

# Board of Education Regular Meeting

Monday, September 23, 2019 7:30 PM

Weston Middle School Library, 24 School Road, Weston, CT 06883-1623

## I. CALL TO ORDER, VERIFICATION OF QUORUM

## II. EXECUTIVE SESSION

## III. RESUME PUBLIC SESSION

## IV. PLEDGE OF ALLEGIANCE

## V. RECOGNITIONS OF GIFTS AND DONATIONS-None to recognize this month.

## VI. APPROVAL OF MINUTES

## VII. PUBLIC COMMENT

## VIII. STUDENT BOARD OF EDUCATION REPRESENTATIVE COMMENTS

## IX. NEW BUSINESS

A. Retirements-None to recognize this month.

B. Resignations-None to recognize this month.

C. Ratification of the Tentative Agreement between Weston Board of Education and Weston Administrators Association, for a Collective Bargaining Agreement Effective July 1, 2020 through June 30, 2023

D. Student Resource Officer Memorandum of Understanding Approval

E. Senior Center Memorandum of Understanding Approval

F. Update on School Start/End Time Task Force

G. Second FY 2020 Financial Update and Approval of Transfers

## X. OLD BUSINESS

## XI. SUPERINTENDENT'S REPORT

A. District Update

## XII. COMMITTEE REPORTS

A. Communications Committee

B. Curriculum Committee

C. Facilities Committee

D. Finance Committee

E. Policy Committee

F. Negotiations Committee

G. CES

H. CAFE

I. Weston Education Foundation

**XIII. NEXT SCHEDULED MEETINGS OF THE BOARD OF  
EDUCATION**

A. Regular Session on October 21, 2019 at 7:30  
p.m.

B. Review of Pending Agenda Items for Next Meeting

**XIV. ADJOURNMENT**

**Weston Board of Education Workshop**  
**August 16, 2019 9:00 AM**  
Weston High School, Library Room A2

**1. Welcome and Overview**

Meeting was called to order at 9:05 a.m.

Present Board Members:

Gina Albert (Chairperson), Ellen Uzenoff, Anthony Pesco, Ruby Hedge, Melissa Walker

Present Administration:

William McKersie, Ph.D., Superintendent; Kenneth Craw, Ed.D., Assistant Superintendent of Curriculum & Instruction; Michael Rizzo, Assistant Superintendent of Pupil Services

**2. WPS Goals & Action Priorities 2019-20**

Discussion:

- Dr. Craw discussed outcome, goals and action plans in various areas such as:
  - NGSS implementation.
  - New graduation requirements for health education.
  - The use of reading benchmark systems for differentiation in the classroom in grades K-5.
- Mr. Rizzo presented on the Healthy Learning Environment Goal.
  - At Weston we strive to provide students with strategies and resources to manage their emotions and apply skills Emotional Intelligence.
  - The District will continue to provide staff training in RULER skills.
  - Dialectical Behavioral Therapy skills in emotional problem-solving will be integrated into the 9<sup>th</sup> and 10<sup>th</sup> grade health classes; and all grades are looking to implement a natural fit for these skills into the curriculum.
  - A School Climate Survey will be given to all students, staff and parents. A report of findings will provide information and recommendations for school and districtwide strategies for improvement.
- Dr. Craw discussed the status of District Digital Learning.
  - At WHS, all learning platforms are being consolidated into Canvas Learning Management System. The district is looking to make this transition in all of the schools.
  - Mr. Pesco asked if there are opportunities in the district to teach coding. There are opportunities intermittently during the year for K-5 students. Grades 6-8 there is a thread of courses exposing students to these concepts. The high school has recently added four higher level computer courses.
  - The Chromebook breakage rate at the middle school is currently very high. Mr. Doak and Mr. Tunks are working on getting this statistic down.
  - The district is currently piloting a modified system with Smartboards that do not require projectors and subsequently requires much less maintenance.
- Gauging Progress:
  - Helps guide the District in attaining Global Citizens Goal.
  - Reports include State assessments and the WHS Statistical Report.

- Last year a Reading Committee was formed with the goal of improving how the District uses and accesses data.
- In math, there are good interventions in grade K-5 with SRBI; in grades 6-8, the District is working to improve and create interventions at these levels.
- Interventions during the year take place at the Curriculum Council, Leadership, and Curricular Team levels.
- Facilities and Capital Improvements:
  - The District will update and refine the 10-year capital improvements projection.
  - The District has hired a new cleaning company this summer.
  - Members discussed the facilities use partnership regarding fees.
- Transportation:
  - The District is looking to implement an App for families to track the status of the buses.
  - The District will implement 11 new busses.
  - Most of the district-owned vehicles have been sold, but will retain one to two small vans for SPED during the day.
- Green Initiatives:
  - Members discussed creating an initiative to eliminate paper in all areas and to move toward more digital communications with parents.

### **3. Leadership Team Reflections on Guidance, Coaching, & Accountability to Improve Professional Performance**

Discussion:

Dr. Crow gave an overview of the Weston Teacher Evaluation Process.

- Weston's teacher evaluations are in line with State guidelines but also go beyond the State expectations for which the District obtained a special waiver from the State.
- The teacher observation process is an intensive process, which is more authentic and partnered with the administrator.
- Teachers are rated on multiple domains and standards.
- Within our system, we have a variety of systems in place to address teachers who have fallen below performance standards. There are tailored levels of assistance for improvement.
- The Professional Growth Committee is in place to implement and improve the plan as needed.

### **4. Roundtable on Priority Ideas, Issues, & Work**

Discussion:

- Dr. McKersie gave an overview of *Radical Candor* (a book that all of Leadership Team read prior to the Leadership Retreat) as a tool for improving professional performance and the goal of improving talent and keeping talent in the District.
- The Leadership team will focus on improving culture and communication with staff and having clear expectations.
- Board members discussed implementing efficiencies around monthly meetings and agreed to have a separate assembly twice per year for recognition awards rather than at regular BOE meetings.

## **5. Superintendent's Goals & Action Priorities 2019-20 (Draft document)**

Discussion:

- Board and Leadership discussed points on Superintendents Goals handout, and discussed which goals are of highest priority.
- It was agreed that further discussion would take place at an executive session since not all Board members were present.
- Members discussed possible public relations resources.
- Members discussed improvements to budget communications, such as communicating core principals rather publishing a list of the cuts that are still in discussion.
  - One suggestion, to be resolved by the Finance Committee, would be to focus the October 7 BOE Workshop on budget processes and communication.

## **6. Close**

Meeting was adjourned at 1:06 p.m. with a motion by Anthony Pesco and second by Ruby Hedge.

Respectfully submitted,

June Curiano  
Administrative Assistant to the Assistant Superintendent

## **I. CALL TO ORDER, VERIFICATION OF QUORUM**

Gina Albert

## **II. EXECUTIVE SESSION**

**II.A.** Executive Session pursuant to Connecticut General Statutes Section 1-200(6)(E) to discuss the investigation of a complaint concerning a confidential student matter, the discussion of which would result in the disclosure of exempt public records and the information contained therein described in Connecticut General Statutes Section 1-210(b)(17).

**II.B.** Personnel Matters: Discussion Regarding Superintendent's Review and Goals

**II.C.** Matters Pertaining to Security

## **III. RESUME PUBLIC SESSION**

## **IV. PLEDGE OF ALLEGIANCE**

Gina Albert

## **V. APPROVAL OF MINUTES**

### **Actions Taken**

Motion Passed: Move that the Weston Board of Education approve the minutes from the August 12, 2019 Executive and Regular Sessions. Passed with a motion by Ellen Uzenoff, and a second by Ruby Hedge.

### **Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

## **VI. Weston Police Department Security Update**

Chief Henion reported that the Weston Police Department worked with Dr. McKersie and other Administrators over the summer to ensure that security plans are up to date and that the police presence on campus for the coming year is accurate and effective. Sergeant Brodacki added that the Police Department reviewed the annual plans and updated them according to the needs of the district and community. For the coming year there will be an SRO stationed at both the high and middle schools, as in the previous year, as well as an officer patrolling the campus and giving special attention to the elementary and intermediate schools. Additionally, this year there will be improvements in camera monitoring.

Dr. McKersie reported that the District will be holding two public forums in the fall pertaining to security matters. At those workshops the police department will provide information on the services they provide, and how that differs from what is provided by the District's Security Specialists, as well as the training which the SROs received.

Sergeant Brodacki discussed how the SROs are working with Mike Rizzo, the District's Assistant Superintendent for Pupil Personnel Services as well as school counselors to identify potential problems before they materialize. Sergeant Brodacki added that the District does conduct random drug searches, with dogs,

once or twice a year, of student vehicles, but these searches are announced. Dr. McKersie added that as per Board policy canine searches in the schools themselves only occur when there is a known threat.

## **VII. PUBLIC COMMENT**

Gina Albert

There was no public comment.

## **VIII. NEW BUSINESS**

### **VIII.A. Retirements**

#### **Actions Taken**

Motion Passed: Move that the Board of Education recognize the retirement of Carl Moeller; passed with a motion by Ellen Uzenoff and a second by Ruby Hedge.

#### **Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

### **VIII.B. Resignations**

#### **Actions Taken**

Motion Passed: Move that the Board of Education acknowledge the resignations of Brenda Steensma, Weston Middle School French Teacher, Christine Donigian, Weston High School Spanish Teacher, and John Fitzgerald, Weston High School Music Teacher; passed with a motion by Ellen Uzenoff and a second by Taffy Miller.

#### **Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

### **VIII.C. Year End Financial Report**

Richard Rudl

#### **Actions Taken**

Motion Passed: Move that the Weston Board of Education approve the twelfth, and final, FY 2019 Financial Update and Approval of Transfers as presented by Mr. Rudl; passed with a motion by Ellen Uzenoff and a second by Taffy Miller.

#### **Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes

Anthony Pesco	Absent
Ellen Uzenoff	Yes

#### **VIII.D. First FY 2020 Financial Update, and Approval of Transfers**

Richard Rudl

##### **Actions Taken**

Motion Passed: Move that the Weston Board of Education approve the first Financial Update and Approval of Transfers for FY 2020 as presented by Mr. Rudl; passed with a motion by Ellen Uzenoff and a second by Taffy Miller.

##### **Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

#### **VIII.E. Staffing Update**

Dr. Ken Craw

Ms. Albert introduced Mr. Phillip Cross, the new Director of Finance and Operations, who will be assuming the position on October 1.

Dr. Craw reported that it has been a busy hiring season and bios of all the new hires were included in the Board packet. He also reviewed the comprehensive hiring process that all new staff members undergo. Additionally, the District also hired two new ESS employees.

#### **VIII.F. Summer Facilities Update**

Richard Rudl

Mr. Rudl updated the Board on all the summer projects which were worked on over the past couple of months, including lighting repairs, oil tank removal, middle school locker replacement, parking lot paving and striping, installation of new playground at Hurlbutt, carpet installation, and sink hole repair. Approximately 31 projects were worked on over the summer, and of those only six remain open, and of those six, three were deferred by the Building Committee or First Selectman. These include the Hurlbutt chiller replacement, the high school and elementary school water heater replacements, and the paving of School Rd. Dr. McKersie added that the Board will be kept up to date with the open projects and that the District plans to bring the Capital project list for next year in front of the Building Committee in November.

#### **IX. OLD BUSINESS**

##### **IX.A. Weston Board of Education Policies, Regulations, and Bylaws**

###### **IX.A.1. Second Reading of Policy 4113.3, Background Checks**

Gina Albert

##### **Actions Taken**

Motion Passed: Move that the Board of Education approve the second reading of Policy 4113.3, Background Checks, passed with a motion by Ellen Uzenoff and a second by Ruby Hedge.

**Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

**IX.A.2. Second Reading of Policy 4111.1, Plan for Minority Staff Recruitment****Actions Taken**

Motion Passed: Move that the Board of Education approve the second reading of Policy 4111.1, Plan for Minority Staff Recruitment, passed with a motion by Ruby Hedge and a second by Taffy Miller.

**Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

**IX.A.3. Second Reading of Policy and Administrative Regulation 4118.25/5141.4, Reports of Suspected Child Abuse and Neglect****Actions Taken**

Motion Passed: Move that the Board of Education approve the second reading of Policy 4118.25/5141.4 Reports of Suspected Child Abuse and Neglect, passed with a motion by Melissa Walker and a second by Ruby Hedge.

**Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

**X. SUPERINTENDENT'S REPORT****X.A. District Update**

Dr. McKersie reported that there are three procedural changes that were approved at the Board retreat. These include handling recognitions for 2019-20 in two special, stand-alone ceremonies, rather than at the monthly Board meeting, moving the September Board of Education meeting from the 16<sup>th</sup> to the 23<sup>rd</sup>, and moving the October 10<sup>th</sup> workshop to the morning, from 9 am to 11 am, where budget matters will be discussed. Additionally, high school student representatives will be joining the monthly Board meeting in September.

Ms. Albert inquired if it would be possible for middle school student representatives attend the Board meetings when they have something to present. Dr. McKersie agreed.

**Actions Taken**

Motion Passed: Move that the Board of Education approve the Board of Education moving its September 16, 2019 Board meeting to September 23, passed with a motion by Ellen Uzenoff and a second by Gina Albert.

**Member Votes**

Ruby Hedge	Yes
Melissa Walker	Yes
Taffy Miller	Yes
Gina Albert	Yes
Hillary Koyner	Yes
Anthony Pesco	Absent
Ellen Uzenoff	Yes

**XI. COMMITTEE REPORTS**

Forgeo

**XI.A.** Communications Committee

**XI.B.** Curriculum Committee

**XI.C.** Facilities Committee

**XI.D.** Finance Committee

**XI.E.** Policy Committee

**XI.F.** Negotiations Committee

**XI.G.** CES

**XI.H.** CABE

**XI.I.** Weston Education Foundation

**XII. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION**

**XII.A.** Regular Session on September 16, 2019 at 7:30 p.m.

**XII.B.** Review of Pending Agenda Items for Next Meeting

Dr. McKersie reported that at the September meeting he will provide an update form the school start and end time task force.

Ms. Albert reviewed the Board of Education committee members for the 19/20 school year.

Ms. Hedge suggested that the Board receive feedback from the Board of Selectmen and the Board of Finance if there's anything the Board can be doing differently when providing budget information.

**XIII. ADJOURNMENT**

The meeting adjourned at 8:35pm.

**TENTATIVE AGREEMENT**  
**Subject to ratification by both parties**  
**(~~strikethrough~~ signifies deletions; *bolded italics* signifies additions)**

1. Amend ARTICLE I, RECOGNITION, as follows:

The Board (hereinafter referred to as the “Board”) hereby recognizes the Weston Administrators’ Association (hereinafter referred to as the “Association” *or the “WAA”*) as the sole and exclusive bargaining representative as provided in the Connecticut General Statutes for all certified professional employees employed by the Board in positions requiring an intermediate administrator or supervisor certificate and whose administrative or supervisory duties shall equal at least 50% of the assigned time of such employee, who are not otherwise excluded from the purview of §§ 10-153a to 10-153g, inclusive. On the effective date of this Agreement, the bargaining unit shall be composed of the high school principal, the middle school principal, the intermediate school principal, the elementary school principal, ~~the director of pupil services~~, the assistant directors of pupil services, the high school assistant principals, the middle school assistant principal, the intermediate school principal, the elementary school assistant principal and the athletic director (hereinafter referred to as “administrators”).

2. Amend Section A of ARTICLE III, PROMOTION AND TRANSFER, as follows:

A. Promotion. Vacancies in the bargaining unit positions which the Board decides to fill shall be posted *on the Board’s website* ~~in each school~~ as promptly as possible for a minimum of ten (10) working days. *The Board shall promptly notify administrators of any such postings via electronic mail.*

3. Amend ARTICLE IV, DISCIPLINE, as follows:

No denial of increment shall be without just cause. No disciplinary action (i.e., written reprimand, suspension *without pay*, *or* demotion, ~~or transfer to a teaching position~~) shall be taken without just cause. This provision shall not affect the right of the Board to eliminate or reduce positions which will be governed by the reduction in force procedures of this Agreement and applicable law. In accordance with Section 10-151b(a), claims of failure to follow the established procedures of the approved administrator evaluation and support program shall be subject to the grievance procedure set forth in Article XV of this Agreement. The procedure set forth in Section 10-151 of the Connecticut General Statutes shall be the exclusive procedure for matters involving employee termination or non-renewal.

4. Amend ARTICLE VII, SALARIES, and Appendix A, to reflect the following agreements regarding salary and step increment:

**2020-2021:** Provide for a general wage increase of 1.90%. Each administrator not yet at the maximum step shall move one step.

**2021-2022:** Provide for a general wage increase of 2.25%. Each administrator not yet at the maximum step shall move one step.

**2022-2023:** Provide for a general wage increase of 2.25%. Each administrator not yet at the maximum step shall move one step.

5. Amend ARTICLE VIII, INSURANCE, to read:

- A. The Board shall offer to each administrator and his or her eligible dependents the following medical and health benefits plan, provided the administrator contributes through payroll deductions the following for the cost of the plan:

<u>Year</u>	<u>Percentage Premium Contribution</u>
<del>2017-2018</del>	<del>16%</del>
<del>2018-2019</del>	<del>17%</del>
<del>2019-2020</del>	<del>18%</del>
<b>2020-2021</b>	<b>18%</b>
<b>2021-2022</b>	<b>19%</b>
<b>2022-2023</b>	<b>20%</b>

The dental insurance contribution shall be:

<del>2017-2018</del>	<del>18%</del>
<del>2018-2019</del>	<del>19%</del>
<del>2019-2020</del>	<del>19%</del>
<b>2020-2021</b>	<b>19%</b>
<b>2021-2022</b>	<b>20%</b>
<b>2022-2023</b>	<b>21%</b>

As used in this section, 'premium cost' shall mean the 'allocation cost' for self-funded plans and the premium cost for fully-funded plans.

Medical and health insurance benefits available to administrators ~~effective July 1, 2017~~ are set forth in Appendix B.

To be eligible to receive these benefits, each administrator must submit a written wage deduction authorization permitting the Board to deduct from the administrator's salary his or her share of the cost of benefits set forth above. An

administrator may forego or withdraw from full coverage rather than pay his or her share of the cost of benefits. Any administrator who forgoes or withdraws from full coverage rather than pay his or her share of the cost of benefits must satisfy any existing re-entry conditions or limitations of the plan.

