA	92% 10-130%
	d3-MeFOSAA	96% 40-170%
	d5-EtFOSAA	99% 25-135%
	d7-MeFOSE	99% 10-130%
	d9-EtFOSE	93% 10-130%
	13C2-4:2FTS	94% 40-200%
	13C2-6:2FTS	92% 40-200%
	13C2-8:2FTS	107% 40-300%
	13C3-HFPO-DA	129% 40-130%

## Method Blank Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-MB	2Q38748.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

CAS No.	Compound	Result	RL	Units	Q
375-22-4	Perfluorobutanoic acid	ND	0.0080	ug/l	
2706-90-3	Perfluoropentanoic acid	ND	0.0040	ug/l	
307-24-4	Perfluorohexanoic acid	ND	0.0020	ug/l	
375-85-9	Perfluoroheptanoic acid	ND	0.0020	ug/l	
335-67-1	Perfluorooctanoic acid	ND	0.0020	ug/l	
375-95-1	Perfluorononanoic acid	ND	0.0020	ug/l	
335-76-2	Perfluorodecanoic acid	ND	0.0020	ug/l	
2058-94-8	Perfluoroundecanoic acid	ND	0.0020	ug/l	
307-55-1	Perfluorododecanoic acid	ND	0.0020	ug/l	
72629-94-8	Perfluorotridecanoic acid	ND	0.0020	ug/l	
376-06-7	Perfluorotetradecanoic acid	ND	0.0020	ug/l	
375-73-5	Perfluorobutanesulfonic acid	ND	0.0020	ug/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	0.0020	ug/l	
355-46-4	Perfluorohexanesulfonic acid	ND	0.0020	ug/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	0.0020	ug/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	0.0020	ug/l	
68259-12-1	Perfluorononanesulfonic acid	ND	0.0020	ug/l	
335-77-3	Perfluorodecanesulfonic acid	ND	0.0020	ug/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	0.0020	ug/l	
757124-72-44:2	Fluorotelomer sulfonate	ND	0.0080	ug/l	
27619-97-2	6:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
39108-34-4	8:2 Fluorotelomer sulfonate	ND	0.0080	ug/l	
754-91-6	PFOSA	ND	0.0020	ug/l	
31506-32-8	MeFOSA	ND	0.0020	ug/l	
4151-50-2	EtFOSA	ND	0.0020	ug/l	
2355-31-9	MeFOSAA	ND	0.0020	ug/l	
2991-50-6	EtFOSAA	ND	0.0020	ug/l	
24448-09-7	MeFOSE	ND	0.020	ug/l	
1691-99-2	EtFOSE	ND	0.020	ug/l	
13252-13-6	HFPO-DA (GenX)	ND	0.0080	ug/l	
919005-14-4	ADONA	ND	0.0080	ug/l	
377-73-1	PFMPA	ND	0.0040	ug/l	
863090-89-5	PFMBA	ND	0.0040	ug/l	
151772-58-6	NFDHA	ND	0.0040	ug/l	
756426-58-19	Cl-PF3ONS (F-53B Major)	ND	0.0080	ug/l	
763051-92-91	Cl-PF3OUdS (F-53B Minor)	ND	0.0080	ug/l	

# Method Blank Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-MB	2Q38748.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.4  
6

CAS No.	Compound	Result	RL	Units	Q
113507-82-7	PFEESA	ND	0.0040	ug/l	
356-02-5	3:3 Fluorotelomer carboxylate	ND	0.010	ug/l	
914637-49-35:3	Fluorotelomer carboxylate	ND	0.050	ug/l	
812-70-4	7:3 Fluorotelomer carboxylate	ND	0.050	ug/l	

CAS No.	ID Standard Recoveries	Limits
	13C4-PFBA	99% 5-130%
	13C5-PFPeA	92% 40-130%
	13C5-PFHxA	95% 40-130%
	13C4-PFHpA	98% 40-130%
	13C8-PFOA	98% 40-130%
	13C9-PFNA	100% 40-130%
	13C6-PFDA	108% 40-130%
	13C7-PFUnDA	107% 30-130%
	13C2-PFDoDA	87% 10-130%
	13C2-PFTeDA	94% 10-130%
	13C3-PFBS	87% 40-135%
	13C3-PFHxS	95% 40-130%
	13C8-PFOS	91% 40-130%
	13C8-FOSA	71% 40-130%
	d3-MeFOSA	72% 10-130%
	d5-EtFOSA	70% 10-130%
	d3-MeFOSAA	93% 40-170%
	d5-EtFOSAA	79% 25-135%
	d7-MeFOSE	75% 10-130%
	d9-EtFOSE	82% 10-130%
	13C2-4:2FTS	85% 40-200%
	13C2-6:2FTS	84% 40-200%
	13C2-8:2FTS	87% 40-300%
	13C3-HFPO-DA	118% 40-130%

# Instrument Blank

Job Number: JE22878  
Account: PHEONCTM Phoenix Lab  
Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q462-ICCB	2Q38743.D	1	11/12/25	AM	n/a	n/a	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

CAS No.	Compound	Result	RL	Units	Q
375-22-4	Perfluorobutanoic acid	ND	1.6	ug/l	
2706-90-3	Perfluoropentanoic acid	ND	0.80	ug/l	
307-24-4	Perfluorohexanoic acid	ND	0.40	ug/l	
375-85-9	Perfluoroheptanoic acid	ND	0.40	ug/l	
335-67-1	Perfluorooctanoic acid	ND	0.40	ug/l	
375-95-1	Perfluorononanoic acid	ND	0.40	ug/l	
335-76-2	Perfluorodecanoic acid	ND	0.40	ug/l	
2058-94-8	Perfluoroundecanoic acid	ND	0.40	ug/l	
307-55-1	Perfluorododecanoic acid	ND	0.40	ug/l	
72629-94-8	Perfluorotridecanoic acid	ND	0.40	ug/l	
376-06-7	Perfluorotetradecanoic acid	ND	0.40	ug/l	
375-73-5	Perfluorobutanesulfonic acid	ND	0.40	ug/l	
2706-91-4	Perfluoropentanesulfonic acid	ND	0.40	ug/l	
355-46-4	Perfluorohexanesulfonic acid	ND	0.40	ug/l	
375-92-8	Perfluoroheptanesulfonic acid	ND	0.40	ug/l	
1763-23-1	Perfluorooctanesulfonic acid	ND	0.40	ug/l	
68259-12-1	Perfluorononanesulfonic acid	ND	0.40	ug/l	
335-77-3	Perfluorodecanesulfonic acid	ND	0.40	ug/l	
79780-39-5	Perfluorododecanesulfonic aci	ND	0.40	ug/l	
757124-72-44:2-FTS		ND	1.6	ug/l	
27619-97-2	6:2-FTS	ND	1.6	ug/l	
39108-34-4	8:2-FTS	ND	1.6	ug/l	
754-91-6	PFOSA	ND	0.40	ug/l	
31506-32-8	MeFOSA	ND	0.40	ug/l	
4151-50-2	EtFOSA	ND	0.40	ug/l	
2355-31-9	MeFOSAA	ND	0.40	ug/l	
2991-50-6	EtFOSAA	ND	0.40	ug/l	
24448-09-7	MeFOSE	ND	4.0	ug/l	
1691-99-2	EtFOSE	ND	4.0	ug/l	
13252-13-6	HFPO-DA (GenX)	ND	0.80	ug/l	
919005-14-4	ADONA	ND	0.80	ug/l	
377-73-1	PFMPA	ND	0.80	ug/l	
863090-89-5	PFMBA	ND	0.80	ug/l	
151772-58-6	NFDHA	ND	0.80	ug/l	
756426-58-19	Cl-PF3ONS (F-53B Major)	ND	0.80	ug/l	
763051-92-91	Cl-PF3OUdS (F-53B Minor)	ND	0.80	ug/l	

# Instrument Blank

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
T2Q462-ICCB	2Q38743.D	1	11/12/25	AM	n/a	n/a	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.1.5  
6

CAS No.	Compound	Result	RL	Units	Q
113507-82-7	PFEESA	ND	0.80	ug/l	
356-02-5	3:3-FTCA	ND	2.0	ug/l	
914637-49-35:3	FTCA	ND	10	ug/l	
812-70-4	7:3-FTCA	ND	10	ug/l	

CAS No.	ID Standard Recoveries	Limits
	13C4-PFBA	104% 10-130%
	13C5-PFPeA	99% 40-130%
	13C5-PFHxA	104% 40-130%
	13C4-PFHpA	102% 40-130%
	13C8-PFOA	106% 40-130%
	13C9-PFNA	104% 40-130%
	13C6-PFDA	116% 40-130%
	13C7-PFUnDA	114% 30-130%
	13C2-PFDoDA	108% 10-130%
	13C2-PFTeDA	109% 10-130%
	13C3-PFBS	98% 40-135%
	13C3-PFHxS	110% 40-130%
	13C8-PFOS	95% 40-130%
	13C8-FOSA	91% 40-130%
	d3-MeFOSA	94% 10-130%
	d5-EtFOSA	92% 10-130%
	d3-MeFOSAA	96% 40-170%
	d5-EtFOSAA	99% 25-135%
	d7-MeFOSE	99% 10-130%
	d9-EtFOSE	93% 10-130%
	13C2-4:2FTS	94% 40-200%
	13C2-6:2FTS	92% 40-200%
	13C2-8:2FTS	107% 40-300%
	13C3-HFPO-DA	129% 40-130%

# Blank Spike Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-LLBS	2Q38749.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

CAS No.	Compound	Spike ug/l	BSP ug/l	BSP %	Limits
375-22-4	Perfluorobutanoic acid	0.016	0.0155	97	70-140
2706-90-3	Perfluoropentanoic acid	0.008	0.0075	94	65-135
307-24-4	Perfluorohexanoic acid	0.004	0.0039	98	70-145
375-85-9	Perfluoroheptanoic acid	0.004	0.0035	88	70-150
335-67-1	Perfluorooctanoic acid	0.004	0.0039	98	70-150
375-95-1	Perfluorononanoic acid	0.004	0.0039	98	70-150
335-76-2	Perfluorodecanoic acid	0.004	0.0030	75	70-140
2058-94-8	Perfluoroundecanoic acid	0.004	0.0035	88	70-145
307-55-1	Perfluorododecanoic acid	0.004	0.0044	110	70-140
72629-94-8	Perfluorotridecanoic acid	0.004	0.0038	95	65-140
376-06-7	Perfluorotetradecanoic acid	0.004	0.0035	88	60-140
375-73-5	Perfluorobutanesulfonic acid	0.00355	0.0035	99	60-145
2706-91-4	Perfluoropentanesulfonic acid	0.00376	0.0031	82	65-140
355-46-4	Perfluorohexanesulfonic acid	0.00366	0.0036	98	65-145
375-92-8	Perfluoroheptanesulfonic acid	0.00381	0.0039	102	70-150
1763-23-1	Perfluorooctanesulfonic acid	0.00371	0.0039	105	55-150
68259-12-1	Perfluorononanesulfonic acid	0.00385	0.0036	94	65-145
335-77-3	Perfluorodecanesulfonic acid	0.00386	0.0031	80	60-145
79780-39-5	Perfluorododecanesulfonic aci	0.00388	0.0033	85	50-145
757124-72-44:2	Fluorotelomer sulfonate	0.015	0.0130	87	70-145
27619-97-2	6:2 Fluorotelomer sulfonate	0.0152	0.0163	107	65-155
39108-34-4	8:2 Fluorotelomer sulfonate	0.0154	0.0140	91	60-150
754-91-6	PFOSA	0.004	0.0041	103	70-145
31506-32-8	MeFOSA	0.004	0.0047	118	60-150
4151-50-2	EtFOSA	0.004	0.0045	113	65-145
2355-31-9	MeFOSAA	0.004	0.0027	68	50-140
2991-50-6	EtFOSAA	0.004	0.0033	83	70-145
24448-09-7	MeFOSE	0.04	0.0372	93	70-145
1691-99-2	EtFOSE	0.04	0.0362	91	70-135
13252-13-6	HFPO-DA (GenX)	0.016	0.0178	111	70-140
919005-14-4	ADONA	0.0151	0.0138	91	65-145
377-73-1	PFMPA	0.008	0.0083	104	55-140
863090-89-5	PFMBA	0.008	0.0075	94	60-150
151772-58-6	NFDHA	0.008	0.0073	91	50-150
756426-58-19	Cl-PF3ONS (F-53B Major)	0.015	0.0148	99	70-155
763051-92-91	Cl-PF3OUdS (F-53B Minor)	0.0151	0.0141	93	55-160

\* = Outside of Control Limits.

6.2.1  
6

# Blank Spike Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-LLBS	2Q38749.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.2.1  
6

CAS No.	Compound	Spike ug/l	BSP ug/l	BSP %	Limits
113507-82-7	PFEESA	0.00712	0.0075	105	70-140
356-02-5	3:3 Fluorotelomer carboxylate	0.02	0.0174	87	65-130
914637-49-35:3	Fluorotelomer carboxylate	0.1	0.0873	87	70-135
812-70-4	7:3 Fluorotelomer carboxylate	0.1	0.0858	86	50-145

CAS No.	ID Standard Recoveries	BSP	Limits
	13C4-PFBA	101%	5-130%
	13C5-PFPeA	102%	40-130%
	13C5-PFHxA	108%	40-130%
	13C4-PFHpA	106%	40-130%
	13C8-PFOA	103%	40-130%
	13C9-PFNA	93%	40-130%
	13C6-PFDA	119%	40-130%
	13C7-PFUnDA	114%	30-130%
	13C2-PFDoDA	95%	10-130%
	13C2-PFTeDA	107%	10-130%
	13C3-PFBS	101%	40-135%
	13C3-PFHxS	102%	40-130%
	13C8-PFOS	92%	40-130%
	13C8-FOSA	81%	40-130%
	d3-MeFOSA	78%	10-130%
	d5-EtFOSA	79%	10-130%
	d3-MeFOSAA	97%	40-170%
	d5-EtFOSAA	84%	25-135%
	d7-MeFOSE	86%	10-130%
	d9-EtFOSE	94%	10-130%
	13C2-4:2FTS	106%	40-200%
	13C2-6:2FTS	80%	40-200%
	13C2-8:2FTS	96%	40-300%
	13C3-HFPO-DA	120%	40-130%

\* = Outside of Control Limits.

# Blank Spike Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-BS	2Q38750.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

CAS No.	Compound	Spike ug/l	BSP ug/l	BSP %	Limits
375-22-4	Perfluorobutanoic acid	0.1	0.104	104	70-140
2706-90-3	Perfluoropentanoic acid	0.05	0.0507	101	65-135
307-24-4	Perfluorohexanoic acid	0.025	0.0241	96	70-145
375-85-9	Perfluoroheptanoic acid	0.025	0.0253	101	70-150
335-67-1	Perfluorooctanoic acid	0.025	0.0246	98	70-150
375-95-1	Perfluorononanoic acid	0.025	0.0240	96	70-150
335-76-2	Perfluorodecanoic acid	0.025	0.0250	100	70-140
2058-94-8	Perfluoroundecanoic acid	0.025	0.0255	102	70-145
307-55-1	Perfluorododecanoic acid	0.025	0.0262	105	70-140
72629-94-8	Perfluorotridecanoic acid	0.025	0.0266	106	65-140
376-06-7	Perfluorotetradecanoic acid	0.025	0.0233	93	60-140
375-73-5	Perfluorobutanesulfonic acid	0.0222	0.0206	93	60-145
2706-91-4	Perfluoropentanesulfonic acid	0.0235	0.0220	94	65-140
355-46-4	Perfluorohexanesulfonic acid	0.0229	0.0241	105	65-145
375-92-8	Perfluoroheptanesulfonic acid	0.0238	0.0250	105	70-150
1763-23-1	Perfluorooctanesulfonic acid	0.0232	0.0228	98	55-150
68259-12-1	Perfluorononanesulfonic acid	0.0241	0.0237	99	65-145
335-77-3	Perfluorodecanesulfonic acid	0.0241	0.0227	94	60-145
79780-39-5	Perfluorododecanesulfonic aci	0.0243	0.0207	85	50-145
757124-72-44:2	Fluorotelomer sulfonate	0.0938	0.0959	102	70-145
27619-97-2	6:2 Fluorotelomer sulfonate	0.095	0.0931	98	65-155
39108-34-4	8:2 Fluorotelomer sulfonate	0.096	0.103	107	60-150
754-91-6	PFOSA	0.025	0.0235	94	70-145
31506-32-8	MeFOSA	0.025	0.0262	105	60-150
4151-50-2	EtFOSA	0.025	0.0266	106	65-145
2355-31-9	MeFOSAA	0.025	0.0239	96	50-140
2991-50-6	EtFOSAA	0.025	0.0248	99	70-145
24448-09-7	MeFOSE	0.25	0.244	98	70-145
1691-99-2	EtFOSE	0.25	0.244	98	70-135
13252-13-6	HFPO-DA (GenX)	0.1	0.107	107	70-140
919005-14-4	ADONA	0.0945	0.0890	94	65-145
377-73-1	PFMPA	0.05	0.0537	107	55-140
863090-89-5	PFMBA	0.05	0.0499	100	60-150
151772-58-6	NFDHA	0.05	0.0537	107	50-150
756426-58-19	CI-PF3ONS (F-53B Major)	0.0935	0.0953	102	70-155
763051-92-91	CI-PF3OUs (F-53B Minor)	0.0945	0.0914	97	55-160

\* = Outside of Control Limits.

6.2.2

6

# Blank Spike Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-BS	2Q38750.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.2.2

6

CAS No.	Compound	Spike ug/l	BSP ug/l	BSP %	Limits
113507-82-7	PFEESA	0.0445	0.0506	114	70-140
356-02-5	3:3 Fluorotelomer carboxylate	0.125	0.123	98	65-130
914637-49-35:3	Fluorotelomer carboxylate	0.625	0.618	99	70-135
812-70-4	7:3 Fluorotelomer carboxylate	0.625	0.592	95	50-145

CAS No.	ID Standard Recoveries	BSP	Limits
	13C4-PFBA	101%	5-130%
	13C5-PFPeA	103%	40-130%
	13C5-PFHxA	107%	40-130%
	13C4-PFHpA	107%	40-130%
	13C8-PFOA	99%	40-130%
	13C9-PFNA	104%	40-130%
	13C6-PFDA	106%	40-130%
	13C7-PFUnDA	105%	30-130%
	13C2-PFDoDA	97%	10-130%
	13C2-PFTeDA	103%	10-130%
	13C3-PFBS	96%	40-135%
	13C3-PFHxS	90%	40-130%
	13C8-PFOS	95%	40-130%
	13C8-FOSA	77%	40-130%
	d3-MeFOSA	74%	10-130%
	d5-EtFOSA	78%	10-130%
	d3-MeFOSAA	97%	40-170%
	d5-EtFOSAA	87%	25-135%
	d7-MeFOSE	78%	10-130%
	d9-EtFOSE	89%	10-130%
	13C2-4:2FTS	83%	40-200%
	13C2-6:2FTS	82%	40-200%
	13C2-8:2FTS	83%	40-300%
	13C3-HFPO-DA	127%	40-130%

\* = Outside of Control Limits.

# Duplicate Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-DUP	2Q38751.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462
JE22878-1	2Q38752.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

CAS No.	Compound	JE22878-1		Q	RPD	Limits
		ug/l	DUP ug/l			
375-22-4	Perfluorobutanoic acid	0.0036	0.0028	J	25	30
2706-90-3	Perfluoropentanoic acid	0.0020	0.0022	J	10	30
307-24-4	Perfluorohexanoic acid	0.0026	0.0025		4	30
375-85-9	Perfluoroheptanoic acid	0.0014	0.0015	J	7	30
335-67-1	Perfluorooctanoic acid	0.0057	0.0051		11	30
375-95-1	Perfluorononanoic acid	ND	ND		nc	30
335-76-2	Perfluorodecanoic acid	ND	ND		nc	30
2058-94-8	Perfluoroundecanoic acid	ND	ND		nc	30
307-55-1	Perfluorododecanoic acid	ND	ND		nc	30
72629-94-8	Perfluorotridecanoic acid	ND	ND		nc	30
376-06-7	Perfluorotetradecanoic acid	ND	ND		nc	30
375-73-5	Perfluorobutanesulfonic acid	0.0023	0.0029		23	30
2706-91-4	Perfluoropentanesulfonic acid	ND	ND		nc	30
355-46-4	Perfluorohexanesulfonic acid	0.0025	0.0023		8	30
375-92-8	Perfluoroheptanesulfonic acid	ND	ND		nc	30
1763-23-1	Perfluorooctanesulfonic acid	0.0030	0.0035		15	30
68259-12-1	Perfluorononanesulfonic acid	ND	ND		nc	30
335-77-3	Perfluorodecanesulfonic acid	ND	ND		nc	30
79780-39-5	Perfluorododecanesulfonic aci	ND	ND		nc	30
757124-72-44:2	Fluorotelomer sulfonate	ND	ND		nc	30
27619-97-2	6:2 Fluorotelomer sulfonate	ND	ND		nc	30
39108-34-4	8:2 Fluorotelomer sulfonate	ND	ND		nc	30
754-91-6	PFOSA	ND	ND		nc	30
31506-32-8	MeFOSA	ND	ND		nc	30
4151-50-2	EtFOSA	ND	ND		nc	30
2355-31-9	MeFOSAA	ND	ND		nc	30
2991-50-6	EtFOSAA	ND	ND		nc	30
24448-09-7	MeFOSE	ND	ND		nc	30
1691-99-2	EtFOSE	ND	ND		nc	30
13252-13-6	HFPO-DA (GenX)	ND	ND		nc	30
919005-14-4	ADONA	ND	ND		nc	30
377-73-1	PFMPA	ND	ND		nc	30
863090-89-5	PFMBA	ND	ND		nc	30
151772-58-6	NFDHA	ND	ND		nc	30
756426-58-19	Cl-PF3ONS (F-53B Major)	ND	ND		nc	30
763051-92-91	Cl-PF3OUdS (F-53B Minor)	ND	ND		nc	30

\* = Outside of Control Limits.

## Duplicate Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Sample	File ID	DF	Analyzed	By	Prep Date	Prep Batch	Analytical Batch
OP68929-DUP	2Q38751.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462
JE22878-1	2Q38752.D	1	11/12/25	AM	11/11/25	OP68929	T2Q462

The QC reported here applies to the following samples:

Method: EPA 1633

JE22878-1, JE22878-2, JE22878-3, JE22878-4, JE22878-5, JE22878-6

6.3.1  
6

CAS No.	Compound	JE22878-1		RPD	Limits
		ug/l	DUP Q		
113507-82-7	PFEESA	ND	ND	nc	30
356-02-5	3:3 Fluorotelomer carboxylate	ND	ND	nc	30
914637-49-35:3	Fluorotelomer carboxylate	ND	ND	nc	30
812-70-4	7:3 Fluorotelomer carboxylate	ND	ND	nc	30

CAS No.	ID Standard Recoveries	DUP	JE22878-1	Limits
	13C4-PFBA	91%	93%	5-130%
	13C5-PFPeA	102%	100%	40-130%
	13C5-PFHxA	106%	102%	40-130%
	13C4-PFHpA	104%	102%	40-130%
	13C8-PFOA	100%	101%	40-130%
	13C9-PFNA	90%	91%	40-130%
	13C6-PFDA	110%	95%	40-130%
	13C7-PFUnDA	95%	105%	30-130%
	13C2-PFDoDA	83%	81%	10-130%
	13C2-PFTeDA	66%	68%	10-130%
	13C3-PFBS	87%	91%	40-135%
	13C3-PFHxS	97%	91%	40-130%
	13C8-PFOS	89%	96%	40-130%
	13C8-FOSA	87%	88%	40-130%
	d3-MeFOSA	75%	76%	10-130%
	d5-EtFOSA	67%	74%	10-130%
	d3-MeFOSAA	98%	100%	40-170%
	d5-EtFOSAA	83%	90%	25-135%
	d7-MeFOSE	73%	75%	10-130%
	d9-EtFOSE	75%	78%	10-130%
	13C2-4:2FTS	92%	98%	40-200%
	13C2-6:2FTS	94%	92%	40-200%
	13C2-8:2FTS	94%	94%	40-300%
	13C3-HFPO-DA	121%	116%	40-130%

\* = Outside of Control Limits.

# Injection Standard Area Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Check Std:	T2Q462-CC456	Injection Date:	11/12/25
Lab File ID:	2Q38742.D	Injection Time:	01:22
Instrument ID:	GCMS2Q	Method:	EPA 1633

	IS 1 AREA	RT	IS 2 AREA	RT	IS 3 AREA	RT	IS 4 AREA	RT	IS 5 AREA	RT
Initial Cal <sup>b</sup>	52789	3.28	40169	5.93	69094	7.34	28911	7.88	23099	8.38
Check Std <sup>c</sup>	53250	3.24	38406	5.89	73283	7.30	32648	7.83	24612	8.34
Upper Limit <sup>d</sup>	105578	3.64	80338	6.29	138188	7.70	57822	8.23	46198	8.74
Lower Limit <sup>e</sup>	26395	2.84	20085	5.49	34547	6.90	14456	7.43	11550	7.94

Lab Sample ID	IS 1 AREA	RT	IS 2 AREA	RT	IS 3 AREA	RT	IS 4 AREA	RT	IS 5 AREA	RT	DF <sup>a</sup>
T2Q462-ICCB	49811	3.24	39159	5.88	69687	7.30	30691	7.83	23311	8.34	1
T2Q462-ICCB	49811	3.24	39159	5.88	69687	7.30	30691	7.83	23311	8.34	1
ZZZZZZ	52678	3.24	38047	5.89	75494	7.30	32290	7.83	23837	8.34	1
ZZZZZZ	49513	3.24	38524	5.88	72630	7.30	31674	7.83	21787	8.34	1
ZZZZZZ	50180	3.24	37291	5.89	69633	7.30	28906	7.83	24368	8.34	1
OP68929-MB	57302	3.25	43939	5.89	79029	7.30	31259	7.83	26093	8.34	1
OP68929-LLBS	55635	3.25	40903	5.89	78765	7.30	33277	7.83	24339	8.34	1
OP68929-BS	54827	3.25	39698	5.89	76822	7.30	30448	7.83	24171	8.34	1
OP68929-DUP	53952	3.25	39497	5.88	75568	7.30	33370	7.83	24925	8.34	1
JE22878-1	55971	3.25	41649	5.89	76478	7.30	33123	7.83	26285	8.34	1
JE22878-2	55597	3.25	41815	5.88	78507	7.30	33704	7.83	25158	8.34	1
JE22878-3	54453	3.25	39431	5.88	77570	7.30	32828	7.83	23866	8.34	1
JE22878-4	56737	3.25	40433	5.88	78083	7.30	33133	7.83	25746	8.34	1
JE22878-5	53696	3.25	40413	5.88	76737	7.30	31557	7.83	24494	8.34	1
JE22878-6	57342	3.27	40431	5.89	79338	7.31	32119	7.84	24926	8.34	1

- IS 1 = 13C3-PFBA
- IS 2 = 13C2-PFHxA
- IS 3 = 13C4-PFOA
- IS 4 = 13C5-PFNA
- IS 5 = 13C2-PFDA

- (a) Sample areas corrected for dilution where applicable.
- (b) Initial Cal is: T2Q456-ICC456 2Q38518.D 11/03/25 17:24. Area is AVERAGE of initial cal points.
- (c) Check Std Limit = -50 to +100% of initial cal area.
- (d) Upper Limit = +100% of initial standard area; Retention time +0.4 minutes of check standard.
- (e) Lower Limit = -50% of initial standard area; Retention time -0.4 minutes of check standard.

