

Board of Education Regular Meeting

Monday, October 17, 2022 6:00 PM

Remote Session

I. CALL TO ORDER, VERIFICATION OF QUORUM

II. PLEDGE OF ALLEGIANCE

II.A. I pledge allegiance to the Flag of the United States of America and to the Republic for which it stands, one nation, indivisible, with liberty and justice for all.

III. APPROVAL OF MINUTES

III.A. Meeting minutes from the September 19, 2022 Weston Board of Education Regular Meeting

IV. STUDENT BOARD OF EDUCATION REPRESENTATIVE COMMENTS

IV.A. Discussion and update provided by WHS Student Board of Education Representatives Emma McCarthy and Joshua Metviner

V. PUBLIC COMMENT

VI. NEW BUSINESS

VI.A. Consent Agenda (new hires, retirements and resignations)

VI.B. Weston Teachers' Association (WTA) and the Weston Administrators' Association (WAA) proposed successor collective bargaining agreements, subject to ratification by the Board, for the term July 1, 2023 to June 30, 2026

VI.B.1. Discussion on the memorandum regarding the WTA and WAA collective bargaining agreements

VI.B.2. Discussion on the Weston Teachers' Association (WTA) proposed successor collective bargaining agreements, subject to ratification by the Board

VI.B.3. Discussion on the Weston Administrators' Association (WAA) proposed successor collective bargaining agreements, subject to ratification by the Board

VI.C. Weston Perspective for Continued Success and Improvement

VI.D. NEASC: update and survey

VI.E. Pupil Personnel Services/Special Education Update

VI.F. Discussion and vote on 2023-2024 WPS district calendar

VI.G. Financial Update

VI.G.1. Discussion and review of Weston Public Schools FY 2024 budget calendar

VI.G.2. Discussion and vote on September 2022 Financial Report

VII. OLD BUSINESS

VII.A. Weston Board of Education Policies, Regulations, and Bylaws (second read)

VII.A.1. Discussion and vote on second read of new policy/regulation: Policy and Administrative Regulation Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum

VII.A.2. Discussion and vote on second read of new policy: Policy for the Equitable Identification of Gifted & Talented Students

VIII. SUPERINTENDENT'S REPORT

VIII.A. Enrollment

IX. DISTRICT UPDATE

IX.A. School Spotlight

X. COMMITTEE REPORTS

X.A. Communications Committee

X.A.1. Discussion on the Weston Board of Education 2022-2023 meeting schedule

X.B. Curriculum Committee

X.C. Finance & Operations Committee

X.D. Policy Committee

X.E. Negotiations Committee

X.F. CES

X.G. CABE

X.H. Weston Education Foundation

XI. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION

XI.A. Regular session on November 14, 2022 at 6:00 p.m. (in-person)

XI.B. Review of pending agenda items for next meeting

XII. ADJOURNMENT

Board of Education Regular Meeting
Monday, September 19, 2022 6:00 PM
Remote Session

Board members in attendance:
Melissa Walker, Interim Chairperson
Steven Ezzes
David Felton
Sharon Ferraro
Peter Gordon
Bernadette Kingsley

Additional attendees:
Lisa Barbiero, Superintendent; Tina Henckel, Assistant Superintendent; Philip Cross, Director of Finance & Facilities; Tracy Edwards, Director of Pupil Personnel Services; Terri Kavanagh, Director of Human Resources; Daniel DiVito, Director of Technology; Building Principals: Meghan Ward, Dan Doak, Pattie Falber and Laura Kaddis.

I. CALL TO ORDER, VERIFICATION OF QUORUM

We have a quorum. Move that the Weston Board of Education begin the September 19, 2022 meeting. Unseconded with a motion by Walker, Melissa.

II. PLEDGE OF ALLEGIANCE

A. I pledge allegiance to the Flag of the United States of America and to the Republic for which it stands, one nation, indivisible, with liberty and justice for all.

III. APPROVAL OF MINUTES

A. Meeting minutes from the August 30, 2022 Weston Board of Education Executive Session.

David Felton indicated that he was at the August 30, 2022 executive session.

Move that the Weston Board of Education approve the August 30, 2022 Board of Education Executive Session meeting minutes. Carried with a motion by Felton, David and a second by Ferraro, Sharon.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 6, Nay: 0

B. Meeting minutes from the August 30, 2022 Weston Board of Education Special Meeting.

Mr. Felton made note that the draft minutes should be corrected to reflect his attendance, he was present for the meeting. The final version of Ms. Kingsley's minutes will be updated to reflect this change.

Move that the Weston Board of Education approve the August 30, 2022 Board of Education Special Meeting minutes. Carried with a motion by Ferraro, Sharon and a second by Felton, David.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 6, Nay: 0

IV. STUDENT BOARD OF EDUCATION REPRESENTATIVES

A. Discussion with WHS Student Board of Education Representatives Emma McCarthy and Joshua Metviner.

Superintendent Barbiro introduced the WHS student representatives, Emma McCarrthy and Josh Metviner. Emma and Josh said the first week of school was filled with traditional senior events such as car decorating. The school ended the first week with Trojan Kickoff, which was a lot of fun. This year they are trying to increase student spirit along with attendance at all sports events, not just football. So far they have had a good turnout at games. Something different this year will be coordinating homecoming as something district-wide, expanding to include spirit week at each school. The Student Government is organizing a Homecoming Dance this year. It will be the first time in 10+ years. Everyone is looking forward to that.