Subject to law, including the rules and regulations of the Internal Revenue Service and independent of the requirements that administrators contribute to the cost of medical benefits and pay deductibles, the Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the administrator's share of health and medical contributions and deductibles to be paid.

- B. Life Insurance. The Board shall provide and pay for group term life insurance with a death benefit equal to three times annual salary of each administrator. The insurance shall include additional benefits for accidental death or dismemberment.
- C. Disability Insurance. The Board shall provide and pay for group disability insurance for each administrator providing a monthly income equal to 60% of the base monthly salary, beginning ninety calendar days after such disability and continuing until age 65. To qualify for disability insurance, the employee must be accepted into the group by the responsible insurance carrier. Administrators will have the option to purchase additional group disability coverage at the group rate, up to 75% of the base monthly salary. If the administrator should qualify for disability insurance, the Board will honor the sick day plan as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms of the disability plan are set forth in the plan document on file at the central office.
- D. The Board may change the carrier for the health insurance program ("plan") provided that the coverage under the new plan is substantially equivalent to the coverage in effect at the time of the change of carrier. If the Board intends to change carriers, the Board will provide the plan offered by the new carrier to the Association for review. The Association will have thirty (30) calendar days following receipt of the plan to review its terms and to notify the Board in writing of any elements of the plan which it believes render the program not substantially equivalent to the existing coverage and the explanation therefor. At the conclusion of the thirty (30) day review period, if any issues raised in the Association's written notice are not resolved to the satisfaction of the Association and the Board, the Association may submit such issues to the expedited arbitration process utilizing a single arbitrator approved by the American Arbitration Association for the sole purpose of determining whether any unresolved issues raised by the Association cause the plan to not be substantially equivalent. Submission to arbitration must occur within forty (40) days from the date the Association initially received the plan for review. If the matter is submitted to arbitration, no changes will be made

to any provisions alleged to not be substantially equivalent. The Board may implement any changes not so identified.

**E. Subject to the conditions set forth below, the Board shall offer each bargaining unit member the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for medical benefits in lieu of the medical benefits described in Section A of this Article VIII and in Appendix B. Dental benefits (including employee premium cost sharing for such dental benefits) shall continue as currently provided in this Agreement. The medical plan benefits shall be as set forth in the SPP, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP. A summary of the benefits of the SPP shall be set forth for informational purposes in Appendix C, provided that the actual benefit shall be determined in accordance with the SPP.**

**a. The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired administrators in accordance with statute.**

**b. The employee percentage share of such premium cost shall be as follows:**

**July 1, 2020 through July 1, 2021: 18%**

**July 1, 2021 through July 1, 2022: 19%**

**July 1, 2022 through July 1, 2023: 20%**

**c. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration.**

- d. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.**
- i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to medical insurance plan design and funding, premium cost share and/or introduction of an additional optional medical insurance plan; and/or**
- ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to medical insurance plan design and funding, premium cost share and/or introduction of an additional optional medical insurance plan; and/or**
- iii) If the cost of medical insurance plan offered herein is expected to result in the triggering of an excise tax under The Patient Protection and Affordable Care Act (ACA; P.L. 111-148), as amended, inter alia, by the Consolidated Appropriations Act of 2016 [P.L. 114-113]) and/or if there is any material amendment to the ACA that would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to medical insurance plan design and funding, premium cost share and/or introduction of an additional optional medical insurance plan.**
- e. In any negotiations triggered under subparagraph d above as well as negotiations for a successor to this collective bargaining agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Section A of this Article VIII and in Appendix B to**

*be the baseline for such negotiations, and the parties shall consider the following additional factors:*

- *Trends in medical insurance plan design outside of the SPP;*
- *The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.*

*Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.*

- E. *F.* Part-time administrators who are paid a fractional portion of the salary of full-time administrators shall have the same fractional portion of their insurance premium for the coverage described above paid by the Board of Education. *Notwithstanding the foregoing, the employee premium cost sharing rates described in this Article VIII shall apply to administrators who are employed full-time by the Board in a combination of one or more part-time administrator positions and one or more part-time positions covered by the collective bargaining agreement between the Board and the Weston Teachers' Association.*
- F. *G.* Disputes concerning an administrator's eligibility or entitlement to the benefits contained herein are matters which are to be resolved by the administrator and the insurer or company administering the plan. Disputes concerning coverage shall not be subject to the grievance procedure contained in this Agreement, except a dispute concerning whether the Board has purchased the plan as generally described. Details of all insurance and benefit plans under this Agreement are filed with the Superintendent of Schools and may be examined during regular office hours. The terms and conditions of these plans shall determine the benefits for which administrators may be eligible, and this Agreement shall not be construed to alter these terms or grant additional benefits not provided in them.
- G. ~~*H.*~~ ~~In the event that the teachers' bargaining unit agrees in successor contract negotiations, including without limitation negotiations pursuant to a reopener provision, to changes in medical and/or dental benefits in the teachers' contract, the WAA agrees to open this contract at the request of the Board at any time during the life of this contract, but once per occurrence of successor contract negotiations with the teachers' bargaining unit, for the sole purpose of negotiating changes in the medical and/or dental plan.~~
- H. Upon retirement from the Weston Public Schools, administrators who are eligible shall participate in Medicare and may purchase a Medicare supplement plan that includes prescription coverage.

6. Amend ARTICLE XII, TUTION REIMBURSEMENT, as follows:

ARTICLE XII  
TUITION AND PROFESSIONAL DEVELOPMENT REIMBURSEMENT

- A. The Board will set aside a sum of One Thousand Five Hundred (~~(\$1,500)~~ Dollars (***\$1,500***) per administrator during each contract year for ~~tuition~~ reimbursement to administrators to continue study at the graduate level ***and/or for costs and expenses related to professional development activities (e.g., course, conference).***
- B. Requests for ~~tuition~~ ***reimbursement to continue study at the graduate level and/or for costs and expenses related to professional development activities*** must be made at least one week prior to the commencement of the course ***or professional development activity.***
- C. ***To be eligible for reimbursement, All all*** course work ***to continue study at the graduate level*** ~~eligible for reimbursement~~ shall be taken at an accredited institution, shall have prior approval of the Superintendent of Schools, and shall be completed successfully with a grade of "B-" or higher. ***To be eligible for reimbursement, all professional development activities must be approved in advance by the Superintendent.***
- D. Reimbursement will be made in the month of August for ***graduate*** courses completed during the previous contract year. ***Reimbursement for costs and expenses related to professional development activities will be made no later than two paychecks after the Superintendent approves the professional development activity.*** Pooling of these funds ~~tuition/course work~~ may be permitted subject to a maximum of 75% of ***the cost of tuition or the professional development activity*** cost and a maximum of \$5,000 for any one administrator. Should such reimbursement requests exceed the available funds, such reimbursement shall be reduced equitably (pro rata).

7. Amend ARTICLE XVI, AGENCY FEE, as follows:

ARTICLE XVI  
AGENCY FEE - DUES DEDUCTION

- A. Within thirty (30) days after employment, all members of the bargaining unit shall have the opportunity to join the Association and execute ~~an a~~ ***voluntary written*** authorization permitting the deduction of Association ***membership dues from the salary of such bargaining unit member.*** ~~and assessments.~~

- ~~B. Any member of the bargaining unit who has not joined the Association during such period, or having joined, has not remained a member, shall immediately execute an authorization permitting deduction of a service fee which shall be a sum equal to the prorated cost of collective bargaining, contract administration, and grievance adjustment.~~
- ~~C. B.~~ **B.** The Board shall deduct *an amount equal to the Association membership dues or service fee* from the salary of *each member of the bargaining unit who voluntarily and in writing submits to the Board a written authorization for such deductions* ~~the members of the bargaining unit~~ and remit the same to the Association treasurer.
- ~~D. C.~~ **C.** The WAA agrees to indemnify and hold and save the Board harmless against any and all claims, damages, suits or other forms of liability, including reasonable attorney's fees, that shall or may arise out of or by reason of any action taken by the Board for the purpose of complying with the provisions of this Article.
- ~~E. D.~~ **D.** Association dues ~~and service fees to be deducted from salaries~~ shall not change during the contract year.
8. Amend ARTICLE XVII, DURATION, as follows:
- A. This Agreement shall be in effect without reopening of any kind except as provided in Article VIII from July 1, ~~2017~~ **2020** through June 30, ~~2020~~ **2023**.
- B. This contract contains the full and complete agreement between the Board and the Association for the ~~2017-2020~~ **2020-2023** contract years, and neither party shall be required during the duration of the contract to negotiate upon any issue (except as otherwise specified in Article VIII), whether it is covered or not covered in this Agreement, except as mutually agreed upon by both parties, or required pursuant to § 10-153f(e) of the Connecticut General Statutes.
9. Retain Appendix B for reference. Add as Appendix C a summary of the benefits of the SPP.
10. All side letters or other memoranda of agreement concerning the interpretation or application of this collective bargaining agreement, including without limitation the Memorandum of Understanding regarding health insurance signed by the parties in April 2018, shall be null and void at the end of the contract term.
11. Update all dates in the agreement as necessary and mutually agreed by the parties.

12. All proposals not addressed herein are hereby withdrawn.

Ellen L. Czernoff  
For the Board  
9/13/19  
Date

Daniel E. Dade  
For the Association  
9/13/19  
Date



**Agreement Between  
the  
Weston Police Department  
and the  
Weston Public Schools  
for  
The School Resource Officer Program**

This agreement made and entered into this \_\_\_\_\_<sup>th</sup> day of \_\_\_\_\_, 2019 by and between the Weston Police Department and Weston Public Schools (“Agreement”).

It is the intention of the Weston Police Department and Weston Public Schools to work together to provide a safe and healthy school environment for students, staff, faculty, and visitors.

**Goals and Objectives**

- Establish a positive working relationship between the police and the schools in a cooperative effort to maintain a safe, drug free, and secure school environment that is conducive to learning and to student development;
- Promote positive attitudes regarding the role of police in our community.

**Term of Agreement**

The initial term of this Agreement shall be for three (3) years (“Initial Term”) commencing on the date upon which both parties have executed this Agreement (“Effective Date”). Prior to each anniversary of the Effective Date, the Board of Education and the Weston Board of Police Commissioners (hereinafter “the Police Commission”) may vote to extend this Agreement for an additional one (1) year beyond the Initial Term and any extension thereof approved in accordance with this section. Such vote may occur prior to each anniversary of the Effective Date. Absent such action by the Board of Education and the Police Commission, this Agreement shall terminate at the conclusion of the Initial Term and any extension thereof approved in accordance with this section.

**Assignment of School Resource Officer**

The Weston Police Department agrees to provide two (2) School Resource Officers (hereinafter, “the SROs”) to Weston Public Schools.

The Chief of Police (hereinafter “the Chief”) shall assign and or hire Weston Police officers to assume the roles and responsibilities of the SROs, subject to the approval of the Police Commission and the School Superintendent (hereinafter “the Superintendent”), which approval shall not unreasonably be withheld.

It is the responsibility of the SROs to notify the Superintendent and school principals of their work schedules each month. Such schedule shall be determined by and between the Chief and the assigned officer's union.

SROs shall remain employees of the Weston Police Department and shall not be employees of Weston Public Schools. Weston Public Schools acknowledges that the SROs will remain responsive to the command of the Weston Police Department.

### **Duties of the School Resource Officer**

- Assist the Superintendent, principals, other administrators, faculty, and staff in developing plans and strategies to prevent and/or minimize dangerous situations that may occur on school grounds.
- Present topics to students on various law enforcement/safety issues.
- Contact the principal of the school about any juvenile delinquency, incidents, charges, and arrests at that school within a timely manner.
- Take law enforcement action when necessary.
- Conduct investigations of crimes that occur at any school and use other resources if needed for follow up investigations.
- Follow the guidelines of case law, Board of Education policy, Weston Public Schools administrative regulations, and the Weston Police Department general orders in regards to investigations, interviews and searches relating to juveniles and other students.
- Assist the Superintendent, principals, other administrators, faculty, and staff in enforcing the Board of Education policies, administrative regulations, and other school rules in order to maintain a safe learning environment. When it pertains to preventing a disruption that would, if ignored, place students, faculty and/or staff at risk of harm, the SROs will resolve the problem to preserve the school climate. IN ALL OTHER CASES, student discipline is Weston Public Schools' responsibility, and the SROs will intervene and take students who violate Board of Education policies, administrative regulations, and other school rules to the office of the principal where school discipline can be meted out by the principal or other appropriate administrators.
- Coordinate and communicate with Weston Public Schools security personnel.

### **Facilities and Equipment**

The Board of Education shall provide to the full time SROs the following materials and facilities, which are deemed necessary to the performance of the SROs:

- Access to an air-conditioned and properly lighted private office containing a telephone line to be used for general business purposes;
- A desk with drawers, a chair and filing drawers;
- Access to a computer terminal or computer hookup.

The Weston Police Department will supply the SROs with the usual and customary office supplies and forms required for the performance of their duties.

**Dismissal of a School Resource Officer**

Upon receipt of written documentation from the Superintendent of Weston Public Schools to the Chief of any concerns that an SRO is not effectively performing his or her duties and responsibilities, the Weston Police Department may dismiss or reassign that SRO based upon the Weston Police Department’s rules, regulations, general orders, and the terms of the collective bargaining agreement with its officers, after consideration of the Superintendent’s concerns and documentation.

The Weston Police Department and Weston Public Schools agree to provide their employees with training relative to this Agreement and its purpose. The parties also agree to maintain regular and open communication to evaluate the effect of this Agreement and suggest improvements and adjustments that may be necessary.

This Agreement constitutes a final written expression of all terms of this Agreement and is a complete and exclusive statement of those terms. It may be modified in writing by consent of the parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their duly authorized officers.

Signed, sealed, and delivered in the presence of:

Superintendent  
Weston Public Schools

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Chief of Police  
Weston Police Department

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Chairman  
Weston Board of Education

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Chairman  
Weston Board of Police Commissioners

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE TOWN OF WESTON AND WESTON BOARD OF EDUCATION**

From July 1, 2019 through June 30, 2024 the Board of Education (BOE) will approve the use of limited BOE space within Hurlbutt Elementary School (HES) by the Town of Weston (“the Town”) for the Town Senior Center (“Senior Center Space”). The Senior Center Space will encompass all the classrooms, offices, hallways, common areas, and storage areas in the South House south of, and including, Room 57, as detailed in Exhibit A. All space at HES utilized by the BOE, and the Senior Center Space, are under the jurisdiction and control of the BOE pursuant to Connecticut General Statutes Section 10-220.

Activities in the Senior Center Space must be managed in a manner that is not disruptive to the environment of the adjoining elementary school. Therefore, the Town agrees that during school hours, and during the 15 minutes before the student day and 20 minutes after the student day (“HES Operating Hours”), it will only use the Senior Center Space for activities that directly support the Senior Center’s mission and are attended by individuals who are normally permitted by the Town to participate in regular Senior Center activities. The only exception to this would be Town-managed programs for students already enrolled in Weston Public Schools or other K-12 students that reside in Weston.

After HES Operating Hours, the Town may utilize the Senior Center Space for activities other than those that directly support the Senior Center’s mission. Such activities outside of HES Operating Hours may be attended by individuals, including those who are not normally permitted by the Town to participate in regular Senior Center activities. Further, the Town agrees that it will not authorize the use of the Senior Center Space by a user that is not a department or agency of the Town government (“Non-Town User”) without the prior written permission of the BOE. All requests for authorization will be submitted in writing to the Superintendent. The BOE will have two (2) business days to respond to such requests, or the request will be deemed approved. The Board will provide the Town with a list of pre-approved users of the Senior Center Space which may be amended at the request of the Town upon approval by the BOE or the Superintendent. If a user is on the pre-approved list, no separate approval by the BOE will be required. For any such use of the Senior Center, the Town will coordinate with the BOE to (a) ensure the security of HES, and (b) ensure that such organizations follow all district facilities use policies/protocols of the BOE, including obtaining appropriate insurance as required by BOE policy.

This agreement will operate under the following additional conditions:

- The BOE will provide utilities for the Senior Center Space. The Town agrees to pay the costs of such utilities for the Senior Center Space [based on the square footage of 8,873 which are currently estimated on an annual basis at \$\_\_\_\_\_ for electricity and \$\_\_\_\_\_ for heating.
- The BOE will provide standard maintenance services as are necessary to maintain the Senior Center Space in a condition acceptable to the BOE. The Town agrees to pay for

non-standard maintenance on a case-by-case basis based on invoices provided by the BOE. By way of example, non-standard maintenance includes the building of shelves, furniture, and other substantial items and the installation of doors and other hardware not otherwise required by the BOE.

- The Town will provide cleaning services for the Senior Center space at its expense.
- The BOE will have authority for determining all security requirements for the Senior Center, provided that (1) except in the case of emergency situations (which will be handled by the Superintendent), the BOE will implement any new security requirements that affect the operations of the Senior Center only after consultation with the WPD and the First Selectman, and, unless the parties otherwise agree, only if supported by a written recommendation of a security consultant selected by the BOE; and (2) absent prior express approval of the BOS (and for expenses in excess of \$5,000 the BOF), the cost of any such new security requirements shall be borne by the BOE.
- The Town will continue to provide the BOE with the existing fifteen (15) parking spaces in the Town Library parking lot.
- The BOE will provide the Town with a total of thirty-one (31) parking spaces in the parking area near the Senior Center for general use by the Senior Center. On days on which a major school-wide event or general PTO meeting is being held at HES, the BOE may limit the ~~number~~~~amount~~ of dedicated spaces to the Town ~~to thirteen (13)~~ to fifteen (15) ~~twenty (20)~~ parking spaces in front of HES which are marked in yellow. The Principal of HES and the Senior Center Director will jointly create a master schedule that reflects the days of such major school events.
- The Town will permit the BOE to locate its dumpster currently located in the East House parking lot on Town property other than at HES.
- Any permanent alterations to the interior or exterior of the Senior Center Space for use by the Town will be pre-approved by the BOE or the Superintendent as the BOE may need to convert this space back to classrooms/educational space for future educational needs.
- The BOE will continue to provide emergency repair support for these facilities, as possible with available staffing.
- The BOE will provide snow plowing of parking areas and snow removal of sidewalk areas at HES.
- The BOE will provide electronic security monitoring of this space during off-hours.
- The BOE reserves the right to reclaim the Senior Center Space following June 30, 2024 in order to meet the operational needs of the Weston Public Schools. If the BOE determines that it will reclaim the Senior Center Space after June 30, 2024, the BOE will provide the Town with written notice of its decision to reclaim all or part of the Senior Center Space; no later than June 30, 2023. If such notice is given, this Agreement will expire on June 30, 2024. If such notice is not given, this Agreement will continue for successive one (1) year terms unless the Board gives such notice by November 1 of any such successive one (1) year term. If the Town decides to vacate the Senior Center Space, the Town may terminate this Agreement upon written notice to the Board no later than November 1 of any fiscal year for which the Town seeks to terminate this agreement for the following fiscal year.