6.4.1  
6

# Injection Standard Area Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Check Std:	T2Q462-CC456	Injection Date:	11/12/25
Lab File ID:	2Q38742.D	Injection Time:	01:22
Instrument ID:	GCMS2Q	Method:	EPA 1633

	IS 6 AREA	RT	IS 7 AREA	RT
Initial Cal <sup>b</sup>	6413	7.47	9605	8.57
Check Std <sup>c</sup>	7583	7.42	11584	8.51
Upper Limit <sup>d</sup>	12826	7.82	19210	8.91
Lower Limit <sup>e</sup>	3207	7.02	4803	8.11

Lab Sample ID	IS 6 AREA	RT	IS 7 AREA	RT	DF <sup>a</sup>
T2Q462-ICCB	7053	7.42	11052	8.51	1
T2Q462-ICCB	7053	7.42	11052	8.51	1
ZZZZZZ	7242	7.44	11322	8.51	1
ZZZZZZ	7426	7.42	10882	8.51	1
ZZZZZZ	6759	7.42	10505	8.51	1
OP68929-MB	7992	7.42	12762	8.51	1
OP68929-LLBS	7781	7.42	12193	8.51	1
OP68929-BS	7876	7.44	11292	8.53	1
OP68929-DUP	7396	7.42	11407	8.53	1
JE22878-1	7986	7.44	11418	8.51	1
JE22878-2	7927	7.42	11493	8.51	1
JE22878-3	7439	7.42	11151	8.51	1
JE22878-4	7591	7.42	12045	8.51	1
JE22878-5	7769	7.42	11288	8.53	1
JE22878-6	7589	7.44	11514	8.53	1

IS 6 = 18O2-PFHXS  
 IS 7 = 13C4-PFOS

- (a) Sample areas corrected for dilution where applicable.
- (b) Initial Cal is: T2Q456-ICC456 2Q38518.D 11/03/25 17:24. Area is AVERAGE of initial cal points.
- (c) Check Std Limit = -50 to +100% of initial cal area.
- (d) Upper Limit = +100% of initial standard area; Retention time +0.4 minutes of check standard.
- (e) Lower Limit = -50% of initial standard area; Retention time -0.4 minutes of check standard.

6.4.1  
6

# Isotope Dilution Standard Recovery Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Method: EPA 1633	Matrix: AQ
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Samples and QC shown here apply to the above method

Lab Sample ID	Lab File ID	S1	S2	S3	S4	S5	S6	S7	S8
JE22878-1	2Q38752.D	93	100	102	102	101	91	95	105
JE22878-2	2Q38753.D	71	92	93	91	93	86	103	94
JE22878-3	2Q38754.D	100	106	103	107	100	96	110	95
JE22878-4	2Q38755.D	74	102	102	102	98	89	106	106
JE22878-5	2Q38756.D	98	100	97	99	96	95	106	104
JE22878-6	2Q38757.D	86	99	100	103	92	99	100	90
OP68929-BS	2Q38750.D	101	103	107	107	99	104	106	105
OP68929-DUP	2Q38751.D	91	102	106	104	100	90	110	95
OP68929-LLBS	2Q38749.D	101	102	108	106	103	93	119	114
OP68929-MB	2Q38748.D	99	92	95	98	98	100	108	107
T2Q456-IBLK	2Q38523.D	104	112	112	109	105	123	119	113
T2Q462-IBLK	2Q38706.D	102	104	106	111	110	103	112	105
T2Q462-ICCB	2Q38743.D	104	99	104	102	106	104	116	114

Isotope Dilution Standards	Recovery Limits
S1 = 13C4-PFBA	5-130%
S2 = 13C5-PFPeA	40-130%
S3 = 13C5-PFHxA	40-130%
S4 = 13C4-PFHpA	40-130%
S5 = 13C8-PFOA	40-130%
S6 = 13C9-PFNA	40-130%
S7 = 13C6-PFDA	40-130%
S8 = 13C7-PFUnDA	30-130%

6.5.1  
6

# Isotope Dilution Standard Recovery Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Method: EPA 1633	Matrix: AQ
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Samples and QC shown here apply to the above method

Lab Sample ID	Lab File ID	S9	S10	S11	S12	S13	S14	S15	S16
JE22878-1	2Q38752.D	81	68	91	91	96	88	76	74
JE22878-2	2Q38753.D	80	85	83	93	90	82	73	72
JE22878-3	2Q38754.D	81	77	98	105	100	87	71	68
JE22878-4	2Q38755.D	83	81	101	102	87	80	77	70
JE22878-5	2Q38756.D	78	76	90	99	94	87	75	70
JE22878-6	2Q38757.D	77	75	90	106	92	83	70	68
OP68929-BS	2Q38750.D	97	103	96	90	95	77	74	78
OP68929-DUP	2Q38751.D	83	66	87	97	89	87	75	67
OP68929-LLBS	2Q38749.D	95	107	101	102	92	81	78	79
OP68929-MB	2Q38748.D	87	94	87	95	91	71	72	70
T2Q456-IBLK	2Q38523.D	113	100	93	111	105	112	105	96
T2Q462-IBLK	2Q38706.D	103	105	99	109	98	97	95	100
T2Q462-ICCB	2Q38743.D	108	109	98	110	95	91	94	92

Isotope Dilution Standards	Recovery Limits
S9 = 13C2-PFDoDA	10-130%
S10 = 13C2-PFTeDA	10-130%
S11 = 13C3-PFBS	40-135%
S12 = 13C3-PFHxS	40-130%
S13 = 13C8-PFOS	40-130%
S14 = 13C8-FOSA	40-130%
S15 = d3-MeFOSA	10-130%
S16 = d5-EtFOSA	10-130%

6.5.1  
6

# Isotope Dilution Standard Recovery Summary

Job Number: JE22878  
 Account: PHEONCTM Phoenix Lab  
 Project: Phoenix Environmental Lab, CT PFAS

Method: EPA 1633	Matrix: AQ
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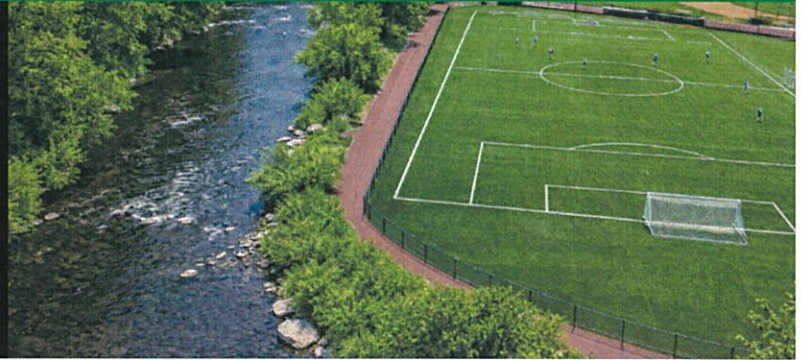
Samples and QC shown here apply to the above method

Lab Sample ID	Lab File ID	S17	S18	S19	S20	S21	S22	S23	S24
JE22878-1	2Q38752.D	100	90	75	78	98	92	94	116
JE22878-2	2Q38753.D	90	78	73	78	80	77	80	114
JE22878-3	2Q38754.D	91	78	70	70	108	101	94	122
JE22878-4	2Q38755.D	88	78	73	76	96	84	90	125
JE22878-5	2Q38756.D	96	84	76	77	102	85	103	117
JE22878-6	2Q38757.D	92	80	70	71	100	83	91	118
OP68929-BS	2Q38750.D	97	87	78	89	83	82	83	127
OP68929-DUP	2Q38751.D	98	83	73	75	92	94	94	121
OP68929-LLBS	2Q38749.D	97	84	86	94	106	80	96	120
OP68929-MB	2Q38748.D	93	79	75	82	85	84	87	118
T2Q456-IBLK	2Q38523.D	105	112	102	102	119	107	118	114
T2Q462-IBLK	2Q38706.D	96	99	103	100	101	88	116	125
T2Q462-ICCB	2Q38743.D	96	99	99	93	94	92	107	129

Isotope Dilution Standards	Recovery Limits
S17 = d3-MeFOSAA	40-170%
S18 = d5-EtFOSAA	25-135%
S19 = d7-MeFOSE	10-130%
S20 = d9-EtFOSE	10-130%
S21 = 13C2-4:2FTS	40-200%
S22 = 13C2-6:2FTS	40-200%
S23 = 13C2-8:2FTS	40-300%
S24 = 13C3-HFPO-DA	40-130%

6.5.1  
6

# **SURFACE-WATER TESTING CONFIRMS FIELDTURF FIELDS ARE NOT CONTRIBUTING PFAS TO WATERWAYS**



Results of surface-water testing at Quinnipiac University by Environmental Services, Inc. (ESI) concluded that the artificial turf fields on campus are not contributing PFA to surrounding waterways or adversely impacting the surrounding environment.

This study focused on a common and important question: does water pick up additional PFAS after it flows past the fields? Based on three years of sampling, the answer is clear. It does not.

Sampling conducted from 2023 through 2025 found that none of the downstream surface-water results exceeded Connecticut's Groundwater Protection Criteria for the sum of five PFAS compounds (70 ng/L).

In several cases, PFAS concentrations were actually lower downstream of the fields than in rainwater or upstream samples.

Collected at multiple locations upstream and downstream of two artificial-turf athletic fields (soccer/lacrosse and baseball), all samples were analyzed by Phoenix Environmental Laboratories for 40 PFAS compounds using Draft EPA Method 1633.



## **Key findings:**

### **No downstream samples exceeded Connecticut's Groundwater Protection Criteria**

- ESI concluded that none of the samples exceeded the CTDEEP threshold of 70 ng/L for the sum of five PFAS compounds (PFHpA, PFOA, PFNA, PFHxS, and PFOS). That includes every downstream location, showing PFAS were not present at elevated levels after water passed the fields.

### **Downstream results did not exceed drinking-water benchmarks**

- While a small number of detections above drinking-water Maximum Contaminant Levels (MCLs) appeared in rain or upstream samples, downstream samples did not exceed those benchmarks when compared against current federal MCL values. This supports the same conclusion from another angle: the fields are not adding PFAS to the watershed.

### **Upstream concentrations were consistently higher than downstream**

- Across all three years of sampling, upstream samples (before water reached the fields) showed higher PFAS concentrations than downstream samples. In many cases, downstream results were lower than both rainwater inputs and upstream readings.

Bottom line: the FieldTurf fields are not a PFAS source.

Overall, the results show the fields were not contributing PFAS to surface water, consistent with ESI's conclusion that the playing surfaces were not creating a discharge that could adversely impact the surrounding environment.

GLASTONBURY BOARD OF EDUCATION  
EXECUTIVE SUMMARY REPORT

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**Title of Report:** Contract for Glastonbury Custodial/Maintenance and General Service Union

**Board Meeting Date:** March 9, 2026

**Action:** X

**Report:**

**Information:**

**Discussion:**

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The Board Negotiating Team (Douglas Foyle, Julie Thompson, and Kali Cavanaugh) has set the parameters and received reports about informal negotiations between the Superintendent/Business Manager and the Custodial/Maintenance and General Service Union Negotiating Team. After two meetings, the two negotiating teams agreed on contract changes. The entire membership of the union then voted on and approved of the new contract.

The tentative agreement was reached for the years 2026-2027, 2027-2028, 2028-2029 and 2029-2030.

The following major changes in the contract are recommended by the Board Negotiating Team:

**Salaries:**

A wage adjustment was necessary to recruit new staff and retain current employees. Since the start of the school year we have had several vacancies for custodians and have been unable to fill the mechanic position at the bus yard. A review of surrounding and comparable districts shows that this adjustment will bring these positions compensation in line with market rates.

2026-2027 \$.75 per hour adjustment and 3% General Wage Increase. Mechanics - additional \$5.00 per hour adjustment

2027-2028 3% General Wage Increase

2028-2029 3% General Wage Increase

2029-2030 3% General Wage Increase

**Pension:**

Effective July 1, 2026, the employee contribution will be 8% and go up 0.25% each subsequent year of the contract.

**Health Insurance:**

For the Century Preferred PPO and the Blue Care HMO, the Custodial, Maintenance and General Service employees share will increase an additional .5% each year from 26.5% to 28.5%.

For the High Deductible Health Plan (HSA) Custodial, Maintenance and General Service employees will pay an additional 1.5% in the first year from 17% to 18.5% and 1% each year following to 21.5%. In addition, rather than receiving 50% seed money toward their deductible, they will receive 45% each of the first two years of the contract and 40% each of the last two years.

**Other:**

Increase Life Insurance from \$175,000 to \$225,000

Increase Lead Maintainer stipend from \$3,000 to \$5,000

Increase License Maintainer stipend from \$1,000 to \$3,000

**Submitted By:** Alan B. Bookman

**AGREEMENT**  
**BETWEEN**  
**GLASTONBURY BOARD OF EDUCATION**  
**AND**  
**UE LOCAL 222, #27**  
**CUSTODIAL/MAINTENANCE AND GENERAL SERVICE**  
**EMPLOYEES' UNION**

**July 1, 2026 - June 30, 2030**

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## **PREAMBLE**

This Agreement entered into by Glastonbury Board of Education, hereinafter referred to as the Employer or the Board, and Glastonbury Custodial/Maintenance and General Service Employee's Union, UE Local 222, #27 affiliated with the United Electrical, Radio and Machine Workers of America (UE), hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

## **ARTICLE I**

### **UNION RECOGNITION**

- 1.1 For the purposes of this Agreement, the term "Union" shall refer to UE Local 222, and its sub local #27 affiliated with the United Electrical, Radio and Machine Workers of America (UE).
- 1.2 The Board recognizes the Union as the sole and exclusive bargaining agent for the purposes of collective bargaining on matters of wages, hours and other conditions of employment for all of its custodial, maintenance, mechanics, dispatchers and general service drivers, except seasonal and part-time employees [defined as an employee who regularly works less than twenty (20) hours per week in a position authorized by the Board.]
- 1.3 The Union shall furnish the Board with a list of its officers, executive committee members, stewards and alternate stewards, shall notify the Board of the area of representation of each steward and shall notify the Board as soon as possible in writing of any changes. Such notification shall be sent to the Superintendent. No officer, executive committee member, steward or alternate steward shall be recognized by the Board until such written notification of his/her appointment shall be received by the Board from a duly authorized officer of the Union.

## **ARTICLE II**

### **BOARD PREROGATIVES**

- 2.1 It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the Town of Glastonbury in all its aspects, including, but not limited to, the following: to maintain all public schools and such other educational activities as in its judgment will best serve the interests of the Town of Glastonbury; to decide the need for school facilities; to determine the care, maintenance and operation of buildings, land, apparatus, and other property used for school purposes; to determine the type of work to be performed; to assign all work to employees or other persons; to determine shift schedules and hours of work; to select, hire and demote employees; including the right to prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board of Education, provided such rules and regulations are made known in a reasonable manner to the employees affected by them; to discharge or otherwise discipline any employee for just cause; to

promote, transfer and layoff employees; to prepare and submit budgets to the Town and to allocate monies appropriated by the Town for the maintenance of the schools, and to make such transfers of funds within the appropriate budget as it shall deem desirable. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in violation of any of the specific terms and provisions of this Agreement.

### **ARTICLE III**

#### **UNION SECURITY AND DUES DEDUCTION**

- 3.1 Every employee covered by this Agreement must, for the life of this Agreement after the grace period described in Section 2 below, satisfy an obligation to the Union as the unit's exclusive bargaining representative. Under this Agreement, employees must choose one of the two ways of satisfying this obligation, as described below. Every employee has the right to make this choice free of interference, restraint, or coercion:
- a. Full Union Membership: The employee chooses to join the Union as a full member, is subject to all rights and duties accorded members, and, as a condition of employment, must pay the full initiation fee (if applicable) and uniform periodic dues charged by the Union.
  - b. Agency Fee Payer: The employee does not become a full member of the Union, and thus is not entitled to the full range of rights and duties of Union membership; further, the employee informs the Union that he/she objects to the Unions spending part of the dues and fees collected under this Agreement for activities not germane to its role as the exclusive bargaining representative; this employee must, as a condition of continued employment, pay the percentage of fees and uniform, periodic dues used for activities germane to the Union's status as the unit's exclusive bargaining representative. The Union must provide this employee with information about its expenditures and this employee may challenge the Union's information.
- 3.2 Each employee covered by this Agreement, who is not a full member of the Union on the effective date of this Agreement (or hire date, if applicable), has the right to a "grace period" of twenty-nine (29) days in which to choose his/her status. Thus:
- a. For all employees who are in the unit and are not full Union members on the effective date of this Agreement (or the Agreement's date of execution, whichever is later), their chosen status, and their obligation to pay dues and fees, shall begin on the thirtieth day after the effective date of this Agreement (or the Agreement's date of execution, whichever is later).
  - b. For all new employees who are hired into the unit during the Agreement's life and are not full Union members on the date of hire, their chosen status, and their obligation to pay dues and fees, shall also begin on the thirtieth day after their date of hire (or the Agreement's date of execution, whichever is later).
- 3.3 Employees in the unit who are full Union members on this Agreement's effective date or, if hired

during this Agreement's life, on their date of hire, do not receive the grace period. For these full Union members, their obligation to the Union is continuous and is not affected by this Agreement, although they are free to change their status.

- 3.4 Employees may elect to change their chosen status upon appropriate written notice to the Union once per year in the month of June. Such change will take effect in the first pay period in August.
- 3.5 The Board agrees to deduct from the pay of its employees, who have signed an authorization card, dues or service fees as noted above. Such deductions shall continue for the duration of this Agreement or any extension thereof, but may be discontinued upon the written request of an employee thirty (30) days in advance.
- 3.6 The dues so deducted and forwarded monthly to the Union shall be accompanied by a list of the names of all employees from whose wages such dues deductions have been made not later than the last day of each month on a weekly/biweekly/monthly basis.
- 3.7 The duly authorized financial officer of the Union shall certify to the Board the amount to be deducted periodically from the wages of such employees. If the amount so certified is to be changed, the amount to be deducted from the wages of an employee who has authorized deductions shall not be increased or decreased until thirty (30) days after written notice of such change has been received by the Superintendent from the duly authorized financial officer of the Union.
- 3.8 The Union agrees that it will indemnify and save the Board harmless from any and all liability, claim, responsibility, damage or suit which may arise out of any action taken by the Board in accordance with the terms of this Article or in reliance upon the authorization described herein.

#### **ARTICLE IV**

##### **SENIORITY**

- 4.1 Seniority shall be defined as the employee's total length of continuous service in a bargaining unit position with the Glastonbury Board of Education.
- 4.2 Seniority shall be considered broken and the employee shall forfeit all rights and benefits under this Agreement for such reasons as resignation or separation, discharge, layoff of more than two (2) years, absence for more than one (1) year due to injury or illness, excluding injuries or illnesses arising out of or in the course of employment, authorized leave, military leave, vacation, personal leave, or suspension for one (1) year or more, overstaying a leave of absence and/or taking a leave of absence for the purpose of working at another occupation.
- 4.3 No employee shall attain seniority rights under this Agreement until he/she has been employed continuously in a particular position of the payroll of the Board for a period of ninety (90) days. During such period, he/she shall be on probation and may be terminated by the Board in its sole discretion for any reason whatsoever, and neither the employee nor the Union, on his/her behalf, shall have recourse to the grievance procedure provisions of this Agreement.

- 4.4 In the event the Board determines that a reduction in force is necessary, employees shall be laid off by seniority within the affected classification, with the least senior employee within such position classification being laid off first. In the event of a layoff, the Business Manager shall give written notice to the employee and to the Union of any proposed layoff and the reasons therefore not less than five (5) weeks prior to the effective date of such action.
- 4.5 An employee who has been laid off may assume a position according to the following replacement procedure:
- a. May displace the least senior employee in any lower classification in which he previously held a full-time position.
  - b. May displace the least senior employee in any lower classification for which he is qualified.
- 4.6 Laid-off employee(s) shall be recalled in the inverse order of layoff. No new employee shall be hired until all qualified laid-off employee(s) have been given an opportunity to return to work. Laid-off employee(s) shall be retained on a recall list and maintain their seniority status in the classification at the time of layoff for a period not to exceed two (2) years. An employee who refuses or does not respond to a recall shall lose further recall rights. Notice of recall will be sent by certified mail to the employee's last-known mailing address.
- 4.7 The Board shall maintain and furnish the Union President, on an annual basis, by October 1st, a list of employees, by department, showing their length of employment with the Board.
- 4.8 The names and starting dates of new employees and position changes shall be sent to the Union President within two weeks of hire or position change.

## **ARTICLE V**

### **VACANCIES, TRANSFERS AND PROMOTIONS**

- 5.1 **Vacancies** All openings for regular bargaining unit positions shall be emailed to employees ten (10) working days, prior to public announcement. Notices shall include position descriptions and statements of qualifications. Qualified bargaining unit members shall be given consideration for vacant positions in accordance with their ability, skill and seniority.
- 5.2 **Transfers** Employees desiring to apply for position vacancies shall file application in writing or online via email with the Business Manager within the time limits specified in the notice. Consideration shall be given to internal transfer requests prior to filling the vacancy. Nothing in this document shall be construed to imply tenure of position or location.
- 5.3 **Promotions**
- a. Opportunities for job(s) at greater pay should be made available to employees on the basis of their ability, skill and seniority, provided they can fully perform the work, before any person outside the bargaining unit shall be hired for such job. Notwithstanding the above, promotion to foreman may be made by the Board in its discretion without regard to the bargaining unit.

b. Promotion to head custodian or maintainer will be based on ability, skill and seniority. The Board's decision to promote the head custodian will be final, provided it does not act unreasonably, arbitrarily or without reason in fact. Within five (5) working days of the decision, employees denied a transfer/promotion, shall be notified of the denial and the reasons why. The Business Office will endeavor to fill a transfer/promotion within forty-five (45) days whenever practicable. After sixty (60) days, if the person given the promotion is not working in that position or location, he/she will be given the pay for that promotion.

5.4 Each employee, upon appointment or promotion, and thereafter upon request, shall be given a copy of his/her job description.

5.5 Promotion from custodian to head custodian or maintainer shall require a sixty (60) working day probationary period commencing on the date of the promotion. If the employee does not pass the probationary period they will be assigned back to their previous position.

5.6 Any employee who performs the work of a higher classification with the prior approval of the Business Manager shall, commencing with the first work day, be paid for such actual work at the rate as provided for such higher classification. In the event that the Business Manager is absent from the District, he/she may designate another individual to grant such approval.

## ARTICLE VI

### SALARIES, HOURS OF WORK AND OVERTIME

6.1 Salaries: Effective July 1, 2026, through June 30, 2030, each full-time employee shall be paid wages pursuant to Appendix A. Direct Deposit is mandatory for all employees hired after July 1, 2022

6.2 Hours of Work: The regular work schedule for full-time employees covered by this Agreement shall be eight (8) hours per day and forty (40) hours per week Monday through Friday for fifty-two (52) weeks per year.

6.3 Overtime

a. Time and one-half shall be paid for all hours worked after forty (40) hours in one week. Double time shall be paid for all hours worked on any Sunday.

b. When an employee is called into work outside his/her regularly scheduled hours of work, he/she shall be compensated for a minimum of three (3) hours at the applicable rate, except that for Thanksgiving, Christmas, New Year's and Independence Day, the employee shall be compensated a minimum of four (4) hours at the applicable rate.

c. The Board shall endeavor to distribute overtime among Custodians and Maintenance employees equally within each school and general service employees within each classification. If Custodians regularly assigned to that school are not available, then employees in other schools will be given an opportunity to share in the overtime work.

6.4 Longevity

Effective July 1, 2010, all regular full-time employees shall be entitled to longevity pay in recognition of their length of service in accordance with the following schedule:

Completion of five (5) years	\$250.00
Completion of ten (10) years	\$525.00
Completion of fifteen (15) years	\$1,050.00
Completion of twenty (20) years	\$2,100.00

- a. Years of full-time service shall be determined by anniversary date of employment. Any employee, who by July 1st of the school year, has completed the required years of employment with Glastonbury Public schools under this contract, will receive a longevity payment in accordance with Article 6.4. Employees hired before July 1, 2026 will be grandfathered to have their longevity date be July 31st rather than July 1st.
- b. Longevity payments will be made during the month of August by separate check.

**ARTICLE VII**

**HOLIDAYS**

7.1 All employees shall receive with pay the following holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Floating Holiday	Thanksgiving
President's Day	Day after Thanksgiving
Good Friday	Christmas
Memorial Day	Veterans' Day/Floating Holiday*
Juneteenth Day	
Independence Day	

\* Employees who are veterans may take Veterans' Day as a holiday so long as adequate staffing levels are maintained.

New Year's Day and Christmas Day shall be celebrated on January 1, and December 25, even if these holidays fall on Saturday or Sunday, for the purpose of the payment of overtime. Otherwise, if a legal holiday falls on a Saturday or Sunday, it shall be considered celebrated on the day off granted in lieu thereof.

- a. Payment for a holiday will be subject to the employee working both the day before and the day after the specified holiday, unless the employee is on approved paid leave.

- b. If a holiday occurs during a paid vacation of any employee, he/she shall be entitled to an additional day with pay.
- c. If Christmas, December 25th or New Year's Day, January 1st is preceded by a workday, employees will only be required to work a half day on such workday.
- d. Subject to meeting the requirements of (a) above, any employee required to work on a holiday specified as a paid holiday shall be paid one and a half times the hourly rate of pay in addition to holiday pay, except that for Thanksgiving, Christmas, New Year's Day, and Independence Day, the employee shall be paid twice the hourly rate in addition to holiday pay. If (a) above has not been satisfied, overtime shall be paid in accordance with Article VI, Salaries, 6.3.
- e. Holidays shall be defined as the twenty-four (24) hour period commencing at midnight before the holiday and ending at midnight on the holiday. Holiday pay shall only be earned for the hours worked on the holiday, regardless of when an employee's shift begins or ends.
- f. Employees shall request use of floating holidays one day in advance.

- 7.2
- a. When a specified holiday falls on a Saturday, the holiday leave shall be granted on the preceding scheduled work day.
  - b. When a specified holiday falls on a Sunday, the holiday leave shall be granted on the next scheduled work day.
  - c. If the preceding scheduled work day or the next scheduled work day is a day when school is in session, the parties shall agree upon a mutual alternate date for said holiday.

## ARTICLE VIII

### VACATIONS

- 8.1 Twelve (12) month, full-time employees shall earn vacation time as follows:
- a. Each twelve (12) month (52) week, full-time employee is entitled to two (2) weeks vacation with pay after completion of one (1) full year of employment. If the employment is terminated within the first year of employment, the employee will be entitled to one (1) day for each month worked less two (2).
  - b. After five (5) full years of employment as a twelve (12) month, full-time continuous employee, the employee shall be granted three (3) weeks of vacation with pay.
  - c. After ten (10) years of full-time continuous employment, each employee shall earn one (1) additional vacation day for each year completed until a maximum of five (5) weeks annual vacation days are reached.

- d. Regular part-time employees who work more than twenty (20) hours per week in a position authorized by the Board shall be entitled to a prorated vacation.
- 8.2 Employees shall be permitted to accrue up to fifteen (15) vacation days and shall be so compensated when employment is severed for whatever reason.
- 8.3 Each employee who maintains perfect attendance not interrupted by sick leave, Family Medical Leave Act (see Appendix B) leave, workers compensation leave, unauthorized absences or leave of absence without pay during an identified quarter of the year (three (3) months) shall receive one earned day. A maximum of four (4) days can be earned during a year except for employees who earn all four (4) days shall receive a fifth earned day after four (4) quarters of perfect attendance during a year. Scheduled use of earned days must be approved in advance and earned days may be requested for any days except on days when school is closed due to inclement weather. Earned day(s) not used by the end of the summer vacation period of the year earned shall not expire and may be used within the following school year.
- 8.4 No more than ten (10) Custodians, four (4) Maintainers and three (3) Bus Yard employees may take the same vacation day, or floating holiday when school is in session. With respect to the Bus Yard employee group, at least one (1) employee per job category (dispatcher, mechanic, and general service driver), must be available to work on any school day.
- 8.5 Employees shall request the use of vacation days at least one (1) day in advance. For vacation requests of more than three (3) days at a time, employees shall request this vacation at least three (3) days in advance. For vacation days requested one (1) day in advance, the employee will be required to provide a reason for the requested days and the request will not be granted without approval from the supervisor.
- 8.6 Employees must contact their immediate supervisor as soon as possible by phone or text message notifying them they will be out on vacation, personal or floating holiday due to an emergency.