V. PUBLIC COMMENT

Chris Kimberly, Broad Street: Mr. Kimberly stated he was wondering if he misread the performance item on the agenda, he is embarrassed to say he lives in Weston, it was a disgrace and knows why Ken Craw left.

VI. NEW BUSINESS

A. Consent Agenda (new hires, resignations and retirements)

Terri Kavanagh, Director of Human Resources, went over the consent agenda and identified the new staff and those that left. It was a robust hiring season for us over the summer.

Move that the Weston Board of Education accept the Consent Agenda as presented. Carried with a motion by Felton, David and a second by Ezzes, Steven.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 6, Nay: 0

**B. Standardized Assessment Scores for Math and Reading 2021-22
Superintendent Barbiero presented the math and reading goals and student performance for 2021-2022.**

Superintendent Barbiero went over the presentation. She indicated the need to continuously focus on student performance. Students should have the requisite skills to thrive in society. What is the story behind the numbers?

District Math Goal & Performance Targets: Ensure all students demonstrate growth and deepen their conceptual understanding of math concepts so they develop the requisite problem solving skills.

District Reading Goal & Performance Targets: Ensure all students read at grade level or higher by third grade and continue to develop their reading abilities in grades 4-12 using reading as a tool to understand content across instructional areas.

Superintendent Barbiero reviewed the district takeaway from the presentation and each school principal reviewed the school takeaway.

C. Weston Board of Education Policies, Regulations, and Bylaws (first read)

1. Discussion on first read of new policy: Policy for the Equitable Identification of Gifted & Talented Students

Melissa Walker, chair of the Policy Committee, presented a new policy: Policy for the Equitable Identification of Gifted & Talented Students. This is a policy on how students are identified and it is a requirement by the state. Although this is a new policy for us, these are things we have been doing already.

This policy will be brought to the Board at the October meeting for a second read and vote.

2. Discussion on first read of new policy/regulation: Policy and Administrative Regulation Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum

Melissa Walker, chair of the Policy Committee, presented a new policy/regulation for first-read: Policy and Administrative Regulation Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum. This is a policy that the state requires. Again, our practice already aligns with this.

This policy/regulation will be brought to the Board at the

October meeting for a second read and vote.

D. PPS/Special Education Update

Superintendent Barbiero stated we will now have a PPS/SpEd update at each BOE monthly meeting, as part of our regular monthly agenda.

Tracy Edwards, Director of Pupil Personnel Services, highlighted our ESY program. Students and staff were so positively engaged. SSP/SpEd, was a focus of the Leadership Retreat over the summer, discussing the partnership between general education and SpEd staff, and how they can strengthen and move forward. The PPT process was also discussed along with the CT-SEDS system (new IEP system). The rollout of this system has been an incredibly steep learning curve, not just for Weston but across CT. Ms. Edwards also talked about the increase in the ELC to 5 classrooms.

There has been a change in PPS administrative staff. Ms. Edwards stated for the short-term, we are bringing in Ms. Paricia Rozeko to assist the department. Ms. Edwards is also rethinking the structure of the PPS/SpEd department and adding a third Assistant Director. The breakout will be Pre-K to 3, 4-8 and 9-12. In addition, we are looking at expanding parent presentations and workshops for the school-year.

E. Financial Update

1. Discussion of FY21 Encumbrance Update

Phil Cross, Director of Finance and Facilities, presented the discussion of FY21 encumbrance update. At the end of fiscal year 2020-21 there were open encumbrances totaling \$637,630. We have liquidated \$540,382.68, leaving a balance of \$97,247.31. These encumbrances have been closed and the balance (\$97,247.31) will be returned to the town to be added to the unassigned fund balance.

2. Discussion and vote on Unaudited FY22 End of Year Financial Report

Mr. Cross presented the 12th FY22 (June 2022) Un-Audited, Year-End Financial Report Including Internal Services Fund (for Dental) and recommended approval of the report.

Move that the Weston Board of Education approve the un-audited FY22 Year-End Financial Report as presented. Carried with a motion by Ferraro, Sharon and a second by Ezzes, Steven.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 6, Nay: 0

3. **Discussion and vote on second FY 2023 Financial Report**
Mr. Cross presented the 2nd FY23 (August 2022) Financial Report Including Internal Services Fund (for Dental) and recommended approval of the report.

Move that the Weston Board of Education approve the August 2022 Financial Report as presented. Carried with a motion by Ferraro, Sharon and a second by Ezzes, Steven.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 6, Nay: 0

VII. **SUPERINTENDENT'S REPORT**

A. **Enrollment Update**

Superintendent Barbiero presented the September enrollment numbers. She clarified that enrollment numbers are a combination of building enrollment as well as reporting outpaced students.

B. **Discussion on Committee Meeting schedules**

Superintendent Barbiero presented the committee schedule for the 2022-2023 year.

C. **Discussion on Board of Education Meeting dates**

Superintendent Barbiero presented the Board of Education regular meeting schedule for the 2022-2023 school-year. David Felton indicated that interaction in-person is nice but we get a better turnout when the meetings are remote. Superintendent Barbiero will look at the meeting content and then determine what meetings will be in-person. We are not opposed to meeting in person, but the numbers speak to remote being better attended for the public. Going forward, we will be using a zoom webinar platform to engage more with the community. It's the same platform that the town uses. Also, with regard to committee meetings, we are not required to record or broadcast those meetings.