If any portion of this Memorandum of Understanding becomes invalid as a result of changes in the law, administrative ruling, or court ruling, this Memorandum of Understanding shall be null and void.

This Memorandum of Understanding supersedes the Memorandum of Understanding between the Town and the BOE regarding the Senior Center signed by the First Selectman on January 9, 2014 and by the Chairperson of the BOE on January 23, 2014.

Weston Board of Education

Town of Weston

\_\_\_\_\_  
Gina Albert  
Chairperson

\_\_\_\_\_  
Chris Spaulding  
First Selectman

Date:

Date:

DRAFT

# Weston Public Schools



WILLIAM S. McKERSIE, PH.D.  
williammckersie@westonps.org

Superintendent of Schools  
24 School Road  
Weston, Connecticut 06883-1699

Telephone: (203) 291-1401  
FAX: (203) 291-1415

September 23, 2019

**TO:** Weston Board of Education

**RE:** School Start/End Times Task Force Preliminary Work Plan

## **Background<sup>1</sup>**

For two years, the Weston Public Schools has been considering the idea of changing start/end times. In November 2017, I provided the Board of Education (BOE) a comprehensive statement on the pros and cons of changing bell times. (Document available at this link: [11-14-17 School Start/End Times Document.](#))

Fast forward to last fall, we decided to focus analysis of a potential change in start/end times on an incremental adjustment of 15 minutes for the secondary schools and 20 minutes for the elementary schools. (The time change for the elementary schools would be 20 minutes to allow for ample time between the two sets of bus runs, first for secondary schools and then for elementary schools.) An incremental approach is based on the experience in other communities and districts, where similar inquiry processes have started with a consideration of multiple time options and variables. While laudatory, a broadly defined review has led to extended debates, which have become divisive and stalled decisions.

Midway through last year, we conducted surveys of WPS parents and employees, with a focus on the proposed 15/20-minute adjustment. The results of the surveys indicate there is interest in continuing to explore a bell schedule time. However, to be true to the survey findings, it appears to be an open question in Weston whether a 15/20-minute adjustment is adequate and would be supported—proponents say, “not enough;” opponents say, “why bother.” As the results also indicate, changing basic school schedules is a complex endeavor with many intended and unintended consequences. While the medical research is increasingly clear about the health and well-being benefits for adolescents of start times more in line with their inherent sleep patterns, serious practical considerations have hampered wide-spread adoption of new start/end times. Indeed, in Fairfield County only one district has recently modified its start/end times. Other districts, while considering a change, keep delaying the decision for a variety of organizational, design, financial and political reasons. (The full report on the survey is

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<sup>1</sup> The content for the Background section was shared with the entire WPS Community in “What to Expect...2019-20,” ADD DATE.

available at this [link](#) .)

To attempt to bring clarity to a complex situation, the BOE agreed in June 2019 that we establish a Task Force on School Start/End Times. Chaired by the Superintendent, the Task Force will be advisory and include a BOE member, two central office administrators, two principals or their nominees, two teachers and two PTO members (the school administrators, teachers and parents would be selected to ensure full representation of the lower and upper schools). The Task Force will review possible changes to School Start/End Times for the 2020-21 School Year. No later than January 2020, recommendations would be presented to the BOE on whether or not to pursue a change to start/end times in FY 21. If recommending a change, the report would include a detailed action and financial plan.

### **School Start/End Times Task Force Preliminary Work Plan**

As promised in June 2019, I am presenting the preliminary work plan for the Task Force. This plan will be reviewed and finalized during the first meetings of the Task Force. The Work Plan includes three sections.

#### **1. Task Force Details – Membership, Resource Groups, Guidelines and Schedule**

##### Membership:

Superintendent – Chair of School Start/End Times Task Force  
Ken Crow, Associate Superintendent for Curriculum & Instruction  
Phil Cross, Director of Finance & Operations  
Lisa Wolak, Principal, Weston High School (Representing Upper Schools)  
Laura Kaddis, Principal, Hurlbutt Elementary School (Representing Lower Schools)  
Mark Berkowitz, Athletic Director  
WTA Representative for Upper Schools Perspective (To be added by WTA)  
WTA Representative for Lower Schools Perspective (To be added by WTA)  
PTO Representative for Upper Schools Perspective (To be added by PTO)  
PTO Representative for Lower Schools Perspective (To be added by PTO)

##### Resource Groups:

- Cabinet – Lewis Brey (Legal & HR); Mike Rizzo (PPS/SPED); Craig Tunks (Technology); Mike DelMastro (Facilities, Grounds)
- First Student Bus Company – For all transportation analysis, including modified routing and scheduling.
- Weston Police Department – For formal and informal traffic studies and information.
- SFCSA Roundtable on School Start/End Times – Informal group of area superintendents looking to “think regionally” on this critical issue.

##### Guidelines:

- Advisory body to the Superintendent, who will make final recommendations based on input from the Task Force.

- All final decisions on recommendations, highlighted opportunities or concerns will be determined through consensus (this a non-voting Task Force).
- Members will be required to bring to the Task Force the broad perspective of their respective roles (they should strive to not speak or act solely for their individual perspective).
- Members will be required to be present for all Task Force meetings and public forums. Focus groups are likely to be held; for those, we will determine which Task Force members need to be present.
- Task Force meetings and public forums will be publicly noticed and conducted as public sessions, with a posted agenda, including opportunity for public comment.

Schedule:

- The Task Force will meet at least every other week, starting the Week of September 30, 2019 and ending prior to when the Superintendent’s Final Recommendation is presented to the Board of Education (tentatively January 27, 2020). A meeting schedule will be established at the first Task Force meeting. Additional meetings may need to be added, and the frequency increased, as the Task Force move towards the deadline of January 27, 2020.
- Meetings typically will be held during school/business hours.
- Public forums and focus groups will be held both during the day and evening hours.
- To repeat, Task Force meetings and public forums will be publicly noticed and conducted as public sessions, with a posted agenda, including opportunity for public comment.

**2. Guiding Analytical Framework**

Guiding Questions:

The Task Force will examine four broad questions—

1. What are the pros and cons of shifting the start/end times of school for all buildings to 15/20 minutes later?
  - a. WMS/WHs starting at 8:00 a.m. and ending at 2:45 p.m.
  - b. HES/WIS starting at 8:50 a.m. and ending at 3:35 p.m.
2. What are the pros and cons of shifting the start/end times of school for all buildings to 45/50 minutes later?
  - a. WMS/WHs starting at 8:30 a.m. and ending at 3:15 p.m.
  - b. HES/WIS starting at 9:20 a.m. and ending at 4:05 p.m.
3. What are the pros and cons of flipping the start/end times of school for the Lower and Upper Schools?

- a. WMS/WHS starting at 8:35 a.m. and ending at 3:20 p.m.<sup>2</sup>
  - b. HES/WIS starting at 7:45 a.m. and ending at 2:30 p.m.
4. Considering the three sets of pros and cons, within the following set of analytical priorities, what is the recommended change for school Start/End Times in the Weston Public Schools?

Analytical Priorities:

The Task Force will consider pros and cons across a series of analytical priorities. Listed below, these are dealt with more completely in the November 2017 report to the Board of Education ([11-14-17 School Start/End Times Document](#), see pp. 6-9). The analytical priorities are based on school start/end time initiatives in other school districts and communities.

- 1) Academic Program
- 2) Health Impact – Physical, Emotional, Psychological
- 3) Co-Curricular – Athletics
- 4) Co-Curricular – Music & Performing Arts
- 5) Co-Curricular – Clubs & Activities
- 6) Non-School Programs
- 7) Contractual Obligations
- 8) Non-Contractual Issues for Staff
- 9) Budget and Financials
- 10) Transportation – Safety
- 11) Transportation – Traffic Congestion
- 12) Family Life Arrangements
- 13) Campus & Building Operations
- 14) External Relations

While this entire list of considerations is important, we know from experience that four become critical to decisions on school start/end times and the effectiveness of implementations. Some describe these as logistical issues, which understates their significance—they really are structural and need to be seen in that weighty light. I repeat here the points from the November 2017 Report (pp. 8-9).

*Top Logistical Considerations:*

*While the scientific research (medical) arguing for later start times is increasingly obvious, the logistical realities of modifying schedules loom large. Indeed, the logistics may be limiting the benefits suggested by the science. Lessons from other districts that are implementing new start/end times suggest four top logistical considerations.*

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<sup>2</sup> This timeframe adjusts for the necessary added five minutes between our first and second bus runs. Thus, the current second run, which allows for an 8:30 a.m. start, would be adjusted to 8:35 a.m.

*First, the **financial and budget aspects** of new start/end times must be examined closely, both for immediate and long-term effects. The major costs may relate to transportation, but there likely are budget pressures emanating from many of the analytical priorities and considerations. For instance, later end times for school will impact building and facility usage, requiring possible changes to custodian time, security and lighting and utility usage.*

*Second, **detailed traffic studies are required**. The impact must be understood of shifting when the preponderance of students, families and staff are on the road—both in busses and individual vehicles. In our congested region, changes in the volume of traffic can have significant impact on travel times, which could result in longer travel thereby minimizing the value of delaying school starts. Increased traffic congestion also could create a public relations challenge for the district with residents.*

*Third, **bus schedules have to be carefully analyzed** to make sure the new times will work as well as they currently do. If time changes result in the congestion flagged in the previous point, bus sequences will have to be modified.*

*Fourth, while all students will be affected, **athletes as a group will deserve special attention**. Ending school later will impact practice schedules and length, as well as push contests, and the return time from contests, later in the day. Athletes may be faced with fewer hours between school ending and reasonable bed times. Athletes may also be faced with greater reductions in class time, or after school academic help, due to practice and contest timing demands. Athletes and their families will have to be advised carefully if start/end times are changed. Students participating in performing arts, music and other major co-curricular programs may also have changes to their schedule, but given they perform inside, and are not often traveling to other locations, the consequences are more limited.*

#### Research & Information Base for School Start/End Times:

The Task Force's primary research base will be analysis already conducted in Weston. We will return to the documents and materials prepared for the decision in 2009 to change start times at WHS from 7:25 a.m. to 7:45 a.m. We will use the November 2017 report to the BOE for guidance. Lastly, the 2018-19 Survey of Staff and Families will be a key resource. Based in part on this historic and recent analysis, the Task Force likely will organize a series of focus groups to probe particular issues and considerations across the four guiding questions.

We are taking as a given the emerging strength of medical research on the importance of aligning school bell schedules with the inherent sleep needs and patterns of adolescents. As a result, the Task Force will not devote time to gathering or reviewing that research. Instead, the final recommendation from the superintendent will include links to existing compendiums on the medical research.

Similarly, the Task Force will only selectively gather or review the research on the impact of school start/end time changes in other districts and communities. The Task Force will efficiently

examine helpful examples from other locations for each of the analytical priorities and considerations, primarily as way to inform pros and cons and the superintendent's final recommendation. The reason for being cautious in this research review is pragmatic—the research is limited in sample sizes and thus limited in how much it can inform Weston in valid and reliable ways. Simply put, Weston will need to determine based on our own analysis, relative to our own priorities and realities, if we can make a change in school start/end times work well.

### **3. Next Steps**

The Task Force will have its first meeting during the Week of September 30. The meeting will be posted once a final time and date is set. During the initial meeting, the Preliminary Work Plan will be reviewed and finalized, including setting dates for the majority of the twice monthly meetings. That schedule will be announced.

The Superintendent will provide the Board of Education an update at the October 21, 2019 BOE Meeting on initial progress. Updates also may be necessary for the BOE's Curriculum, Policy and Finance Committees, depending on the nature of findings and considerations. Monthly updates for the Full BOE, and possibly the various BOE Committees, are anticipated between October and the January 2020 deadline.

**WESTON BOARD OF EDUCATION**

**Weston, CT**

**Meeting Date:** 9/23/19

**Information Only**

**Action Requested**

**Agenda Item Subject:** Approval of August 2019 Financial Report

**Submitted by:** William McKersie

**Document Summary/Purpose and/or Recommended Action:**

Following is the financial report, with an update on the Internal Services Fund (for dental), for August 2019. We are recommending approval of the report.

For more Board of Education Meeting and Committee Meeting Information, visit:  
<https://meeting.cabe.org/public/Agency.aspx?PublicAgencyID=47&AgencyTypeID=1>

**WESTON PUBLIC SCHOOLS**  
**FINANCIAL REPORT**  
 Period 2 of 12  
 July 2019-August 2019

The financial report for the FY 2020 Operating Budget can be found on pages 3 through 34 of this document. The financial information presented in this section of the report includes the adopted budget, special appropriations, adjusted budget, monthly and year-to-date transfers, the revised budget (adopted budget plus or minus transfers), actual year-to-date budget expenditures, encumbrances, anticipated expenditures that have not been encumbered, and the total projected expenditures by object, which is the sum of the previous three columns. The Internal Services report for dental insurance can be found on pages 35-36.

FY 2020 Budget	\$	53,073,710
FY 2020 YTD Actuals	\$	6,165,132
FY 2020 Encumbrances	\$	42,152,515
FY 2020 SPED Encumbrance Holds	\$	-
FY 2020 Anticipated	\$	5,022,499
FY 2020 Projected Balance	\$	(266,436)

There are transfers totaling \$452,539 before the Board of Education for its approval. Of these transfers there is 1 in excess of \$5,000.

**District Wide:**

To:	Turnover Savings (District Wide)	\$	339,936	
To:	Certified Salaries (WHS)	\$	39,582	
To:	Certified Salaries (WMS)	\$	22,838	
To:	Certified Salaries (Curriculum)	\$	12,452	
To:	Non Certified Salaries (Technology)	\$	4,208	
To:	Non Certified Salaries (WMS)	\$	453	
To:	Certified Stipends (Curriculum)	\$	280	
To:	Non Certified Salaries (HES)	\$	273	
To:	Non Certified Salaries (PPS)	\$	459	
To:	Certified Stipends (WMS)	\$	2	
To:	Certified Salaries (WIS)	\$	8,295	
From:	Non Certified Salaries (Special Education)	\$		146,162
From:	Certified Salaries (Special Education)	\$		47,165
From:	Certified Salaries (HES)	\$		108,020
From:	Certified Salaries (District Wide)	\$		63,520
From:	Salary Differential (District Wide)	\$		11,495
From:	Non Resident Tuition (District Wide)	\$		30,515
From:	Certified Salaries (PPS)	\$		9,981
From:	Non Certified Salaries (Facilities)	\$		5,453
From:	Non Certified Salaries (WHS)	\$		2,734
From:	Non Certified Salaries (Athletics)	\$		1,878
From:	Non Certified Stipends (Facilities)	\$		1,750
From:	Certified Stipends (HES)	\$		38
From:	Certified Stipends (WIS)	\$		38
From:	Non Certified Stipends (PPS)	\$		30

*Turnover adjustments, degree level changes and staffing location adjustments*

To:	Dues, Fees, Memberships (Curriculum)	\$	3,675	
From:	Certified Salaries (Curriculum)	\$		3,000
From:	Testing (Curriculum)	\$		675

*SIIP Membership for Curriculum*

To:	Dues, Fees, Memberships (Curriculum)	\$	3,585	
From:	Consulting (Curriculum)	\$		3,585

*CES New Administrator Leadership for Director of Finance & Operations*

**Special Education:**

To:	Non Certified Salaries (Special Education)	\$	3,443	
From:	Certified Stipends (PPS)	\$		15
From:	Certified Salaries (PPS)	\$		150
From:	Non Certified Salaries (PPS)	\$		1,073
From:	Salary Differential (District Wide)	\$		2,206

*Additional staff hours for ESY-Summer School*

WESTON PUBLIC SCHOOLS  
FINANCIAL REPORT  
Period 2 of 12  
July 2019-August 2019

To:	Certified Salaries (Special Education)	\$ 1,388	
From:	Salary Differential (District Wide)		\$ 1,388
	<i>Additional staff hours for ESY-Summer School</i>		
<b>Transportation:</b>			
To:	Equipment Repair (Transportation)	\$ 2,500	
From:	Equipment Repair (Facilities)		\$ 2,500
	Repairs to Mid Bus (32)		
<b>Pupil Services:</b>			
To:	Certified Stipends (PPS)	\$ 2,350	
From:	Other Pupil Services (PPS)		\$ 2,350
	<i>SAT Proctor Payments</i>		
To:	Certified Salaries (PPS)	\$ 2,637	
From:	Certified Salaries (Special Education)		\$ 2,637
	<i>Additional staff hours for ESY-Summer School</i>		
<b>Hurlbutt:</b>			
To:	Postage (HES)	\$ 1,500	
From:	Salary Differential (District Wide)		\$ 1,500
	<i>Postage machine for hurlbutt due to dismantling of copy center</i>		
<b>Weston Middle School:</b>			
To:	Postage (WMS)	\$ 1,500	
From:	Salary Differential (District Wide)		\$ 1,500
	<i>Postage machine for hurlbutt due to dismantling of copy center</i>		
To:	Non Certified Salaries (WMS)	\$ 231	
From:	Certified Salaries (WMS)		\$ 231
	<i>Summer clerical help for main office</i>		
<b>Facilities:</b>			
To:	Tree Service (Facilities)	\$ 750	
From:	Signage (Facilities)		\$ 750
	<i>Campus wide tree trimming</i>		
To:	Locks (Facilities)	\$ 200	
From:	Rental of Facilities (Facilities)		\$ 200
	<i>Locks for athletic fields</i>		