## **ARTICLE IX**

### **SICK LEAVE**

- 9.1 Regular twelve (12) month (52 week) employees may receive full salary when absent because of illness for fifteen (15) working days in each period from July 1 through June 30, and thirty (30) working days at three-quarter (3/4) pay each year. The maximum sick leave which can be earned by any employee is one hundred twenty (120) days at full pay and one hundred eighty (180) days at three-quarters (3/4) pay. During the first year of employment, employees earn three (3) days per month at full pay, to a maximum of fifteen (15) days for the first year. Likewise, partial pay sick leave accrues at the rate of three (3) days per month to a maximum of thirty (30) days for the first year. Payroll deductions for absence due to sick leave will be made on the basis of the number of accrued days. Earned sick leave begins with the first day of employment. Used sick leave each year will be deducted from totals carried over.

- 9.2 The Business Manager shall grant sick leave to each employee who is incapacitated for duty to the extent that such leave has been accrued. Each employee shall be notified of his/her accumulated sick leave, in Frontline, on October 1st of each year.
- 9.3 In the event of chronic or extended absence due to illness or suspected misuse of sick leave, an employee may be required by the Business Manager to submit a physician's or practitioner's certificate indicating the nature of the illness and certification of the employee's ability to return to work.
- 9.4 The Board shall grant a family and medical leave of absence in accordance with Federal and State Laws.
- 9.5 Employees must contact their immediate supervisor as soon as possible by phone or text message notifying them they will be out sick.

**ARTICLE X**

**MISCELLANEOUS LEAVE TIME**

10.1 Personal Leave.

- a. A twelve (12) month employee shall be granted six (6) days of Personal Leave without loss of pay in any school year for absence caused by death in the immediate family, care of ill members of the immediate family, graduation of employee, out of state college graduation of an immediate family member, attendance at funerals of the immediate family, or religious days of obligation as required by Church law. The immediate family shall be defined as mother, father, husband, wife, child, brother, brother-in-law, sister, sister-in-law, father-in-law, mother-in-law, grandparent, grandchild, aunt, uncle, legal guardian, or any other relatives in the same household. Permission for this leave shall not be unreasonably withheld.
- b. Within the six (6) day limit prescribed above, leave for up to one (1) working day may be granted by the Business Manager for attendance at a funeral of a relative or acquaintance not covered in Paragraph 10.1a. Permission for this leave shall not be unreasonably withheld.
- c. Within the six (6) day limit prescribed above, a twelve (12) month employee may be allowed two (2) days of personal leave without loss of pay, providing he/she notifies the Business Manager twenty-four (24) hours in advance stating the reason for the requested absence. Granting of permission for this day shall not be reasonably withheld.
- d. Both personal-personal days may not be taken on days adjacent to the same extended weekend, holiday, or vacation.

Personal leave days may be used in one-quarter (1/4) day segments. Personal leave shall not be carried over from year to year.

10.2 Jury Leave. Whenever an employee is called for jury duty, the Board shall pay such employee full salary less pay received from court.

10.3 Unpaid Leave. Full-time employees may request a leave of absence, without pay, for up to one (1) year with no loss of seniority or benefits accrued as of the date the leave begins. Such leaves shall be granted at the discretion of the Business Manager. During such leave an employee shall be permitted to continue group insurance at his/her own cost.

10.4 Injury Leave.

- a. Injury leave as distinguished from sick leave shall mean leave given to an employee due to absence from duty caused by an accident, injury or sickness that occurred while the employee was engaged in the performance of his/her duties.
- b. The Board shall supplement payments due an employee under Workers' Compensation Insurance so that the employee will receive full pay during his/her absence.
- c. In the event of any injury causing temporary disability and absences of less than three (3) days, the employee shall receive his/her regular salary for such periods since payments are not made under Workers' Compensation for such accidents.
- d. All payments on injury leave shall be subject to the same rules and regulations as Workers' Compensation Insurance and shall not be payable if the injury is the result of intoxication or willful misconduct on the part of the employee.
- e. Injury leave shall not be charged to vacation or sick leave accruals.

10.5 Military Leave. Military leave shall be granted up to two (2) working weeks per year for all regular full-time employees who are also members of the National Guard or reserve components of the other military services of the United States when required to serve their annual tour of duty.

During this leave, the employee shall be paid only that portion of his/her regular salary which will, together with the military pay, equal his/her total normal salary for the same pay period. Normal full payroll deductions and Board contributions for insurance purposes shall be made by the Board to cover such periods.

10.6 Special Leave. The Board of Education recognizes the importance of continued professional growth for all bargaining unit staff. Employees may be granted special leave with full pay to attend conferences, conventions, courses of study, and/or other forms of professional improvement, all of which will contribute to or increase the knowledge of the employee with regard to the job or position. Attendance must be approved by the Business Manager or his/her designee.

**ARTICLE XI**

**INSURANCE**

11.1 Employees may elect individual, employee plus one dependent or family coverage, as appropriate, from the following health insurance policies:

Anthem BCBS Century Preferred (PPO)	Anthem Blue Care Plus Option 1 (HMO)	Anthem High Deductible Health Plan (HDHP with HSA). HDHP includes:
\$20 office visit co-pay	\$15 office visit co-pay	<u>Annual Deductible:</u> \$2,500 Employee only coverage \$5,000 Employee+1/Family coverage  \$0 office visit co-pays after annual deductible is met
Prescriptions: \$3 mail order, \$15 generic, \$30 brand name; Annual max = \$2,000	Prescriptions: \$3 mail order, \$15 generic, \$30 brand name; Annual max unlimited.	100% coverage for preventative/routine care
Inpatient Co-Pay \$2	Inpatient Co-Pay \$250	Board Contribution towards annual deductible: 45% in 2026-2027 45% in 2027-2028 40% in 2028-2029 40% in 2029-2030
Outpatient Co-Pay \$100	Outpatient Co-Pay \$100	Board shall make contribution to employee's account on July 1st of each year.
Emergency Room \$75	Emergency Room \$75	*Employees hired after July 1, 2013 who enroll in health insurance shall be required to take the HDHP.

To be eligible to receive the benefits set forth in Section 11.1 above, the employee shall annually contribute the following amount for such benefits:

	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>	<b>2029-2030</b>
Century Preferred (PPO)	27%	27.5%	28%	28.5%
Blue Care Plus Option I (HMO)	27%	27.5%	28%	28.5%
Anthem HDHP (HSA)	18.5%	19.5%	20.5%	21.5%

The amount of employee contribution is to be deducted from the first two paychecks of each month.

11.2 The Board of Education agrees to pay a percentage equal to medical coverage for the individual, employee plus one dependent or family premium for Delta Dental Care. Dependent children are eligible for Dental coverage through the plan year in which they turn the age of 25.

- 11.3 Employees who are retiring may continue participation in the Health Insurance Plan as specified in this Article by paying to the Board 100% of the applicable premium on a monthly basis. Such eligibility for participation by retired employees shall cease when the employee becomes Medicare eligible.
- 11.4 All insurance benefits and services shall be subject to an “or equal” provision which shall allow the Board to effect whatever economies it may deem appropriate, provided there is no decrease in the benefit or services that is negotiated.
- 11.5 Effective July 1, 2026 the Board will provide each employee with term life insurance in the amount of two hundred, fifty thousand (\$250,000.)
- 11.6 The Town of Glastonbury Retirement Income Plan, a contributory plan, shall be available to each employee in accordance with its terms and conditions. Effective July 1, 2026, the employee contribution will be 8.0% and go up 0.25% each subsequent year of the contract.
- 11.7 Effective January 1, 2006, the Board will provide the same disability insurance as for the administrators and non-contract personnel at no cost to the employees.

## **ARTICLE XII**

### **DISCIPLINARY PROCEDURE**

- 12.1 All disciplinary action must be for just cause, and shall be applied in a fair manner.
- 12.2 Disciplinary actions shall generally follow the following order:
- a. Documented Verbal Warning
  - b. Written Warning
  - c. Suspension and/or Discharge
- 12.3 A written notice of any disciplinary actions shall be provided to the employee with a copy to the Union President no later than seven (7) working days after such action is taken.

## **ARTICLE XIII**

### **GRIEVANCE PROCEDURE**

- 13.1 The purpose of this grievance procedure shall be to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise affecting the conditions of employment of employees. All parties agree that these proceedings shall be kept as confidential as is appropriate. Nothing in this contract shall be construed as limiting the right of any employee having a grievance or problem to discuss the matter informally with any appropriate member of the administration or with the Superintendent.

13.2 A grievance, for the purpose of the first four steps below, shall be interpreted as a written claim based upon an alleged violation of the application or interpretation by the administration of existing Board policy or provision of this contract as such event or condition may affect the salary or conditions of employment of an employee. Employees are encouraged to participate in any grievance related to discipline of such employee including but not limited to attending meetings related to such grievances. The fifth step is limited to grievances based upon the interpretation or application of a provision of this contract or grievances involving the discipline of an employee.

13.3 It is understood that employee shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

13.4 Procedure.

a. Step One. Business Manager

1. Employee presents a written statement of the grievance to the Business Manager within fifteen (15) workdays of the event giving rise to the grievance.
2. The Business Manager issues a written decision within fifteen (15) workdays of receipt of the statement of the grievance.

b. Step Two. Superintendent of Schools

1. When the answer from Step 1 does not resolve the grievance, the employee delivers a request for appeal to the Superintendent of Schools within ten (10) workdays of receipt of the Step 1 decision.
2. The Superintendent of Schools meets with the employee within ten (10) workdays of receipt of the grievance appeal.
3. The Superintendent of Schools issues a written decision within fifteen (15) workdays of such meeting.

c. Step Three. Board of Education/Designee

1. When the answer from Step 2 does not resolve the grievance, the employee files a request for appeal to the Board with the Superintendent of Schools or Business Manager within ten (10) workdays of receipt of the Step 2 decision.
2. The Board/designee and the Superintendent of Schools or the Business Manager may meet with the employee within twenty (20) workdays of receipt of the appeal by the Superintendent of Schools or the Business Manager.
3. If a meeting occurs, the Board of Education issues a written decision within twenty (20) workdays of such meeting.

d. Step Four. Mediation

1. Absent satisfactory resolution at Step 3, the Union may petition the State Board of Mediation and Arbitration within ten (10) workdays of the receipt of the decision of the Board. The petition may request the assistance and intervention of the State Board of Mediation and Arbitration in resolving the grievance. If such a petition is filed, the parties agree to meet with representatives of the State Board of Mediation and Arbitration and attempt to resolve the grievance through conciliation and compromise. The mediator shall be requested to make a recommendation on the grievance after learning of the position of the parties. His/her recommendation may be forwarded to the Board for reconsideration at the option of the employee.
2. It is expressly agreed and understood that any recommendation or action taken under this level shall be advisory only and shall not obligate the Board to resolve the grievance in a certain manner if, in the Board's opinion, a different result should obtain. The Board shall not be obligated to pay employees for time spent at the mediation level, except as provided for in Section 13.5a.

e. Step Five. Arbitration (limited to grievances based upon the interpretation or application of a provision of this contract or grievances involving discipline of an employee).

1. If the Union is not satisfied with the result from Step Four, or if the Union decides not to petition for mediation, it may submit the grievance to the State Board of Mediation and Arbitration. The request for arbitration shall be filed within twenty (20) working days of the receipt of the answer to Step Four. The Board may elect to remove a grievance from the State Board to the American Arbitration Association (AAA) provided that the Board assumes all costs associated with such removal. If the Board wishes to select AAA to hear the grievance, it shall so notify the Union within ten (10) days of receipt of the Union's written notice of intent to proceed to Arbitration. In the event that the Board does not so notify the Union within ten (10) days, it shall waive its right to select AAA to hear the grievance.
2. The parties may, upon mutual agreement, use the expedited arbitration procedure of the CSBMA.
3. The arbitrator shall, within thirty (30) calendar days after the hearing, render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning and conclusions in the issue submitted.
4. The arbitrator shall limit himself/herself to the issue submitted. He/she shall not add to, delete from or modify in any way any of the provisions of the Agreement. The decision of the arbitrator shall be binding upon both parties and all employees unless the same is contrary to law.
5. Fees and expenses of the arbitrator shall be borne equally by the Board and the Union.

13.5 General.

- a. One Union representative/steward from the bargaining unit shall be permitted to process grievances and represent employees at each step of the grievance procedure. Such representation shall not result in a loss of pay to the grievant or to the representative. The Union representative/steward shall notify management of the need to attend grievances as provided in this section.
- b. The time limits may be extended or waived only by mutual agreement of the parties.
- c. A grievance once formally submitted to this procedure shall be terminated either by agreement of the parties concerned or by failure of the grievant or the Union to refer the grievance to the next level within the applicable time limit.
- d. If the employer fails to answer a grievance within the time specified, the grievance may be processed to the next higher step, and the same time limits apply as if the Employer's answer had been timely filed on the last day.

**ARTICLE XIV**

**HEALTH, SAFETY AND CLOTHING**

- 14.1 A joint Safety Committee shall be formed by the Board and the Union and shall meet upon request of either party to review and recommend safety and health conditions.
- 14.2 The Board will reimburse a bargaining unit employee up to five hundred dollars (\$500), or the amount of the employee's personal insurance deductible, whichever is less, for any personal property damaged, stolen or destroyed on Board property in the course of employment during working hours where such damage is not due in whole or in part to employee negligence. The Board's liability in this respect shall not exceed five hundred dollars (\$500) to any one (1) person per incident, or five thousand dollars (\$5,000) per school year. Claims will be paid each June. If the claims exceed five thousand dollars (\$5,000), the Board may, in its sole discretion, make additional reimbursements upon request, and may prorate claims as needed to meet the five-thousand-dollar (\$5,000) limit or any increase thereof which it may approve.
- 14.3 The Board of Education will provide a list of acceptable clothing, including work shoes, to be purchased on behalf of each employee up to a total of \$500 per year, per employee. Every employee will be required to wear only the clothing on the list when on the job.
- 14.4 The Board will provide seasonal jackets for each employee upon hiring and every three (3) years thereafter. The board will provide an updated list to the Union of each employee's status of eligibility to obtain a new jacket by October 1<sup>st</sup> each year.

**ARTICLE XV**

**OTHER EMPLOYMENT**

- 15.1 The following provisions apply to employees who are volunteer fire and ambulance members:

- a. Volunteer ambulance members may respond to calls only in extreme cases or emergencies.
- b. When employees who are volunteer fire members are performing routine work for the Board, they shall be permitted to respond to all fire alarms for which their fire company is summoned. Routine work is defined as work which can be delayed or left without danger to the public or adverse effects on Board operations.
- c. If employees are performing non-routine work, they shall not respond to a fire alarm unless the fire is a house fire or unless the dispatcher calls for additional help.

## **ARTICLE XVI**

### **MISCELLANEOUS**

- 16.1 The Board will provide each employee with a copy of this Agreement within thirty (30) days after its signing. New employees will be given a hard copy of this Agreement at the time of hire. In addition, the Board shall provide four (4) original copies of this Agreement to the Union.
- 16.2 Bulletin board space shall be reserved at an accessible place in each school and the dispatch office for the exclusive use of the Union for the posting of official Union notices or announcements.
- 16.3 The Board agrees that there will be no lock-out of any employee during the life of this Agreement. The Union agrees that it will not call, authorize, instigate, sanction or condone any strike, slowdown or stoppage of work during the period of this Agreement or any extension thereof.
- 16.4 The Union may schedule a one-half (½) day service program for employees during school shutdown.
- 16.5 Employees who are assigned to more than one (1) school or use their personally-owned vehicles for conducting school business shall be reimbursed for all mileage so driven at the current rate set by the I.R.S. effective July 1st following any change in the rate.
- 16.6 Each employee shall have the right to see and receive a copy of, at no cost to the employee; his/her personnel file by appointment with the Business Manager or his/her designated representative. Such inspection shall occur at a mutually agreed upon time.
- 16.7 Employees shall continue to enjoy each right and benefit which they have enjoyed heretofore as a result of mutual understanding of the parties, unless such right and benefit is or has been specifically superseded by a provision of this Agreement, including but not limited to Article II, Board prerogatives.
- 16.8 Each employee shall be granted a thirty (30) minute break in his/her shift which includes any travel time. The 30-minute lunch break also includes any travel time. Break time and/or lunch time will not be taken in the last hour of an employee's shift unless mutually agreed.

## **ARTICLE XVII**

### **UNION TIME**

- 17.1 a. Up to four (4) members of the Union Negotiating Committee will be allowed to attend meetings with the Board for purposes of negotiating a successor agreement with the Board during working hours without loss of regular pay. Union officials may attend meetings during working hours without loss of regular pay when such meetings are requested by representatives of the Board.
- b. The Union agrees to provide the Superintendent or his/her designee with due notification that such representative(s) will be absent for participation in any negotiation session.
- 17.2 The parties further agree that annually, officers of the Union may take up to one (1) day of paid leave and one (1) day of unpaid leave in the aggregate for attending education seminars on matters pertaining to duties and areas of interest to Union officers. Such leave may be taken in one (1) hour increments. Requests for leave shall be made forty-eight (48) hours in advance of taking such leave. The use of leave under this Article shall not impact earned time under Section 8.3 of this Agreement.
- 17.3 A Union officer shall be entitled to one half hour of time with all new hires for the purpose of orientation of newly hired employees without loss of pay.

## **ARTICLE XVIII**

### **SAVINGS CLAUSE**

- 18.1 Should any article, section or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof, directly specified in the decision. Upon issuance of such a decision, the parties agree immediately to negotiate concerning a substitute for the invalidated article, section or portion thereof.

## **ARTICLE XIX**

### **RULES AND REGULATIONS**

- 19.1 Information about employees from either central personnel records or school records is not available to the public or to any member of the staff except authorized school employees, authorized agencies and as may be required by law. Information on credit inquiries will be limited to the employment status of employees. Any further request for information must be made in writing and submitted to the Superintendent.

## **ARTICLE XX**

### **PEACEFUL RESOLUTION OF DIFFERENCES**

- 20.1 The Union and the Board agree that any differences between the parties or matters relative to the Agreement shall be settled by the means herein provided. The Union, in consideration of this Agreement and its terms and conditions, shall not, during the term of this Agreement, engage in or condone any strike, work stoppage or other concerted refusal to perform any assignment on the part of any employee(s) represented hereunder, nor shall the Board sponsor any lockouts.

## **ARTICLE XXI**

### **ON-CALL MAINTAINER / MECHANIC**

- 21.1 The Maintainer/Mechanic who is "On Call," will be paid at the rate of one (1) hour per day to carry the portable cellular telephone.
- 21.2 When that employee is called into work outside his/her regularly scheduled hours of work, while "on call," he/she will be paid for a minimum of three (3) hours for each call for which he/she must return to the district. When a problem can be resolved from home, the employee will be paid at the rate of one and one-half (1-1/2) hours for each call.
- 21.3 The Maintainer/Mechanic will receive no mileage reimbursement for any calls.
- 21.4 The Maintainer/Mechanic will drive his/her own vehicle to pick up a Board owned maintenance vehicle at the Maintenance Shop when responding to a call.
- 21.5 The Board of Education will provide insurance to cover Board-owned tools in the on-call Maintainer's/Mechanic's private vehicles, and for employee-owned tools in Board-owned vehicles, based on an inventory provided by the Maintainer/Mechanic, and verified by the Board.
- 21.6 The Board of Education will provide a portable cellular telephone for use by the "on call" Maintainer/Mechanic, and which will be transferred from one "on call" Maintainer/Mechanic to the next "on call" Maintainer/Mechanic.
- 21.7 Maintainers/Mechanics hired prior to May 9, 1997, shall, at his or her request be excluded from the call-back list.

## **ARTICLE XXII**

### **DURATION**

- 22.1 The provisions of the Agreement shall be effective upon the signing thereof and shall continue and remain in full force and effect to and including June 30, 2030. The Agreement shall remain in full force and be in effect during such negotiations and all increases in wages and benefits shall be retroactive to the expiration date.

**ARTICLE XXIII**

**NEGOTIATIONS OF SUCCESSOR AGREEMENT**

23.1 Not later than one hundred fifty (150) preceding the expiration date of this Agreement, the Board agrees to begin to negotiate with the Union over a successor agreement in accordance with the procedure set forth herein in a good faith effort to reach agreement concerning salaries and conditions of employment.

**GLASTONBURY BOARD OF EDUCATION**

**UE LOCAL 222, #27**

By: \_\_\_\_\_  
Glastonbury Board of Education

By: \_\_\_\_\_  
Matthew Braddon, For CILU #27

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**APPENDIX A**

**HOURLY WAGE RATE SCHEDULE**

Effective July 1, 2026 the parties agree to the Hourly Wage Rate Schedule as outlined below, representing a 3% increase in 2026-2027, 2027-2028, 2028-2029, 2029-2030.

	<u>7/1/26</u>	<u>7/1/27</u>	<u>7/1/28</u>	<u>7/1/29</u>
Custodian	\$30.64	\$31.56	\$32.51	\$33.48
Head Custodian II	\$35.41	\$36.47	\$37.57	\$38.69
Head Custodian I	\$37.60	\$38.72	\$39.88	\$41.08
Maintainer Helper	\$30.64	\$31.56	\$32.51	\$33.48
Maintainer (Plus \$5,000 Stipend for Lead Maintainer)	\$38.68	\$39.84	\$41.04	\$42.27
General Service Driver I	\$30.41	\$31.32	\$32.26	\$33.23
General Service Driver II	\$26.23	\$27.02	\$27.83	\$28.67
Dispatcher I	\$33.75	\$34.77	\$35.81	\$36.88
Dispatcher II	\$31.38	\$32.33	\$33.30	\$34.29
Mechanic	\$38.90	\$40.07	\$41.27	\$42.51
Lead Mechanic				

Maintainers holding a State of Connecticut Journeyman License will receive a yearly stipend of three thousand dollars (3,000.00). Said stipend shall be paid in equal amounts every pay period.

**APPENDIX B**

**FAMILY & MEDICAL LEAVE ACT**

The Board of Education (the “Board”) will provide leave to eligible employees consistent with the Federal Family and Medical Leave Act of 1993 (“Federal FMLA”) as amended and/or the Connecticut Family and Medical Leave Act (“CT FMLA”) and applicable Connecticut state law.

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
GLASTONBURY BOARD OF EDUCATION  
AND  
GLASTONBURY BOARD OF EDUCATION CUSTODIAN & MAINTENANCE  
EMPLOYEES UNION  
CILU LOCAL #27**

The parties agree to the following changes in the retirement plan for all enrolled employees, effective July 1, 1996:

1. Change the interest on employee contributions to 6%.
2. Change the vesting schedule to a graded, 5-to-10-year schedule as follows:

<u>Years of Continuous Service</u>	<u>Percentage</u>
Less than 5 years	0%
5 years	50%
6 years	60%
7 years	70%
8 years	80%
9 years	90%
10 or more years	100%

3. The social security offset shall be eliminated from the plan for members of this bargaining unit.
4. Establish the Basic Formula as follows:

Effective July 1, 1996, the yearly amount of basic retirement income payable on or after Normal Retirement Date under the plan will be determined as follows:

2% of Final Earnings, as described in the Plan, multiplied by Years of Credited Service, but no less than, the participant's accrued benefit as of June 30, 1996, based on the Plan provisions as then in effect.

**AGREED:**

Susan Karp  
For Glastonbury Board of Education

Stephen J. Stenger  
For CILU Local #27

Date: June 19, 2014

Date: June 19, 2014

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
GLASTONBURY BOARD OF EDUCATION  
AND  
GLASTONBURY BOARD OF EDUCATION CUSTODIAN & MAINTENANCE  
EMPLOYEES UNION  
CILU LOCAL #27**

The Board of Education further agrees to review the issue of Hepatitis B shots for persons over age 40 and if such review finds such booster shots are necessary or desirable, the Board of Education shall provide such booster shots.

**AGREED:**

Suzanne Galvin  
For Glastonbury Board of  
Education

Date: 6/20/96

Stephen J. Stenger  
For CILU Local #27

Date: 6/20/96

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
GLASTONBURY BOARD OF EDUCATION  
AND  
CONNECTICUT INDEPENDENT LABOR UNION, LOCAL #27**

In order to provide continuity in the buildings in the event of a long-term absence, the Board and the Union agree as follows:

1. In the event that the administration receives information that a bargaining unit member will be absent from work for fifteen (15) work days or more, the Board will hire a substitute employee on a full-time (40 hours per week) basis for the duration of the leave.
2. The collective bargaining agreement will not control the terms and conditions of employment for such substitute, nor will the substitutes be members of the bargaining unit.

**FOR THE BOARD OF EDUCATION**

**FOR THE UNION**

Suzanne Galvin

Stephen J. Stenger III

Date: 3/26/99

Date: 3/24/99

**MEMORANDUM OF UNDERSTANDING**

**GLASTONBURY BOARD OF EDUCATION  
AND CONNECTICUT INDEPENDENT LABOR UNION, LOCAL #27**

**JOB DESCRIPTION – LEAD MAINTAINER**

In addition to the responsibilities of maintainer, the lead maintainer will:

- Provide technical advice/expertise to the Director of Facilities
- Demonstrate a general understanding of all trades pertinent to GPS
- Pursue, through continuing education, familiarity with changing codes and industry trends
- In the absence of the Director of Facilities, the lead maintainer may authorize overtime labor in emergencies
- Supervise subcontracted work at the direction of the Director of Facilities

The annual stipend of \$5,000. Said stipend shall be paid in equal amounts every pay period.

**FOR THE BOARD OF EDUCATION**

**FOR THE UNION**

Suzanne Galvin

Stephen J. Stenger III

Date: 3/26/99

Date: 3/24/99

**Business and Non-Instructional Operations****Food Service****Meal Charging Policy**

Glastonbury Public Schools Food Services is an essential program that provides students with healthy and nutritious meals.

The Glastonbury Board of Education (Board) is a sponsor of the United States Department of Agriculture (USDA) Food and Nutrition Services' Child Nutrition Programs, including the National School Lunch Program (NSLP) and the School Breakfast Program (SBP). The District shall adhere to the federal and state guidelines and regulations pertaining to these school Child Nutrition Programs.

In accordance with federal law, the Board will make a public announcement and notify parents and guardians of the eligibility criteria for free and reduced-priced meals and provide information regarding how a household can complete an application for these benefits. Such notice will be distributed at the beginning of each school year and will be available on the district's food services website.

**Charging Meals**

The District uses an automated prepayment system (family.schoolcafe.com) for student meal accounts. Parents and guardians are responsible for providing meals or meal money for their student(s). Charging is intended to be for emergency purposes only and repayment is expected.

Students whose accounts have insufficient funds, and who do not bring a meal or other funds to school to pay for meals, may charge meals to their meal accounts. Students will be informed of their right to purchase a meal, which excludes a la carte items, for any school breakfast, lunch or other meal offered by the District, even if the student's account has insufficient funds. Students will be allowed to charge a single meal per day for breakfast and/or lunch to their student meal account.

The Board prohibits the public identification or shaming of a child/student for any unpaid charges including, but not limited to, the following:

- Delaying or refusing to serve a meal to such student,
- Designating a specific meal option for such student or otherwise taking any disciplinary action against such student.

A student needing to charge a meal will be informed of his/her right to purchase a meal, which will exclude a-la-carte items, for any school breakfast, lunch or other feeding.

**Collection of Unpaid Meal Charges**

The District's efforts to recover from households money owed due to the charging of meals must not have a negative impact on the children involved and shall focus primarily

on the adults in the household responsible for providing funds for meal purchases. The District shall consider whether the benefits of potential collections outweigh the costs that would be incurred to achieve those collections.

For purpose of this policy, “delinquent debt” means unpaid meal charges.

The District will contact the parents/guardians of students who charge meals to their meal accounts in order for the District to collect the delinquent debt. Weekly emails will be sent through our meal payment system to the parent/guardian email on file. All communications regarding unpaid meal charges shall be made directly and discreetly to parents/guardians. Written communications provided to parents/guardians regarding collection of a student’s unpaid meal charges shall include an application for free or reduce priced meals, contact information for local food pantries, the link to the town’s website listing community services available to residents, and the Connecticut Department of Social Services’ supplemental nutrition assistance program (SNAP).

In the event a student’s unpaid meal charges are equal to or more than the cost of thirty (30) meals, the parents/guardians of such student will be referred to the District’s homeless liaison.