VIII. **COMMITTEE REPORTS**

- A. Communications Committee
- B. Curriculum Committee
- C. Finance & Operations Committee

D. **Policy Committee**

1. Meeting minutes from the June 7, 2022 Policy Committee Meeting

E. Negotiations Committee

F. CES

G. CABE

H. Weston Education Foundation

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

- A. The next Board of Education Regular Session Meeting will take place on October 17, 2022 at 6:00 p.m. via Zoom.

- B. Review of Pending Agenda Items for Next Meeting

X. **ADJOURNMENT**

The meeting was adjourned at 9:00 PM.

Move that the Weston Board of Education adjourn the September 19, 2022 meeting. Carried with a motion by Felton, David and a second by Ferraro, Sharon.

Steven Ezzes: Yea, David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 6, Nay: 0

Respectfully submitted by:
Jodi L. Sacchetta
Board Clerk

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: Consent Agenda

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

New hires, retirements and resignations.

INTEROFFICE MEMORANDUM

TO: LISA BARBIERO

FROM: TERRI – HUMAN RESOURCES

SUBJECT: CONSENT AGENDA – BOE MTG 10/14/2022

DATE: 10/17/2022 - REVISED

NEW HIRES:

- Barbara Gross, (1.0) Lunch Recess Aide at WIS. Effective 10/3/2022. This is a A. DeBernardo who resigned.
- Herbert Siewert, (1.0) Building Substitute at WHS. Effective 10/11/2022. This is a new position to address the national substitute shortage.

RETIREMENTS:

NONE

RESIGNATIONS:

- Julianne Andrews, (1.0) BCBA at Hurlbutt Elementary. Effective 10/28/2022 for personal reasons.

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: WTA and WAA Collective Bargaining Agreements

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

Memorandum from Jessica Richman Smith regarding the WTA and WAA Collective Bargaining Agreements



TO: Members, Weston Board of Education
FROM: Jessica Richman Smith
DATE: October 17, 2022
RE: WTA and WAA Collective Bargaining Agreements

The Weston Board of Education (the “Board”) has reached tentative agreements with the Weston Teachers’ Association (WTA) and the Weston Administrators’ Association (WAA) following a series of negotiation sessions and a mediation with each bargaining unit. The WTA and the WAA each have voted to ratify their respective tentative agreements. The Board is scheduled to hold its ratification votes on both agreements this evening (October 17, 2022).

A copy of each tentative agreement is appended hereto. In addition, I have summarized below the key provisions of each tentative agreement and additional information regarding settlements more generally during this negotiation season.

I. **WTA Tentative Agreement**

A. **Duration:** July 1, 2023 through June 30, 2026.

B. **Salary Schedule:**

- **2023-2024:** Teachers not yet at the maximum step shall advance one step. 2.5% general wage increase on all steps.
- **2024-2025:** Teachers not yet at the maximum step shall advance one step. 2.5% general wage increase on all steps.
- **2025-2026:** Teachers not yet at the maximum step shall advance one step. 0.77% general wage increase below the maximum step; 2.5% general wage increase at the maximum step.

Three year total (simple): 11.4%

C. **Health Insurance:**

- **Plan design:** Employees move from Connecticut State Partnership Plan 2.0 to a High Deductible Health Plan with a Health Savings Account (HSA).

- **HSA contribution:**
 - Board contributes 60%, 55%, 50% to HSA in each of 2023-2024, 2024-2025, and 2025-2026, respectively. Current language is a 50% contribution.
 - HSA contribution divided into two installments for 2023-2024 only (50% on July 3, 2023 and 50% on September 1, 2023). Otherwise, the contribution is deposited on or around September 1 of each contract year (current language).
- **Employee premium cost share:** Employees contribute to the premium cost share 18.5%, 19%, and 19% in each of 2023-2024, 2024-2025, and 2025-2026, respectively. Employees currently (2022-2023) contribute 18.5% to the premium cost share.
- **Change of carrier:** New language regarding insurance carrier/administrator selection and change. Two different versions for the selection this year versus in future years.
- **Reopener:** Reopener regarding health insurance in the event the Board is unable to satisfy the conditions necessary to exit the Connecticut State Partnership Plan 2.0 as of July 1, 2023.

D. **Stipend increases:** All stipends in the contract, except for the stipends set forth in Article XXXV (Compensation for Additional Professional Responsibilities), will increase by 1% in each year of the successor agreement.¹

E. **New stipend:** Added a new stipend for Crisis Intervention Team and PMT Assignments as follows: “In recognition of the need for the continued education and training of teachers who are members of a crisis intervention team and the increased risk of injury that such teachers face, teachers who are members of a crisis intervention team and who have received Physical and Psychological Management Training (PMT) provided by the Board will be paid an annual stipend of \$1000.00 for the duration of such membership.”

F. **Key language changes/updates:**

- **Teachers assigned to more than one school:** Teachers assigned to more than one school shall be assigned a maximum of fifty (50%) percent of the contractual duties assigned to full-time teachers in the building of the majority of their assignment. Travel time shall be credited toward duty time. Teachers who travel two times in one day shall have no duties. *have no duties or advisory assignments.* Special cases shall be considered.
- **Lunch period:** Every teacher shall have a *guaranteed, uninterrupted* thirty (30) consecutive minute duty-free lunch period each day during the school’s lunch serving time (*e.g., for grades K-5, student passing and/or transition time shall not be counted as part of the duty-free lunch period*).

¹ The parties will enter into a Memorandum of Agreement regarding increases to the stipends set forth in Article X (Substitutes), Article XVII (Extra Pay for Extra Duties/Responsibilities), and Article XXXVI (Curriculum Instructional Leaders), which stipends are not addressed in the tentative agreement.