**WESTON PUBLIC SCHOOLS  
FINANCIAL REPORT  
Aug-19  
Period: 2 of 12**

Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>WESTON PUBLIC SCHOOLS</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$25,278,528	(\$111,800)	(\$147,509)	\$25,166,729	-0.4%	\$1,547,303	\$22,926,516	\$692,910	(\$0)
	Non Certified Staff	\$6,057,281	(\$154,571)	(\$148,230)	\$5,902,710	-2.6%	\$726,354	\$4,930,468	\$390,089	(\$144,202)
	Overtime	\$187,700	\$0	\$0	\$187,700		\$8,497	\$0	\$179,203	\$0
	Certified Stipends	\$842,985	\$2,537	\$2,537	\$845,522	0.3%	(\$2,201)	\$163,760	\$683,962	\$1
	Non Certified Stipends	\$262,378	(\$1,780)	(\$1,780)	\$260,598	-0.7%	\$9,970	\$109,615	\$141,013	(\$0)
	Turnover Savings	(\$318,013)	\$318,013	\$339,936	\$0	-100.0%	\$0	\$0	\$0	\$0
	Salary Differential	\$82,020	(\$82,020)	(\$18,089)	\$0	-100.0%	\$0	\$0	\$0	\$0
		<u>\$32,392,880</u>	<u>(\$29,621)</u>	<u>\$26,865</u>	<u>\$32,363,259</u>		<u>\$2,289,923</u>	<u>\$ 28,130,360</u>	<u>\$ 2,087,177</u>	<u>\$ (144,202)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$29,621)</i>					
	<i>Group change %:</i>				<i>-0.1%</i>					
<b>Benefits (2000's)</b>										
	2000 Health Insurance	\$7,701,232	\$0	\$0	\$7,701,232		\$1,299,020	\$6,358,821	\$137,759	(\$94,368)
	2022 Premium Cost Share	(\$1,368,814)	\$0	\$0	(\$1,368,814)		(\$47,895)	\$0	(\$1,320,919)	\$0
	2001 Social Security	\$558,237	\$0	\$0	\$558,237		\$80,261	\$0	\$477,975	\$0
	2002 Medicare	\$466,950	\$0	\$0	\$466,950		\$37,941	\$0	\$429,009	(\$0)
	2003 Workers Compensation	\$238,335	(\$37,935)	\$0	\$200,400	-15.9%	\$200,400	\$0	\$0	\$0
	2004 Unemployment Compensation	\$37,065	\$0	\$0	\$37,065		\$0	\$37,065	\$0	\$0
	2005 Early Retirement Incentive	\$276,499	\$21,923 -	\$0	\$298,422	7.9%	\$298,422	\$0	\$0	\$0
	2007 Pension Contributions	\$1,010,900	\$0	\$0	\$1,010,900		\$113,401	\$0	\$897,499	(\$0)
	2010 Tuition Reimbursement	\$80,000	\$0	\$0	\$80,000		\$0	\$0	\$80,000	\$0
	2011 Life Insurance	\$54,054	\$5,946 -	\$0	\$60,000	11.0%	\$9,631	\$50,369	\$0	\$0
	2012 Disability Insurance	\$15,306	(\$8,106) -	\$0	\$7,200	-53.0%	\$1,083	\$6,117	\$0	\$0
	2014 Sick Bank	\$45,000	\$0	\$0	\$45,000		\$0	\$0	\$45,000	\$0
		<u>\$9,114,764</u>	<u>(\$18,172)</u>	<u>\$0</u>	<u>\$9,096,592</u>		<u>\$1,992,264</u>	<u>\$ 6,452,372</u>	<u>\$ 746,324</u>	<u>\$ (94,368)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$18,172)</i>					
	<i>Group change %:</i>				<i>-0.2%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3210 Contracted Services Educational	\$365,670	\$0	\$0	\$365,670		\$83	\$41,917	\$323,670	\$0
	3220/3221 Consulting Services	\$257,200	\$13,596	\$0	\$270,796	5.3%	\$14,233	\$135,384	\$136,180	(\$15,000)
	3235 Testing	\$99,600	(\$4,260)	(\$4,260)	\$95,340	-4.3%	\$18,280	\$15,724	\$61,335	\$1
	3239 Other Pupil Services	\$182,075	(\$2,350)	(\$2,350)	\$179,725	-1.3%	\$3,450	\$152,598	\$23,677	\$0
	3303 Management Services	\$64,105	\$0	\$0	\$64,105		\$17,281	\$43,363	\$3,461	\$0

**WESTON PUBLIC SCHOOLS  
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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
	3304 License Fees-Facilities	\$3,500	\$0	\$0	\$3,500		\$655	\$0	\$2,845	\$0
	3306 Legal Fees	\$250,000	\$0	\$0	\$250,000		\$0	\$250,000	\$0	\$0
	3308 Police/Fire	\$89,013	\$0	\$0	\$89,013		\$0	\$80,393	\$8,620	\$0
	3309 Professional Technical Services	\$166,579	\$0	\$0	\$166,579		\$52,680	\$75,008	\$38,891	(\$0)
	3310 Sports Officials	\$52,049	\$0	\$0	\$52,049		\$52,049	\$0	\$0	\$0
		<b>\$1,529,791</b>	<b>\$6,986</b>	<b>(\$6,610)</b>	<b>\$1,536,777</b>		<b>\$158,710</b>	<b>\$ 794,387</b>	<b>\$ 598,679</b>	<b>\$ (14,999)</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$6,986</i>					
	<i>Group change %:</i>				<i>0.5%</i>					
<b>Property Services (4000s)</b>										
	4200 Cleaning Services	\$756,109	\$0	\$0	\$756,109		\$118,215	\$637,894	\$0	\$0
	4202 Rubbish Removal	\$55,020	(\$2,500)	\$0	\$52,520	-4.5%	\$4,832	\$47,617	\$70	\$1
	4302 Equipment Repairs	\$125,960	(\$7,730)	\$0	\$118,230	-6.1%	\$19,375	\$49,731	\$49,123	\$0
	4400 Equipment Rental	\$252,237	\$14,300	\$0	\$266,537	5.7%	\$24,792	\$234,603	\$7,142	\$0
	4401 Rental of Facilities	\$4,675	(\$200)	(\$200)	\$4,475	-4.3%	\$987	\$3,335	\$153	\$0
	4500 Repair Allowance	\$204,400	\$0	\$0	\$204,400		\$59,624	\$26,069	\$118,707	\$0
	4509 Septic Cleaning	\$40,000	\$0	\$0	\$40,000		\$3,318	\$36,682	\$0	\$0
	4510 Asbestos Abatement	\$5,000	\$0	\$0	\$5,000		\$0	\$0	\$5,000	\$0
	4514 Fire Alarm System	\$25,000	\$0	\$0	\$25,000		\$0	\$25,000	\$0	\$0
	4518 Sewer System Plant Maintenance	\$93,162	\$0	\$0	\$93,162		\$15,544	\$77,618	\$0	\$0
	4520 Service Contracts	\$142,688	\$0	\$0	\$142,688		\$43,763	\$77,872	\$21,052	\$1
	4530 Parks & Recreation	\$64,372	\$0	\$0	\$64,372		\$1,671	\$62,701	\$0	\$0
	4533 Glass Replacement	\$5,000	\$0	\$0	\$5,000		\$845	\$0	\$4,155	\$0
	4534 Roof Repair	\$17,000	\$0	\$0	\$17,000		\$0	\$0	\$17,000	\$0
	4535 Window Treatments	\$3,000	\$0	\$0	\$3,000		\$0	\$0	\$3,000	\$0
	4539 Energy Management System	\$21,650	\$106	\$0	\$21,756	0.5%	\$21,756	\$0	\$0	\$0
	4540 Athletic Facilities Repairs	\$20,000	\$92,712	\$0	\$112,712	463.6%	\$19,212	\$113,590	\$0	(\$20,090)
	4542 Contracted Services	\$202,350	(\$1,575)	\$0	\$200,775	-0.8%	\$62,555	\$114,217	\$24,003	\$0
	4543 Paving	\$11,300	\$0	\$0	\$11,300		\$10,800	(\$6,000)	\$6,500	\$0
	4600 Special Projects	\$37,500	\$0	\$0	\$37,500		\$0	\$37,370	\$0	\$130
	4602 Tree Service	\$7,500	\$5,230	\$750	\$12,730	69.7%	\$11,980	\$750	\$0	\$0
	4604 Snow Plowing	\$12,500	\$0	\$0	\$12,500		\$0	\$0	\$12,500	\$0
	4605 Signage	\$2,500	(\$750)	(\$750)	\$1,750	-30.0%	\$192	\$0	\$1,558	\$0
	4606 Sprinkler Repairs	\$3,000	\$0	\$0	\$3,000		\$2,010	\$0	\$990	\$0
	4610 Playground Repairs	\$5,000	\$5,284	\$0	\$10,284	105.7%	\$0	\$10,284	\$0	\$0
	4701 Security System Monitoring	\$78,311	\$2,970	\$0	\$81,281	3.8%	\$44,064	\$37,218	\$0	(\$1)
	4702 Locks/Keys	\$8,500	\$200	\$200	\$8,700	2.4%	\$5,639	\$1,921	\$1,140	\$0
		<b>\$2,203,734</b>	<b>\$108,047</b>	<b>\$0</b>	<b>\$2,311,781</b>		<b>\$471,173</b>	<b>\$ 1,588,471</b>	<b>\$ 272,093</b>	<b>\$ (19,957)</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$108,047</i>					
	<i>Group change %:</i>				<i>4.9%</i>					
<b>Other Services (5000s)</b>										

**WESTON PUBLIC SCHOOLS**  
**FINANCIAL REPORT**  
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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
	5100 Regular Transportation	\$1,359,639	\$0	\$0	\$1,359,639		\$0	\$1,359,639	\$0	\$0
	5101 SPED Transportation	\$478,530	\$0	\$0	\$478,530		\$44,775	\$415,945	\$17,810	\$0
	5104 Athletic Transportation	\$90,520	\$0	\$0	\$90,520		\$0	\$88,000	\$2,520	\$0
	5105 Extra Curricular Transportation	\$11,350	\$0	\$0	\$11,350		\$0	\$0	\$11,350	\$0
	5200 General Liability Insurance	\$112,340	(\$34,772)	\$0	\$77,568	-31.0%	\$70,605	(\$20,179)	\$20,179	\$6,963
	5202 Athletic Insurance	\$29,939	(\$13,289)	\$0	\$16,650	-44.4%	\$0	\$16,650	\$0	\$0
	5205 Property Insurance	\$104,375	(\$6,540)	\$0	\$97,835	-6.3%	\$97,835	\$0	\$0	\$0
	5300 Communications	\$86,000	\$816	\$0	\$86,816	0.9%	\$7,972	\$78,444	\$400	\$0
	5400 Postage	\$23,467	\$9,341	\$3,000	\$32,808	39.8%	\$6,774	\$25,858	\$178	(\$1)
	5500 Advertising	\$8,000	\$0	\$0	\$8,000		\$322	\$2,456	\$5,223	\$0
	5501 Printing	\$21,633	\$0	\$0	\$21,633		\$82	\$7,077	\$14,474	\$0
	5600 Tuition	\$2,936,536	\$0	\$0	\$2,936,536		\$191,560	\$1,494,006	\$1,250,970	\$0
	5605 Tuition-ESS	\$287,228	\$0	\$0	\$287,228		\$0	\$0	\$287,228	\$0
	5800,5802-5880 Travel & Conference	\$63,182	\$3,688	\$0	\$66,870	5.8%	\$27,160	\$9,185	\$30,400	\$126
	5801 Mileage Reimbursement	\$12,355	\$0	\$0	\$12,355		\$1,000	\$0	\$11,355	\$0
	5900 Other Purchased Services	\$6,700	\$0	\$0	\$6,700		\$0	\$4,425	\$2,275	\$0
		<b>\$5,631,794</b>	<b>(\$40,755)</b>	<b>\$3,000</b>	<b>\$5,591,039</b>		<b>\$448,085</b>	<b>\$ 3,481,504</b>	<b>\$ 1,654,361</b>	<b>\$ 7,088</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$40,755)</i>					
	<i>Group change %:</i>				<i>-0.7%</i>					
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$537,246	(\$3,124)	\$0	\$534,122	-0.6%	\$91,361	\$149,111	\$293,650	(\$0)
	6120 Office Materials	\$39,510	\$0	\$0	\$39,510		\$2,778	\$13,806	\$22,927	\$0
	6130 Maintenance Materials	\$178,500	(\$406)	\$0	\$178,094	-0.2%	\$24,719	\$119,691	\$33,685	(\$0)
	6131 Custodial Materials	\$77,000	\$0	\$0	\$77,000		\$28,336	\$45,050	\$3,615	\$0
	6132 Security Materials	\$20,100	\$0	\$0	\$20,100		\$5,745	\$8,064	\$6,292	\$0
	6140 Software	\$512,469	\$0	\$0	\$512,469		\$372,873	\$81,385	\$58,211	\$0
	6270 Diesel Fuel	\$91,031	\$0	\$0	\$91,031		\$14,487	\$76,544	\$0	\$0
	6410 Books	\$171,269	\$1	\$0	\$171,269	0.0%	\$32,721	\$80,872	\$57,676	\$0
	6510 Heating Oil	\$392,894	\$0	\$0	\$392,894		\$13,914	\$378,979	\$0	\$1
	6520 Electricity	\$710,317	\$0	\$0	\$710,317		\$71,784	\$635,398	\$3,135	\$0
	6530 Propane gas	\$4,000	\$0	\$0	\$4,000		\$0	\$2,800	\$1,200	\$0
		<b>\$2,734,336</b>	<b>(\$3,529)</b>	<b>\$0</b>	<b>\$2,730,806</b>		<b>\$658,716</b>	<b>\$ 1,591,699</b>	<b>\$ 480,390</b>	<b>\$ 1</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$3,529)</i>					
	<i>Group change %:</i>				<i>-0.1%</i>					
<b>Equipment (7000's)</b>										
	7300 Equipment	\$390,027	\$0	\$0	\$390,027		\$173,923	\$133,263	\$82,842	\$0
		<b>\$390,027</b>	<b>\$0</b>	<b>\$0</b>	<b>\$390,027</b>		<b>\$173,923</b>	<b>\$ 133,263</b>	<b>\$ 82,842</b>	<b>\$ 0</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0%</i>					

**WESTON PUBLIC SCHOOLS**  
**FINANCIAL REPORT**  
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Object	Account	FY Adopted Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget				Variance %	\$ Expended	Encumbered	Anticipated	Balance
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$97,087	\$7,560	\$7,260	\$104,647	7.8%	\$54,233	\$6,014	\$44,400	\$0
	8900 Other Objects	\$27,395	\$0	\$0	\$27,395		\$6,493	\$18,363	\$2,538	\$1
		<u>\$124,482</u>	<u>\$7,560</u>	<u>\$7,260</u>	<u>\$132,042</u>		<u>\$60,727</u>	<u>\$24,377</u>	<u>\$46,938</u>	<u>\$1</u>
	Group \$ transfer in/(transfer out):				\$7,560					
	Group change %:				6.1%					
<b>Revenues (9000's)</b>										
	9200 Technology Revenue	\$ (103,101)	\$ -	\$ -	\$ (103,101)		\$ -	\$ -	\$ (103,101)	\$ -
	9201 Participation Fees, Athletics	\$ (83,097)	\$ -	\$ -	\$ (83,097)		\$ (5,315.05)	\$ -	\$ (77,782)	\$ 0.05
	9202 Gate Receipts, Athletics	\$ (16,000)	\$ -	\$ -	\$ (16,000)		\$ -	\$ -	\$ (16,000)	\$ -
	9205 Excess Cost SPED	\$ (536,300)	\$ -	\$ -	\$ (536,300)		\$ -	\$ -	\$ (536,300)	\$ -
	9206 Pre School Tuition SPED	\$ (100,000)	\$ -	\$ -	\$ (100,000)		\$ (57,875)	\$ -	\$ (42,125)	\$ -
	9207 Regular Ed. Tuition	\$ (29,769)	\$ (30,515)	\$ (30,515)	\$ (60,284)	102.5%	\$ (25,200)	\$ (43,918)	\$ 8,834	\$ 0
	9208 Revenue from Town for Fields	\$ (55,580)	\$ -	\$ -	\$ (55,580)		\$ -	\$ -	\$ (55,580)	\$ -
	9209 Parking Fees	\$ (45,000)	\$ -	\$ -	\$ (45,000)		\$ -	\$ -	\$ (45,000)	\$ -
	9210 Theater Receipts	\$ (46,750)	\$ -	\$ -	\$ (46,750)		\$ -	\$ -	\$ (46,750)	\$ -
	9212 Facility Use Rental	\$ (17,500)	\$ -	\$ -	\$ (17,500)		\$ -	\$ -	\$ (17,500)	\$ -
	9215 Medicaid Revenue	\$ (15,000)	\$ -	\$ -	\$ (15,000)		\$ -	\$ -	\$ (15,000)	\$ -
		<u>\$ (1,048,097)</u>	<u>\$ (30,515)</u>	<u>\$ (30,515)</u>	<u>\$ (1,078,612)</u>		<u>\$ (88,390)</u>	<u>\$ (43,918)</u>	<u>\$ (946,304)</u>	<u>\$ 0</u>
	Group \$ transfer in/(transfer out):				\$ (30,515)					
	Group change %:				3%					
	<b>Total:</b>	<b>\$53,073,710</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$53,073,710</b>		<b>\$6,165,132</b>	<b>\$ 42,152,515</b>	<b>\$ 5,022,499</b>	<b>\$ (266,436)</b>