The Board shall comply with applicable federal and state laws and other federal and state requirements concerning the collection of unpaid meal charges, including but not limited to requirements relating to delinquent debt and “bad debt”, as defined by federal law, and record-keeping relating thereto. **By June 30<sup>th</sup> of each year, the unpaid meal debt must be reimbursed by Board of Education funds and not the nonprofit school food service account.** The Board may accept gifts, donations or grants from any public or private sources for the purpose of paying off any unpaid charges for school lunches, breakfasts or other such feeding.

The Board realizes that funds from the non-profit school food service account, according to federal regulations, cannot be used to cover the cost of charged meals that have not been paid.

Moreover, federal funds are intended to subsidize the meals of children and may not be used to subsidize meals for adults (teachers, staff, and visitors). Adults are not allowed to charge meals and shall pay for such meals at the time of service or through pre-paid accounts.

### **Dissemination of Policy**

This policy will be posted on the District’s policy and school food services websites. This policy shall be provided to all District staff responsible for its enforcement. In addition, school social workers, nurses, the homeless liaison, and other staff members assisting children in need or who may be contacted by families with unpaid meal charges shall be informed of this policy.

The District shall maintain, to the extent required by law, documentation of the methods used to communicate this policy to households and District staff responsible for policy enforcement.

The District shall provide this policy to the Connecticut State Department of Education during Administrative Reviews.

The Superintendent or designee may, if necessary and appropriate, develop administrative regulations in furtherance of this policy.

(cf. 3542 – Food Service)

(cf. 3542.31 – Free or Reduced Price Lunch Program)

Legal Reference: Connecticut General Statutes

10-215 Lunches, breakfasts and other feeding programs for public school children and employees (as amended by PA 21-46).

10-215a Nonpublic school and nonprofit agency participation in feeding programs.

10-215b Duties of State Board of Education re feeding programs.  
State Board of Education Regulations

State of Connecticut, Bureau of Health/Nutrition, Family Services and Adult Education Operational Memorandum No. 4-17, “Guidance on Unpaid Meal Charges and Collection of Delinquent Meal Payments,” Nov. 2, 2016

Operational Memorandum #19-10, State of Connecticut, Bureau of Health/Nutrition, Family Services and Adult Education “Unallowable Charges to No-profit School Food Service Accounts and the Serving of Meals to No-paying Full and Reduced Price Students”

National School Lunch Program and School Breakfast Program; Competitive Foods. (7 CFR Parts 210 and 220, Federal Register, Vol 45 No. 20, Tuesday, January 29, 1980, pp 6758-6772

USDA Guidance:

- SP 46-2016, "Unpaid Meal Charges: Local Meal Charge Policies"

- SP 47-2016, "Unpaid Meal Charges: Clarification on Collection of Delinquent Meal Payment"
- SP 57-2016 "Unpaid Meal Charges: Guidance and Q and A"
- SP 58-2016 "2016 Edition: Overcoming the Unpaid Meal Challenge: Proven Strategies from Our Nation's Schools"

Operational Memorandum #11-22, State of Connecticut Bureau of Health, Nutrition and Family Services "Connecticut Statutory Requirements for Unpaid Meal Charges in Public Schools"

Policy adopted: October 30, 2017

Revised: October 4, 2021

Revised: September 22, 2025

**Revised:**

## Library Display and Program

Library displays and student programs are critical in serving as resources for voluntary inquiry, the dissemination of information and ideas, and promoting free expression and free access to ideas by students.

The Glastonbury Board of Education recognizes that library displays are provided for the interest, information and enlightenment of all students, represent a wide range of varied and diverging viewpoints, and provide access to content that is relevant to the research, independent interests and/or needs of the school community.

The Glastonbury Board of Education acknowledges that a school library media specialist is professionally trained to curate and oversee the development of displays and programs that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational materials.

Legal Reference:

Public Act 25-168 An Act Concerning the State Budget for the Biennium Ending June 30, 2027, and Making Appropriations Therefor, and Provisions Related to Revenue and Other Items Implementing the State Budget.

Policy

Adopted:

## Library Media Center Selection of Resources, **Material Review, and Reconsideration**

~~The library media program is essential for effective education in our information-based society. The library media program for the Glastonbury Public Schools (the “District”) supports the District’s educational goals and objectives. It is designed to encourage an appreciation for literature and reading, to develop individual investigation and research techniques, and to foster critical thinking, while providing for the unique interests and abilities of the individual.~~

~~The library program is accomplished by providing (1) a centralized, organized collection of print and non-print materials in a variety of formats at each school and, (2) instruction in the location and use of those materials and accompanying educational technologies.~~

~~The library media center houses most of a school’s supportive instructional resources. It is accessible to students and staff throughout the day and offers an environment conducive to reading and learning. Provision of services to both students and staff is dependent upon certified library media specialists, with paraprofessional and clerical assistance in each library media center as determined by the District administration. The library media program is an integral part of the instructional process, pre-kindergarten through grade 12. The school library media specialists, in cooperation with other teachers, will promote reading and instruct students in those library, research and study skills that have been integrated into all areas of the curriculum and are essential to lifelong learning.~~

~~The Glastonbury Public School Library Media department subscribes in principle to the statements of policy on library philosophy as expressed in the American Association of School Librarians’ *Access to Resources & Services in the School Library Media Program, An Interpretation of the Library Bill of Rights*, and the American Library Association’s *Library Bill of Rights*.~~

~~The selection of library media materials is the responsibility of the professionally trained library media specialists of the District. Library media specialists will cooperate with students, faculty, administration, and parents in selecting materials. Any materials so selected shall be in compliance with other applicable Board of Education policies.~~

**The Glastonbury Board of Education recognizes that library and other education materials should be provided for the interest, information and enlightenment of all students, and represent a wide range of varied and diverging viewpoints in the collection as a whole.**

**Students shall have access to the library and other educational material that is relevant to the research, independent reading interests, and educational needs of students based on a student's age, development, or grade level.**

**The library media center is an important place for voluntary inquiry, the dissemination of information and ideas, and the promotion of free expression and free access to ideas by students.**

**A school library media specialist is professionally trained to curate and develop a collection that shall provide students with access to the widest array of age-appropriate and grade level-appropriate library and other educational material.**

The Glastonbury Board of Education directs the Superintendent to create an administrative regulation that establishes a procedure for a certified school library media specialist to continually review library and other educational material within a school library media center using professionally accepted standards which shall include, but need not be limited to: the material's relevance, physical condition of the material, availability of duplicates or copies of the material, availability of more recent age-appropriate or grade-level appropriate material and continued demand for the material.

The Glastonbury Board of Education understands that, on occasion, a member of the public will wish to lodge a complaint against material available in the school library/media center. Consideration of requests to reconsider and remove material, displays, or student programs, is limited to individuals with a vested interest. An individual with vested interest may challenge any library and other educational materials or display or student program by initiating a review of such material via the submission of a request for reconsideration form.

It shall be the policy of the Glastonbury Board of Education that the removal, exclusion or censoring of any book shall not occur on the sole basis that a person with a vested interest finds such book offensive. No library and other educational material, display or program shall be removed from library media centers, or programs be canceled, because of the origin, background or viewpoints expressed in such material, display or program or because of the origin, background or viewpoints of the creator of such material, display or program. Library and other educational materials, displays and student programs shall only be excluded for legitimate pedagogical purposes or for professionally accepted standards of collection maintenance practices as adopted in the collection development and maintenance policy or the display and program policy.

Until a final decision is made by the review committee any library and other educational material being challenged shall remain available in the school library media center according to such material's catalog record and be available for a student to reserve, check out or access.

A school district may consolidate any requests for review and reconsideration of the same challenged library and other educational material. Once a decision has been made by the review committee on any library and other educational material, such material cannot be subject to a new request for review and reconsideration for a period of three years.

Through this policy, the Board of Education ensures that all library materials shall be evaluated and made accessible in accordance with the protections against discrimination set forth in section 10-15c of the general statutes, including, but not limited to, discrimination based on race, color, sex, gender identity, religion, national origin, sexual orientation, or disability. The Board shall review and update this policy as necessary every five years.

**Legal Reference:**

Public Act 25-168 An Act Concerning the State Budget for the Biennium Ending June 30, 2027, and Making Appropriations Therefor, and Provisions Related to Revenue and Other Items Implementing the State Budget

# INSTRUCTION

Policy: 6163.1(b)

Revised

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## Policy

Adopted: September 25, 2006

Revised: September 12, 2022

Revised:

## Definitions

***"Library and other educational material"*** means any material belonging to, on loan to or otherwise in the custody of a school library media center, including, but not limited to, nonfiction and fiction books, magazines, reference books, supplementary titles, multimedia and digital material, software and other material not required as part of classroom instruction.

***"School library staff member"*** means a school library media specialist, school librarian, any certified or non-certificated staff member whose assignment is in the school library or any individual carrying out or assisting with the functions of a school library media specialist or school librarian.

***"Individual with a vested interest"*** means any school staff member employed by a local or regional board of education, parent or guardian of a student currently enrolled in a school at the time a reconsideration form is filed and any student currently enrolled in a school at the time a reconsideration form is filed.

***"Remove"*** means deliberately taking library material out of a library's collection. **"Remove"** does not include the process of clearing such collection of any materials that are no longer useful.

## Library Media Center Selection of Resources

### I. Objectives

The print and media collections of the library media centers of the Glastonbury Public Schools (the "District") shall provide a wide variety of materials that will:

- A. Implement, enrich and support the school curriculum;
- B. Serve the varied interests, abilities and maturity levels of the pupils;
- C. Stimulate an interest in reading and learning as lifelong activities through exposure to a variety of materials; and
- D. Represent diverse perspectives to enable students to make informed judgments.

### II. Selection Procedures

#### A. Purchased Materials

1. The selection of materials is based on knowledge of the needs of the individual school, learning and teaching styles, existing collection, the curriculum and the requests of administrators, teachers, students and parents.
2. Materials of superior quality will be sought with attention to authority, accuracy, timeliness, durability, balance, integrity, ability level, artistic and

technical quality, sound and color reproduction, clarity, pacing, length, format and price.

3. Selection shall generally be based on the utilization of reputable, professional reviews, bibliographies, recommended lists and/or direct examination of materials under consideration for purchase.

#### B. Library Gifts

The library media centers may accept gifts based on the provisions of Board of Education policy 3280. Such materials shall be kept or disposed of in the *same* manner as purchased materials.

#### C. Library Media Center Weeding

Just as materials and the existing collection are evaluated before selection takes place, evaluation of the materials and the existing collection must occur before materials are removed. Systematic weeding is not an irresponsible disposal of school property; rather it is a needed service that will enhance the credibility and use of the school media center. After a thorough check of authoritative bibliographies, considerations for weeding are:

1. Worn and damaged titles
2. Superseded editions
3. Unnecessary duplicated titles (based on circulation)
4. Material containing information not easily accessible: no table of contents, no index, contents poorly organized
5. Material that is inaccurate factually or outdated in interpretations and attitudes
6. Inappropriateness of material format, reading level and interest level
7. Material that is stereotyped, biased, or patronizing
8. Material that has not circulated in ten years

### III. Reconsideration of Materials

Despite the care used in selecting materials, questions arise. **Consideration of requests to reconsider and remove materials, displays, or student programs is limited to individuals with a vested interest.** Should ~~a member of the public or an employee an individual with a vested interest~~ question the use of library materials, the review of these materials shall be conducted objectively.

Decisions regarding the retention or elimination of library materials shall be made on the basis of the best interest of the students, the curriculum, the school and the community.

During the re-evaluation process, no materials shall be removed from use until a final decision has been reached.

The procedures to be followed are outlined below.

### Material Review and Reconsideration Procedures:

#### ~~Reconsideration Process:~~

- ~~1. The questioner will be encouraged to discuss the matter with the library media specialist, at the school in which the questioned material is located. The library media specialist will explain the materials selection procedures and the reason(s) the item was selected. The library media specialist will also ask the questioner to read or examine the entire source before further discussion of educational value takes place.~~
  - ~~2. If the questioner is still dissatisfied, the library media specialist will give the questioner a copy of this selection policy and a copy of the form "Request for Reconsideration of Library Resources".~~
  - ~~3. The questioner shall return the completed form to the library media specialist and the principal.~~
  - ~~4. If, at that time, no resolution has been reached by the building principal, the library media specialist, and the questioner, then all material so far submitted will be sent to the library department director to initiate formal reconsideration.~~
  - ~~5. The Library Department Director will read or review the material in question, weigh its contested elements against existing selection criteria Library Media Center Selection of Resources, and offer the questioner the opportunity to meet and discuss the concerns. In making a decision pertaining to the Request for Reconsideration, the Library Department Director has the discretion to consult with other library media specialists in the District, school administrators or others with specific knowledge and/or expertise pertaining to the material in question.~~
  - ~~6. The Library Department Director will inform the questioner of the decision in writing~~
  - ~~7. The questioner may, within ten (10) school days of the written decision of the Library Department Director, appeal the decision to the Superintendent.~~
  - ~~8. If further appeal to the Superintendent or designee is sought, the Superintendent or designee will review all information and will issue a written response. This response is final.~~
1. Individuals with a vested interest may initiate the review or reconsideration of any library and other educational materials, display, or student program by submitting a "Request for Reconsideration of Library and Other Educational Materials" form to the principal of the school in which the library and other

education materials are being challenged.

2. The individual with a vested interest shall return the completed “Request for Reconsideration of Library and Other Educational Materials” form to the library media specialist and the principal.
3. The principal shall promptly forward the request for reconsideration to the Director of Library Media and Superintendent of Schools for the school district to initiate formal reconsideration.
4. The Superintendent, or the Superintendent’s designee, shall appoint a review committee.

The review committee shall evaluate the request for reconsideration form by reading the challenged material in its entirety and evaluating the challenged material against the district’s Library Media Center Selection of Resources, Material Review, and Reconsideration policy.

5. The review committee shall make a written decision on whether to remove the challenged material within sixty school days from the date of receiving such request and provide a copy of the committee’s decision and report to the individual with a vested interest who submitted the form and to the principal of the school.
6. The individual with a vested interest who submitted the request for reconsideration form may appeal to the review committee’s decision to the Board of Education. The Board shall determine whether the reconsideration process was followed and publish the decision on the school district’s website.

### General Provisions

Any school library media specialist or school library staff member who, in good faith, implements the policies described in this section shall be immune from any liability, civil or criminal, that might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding that results from such implementation.

#### Regulation

Adopted:

September 25, 2006

Revised: September 12, 2022

Revised:

### Complaints Regarding Educational Materials

The Board of Education has established the following guidelines for addressing complaints regarding the utilization of books and other education materials in the instructional program.

1. A parent and/or legal guardian of a student under the age of 18, ~~hereafter referred to as an individual with a vested interest~~, has the right to request that his/ her child not read, view or hear given material provided a written request is made to the appropriate building principal. No parent and/or guardian has the right to determine instructional materials for students other than his/her own children.
2. If there is concern about a particular book or instructional material, the ~~complainant individual with a vested interest~~ ~~should~~ will be asked to complete a "Request for Review of Book or Other Instructional Material" form. This request will be reviewed first ~~discuss their concern with~~ by the teacher giving the assignment and the principal or principal's designee. In making a decision pertaining to the ~~individuals with a vested interest's complaint~~ Request for Review of Book or Other Instructional Material the principal or designee has the discretion to consult with other school administrators or others with specific knowledge and/or expertise pertaining to the instructional material in question. ~~If the complainant individual with a vested interest still has concerns after their discussion with the teacher and the principal or principal's designee, they will be asked to complete the Request for Reconsideration of Library and Other Educational Materials form.~~
3. The principal shall promptly forward the request for reconsideration to the Superintendent of Schools for the school district to initiate formal reconsideration.
4. The Superintendent, or the Superintendent's designee, shall appoint a review committee.

The review committee shall evaluate the request for reconsideration form by reading the challenged material in its entirety and evaluating the challenged material against the district's Library Media Center Selection of Resources, Material Review, and Reconsideration policy.

5. The review committee shall make a written decision on whether to remove the challenged material within sixty school days from the date of receiving such request and provide a copy of the committee's decision and report to the ~~complainant individual with a vested interest~~ who submitted the form and to the principal of the school.
6. The ~~complainant individual with a vested interest~~ who submitted the request for reconsideration form may appeal to the review committee's decision to the Board of Education. The Board shall determine whether the reconsideration process was followed and publish the decision on the school district's website.

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3. ~~The principal or designee will discuss the results of the school's review with the complainant and provide the complainant with a written answer giving the school's position to the complainant.~~
  4. ~~The complainant may, within ten (10) business days of the written decision of the principal or designee, appeal the decision to the Superintendent.~~
  5. ~~If further appeal to the Superintendent is sought, the Superintendent or Superintendent's designee will review all information and will issue a written response to the complaint.~~
  6. ~~The response of the Superintendent or Superintendent's designee is final.~~

(cf. 6144 Controversial Issues)

(cf. 6161 Equipment, Books, and Materials: Provision/Selection)

(cf. 6163.1 Media Center, Selection of ~~Materials~~ **Resources, Material Review, and Reconsideration**)

(cf. 6141.2 Internet Policy)

Legal Reference: **Public Act 25-168 An Act Concerning the State Budget for the Biennium Ending June 30, 2027, and Making Appropriations Therefor, and Provisions Related to Revenue and Other Items Implementing the State Budget**

*Keyishian v. Board of Regents* 385 U.S. 589.603 (1967)

*President's Council, District 25 v. Community School Board No.25*  
457 F.2d 289 (1972) cert/denied 409 U.S. 998 (1976)

*Mincarcini v. Stronsville City School District* 541 F.2d 577 (6<sup>th</sup> Cir. 1976)  
*Board of Education, Island Trees Union Free School District No 26 v. Pico*  
457 U.S. 853 (1982)

Academic Freedom Policy (adopted by Connecticut State Board of  
Education, 9/9/81)

Connecticut General Statutes

10-238 Petition for hearing by Board of Education

## Policy

Adopted: May 22, 2000

Revised: June 7, 2004

Revised: September 12, 2022

**Revised:**

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## **Family and Medical Leave of Absence**

The Board of Education (the “Board”) will provide ~~unpaid~~ leave to eligible employees consistent with:

- the **Federal** Family and Medical Leave Act of 1993 (“**Federal FMLA**”) as amended and/or
- the **Connecticut Family and Medical Leave Act (“CT FMLA”)** and applicable **Connecticut state law.**
- ~~the Family Medical Leave Act as part of the National Defense Authorization Acts of 2008 and the Fiscal Year 2010 (which expanded certain leave to military families and veterans for specific circumstances) and~~
- ~~2013 Final Rules.~~

Legal Reference:

**Federal:**

**Family and Medical Leave Act of 1993, 29 U.S.C. Section 2601 et seq., as amended**

**29 CFR Part 825.100 et seq.**

**Title II of the Genetic Information Nondiscrimination Act of 2008, 42 USC 2000ff et seq.**

**29CFR 1635.1 et seq.**

**Connecticut:**

**Conn. Gen. Stat. §31-51kk et seq.**

**Conn. Gen. Stat. §31-49e et seq.**

**Regs. Conn. State Agencies 31-51 qq, et seq.**

**Public Act 25-174, “An Act Authorizing and Adjusting Bonds of the State and Concerning Grant Programs, State Grant Commitments for School Building Projects Statutes and Various Provisions Revising and Implementing the Budget for the Biennium Ending June 30, 2027**

~~P.L. 103-3 and CFR Part 825 The Family and Medical Leave Act of 1993, as amended by H.R. 4986, the National Defense Authorization Act of Fiscal Year 2008, Section 585. 29 U.S.C. 2601 et seq. and the National Defense Authorization Act for Fiscal Year 2010, Public Law 111-84, section 656, Title V.~~

~~Final Rule published in Federal Register, Vol.60, Nov.4, Friday, January 6, 1995, as amended on February 3, 1995, March 30, 1995, and on November 17, 2008. Rules and Regulations (29CFR Part 825).~~

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~~Final Rule published in Federal Register, Vol. 78, Wed. February 6, 2013.~~

~~Connecticut General Statutes~~

~~46b-3800 applicability of statutes to civil unions and parties to a civil union.~~

~~PA 07-245 An act Concerning Family and Medical Leave for Municipal Employees.~~

~~PA 12-43 An Act Concerning Family and Medical Leave Benefits for Certain Municipal Employees~~

Policy

Adopted: November 9, 2015

Revised:

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Certified/Non-Certified

Regulation: 4152.6

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Revised

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The following administrative regulations apply only to the Family and Medical Leave Act (FMLA).

### **Family and Medical Leave**

~~Eligible employees may take up to 12 work weeks of unpaid family and medical leave in a rolling 12-month period. When such leave is to care for an injured or ill service member, an eligible employee may take up to 26 work weeks of leave during a single 12-month period to care for the service member. Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed 26 weeks in a single 12-month period.~~

### **General Definitions**

#### **Eligibility**

An employee who has been employed by the District for at least twelve (12) months, and who has worked at least 1,250 actual work hours during the twelve (12) months immediately preceding the start of a leave, is eligible for leave under the Federal FMLA. A full-time instructional employee meets the 1,250 hours of service requirement unless the District can demonstrate that such employee did not meet the 1,250 hours of service requirement in the 12-month period prior to the start of the leave.

An employee working for the District in a position that does not require a professional certification under Chapter 166 of the Connecticut General Statutes (i.e., a “non-certified employee”) is eligible for leave under the CT FMLA if such employee has been employed by the District for at least three (3) months in the twelve (12) months immediately preceding the start of such leave.

Only the time actually worked, including overtime hours worked, is counted. Time not actually worked, including vacation, personal leave, sick leave, holiday, and any other form of paid time off is not counted towards the 1,250 hours of service.

Employees that are not eligible for Federal FMLA or CT FMLA may submit a request for family and medical leave to the Human Resources Department.

#### **General Definitions**

~~Eligible employees are those who have been employed for at least one year and have worked at least 950 hours in the twelve-month period immediately preceding the commencement of the leave. Hours worked includes all hours, including overtime, an employee works but does not include paid leave time such as vacations, sick or personal leave, holidays, etc.~~

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~~Paraeducators are also eligible to benefits equal to those under the federal FMLA if such paraeducators was employed for at least one year and worked for at least 950 hours over the previous twelve month period preceding the commencement of the leave. A paraeducators is defined as a school employee who performs duties that are instructional in nature or delivers either direct or indirect services to students and/or parents and serves in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and serves.~~

~~For purposes of this regulation, the term “**marriage**” is defined to include same-sex marriage, legally recognized in all states, and the term “**spouse**” refers to any individuals who are lawfully married under any state law, including common-law marriages.~~

~~If spouses, as defined in this regulation, eligible for leave are employed by this school district, their combined amount of leave for birth, adoption, foster care placement and parental illness may be limited to 12 weeks. An employee may not take FMLA leave to care for a parent-in-law.~~

~~A “**serious**” **health condition**” that would entitle an employee to FMLA leave is one involving continuing treatment by a health care provider that results in a period of incapacity of more than three consecutive calendar days and involves either treatment two or more times by a health care provider or treatment by a health care provider on at least one occasion followed by a regimen of continuing treatment under the supervision of the health care provider.~~

~~Over-the-counter medications, bed rest, taking of fluids, exercise and other activities that can be initiated without a visit to a health care provider do not constitute continuing treatment.~~

~~Chronic conditions such as asthma and diabetes are considered a serious health condition even if individual episodes of incapacity do not last more than three days. Furthermore, conditions need not be chronic or long-term when the condition is one which is not ordinarily incapacitating but for which multiple treatments are given because the condition would likely result in a period of incapacity of more than three calendar days in the absence of medical intervention. Regarding long-term chronic conditions, the condition need not be incurable. The condition may involve a permanent or long-term incapacity and be one for which treatment may not be effective.~~

~~The definition of “**health care provider**” includes any health care provider recognized by the employer or accepted by the group health plan of the employer. It also includes clinical social workers.~~

**Genetic information:** includes an individual’s family medical history, and individual’s or family member’s genetic tests, and/or the fact that an individual or an individual’s family member sought or received genetic services or participated in clinical research which include genetic services. “Genetic information” includes genetic information of a fetus carried by and

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individual or an individual's family member or an embryo lawfully held by and individual or family member utilizing assistive reproductive technology.

**Instructional employee:** an instructional employee is defined as a teacher or other employee of the District who is employed principally in an instructional capacity and whose principal function is to teach and instruct students in a class, a small group, or an individual setting, and includes athletic coaches and special education assistants such as signers for the hearing impaired. The term does not include teacher assistants or aides who do not have as their principal function actual teaching or instructing, not auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, bus drivers, or other primarily non-instructional employees.

**Noncertified employee:** a noncertified employee is defined as an employee of the district who is employed in a position that does not require a professional certification under Chapter 166 of the Connecticut General Statutes.

### **Types Reasons of for Leave**

An eligible employee may take **Federal** FMLA leave for:

- ~~the birth and first year care of a child;~~
  - ~~the adoption or foster placement of a child;~~
  - ~~the serious illness of an employee's spouse, parent or child;~~
  - ~~the employee's own serious health condition that keeps the employee from performing the essential functions of his/her job;~~
  - ~~to care for an eligible member (spouse, son, daughter, parent or next of kin) of the Armed Forces who is undergoing medical treatment, recuperation, or therapy, or is otherwise on the temporary disability list for a serious injury or illness;~~
  - ~~a qualifying exigency (such as making legal, financial and child care arrangements and taking care of family obligations) as defined by the Department of Labor regulations of a spouse, child or parent of the employee who is on covered active duty in the Armed Forces or has been notified of an impending call or order to covered active duty status in the Armed Forces including deployment to a foreign country or to international waters; and~~
  - ~~a veteran suffering a service related illness or injury that was incurred or aggravated while on active duty (or existed before the beginning of the service member's active duty and was aggravated by service in the line of duty on active service) within five (5) years after a veteran leaves service.~~
- 
- incapacity due to pregnancy, prenatal medical care, or child birth;
  - to care for the employee's newborn child
  - the placement of a child with the employee by adoption or for foster care;
  - to care for the employee's spouse, child, or parent who has a serious health condition;
  - to care for the employee's own serious health condition that renders the employee unable to perform the functions of the employee's position;

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- to care for a covered injured or ill servicemember; or
- to address a qualifying exigency arising out of an employee's spouse, child, or parent's military service, including one or more of the following reasons
  - short-notice deployment;
  - military events and related activities;
  - childcare and school activities;
  - financial and legal arrangements;
  - counseling;
  - rest and recuperation;
  - post-deployment activities;
  - parental care leave for military member's parent who is incapable of self-care and care is necessitated by the military member's covered active duty; and/or
  - additional activities that arise out of the active duty or call to active-duty status of a covered military member, provided that the District and the employee agree that such leave qualifies as an exigency, and agree to both the timing and the duration of such leave.

An eligible employee may take CT FMLA leave for:

- upon the birth of the employee's newborn child, and to care for the newborn child;
- upon the placement of a child with the employee for adoption or foster care, and to care for the newly placed child;
- to care for the employee's family member, if such family member has a serious health condition;
- because of the employee's own serious health condition, including any period of incapacity due to pregnancy or for prenatal care, that renders the employee unable to perform the functions of the employee's position;
- in order to serve as an organ or bone marrow donor;
- to care for an injured or ill servicemember who is the employee's spouse, parent, child or next of kin; or
- to address a qualifying exigency arising out of the fact that the spouse, child, or parent of the employee is on active duty, or has been notified of an impending call or order to active duty, in the armed forces.

For purposes of determining whether an employee has a qualifying reason for leave under the CT FMLA, "family member" is defined as a spouse, sibling, child, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the shows to be the equivalent of those family relationships.

In addition, continuous leaves due to a workers' compensation injury that also qualify as an FMLA serious health condition, FMLA and/or CT FMLA leave will run concurrently.

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### **Length of Leave**

#### **Federal FMLA**

If a leave is requested for a Federal FMLA qualifying reason, an employee may take up to a total of twelve (12) weeks of family or medical leave in the twelve (12) month entitlement period.