- **Emergency leave:** For purposes of the “emergency leave” provisions, an emergency is now defined as *an urgent, unforeseen, and serious event that necessitates immediate action to remedy harm or avert imminent danger to life, health, or property.*
- **Sick leave bank:** Additional donations to the sick leave bank are again suspended for the life of the new contract.

II. WAA Tentative Agreement

A. **Duration:** July 1, 2023 through June 30, 2026.

B. Salary Schedule:

- **2023-2024:** Administrators not yet at the maximum step shall advance one step. 3% general wage increase on all steps.
- **2024-2025:** Administrators not yet at the maximum step shall advance one step. 2.75% general wage increase on all steps.
- **2025-2026:** Administrators not yet at the maximum step shall advance one step. 2.5% general wage increase on all steps.

Three year total (simple): 8.25%

C. Health Insurance:

- **Plan design:** Employees move from Connecticut State Partnership Plan 2.0 to a High Deductible Health Plan with a Health Savings Account (HSA).
- **HSA contribution:**
 - Board contributes 50% to HSA in all contract years (no change from current language).
 - HSA contribution divided into four equal quarterly installment (no change from current language).
- **Employee premium cost share:** Employees contribute to the premium cost share 20%, 20.5%, and 21% in each of 2023-2024, 2024-2025, and 2025-2026, respectively. Employees currently (2022-2023) contribute 20% to the premium cost share.
- **Wellness:** Eliminated wellness incentives.
- **Reopener:** Reopener regarding health insurance in the event the Board is unable to satisfy the conditions necessary to exit the Connecticut State Partnership Plan 2.0 as of July 1, 2023 or in the event the cost of the medical insurance plan offered in the contract is expected to substantially increase.

D. Key language changes/updates:

- **Personal Leave:** Up to five days annually for a personal leave maybe granted to an administrator, at the discretion of the Superintendent. *Personal leave may be used only to attend to important and necessary personal business which cannot be transacted other than during working hours.*
- **Tuition and Professional Development Reimbursement:**
 - The Board will set aside a sum of One Thousand Five Hundred Dollars (\$1,500) per administrator during each contract year for 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, *educational materials such as books and videos*).
 - Pooling of funds may be permitted subject to a maximum of 75% of the cost of tuition or the professional development activity and a maximum of ~~\$5,000~~ **\$7,500** for any one administrator.
- **Side letter regarding remote work:**
 - In effect for the contract only (2023-2026).
 - When the Superintendent closes schools for reasons related to inclement weather or other emergencies and the offices of the Weston Public Schools remain open (“School Closure Days”), members of the bargaining unit are expected to report for work as soon as reasonably possible, with due regard for safety and travel conditions. Notwithstanding the foregoing, members of the bargaining unit may elect to work remotely on such School Closure Days with prior approval of the Superintendent or designee without loss of pay or leave time.
 - The Superintendent or designee shall have discretion to grant or deny a remote work request on School Closure Days, provided that such decision shall be based on the Superintendent’s or designee’s assessment of the Board’s operational needs.
 - When the Superintendent closes schools as well as offices of the Weston Public Schools for reasons related to inclement weather or other emergencies (“Full Closure Days”), the Superintendent may require members of the bargaining unit to work remotely on such Full Closure Days.

III. Additional Information

A. Teacher Negotiation Act, Conn. Gen. Stat. § 10-153a *et seq.*

- **Negotiation timeline and stages:**
 - Timeline for negotiations is set by statute and cannot be extended or otherwise waived. Negotiations must start by the 210th day prior to the budget submission date.
 - Stages of negotiation include negotiations, mediation, and (if necessary) arbitration.
- **Agreement:**

- When the parties reach an agreement on a successor agreement, the contract agreement must be ratified by the parties. The statute does not address the issue of ratification, but virtually all negotiated settlements lead to a tentative agreement, which is then submitted to the full board of education and the unit membership for approval, *i.e.*, ratification.
- If a contract is not ratified, the matter is submitted to mediation (if it has not yet been conducted) and then to arbitration. In such cases, the arbitration panel will give significant weight to the history of negotiations and will thus often issue an award which includes the same terms as the tentative agreement reached earlier.
- If the tentative agreement is ratified, the final agreement must be signed and then filed with the town clerk and the Commissioner of Education.

- **Arbitration:**

- The arbitration panel must consider the evidence presented and accept the last best offer of one of the parties on each issue in dispute.
- The panel must make its decision on each issue in light of the statutory criteria.
- The statute provides that the arbitrators must give **priority** to the **public interest** and the **financial capability of the school district**, including consideration of other demands on the financial capability of the district.
- In light of such financial capability, the panel should consider the following factors:
 - The negotiations between the parties prior to arbitration, including the offers and the range of discussion of the issues;
 - the interests and welfare of the employee group;
 - changes in the cost of living averaged over the preceding three years;
 - the existing conditions of employment of the employee group and those of similar groups; and
 - the salaries, fringe benefits, and other conditions of employment prevailing in the state labor market, including the terms of recent contract settlements or awards in collective bargaining for other municipal employee organizations and developments in private sector wages and benefits.

B. Teacher Contracts²

- Statewide settlement average this season: 11.99%³
- Statewide settlement average in the 2021-22 season: 9.86%

² Data included herein is as of October 12, 2022.

³ All references to salary settlements herein are the three-year total including both step cost and general wage increases.