**WESTON PUBLIC SCHOOLS  
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**OPERATING FUND BUDGET**

Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Hurlbutt Elementary</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$2,920,389	(\$108,010)	(\$108,019)	\$2,812,380	-3.7%	\$121,666	\$ 2,557,514	\$ 133,200	\$ (0)
	Non Certified Staff	\$341,251	\$263	\$273	\$341,514	0.1%	\$22,692	\$ 308,813	\$ 10,009	\$ 0
	Overtime	\$1,500	\$0		\$1,500		\$0	\$ -	\$ 1,500	\$ -
	Certified Stipends	\$19,125	(\$38)	(\$38)	\$19,087	-0.2%	\$624	\$ 15,600	\$ 2,863	\$ -
		<u>\$3,282,265</u>	<u>(\$107,784)</u>	<u>(\$107,784)</u>	<u>\$3,174,481</u>		<u>\$144,982</u>	<u>\$ 2,881,928</u>	<u>\$ 147,572</u>	<u>\$ (0)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$107,784)</i>					
	<i>Group change %:</i>				<i>-3.3%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3308 Police/Fire	\$250	\$0		\$250		\$0	\$ -	\$ 250	\$ -
		<u>\$250</u>	<u>\$0</u>	<u>\$0</u>	<u>\$250</u>		<u>\$0</u>	<u>\$ -</u>	<u>\$ 250</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$1,340	\$0		\$1,340		\$0	\$ 549	\$ 791	\$ 0
		<u>\$1,340</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,340</u>		<u>\$0</u>	<u>\$ 549</u>	<u>\$ 791</u>	<u>\$ 0</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5105 Extra Curricular Transporation	\$350	\$0		\$350		\$0	\$ -	\$ 350	\$ -
	5400 Postage	\$100	\$3,168	\$1,500	\$3,268	3168.0%	\$538	\$ 2,668	\$ 62	\$ (0)
	5501 Printing	\$500	\$0		\$500		\$0	\$ -	\$ 500	\$ -
	5800,5802-5880 Travel & Conference	\$750	\$0		\$750		\$0	\$ -	\$ 750	\$ -
	5801 Mileage Reimbursement	\$300	\$0		\$300		\$0	\$ -	\$ 300	\$ -

**WESTON PUBLIC SCHOOLS  
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**OPERATING FUND BUDGET**

Object	Account	FY Adopted Budget	Cumulative Budget	Current Report Budget	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Adjustments	Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
		\$2,000	\$3,168	\$1,500	\$5,168		\$538	\$ 2,668	\$ 1,962	\$ (0)
	<i>Group \$ transfer in/(transfer out):</i>				\$3,168					
	<i>Group change %:</i>				158.4%					
<b>Supplies &amp; Materials (6000's)</b>										
6110	Materials	\$57,817	(\$0)		\$57,817	0.0%	\$9,103	\$ 29,329	\$ 19,385	\$ -
6120	Office Materials	\$2,500	\$0		\$2,500		\$441	\$ 769	\$ 1,290	\$ 0
6410	Books	\$19,900	\$0		\$19,900		\$6,318	\$ 8,414	\$ 5,169	\$ (0)
		\$80,217	(\$0)	\$0	\$80,217		\$15,861	\$ 38,512	\$ 25,844	\$ (0)
	<i>Group \$ transfer in/(transfer out):</i>				(\$0)					
	<i>Group change %:</i>				0.0%					
<b>Other Objects (8000's)</b>										
8100	Dues, Fees and Memberships	\$545	\$0		\$545		\$0	\$ -	\$ 545	\$ -
		\$545	\$0	\$0	\$545		\$0	\$ -	\$ 545	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Total:</b>		<b>\$3,366,617</b>	<b>(\$104,617)</b>	<b>(\$106,284)</b>	<b>\$3,262,000</b>		<b>\$161,381</b>	<b>\$ 2,923,656</b>	<b>\$ 176,964</b>	<b>\$ (0)</b>

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**OPERATING FUND BUDGET**

Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Weston Intermediate School</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$3,691,456	\$8,296	\$8,296	\$3,699,753	0.2%	\$192,367	\$ 3,407,915	\$ 99,471	\$ (0)
	Non Certified Staff	\$249,019	\$0		\$249,019		\$16,791	\$ 210,764	\$ 21,463	\$ 1
	Overtime	\$750	\$0		\$750		\$0	\$ -	\$ 750	\$ -
	Certified Stipends	\$25,972	(\$38)	(\$38)	\$25,934	-0.1%	\$643	\$ 15,581	\$ 9,710	\$ -
		<u>\$3,967,197</u>	<u>\$8,258</u>	<u>\$8,258</u>	<u>\$3,975,456</u>		<u>\$209,800</u>	<u>\$ 3,634,259</u>	<u>\$ 131,395</u>	<u>\$ 1</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$8,258					
	<i>Group change %:</i>				0.2%					
<b>Professional &amp; Technical Services (3000s)</b>										
	3308 Police/Fire	\$315	\$0		\$315	100.0%	\$0	\$ -	\$ 315	\$ -
	3309 Professional Technical Services	\$900	\$0		\$900	100.0%	\$0	\$ -	\$ 900	\$ -
		<u>\$1,215</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,215</u>		<u>\$0</u>	<u>\$ -</u>	<u>\$ 1,215</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				100.0%					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$1,675	\$0		\$1,675		\$0	\$ 550	\$ 1,125	\$ -
		<u>\$1,675</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,675</u>		<u>\$0</u>	<u>\$ 550</u>	<u>\$ 1,125</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Other Services (5000s)</b>										
	5501 Printing	\$500	\$0		\$500		\$0	\$ 77	\$ 423	\$ -
	5800,5802-5880 Travel & Conference	\$500	\$0		\$500		\$0	\$ -	\$ 500	\$ -
	5801 Mileage Reimbursement	\$250	\$0		\$250		\$0	\$ -	\$ 250	\$ -
		<u>\$1,250</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,250</u>		<u>\$0</u>	<u>\$ 77</u>	<u>\$ 1,173</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					

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**OPERATING FUND BUDGET**

Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<i>Group change %:</i>						0.0%				
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$38,868	\$0		\$38,868		\$1,173	\$ 24,976	\$ 12,719	\$ 0
	6120 Office Materials	\$2,000	\$0		\$2,000		\$0	\$ 881	\$ 1,119	\$ -
	6410 Books	\$37,830	(\$0)		\$37,830	0.0%	\$236	\$ 31,589	\$ 6,005	\$ -
		<u>\$78,698</u>	<u>(\$0)</u>	<u>\$0</u>	<u>\$78,698</u>		<u>\$1,409</u>	<u>\$ 57,447</u>	<u>\$ 19,842</u>	<u>\$ 0</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$0)</i>					
	<i>Group change %:</i>				0.0%					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$1,142	\$0		\$1,142		\$0	\$ 525	\$ 617	\$ -
		<u>\$1,142</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,142</u>		<u>\$0</u>	<u>\$ 525</u>	<u>\$ 617</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				0.0%					
	<b>Total:</b>	<b>\$4,051,177</b>	<b>\$8,258</b>	<b>\$8,258</b>	<b>\$4,059,435</b>		<b>\$211,209</b>	<b>\$ 3,692,858</b>	<b>\$ 155,367</b>	<b>\$ 1</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Weston Middle School</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$4,539,839	\$22,607	\$22,607	\$4,562,446	0.5%	\$231,138	\$ 4,300,951	\$ 30,357	\$ (0.00)
	Non Certified Staff	\$141,490	\$685	\$684	\$142,175	0.5%	\$12,285	\$ 129,889		\$ (0.00)
	Overtime	\$0	\$0		\$0	0.0%	\$0	\$ -	\$ -	\$ -
	Certified Stipends	\$83,143	(\$2)	(\$2)	\$83,141	0.0%	\$1,008	\$ 23,033	\$ 59,099	\$ 1
		<b>\$4,764,472</b>	<b>\$23,290</b>	<b>\$23,290</b>	<b>\$4,787,762</b>		<b>\$244,431</b>	<b>\$ 4,453,874</b>	<b>\$ 89,456</b>	<b>\$ 1</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$23,290</i>					
	<i>Group change %:</i>				<i>0.5%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3308 Police/Fire	\$1,610	\$0		\$1,610		\$0	\$ -	\$ 1,610	\$ -
	3309 Professional Technical Services	\$5,020	\$0		\$5,020		\$0	\$ -	\$ 5,020	\$ -
		<b>\$6,630</b>	<b>\$0</b>	<b>\$0</b>	<b>\$6,630</b>		<b>\$0</b>	<b>\$ -</b>	<b>\$ 6,630</b>	<b>\$ -</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$2,900	\$0		\$2,900		\$0	\$ -	\$ 2,900	\$ -
		<b>\$2,900</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,900</b>		<b>\$0</b>	<b>\$ -</b>	<b>\$ 2,900</b>	<b>\$ -</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5105 Extra Curricular Transportation	\$6,500	\$0		\$6,500		\$0	\$ -	\$ 6,500	\$ -
	5400 Postage	\$297	\$4,742	\$1,500	\$5,039	1596.6%	\$538	\$ 4,386	\$ 116	\$ (0)
	5501 Printing	\$3,250	\$0		\$3,250		\$0	\$ -	\$ 3,250	\$ -
	5600 Tuition	\$2,250	\$0		\$2,250		\$0	\$ -	\$ 2,250	\$ -
	5800,5802-5880 Travel & Conference	\$1,020	\$0		\$1,020		\$0	\$ -	\$ 1,020	\$ -
	5801 Mileage Reimbursement	\$555	\$0		\$555		\$0	\$ -	\$ 555	\$ -
		<b>\$13,872</b>	<b>\$4,742</b>	<b>\$1,500</b>	<b>\$18,614</b>		<b>\$538</b>	<b>\$ 4,386</b>	<b>\$ 13,691</b>	<b>\$ (0)</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
	<i>Group \$ transfer in/(transfer out):</i>				\$4,742					
	<i>Group change %:</i>				34.2%					
<b>Supplies &amp; Materials (6000's)</b>										
6110 Materials		\$69,046	(\$0)		\$69,046	0.0%	\$4,409	\$ 18,744	\$ 45,893	\$ -
6120 Office Materials		\$3,669	\$0		\$3,669		\$219	\$ 847	\$ 2,604	\$ -
6410 Books		\$23,903	\$1		\$23,904	0.0%	\$8,311	\$ 3,929	\$ 11,664	\$ -
		<u>\$96,618</u>	<u>\$1</u>	<u>\$0</u>	<u>\$96,619</u>		<u>\$12,939</u>	<u>\$ 23,520</u>	<u>\$ 60,160</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$1					
	<i>Group change %:</i>				0.0%					
<b>Other Objects (8000's)</b>										
8100 Dues, Fees and Memberships		\$10,509	\$0		\$10,509		\$813	\$ -	\$ 9,696	\$ -
		<u>\$10,509</u>	<u>\$0</u>	<u>\$0</u>	<u>\$10,509</u>		<u>\$813</u>	<u>\$ -</u>	<u>\$ 9,696</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Total:</b>		<b>\$4,895,001</b>	<b>\$28,033</b>	<b>\$24,790</b>	<b>\$4,923,034</b>		<b>\$258,722</b>	<b>\$ 4,481,779</b>	<b>\$ 182,532</b>	<b>\$ 1</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Weston High School</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$6,410,660	\$39,582	\$39,582	\$6,450,242	0.6%	\$331,783	\$ 5,923,872	\$ 194,587	\$ 0
	Non Certified Staff	\$219,005	(\$1,354)	(\$2,734)	\$217,651	-0.6%	\$14,357	\$ 185,458	\$ 17,836	\$ -
	Overtime	\$250	\$0		\$250		\$0	\$ -	\$ 250	\$ -
	Certified Stipends	\$101,361	\$0		\$101,361		\$0	\$ -	\$ 101,361	\$ -
		<u>\$6,731,276</u>	<u>\$38,229</u>	<u>\$36,849</u>	<u>\$6,769,505</u>		<u>\$346,140</u>	<u>\$ 6,109,330</u>	<u>\$ 314,034</u>	<u>\$ 0</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$38,229</i>					
	<i>Group change %:</i>				<i>0.6%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3308 Police/Fire	\$2,070	\$0		\$2,070		\$0	\$ -	\$ 2,070	\$ -
	3309 Professional Technical Services	\$10,390	\$0		\$10,390		\$0	\$ 375	\$ 10,015	\$ -
		<u>\$12,460</u>	<u>\$0</u>	<u>\$0</u>	<u>\$12,460</u>		<u>\$0</u>	<u>\$ 375</u>	<u>\$ 12,085</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$6,590	\$0		\$6,590		\$150	\$ 232	\$ 6,208	\$ -
	4400 Equipment Rental	\$3,852	\$0		\$3,852		\$0	\$ -	\$ 3,852	\$ -
		<u>\$10,442</u>	<u>\$0</u>	<u>\$0</u>	<u>\$10,442</u>		<u>\$150</u>	<u>\$ 232</u>	<u>\$ 10,060</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5100 Regular Transportation	\$4,500	\$0		\$4,500		\$0	\$ -	\$ 4,500	\$ -
	5400 Postage	\$0	\$1,431	\$0	\$1,431		\$0	\$ 1,431	\$ -	\$ -
	5501 Printing	\$14,133	\$0		\$14,133		\$82	\$ 7,000	\$ 7,051	\$ 0
	5600 Tuition	\$0	\$0		\$0		\$0	\$ -	\$ -	\$ -
	5800,5802-5880 Travel & Conference	\$2,000	\$0		\$2,000		\$ 1,014	\$ -	\$ 986	\$ -
	5801 Mileage Reimbursement	\$2,750	\$0		\$2,750		\$0	\$ -	\$ 2,750	\$ -
	5900 Other Purchased Services	\$1,200	\$0		\$1,200		\$0	\$ -	\$ 1,200	\$ -

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
		\$24,583	\$1,431	\$0	\$26,014		\$1,096	\$ 8,431	\$ 16,487	\$ 0
	<i>Group \$ transfer in/(transfer out):</i>				\$1,431					
	<i>Group change %:</i>				5.8%					
<b>Supplies &amp; Materials (6000's)</b>										
6110	Materials	\$143,660	\$0		\$143,660	0.0%	\$21,076	\$ 52,148	\$ 70,435	\$ -
6120	Office Materials	\$7,172	\$0		\$7,172		\$0	\$ -	\$ 7,172	\$ -
6410	Books	\$24,197	\$0		\$24,197		\$3,980	\$ 8,685	\$ 11,532	\$ 0
		\$175,029	\$0	\$0	\$175,029		\$25,056	\$ 60,833	\$ 89,140	\$ 0
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Equipment (7000's)</b>										
7300	Equipment	\$1,902	\$0		\$1,902		\$0	\$ -	\$ 1,902	\$ -
		\$1,902	\$0	\$0	\$1,902		\$0	\$ -	\$ 1,902	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0%					
<b>Other Objects (8000's)</b>										
8100	Dues, Fees and Memberships	\$17,457	\$0		\$17,457		\$330	\$ -	\$ 17,127	\$ -
		\$17,457	\$0	\$0	\$17,457		\$330	\$ -	\$ 17,127	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Revenues (9000's)</b>										
9209	Parking Fees	\$ (45,000)	\$ -		(\$45,000)		\$0	\$ -	\$ (45,000)	\$ -
		\$ (45,000)	\$0	\$0	(\$45,000)		\$ -	\$ -	\$ (45,000)	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0%					
<b>Total:</b>		<b>\$6,928,149</b>	<b>\$39,660</b>	<b>\$36,849</b>	<b>\$6,967,809</b>		<b>\$372,772</b>	<b>\$ 6,179,202</b>	<b>\$ 415,835</b>	<b>\$ 0</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Athletics</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$162,055	\$0		\$162,055		\$31,164	\$ 130,891	\$ -	\$ -
	Non Certified Staff	\$46,274	(\$1,878)	(\$1,878)	\$44,396	-4.1%	\$3,337	\$ 41,058	\$ -	\$ -
	Overtime	\$0	\$0		\$0		\$0	\$ -	\$ -	\$ -
	Certified Stipends	\$398,340	\$0		\$398,340		\$0	\$ -	\$ 398,340	\$ -
	Non Certified Stipends	\$88,573	\$0		\$88,573		\$1,861	\$ 46,535	\$ 40,177	\$ -
		<u>\$695,242</u>	<u>(\$1,878)</u>	<u>(\$1,878)</u>	<u>\$693,364</u>		<u>\$36,363</u>	<u>\$ 218,484</u>	<u>\$ 438,517</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$1,878)</i>					
	<i>Group change %:</i>				<i>-0.3%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3239 Other Pupil Services	\$3,500	\$0		\$3,500		\$0	\$ 1,000	\$ 2,500	\$ -
	3308 Police/Fire	\$3,080	\$0		\$3,080		\$0	\$ -	\$ 3,080	\$ -
	3310 Sports Officials	\$52,049	\$0		\$52,049		\$52,049	\$ -	\$ -	\$ -
		<u>\$58,629</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,629</u>		<u>\$52,049</u>	<u>\$ 1,000</u>	<u>\$ 5,580</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$20,000	\$0		\$20,000		\$261	\$ 18,357	\$ 1,382	\$ -
		<u>\$20,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$20,000</u>		<u>\$261</u>	<u>\$ 18,357</u>	<u>\$ 1,382</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5104 Athletic Transportation	\$90,520	\$0		\$90,520		\$0	\$ 88,000	\$ 2,520	\$ -
	5202 Athletic Insurance	\$29,939	(\$13,289)	\$0	\$16,650	-44.4%	\$0	\$ 16,650		\$ -