#### **CT FMLA**

If a leave is requested for a CT FMLA qualifying reason, an eligible employee may take up to a total of twelve (12) weeks of family or medical leave in the twelve (12) month entitlement period, except that the employee may take up to two (2) additional workweeks of leave during such twelve (12) month period for a serious health condition resulting in incapacitation that occurs during pregnancy. These additional two (2) weeks are only available during pregnancy.

The twelve (12) month entitlement period for family or medical leave is measured on the basis of a “rolling” twelve (12) month period measured backward from the date an employee uses any FMLA leave.

An employee may be entitled to leave under the Federal FMLA and/or CT FMLA. To the extent an employee is eligible for and qualifies for leave under both laws, the employee’s Federal FMLA and CT FMLA leave will run concurrently.

#### **Leave to Care of an Injured or Ill Servicemember**

An eligible employee may take up to twenty-six (26) workweeks of Federal FMLA and/or CT FMLA leave during a twelve (12) month period to care for a covered servicemember and/or covered veteran who is the employee’s spouse, parent, child or next of kin, and who incurred a serious injury or illness in the line of duty and while on active duty in the Armed Forces or had a preexisting injury or illness prior to beginning active duty that was aggravated by service in the line of duty in the Armed Forces.

When combined with any other type of Federal FMLA or CT FMLA-qualifying leave, total leave time may not exceed twenty-six (26) weeks in a single twelve (12) month period. Standard leave procedures described below apply to all requests for the designation of leave for this purpose. However, in the case of leave to care for a servicemember with a serious injury or illness, the twelve (12) month period begins on the day such leave actually commences.

### **Types of Leave and Conditions**

**Full-time leave** excuses the employee from work for a continuous period of time. Full-time leave may be taken for any of the reasons permitted by the Federal FMLA and/or CT FMLA.

**Intermittent leave** is leave taken due to a single qualifying reason in separate periods of time rather than for one continuous period of time. Examples of intermittent leave include: leave

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taken one day per week over a period of a few months or leave taken on an occasional/as-needed basis for medical appointments.

**Reduced schedule leave** is leave that reduces the employee's usual number of work hours per day for some period of time. For example, an employee may request half-time work for a number of weeks so the employee can assist in the care of a seriously ill parent.

Intermittent or reduced schedule Federal FMLA and/or CT FMLA leave may be taken when:

1. medically necessary for an employee's or covered family member's serious health condition, or for a covered servicemember's serious illness or injury; and
2. the need for leave can be best accommodated through an intermittent or reduced schedule leave.

In addition, Federal FMLA and/or CT FMLA leave may be taken intermittently or on a reduced schedule basis:

1. due to a qualifying exigency; or
2. to effectuate the placement of a child for adoption or foster care before the placement of the child in the home.

An employee is not permitted to take intermittent or reduced schedule leave for the birth and care of a newborn child or for the placement with the employee of a child for adoption or foster care.

If foreseeable intermittent or reduced schedule leave is medically required based upon planned medical treatment of the employee or a covered family member or a covered servicemember, including during a period of recovery from an employee's or covered family member's serious health condition or a serious injury or illness of a covered servicemember, the District may, in its sole discretion, temporarily transfer the employee to another job with equivalent pay and benefits that better accommodates the type of leave requested.

Under the Federal FMLA, special arrangements may be required of an instructional employee who needs to take intermittent or reduced schedule leave which will involve absence for more than twenty (20) percent of the work days in the period over which the leave will extend (for example, more than five (5) days over a five (5) week period), if the leave is to care for a covered family member with a serious health condition, to care for a covered servicemember with a serious injury or illness, or for the employee's own serious health condition, which is foreseeable based on planned medical treatment. In such situations, the District may require the instructional employee to transfer temporarily to another job or take leave for a particular duration, not to exceed the duration of the planned medical treatment.

### **Both Spouses Working for the Same Employer**

If both spouses are eligible employees of the District and request Federal FMLA and/or CT FMLA leave for the birth, placement of a child by adoption or for foster care, or to care for a parent (or family member, for purposes of CT FMLA leave) with a serious health condition, they

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only will be entitled to a maximum combined total leave equal to twelve (12) weeks in the twelve (12) month entitlement period. If either spouse (or both) uses a portion of the twelve (12) week entitlement for one of the purposes in the preceding sentence, each is entitled to the difference between the amount the employee has taken individually and the twelve (12) weeks for Federal and/or CT FMLA leave for other qualifying reasons in the twelve (12) month entitlement period.

### **Leave Taken by Instructional Employees Near the End of an Academic Term**

If Federal FMLA leave taken by an instructional employee for any reason begins more than five (5) weeks before the end of an academic term, the District may require that the instructional employee continue the leave until the end of the term if the leave will last at least three (3) weeks and the instructional employee would return to work during the three (3) week period before the end of the term.

If the instructional employee begins Federal FMLA leave during the five (5) week period preceding the end of an academic term for a reason other than the instructional employee's own serious health condition, the District may require the instructional employee to continue taking leave until the end of the term if the leave will last more than two (2) weeks and the instructional employee would return to work during the two (2) week period before the end of the term.

If the instructional employee begins Federal FMLA leave during the three (3) week period preceding the end of an academic term for a reason other than the instructional employee's own serious health condition, the District may require the instructional employee to continue taking leave until the end of the term if the leave will last more than five (5) working days.

### **Requests for Leave**

#### **Foreseeable Leave**

An employee must notify the Human Resources Department of the need for a family or medical leave at least thirty (30) days before the leave is to begin.

#### **Unforeseeable Leave**

If thirty (30) days' notice is not practicable, then the employee must provide notice as soon as possible under the circumstances, usually the same day or the next business day after the employee becomes aware of the needs for Federal FMLA and/or CT FMLA leave.

### **Scheduling Planned Medical Treatment**

When planning medical treatment for foreseeable Federal FMLA and/or CT FMLA leave, an employee must consult with the Human Resources Department and make a reasonable effort

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to schedule the treatment so as not to disrupt unduly the District's operations, subject to the approval of the health care provider. Similarly, if an employee needs leave intermittently or on a reduced leave schedule for planned medical treatment, the employee must make a reasonable effort to schedule the treatment so as not to disrupt unduly the District's operations. Ordinarily, the employee should consult with the Human Resources Department prior to scheduling the treatment in order to work out a treatment schedule that best suits the needs of the District and the employee. The District and the employee shall attempt to work out a schedule for leave that meets the employee's needs without unduly disrupting the District's operations, subject to the approval of the health care provider as to any modification of the treatment schedule.

### **Required Certifications/Documentation**

For leaves taken for any Federal FMLA or CT FMLA-qualifying reason, an employee must submit completed certification form(s) supporting the need for leave. The appropriate form(s) will be provided to the employee. The employee must submit a complete and sufficient certification form(s) as required within fifteen (15) calendar days or receiving the request for the completed certification. If it is not practicable for the employee to provide the completed form(s) by the due date despite the employee's diligent, good faith efforts, the employee must inform the Human Resource Department of the reason(s) for delay and what efforts the employee undertook to obtain the required certification. Federal FMLA and/or CT FMLA protected leave may be delayed or denied, in accordance with applicable law, if the employee does not provide a complete and sufficient certification as required. Depending on the reason for leave, an employee may be required to submit medical certification from the employee's health care provider, medical certification the employee's family member's health care provider, and/or other documentation (e.g., to establish a family relationship, military active-duty orders, etc.) In certain circumstances and under certain conditions, employees may also be required to obtain second or third medical opinions and/or recertifications, in accordance with the law.

If an employee takes leave for the employee's own serious health condition (except on an intermittent or reduced schedule basis), prior to returning to work the employee must provide a medical fitness for duty certification that the employee is able to resume work and the health condition that created the need for the leave no longer renders the employee unable to perform the essential functions of the job. This certification must be submitted to the Human Resources Department. If the employee is unable to perform one or more essential functions of the employee's position, the District will determine whether the employee is eligible for additional Federal FMLA and/or CT FMLA leave (if the eligible for such leave and such leave has not been exhausted) or whether an accommodation is appropriate, in accordance with the Americans with Disabilities Act.

In connection with the District's request for medical information, employees must be aware that the Genetic Information Nondiscrimination Act of 2008 ("GINA") prohibits employers and other entities covered by Title II of GINA from requesting or requiring genetic

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information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, the District requests that employees not provide any genetic information when responding to a request for medical information.

### Payment of Leave

### Use of Paid Leave

Family and ~~M~~ medical ~~L~~ leave is unpaid. However, when ~~an employee is~~ out for ~~his or her~~ ~~their~~ own serious health condition, ~~an employee will use all~~ ~~they will be required to use~~ available ~~S~~ sick ~~L~~ leave pay concurrent with the FMLA leave. When ~~S~~ sick ~~L~~ leave pay is not available, or when the employee ~~is out on leave~~ for reason(s) other than ~~his or her~~ ~~their~~ own serious health condition, ~~an employee~~ ~~they will be required to use~~ ~~their~~ accrued paid time off options, including vacation, relevant personal days and/or floating holidays. ~~concurrent with unpaid FMLA leave.~~ An employee cannot compel the District to permit the use ~~accrued medical/sick leave~~ of paid time off in any situation in which ~~it~~ ~~the leave could~~ ~~would~~ not normally be used.

Where a noncertified employee's accrued paid leave is not substituted for the entire period of unpaid leave for a qualifying reason under the CT FMLA and/or Connecticut law regarding leave for victims of family violence and sexual assault, the employee may apply for and be provided with compensation through the Paid Family and Medical Leave Insurance Program ("CT Paid Leave") for all or part of any unpaid leave, provided the employee qualifies for payments under the program. Noncertified employees may apply to the Connecticut Paid Medical and Family Leave Insurance Authority ("Authority") for partial income replacement benefits when they need leave for:

1. any of the reasons that qualify for CT FMLA; and/or
2. if an employee is a victim of family violence or sexual assault, to seek medical care or psychological or other counseling for physical or psychological injury or disability for the victim; to obtain services from a victim services organization on behalf of the victim; to relocate due to such family violence or sexual assault; or to participate in any civil or criminal proceeding related to or resulting from such family violence or sexual assault. Eligible employees shall apply directly to the Authority, which is responsible for determining an employee's eligibility for CT Paid Leave benefits and the amount of such benefit. The District will provide the Authority with all requested information regarding an employee's application for CT Paid Leave, in accordance with applicable law.

The District shall require employees to use applicable paid time off concurrently with their CT FMLA leave, subject to their right to retain up to two (2) weeks of accrued paid time off. If, after exhausting other applicable paid time off, an employee does not wish to retain two (2) weeks of accrued paid time off while on approved CT FMLA leave, the District shall permit the employee to receive these accrued paid time off benefits concurrently with the CT

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4252.6 (i)

Revised

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Paid Leave benefits, if any, provided the total compensation of such covered employee during such period of leave shall not exceed such covered employee's regular rate of compensation.

### Benefits

The District will maintain the employee's health coverage under the District's group health insurance plan health benefits during the period of FMLA and CT FMLA leave under the same conditions as if they continued to work. During any unpaid portion of FMLA or CT FMLA leave, the employee must continue to make any normal contributions to the cost of their health insurance premiums. ~~The employee should make arrangements with the District to pay the employee's share of health insurance (e.g. family coverage) prior to the beginning of the FMLA leave.~~ Failure to pay may result in loss of coverage. If the employee does not return to work after expiration of the leave, the employee will be required to reimburse the District for their cost of their health insurance premiums during the family or medical leave, unless the employee does not return because of a serious health condition or circumstances beyond the employee's control.

~~The employee will not lose any other employment benefits accrued prior to the date on which leave began but is not entitled to accrue seniority or employment benefits during the leave period. Employment benefits could include sick leave, annual leave, educational benefits, and pensions.~~

During a Federal FMLA and/or CT FMLA leave, an employee shall not accrue (seniority, pension benefits, sick or vacation leave), unless otherwise required by any applicable collective bargaining agreement or District policy. However, unused employment benefits accrued by the employee up to the day on which the leave begins will not be lost upon return to work. Leave taken under this policy does not constitute an absence under the District's attendance policy, if any.

An employee must be paid on either the workday immediately preceding or the workday immediately following a holiday in order to be eligible for holiday pay during FMLA/CT FMLA. An employee who is on unpaid leave on both the workday before and the workday after a holiday is not eligible for holiday pay.

### Notice

~~When the FMLA leave is foreseeable, the employee must notify the District in writing of his/her request for leave at least 30 days prior to the date when the leave is to begin. The employee must explain the reasons for the needed leave so as to allow the District to determine whether the leave qualifies under FMLA. Failure to give notice may result in the leave beginning thirty days after notice was received. If the leave is not foreseeable, the employee must give notice as early as is practical under the facts and circumstances of the~~

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~~particular case, but no later than one to two work days after learning that leave will be necessary. A spouse or family member or other responsible party may give the notice if the employee is unable to personally give notice. When the employee requests medical leave, the employee must make reasonable attempts to schedule treatment so as not to disrupt the District's operations.~~

~~The District, as required, will post and keep posted on its premises, a notice explaining the provisions of FMLA and with information concerning the procedures for filing complaints of violations of the Act. Electronic posting is sufficient to meet this posting requirement.~~

~~The District, when a request for FMLA leave is received, will provide the employee the following information, listing the employee's obligations and requirements:~~

- ~~1. A statement clarifying whether the leave qualifies as family and medical leave and will, therefore, be credited to the employee's annual 12 week entitlement.~~
- ~~2. A reminder that employees requesting family and medical leave for a serious health condition or for that of an immediate family member must furnish medical certification of the serious health condition and the consequences for failing to do so.~~
- ~~3. An explanation of the employee's right to substitute paid leave for family and medical leave including a description of when the school district requires substitution of paid leave and the conditions related to the substitution.~~
- ~~4. A statement notifying employees for paying any premium or other payments to maintain health or other benefits.~~

~~The District may deny the leave if the employee does not meet the notice requirements.~~

### Certification

~~The District shall require the employee to provide certification of the employee's serious health condition from a health care provider containing specific information required under the law if he/she requests a medical leave. If there is a question concerning the validity of such certification a second, and, if necessary, a third opinion can be required both at the expense of the District. The health care provider designated or approved by the District may not be employed by the school system on a regular basis. In the case of a third opinion, the opinion of the third health provider will be binding on both the school district and the employee. The District shall also require the employee to present medical certification of the family member's serious health condition and that it is medically necessary for the employee to take leave to care for the family member.~~

~~If the leave was for reasons related to the employee's serious health condition, upon the employee's return to work, the District will require that the employee present a fitness~~

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~~statement from the employee's health care provider certifying that the employee is able to return to work.~~

~~The required certifications must be obtained from the health care provider who is treating the individual with the serious health condition.~~

~~Medical certification must be provided fifteen days after the request for medical certification unless it is impracticable to do so. Employees taking family and medical leave for the birth, adoption or foster care of a son or daughter are not required to obtain a medical certification. The District may request recertification every thirty days. Recertification must be submitted within fifteen days of the District's request.~~

~~The District will notify employees, in writing, of any additional information that is necessary to complete the medical certificate and allow employees seven (7) calendar days to provide said additional information. If the employee fails to submit a complete and sufficient certification despite the opportunity to cure the deficiency, the District may deny FMLA leave.~~

~~Family and medical leave requested for the serious health condition of the employee or to care for a family member with a serious health condition which is not supported by medical certification shall be denied until such certification is provided. The District requires sufficient FMLA certification in support of any request for FMLA leave for either the employee's own or a covered family member's serious health condition.~~

~~Verification must also be presented when requesting FMLA leave to care for the employee's spouse, son, daughter or parent with a serious health condition.~~

~~Upon request by the District, employees must provide FMLA certification even when substituting paid leave.~~

~~The District may request medical recertification for continuing, open ended conditions, every six months. Medical recertification may be requested on a more frequent basis if there are other changed circumstances or for other reasons as outlined in the FMLA regulations.~~

~~The District may require annual medical certifications in cases where serious health conditions extend beyond a single leave year. This does not apply to certificates to support a request for injured service member leave.~~

### Restoration

~~Except for circumstances unrelated to taking of a family or medical leave pursuant to this policy, and unless an exception applies, an employee who returns to work following the~~

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expiration of a family or medical leave is entitled to return to the job such employee held prior to the leave or to an equivalent position with equivalent pay and benefits.

~~An employee's right to return to the same or an equivalent position is contingent upon the employee's continued ability to perform all the essential functions of the position. The District may demand more than a "simple statement" of the ability to return to work. Fitness for duty certification for intermittent leave may be requested by the District if reasonable safety concerns exist.~~

~~When the employee returns from leave, the District will restore the employee to the same or an equivalent position with equivalent benefits, pay, terms and conditions of employment shift, and geographically proximate workplace in accordance with Board policy, practices and applicable collective bargaining unit agreements. Employees are entitled to any unconditional pay increase, such as cost of living increases, that occur during the period to their FMLA leave.~~

~~Under certain circumstances, the District may deny restoration to a key employee. The District will comply with the notice requirements of the FMLA in denying restoration. A key employee is one who is among the highest paid 10% of the employees and whose absence would cause the District to experience a substantial and grievous economic injury.~~

~~Further, the District may deny restoration to an employee if the District shows that the employee would not otherwise be employed at time of reinstatement for reasons such as layoff, shift or special project elimination. In addition, collective bargaining agreements between the Board and employee groups will not diminish the rights of the employee established by FMLA.~~

~~A returning employee cannot be restored to a position that requires additional licensure of certification.~~

~~Employees are not entitled to accrue seniority during any FMLA leave, but taking the leave may not result in the loss of any benefits that were accrued prior to the leave.~~

### Instructional Employees

~~Special rules apply to instructional employees. Instructional employees are those employees whose principal function is to teach and instruct students in a class, a small group, or an individual setting. This term includes teachers, athletic coaches, driving instructors and special education assistants such as signers for the hearing impaired. It does not include teacher assistants or aides who do not have as their principal job actual teaching or instructing, nor does it include auxiliary personnel such as counselors, psychologists or curriculum specialists. It also does not include cafeteria workers, maintenance workers, or bus drivers.~~

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~~Limitations apply to instructional employees who take intermittent or reduced leave. If the leave requested is~~

- ~~1. to care for a family member, or~~
- ~~2. for the employees own serious health condition and~~
- ~~3. is foreseeable based on planned medical treatment (i.e. chemotherapy, prenatal visits, physical therapy etc.) and~~
- ~~4. the employee would be on leave for more than 20% of the total number of working days over the period the leave would extend,~~

~~Then the District may require the employee to choose either to:~~

- ~~1. take the leave for a period of a particular duration, not greater than the duration of the planned treatment; or~~
- ~~2. transfer temporarily to an available alternative position for which the employee is qualified, which has equivalent pay and benefits, and which better accommodates recurring periods of leave than does the employee's regular position. However, an instructional employee cannot be transferred to an alternative position when the employee takes intermittent leave that amounts to twenty (20) percent or less of the total number of working days in the period during which the leave would extend.~~

~~Intermittent leave is not available to take care of a newborn or recently adopted child.~~

~~Limitations also apply to instructional employees who take leave near the end of a semester. When an instructional employee begins leave more than five weeks before the end of a semester the District may require the employee to continue taking leave until the end of the semester if:~~

- ~~1. the leave will last at least three weeks, and~~
- ~~2. the employee would return to work during the three week period before the end of the semester.~~

~~An instructional employee, required to extend his/her leave by the District, shall not have the "extra" leave counted against the employee's 12 work week entitlement unless the employee requests said additional leave be counted against the FMLA entitlement.~~

~~When an instructional employee begins leave for a purpose other than the employee's own serious health condition during the five week period before the end of the semester, the District may require the employee to continue taking leave until the end of the semester if~~

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~~(1) the leave will last more than two weeks, and~~

~~(2) the employee would return to work during the two-week period before the end of the semester.~~

~~When an instructional employee begins leave for a purpose other than the employee's own serious health condition during the three-week period before the end of a semester, and the leave will last more than five working days, the district may require the employee to continue taking leave until the end of the semester.~~

~~Leave may not be counted against an employee during times (vacation periods) when they are not normally required to work.~~

~~When the employee is required to take leave until the end of the semester, only the time until the employee is "ready and able" to work shall be charged to FMLA leave.~~

### **Unforeseeable, Continuous, Intermittent and Reduced Leave**

~~Unforeseeable leave involves situations such as emergency medical treatment or premature birth.~~

~~Continuous leave is taken for a set number of days or weeks.~~

~~Intermittent leave is leave taken in separate blocks of time due to a single illness or injury rather than one continuous period of time.~~

~~Reduced leave is a leave schedule that reduces employee's usual number of hours per work week, or hours per work day.~~

~~Intermittent or reduced leave is available only for the employee's own serious health condition or to care for a seriously ill spouse, child or parent. Such leave may not be used for the birth or adoption/placement of a child or to care for a newborn or recently adopted child. In the case of foreseeable intermittent or reduced leave, the employee must schedule the leave to minimize disruption to the district's operation.~~

~~The employee who wishes to use intermittent or reduced leave shall, whenever possible, give prior notification to the District. Although the District and employee may agree to an intermittent or reduced leave plan, the employee who uses family leave is not automatically entitled to use such leave on an intermittent basis or on a reduced leave schedule. The district may provide such leave for medical leave but the district may transfer the employee to a position which is equivalent, but more suitable for intermittent periods of leave provided said leave amounts to more than twenty (20) percent of the total number of working days in the period during which the leave would extend. The employee must furnish the District with the expected dates of the planned medical treatment and the duration of the treatment.~~

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### Employee Entitlement to Service Member FMLA

~~The federal FMLA and the Connecticut paraeducators FMLA provisions entitle eligible employees to take leave for a covered family (spouse, son, daughter, parent) member's service in the Armed Forces. Except as listed in this section, an employee's rights and obligations to service member FMLA leave are governed by existing FMLA policy and regulations.~~

~~Service member FMLA provides eligible employees unpaid leave for a covered family member's service in the Armed Forces, for any one or for a combination of the following reasons:~~

~~A "qualifying exigency" arising out of a covered family member's active duty or call to covered active duty in the Armed Forces including deployment to a foreign country or to international waters may include issues arising from short notice deployment, attending certain military events, arranging for alternate childcare, attending school activities, addressing certain financial and legal arrangements, attending certain counseling sessions, engaging in rest and recuperation, parental care and attending post-deployment reintegration briefings as well as participating in additional activities arising out of the active duty or call to active duty. In order to secure leave for a qualifying exigency, employees must submit a completed DOL Form WH 384 along with a copy of the military member's active duty orders or other documentation issued by the military which indicates that the military member is on covered active duty or call to covered active duty status, and the dates of the military member's covered active duty service. DOL Form WH 384 must be completed and returned within 15 calendar days of the date the District distributes the Form to the employee;~~

~~To care for a covered family member who has incurred a serious injury or illness in the line of duty while on covered active duty in the Armed Forces including a member of the National Guard or Reserves, provided that such duty or illness may render the family member medically unfit to perform duties of the member's office, grade, rank or rating; and/or~~

~~To care for a veteran suffering a service related illness or injury, as long as the veteran was a member of the Armed Forces, National Guard, or Reserves within five years of requiring care.~~

~~An employee's obligation to provide notice of leave due to a qualifying exigency is triggered when the employee first seeks to take such leave. Where this leave is foreseeable, eligible employees must provide notice to the District that is "reasonable and practicable."~~

~~Separate certification requirements shall be utilized for military caregiver leave. The District shall use the DOL WH 385 (Revised February 2013) form in obtaining medical certifications of Military Caregiver Leave.~~

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~~When such leave is to care for an injured or ill service member, an eligible employee may take up to 26 work weeks of leave during a single 12-month period to care for the covered service member (either currently serving service member or covered veteran). Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed 26 weeks in a single 12-month period. In order to care for a covered service member, an eligible employee must be the spouse, son, daughter, or parent or next of kin of a covered service member.~~

~~Service member FMLA runs concurrent with any other leave entitlements provided under federal, state or local law.~~

~~In order to secure this extended leave, employees must submit a completed DOL Form WH-385 (current service member) or WH-385 (veteran). This Form must be completed and returned within 15 days of the date the district distributes the Form to the employee.~~

### Service Member Definitions

~~**Covered Service Member:** A member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or a covered veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time during the period five (5) years preceding the date on which the veteran undergoes that medical treatment, recuperation or therapy, and was discharged or released under conditions other than dishonorable at any time during the five year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran.~~

~~**Covered Active Duty:** In the case of a member of a regular component of the Armed Forces, duty during deployment of the member of the Armed Forces to a foreign country; and in the case of a reserve component of the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in 10 U.S.C. §101(a)(13)(B)~~

~~**Next of Kin:** The nearest blood relative of an individual. (In this order: brother, sister, grandparents, aunts, uncles, first cousins) Excluded are the covered service members' spouse, parent, son or daughter, as they already are entitled to leave for this purpose. A covered service member may designate, in writing, another blood relative as his or her nearest blood relative for purposes of military caregiver FMLA leave. When no such designation is made, and there are multiple family members with the same level of relationship to the covered service member, all such family members shall be considered the covered service member's next of kin and may take FMLA leave to care for the covered service member either consecutively or simultaneously. When a designation has been made, the designated individual shall be deemed to be the covered service member's only next of kin.~~

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**Outpatient Status:** ~~With respect to a covered service member, this means the status of a member of the Armed Forces assigned to:~~

- ~~(a) A military medical treatment facility as an outpatient; or~~
- ~~(b) A unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.~~

**Qualifying Exigency:** ~~The U.S. Department of Labor's definition of this term includes the following eight (8) situations: (1) short notice deployment, (2) military events and related activities, (3) childcare and school activities, (4) financial and legal arrangements, (5) counseling, (6) rest and recuperation, (7) post deployment activities, and (8) additional activities to address other events which arise out of the covered military member's active duty or call to active duty status, provided the employer and employee agree that such leave shall qualify as an exigency and agree to both the timing and duration of such leave. (See form WH 384)~~

**Single 12-Month Period:** ~~The U. S. Department of Labor has determined that for purposes of military caretaker leave is a period that commences on the date an employee first takes leave to care for a covered service member with a serious injury or illness.~~

**Serious Injury or Illness:** ~~In the case of a current member of the Armed Services, including a member of the National Guard or Reserves, means an injury or illness incurred by the member in the line of duty on active duty in the Armed Forces or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces and that may render the member medically unfit to perform the duties of the member's office, grade, rank or rating.~~

~~In the case of a covered veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time during a period of five (5) years preceding the date on which the veteran undergoes medical treatment, recuperation, or therapy, means a qualifying (as defined by the Secretary of Labor) injury or illness that was incurred by the member in line of duty on active duty on the Armed Forces or existed before the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces and that manifested itself or after the member became a veteran, and is~~

- ~~(i) a continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the service member unable to perform the duties of the service member's office, grade, rank, or rating; or~~
- ~~(ii) a physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service Related Disability Rating (VASRD) of 50 percent or~~

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greater, and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military caregiver leave; or

~~(iii) a physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or~~

~~(iv) an injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers.~~

In order to secure this extended leave, employees must submit a completed DOL Form WH-385 (current service member) or WH-385V (veteran). This Form must be completed and returned within 15 calendar days of the date the District distributes the Form to the employee.

### **Leave to Care for a Covered Service Member**

If the necessity for leave is foreseeable based on planned medical treatment, the employee shall:

- ~~1. make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the District; and~~
- ~~2. provide the District with at least 30 days' notice, before the date the leave is to begin, of the employee's intention to take leave. If the date of the treatment requires leave to begin in less than 30 days, the employee shall provide such notice as is practicable.~~

### **Family Medical Leave (continued)**

The Board of Education may require that a request for leave to care for a covered service member be supported by a certification issued by the health care provider of the person in need of care. The employee shall provide, in a timely manner, a copy of such certification to the district.

Certification will be sufficient if it states:

- ~~1. the date on which the serious health condition or serious injury or illness commenced;~~
- ~~2. the probable duration of the condition; and~~
- ~~3. the appropriate medical facts within the knowledge of the health care provider regarding the condition.~~

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If leave is to be taken on an intermittent or reduced leave schedule for planned medical treatment, the certification must contain the dates on which such treatment is expected to be given and the duration of such treatment.