- Fairfield County settlements:

Salary	Insurance
13.45%	HDHP; 22% ⁴
12.63% (Greenwich)	SPP; 19.5%
11.50%	HDHP; 24%
11.49%	HDHP; 23%
[Weston] 11.4%	Moved from SPP to HDHP; 19%
9.61%	Moved from SPP to HDHP; 21%

- Settlements **above** 11.4% (Weston) salary total include:

County/Town	Salary
Hartford County	16.47%
Windham County	14.99%
New London County	14.08%
New Haven County	13.53%
Fairfield County	13.45%
Middlesex County	12.71%
Greenwich	12.63%
Hebron	12.29%
Litchfield County	12.00%
Windham County	11.54%
Windham County	11.52%
New Haven County	11.52%
New Haven County	11.50%
Middlesex County	11.50%
Hartford County	11.50%
Fairfield County	11.50%
Fairfield County	11.49%

C. Administrator Contracts

- Statewide settlement average this season: 8.50%
- Statewide settlement average in the 2021-22 season: 7.59%

⁴All references to insurance percentages herein are the employee premium cost share in the third year of the contract.

- Fairfield County settlements:

Salary	Insurance
10.51%	
8.97%	24%
8.50%	
[Weston] 8.25%	Moved from SPP to HDHP; 21%
8.20%	HDHP; 20%

- Settlements **above** 8.25% (Weston) salary total include:

County/Town	Salary
Fairfield County	10.51%
New Haven County	10.50%
Hartford County	9.83%
Litchfield County	9.36%
Windham County	9.00%
Tolland County	9.00%
Thomaston	9.00%
Fairfield County	8.97%
Windham County	8.91%
Middlesex County	8.86%
Tolland County	8.80%
Avon	8.78%
Hartford County	8.75%
Middlesex County	8.67%
Fairfield County	8.50%
Southington	8.50%
East Hartford	8.50%
Bolton	8.45%

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: Weston Teachers' Association Collective Bargaining Agreement

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

Discussion and vote on the Weston Teachers' Association Collective Bargaining Agreement for the term July 1, 2023 to June 30, 2026.

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

Economic and Related Agreements

1. Amend Article II, Term of Agreement, to read:

This Agreement shall become effective in accordance with the Connecticut General Statutes and the Charter of the Town of Weston on July 1, ~~2020~~ **2023**. Thereafter, except as provided herein, the terms and conditions of this Agreement, including the structure of the salary schedule and increments, shall remain in full force and effect through June 30, ~~2023~~ **2026**.

2. Amend Article XIII, Insurance, to read:

- A. The insurance provided by the Board for each teacher and his/her dependents shall consist of:

1. Life insurance in an amount of \$150,000.
2. Medical and health insurance benefits available to teachers are set forth in Schedule C, attached hereto and made a part of this Agreement and the benefits therein shall remain in place throughout the term of this Agreement ~~except as provided below~~.

- a. Medical and health insurance plans:

HD-HSA plan. ~~Except as provided below,~~ **e**Each employee, who has at least a .5 schedule in their position, and his or her eligible dependents, will participate in a High Deductible Health Insurance Plan with Health Savings Account (HD-HSA) with a combined in-network and out-of-network deductible of \$2,000/\$4,000 of which the Board will contribute fifty percent (50%), as more fully described in Schedule C. Notwithstanding the foregoing, the Board will contribute the following amounts to the deductible for the 2023-2024 and 2024-2025 contract years for active employees participating in the HD-HSA, provided the employee has previously established an HSA account:

July 1, 2023 – June 30, 2024: 60%
July 1, 2024 – June 30, 2025: 55%

The HDHP will follow all Connecticut mandates applicable to fully-insured plans and will provide for unlimited in-network outpatient physical/occupational therapy, subject to a medical necessity review.

In order to be eligible for the HD-HSA, each employee must make a premium cost contribution through payroll deductions. ~~Effective January 1, 2018 this rate of contribution shall be sixteen percent (16%) for individual, two (2) persons, and family coverage.~~ *The employee premium cost contribution shall be as follows:*

July 1, 2023 through June 30, 2024: Eighteen and one-half percent (18.5%).

July 1, 2024 through June 30, 2026: Nineteen percent (19%).

The dental insurance contribution shall be equal to the HD-HSA percentage of contribution.

HRA. Teachers who are not eligible for the HSA can participate in an HRA with the same terms as the HD-HSA. Employer funding to the HRA shall include a rollover feature allowing any unused HD-HSA deductible funds to be rolled over up to the amount of the deductible.

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

- b. To be eligible to receive these benefits, each employee must submit a written wage deduction authorization permitting the Board to deduct from the employee's salary his or her share of the cost of benefits set forth above. Each employee will be informed of the amount of the increase in writing prior to the first or any revised deduction. An employee may forego or withdraw from full coverage rather than pay his or her share of the cost of benefits. An employee who forgoes or withdraws from full coverage rather than pay his or her share of the cost of benefits must satisfy any existing reentry conditions or limitations of the plan.
3. ~~There shall be established a joint committee composed of three (3) administrators and three (3) teachers for the purpose of periodically monitoring the performance of the health insurance program. In the event that the coverage provided in Schedule C becomes unavailable or cannot be effected through no fault of either party, or if the exact or improved coverage becomes available through another carrier on a more economical basis, then a substitution program and carrier acceptable to both parties shall be negotiated. In the event that no agreement can be reached on a substitute program and carrier, then the issue shall be referred to a single arbitrator approved by the American Arbitration Association for a hearing. The decision of the arbitrator shall be final and binding and no change in program or carrier shall be effected until the arbitration process has been completed. *The Board reserves the right to change insurance carriers or administrators in whole or in part, provided that such change results in employees retaining coverage that is substantially equivalent to or better than the coverage available under the plan(s) in effect at the time*~~

of the change of carrier (the "existing plan"). In addition, when the Board selects a new insurance carrier or administrator, the Board shall adopt such carrier's or administrator's preventive care formulary of drugs that will be covered at 100%.