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Object	Account	FY Adopted Budget	Cumulative Budget	Current Report Budget	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Adjustments	Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
5800,5802-5880	Travel & Conference	\$5,100	\$0		\$5,100		\$5,100	\$ -	\$ -	\$ -
		\$125,559	(\$13,289)	\$0	\$112,270		\$5,100	\$ 104,650	\$ 2,520	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				(\$13,289)					
	<i>Group change %:</i>				-10.6%					
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$57,750	\$0		\$57,750		\$4,102	\$ 1,226	\$ 52,422	\$ -
		\$57,750	\$0	\$0	\$57,750		\$4,102	\$ 1,226	\$ 52,422	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$18,135	\$0		\$18,135		\$18,135	\$ -	\$ -	\$ -
		\$18,135	\$0	\$0	\$18,135		\$18,135	\$ -	\$ -	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Revenues (9000's)</b>										
	9201 Participation Fees, Athletics	\$ (83,097)	\$0		(\$83,097)		(\$5,315)	\$ -	\$ (77,782)	\$ 0
	9202 Gate Receipts, Athletics	\$ (16,000)	\$0		(\$16,000)		\$0	\$ -	\$ (16,000)	\$ -
	9212 Facility Use Rental	\$ (17,500)	\$0		\$(17,500)		\$0	\$ -	\$ (17,500)	\$ -
		\$ (116,597)	\$0	\$0	\$(116,597)		\$ (5,315)	\$ -	\$ (111,282)	\$ 0
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0%					
	<b>Total:</b>	<b>\$858,718</b>	<b>(\$15,167)</b>	<b>(\$1,878)</b>	<b>\$843,551</b>		<b>\$110,696</b>	<b>\$ 343,716</b>	<b>\$ 389,138</b>	<b>\$ 0</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Theater</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Stipends	\$100,939	\$0		\$100,939		\$0	\$ -	\$ 100,939	\$ (0)
		<u>\$100,939</u>	<u>\$0</u>	<u>\$0</u>	<u>\$100,939</u>		<u>\$0</u>	<u>\$ -</u>	<u>\$ 100,939</u>	<u>\$ (0)</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Professional &amp; Technical Services (3000s)</b>										
	3308 Police/Fire	\$1,295	\$0		\$1,295		\$0	\$ -	\$ 1,295	\$ -
	3309 Professional Technical Services	\$16,600	\$0		\$16,600		\$774	\$ 315	\$ 15,512	\$ (0)
		<u>\$17,895</u>	<u>\$0</u>	<u>\$0</u>	<u>\$17,895</u>		<u>\$774</u>	<u>\$ 315</u>	<u>\$ 16,807</u>	<u>\$ (0)</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$38,000	\$0		\$38,000		\$0	\$ 100	\$ 37,900	\$ -
		<u>\$38,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,000</u>		<u>\$0</u>	<u>\$ 100</u>	<u>\$ 37,900</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Revenues (9000's)</b>										
	9210 Theater Receipts	\$ (46,750)	\$0		\$ (46,750)		\$0	\$ -	\$ (46,750)	\$ -
		<u>\$ (46,750)</u>	<u>\$0</u>	<u>\$0</u>	<u>\$ (46,750)</u>		<u>\$ -</u>	<u>\$ -</u>	<u>\$ (46,750)</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0%					
	<b>Total:</b>	<b>\$110,084</b>	<b>\$0</b>	<b>\$0</b>	<b>\$110,084</b>		<b>\$774</b>	<b>\$ 415</b>	<b>\$ 108,896</b>	<b>\$ (1)</b>

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Series		Budget	Budget	Budget	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
			Adjustments	Adjustments						
<b>Curriculum &amp; Instruction</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$837,413	\$15,060	\$9,452	\$852,473	1.8%	\$73,572	\$ 725,842	\$ 53,059	\$ (0.00)
	Non Certified Staff	\$66,845	\$1,672	\$0	\$68,517	2.5%	\$13,176	\$ 55,341	\$ -	\$ (0.00)
	Certified Stipends	\$82,656	\$280	\$280	\$82,936	0.3%	\$3,615	\$ 79,321	\$ -	\$ -
		<b>\$986,914</b>	<b>\$17,012</b>	<b>\$9,732</b>	<b>\$1,003,926</b>		<b>\$90,363</b>	<b>\$ 860,504</b>	<b>\$ 53,059</b>	<b>\$ (0)</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$17,012</i>					
	<i>Group change %:</i>				<i>1.7%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3210 Contracted Services Educational	\$5,700	\$0		\$5,700		\$0	\$ -	\$ 5,700	\$ -
3220/3221	Consulting Services	\$39,200	\$0	\$0	\$39,200		\$3,200	\$ 8,800	\$ 42,200	\$ (15,000)
	3235 Testing	\$46,600	(\$4,260)	(\$4,260)	\$42,340	-9.1%	\$18,280	\$ 15,724	\$ 8,335	\$ 1
		<b>\$91,500</b>	<b>(\$4,260)</b>	<b>(\$4,260)</b>	<b>\$87,240</b>		<b>\$21,480</b>	<b>\$ 24,524</b>	<b>\$ 56,235</b>	<b>\$ (14,999)</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$4,260)</i>					
	<i>Group change %:</i>				<i>-4.7%</i>					
<b>Property Services (4000s)</b>										
<b>Other Services (5000s)</b>										
	5800,5802-5880 Travel & Conference	\$41,750	\$3,750	\$0	\$45,500	9.0%	\$16,172	\$ 3,430	\$ 25,898	\$ -
	5900 Other Purchased Services	\$5,500	\$0		\$5,500		\$0	\$ 4,425	\$ 1,075	\$ -
		<b>\$47,250</b>	<b>\$3,750</b>	<b>\$0</b>	<b>\$51,000</b>		<b>\$16,172</b>	<b>\$ 7,855</b>	<b>\$ 26,973</b>	<b>\$ -</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$3,750</i>					
	<i>Group change %:</i>				<i>7.9%</i>					

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Object	Account	FY Adopted Budget	Cumulative Budget	Current Report Budget	Revised Budget	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Adjustments	Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$57,336	\$0		\$57,336		\$42,776	\$ 1,949	\$ 12,611	\$ -
	6120 Office Materials	\$4,800	\$0		\$4,800		\$335	\$ 915	\$ 3,550	\$ 0
	6410 Books	\$61,839	\$0		\$61,839		\$13,876	\$ 28,256	\$ 19,706	\$ 1
		<u>\$123,975</u>	<u>\$0</u>	<u>\$0</u>	<u>\$123,975</u>		<u>\$56,987</u>	<u>\$ 31,119</u>	<u>\$ 35,867</u>	<u>\$ 1</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$14,110	\$7,260	\$7,260	\$21,370	51.5%	\$12,622	\$ 1,295	\$ 7,453	\$ -
		<u>\$14,110</u>	<u>\$7,260</u>	<u>\$7,260</u>	<u>\$21,370</u>		<u>\$12,622</u>	<u>\$ 1,295</u>	<u>\$ 7,453</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$7,260					
	<i>Group change %:</i>				51.5%					
	<b>Total:</b>	<u>\$1,263,749</u>	<u>\$23,762</u>	<u>\$12,732</u>	<u>\$1,287,511</u>		<u>\$197,625</u>	<u>\$ 925,297</u>	<u>\$ 179,588</u>	<u>\$ (14,998)</u>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>District Administration</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$656,048	\$18,042	\$0	\$674,090	2.8%	\$129,633	\$ 544,457	\$ -	\$ -
	Non Certified Staff	\$429,862	\$10,524	\$0	\$440,386	2.4%	\$103,674	\$ 429,580	\$ (89,718)	\$ (3,150)
	Overtime	\$1,000	\$0		\$1,000		\$0		\$ 1,000	\$ -
	Non Certified Stipends	\$6,000	\$0		\$6,000		\$1,000	\$ -	\$ 5,000	\$ -
		<u>\$1,092,910</u>	<u>\$28,566</u>	<u>\$0</u>	<u>\$1,121,476</u>		<u>\$234,306</u>	<u>\$ 974,037</u>	<u>\$ (83,718)</u>	<u>\$ (3,150)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$28,566</i>					
	<i>Group change %:</i>				<i>2.6%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3303 Management Services	\$15,000	\$0	\$0	\$15,000		\$6,478	\$ 6,350	\$ 2,172	\$ -
	3306 Legal Fees	\$100,000	\$0		\$100,000		\$0	\$ 100,000	\$ -	\$ -
	3309 Professional Technical Services	\$12,500	\$0		\$12,500		\$1,460	\$ 8,805	\$ 2,235	\$ -
		<u>\$127,500</u>	<u>\$0</u>	<u>\$0</u>	<u>\$127,500</u>		<u>\$7,938</u>	<u>\$ 115,155</u>	<u>\$ 4,407</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$750	\$0		\$750		\$0	\$ -	\$ 750	\$ -
		<u>\$750</u>	<u>\$0</u>	<u>\$0</u>	<u>\$750</u>		<u>\$0</u>	<u>\$ -</u>	<u>\$ 750</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5400 Postage	\$22,206	\$0		\$22,206		\$5,697	\$ 16,509	\$ -	\$ (0)
	5500 Advertising	\$8,000	\$0		\$8,000		\$322	\$ 2,456	\$ 5,223	\$ -
	5501 Printing	\$1,250	\$0		\$1,250		\$0	\$ -	\$ 1,250	\$ -
	5801 Mileage Reimbursement	\$6,500	\$0		\$6,500		\$1,000	\$ -	\$ 5,500	\$ -
		<u>\$37,956</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,956</u>		<u>\$7,019</u>	<u>\$ 18,964</u>	<u>\$ 11,973</u>	<u>\$ (0)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Supplies &amp; Materials (6000's)</b>										
	6120 Office Materials	\$18,650	\$0		\$18,650		\$1,783	\$ 10,394	\$ 6,474	\$ (0)
		<u>\$18,650</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,650</u>		<u>\$1,783</u>	<u>\$ 10,394</u>	<u>\$ 6,474</u>	<u>\$ (0)</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$30,029	\$0		\$30,029		\$20,988	\$ 2,129	\$ 6,912	\$ -
	8900 <i>Other Objects</i>	\$13,395	\$0		\$13,395		\$124	\$ 11,456	\$ 1,815	\$ 0
		<u>\$43,424</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,424</u>		<u>\$21,113</u>	<u>\$ 13,585</u>	<u>\$ 8,727</u>	<u>\$ 0</u>
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
	<b>Total:</b>	<u>\$1,321,190</u>	<u>\$28,566</u>	<u>\$0</u>	<u>\$1,349,756</u>		<u>\$272,159</u>	<u>\$ 1,132,134</u>	<u>\$ (51,388)</u>	<u>\$ (3,150)</u>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>District Wide</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$63,520	(\$63,520)	(\$63,520)	\$0	-100.0%	\$0	\$ -	\$ -	\$ -
	Turnover Savings	(\$318,013)	\$318,013	\$339,936	\$0	-100.0%	\$0	\$ -	\$ -	\$ -
	Salary Differential	\$82,020	(\$82,020)	(\$18,089)	\$0	-100.0%	\$0	\$ -	\$ -	\$ -
		(\$172,473)	\$172,473	\$258,327	\$0		\$0	\$ -	\$ -	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$172,473					
	<i>Group change %:</i>				-100.0%					
<b>Other Services (5000s)</b>										
	5200 General Liability Insurance	\$112,340	(\$34,772)	\$0	\$77,568	-31.0%	\$70,605	\$ (20,179)	\$ 20,179	\$ 6,963
		\$112,340	(\$34,772)	\$0	\$77,568		\$70,605	\$ (20,179)	\$ 20,179	\$ 6,963
	<i>Group \$ transfer in/(transfer out):</i>				(\$34,772)					
	<i>Group change %:</i>				-31.0%					
<b>Revenues (9000's)</b>										
	9207 Regular Ed. Tuition	\$ (29,769)	(\$30,515)	(\$30,515)	(\$60,284)		(\$25,200)	\$ (43,918)	\$ 8,834	\$ 0
		\$ (29,769.00)	\$ (30,515)	\$ (30,515)	\$ (60,284)		\$ (25,200)	\$ (43,918)	\$ 8,834	\$ 0
	<i>Group \$ transfer in/(transfer out):</i>				(\$30,515)					
	<i>Group change %:</i>				0.0%					
	<b>Total:</b>	<b>(\$89,902)</b>	<b>\$107,186</b>	<b>\$227,812</b>	<b>\$17,284</b>		<b>\$45,406</b>	<b>\$ (64,097)</b>	<b>\$ 29,013</b>	<b>\$ 6,963</b>

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Object	Account	FY Adopted Budget	Cumulative	Current Report	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
<b>Employee Benefits</b>										
<b>Benefits (2000's)</b>										
	2000 Health Insurance	\$7,701,232	\$0		\$7,701,232		\$1,299,020	\$ 6,358,821	\$ 137,759	\$ (94,368)
	2022 Premium Cost Share	(\$1,368,814)	\$0		(\$1,368,814)		(\$47,895)	\$ -	\$ (1,320,919)	\$ -
	2001 Social Security	\$558,237	\$0		\$558,237		\$80,261	\$ -	\$ 477,975	\$ 0
	2002 Medicare	\$466,950	\$0		\$466,950		\$37,941	\$ -	\$ 429,009	\$ (0)
	2003 Workers Compensation	\$238,335	(\$37,935)	\$0	\$200,400	-15.9%	\$200,400	\$ -	\$ -	\$ -
	2004 Unemployment Compensation	\$37,065	\$0		\$37,065		\$0	\$ 37,065	\$ -	\$ -
	2005 Early Retirement Incentive	\$276,499	\$21,923 -		\$298,422	7.9%	\$298,422	\$ -	\$ -	\$ -
	2007 Pension Contributions	\$1,010,900	\$0		\$1,010,900		\$113,401	\$ -	\$ 897,499	\$ (0)
	2010 Tuition Reimbursement	\$80,000	\$0		\$80,000		\$0	\$ -	\$ 80,000	\$ -
	2011 Life Insurance	\$54,054	\$5,946 -		\$60,000	11.0%	\$9,631	\$ 50,369	\$ -	\$ 0
	2012 Disability Insurance	\$15,306	(\$8,106) -		\$7,200	-53.0%	\$1,083	\$ 6,117	\$ -	\$ -
	2014 Sick Bank	\$45,000	\$0		\$45,000		\$0	\$ -	\$ 45,000	\$ -
		<b>\$9,114,764</b>	<b>(\$18,172)</b>	<b>\$0</b>	<b>\$9,096,592</b>		<b>\$1,992,264</b>	<b>\$ 6,452,372</b>	<b>\$ 746,324</b>	<b>\$ (94,368)</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$18,172)</i>					
	<i>Group change %:</i>				<i>-0.2%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3303 Management Services	\$48,855	\$0		\$48,855		\$10,803	\$ 37,013	\$ 1,039	\$ -
		<b>\$48,855</b>	<b>\$0</b>	<b>\$0</b>	<b>\$48,855</b>		<b>\$10,803</b>	<b>\$ 37,013</b>	<b>\$ 1,039</b>	<b>\$ -</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	<b>Total:</b>	<b>\$9,163,619</b>	<b>(\$18,172)</b>	<b>\$0</b>	<b>\$9,145,447</b>		<b>\$2,003,067</b>	<b>\$ 6,489,385</b>	<b>\$ 747,362</b>	<b>\$ (94,368)</b>

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Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
<b>Facilities</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Non Certified Staff	\$1,234,300	(\$17,669)	(\$5,453)	\$1,216,631	-1.4%	\$170,251	\$ 954,061	\$ 92,318	\$ 0
	Overtime	\$145,650	\$0		\$145,650		\$5,345	\$ -	\$ 140,305	\$0
	Non Certified Stipends	\$69,161	(\$1,750)	(\$1,750)	\$67,411	-2.5%	\$5,726	\$ 32,418	\$ 29,267	\$ -
		<u>\$1,449,111</u>	<u>(\$19,419)</u>	<u>(\$7,203)</u>	<u>\$1,429,692</u>		<u>\$181,322</u>	<u>\$ 986,479</u>	<u>\$ 261,890</u>	<u>\$ 0</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$19,419)</i>					
	<i>Group change %:</i>				<i>-1.3%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3304 License Fees-Facilities	\$3,500	\$0		\$3,500		\$655	\$ -	\$ 2,845	\$ -
	3309 Professional Technical Services	\$4,250	\$0		\$4,250		\$0	\$ -	\$ 4,250	\$ -
		<u>\$7,750</u>	<u>\$0</u>	<u>\$0</u>	<u>\$7,750</u>		<u>\$655</u>	<u>\$ -</u>	<u>\$ 7,095</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4200 Cleaning Services	\$756,109	\$0		\$756,109		\$118,215	\$ 637,894	\$ -	\$ 0
	4202 Rubbish Removal	\$55,020	(\$2,500)	\$0	\$52,520	-4.5%	\$4,832	\$ 47,617	\$ 70	\$ 1
	4302 Equipment Repairs	\$59,750	(\$2,500)	(\$2,500)	\$57,250	-4.2%	\$17,818	\$ 16,833	\$ 22,599	\$ -
	4400 Equipment Rental	\$10,503	(\$0)		\$10,503	0.0%	\$600	\$ 7,863	\$ 2,040	\$ -
	4401 Rental of Facilities	\$4,675	(\$200)	(\$200)	\$4,475	-4.3%	\$987	\$ 3,335	\$ 153	\$ -
	4500 Repair Allowance	\$204,400	\$0		\$204,400		\$59,624	\$ 26,069	\$ 118,707	\$ 0
	4509 Septic Cleaning	\$40,000	\$0		\$40,000		\$3,318	\$ 36,682	\$ -	\$ -
	4510 Asbestos Abatement	\$5,000	\$0		\$5,000		\$0	\$ 5,000	\$ -	\$ -
	4514 Fire Alarm System	\$25,000	\$0		\$25,000		\$0	\$ 25,000	\$ -	\$ -
	4518 Sewer System Plant Maintenance	\$93,162	\$0		\$93,162		\$15,544	\$ 77,618	\$ -	\$ -
	4520 Service Contracts	\$142,688	\$0	\$0	\$142,688		\$43,763	\$ 77,872	\$ 21,052	\$ 1
	4530 Parks & Recreation	\$64,372	\$0		\$64,372		\$1,671	\$ 62,701	\$ -	\$ 0
	4533 Glass Replacement	\$5,000	\$0		\$5,000		\$845	\$ -	\$ 4,155	\$ -
	4534 Roof Repair	\$17,000	\$0		\$17,000		\$0	\$ -	\$ 17,000	\$ -
	4535 Window Treatments	\$3,000	\$0		\$3,000		\$0	\$ -	\$ 3,000	\$ -
	4539 Energy Management System	\$21,650	\$106	\$0	\$21,756	0.5%	\$21,756	\$ -	\$ -	\$ -
	4540 Athletic Facilities Repairs	\$20,000	\$92,712	\$0	\$112,712	463.6%	\$19,212	\$ 113,590	\$ -	\$ (20,090)