### **Leave Related to Active Duty or a Call to Active Duty**

If the necessity for leave because of a qualifying exigency arising from the fact that a family member is on covered active duty or has been notified of an impending call to active duty is foreseeable, the employee shall give such notice to the District as is reasonable and practicable.

The Board may require that a request for leave because of a qualified exigency arising from the fact that the employee's spouse, son, daughter, or parent or covered service member is on covered active duty or has been notified of an impending call to active duty be supported by a certification issued in accordance with regulations issued by the Secretary of Labor. If the Secretary issues a regulation requiring such certification, the employee shall provide, in a timely manner, a copy of such certification to the school district.

### **Failure to Return**

The District is entitled to recover health care premiums paid during the leave if the employee fails to return from leave. However, recovery cannot occur if the employee fails to return because of the continuation, recurrence, or onset of a serious health condition or due to circumstances beyond the control of the employee.

### **Family Medical Leave (continued)**

#### **Miscellaneous**

1. An employee's serious health condition may also be a disability within the meaning of the Americans with Disability Act (ADA) which may also trigger requests for paid leave, unpaid leave or workers' compensation benefits. The District may follow procedures for requesting medical information under the ADA or paid or unpaid leave or worker's compensation programs without violating the FMLA. The District may also consider any information received pursuant to such procedures or benefit programs in determining an employee's entitlement to FMLA protected leave.

2. When employees seek leave due to an FMLA qualifying reason for which the District has previously provided FMLA protected leave, the employee must specifically reference the qualifying reason for leave or the need for FMLA leave.

3. The District requires employees to comply with all usual and customary notice and procedural requirements for requesting leave, absent unusual circumstances. The requirements include providing written notice of the reasons and anticipated start and duration of the leave or requirement that employees contact a specific individual of the District to request leave and the completion of the FMLA medical certification forms.

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~~4. If there is a dispute between the District and an employee as to whether leave qualifies as FMLA leave, it shall be resolved through discussions between the District and the employee. The discussions and decisions must be documented in writing.~~

### **Prohibitions**

The Federal FMLA and CT FMLA prohibit employers from interfering with, restraining, or denying any rights provided by the respective laws. The Federal FMLA and CT FMLA also prohibit employers from terminating or discriminating against any individual for opposing any unlawful practice or being involved in any proceeding related to the Federal FMLA or CT FMLA, respectively. The CT FMLA also prohibits employers from interfering with, restraining, or denying any rights provided by CT Paid Leave and/or terminating or discriminating against an employee for applying for CT Paid Leave benefits.

Regulation

Adopted: November 9, 2015

Revised: October 22, 2019

Revised: September 9, 2024

Revised:

## **Health and Dental Insurance for during Non-FMLA Medical Leaves of Absence**

Employees who are on approved medical or disability leave which is not considered an FMLA/CT FMLA leave of absence, either due to exhaustion of FMLA/CT FMLA leave or ineligibility for such leave, may be authorized by the Superintendent or Human Resources Manager to continue their medical and dental insurances at active employee contribution rates for: (a) the duration of the approved leave of absence provided the employee remains on active payroll through utilization of available paid sick or other leave balances; (b) a period of unpaid leave due to medical or disability reasons if approved by the Superintendent or Human Resources Manager for up to twelve (12) weeks; (c) the period of time an employee's active application for Long Term Disability Benefit or Disability Retirement application is pending, in increments of thirty (30) days for no more than ninety (90) days; or (d) a period of time determined appropriate by the Superintendent/Designee or Human Resources Manager based on the receipt and review of required medical documentation.

Employees who remain on approved medical or disability leave of absence after exhaustion of the authorized period of time for the continuation of health and dental insurances at active employee rates will be offered COBRA or the ability to continue the insurances by paying 100% of the full monthly cost of the health and dental insurances, in accordance with contractual and policy requirements.

All determinations regarding the continuation of active employee insurance rates for ~~non~~ Non-FMLA leaves of absence, unless otherwise provided by a collective bargaining agreement or enumeration of benefits, will be at the discretion of the Superintendent/Designee or Human Resources Manager. If any portion of this policy conflicts with requirements of a collective bargaining agreement the collective bargaining agreement shall prevail.

Legal Reference:

Policy  
Adopted: January 28, 2020  
Revised:

The Board shall undertake a self-evaluation by ~~May~~ June of each year. ~~in which each member shall participate.~~

The evaluation will include, but not be limited to, the following leadership areas: community leadership of education, influencing educational policy, community involvement, communicating with the public, the decision making process, planning and setting goals, allocating resources, developing Board policy, policy oversight, selecting and evaluating the Superintendent, working with the Superintendent, promoting good employee relations, setting expectations for Board member conduct, conducting the work of the Board, Board member development.

Issues suggested for consideration include but are not limited to:

Board productivity and efficiency.

Board accomplishments.

Working relationship among its members.

Working relationship between its members and the superintendent of schools.

Working relationship between the Board and other bodies of town government.

Degree of success achieved in communicating with and gaining acceptance from the citizenry for district goals and objectives and for Board policies.

Legal Reference: Connecticut General Statutes  
10-220 Duties of Boards of Education

Policy

Adopted: May 24, 2004

Revised: March 8, 2021

Revised:

## **BOE PLANNING FRAMEWORK 2026-2027**

The following planning topics are proposed for the school year with the understanding that this schedule remains flexible. This list does not preclude adding items to the agenda, but instead serves as a basis for year-long planning.

### **AUGUST 2026**

End of Year Financial Reports and Final Budget Transfers for 2025-2026  
Transfer of Funds and Expenditures of the Non-lapsing Educational Fund  
School Food Service Report  
LINKS Update  
Update on Early Learning Center  
Student Activities Report  
School Report Newsletter  
Opening Day Celebration/Convocation  
New Teacher Orientation  
State Summative Assessment Results (SBAC, NGSS)  
Approval to Go Out for School Bus Bids

### **SEPTEMBER 2026**

Update on CIP and other Maintenance Projects  
Establish **Graduation** Date for Glastonbury High School Class of 2027  
Approval of Finalized Graduation Date for 2026-2027 School Calendar  
Status Report of Enrollment  
Opening of School Report  
Opening Day Professional Development/Administrators Professional Development/Retreat  
Board of Education Policy Updates  
Budget Planning Begins  
Annual Reports Begin  
Approval of Submission of CAFE BOE Recognition Award  
Fall Professional Development (2<sup>nd</sup> meeting in September)  
Approval of Submission of Consolidated Grant Application 2026-2027 (Title I, Title II, Title III, and Title IV Grants)  
Scholastic Aptitude Test (SAT) and Advanced Placement Results (AP)  
Post-Secondary Planning Graduating Class 2026

### **OCTOBER 2026**

Budget Planning Continues  
Annual Reports Continue  
Curriculum Review Reports  
Employee Recognition Event  
Board of Education Policy Updates  
Fall Budget Revisions  
Capital Improvement Projects (CIP) Review and Recommendations (2028-2032)

## **NOVEMBER 2026**

Acceptance Program of Studies - Glastonbury High School and Smith Middle School  
School Report Newsletter  
Set CIP Priorities  
Election Day Professional Development  
Veterans Day Celebrations  
Review Programs of Study - Glastonbury High School and Smith Middle School  
Budget Planning Continues  
Annual Reports Continue  
**Approve** Board of Education Budget Workshop Dates  
Board of Education Meeting Dates 2028-2029  
Approval of Perkins Vocational and Technical Education Grant  
Next Generation Accountability Report

## **DECEMBER 2026**

Annual Reports Completed  
Magnet School Participation  
Approve Programs of Study - Glastonbury High School and Smith Middle School  
Board of Education Policy Updates  
Presentation of Budget

## **JANUARY 2027**

Budget Workshops  
Review and Approval of Board of Education Budget for 2027-2028  
Capital Improvements Projects (CIP) Workshop with the Town Council  
Town Meeting on Town/Education 2027-2028 Budget Proposal  
School Food Service Mid-Year Report  
School Reports Begin  
Open Choice Participation 2027-2028

## **FEBRUARY 2027**

Workshops BOE, Town Council, and Board of Finance to Review Education Budget  
School Report Newsletter  
School Reports Continue  
Summer Enrichment Camps  
Teacher Education and Mentoring Report (TEAM)  
GPS Recruitment Fair  
Recruitment/Hiring Begins

## **MARCH 2027**

School Reports Continue  
Board of Education Policy Updates  
Recruitment/Hiring Continues  
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151

Approval Board of Education Planning Framework  
Approval of Town Council Budget for Education and CIP  
State Mandated Testing Schedule 2027  
Approval of Budget Reductions to the Approved 2027-2028 BOE Budget  
Spring Professional Development

### **APRIL 2027**

School Reports Completed  
April Budget Revisions  
Non-Renewal Long Term Substitutes Agreement  
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151  
Student Participation through Lottery for Magnet Schools  
Board of Education Policy Updates  
Recruitment/Hiring Continues  
Educator Evaluation  
Approval of IDEA B Grant for 2027-2029  
TEAM Process and Training Report

### **MAY 2027**

School Reports Newsletter  
Superintendent's Evaluation  
Recruitment/Hiring Continues  
Healthy Foods Certification  
Board of Education Policy Updates  
Board Self-Evaluation  
Recognition of Certified Retirees  
Capital Improvement Projects Update (CIP)  
Approval of Open Choice Expenditures  
50<sup>th</sup> Class Reunion Breakfast

### **JUNE 2027**

Graduation Celebration, Glastonbury High School Class of 2027  
Summer Professional Development Report  
Glastonbury/East Hartford Elementary Magnet School Financial Report/Budget Approval  
Recruitment/Hiring Continues  
Children of Out-of-Town Staff Members Tuition  
Board of Education Policy Updates  
Approval of Non-Affiliated Wage Increases  
Elementary School Staffing Adjustments  
Superintendent's Contract  
Teacher Evaluation Update

### **JULY 2027**

Recruitment/Hiring Continues  
School Report Newsletter

Technology Annual Report  
Board of Education Policy Updates  
Summer Professional Development Report  
Elementary School Staffing Adjustments  
Board of Education Policy Updates  
Adult and Continuing Education Courses for Fall  
CIP Projects Update

**Approved:**

DRAFT

## **BOE PLANNING FRAMEWORK 2026-2027**

The following planning topics are proposed for the school year with the understanding that this schedule remains flexible. This list does not preclude adding items to the agenda, but instead serves as a basis for year-long planning.

### **AUGUST 2026**

End of Year Financial Reports and Final Budget Transfers for ~~2024-2025~~ **2025-2026**  
Transfer of Funds and Expenditures of the Non-lapsing Educational Fund  
School Food Service Report  
LINKS Update  
Update on Early Learning Center  
Student Activities Report  
School Report Newsletter  
Opening Day Celebration/Convocation  
New Teacher Orientation  
State Summative Assessment Results (SBAC, NGSS)  
**Approval to Go Out for School Bus Bids (Moved from October 2026)**

### **SEPTEMBER 2026**

Update on CIP and other Maintenance Projects  
Establish **Graduation** Date for ~~Graduation 2026~~ **Glastonbury High School Class of 2027**  
Approval of Finalized Graduation Date for ~~2025-2026~~ **2026-2027** School Calendar  
Status Report of Enrollment  
Opening of School Report  
Opening Day Professional Development/Administrators Professional Development/Retreat  
Board of Education Policy Updates  
Budget Planning Begins  
Annual Reports Begin  
Approval of Submission of CAFE BOE Recognition Award  
Fall Professional Development (2<sup>nd</sup> meeting in September)  
Approval of Submission of Consolidated Grant Application ~~2025-2026~~ **2026-2027** (Title I, Title II, Title III, and Title IV Grants)  
Scholastic Aptitude Test (SAT) and Advanced Placement Results (AP)  
Post-Secondary Planning Graduating Class ~~2025~~ **2026**

### **OCTOBER 2026**

Budget Planning Continues  
Annual Reports Continue  
Curriculum Review Reports  
Employee Recognition Event  
~~Approval to Go Out for School Bus Bids (Moved to August 2026)~~  
Board of Education Policy Updates  
Fall Budget Revisions  
Capital Improvement Projects (CIP) Review and Recommendations (**2028-2032**)  
~~Approval District TEAM Mentors~~

## **NOVEMBER 2026**

Acceptance Program of Studies - Glastonbury High School and Smith Middle School  
School Report Newsletter  
Set CIP Priorities  
Election Day Professional Development  
Veterans Day Celebrations  
Review Programs of Study - Glastonbury High School and Smith Middle School  
Budget Planning Continues  
Annual Reports Continue  
**Approve** Board of Education Budget Workshop Dates  
Board of Education Meeting Dates ~~2027-2028~~ **2028-2029**  
Approval of Perkins Vocational and Technical Education Grant  
~~2027-2028 Glastonbury Public Schools Calendar~~  
~~2028-2029 Glastonbury Public Schools Calendar~~  
Next Generation Accountability Report

## **DECEMBER 2026**

Annual Reports Completed  
Magnet School Participation  
Approve Programs of Study - Glastonbury High School and Smith Middle School  
Board of Education Policy Updates  
**Presentation of Budget**

## **JANUARY 2027**

Budget Workshops  
Review and Approval of Board of Education Budget for ~~2026-2027~~ **2027-2028**  
Capital Improvements Projects (CIP) Workshop with the Town Council  
Town Meeting on Town/Education ~~2026-2027~~ **2027-2028** Budget Proposal  
School Food Service Mid-Year Report  
School Reports Begin  
Open Choice Participation ~~2026-2027~~ **2027-2028**  
~~Adult and Continuing Education Courses for Winter/Spring~~  
~~Board of Education Ethics Training~~

## **FEBRUARY 2027**

Workshops BOE, Town Council, and Board of Finance to Review Education Budget  
School Report Newsletter  
School Reports Continue  
Summer Enrichment Camps  
Teacher Education and Mentoring Report (TEAM)  
GPS Recruitment Fair  
Recruitment/Hiring Begins

## **MARCH 2027**

School Reports Continue  
Board of Education Policy Updates  
Recruitment/Hiring Continues  
Non-Renewal of Teachers' Contracts in Accordance with CT Statutes 10-151  
Approval Board of Education Planning Framework  
Approval of Town Council Budget for Education and CIP  
State Mandated Testing Schedule ~~2026~~ **2027**  
Approval of Budget Reductions to the Approved ~~2026-2027~~ **2027-2028** BOE Budget  
Spring Professional Development

## **APRIL 2027**

School Reports Completed  
April Budget Revisions  
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Student Participation through Lottery for Magnet Schools  
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Educator Evaluation  
Approval of IDEA B Grant for ~~2026-2028~~ **2027-2029**  
TEAM Process and Training Report

## **MAY 2027**

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Recruitment/Hiring Continues  
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Board of Education Policy Updates  
Board Self-Evaluation  
Recognition of Certified Retirees  
Capital Improvement Projects Update (CIP)  
Approval of Open Choice Expenditures  
50<sup>th</sup> Class Reunion Breakfast

## **JUNE 2027**

Graduation Celebration, ~~2026~~ **Glastonbury High School Class of 2027**  
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Recruitment/Hiring Continues  
Children of Out-of-Town Staff Members Tuition  
Board of Education Policy Updates  
Approval of Non-Affiliated Wage Increases  
Elementary School Staffing Adjustments  
Superintendent's Contract

Teacher Evaluation Update

**JULY 2027**

Recruitment/Hiring Continues  
School Report Newsletter  
Technology Annual Report  
Board of Education Policy Updates  
Summer Professional Development Report  
Elementary School Staffing Adjustments  
Board of Education Policy Updates  
Adult and Continuing Education Courses for Fall  
CIP Projects Update

**Approved:**

DRAFT

**Glastonbury Public Schools**

**TRAVEL APPROVAL FORM**

**THIS FORM MUST BE COMPLETED AND APPROVED BEFORE PARTICIPANTS ARE SOLICITED**

INTERNATIONAL \_\_\_\_\_ US X CT \_\_\_\_\_

DESTINATION: Cooperstown, NY

DEPARTURE DATE: **4/25/2026** RETURN DATE: **4/26/2026**

ESTIMATED NUMBER OF PARTICIPANTS: 25 WILL ANY SCHOOL TIME BE USED: No

SPONSORING TEACHER: Dennis Accomando COST PER PARTICIPANT: \$150

OTHER CHAPERONE(S): Larry Kaplan, Anthony Ruglio

AGENCY/ORGANIZATION MAKING ARRANGEMENTS: Varsity Baseball Team

SCHOOL(S) PARTICIPATING: Glastonbury High School

STUDENTS' REQUIREMENTS FOR PARTICIPATION: Good academic standing, good behavior standing

PURPOSE OF TRIP: Team bonding, learn about roots of baseball and origin

ITINERARY (MAY BE ATTACHED):

STATEMENT OF ANTICIPATED OUTCOMES FOR STUDENTS: Increased positive team culture and climate, increased awareness and understanding of historical component of baseball

**APPROVAL:**

DIRECTOR: Jim Witz 1/22/26  
( DATE )

PRINCIPAL(S): [Signature] 1/27/2026  
(of first school where trip is taking place) ( DATE ) (of second school if applicable) ( DATE )

PRINCIPAL(S): \_\_\_\_\_  
(of first school where chaperones teach) ( DATE ) (of second school if applicable) ( DATE )

SUPERINTENDENT APPROVAL: Alan Bostor 2/2/26  
( DATE )

BOARD OF EDUCATION APPROVAL DATE: \_\_\_\_\_

## Cooperstown Itinerary 2024

Contact:

Primary Contact: Dennis Accomando - 203-610-0575

Secondary contact: Anthony Ruglio 860-989-1874

4/20/24

8:30am Depart Glastonbury High School

12:00pm Arrival downtown Cooperstown - players have a boxed lunch or they can get lunch on their own.

3:00pm Travel to hotel, Best Western, 50 commons Drive, Cooperstown, NY

4:45pm Depart to Bowling at Clarks Family Sportscenter

### The Clark Sports Center

4.6 ★★★★★ (364) · Recreation center

124 Co Rd 52 · (607) 547-2800

7:00pm depart from bowling to team dinner at upstate bar and grill - 5418 NY-28, Cooperstown, NY 13326, Dinner is paid for.

9:00pm depart dinner and head back to hotel. Stop at price chopper on way to hotel. 113 Chestnut St, Cooperstown, NY - players can get snack etc.. , on their own for any purchases.

4/21/24

6:30am - Continental breakfast at hotel

7:30am depart hotel to downtown cooperstown shops and doubleday field

11::00-1:00 Attend hall of fame downtown cooperstown 25 Main St, Cooperstown, NY 13326

1:00pm Depart Cooperstown and head back to Glastonbury High School

5:00pm arrive at Glastonbury high school.



# Glastonbury High School Athletics Department

330 Hubbard Street, Glastonbury, Connecticut 06033

Tel. 860.652.7200

www.glastonburyus.org

Fax 860.652.7239

**Trish Witkin, CMAA, Director of Athletics**

**Ashley Kitchens, CMAA, Assistant Athletic Director**

February 18, 2026

Dr. Alan Bookman  
Superintendent of Schools  
Glastonbury Public Schools  
Glastonbury, CT 06033

Dr. Bookman,

The Friends of Glastonbury Rowing, Inc (FOGRI) would like to donate the following equipment to the Glastonbury High School rowing program.

1. Vespoli V1 VHP53 8+ Rowing Shell, including aluminum riggers, calf protectors, gladiator blue paint and NK wiring. The estimated cost of the boat is \$49,955.00. The crew program would like to trade in a shell from their fleet, the Independence, to offset the cost of the new shell. The trade in value of the Independence is \$5,600. This boat will be used predominately by the lower varsity and novice teams and will be named in honor of GHS rower Dillon Dupuis, who tragically passed away in November.
2. 8 Individual Oars (4 Pairs) valued at approximately \$4,000

Both of these donations will serve the needs of our boys and girls programs, with the shell earmarked for the boys program and the oars for the girls.

We respectfully request these donations be accepted by the Glastonbury Public Schools.

Please let me know if you require any additional information.

Trish Witkin, CMAA  
Director of Athletics

**Gifts to School Personnel/Schools**

Suppliers, contractors and others doing or seeking to do business with the school system shall be discouraged from giving gifts to school employees. Where a student, adult or organization wishes to give a gift to a staff member, the gift must be in accordance with the Glastonbury Code of Ethics.

Principals, teachers and other staff members are urged to discourage the solicitation of funds from students for a class or group gift to an individual staff member. Expressions of gratitude or appreciation may more appropriately be addressed in letters or school donations, e.g. donation to the library, athletic equipment and plantings.

The appropriateness and selection of class gifts to the school shall be determined by the class involved in cooperation with the principal/designee and approved by the superintendent/designee.

In all cases, gift giving to schools or the school district must be pre-approved by the building administrator (where a gift is designated for a particular school), the superintendent/designee and/or the Board of Education. Gifts valued in excess of approximately \$10,000 and gifts of lesser value which predictably would require significant Board of Education expenditures for their assumption, installation or maintenance, require approval by the Board of Education prior to their acceptance.

(cf. Glastonbury Code of Ethics sec 2:56-69)  
(cf. Policy 3280 Gifts, Grants & Bequests)

**Policy**

Adopted: October, 1981  
Revised: May 22, 2000  
Revised: June 7, 2004  
Revised: November 8, 2004

## **Regular Board of Education Meeting**

Monday, February 9, 2026 7:00 PM

Town Council Chambers

Glastonbury Town Hall

2155 Main Street

Glastonbury, CT 06033

Mrs. Kali Cavanaugh: Present

Mrs. Alison Couture: Present

Mrs. Jennifer Faust: Present

Dr. Douglas Foyle: Present

Ms. Jenn Jennings: Present

Mr. David Peniston, Jr.: Present

Mr. Matthew Saunig: Present

Ms. Julie Thompson: Present

Also Present: Dr. Alan B. Bookman, Superintendent  
Dr. Scott Hurwitz, Assistant Superintendent  
Kate Lund, Assistant Superintendent  
Citizens and Staff Members, representatives of the press

### **1. Call to Order**

Dr. Foyle called the meeting to order at 7:00 pm.

### **2. Pledge of Allegiance**

### **3. Awards and Recognition**

#### **3.A. Student Calendar Artists**

The students below are recognized for their work on the school calendar:

- Coraline Pirek, Hopewell School, Grade 4 (Cover)
- Anna Luby, Glastonbury High School, Grade 11 (August)
- Chase Cavanna, Smith Middle School, Grade 8 (September)
- Blayze Ballard, Gideon Welles School, Grade 6 (October)
- Charles Bannock, Buttonball Lane School, Grade 3 (November)
- Elizabeth Jiao, Hebron Avenue School, Grade 5 (December)
- Dani Borah, Smith Middle School, Grade 8 (January)
- Alice Dove, Hebron Avenue School, Grade 2 (February)
- Claire Obedzinski, Glastonbury High School, Grade 12 (March)
- Judah Jabour, Naubuc School, Kindergarten (April)
- Samantha Thomas, Nayaug School, Grade 1 (May)
- Julia Wold, Glastonbury High School, Grade 11 (June)
- Madelyn Brdar, Smith Middle School, Grade 7 (July)
- Melina Velenzas, Glastonbury High School, Grade 12 (Back pages)

#### **4. Student Representatives' Report**

##### **4.A. Amalia Baird, Class of 2027**

Student Representative, Amalia Baird, Class of 2027, shared her experience with the upcoming Penguin Plunge, taking place to support Special Olympics.

##### **4.B. Ariana Stevenson, Class of 2027**

Student Representative, Ariana Stevenson, Class of 2027, update the Board on Glastonbury High School morning show.

##### **4.C. Taylor Balthazar, Class of 2028**

Student Representative, Taylor Balthazar, Class of 2028, provide the Board with details on the drama production, Grease, taking place at Glastonbury High School the last weekend in February and fist weekend in March.

#### **5. Information Session for Public Comment**

Kenneth Gillingham, 91 Heritage Drive, Glastonbury, shared his concerns regarding the turf fields.

#### **6. Business Requiring Action**

6.A. Acceptance of Final Completion of Five (5) HVAC Projects - Phase 2 HVAC Grants  
Board accepts the Naubuc School Gym HVAC Project, State Grant Project #054-002; the Buttonball School Cafeteria HVAC Project, State Grant Project #054-003; the Hebron Avenue School Cafeteria HVAC Project, State Grant Project #054-004; The Hopewell School Cafeteria HVAC Project, State Grant Project #054-005; Glastonbury High School Gym HVAC Project, State Grant Project #054-006, as complete and directs administration to submit all required documents to the State for final audit. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh:     Yea  
Mrs. Alison Couture:     Yea  
Mrs. Jennifer Faust:     Yea  
Dr. Douglas Foyle:     Yea  
Ms. Jenn Jennings:     Yea  
Mr. David Peniston, Jr.:   Yea  
Mr. Matthew Saunig:     Yea  
Ms. Julie Thompson:     Yea

6.B. Approval of Glastonbury High School DECA Club Trip to Atlanta, Georgia  
Board moves to approve the Glastonbury High School DECA Club student trip to Atlanta, Georgia, reserving the right to cancel the trip if there are government advisories against travel to this destination or any other serious threats or crises or any other reason deemed appropriate by the Board. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh:     Yea  
Mrs. Alison Couture:     Yea

Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

**6.C. Approval of Tuition-Based Summer 2026 Enrichment Camps**

Move that the Board approves the following Summer Enrichment Camps for 2026: Bringing Books to Life Through Play, Coding with Robotics, Growing Guardians Day Camp, Multilingual Learner Camp, French Camp 2026, Spanish Camp 2026, Chinese Camp 2026, and Russian Camp 2026. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

**6.D. Approval of January 26, 2026 Special Meeting Minutes**

Move that the Board approves the amended meeting minutes from the January 26, 2026 Special Board of Education meeting. The meeting minutes were amended, under Special Reports, to reflect the Board's request for Mr. Dyjak to provide the Board with bids on installing two (2) fields, with the fields being installed at different times and for a bid on two (2) fields with the location of the fields being closer to the field house. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried.

Mrs. Kali Cavanaugh: Abstain  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

**7. Reports and Discussion**

**7.A. School Reports**

**7.A.1. Smith Middle School Report**

Principal, Dr. Bobby Skarvelas, Smith Middle School, highlighted key points of his report to the Board.

## **8. Committee and Liaison Reports**

The following were shared:

- Dave Peniston, Jr, liaison to Security, shared information on a seminar he recently attended where a consultant discussed suggestions on school safety and security. Mr. Peniston reviewed this information with Dr. Bookman, Keith O'Brien, and Chief Porter at a meeting held on Monday, February 2, 2026.
- Matt Saunig, Policy Committee Chair, reported that the Policy Committee met earlier today, Monday, February 9, 2026, prior to the Board of Education meeting. Several policy revisions will be presented to the Board at the next Board of Education meeting.

## **9. Chairman's Reports**

Dr. Foyle shared the following:

- Dr. Bookman and Dr. Foyle met with the Board of Finance, regarding the Board of Education's budget request. The topics that were discussed were health insurance costs, long term enrollment trends and Board Facilities Plan.
- The Board of Finance will meet on Thursday, February 19, 2026. At this meeting, they will recommend a Board of Education budget figure.
- Dr. Bookman and Dr. Foyle will meet with the Town Council on Tuesday, February 24, 2026, to discuss the Board of Education's budget request.
- Monday, March 9, 2026, is the next Board of Education meeting. On the agenda will be Turf Fields. Andrew Dyjak will attend to update the Board on their requested information, including different estimates and information on the bids. A decision is not expected to be made at this meeting.

## **10. Superintendent's Report**

Dr. Bookman shared the following:

- Naubuc Elementary School received a donation from the Welding Department of Bristol Technical Education in memory of Dylan Dupuis. The wrought iron memorial will be mounted in the Naubuc outdoor garden.
- An overview of the monthly self-insurance memo.

10.A. Self-Insurance Reserve Update, January 2026

10.B. Thank You Note

10.C. School Enrollment, February 2026

10.D. Student Suspension Report, January 2026

10.E. Dates to Remember

## **11. Adjournment**

Board moves to adjourn the meeting. This motion, made by Ms. Julie Thompson and seconded by Mrs. Kali Cavanaugh, Carried. The meeting adjourned at 8:14 pm.