If the Board intends to change carriers or administrators, the Board will provide the plan offered by the new carrier or administrator (the "new plan") to the Association for review. The Association will have thirty (30) calendar days following receipt of the new plan to review its terms and to notify the Board in writing of any elements of the new plan which it believes render the new plan not substantially equivalent to or better than the existing plan and the explanation therefor. Network equivalence shall not be a factor in considering substantial equivalence in coverage, provided that there is no disruption of physicians of greater than fifteen percent. At the conclusion of the thirty (30) calendar 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 new plan to not be substantially equivalent to or better than the existing plan. Submission to arbitration must occur within forty (40) calendar days from the date the Association initially received the new plan for review. If the matter is submitted to arbitration, the Board will not implement any elements of the new plan which the Association alleges are not substantially equivalent to or better than the existing plan until arbitration has concluded. The Board may implement any changes not so identified.

4. ~~Subject to the conditions set forth below, effective July 1, 2018, the Board shall offer each bargaining unit member the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for health benefits in lieu of the health benefits described in Section 2 above and in Schedule C. The health plan benefits shall be as set forth in the SPP effective on July 1, 2018, 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. ~~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 teachers in accordance with statute~~

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

~~July 1, 2020 through June 30, 2021: Sixteen and one-half percent (16.5%).~~

~~July 1, 2021 through June 30, 2022: Seventeen and one-half percent (17.5%).~~

~~July 1, 2022 through June 30, 2023: Eighteen and one-half percent (18.5%).~~

e. ~~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 health 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 health insurance plan design and funding, premium cost share and/or introduction of an additional optional health 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 health insurance plan design and funding, premium cost share and/or introduction of an additional optional health 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 health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.~~

~~e. In any negotiations triggered under subparagraph e 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 2(a) above and in Schedule C to be the baseline for such negotiations, and the parties shall consider the following additional factors:~~

- ~~• Trends in health 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.~~

B. Part-time teachers who have less than a .5 schedule as compared to a full-time employee in the same position shall have the same fractional portion of their insurance premium for the coverage described above paid by the Board of Education. To this end, the Board shall pay that portion of the cost for medical and health benefits set forth in this Article equal to the cost of the benefits, as established under the plan, multiplied by the teacher's full-time teaching equivalent, provided a teacher's contribution shall not be less than the applicable employee contribution set forth in Section A(2), above. The exception to the above language is that a teacher whose FTE is reduced shall continue to pay the premium share of the original FTE from which s/he was reduced for one (1) year.

C. Upon retirement from the Weston Public Schools, teachers who are eligible shall participate in Medicare.

~~D. The parties shall create a joint management labor committee to discuss implementation of a modified wellness component, with the understanding that the creation of this committee does not constitute an agreement to negotiate. **The Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) during the term of this Agreement if the Board is unable to satisfy the conditions necessary to exit the Connecticut State Partnership Plan 2.0 as of July 1, 2023. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share, and/or introduction of an additional optional health insurance plan.**~~

4. The stipends set forth in Article XVII, Extra Pay for Extra Duties/ Responsibilities, shall be carried over in the successor contract without change from the 2022-2023 amounts.

5. The stipends set forth in Article XXXV, Compensation for Additional Professional Responsibilities, shall be carried over in the successor contract without change from the 2022-2023 amounts.

6. Add a new Section C to Article XXXV, Compensation for Additional Professional Responsibilities, to read:

C. Crisis Intervention Team and PMT Assignments

In recognition of the need for the continued education and training of teachers who are members of a crisis intervention team and the increased risk of injury that such teachers face, teachers who are members of a crisis intervention team and who have

received Physical and Psychological Management Training (PMT) provided by the Board will be paid an annual stipend of \$1000.00 for the duration of such membership.

7. The stipends set forth in Article XXXVI, Curriculum Instructional Leaders, shall be carried over in the successor contract without change from the 2022-2023 amounts. In addition, Sections A.1 and A.3 of Article XXXVI shall be amended as follows, with the referenced contract years to be updated to the corresponding years of the new contract (2023-2024, 2024-2025, and 2025-2026, as applicable):
 - A. The parties recognize that the Board may modify the structure of curriculum instructional leaders and the Association may negotiate the impact of any structural change on mandatory subjects of bargaining. The “mentoring” component may vary annually depending on the number of teachers in the department, state mandates, curriculum issues and other needs of the department. The Association will receive notice of any changes.
 1. The Board created the following Curriculum Instructional Leader positions with release time:

K-5	Language Arts/Social Studies	1.0
K-5	Math/Science	1.0
6-12	Math	0.5
6-12	Science	0.5
6-12	Language Arts/English	0.5
6-12	Social Studies	0.5
K-12	World Languages	0.4
K-12	Visual/ Performing Arts	0.4 See attached MOU
K-12	Performing Arts	0.4
K-12	Physical Education/Health	0.4

...

3. A Duties and Responsibilities Index shall be based on a formula of release periods and shall be used for compensation. This Index, plus the compensation for the four additional days shall comprise the total compensation.