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Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
	4542/4550 Contracted Services	\$202,350	(\$1,575)	\$0	\$200,775	-0.8%	\$62,555	\$ 114,217	\$ 24,003	\$ 0
	4543 Paving	\$11,300	\$0		\$11,300		\$10,800	\$ (6,000)	\$ 6,500	\$ -
	4600 Special Projects	\$37,500	\$0		\$37,500		\$0	\$ 37,370	\$ -	\$ 130
	4602 Tree Service	\$7,500	\$5,230	\$750	\$12,730	69.7%	\$11,980	\$ 750	\$ -	\$ -
	4604 Snow Plowing	\$12,500	\$0		\$12,500		\$0	\$ -	\$ 12,500	\$ -
	4605 Signage	\$2,500	(\$750)	(\$750)	\$1,750	-30.0%	\$192	\$ -	\$ 1,558	\$ -
	4606 Sprinkler Repairs	\$3,000	\$0		\$3,000		\$2,010	\$ -	\$ 990	\$ -
	4610 Playground Repairs	\$5,000	\$5,284	\$0	\$10,284	105.7%	\$0	\$ 10,284	\$ -	\$ -
	4702 Locks/Keys	\$8,500	\$200	\$200	\$8,700	2.4%	\$5,639	\$ 1,921	\$ 1,140	\$ -
		<b>\$1,817,479</b>	<b>\$96,007</b>	<b>(\$2,500)</b>	<b>\$1,913,486</b>		<b>\$401,360</b>	<b>\$ 1,291,615</b>	<b>\$ 240,467</b>	<b>\$ (19,957)</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$96,007</i>					
	<i>Group change %:</i>				<i>5.3%</i>					
<b>Other Services (5000s)</b>										
	5205 Property Insurance	\$97,835	(\$8,235)	\$0	\$89,600	-8.4%	\$89,600	\$ -	\$ -	\$ -
		<b>\$97,835</b>	<b>(\$8,235)</b>	<b>\$0</b>	<b>\$89,600</b>		<b>\$89,600</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$8,235)</i>					
	<i>Group change %:</i>				<i>-8.4%</i>					
<b>Supplies &amp; Materials (6000's)</b>										
	6130 Maintenance Materials	\$178,500	(\$406)	\$0	\$178,094	-0.2%	\$24,719	\$ 119,691	\$ 33,685	\$ (0)
	6131 Custodial Materials	\$77,000	\$0		\$77,000		\$28,336	\$ 45,050	\$ 3,615	\$ 0
	6510 Heating	\$392,894	\$0		\$392,894		\$13,914	\$ 378,979	\$ -	\$ 1
	6520 Electricity	\$710,317	\$0		\$710,317		\$71,784	\$ 635,398	\$ 3,135	\$ 0
	6530 Propane gas	\$4,000	\$0		\$4,000		\$0	\$ 2,800	\$ 1,200	\$ -
		<b>\$1,362,711</b>	<b>(\$406)</b>	<b>\$0</b>	<b>\$1,362,305</b>		<b>\$138,752</b>	<b>\$ 1,181,918</b>	<b>\$ 41,634</b>	<b>\$ 0</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$406)</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$0	\$300	\$0	\$300		\$300	\$ -	\$ -	\$ -
	8900 Other Objects	\$14,000	\$0		\$14,000		\$6,369	\$ 6,908	\$ 723	\$ 0
		<b>\$14,000</b>	<b>\$300</b>	<b>\$0</b>	<b>\$14,300</b>		<b>\$6,669</b>	<b>\$ 6,908</b>	<b>\$ 723</b>	<b>\$ 0</b>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$300</i>					
	<i>Group change %:</i>				<i>2.1%</i>					
<b>Revenues (9000's)</b>										

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Object	Account	FY Adopted Budget	Cumulative	Current Report	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
	9208 Revenue from Town for Fields	\$ (55,580)	\$0		(\$55,580)		\$ -	\$ -	\$ (55,580)	\$ -
		\$ (55,580)	\$ -	\$0	\$ (55,580)		\$ -	\$ -	\$ (55,580)	\$ -
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0%					
	<b>Total:</b>	<b>\$4,693,306</b>	<b>\$68,247</b>	<b>(\$9,703)</b>	<b>\$4,761,553</b>		<b>\$818,359</b>	<b>\$ 3,466,920</b>	<b>\$ 496,230</b>	<b>\$ (19,956)</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Special Education</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$4,200,817	(\$36,365)	(\$48,414)	\$4,164,453	-0.9%	\$332,866	\$ 3,659,075	\$ 172,511	\$ 1
	Non Certified Staff	\$1,668,041	(\$141,275)	(\$142,719)	\$1,526,767	-8.5%	\$187,339	\$ 1,265,607	\$ 214,872	\$ (141,051)
	Overtime	\$250	\$0		\$250	0.0%	\$0	\$ -	\$ 250	\$ -
	Non Certified Stipends	\$31,900	\$0		\$31,900		\$0	\$ -	\$ 31,900	\$ -
		<u>\$5,901,008</u>	<u>(\$177,639)</u>	<u>(\$191,132)</u>	<u>\$5,723,369</u>		<u>\$520,205</u>	<u>\$ 4,924,682</u>	<u>\$ 419,533</u>	<u>\$ (141,051)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$177,639)</i>					
	<i>Group change %:</i>				<i>-3.0%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
3220/3221	3210 Contracted Services Educational	\$359,970	\$0		\$359,970		\$83	\$ 41,917	\$ 317,970	\$ -
	Consulting Services	\$95,000	\$0		\$95,000		\$1,020	\$ -	\$ 93,980	\$ -
	3235 Testing	\$53,000	\$0		\$53,000		\$0	\$ -	\$ 53,000	\$ -
	3306 Legal Fees	\$150,000	\$0		\$150,000		\$0	\$ 150,000	\$ -	\$ -
		<u>\$657,970</u>	<u>\$0</u>	<u>\$0</u>	<u>\$657,970</u>		<u>\$1,103</u>	<u>\$ 191,917</u>	<u>\$ 464,950</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$750	\$0		\$750		\$0	\$ -	\$ 750	\$ -
	4400 Equipment Rental	\$1,250	\$0		\$1,250		\$0	\$ -	\$ 1,250	\$ -
		<u>\$2,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,000</u>		<u>\$0</u>	<u>\$ -</u>	<u>\$ 2,000</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5600 Tuition	\$2,934,286	\$0		\$2,934,286		\$191,560	\$ 1,494,006	\$ 1,248,720	\$ -
	5605 Tuition-ESS	\$287,228	\$0		\$287,228		\$0	\$ -	\$ 287,228	\$ -
	5801 Mileage Reimbursement	\$1,500	\$0		\$1,500		\$0	\$ -	\$ 1,500	\$ -

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
		\$3,223,014	\$0	\$0	\$3,223,014		\$191,560	\$ 1,494,006	\$ 1,537,448	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$29,219	\$0		\$29,219		\$1,535	\$ 9,198	\$ 18,486	\$ (0)
	6120 Office Materials	\$719	\$0		\$719		\$0	\$ -	\$ 719	\$ -
	6140 Software	\$26,975	\$0		\$26,975		\$15,295	\$ 5,595	\$ 6,085	\$ -
	6410 Books	\$3,600	\$0		\$3,600		\$0	\$ -	\$ 3,600	\$ -
		\$60,513	\$0	\$0	\$60,513		\$16,829	\$ 14,793	\$ 28,891	\$ (0)
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Equipment (7000's)</b>										
	7300 Equipment	\$28,242	\$0		\$28,242		\$3,258	\$ 2,000	\$ 22,984	\$ -
		\$28,242	\$0	\$0	\$28,242		\$3,258	\$ 2,000	\$ 22,984	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0%					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$1,000	\$0		\$1,000		\$0	\$ -	\$ 1,000	\$ -
		\$1,000	\$0	\$0	\$1,000		\$0	\$ -	\$ 1,000	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Revenues (9000's)</b>										
	9205 Excess Cost SPED	\$ (536,300)	\$0		(\$536,300)		\$0		\$ (536,300)	\$ -
	9206 Pre School Tuition SPED	\$ (100,000)	\$0		(\$100,000)		(\$57,875)		\$ (42,125)	\$ -
	9215 Medicaid Revenue	\$ (15,000)	\$0		(\$15,000)		\$0	\$ -	\$ (15,000)	\$ -
		\$ (651,300)	\$ -	\$0	(\$651,300)		\$ (57,875)	\$ -	\$ (593,425)	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0%					
	<b>Total:</b>	<b>\$9,222,447</b>	<b>(\$177,639)</b>	<b>(\$191,132)</b>	<b>\$9,044,808</b>		<b>\$675,081</b>	<b>\$ 6,627,398</b>	<b>\$ 1,883,380</b>	<b>\$ (141,051)</b>

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Object	Account	FY Adopted Budget	Cumulative	Current Report	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
<b>Pupil Services</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Certified Staff	\$1,796,331	(\$7,494)	(\$7,494)	\$1,788,837	-0.4%	\$103,114	\$ 1,675,999	\$ 9,725	\$ (0)
	Non Certified Staff	\$722,489	\$1,316	(\$614)	\$723,805	0.2%	\$43,021	\$ 564,232	\$ 116,554	\$ (2)
	Overtime	\$500	\$0		\$500	100.0%	\$0	\$ -	\$ 500	\$ -
	Certified Stipends	\$31,449	\$2,335	\$2,335	\$33,784	7.4%	(\$8,091)	\$ 30,225	\$ 11,650	\$ -
	Non Certified Stipends	\$43,004	(\$30)	(\$30)	\$42,974	-0.1%	\$1,383	\$ 30,663	\$ 10,929	\$ (0)
		<u>\$2,593,773</u>	<u>(\$3,873)</u>	<u>(\$5,802)</u>	<u>\$2,589,900</u>		<u>\$139,427</u>	<u>\$ 2,301,119</u>	<u>\$ 149,358</u>	<u>\$ (3)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$3,873)</i>					
	<i>Group change %:</i>				<i>-0.1%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3239 Other Pupil Services	\$178,575	(\$2,350)	(\$2,350)	\$176,225	-1.3%	\$3,450	\$ 151,598	\$ 21,177	\$ -
		<u>\$178,575</u>	<u>(\$2,350)</u>	<u>(\$2,350)</u>	<u>\$176,225</u>		<u>\$3,450</u>	<u>\$ 151,598</u>	<u>\$ 21,177</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$2,350)</i>					
	<i>Group change %:</i>				<i>-1.3%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$775	\$0		\$775		\$0	\$ -	\$ 775	\$ -
		<u>\$775</u>	<u>\$0</u>	<u>\$0</u>	<u>\$775</u>		<u>\$0</u>	<u>\$ -</u>	<u>\$ 775</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$0</i>					
	<i>Group change %:</i>				<i>0.0%</i>					
<b>Other Services (5000s)</b>										
	5400 Postage	\$864	\$0		\$864		\$0	\$ 864	\$ -	\$ -
	5501 Printing	\$2,000	\$0		\$2,000		\$0	\$ -	\$ 2,000	\$ -

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Object	Account	FY Adopted Budget	Cumulative	Current Report	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
	5801 Mileage Reimbursement	\$500	\$0		\$500		\$0	\$ -	\$ 500	\$ -
		\$3,364	\$0	\$0	\$3,364		\$0	\$ 864	\$ 2,500	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$14,400	\$0		\$14,400		\$480	\$ 5,096	\$ 8,824	\$ -
		\$14,400	\$0	\$0	\$14,400		\$480	\$ 5,096	\$ 8,824	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Equipment (7000's)</b>										
	7300 Equipment	\$0	\$0		\$0	0.0%	\$0	\$ -	\$ -	\$ -
		\$0	\$0	\$0	\$0		\$0	\$ -	\$ -	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>									
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$650	\$0		\$650		\$0	\$ -	\$ 650	\$ -
		\$650	\$0	\$0	\$650		\$0	\$ -	\$ 650	\$ -
	<i>Group \$ transfer in/(transfer out):</i>				\$0					
	<i>Group change %:</i>				0.0%					
<b>Total:</b>		<b>\$2,791,537</b>	<b>(\$6,223)</b>	<b>(\$8,152)</b>	<b>\$2,785,314</b>		<b>\$143,357</b>	<b>\$ 2,458,676</b>	<b>\$ 183,284</b>	<b>\$ (3)</b>

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Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Transportation</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Non Certified Staff	\$5,000	\$0		\$5,000		\$202	\$ -	\$ 4,798	\$ (0)
		\$5,000	\$0	\$0	\$5,000		\$202	\$ -	\$ 4,798	\$ (0)
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
<b>Professional &amp; Technical Services (3000s)</b>										
	3303 Management Services	\$250	\$0		\$250		\$0	\$ -	\$ 250	\$ -
		\$250	\$0	\$0	\$250		\$0	\$ -	\$ 250	\$ -
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$1,000	\$2,500	\$2,500	\$3,500	250.0%	\$1,146	\$ 1,411	\$ 943	\$ -
		\$1,000	\$2,500	\$2,500	\$3,500		\$1,146	\$ 1,411	\$ 943	\$ -
	Group \$ transfer in/(transfer out):				\$2,500					
	Group change %:				250.0%					
<b>Other Services (5000s)</b>										
	5100 Regular Transportation	\$1,359,639	\$0		\$1,359,639		\$0	\$ 1,359,639	\$ -	\$ -
	5101 SPED Transportation	\$478,530	\$0		\$478,530		\$44,775	\$ 415,945	\$ 17,810	\$ 0
	5205 Property Insurance	\$6,540	\$1,695	\$0	\$8,235	25.9%	\$8,235	\$ -	\$ -	\$ -
		\$1,844,709	\$1,695	\$0	\$1,846,404		\$53,010	\$ 1,775,584	\$ 17,810	\$ 0
	Group \$ transfer in/(transfer out):				\$1,695					
	Group change %:				0.1%					
<b>Supplies &amp; Materials (6000's)</b>										
	6270 Diesel Fuel	\$91,031	\$0		\$91,031		\$14,487	\$ 76,544	\$ -	\$ -
		\$91,031	\$0	\$0	\$91,031		\$14,487	\$ 76,544	\$ -	\$ -
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
	<b>Total:</b>	<b>\$1,941,990</b>	<b>\$4,195</b>	<b>\$2,500</b>	<b>\$1,946,185</b>		<b>\$68,845</b>	<b>\$ 1,853,539</b>	<b>\$ 23,801</b>	<b>\$ (0)</b>

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Object	Account	FY Adopted Budget	Cumulative	Current Report	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
<b>Technology</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Non Certified Staff	\$676,840	(\$6,855)	\$4,208	\$669,985	-1.0%	\$120,518	\$ 549,467	\$ -	\$ (0)
	Overtime	\$10,000	\$0		\$10,000		\$3,152	\$ -	\$ 6,848	\$ 0
		<u>\$686,840</u>	<u>(\$6,855)</u>	<u>\$4,208</u>	<u>\$679,985</u>		<u>\$123,670</u>	<u>\$ 549,467</u>	<u>\$ 6,848</u>	<u>\$ (0)</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>(\$6,855)</i>					
	<i>Group change %:</i>				<i>-1.0%</i>					
<b>Professional &amp; Technical Services (3000s)</b>										
	3220/3221 Consulting Services	\$123,000	\$13,596	\$0	\$136,596	11.1%	\$10,013	\$ 126,584	\$ -	\$ -
	3309 Professional Technical Services	\$116,919	\$0		\$116,919		\$50,447	\$ 65,513	\$ 960	\$ -
		<u>\$239,919</u>	<u>\$13,596</u>	<u>\$0</u>	<u>\$253,515</u>		<u>\$60,459</u>	<u>\$ 192,097</u>	<u>\$ 960</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$13,596</i>					
	<i>Group change %:</i>				<i>5.7%</i>					
<b>Property Services (4000s)</b>										
	4302 Equipment Repairs	\$30,430	(\$7,730)	\$0	\$22,700	-25.4%	\$0	\$ 11,800	\$ 10,900	\$ -
	4400 Equipment Rental	\$236,632	\$14,300	\$0	\$250,932	6.0%	\$ 24,192	\$ 226,740	\$ -	\$ 0
		<u>\$267,062</u>	<u>\$6,570</u>	<u>\$0</u>	<u>\$273,632</u>		<u>\$24,192</u>	<u>\$ 238,540</u>	<u>\$ 10,900</u>	<u>\$ 0</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$6,570</i>					
	<i>Group change %:</i>				<i>2.5%</i>					
<b>Other Services (5000s)</b>										
	5300 Communications	\$86,000	\$816	\$0	\$86,816	0.9%	\$7,972	\$ 78,444	\$ 400	\$ -
5800,5802-5880	Travel & Conference	\$7,062	(\$62)	\$0	\$7,000	-0.9%	\$0	\$ 5,755	\$ 1,245	\$ -
		<u>\$93,062</u>	<u>\$754</u>	<u>\$0</u>	<u>\$93,816</u>		<u>\$7,972</u>	<u>\$ 84,199</u>	<u>\$ 1,645</u>	<u>\$ -</u>
	<i>Group \$ transfer in/(transfer out):</i>				<i>\$754</i>					
	<i>Group change %:</i>				<i>0.8%</i>					
<b>Supplies &amp; Materials (6000's)</b>										
	6110 Materials	\$31,150	(\$3,124)	\$0	\$28,026	-10.0%	\$6,707	\$ 6,344	\$ 14,975	\$ (0)

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Object	Account	FY Adopted Budget	Cumulative	Current Report	Revised	Line	FY 2020	FY 2020	FY 2020	FY 2020
Series		Budget	Budget Adjustments	Budget Adjustments	Budget	Variance %	\$ Expended	Encumbered	Anticipated	Balance
	6140 Software	\$485,494	\$0		\$485,494		\$357,579	\$ 75,789	\$ 52,126	\$ 0
	<i>Group \$ transfer in/(transfer out):</i>	\$516,644	(\$3,124)	\$0	\$513,520		\$364,285	\$ 82,134	\$ 67,101	\$ 0
	<i>Group change %:</i>				(\$3,124)					
					-0.6%					
<b>Equipment (7000's)</b>										
	7300 Equipment	\$359,883	\$0		\$359,883	100.0%	\$170,664	\$ 131,263	\$ 57,956	\$ 0
	<i>Group \$ transfer in/(transfer out):</i>	\$359,883	\$0	\$0	\$359,883		\$170,664	\$ 131,263	\$ 57,956	\$ 0
	<i>Group change %:</i>				\$0					
					100%					
<b>Other Objects (8000's)</b>										
	8100 Dues, Fees and Memberships	\$3,510	\$0		\$3,510		\$1,045	\$ 2,065	\$ 400	\$ -
	<i>Group \$ transfer in/(transfer out):</i>	\$3,510	\$0	\$0	\$3,510		\$1,045	\$ 2,065	\$ 400	\$ -
	<i>Group change %:</i>				\$0					
					0.0%					
<b>Revenues (9000's)</b>										
	9200 Technology Revenue	\$ (103,101)	\$0		(\$103,101)		\$0	\$ -	\$ (103,101)	\$ -
	<i>Group \$ transfer in/(transfer out):</i>	\$ (103,101)	\$0	\$0	(\$103,101)		\$ -	\$ -	\$ (103,101)	\$ -
	<i>Group change %:</i>				\$0					
					0%					
<b>Total:</b>		<b>\$2,063,819</b>	<b>\$10,941</b>	<b>\$4,208</b>	<b>\$2,074,760</b>		<b>\$752,288</b>	<b>\$ 1,279,763</b>	<b>\$ 42,708</b>	<b>\$ 1</b>