Mrs. Kali Cavanaugh: Yea  
Mrs. Alison Couture: Yea  
Mrs. Jennifer Faust: Yea  
Dr. Douglas Foyle: Yea  
Ms. Jenn Jennings: Yea  
Mr. David Peniston, Jr.: Yea  
Mr. Matthew Saunig: Yea  
Ms. Julie Thompson: Yea

11.A. Please note: It is possible that the Board of Education may go into Executive Session

Respectfully Submitted,  
Kali Cavanaugh, Secretary  
Approved:



## Annual School Report

**School:** Nayaug School

**Prepared by:** Kristine Garofalo

**Date:** March 9, 2026

### 1. Key Achievements

- Restorative Practices Implementation - We continue to deepen relationships and create a supportive school culture while expanding Restorative Practices within our professional-learning communities. There has been continued training for teachers and administrators to integrate restorative practices.
- Play-based learning is being implemented in all kindergarten and first grade classrooms throughout the district. This child-centered approach uses strategies that allow explicit academic standards and targeted outcomes such as social skills and problem solving to be incorporated into play activities and scenarios.
- Student Council is composed of fifth grade students who work in partnership with teacher facilitators and school leaders to create a positive, welcoming, and fun learning environment. They sponsor schoolwide spirit days, organize food drives, participate in morning announcements, assist younger students when needed, advertise for school events, and welcome guests to our school.
- Our partnerships with families from Hartford continue to grow strong. We hosted our third annual successful Open Choice welcoming day for all of our families prior to Meet & Greet this year. Our Community Connectors group planned various events outside of school, in town, and in Hartford, to bring families and students together for networking, food, and fun.
- Honoring Our Veterans was an inspirational ceremony. Our school honored approximately 50 veterans to celebrate Veterans Day. Our students collected items such as t-shirts, socks, breakfast items, and snacks to donate to the non-profit, Boxes to Boots, which sends care packages overseas to the military.
- Nayaug Gives Back – We have several programs to support our community including but not limited to: “PJ Day for the Kids,” “Souper Bowl” food drive, and Kindness Ambassador Club.
- STEAM Night is always a highly anticipated event at Nayaug. Last March over 260 students and their families participated. The event includes engineering challenges, coding with BeeBots and robotics demonstrations, LEGO challenges, creative artistic experiences, a glow room and more. Student-created STEAM projects are on display in the gymnasium for all to enjoy. GHS Key Club members help support this night by hosting activities with our students. We look forward to this event on March 18th.
- Nayaug’s PTO works in partnership with staff, families, and community members to offer events for our school community to gather and enjoy. The following are just some of the very popular and well-attended events sponsored by our PTO: Kindergarten Fun Night, Trunk-or-Treat, Scholastic Book Fairs, Winter Ice Cream Social, Hartford Wolfpack Game, and after-school craft events.
- We celebrate the arts, kindness, and creativity at Nayaug School through our before-and after-school clubs. Our school is proud to offer Student Council, Newspaper Club, Kindness Ambassadors, Run Club, Drama Club, Accelerated Learning Program, Marathon Club, March Madness, and Unified Sports.

- Last winter, the Glastonbury Education Foundation generously awarded Nayaug a grant to purchase a hydroponics growing system. The Nayaug School Hydroponic Program has introduced students to the exciting world of plant growth and cultivation through innovative hydroponic systems. Harvested lettuces, kale, bok choy and basil have been served in our cafeteria for all to enjoy.

## **2. Key Initiatives**

- Universal Design for Learning - Nayaug teachers continue to receive professional learning on how to minimize barriers and maximize learning for all students by providing flexible, inclusive, and accessible curriculum, instruction, and assessment.
- Multi-Tiered System of Supports - We work to meet the academic and social-emotional needs of all students through the MTSS framework. This includes reviewing data regularly to identify patterns and areas in need of development. We work in partnership with GYFS and our building specialized-support staff to assist students and families with proactive outreach and resources.
- PurposeFULL People Implementation - This year, Nayaug is piloting the social-emotional learning curriculum PurposeFULL People by Character Strong. The program focuses on three outcomes: Be Kind, Be Well, and Be Strong, integrating skills like emotional regulation, empathy, and executive functioning.

## **3. Opportunities and Improvement**

- The social and emotional needs of students continue to be significant. More and more students are experiencing lagging skills in the areas of impulse control, flexible thinking, problem solving, frustration tolerance, regulating emotions, and independence. We are grateful to have two school psychologists and a full-time social worker this year. Last year, we introduced a dedicated social/emotional/behavior support room as part of our continuum of services to better meet the diverse needs of our students.
- Nayaug has a shared vision of community connectedness and building trusted relationships between Hartford and Glastonbury families. Over the past year and a half, the Community Connectors have planned well-attended events - both in town and in Hartford. We would like to foster conversations to include culture and diversity, celebrating differences, and ways we can support each other.

## **4. Long-Term Priorities**

### **Goal 1: Active Learning and High Expectations**

- Continue to communicate and celebrate examples of “Good Teaching” and “Active Learning” in Nayaug classrooms.
- Continue to refine the MTSS framework of supports for student success both academically and behaviorally.

### **Goal 2: Safe, Supportive and Inclusive Learning Environments**

- Continue to provide staff with opportunities to grow their knowledge around Universal Design for Learning practices/strategies in order to minimize barriers and maximize learning for all students.
- Support play-based learning and the development of executive-functioning skills in students in all kindergarten and first grade classrooms.
- Implement the district multi-tiered system of supports framework and continue growing our building-based team to ensure all students have access to support for both academic and social-emotional growth.
- Continue to foster authentic family partnerships by offering meaningful opportunities to build relationships and collaborate to support students’ social, emotional, and academic development.

**Goal 3: Health and Well-Being of Students and Staff**

- Continue to explicitly teach our students about kindness and school community through common experiences such as school-wide family meetings and buddy-class experiences.
- Continue to provide health and wellness activities for teachers and staff over the course of the year.
- Continue to partner with the PTO to provide financial support to families in need to ensure school events can be enjoyed by all.



## Annual School Report

**School:** Hopewell School

**Prepared by:** Kathleen Murphy

**Date:** March 9, 2026

### 1. Key Achievements

Hopewell School enjoyed several successes over the past year. The list below includes some highlights.

- Hosted Senior Citizens for Kindness Rocks activity with 4th grade students
- 4th grade chorus sang at the Hartford Wolf Pack game
- Collaboration with GYFS - lunch bunch provided students with social skills and problem-solving activities.
- Kindness Crew is a group of fourth grade students who meet monthly with three teachers to spread kindness and positivity throughout the Hopewell community. Some of their projects include:
  - JonaTHON Fundraiser. Students raised \$2000 through the UCONN Husky Thon during Random Act of Kindness week and celebrated the end of the week with a dance party.
  - Buddy activity making kindness chains after reading *Extraordinary Mary's Extraordinary Day*
  - Suggestions for acts of kindness on morning announcements
  - Revised School Pledge
- Student Council - consists of two elected fourth grade representatives from each classroom. They meet monthly to build leadership and collaboration skills, spread awareness of school wide initiatives, and bring our school together by developing fun and creative ideas.
  - Students wore their favorite sports jersey for Souper Bowl and donated over \$350 to the Glastonbury Food Bank
  - Decorated the school and sponsored a sock collection for Veterans Day
  - Animal Shelter Collection
- Oreo Star Student - monthly recognition for students
- Author Visit- Susan Hood visited during National Reading Month in March. Optional take-home projects included recycled instrument project and Mixed-Up Monster Project
- Steam Night - Inspired by the literary titles *The Street Beneath My Feet* and *The Sky Above My Eyes* - Students and their families were immersed in worlds of creativity and exploration. This year students were able to dig for fossils, build subway cars, examine rocks & stalagmites, and create flower art while exploring the exciting world below the Earth's surface.
- CT COLT Artwork Contest - Several students participated and Hopewell School had two first place winners in the upper elementary group.
- PTO Partnership - We continued to host many engaging and fun activities sponsored by our dedicated PTO.
- PTSO Mini- Grant - One of our kindergarten teachers secured a grant that provided the school with an ADA accessible table to better meet the needs of our students at lunch and recess.

## **2. Key Initiatives**

- The Build Room -
  - A dedicated social/emotional behavior support room to meet the diverse needs of our students.
  - Structured space where students can develop self-regulation skills, receive targeted interventions and practice positive behaviors in a supportive environment.
- Foundations - a multisensory structured literacy program that presents all skills in a systematic and sequential manner.
  - We are in our second year K-2 and recently expanded to a new level in third grade. Additionally, 4th grade has been using the Foundations program with modifications.
- Restorative Practices-
  - Use of restorative practices to strengthen relationships and resolve conflicts constructively. We continue to provide training to lunch/recess staff.
- Purposeful Play-K-2- consists of strategies that allow explicit standards and targeted outcomes such as social skills and problem solving to be incorporated into play.
  - This year, we visited Nayaug to conduct observations in February.
  - We are enjoying the work in kindergarten and first grade and benefitted from visits from CO - (ELA, Science, SS and Math) to give feedback.
- MTSS - Multi-Tiered System of Supports
  - We have updated processes and procedures this year. We have enhanced data collection to track longitudinal data. In some ways it is similar to the former SRBI practice in that it is a collaborative approach with a focus on all students through a tiered system with flexible groupings.
- SGI - Small Group Instruction
  - We have continued to evolve our teaching in small groups by providing students instruction through intervention regardless of their level.

## **3. Opportunities and Improvement**

- Foundations - Two teachers have been selected to serve as point pilot leaders for the implementation of Foundations in Grade 4. Grade level teams have the opportunity to review pilot materials and observe/implement lessons when possible.
- We continue to work on Purposeful Play, restorative practice, SGI, and other curricular and instructional initiatives.
- UDL - Universal Design for Learning has been a focus districtwide this year. Our educators continue to explore opportunities to reduce barriers and maximize learning for all students.

## **4. Long-Term Priorities**

- We are eager to support the successful transition for the new principal of Hopewell School in July of 2026. There are so many wonderful things happening here and it will continue to flourish moving forward.



March 2026

Douglas Foyle, Ph.D.  
Chair, Board of Education  
Glastonbury Public Schools  
628 Hebron Avenue  
P.O. Box 191  
Glastonbury, CT 06033-2361

Dear Douglas,

Thank you for our recent conversation. I am delighted to submit this proposal to guide the Glastonbury Board of Education in its search for a new Superintendent of Schools through a process aligned with the district's values and priorities. If selected, I would serve as lead consultant, supported by a highly experienced team of fellow consultants and the full range of CABE services.

We conduct superintendent searches with the highest levels of integrity, professionalism, and credibility, and we deeply respect the Board's stewardship of the Glastonbury Public Schools. Working collaboratively with you, we would design a search process tailored to Glastonbury's needs and expectations, informed by best practices and decades of experience.

We are committed to deep and meaningful outreach to any and all school and community groups you identify through focus groups, a survey, and interviews, ensuring constituents feel heard and part of the process. We listen carefully so the community knows its voice matters. We then synthesize this input—now with the support of AI tools—into a comprehensive Leadership Profile that provides the Board with a rich needs assessment of the district, clearly communicates community priorities, and helps candidates understand the district and its expectations. Once presented, the Leadership Profile becomes the Search Committee's guide for interview questions and selection criteria. The depth and quality of this work are central to our success: of the 46 superintendents we have placed over the past decade, a handful have retired, and all but four of the remaining remain in their original placements.

We actively recruit outstanding candidates, broadly circulating an appealing vacancy announcement statewide, regionally, and nationally. Through our involvement in the National Affiliation of Superintendent Searchers, we maintain strong national connections and regularly exchange best practices and vacancy information with colleagues across the country. Our candidate pools consistently reflect strong diversity of background, experience, and leadership style.

We conduct thorough pre-interviews with all candidates, then present all applications to the Search Committee and facilitate the selection of semi-finalists. We manage all scheduling logistics and prepare the Search Committee to conduct thoughtful, meaningful interviews. We provide a bank of sample interview questions aligned with the Leadership Profile, which the Committee may adapt as desired. We support the Board through a second round of interviews of finalists, too. If requested, we arrange site visits and advise the Board on salary and benefit expectations. We conduct comprehensive reference checks on the finalist and maintain clear, timely communication with both candidates and the Board throughout the process.

Finally, we engage a professional investigations firm to verify the selected finalist's credentials and conduct credit and criminal background checks. We remain fully engaged until the Board is confident it has identified the right leader for Glastonbury. We stand behind our work with a strong guarantee and an exceptional record of successful placements.

Although we are independent consultants, we are backed by CAFE, Glastonbury's membership organization, which provides legal, insurance, and board development support. Together, we share a deep commitment to the success of the Glastonbury Public Schools. I encourage you to speak with our references, who will confirm our responsiveness, professionalism, and dedication to client satisfaction.

CAFE Search Services is uniquely qualified to support Glastonbury in this important work. We are the most experienced superintendent search firm in Connecticut—and among the most experienced nationally. We understand both the local and national leadership landscapes and bring an unsurpassed record of success.

It would be a true honor to support the Board in identifying the next Superintendent of Schools and to help you continue fostering excellence for the children of Glastonbury. We look forward to meeting with you and the Board in the near future.

All the best,

A handwritten signature in cursive script that reads "Mary Broderick".

Mary Broderick, Ed.D.  
CAFE Senior Search Consultant  
(860) 608-1763

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To Provide Consulting Services  
In a Search for a  
**Superintendent of Schools**  
for the  
**Glastonbury Public Schools**



Prepared by:  
**CABE EXECUTIVE SEARCH SERVICES**

81 Wolcott Hill Road  
Wethersfield, CT 06129-0252

**Mary Broderick, Ed.D.**  
Senior Search Consultant  
[mbroderick.cabesearch@cabe.org](mailto:mbroderick.cabesearch@cabe.org)  
(860)608-1763

CABE, Inc. has served school boards since 1906

CABE Search Services has supported boards for over 30 years

**SPRING 2026**

## Qualifications

**CABE Search Services'** work is rooted in a commitment to excellence, thoroughness, integrity, and service, with the highest respect for your stewardship of the Glastonbury Public Schools. We are committed to deep and meaningful outreach to any and all school and community constituents through focus groups and a survey, ensuring all feel heard and a part of the process. We have a reputation for listening very carefully. We synthesize information gathered in a Leadership Profile that gives the Board a thoughtful needs assessment of the district, ensures constituents feel heard, and lets potential candidates know what to expect.

During our first meeting (please see "Sample Timeline" on P. 5 of this proposal) we agree on the parameters of the search (timeline/dates, focus group constituents, organizational data, compensation considerations), and conduct a focus group with the Board. We then prepare a vacancy announcement to distribute through all agreed-upon vehicles and begin to receive applications. CABE will send this announcement to all current superintendents and assistant superintendents in Connecticut and will announce it regionally and nationally through multiple websites. Anyone seeking such a position in Connecticut and surrounding states will be aware of Glastonbury's search. We are also connected to individuals conducting searches in most states through the National Affiliation of Superintendent Searchers and they will spread word about the search as well.

We conduct screening interviews with all candidates. When we present the candidate pool to the Search Committee, we include all applications, summarizing candidates' qualifications and personal and leadership attributes to expedite review. We conduct an interview seminar and provide a bank of questions (based on the Leadership Profile). Board members can select from, edit, or add to this list to determine what to ask during interviews. We schedule interviews and provide review forms for the Board. We do the same for the second round of interviews. We conduct in-depth reference and background checks (validating academic and employment credentials, consumer credit and criminal history), employing an investigation firm for the latter. We are happy to organize a site visit to the finalist's current place of employment, should the Board choose to go that route. We support the Board with the employment contract, if desired.

Finally, we stand behind our work. CABE Search Services has supported school boards in searches for superintendents for many decades and has developed a trove of best practices from which to draw to support your search. We also are backed by CABE and its legal and insurance supports. We encourage you to check our references to confirm that we have been responsive to clients' needs.

We look forward to the opportunity to work with the Glastonbury Board of Education.

# Philosophy & Values

A search for a new educational leader offers a school district a great opportunity for board growth and cohesion and for community engagement. In its thirty-plus years in the business, CBE Search Services has recognized the importance of certain values in working with boards on effective searches:

## Ethics and Integrity

We commit to the highest personal and professional standards. We are here to serve the best interests of the students, the board, and the community. We treat all individuals with respect and confidentiality.

## Credibility and Confidentiality

We commit to the utmost openness and honesty while safeguarding the confidentiality of those involved in the process. This includes a promise of clear, concise, appropriate communications with the Board and community.

## Outstanding Work

We value our reputation and yours. We work tirelessly to support your search and get the results you need to serve the children and community of Glastonbury. We stand behind our work.

## Leadership

We commit to finding a leader who inspires and brings out the potential in students and staff while enhancing the credibility of the schools in the community.

## Diversity

We know that diversity strengthens us. Most of our searches have presented school boards with a field of candidates from culturally diverse backgrounds.

## Stewardship

We recognize board members as stewards of your district. This hire is your legacy and we will support you in finding the best fit possible.

# Scope of the Work: PROPOSED APPROACH AND PLAN

*Comprehensive searches generally are concluded in 90-120 days.*

*Specific activities of a search are typically as follows:*

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## **Development of Selection Criteria and Advance Preparation**

*(First three weeks)*

- Meet with Board of Education to establish search criteria and consultant role
- Cooperatively establish a search timeline
- Design vacancy announcement for Board approval
- Publish and distribute vacancy announcement
- Utilize statewide, regional, and national networks to recruit quality candidates, posting the vacancy on CABA, CAPSS, CAS/CIAC websites and the district's CT REAP account, the National School Boards Association, and surrounding state association websites
- Survey and conduct focus groups with Board, schools, and community members
- Place notice in CABA Journal
- Create Leadership Profile

## **Recruitment and Screening of Applicants**

*(From receipt of first application through finalist stage, about 90 days)*

- Recruit highly qualified potential applicants, generating a diverse pool
- Receive and process applications, ensuring utmost confidentiality
- Correspond with candidates
- Conduct pre-interviews with candidates
- Provide written summaries of qualifications and experience of candidates
- Facilitate interview seminar, establishing selection criteria and developing interview questions, and establish a schedule for Board interviews
- Support the Board in conducting interviews with slated candidates and identifying finalists
- Arrange and facilitate follow-up interviews
- Organize and implement site visits, if requested
- Conduct comprehensive background checks (please see last page for details)  
*[Note: We expect that each candidate will have (or be eligible for) an 093 certification and will participate in a screening interview.]*

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## **Selection and Appointment**

*(Final week and ongoing)*

- Follow up with finalists (and unsuccessful candidates)
- Assist the Board of Education with contract preparation, if requested
- Consider an entry plan with the Board for the new superintendent
- Provide services of CABA to assist with transition
- Assist in seeking a mentor/coach for new superintendent, if requested

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# Sample Search Timeline & Responsibilities

MEETING	TENTATIVE AGENDA	BOARD RESPONSIBILITY/ DECISIONS	CONSULTANT RESPONSIBILITY
<p style="text-align: center;"><b>FIRST</b></p> <p style="text-align: center;">MID MARCH</p>	<ul style="list-style-type: none"> <li>• Overview of process/ timeline</li> <li>• Explain Leadership Profile</li> <li>• Identify focus groups</li> <li>• Discuss Supt. compensation</li> <li>• Conduct Board focus group</li> </ul>	<ul style="list-style-type: none"> <li>• Create Search Committee</li> <li>• Determine timeline</li> <li>• Provide org. data &amp; information</li> <li>• Identify focus groups</li> <li>• Consider compensation guidelines</li> <li>• Assign staff support</li> <li>• Inform survey</li> <li>• Participate in focus group</li> </ul>	<ul style="list-style-type: none"> <li>• Define ethical and legal search process and procedures</li> <li>• Provide compensation comparisons</li> <li>• Conduct focus group</li> <li>• Create survey</li> <li>• Create announcement</li> <li>• Begin recruitment</li> </ul>
<p style="text-align: center;"><b>SECOND</b></p> <p style="text-align: center;">MID APRIL</p>	<ul style="list-style-type: none"> <li>• Receive Leadership Profile</li> </ul>	<ul style="list-style-type: none"> <li>• Review Leadership Profile</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct schools/community focus groups</li> <li>• Provide search update</li> <li>• Present Leadership Profile</li> </ul>
<p style="text-align: center;"><b>THIRD</b></p> <p style="text-align: center;">LATE APRIL</p>	<ul style="list-style-type: none"> <li>• Review applications</li> <li>• Generate interview questions</li> <li>• Set dates for semi-finalist interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Review applications</li> <li>• Determine semi-finalists</li> <li>• Understand interview process</li> <li>• Select interview questions</li> <li>• Select dates for interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Provide applications of candidates and a written summary</li> <li>• Offer sample interview questions</li> <li>• Provide interview training</li> <li>• Schedule candidates for interviews</li> </ul>
<p style="text-align: center;"><b>SEMI-FINALIST INTERVIEW</b></p> <p style="text-align: center;">EARLY MAY</p>	<ul style="list-style-type: none"> <li>• Interview semi-finalists</li> <li>• Select finalists</li> <li>• Set dates</li> </ul>	<ul style="list-style-type: none"> <li>• Interview semi-finalists</li> <li>• Select 2-3 finalists</li> <li>• Select date for final interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare rating/evaluation forms</li> <li>• Manage interview process</li> <li>• Notify candidates of status</li> </ul>
<p style="text-align: center;"><b>FINALIST INTERVIEW</b></p> <p style="text-align: center;">MID- MAY</p>	<ul style="list-style-type: none"> <li>• Interview finalists</li> <li>• Select new Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• Select questions</li> <li>• Interview finalists</li> <li>• Select candidate</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare sample questions</li> <li>• Prepare rating form</li> <li>• Manage interview process</li> <li>• Notify candidates</li> <li>• Schedule site visit (if desired)</li> <li>• Conduct background check</li> <li>• Draft press release</li> <li>• Provide contract guidance (if desired)</li> </ul>

## Consultant



### Senior Search Consultant

#### Mary Broderick

A senior consultant with CABE Search Services since 2013, Mary Broderick, Ed.D., is a known and respected educational leader, presenter, and facilitator. Mary comes to this work with deep experience in board leadership. A 22 year member of the East Lyme (CT) Board of Education (1989-2011), Mary served as President of the National School Boards Association (NSBA) from April 2011 to April 2012. She served on that association's Board of Directors from 2005 to 2012, representing the Northeast Region prior to becoming an officer in 2009. Her NSBA service followed her tenure as President of the Connecticut Association of Boards of Education (2002-2004).

Mary's interest in leadership extended to her academic pursuits. Her doctoral dissertation on the practices of superintendents in districts outperforming demographically similar districts helped prepare Mary to identify talented educational leaders. This work, coupled with her broad national network in education, make her uniquely qualified for executive searches.

Mary has conducted over 50 executive searches for CABE since 2013. She has an excellent track record of finding great candidates who fit well with the district's desired qualities. She, with support from CABE, has a vast understanding of the federal and state laws and regulations governing candidate selection. CABE maintains liability insurance to cover Mary's services.

The mother of two grown children and grandma to three little boys, Mary lives in East Lyme, Connecticut. She holds a Bachelor's degree in English from Skidmore College, a Master's in Business Administration from the University of Toronto, and a Doctorate in Educational Leadership from the University of Connecticut.

## Mary Broderick

84 Webster Road, East Lyme, CT 06333 (860) 608-1763 (cell) [mary-broderick@att.net](mailto:mary-broderick@att.net)

### EDUCATION

- **Doctorate in Education** University of Connecticut, Storrs, CT: *Dissertation: Superintendent practices in school districts outperforming demographically similar districts*
- **Master's in Business Administration**, University of Toronto, Ontario
- **Bachelor of Arts in English**, Skidmore College, Saratoga Springs, NY

### EMPLOYMENT

**CABE Search Services**, Wethersfield, CT 2013 — present  
*Senior Search Consultant*

**MARS**, (Massachusetts Assoc. of Regional Schools) 2021 — 2023  
*Strategic Planning Consultant*

**Connecticut State Department of Education**, Hartford, CT 2014 — 2017  
*Facilitator of meetings with statewide partners*

**William Caspar Graustein Memorial Fund**, Hamden, CT 2002 — 2016  
*Community Liaison*, supporting early childhood community collaborative efforts

**Community Conversations About Education**, 2007 — 2016  
*Facilitator*, Guiding communities in hosting conversations about educational topics; training facilitators.

**School Board Governance**, 2000 — present  
*Consultant*, Supporting local boards of education in becoming high performing teams through board development, strategic planning, and self-evaluation.

**Community Coalition for Children**, Southeastern CT 1999—2002  
*Facilitator*

**Wheelock College**, Boston, MA  
*Director of Financial Aid* 1978-1981  
*Assistant Dean of Admissions* 1977-1978  
*Admissions Counselor* 1975-1977

### OTHER PROFESSIONAL EXPERIENCE

**Thirty-nine Years of Community Service** (1984 to 2023)  
Leadership, including team development, to support public education in local, regional, state, and national environments

**Community Foundation of Eastern Connecticut**, New London, CT 2016 to 2023  
*Board of Directors*

**National School Boards Association Board of Directors**, Alexandria, VA 2005 – 2012  
*Past President*

**CT Association of Boards of Education Board of Directors**, Wethersfield, CT 1993-2012  
*Past President*

**East Lyme Board of Education**, East Lyme, CT 1989-2011  
*Three terms as chair, 18 years as finance chair*

**LEARN Board of Directors**, Old Lyme, CT 1990—1997  
*Past President* 1996—1997

**Regional Forum for Quality and Diversity in Education**, Southeastern CT 1993-1996  
*Vice-Chair*

**East Lyme Youth Services Board of Directors**, Niantic, CT 1990—1995  
*Board President* 1991—1994; *Treasurer* 1994—1995

**Cradleship Creche of Metro Toronto**, Ontario 1984-1987  
*Board of Directors*

### AWARDS

- **BAMMY Award**: First annual, awarded by the Academy of Education Arts and Sciences International. Washington, DC, September 2012
- **East Lyme High School Auditorium**: Named in my honor, May 2012.
- **Distinguished Service Award**: CT Association of Boards of Education, Fall 2006

# Search History & References 2020 — Present

CABE Search Services has a distinguished 30+ year record of successful searches for educational leaders. You are invited to review our history (including the past five years below) and check our references to ensure our searches have been tailored to the specific needs of each district and conducted in a professional and confidential manner.