CURRICULUM INSTRUCTIONAL LEADERS

Title	Grades	Release Time	Year Comp. is Effective	Additional Work Days (4)	Duties & Responsibilities Index	Total
LA/Social Studies	K-5	1	2020-21	\$2,036	\$11,106	\$13,142
			2021-22	\$2,056	\$11,217	\$13,273
			2022-23	\$2,076	\$11,329	\$13,405

Math/Science	K-5	1	2020-21	\$2,036	\$11,106	\$13,142
			2021-22	\$2,056	\$11,217	\$13,273
			2022-23	\$2,076	\$11,329	\$13,405
LA/English	6-12	0.5	2020-21	\$2,036	\$5,553	\$7,589
			2021-22	\$2,056	\$5,609	\$7,665
			2022-23	\$2,076	\$5,665	\$7,741
Social Studies	6-12	0.5	2020-21	\$2,036	\$5,552	\$7,588
			2021-22	\$2,056	\$5,608	\$7,664
			2022-23	\$2,076	\$5,664	\$7,740
Math	6-12	0.5	2020-21	\$2,036	\$5,552	\$7,588
			2021-22	\$2,056	\$5,608	\$7,664
			2022-23	\$2,076	\$5,664	\$7,740
Science	6-12	0.5	2020-21	\$2,036	\$5,552	\$7,588
			2021-22	\$2,056	\$5,608	\$7,664
			2022-23	\$2,076	\$5,664	\$7,740
World Languages	K-12	0.4	2020-21	\$2,036	\$4,442	\$6,478
			2021-22	\$2,056	\$4,487	\$6,543
			2022-23	\$2,076	\$4,532	\$6,608
Visual/Performing Arts	K-12	-See MOU 0.4	2020-21		\$4,532	See
			2021-22	\$2,036		MOU
			2022-23	\$2,056		\$6,608
			2023-24 through 2025-26	\$2,076		
Performing Arts	K-12	0.4	2023-24 through 2025-26	\$2,076		
					\$4,532	\$6,608
Physical Education/Health	K-12	0.4	2020-21	\$2,036	\$4,442	\$6,478
			2021-22	\$2,056	\$4,487	\$6,543
			2022-23	\$2,076	\$4,532	\$6,608

CURRICULUM INSTRUCTIONAL LEADERS
FORMULA

	Effective					
1	2020-21	\$2,036	+	\$11,106	=	\$13,142
	2021-22	\$2,056		\$11,217		\$13,273
	2022-23	\$2,076		\$11,329		\$13,405

0.5	2020-21	\$2,036	+	\$5,553	=	\$7,589
	2021-22	\$2,056		\$5,609		\$7,665
	2022-23	\$2,076		\$5,665		\$7,741
0.4	2020-21	\$2,036	+	\$4,442	=	\$6,478
	2021-22	\$2,056		\$4,487		\$6,543
	2022-23	\$2,076		\$4,532		\$6,608
0.2	2020-21	\$2,036	+	\$2,221	=	\$4,257
	2021-22	\$2,056		\$2,243		\$4,299
	2022-23	\$2,076		\$2,266		\$4,342

8. The stipends set forth in Schedule A, Co-Curricular Assignments, shall increase by 1% in each of 2023-2024, 2024-2025, and 2025-2026. In addition, Schedule A shall be amended as follows:

- Amend Co-Curricular Assignments to delete the positions of Faculty Manager - High School, Faculty Manager - Middle School, and Faculty Manager - Elementary School.
- Amend Theater Arts Stipends to add a new level, Level I, and renumber the remaining levels such that current Level I becomes Level II, current Level II becomes Level III, etc. The new Level I will contain the position of Theater Arts Coordinator, who shall receive a stipend of \$8,324.83 for the years 2023-24 through 2025-26.

9. Amend Appendices B-1, B-2, and B-3 (salary schedules) to provide for the following:

2023-2024:

Teachers not yet at the maximum step shall advance one step. 2.5% general wage increase on all steps.

2024-2025:

Teachers not yet at the maximum step shall advance one step. 2.5% general wage increase on all steps.

2025-2026:

Teachers not yet at the maximum step shall advance one step. 0.77% general wage increase below the maximum step; 2.5% general wage increase at the maximum step.

Three year total: 11.4%

10. Amend Schedule C as reflected in the attachment hereto.

11. Enter into a side letter as reflected in **Exhibit A** hereto.

Language Agreements

1. Amend Article IX, Duty Free Lunch, to read:

Every teacher shall have a ***guaranteed, uninterrupted*** thirty (30) consecutive minute duty-free lunch period each day during the school's lunch serving time (*e.g., for grades K-5, student passing and/or transition time shall not be counted as part of the duty-free lunch period*).

2. Amend Section A.4 of Article XXIII, Emergency and Childrearing Leave, to read:

A. Each teacher shall be entitled to emergency leave with pay during the school year as follows: . . .

4. Up to three (3) days in the event of other emergencies not listed above upon approval of the Superintendent. Such emergency leave shall not be unreasonably denied. Additional days may be granted by the Superintendent in the event of other emergencies or extenuating circumstances. ***For purposes of this subsection, an emergency means an urgent, unforeseen, and serious event that necessitates immediate action to remedy harm or avert imminent danger to life, health, or property.***

3. Amend Article XXVII, Shared Teacher Responsibilities, to read:

Attendance at all meetings at all schools for split-assignment teachers may cause undue hardship.