WESTON PUBLIC SCHOOLS  
FINANCIAL REPORT  
Aug-19  
Period: 2 of 12

Object Series	Account	FY Adopted Budget Budget	Cumulative Budget Adjustments	Current Report Budget Adjustments	Revised Budget Budget	Line Variance %	FY 2020 \$ Expended	FY 2020 Encumbered	FY 2020 Anticipated	FY 2020 Balance
<b>Security</b>										
<b>Salaries &amp; Wages (1000s)</b>										
	Non Certified Staff	\$256,865	\$0		\$256,865		\$18,710	\$ 236,197	\$ 1,957	\$ 0
	Overtime	\$27,800	\$0		\$27,800		\$0	\$ -	\$ 27,800	\$ -
	Non Certified Stipends	\$23,740	\$0		\$23,740		\$0	\$ -	\$ 23,740	\$ -
		\$308,405	\$0	\$0	\$308,405		\$18,710	\$ 236,197	\$ 53,497	\$ 0
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
<b>Professional &amp; Technical Services (3000s)</b>										
	3308 Police/Fire	\$80,393	\$0		\$80,393		\$0	\$ 80,393	\$ -	\$ -
		\$80,393	\$0	\$0	\$80,393		\$0	\$ 80,393	\$ -	\$ -
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
<b>Property Services (4000s)</b>										
	4701 Security System Monitoring	\$78,311	\$2,970	\$0	\$81,281	3.8%	\$44,064	\$ 37,218	\$ -	\$ (1)
		\$78,311	\$2,970	\$0	\$81,281		\$44,064	\$ 37,218	\$ -	\$ (1)
	Group \$ transfer in/(transfer out):				\$2,970					
	Group change %:				3.8%					
<b>Other Services (5000s)</b>										
5800,5802-5880	Travel & Conference	\$5,000	\$0		\$5,000		\$4,874	\$ -	\$ -	\$ 126
		\$5,000	\$0	\$0	\$5,000		\$4,874	\$ -	\$ -	\$ 126
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
<b>Supplies &amp; Materials (6000's)</b>										
	6132 Security Materials	\$20,100	\$0		\$20,100		\$5,745	\$ 8,064	\$ 6,292	\$ -
		\$20,100	\$0	\$0	\$20,100		\$5,745	\$ 8,064	\$ 6,292	\$ -
	Group \$ transfer in/(transfer out):				\$0					
	Group change %:				0.0%					
	<b>Total:</b>	<b>\$492,209</b>	<b>\$2,970</b>	<b>\$0</b>	<b>\$495,179</b>		<b>\$73,393</b>	<b>\$ 361,872</b>	<b>\$ 59,789</b>	<b>\$ 126</b>

**WESTON PUBLIC SCHOOLS  
INTERNAL SERVICES FUND  
FOR HEALTH BENEFITS PROGRAM**

Fiscal Year Ended Actual 2020

**STATEMENT OF REVENUES AND EXPENDITURES**

Fund Balance -July 1, 2019 \$ 1,537,357

Revenues:  
 General Fund Appropriation (July-October) \$ -  
 Reimbursements \$ -  
 Total Contributions \$ -

Total Revenues (A)  
\$ -

Expenditures  
 Delta Dental:  
     Claims \$ 96,418  
     Administrative Fees \$ 1,708  
 Total Health Plan Costs (B) \$ 98,126

Net Change (A-B)  
\$ (98,126)

Fund balance June 30, 2020 \$ 1,439,231

Medical Cost \$ -

Fund balance June 30, 2020 \$ 1,439,231

<b>Balance Sheet:</b>	
Assets:	
Fund Balance (Opening Fund Balance + Prior Year IBNR)	\$ 1,537,357
Year End Accounts Payable	\$ -
Net Change	\$ (98,126)
Total Assets	<u>\$ 1,439,231</u>
Liabilities:	
Year End Accounts Payable	\$ -
Total Liabilities	<u>\$ -</u>
Beg Year Fund Balance	\$ 1,537,357
End of Year Net Change	\$ (98,126)
Total Fund Balance	<u>\$ 1,439,231</u>
Total Liabilities + Fund Balance	<u>\$ 1,439,231</u>

*\*FY 20 is budgeted to drawdown on the ISF by \$300,000 due to the AFSCME ERIP and Insurance Buyout Proposal*

**WESTON PUBLIC SCHOOLS  
INSURANCE FUNDS**

Month	Delta Dental			
	Expected Claims	Actual Claims	% of Total	Variance
Jul-19	\$ 29,167	\$ 49,759	52%	\$ (20,592)
Aug-19	\$ 29,167	\$ 46,659	48%	\$ (17,492)
Sep-19	\$ 29,167		0%	\$ 29,167
Oct-19	\$ 29,167		0%	\$ 29,167
Nov-19	\$ 29,167		0%	\$ 29,167
Dec-19	\$ 29,167		0%	\$ 29,167
Jan-20	\$ 29,167		0%	\$ 29,167
Feb-20	\$ 29,167		0%	\$ 29,167
Mar-20	\$ 29,167		0%	\$ 29,167
Apr-20	\$ 29,167		0%	\$ 29,167
May-20	\$ 29,167		0%	\$ 29,167
Jun-20	\$ 29,167		0%	\$ 29,167
Total	\$ 350,000	\$ 96,418	100%	\$ 253,582



September 9, 2019

**TO:** BOE Finance Committee

**FROM:** William McKersie, Superintendent of Schools

**SUBJECT:** August Financial Report for FY 2020

Below is a summary report of the FY 20 Budget through August 2019.

Object Series	Adjusted Budget	YTD Actuals	FY 20 Encumbrances	FY 20 Anticipated	FY 20 Balance	Previous Month Balance
Salaries (1000's)	\$32,363,259	\$2,289,923	\$28,130,360	\$2,087,177	\$(144,202)	\$(141,051)
Benefits (2000's)	\$9,096,592	\$1,992,264	\$6,452,372	\$746,324	\$(94,368)	\$(94,368)
Professional Services (3000's)	\$1,536,777	\$158,710	\$794,387	\$598,679	\$(14,999)	\$0
Property Services (4000s)	\$2,311,781	\$471,173	\$1,588,471	\$272,093	\$(19,957)	\$(22,370)
Other Services (5000s)	\$5,591,039	\$448,085	\$3,481,504	\$1,654,361	\$7,088	\$7,088
Supplies (6000s)	\$2,730,806	\$658,716	\$1,591,699	\$480,390	\$0	\$0
Equipment (7000s)	\$390,027	\$173,923	\$133,263	\$82,842	\$0	\$0
Other Objects (8000s)	\$132,042	\$60,727	\$24,377	\$46,938	\$0	\$0
Revenue (9000s)	\$(1,078,612)	\$(88,390)	\$(43,918)	\$(954,172)	\$7,868	\$0
<b>Total</b>	<b>\$53,073,710</b>	<b>\$6,165,132</b>	<b>\$42,152,515</b>	<b>\$5,014,631</b>	<b>\$(258,568)</b>	<b>\$(250,700)</b>

There were transfers totaling \$452,539 for approval by the BOE with 1 in excess of \$5,000. This transfer is:

1. \$428,779 for staff turnover and location changes of staff. Each year in August and September salary accounts are adjusted for staff turnover, adjustments to take into account the budget staff turnover credit and shifting of employees across the district. This transfer balances out the salary accounts for those movements. This fiscal year the staff turnover credit budget in district wide was covered in full.

The current projection is for a deficit of \$258,568. The items contributing to that deficit include:

1. 4 Additional Special Education Para Educators due to student needs (Salary \$141,050 plus benefits of \$94,368 totaling \$235,418).
2. \$20,090 for the North House Sink Hole Repair
3. \$15,000 for executive coaching by CT Center for School Change
4. \$3,150 for temporary coverage of administrative assistant in Superintendents office.

Total Shortfalls: \$273,658

The current projections accounts for surpluses of \$15,089 in the following areas:

1. Non Resident Tuition \$7,868
2. General Liability Insurance \$6,964
3. Special Projects: \$130
4. Travel and Conference Security: \$127

The primary difference between July report and August report is the \$15,000 for executive coaching by CT Center for School Change, as well as the additional non-resident tuition revenue.

After payroll encumbrances are adjusted for staff turnover in the month of September, we would anticipate a transfer in the September financial report to cover in part or in total the North House sink hole repair.

**WESTON PUBLIC SCHOOLS  
INTERNAL SERVICES FUND  
FOR HEALTH BENEFITS PROGRAM**

Fiscal Year Ended	Actual 2020
<b>STATEMENT OF REVENUES AND EXPENDITURES</b>	
Fund Balance -July 1, 2019	\$ 1,537,357
Revenues:	
General Fund Appropriation (July-October)	\$ -
Reimbursements	\$ -
Total Contributions	\$ -
Total Revenues (A)	\$ -
Expenditures	
Delta Dental:	
Claims	\$ 96,418
Administrative Fees	\$ 1,708
Total Health Plan Costs (B)	\$ 98,126
Net Change (A-B)	<b>\$ (98,126)</b>
Fund balance June 30, 2020	\$ 1,439,231
Medical Cost	\$ -
Fund balance June 30, 2020	<b>\$ 1,439,231</b>

**Balance Sheet:**

## Assets:

Fund Balance (Opening Fund Balance + Prior Year  
IBNR)

\$ 1,537,357

Year End Accounts Payable

\$ -

Net Change

\$ (98,126)

Total Assets

\$  
1,439,231

## Liabilities:

Year End Accounts Payable

\$ -

Total Liabilities

\$  
-

Beg Year Fund Balance

\$ 1,537,357

End of Year Net Change

\$ (98,126)

Total Fund Balance

\$  
1,439,231

Total Liabilities + Fund Balance

\$  
1,439,231

*\*FY 20 is budgeted to drawdown on the ISF by \$300,000 due to the AFSCME ERIP and Insurance Buyout Proposal*

**Minutes  
Facilities Committee  
September 6, 2019**

Present:

Ellen Uzenoff, Committee Chair

Ruby Hedge, Committee Member

Dr. William McKersie, Superintendent of Schools

Dr. Ken Craw, Assistant Superintendent, Curriculum and Instruction

Mike Rizzo, Assistant Superintendent, Pupil Personnel Services

Mike Delmastro, Director of Facilities

Guests:

Richard Wolfe, Weston Building Committee

David Coprio, Weston Building Committee

Absent:

Tony Pesco, Committee Member

The meeting was called to order by Ms. Uzenoff at 9:03 a.m.

The Committee discussed the following items regarding the summer work update:

- Mr. Delmastro updated the committee on all the summer projects which were worked on over the past couple of months, including lighting repairs, oil tank removal, middle school locker replacement, parking lot paving and striping, installation of new playground at Hurlbutt, carpet installation, and sink hole repair. Approximately 31 projects were worked on over the summer, and of those only six remain open, and of those six, three were deferred by the Building Committee or First Selectman. These include the Hurlbutt chiller replacement, the high school and elementary school water heater replacements, and the paving of School Rd.

The Committee discussed the following regarding South House Project:

- Mr. Delmastro reported that the project will be completed before the heating season begins. He added that all the piping in the tunnel is complete, it just needs to be tied in to the gyms and main offices.

- Mr. Wolf reminded the Committee that anytime a project is begun, the area needs to be inspected for asbestos first, and documentation filed with the State.
- Mr. Delmastro added that there are no sprinklers in any portion of the elementary school, and that this could be a future capital project.

The Committee discussed the following regarding an update on the chiller, water heater and roof projects:

- Mr. Delmastro reported that he will be meeting with Jonathan Luiz, the Town Administrator, the following week to complete the RFPs for both the Hurlbutt chiller replacement and the Hurlbutt and high school water heater projects. He added that there have been some issues with the chiller, and it will not last for another cooling season.
- Mr. Wolfe informed the Committee that he and Mr. Luiz have been working with a consultant regarding the Hurlbutt and high school roof projects, and he is still waiting for a report from the consultant.

The Committee discussed the following regarding an update on the new cleaning company:

- Mr. Delmastro reported that the new cleaning company has been having a few issues to start, but he attributed this to new people working in buildings they aren't familiar with, and they have been improving. The one major issue he did find was that they stripped down the floor in the intermediate school main entrance and cafeteria, which subsequently ruined the floor in those locations. He has a consultant coming in to review the damage and get a quote for repairs. Mr. Wolfe suggested a company as well that might be able to give a quote.

The Committee discussed the following regarding the list of preliminary FY21 Capital items:

- The Committee reviewed the draft list of possible Capital items for both FY21 and FY22. For FY21, the list includes replacing the East House steam traps and heat controls, replacing the North House finned tube radiator and unit ventilators, and replacing the 7<sup>th</sup> and 8<sup>th</sup> grade lockers in the middle school. For FY22, projects include installing a rooftop HVAC unit on the C-wing of the high school, replacing the cafeteria floor at the intermediate school, replacing the North House gym air handling unit, and replacing the hallway floor in the old section of the high school
- The Committee agreed that the District can bring this list to the Town in November and agreed to allow the District to further investigate these projects.

The Committee discussed the following regarding the list of preliminary middle school capital items:

- Among the projects included in the capital list for FY21 at the middle school are replacing the 7<sup>th</sup> and 8<sup>th</sup> grade lockers, replacing the library HVAC unit, replacing the science wing HVAC unit, replacing the science labs and fixtures, renovation of the bathrooms, and renovation of the pool locker rooms and bathrooms.
- The Committee agreed to allow the District to move forward with getting pricing for these projects and garnering more information as needed. They also agreed to bring this list to the full Board of Education so the public is aware of what the District is planning.
- Regarding the District's conclusions on a three vs. four site campus, Ms. Albert and Mr. Pesco have been trying to set up a meeting with the Board of Selectmen and Board of Finance, but have not had any luck yet.

The Committee discussed the following regarding the June minutes:

- The Committee deferred approval of the June minutes until October.

There being no further business to discuss, the Committee adjourned at 10:45 a.m.

Respectfully submitted,

Andrew Galli

Administrative Assistant to the Director of Finance and Operations

**Minutes  
Finance Committee  
August 22, 2019**

Present:

Tony Pesco, Committee Chair

Gina Albert, Committee Member

Dr. William McKersie, Superintendent of Schools

Richard Rudl, Director of Finance and Operations

Mike Rizzo, Assistant Superintendent of Pupil Personnel Services

Absent:

Ruby Hedge, Committee Member

Public:

Ellen Uzenoff, Weston Resident

Hillary Koyner, Weston Resident

The meeting was called to order by Mr. Pesco at 9:04 a.m.

The Committee discussed the following items regarding the FY 2019 year-end financial update including internal services fund (for dental):

- Mr. Rudl reported that there is a fund balance of \$3,333 for FY 2019. Encumbrances total \$4,365 against a budget of \$51,954,365. The annual projection was within 0.003% of the YTD actuals.
- Mr. Rudl informed the Committee that the report reflects transfers totaling \$232,523. Of these transfers, 14 are in excess of \$5,000. These include \$28,240 for accumulated sick time payout for driver positions eliminated in the FY20 budget, \$17,578 for SPED legal fees, \$12,632 for transportation for an out of district student, \$16,038 for OT/PT services for students, and \$15,813 for septic pumping and repairs.
- Regarding the Internal Services Fund, which now only includes dental claims run-out, Mr. Rudl reported that the current fund balance is \$1,537,357.
- Regarding the out of district tuition and settlement line item, in FY19 the District ended the year spending \$2,778,956 compared to \$3,069,632 in FY18. The total expense line for this area fell by \$290,676 or 9.5%. When factoring in the increase in legal fees year over year of \$102,868, the net reduction was \$187,808, or a 5.9% improvement.

- There is \$4,365 worth encumbrances still open which should be cleared by the end of September, including the June unemployment bill, parking lot repairs, and soccer field repairs.

The Committee discussed the following regarding the FY 2020 financial update (through July) including the internal services fund (for dental):

- Mr. Rudl reported a projected fund balance of negative (\$250,700) for FY 2020. Encumbrances total \$14,964,919 against a budget of \$53,073,710.
- Mr. Rudl informed the Committee that the report reflects transfers totaling \$236,719. Of these, eight are in excess of \$5,000. These include \$91,360 for repairs to Revson Field, \$21,923 for an additional WTA ERIP agreement, \$34,005 for BOE approved unaffiliated administrator salary increases, and \$28,495 for BOE approved unaffiliated support staff salary increases.
- Regarding the Internal Services Fund, which only includes dental, Mr. Rudl reported that the current fund balance is \$1,487,598.

The Committee discussed the following regarding the State partnership plan:

- Mr. Rudl informed the Committee that the State Controller's Office will implement geographic pricing to the health insurance, which would result in a Fairfield County surcharge and higher rates for FY21, with new pricing taking effect in July of 2020. The new rates are scheduled to come out in September. The District will be paying approximately \$800,000 more for health insurance.

The Committee discussed the following regarding approval of the June minutes:

- The Committee approved the June minutes.

The Committee discussed the following regarding other business:

- Dr. McKersie reported that in light of the fact that Mr. Rudl will be leaving Weston for Darien, his last day being August 30<sup>th</sup>, a transition plan is being finalized in the hopes that Mr. Rudl will work on a consultant basis with the District until Mr. Cross begins on October 2, 2019. The transition plan will have to be agreeable to the Darien Public Schools.
- Mr. Pesco asked that the FY21 budget include a multi-year forecast. Dr. McKersie agreed and will review with Mr. Rudl which cost centers can include a three year forecast. The budget will be discussed at the October 4<sup>th</sup> Board of Education workshop,

which will now be held at 9:00 am. Another topic for the Budget Workshop will be gauging BOE reactions to the estimated 4% increase to the FY21 budget. Dr. McKersie suggested that it would be wise for the BOE to discuss how it prefers to consider options for budget reductions, with the assumption that the BOE may find the 4% increase beyond what the Town of Weston would support.

- The Committee also agreed to request that the Board move the September Board of Education meeting from September 16<sup>th</sup> to September 23<sup>rd</sup>.

There being no further business to discuss, the meeting adjourned at 9:55 a.m.

Respectfully submitted:

Andrew Galli

Administrative Assistant to the Director of Finance and Operations