## **Farmington Public Schools** (spring/fall 2025)

14 Monteith Drive, Farmington, CT 06032

### **Superintendent of Schools**

4200 students (PK-12)

Andrea Sobinski 860-690-1299

## **Watertown Public Schools** (summer/fall 2025)

61 Echo Lake Road

### **Superintendent of Schools**

2700 students (PK-12)

**Krista Palomba 203-528-5415**

## **East Granby Public Schools** (summer 2025)

33 Turkey Hills Road, East Granby 06026

### **Superintendent of Schools**

873 students (PK-12)

**Bob Paskiewicz 860-212-6648**

## **Regional District 13** (winter 2025)

135 A Pickett Lane, Durham

### **Superintendent of Schools**

1310 students (PK-12)

**Lindsay Dahlheimer 617-448-4414**

## **Regional District 20** (winter 2025)

35 Womogo Road, Litchfield

### **Superintendent of Schools**

1559 students (PK-12)

**Tiffany Parkhouse 717-360-2266**

## **Voluntown School District** (winter 2025)

195 Main Street, Voluntown

### **Superintendent of Schools**

214 students (PK-8)

**Kate Beauparlant 860-608-3111**

## **Windham Public Schools** (winter 2025)

355 High Street, Unit B, Willimantic

### **Superintendent of Schools**

3127 students (PK-12)

Lynne Ide 860-215-0206

## **Winchester Public Schools** (summer 2024)

338 Main Street, Winsted, CT 06098

### **Superintendent of Schools**

604 students (PK-6)

Nora Mocarski 860-379-0706

## **Newtown Public Schools** (spring 2024)

3 Primrose Street, Newtown

### **Superintendent of Schools**

4300 students (PK-12)

Alison Plante 203-240-8020

## **Montville Public Schools** (spring 2024)

800 Old Colchester Road, Oakdale 06370

### **Superintendent of Schools**

2310 students (K-12)

Wills Pike 860-867-4695

## **Region 1 Public Schools** (spring 2024)

246 Warren Tpke Rd., Falls Village 06031

### **Superintendent of Schools**

1368 students (K-12)

Jenn Duncan 203-667-1729

## **East Hampton Public Schools** (spring 2024)

1 Community Drive, Suite One, East Hampton 06424

### **Superintendent of Schools**

1779 students (PK-12)

Nancy Kohler 860-983-8938

## **Canterbury Public Schools** (spring 2023)

45 Westminster Road, Canterbury, CT 06331

### **Superintendent of Schools**

471 students (PK-8)

Nancy Duvall 860-884-2620

## **Granby Public Schools** (spring 2023)

15-B North Granby Road, Granby 06035

### **Superintendent of Schools**

1725 students

Sarah Thrall, 860-416-9993

## **East Hartford Public Schools** (winter 2023)

1110 Main Street, East Hartford 06108

### **Superintendent of Schools**

6400 students (PK-12)

Chris Wethje 860-729-7343

## **New Milford Public Schools** (fall 2022)

25 Sunny Valley Road, Suite A, New Milford 06776

### **Superintendent of Schools**

3550 students (PK-12)

Pete Helmus 203-241-6192

## **Woodbridge Public Schools** (fall 2022)

40 Beecher Road, Woodbridge 06525

### **Superintendent of Schools**

850 students (PK-6)

Lynn Piascyk 203-387-3545

## **Hamden Public Schools** (spring 2022)

60 Putnam Avenue

### **Superintendent of Schools**

5700 students (Gr. PK-12)

Melissa Kaplan 203-641-7302

## **Sterling School District** (spring 2022)

251 Sterling Rd., Sterling

### **Superintendent of Schools**

327 students (Gr. PK-8)

Michael Rouillard 860-377-6258

## **Region 1 Public Schools** (spring 2022)

246 Warren Tpke Rd., Falls Village 06031

### **Assistant Superintendent**

1368 students (K-12) Lisa Carter 860-307-0979

## **Glastonbury Public Schools** (winter 2022)

298 Norwich-Westerly Road, North Windham

### **Superintendent of Schools**

773 students (PK-12)

Christine Wagner 860-334-8286

## **Salem School District** (spring 2021)

200 Hartford Tpke, Salem

### **Superintendent of Schools**

400 students (PK-8)

Sean Reith 860-326-9237

## Search History, 2014 — Present (continued)

**Scotland School District** (spring 2021)  
68 Brook Road, Scotland 06264  
**Superintendent of Schools and Principal**  
85 students (PK-6)  
Brynn Lipstreu 860-481-0099

**Wallingford Public Schools** (spring 2021)  
100 South Turnpike Road, Wallingford 06492  
**Superintendent of Schools**  
5600 students (PK-12)  
Karen Hlavac 203-265-9345

**Lebanon Public Schools** (spring 2021)  
891 Exeter Road, Lebanon 06249  
**Superintendent of Schools**  
950 students (PK-12)  
Sarah Haynes 860-377-9201

**The Gilbert School** (winter 2021)  
200 Williams Avenue, Winsted 06098  
**Head of School**  
450 students (Gr. 7-12)  
Steven Sedlack 860-387-9863

**Watertown Public Schools** (fall 2020)  
61 Echo Lake Road, Watertown 06795  
**Superintendent of Schools**  
2700 students (PK-12)  
Leslie Crotty 860-483-2035

**Groton Public Schools** (fall 2020)  
1300 Flanders Road, Mystic 06355  
**Superintendent of Schools**  
4000 students (PK-12)  
Kim Shepardson Watson 860-303-2759

**Canterbury Public Schools**(winter/spring 2020)  
45 Westminster Road, Canterbury, CT 06331  
**Superintendent of Schools**  
471 students (PK-8)  
Nancy Duvall 860-884-2620

**East Granby Public Schools** (winter 2020)  
33 Turkey Hills Road, East Granby 06026  
**Superintendent of Schools**  
848 students (PK-12)  
Bob Paskiewicz 860-212-6648

**Woodbridge Public Schools** (fall/winter 2020)  
40 Beecher Road, Woodbridge 06525  
**Beecher Road Principal**  
850 students (PK-6)  
Robert Gilbert 203-387-6631

**LEARN Regional Ed** (Spring 2019)  
44 Hatchetts Hill Road, Old Lyme 06371  
**Executive Director**  
2509 students (PK-age 21)  
Jack Cross 860-434-4827

**Eastford Public Schools** (summer/fall 2018)  
12 Westford Road, Eastford 06242  
**Superintendent of Schools**  
157 students (PK-8)  
Christine Hustus 860-428-5363

**Columbia Public Schools** (summer 2018)  
P.O. Box 166, Columbia 06237  
**Superintendent of Schools**  
400 students (PK-8)  
Christopher Lent 860-573-7449

**Colchester Public Schools** (winter 2018)  
127 Norwich Avenue, Colchester 06415  
**Superintendent of Schools**  
2500 students (PK-12)  
Brad Bernier 860-978-6070

**Newtown Public Schools** (winter 2018)  
3 Primrose Street, Newtown  
**Superintendent of Schools**  
4300 students (PK-12)  
Michelle Ku 203-364-9862

**Fishers Island Public Schools** (winter 2017)  
Fishers Island, NY  
**Principal**  
70 students (PK-12)  
Karen Loiselle Goodwin 860-729-9141

**Somers Public Schools** (winter 2017)  
1 Vision Blvd., Somers  
**Superintendent of Schools**  
1400 students (PK-12)  
Bruce Devlin 413-348-9666

**Bozrah Public Schools** (fall-winter 2017)  
8 Bozrah Street Extension, Bozrah  
**Superintendent of Schools**  
205 students (PK-8); 100 HS students  
Deb Smith 860-608-4973

**Ledyard Public Schools** (summer 2016)  
4 Blonder Blvd., Ledyard 06339  
**Superintendent of Schools**  
2412 students (PK-12)  
Anthony Favry 860-368-8469

**East Hampton Public Schools** (Fall 2015)  
94 Main Street, East Hampton 06424  
**Superintendent of Schools**  
1850 students (PK-12)  
Kenneth Barber 860-798-1548

**Madison Public Schools** (spring 2015)  
10 Campus Drive, Madison 06443  
**Director of Special Education**  
3451 students (PK-12)  
Thomas Scarice 203-245-6300

**Region 1 Public Schools** (winter 2017 & 2015)  
246 Warren Tpke Rd., Falls Village 06031  
**Assistant Superintendent**  
509 students (9-12)  
Jonathan Moore 860-824-0855

**Tolland Public Schools**  
51 Tolland Green, Tolland 06084  
**Superintendent of Schools**  
2977 students (PK-12)  
Sam Alderstein 860-870-6850

**Oxford Public Schools** (summer 2014)  
1 Great Hill Road, Oxford 06478  
**Superintendent of Schools**  
1535 Students (PK-12)  
Diane Soracco 203-888-7754

**Portland Public Schools** (summer 2014)  
33 East Main Street, Portland 06480  
**Superintendent of Schools**  
1402 Students (PK-12)  
MaryAnne Rode 860-342-6790

# Sample Vacancy Posting



**FARMINGTON  
PUBLIC SCHOOLS**

Empowering Global Citizens

invite applicants for the position of

## **SUPERINTENDENT OF SCHOOLS**

(EFFECTIVE January 1, 2026 and no later than July 1, 2026)

### **Qualifications**

*The Farmington Board of Education seeks a visionary, dynamic, and compassionate educational leader who embodies authenticity, empathy, and a deep commitment to student success.*

The ideal candidate will demonstrate:

- ◆ A proven record of leadership, innovation, and advocacy;
- ◆ A comprehensive understanding of educational issues, practices, and trends;
- ◆ A commitment to excellence in all aspects of education— academics, athletics, and whole child development;
- ◆ Strong consensus-building skills and the ability to navigate complexity;
- ◆ A passion for cultivating growth through challenge and support;
- ◆ A broad and evolving vision of excellence and success in education;
- ◆ A visible and engaged presence in schools and the community;
- ◆ Strategic, deliberate, and forward-thinking leadership;
- ◆ Outstanding communication skills and the ability to inspire and connect;
- ◆ A genuine commitment to recognizing and celebrating the contributions of others;
- ◆ Experience advocating for schools and public education; and
- ◆ 093 certification (Connecticut Superintendent Certification).



## Application Process

The Farmington Board of Education has engaged the services of the Connecticut Association of Boards of Education (CABE) Search Services to conduct its search for qualified candidates. Applicants must provide **pdfs** of the following by the **September 12, 2025, 5:00 pm DEADLINE:**

- ◆ A CABE Search Services application ([cabe.org](http://cabe.org), services, search services, application).
- ◆ A cover letter indicating interest in the position.
- ◆ A current resume.
- ◆ A minimum of three recent letters of professional reference.
- ◆ Undergraduate and graduate transcripts and a copy of professional certification.

(NOTE: Candidates who applied previously will be considered "active" and need not reapply but are welcome to supplement.)

To ensure full consideration and confidentiality, all materials should be emailed to:



Mary Broderick at  
[mbroderick.cabesearch@cabe.org](mailto:mbroderick.cabesearch@cabe.org)  
(860) 608-1763

## About Farmington, CT

Farmington is situated along the beautiful Farmington River. The Town was incorporated in 1645. Known as the "Mother Town," Farmington was partitioned into the towns of Avon, Bristol, Plainville, New Britain, Berlin, Southington, and Burlington. This history is reflected in the Town Seal.



Farmington is a residential suburb comprising 28.7 square miles in the Hartford Metropolitan area that has retained its distinctive character through maintenance of its historic districts and careful land use planning for the future. Farmington has a Council-Manager form of government with a Council Chairperson as the chief elected official and a Town Manager as the Chief Executive Officer.

*The Farmington Board of Education (the "Board") will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, gender identity or expression, status as a victim of domestic violence, or any other basis prohibited by state or federal law ("Protected Class"), except in the case of a bona fide occupational qualification. Questions concerning Title VI or Title IX compliance should be directed to: Veronica Ruzek, 14 Monteith Drive, Farmington, CT 06032 860-673-8270. Questions concerning Section 504 compliance should be directed to: Wendy Shepard-Bannish, 14 Monteith Drive, Farmington, CT 06032 860-677-1791.*

## Farmington Public Schools

*The mission of the Farmington Public Schools is to enable all students to achieve academic and personal excellence, exhibit persistent effort, and live as resourceful, inquiring, and contributing global citizens.*

### Our nearly 4,200 students attend:

- \* West District Elementary School: 351 (K-Gr. 4)
- \* Union Elementary: 288 (K-Gr. 4)
- \* Noah Wallace Elementary: 409 (K-Gr. 4)
- \* East Farms Elementary: 372 (K-Gr. 4)
- \* West Woods Upper Elementary: 679 (Gr. 5-6)
- \* Irving A. Robbins Middle: 672 (Gr. 7-8)
- \* Farmington High School: 1283 (Gr. 9-12)
- \* Farmington Collaborative Preschool: 99

## A Tradition of Leading the Way:

### Excellence in Academics:

- \* Many recognitions can be found here: <https://fpsct.org/category/newsletters/>
- \* Top 10 Best High Schools—US News and World Report
- \* FPS Senior recognized at White House for Girls Leading Change
- \* Student selected for US Senate Youth Program
- \* Science Bowl competitions
- \* Science Olympiads
- \* Stand Up for STEM Next Generation Role Model
- \* National and New England Math competitions
- \* Harvard pre-collegiate economic competition
- \* Euro challenge on economics
- \* Public speaking competition

### Excellence in Athletics:

- \* FHS athletics 2025 recipient of the National Interscholastic Athletic Administrators Association (NIAAA) Quality Program Recognition at the Exemplary Level
- \* 2021 & 2024 Class LL Boys Soccer State Champions
- \* 2023 & 2024 Class L Girls Volleyball State Champions
- \* 2024 Girls Soccer; Girls Swimming & Diving; Girls & Boys Lacrosse CCC Conference Champions
- \* 2025 Girls Golf: 18:0 season; CCC Conference Champions

### Excellence in Educating the Whole Child:

- \* Participation in K-12 Music Program: Strings: 1,037; Band: 687; Choral: 1,986
- \* AP Art students' portfolios received avg. score of 5
- \* Multiple CT Regional Scholastic Art awards
- \* Community service: 52 inducted into NHS; 32 Applied Arts students volunteered for Habitat for Humanity

## Schedule of Costs

### Glastonbury PUBLIC SCHOOLS SUPERINTENDENT SEARCH

Comprehensive Search	Search Costs
Professional consulting fee for Superintendent Search, including administrative expenses	<b>\$16,800</b>

**PAYMENT:**

The consulting fee and administrative expenses are billed in three equal installments:

1. Upon contract between the Board and CABE Search Services
2. At the presentation of the Leadership Profile
3. Following an employment offer and acceptance

**OTHER POTENTIAL EXPENSES:**

Costs associated with advertising, applicant travel and background checks are billed directly to the district.

**Advertising and Candidate Travel:** (These costs are rarely incurred.) If there is a need for out of state applicant travel, consultants will seek pre-approval from the Board. CABE will advise the Board on obtaining maximum exposure at the most reasonable cost.

Expenses related to advertising and candidate travel will be billed on a monthly basis, with the final invoice rendered approximately eight weeks after the search is complete.

**Background Check:** (This highly recommended expense is usually between \$500 and \$1,000.) *The Background Check will include: social security and residence trace, criminal record history both State and National, civil record review, motor vehicle history, sex offender registry search, education/degree verification, and a review of media publications and social media activity.*

*CABE Search Services **guarantees** its work. We commit to working with you until you find the right superintendent to lead the Glastonbury schools. If the selected superintendent does not work out within the first year (though our track record suggests this is unlikely), we will support your renewed search at no cost except travel, advertising, and background expenses as outlined above.*

## What others have said about CABA Search Services...

*The collaboration between the consulting group and our board members from the beginning planning phase to the hiring of new Superintendent was superb. Also the organization and expertise you brought, Mary and Jack, helped tremendously throughout in guiding us, giving honest feedback and helping us ultimately make the process go as smoothly as possible.*

Farmington

*This was wonderful - thank you for guiding us through this process with grace and patience!*

Region 13

*Thank you, Mary and Jack, for your professionalism, kindness and depth of knowledge and wonderful guidance. We appreciate the time and attention you took with us and for making this a great experience. The entire process from start to finish was seamless and well thought out.*

Region 20

*Mary is a dream to work with and made an extremely difficult decision that much more gentle and easy by bringing her levelheaded, calming, sensible self into it. Her organization is top notch and her ability to answer hard questions is only outdone by her eloquence.*

Region 1

*It was an absolute pleasure working with you, Mary. Thank you for guiding us through the process.*

Montville Board

*This was an amazing process. Thanks so much for your calm, kind, and insightful approach and guidance. I can't imagine a better person to have walked us so gracefully and intentionally through this process.*

Granby Board

*Thank you to Mary for her clear communications and time management to streamline the process, but also make it a professional experience where I know the committee felt valued and heard.*

Preston Search Committee

*Mary is a jewel and, to mix metaphors, she was able to herd cats.... If there is a sainthood for search consultants, Mary Broderick deserves a halo.... Mary Broderick listened. She respected everyone's thinking and then designed a process that addressed concerns and brought us through to a correct decision. Above all, however, she never let us make fools of ourselves.*

Groton Board

*Mary and Paul did an outstanding job guiding the board through the process with good unbiased feedback. It was a very enjoyable experience.... Comprehensive and well designed leadership profile, navigating covid difficulties, community focus groups had good outcomes.*

Westbrook Board

*(The) consultants were excellent and did a superb job.... (It's) very difficult to figure out what could be improved upon. A+.*

LEARN Board

*All aspects of the search process worked very well for us. I do not think that this was by accident. The many hours that Mary Broderick clearly put into developing, announcing and coordinating our search resulted in a search that seemed "easy" to the Board. From the development of the Leadership Profile through the provision of a draft press release announcing the new superintendent, Mary was on top of the process at every point. While I suspect that she was also conducting searches for other communities, we never felt that we were anything other than her first priority. I would highly recommend the CABA search services in general and Mary Broderick specifically.*

Colchester Board

*Mary Broderick represented our district in such a professional and effective manner. People felt that she truly listened to their input and candidates appreciated her assistance as they navigated through the process.*

Fishers Island

*You were a consummate professional and a delight to work with. Thank you for taking an overwhelming task and helping us navigate with success.*

Ledyard Board

**TOWN OF GLASTONBURY****MEMORANDUM****DEPARTMENT OF ADMINISTRATIVE SERVICES****FINANCIAL ADMINISTRATION**

TO: Board of Finance  
Jonathan Luiz, Town Manager

FROM: Keri Rowley, Director of Finance & Administrative Services *KJR*

DATE: March 2, 2026

SUBJECT: Self Insurance Reserve Update February 2026

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The attached report summarizes the Self-Insurance Reserve fund through **February**. The total reserve is **\$8,566,080**, allocated **\$5,862,568** and **\$2,703,512** between the Town and Board of Education, respectively. As of **February**, the fund is experiencing a **\$1,086,420** loss for the fiscal year.

There are **14** large loss claims which are defined as any claims that exceed 50% of the individual stop-loss limit. There are **12** large loss claims for the BOE and **2** for the Town. There are **6** claims that have exceeded the individual Stop Loss limit; **5** for the BOE and **1** for the Town. The Individual stop-loss limit is **\$200,000** for BOE and **\$150,000** for the Town.

cc: Dr. Alan Bookman, Superintendent  
Karen Bonfiglio, Business Manager

**SELF INSURANCE RESERVE FUND**

YTD Balances As of February 28, 2026

	Town	Education	Total
<b>Contributions</b>			
Employer	\$2,555,343	\$9,002,758	\$11,558,101
Employee	757,362	2,717,234	3,474,596
Stop Loss Reimbursement	249,232	1,159,550	1,408,782
<b>Total Revenues</b>	<b>\$3,561,938</b>	<b>\$12,879,541</b>	<b>\$16,441,479</b>
<b>Expenditures</b>			
<b>Anthem</b>			
ASO Fees	\$65,975	\$249,854	\$315,829
Claims	2,354,184	12,424,545	14,778,729
	<u>\$2,420,159</u>	<u>\$12,674,399</u>	<u>\$15,094,558</u>
<b>Delta Dental</b>			
ASO Fees	\$12,876	\$36,613	\$49,489
Claims	130,456	577,963	708,419
	<u>\$143,332</u>	<u>\$614,576</u>	<u>\$757,908</u>
Bank Fees/PCORI Fee/EAP Fee	\$8,307	\$5,043	\$13,349
CT Prime	408,633	1,185,951	\$1,594,584
OneDigital Consultant Fees	13,500	54,000	67,500
	<u>\$430,440</u>	<u>\$1,244,994</u>	<u>\$1,675,433</u>
<b>Total Expenditures</b>	<b>\$2,993,931</b>	<b>\$14,533,969</b>	<b>\$17,527,899</b>
Current Year Revenues Less Expenses	\$568,007	(\$1,654,427)	(\$1,086,420)
Reserve July 1, 2025	\$5,294,561	\$4,357,939	\$9,652,500
Reserve at end of month	<u>\$5,862,568</u>	<u>\$2,703,512</u>	<u>\$8,566,080</u>

	Town		BOE		Total
Reserve at end of month	\$ 5,862,568	\$	2,703,512	\$	8,566,080
Recommended Minimum Reserve <sup>A</sup>	\$ 995,961	\$	4,275,243	\$	5,271,204
Variance Over/(Under) Reserved	\$ 4,866,607	\$	(1,571,731)	\$	3,294,876

A. As of December 2025. The next update will be provided for March 2026.

# Hartford Region Open Choice Program: 2026-27 Seat Declaration Form

## Glastonbury School District

Original Submission  
(X Here)

Original Submission Date:

Revision  
(X Here)

Revision Date:

Please ONLY type in the pink boxes in this document. Section A should not be modified. Sections D and F will pre-populate based on entered data.

### A. Open Choice Enrollment (as of October 1, 2025, PSIS) - Includes Outplaced Students if Applicable

*This information has been pre-filled for your convenience - please DO NOT modify.* In the GRAY highlighted row in the chart below, please note the number of Open Choice students enrolled in your district for the 2025-26 school year, as of the October 1, 2025, PSIS filing. If there are any discrepancies, please contact Laura Lyon at Laura.Lyon@ct.gov, as this data was pulled directly from PSIS. In the Projected Open Choice Maintained Seats row, it is assumed that, with the exception of graduating Grade 12 students, all students will continue to the next grade in your district for 2026-27.

	School Year	PK4	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
<b>Open Choice Enrollment</b>	2025-26		15	10	12	12	8	7	2	6	3	3	3	6	3	<b>90</b>
<b>Projected Open Choice Maintained Seats</b>	2026-27			15	10	12	12	8	7	2	6	3	3	3	6	<b>87</b>

### B. Student Withdrawals AFTER the October 1, 2025 PSIS Filing

If you are aware of any students who have withdrawn after your October 1, 2025, PSIS filing, and will not be returning for the 2025-26 school year, please list the Student's SASID, School Name, Grade, and Date of Withdrawal below. If necessary, please use a separate sheet to list additional withdrawals.

Student's SASID	PSIS Withdrawal Code	School Name	Grade in Which Student Was Enrolled	Date of Withdrawal
5315708814	2	Glastonbury High School	9	12/02/2025

**Total Number (Total of Rows 17 through 21 + Any Additional Withdrawals) of Open Choice Students Withdrawn after October 1 PSIS: 1**

### C. Student Registrations AFTER the October 1, 2025 and up to December 1, 2025

If you are aware of any students who registered after the October 1, 2025, PSIS filing, please list the Student's SASID, School Name, Grade, and Date of Registration below. If necessary, please use a separate sheet to list additional registrations.

Student's SASID	School Name	Grade in Which Student Was Enrolled	Date of Registration

**Total Number (Total of Rows 26 through 30 + Any Additional Registrations) of Open Choice Students Registered after October 1 PSIS:**

### D. Projected Open Choice Maintained Seats for School Year 2026-27

## Hartford Region Open Choice Program: 2026-27 Seat Declaration Form

### Glastonbury School District

Data Per Chart	Total
A. Projected Open Choice Maintained Seats	87
B. Less: Students Withdrawn After October 1, 2025, PSIS Filing	1
C. Plus: Students Registered After October 1, 2025 and up to December 1, 2025	0
D. Projected Open Choice Maintained Seats	86

# Hartford Region Open Choice Program: 2026-27 Seat Declaration Form

## Glastonbury School District

### E. Proposed New Seats, 2026-27

In the chart below, please enter the proposed new Open Choice seats by grade for 2026-27. To add a new school, enter the school's name and the proposed seats by grade in the **New School(s)** section below.

School Name	PK4	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats	# of Seats
Nayaug School		15													15
															0
															0
															0
															0
<b>New School(s)</b>															0
															0
<b>TOTAL: New Open Choice Seats</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>

### F. Total Projected Seats (Maintained Seats Plus New Seats) 2026-27

Data Per Chart	Total
Projected Open Choice Maintained Seats	86
Proposed New Open Choice Seats	15
<b>District Projected Total Open Choice Seats for 2026-27</b>	<b>101</b>
District Projected Total Enrollment for 2026-27	5,628
Projected Tier Percentage for SY 2026-27	1.79



G. Sign and Return form no later than Friday, February 27, 2026.

Email form to:

[Laura.Lyon@ct.gov](mailto:Laura.Lyon@ct.gov)

[Handwritten Signature]

10-Feb-26

**GLASTONBURY PUBLIC SCHOOLS  
GLASTONBURY, CONNECTICUT**

**SCHOOL ENROLLMENT March 1, 2026**

<u>Elementary</u>	<u>Pre-K = 84</u>	<u>K</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>Total</u>
Buttonball		69	88	69	91	73			390
Hebron Ave.		65	65	72	91	89	80		462
Hopewell		69	93	87	91	86			426
Naubuc		62	60	76	67	84	81		430
Naugaug		97	79	92	111	78	93		550
Elementary Subtotal		362	385	396	451	410	254	0	2258
Gideon Welles							186	436	622
	K-6 Totals								2880
<b>Elementary Total</b>		<b>362</b>	<b>385</b>	<b>396</b>	<b>451</b>	<b>410</b>	<b>440</b>	<b>436</b>	<b>2880</b>

<u>Middle</u>	<u>7</u>	<u>8</u>	<u>Total</u>
Smith Middle	455	440	895
<b>Middle Total</b>	<b>455</b>	<b>440</b>	<b>895</b>

<u>Secondary</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>Total</u>
Glastonbury High	429	414	427	425	1695
<b>Secondary Total</b>	<b>429</b>	<b>414</b>	<b>427</b>	<b>425</b>	<b>1695</b>

<b>TOTAL</b>	<b>5470</b>
<b>Pre-K</b>	<b>84</b>
<b>OUT OF DISTRICT (29 &amp; GHS ALTERNATIVE PROGRAM ( ))</b>	<b>29</b>
<b>GRAND TOTAL</b>	<b>5583</b>

<b>RECAPITULATION</b>			
	3/1/2025	3/1/2026	Change Over
	Enrollment	Enrollment	Previous Years
	All	All	Enrollment All
<b>Pre-K</b>	85	84	-1
<b>K</b>	378	362	-16
<b>1</b>	380	385	5
<b>2</b>	441	396	-45
<b>3</b>	400	451	51
<b>4</b>	433	410	-23
<b>5</b>	431	440	9
<b>6</b>	445	436	-9
<b>Subtotal Elementary</b>	<b>2993</b>	<b>2964</b>	<b>-29</b>
<b>7</b>	441	455	14
<b>8</b>	433	440	7
<b>9</b>	410	429	19
<b>10</b>	436	414	-22
<b>11</b>	428	427	-1
<b>12</b>	460	425	-35
<b>Subtotal Secondary</b>	<b>2608</b>	<b>2590</b>	<b>-18</b>
<b>TOTAL</b>	<b>5601</b>	<b>5554</b>	<b>-47</b>
<b>OUT OF DISTRICT &amp; GHS ALTERNATE</b>	<b>32</b>	<b>29</b>	<b>-3</b>
<b>GRAND TOTAL</b>	<b>5633</b>	<b>5583</b>	<b>-50</b>

## School Enrollment by Class March 1, 2026

										<b>GRADE K</b>	<b>TOTAL</b>	
Buttonball	15	14	14	13	13					=	69	
Hebron	17	16	16	16							=	65
Hopewell	15	15	14	14	11					=	69	
Naubuc	16	16	15	15							=	62
Nayaug	20	20	19	19	19					=	97	
											<b><u>362</u></b>	
										<b>GRADE 1</b>		
Buttonball	18	18	18	17	17					=	88	
Hebron	17	16	16	16							=	65
Hopewell	19	19	19	18	18					=	93	
Naubuc	16	15	15	14							=	60
Nayaug	18	17	16	14	14					=	79	
											<b><u>385</u></b>	
										<b>GRADE 2</b>		
Buttonball	18	18	17	16						=	69	
Hebron	19	19	17	17							=	72
Hopewell	18	18	17	17	17					=	87	
Naubuc	19	19	19	19							=	76
Nayaug	19	19	18	18	18					=	92	
											<b><u>396</u></b>	
										<b>GRADE 3</b>		
Buttonball	23	23	23	22						=	91	
Hebron	23	23	23	22							=	91
Hopewell	19	19	18	18	17					=	91	
Naubuc	17	17	17	16							=	67
Nayaug	23	23	23	21	21					=	111	
											<b><u>451</u></b>	
										<b>GRADE 4</b>		
Buttonball	19	18	18	18						=	73	
Hebron	23	23	22	21							=	89
Hopewell	22	22	22	20							=	86
Naubuc	22	21	21	20							=	84
Nayaug	20	20	19	19						=	78	
											<b><u>410</u></b>	
										<b>GRADE 5</b>		
Buttonball										=	0	
Hebron	20	20	20	20						=	80	
Naubuc	21	20	20	20							=	81
Nayaug	20	19	18	18	18					=	93	
Gideon	22	22	21	21	21	20	20	20	19	=	186	
											<b><u>440</u></b>	