For teachers who are expected to teach in more than one (1) building or school, there will be reasonable expectation for assignments and attendance at the school faculty meetings, on a fractional basis reflecting the division of time spent in each school. Teachers assigned to more than one school shall be assigned a maximum of fifty (50%) percent of the contractual duties assigned to full-time teachers in the building of the majority of their assignment. ~~Travel time shall be credited toward duty time. Teachers who travel two times in one day shall have no duties.~~ ***have no duties or advisory assignments.*** Special cases shall be considered.

4. The MOA regarding Visual/Performing Arts CIL and Theater Arts Coordinator attached to the contract as Exhibit B shall terminate and have no further force or effect.
5. The Side Letter appended to the contract regarding donations to the Sick Leave Bank shall continue through June 30, 2026.

6. Change all references to the "Assistant Superintendent of Pupil Personnel Services" to "Director of Pupil Personnel Services."
7. All proposals not addressed herein are hereby withdrawn.

WESTON BOARD OF
EDUCATION

WESTON TEACHERS'
ASSOCIATION

By Melissa Walker
9/21/22
Melissa Walker

By [Signature]
9-21-22
Douglas Regman

SCHEDULE C
MEDICAL BENEFITS FOR TEACHERS
BENEFIT SUMMARY STATEMENT
FOR ELIGIBLE EMPLOYEES OF THE BOARD

Weston Board of Education
High Deductible Health Plan (HD-HSA)

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)	\$2000/4000 Combined In & Out-of-Network	
Co-insurance	N/A	20% after deductible up to co-insurance maximum
Preventive Care	Deductible not applicable	20% co-insurance after deductible, subject to co-insurance limits
Prescription Drugs	Covered as any other expense (subject to the deductible) Effective 7/1/16-7/1/23, after deductible \$5/25/40 (2x retail for mail)	Covered as any other expense (subject to the deductible and co-insurance)
Co-insurance Maximum (Individual/Aggregate Family)	N/A	\$2000/4000
Cost Share Maximum (Individual/Aggregate Family)	\$2000/4000 Effective 7/1/16-7/1/23 \$2500/5000	\$4000/8000
Lifetime Maximum	Unlimited	Unlimited

The Board will fund the applicable deductible amount at *sixty percent (60%) in 2023-2024, fifty-five percent (55%) in 2024-2025, and fifty percent (50%) in each of 2015-2016 and 2016-2017 2025-2026* for each full-time teacher covered under the High Deductible/HSA plan (with pro-rated funding of the deductible for part-time teachers). The Board's contribution toward the HSA deductible will be deposited into the High Deductible/HSA accounts on September 1 of each such contract year or, if September 1 is not a business day, on the next business day thereafter. *Notwithstanding the foregoing, for the Fiscal Year 2023-2024 only, the Board's contribution toward the HSA deductible will be deposited into the High Deductible/HSA accounts as follows: fifty percent (50%) on July 3, 2023 and fifty percent (50%) on September 1, 2023.* The parties acknowledge that the Board's contribution toward the funding of the High Deductible/HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the High Deductible/HSA deductible for retirees or other individuals upon their separation from employment. In the event that a member elects the High Deductible/HSA plan after the start of the plan year, the Board's contribution toward the funding of the deductible shall be pro-rated for that year.

~~The parties shall establish a Health Insurance Issues Study Committee, composed of three (3) members appointed by the Superintendent and of three (3) members appointed by the President of the Association, and co-chaired by the Director of Human Resources/Internal Counsel and the President of the Association. The charge of the Committee shall be to study and report back to the Board and the Association on current developments in employer-provided health insurance plans, including alternative delivery models (e.g., private exchanges, public exchanges) as may be permitted by law. The Committee shall commence its work no later~~

~~than January, 2016, and it shall report back to the Board and the Association no later than March 1, 2016. Establishment of such Committee is subject to the exclusion of the Committee's proceedings from the requirements of the Freedom of Information Act.~~

SCHEDULE C (continued)
Rx Plan Specification for
Weston Board of Education

The following attributes are for the plan in Weston:

- Three-tier prescription drug program
- Effective ~~July 1, 2016~~ **July 1, 2023**, after deductible is met, in network retail copay at \$5 generic, \$25 preferred brand and \$40 non-preferred. ~~Prior to July 1, 2016, in-network prescriptions covered as any other service (subject to deductible and co-insurance).~~ For duration of contract, out-of-network prescriptions covered as any other out-of-network expense (subject to deductible and co-insurance).
- Mail Order Copay at two times retail copay.
- No prior approval on drugs
- Concurrent review for manufacturers' dosage limits, drug interaction and manufacturers' approval programs
- Mandatory generic substitution with physician override
- Up to 30 days at retail per fill (1 x Copay)
- Up to 90 days at mail order per fill (2x Copay)
- Unlimited Annual Maximum
- Experimental cancer drugs covered for cancer (ongoing Stage 3 clinical trials). Other drugs require FDA approval.
- Conforms to Federal and Connecticut State Mandates
- Formulary to provide minimal disruption from existing usage
- Coverage to exclude cosmetic uses, smoking cessation and non-legend drug

EXHIBIT A

In the recently concluded negotiations regarding the collective bargaining agreement (“CBA”) between the Weston Board of Education (the “Board”) and the Weston Teachers’ Association (the “Association”) (together, the “parties”), the Board and the Association reached the following additional agreements:

Whereas, the parties understand and acknowledge that upon transitioning bargaining unit members from the Connecticut State Partnership Plan 2.0 (SPP) to a High Deductible Health Insurance Plan with Health Savings Account (HD-HSA) effective July 1, 2023, the Board must select an insurance carrier/administrator (the “2022-23 Selection Process”). For purposes of the 2022-23 Selection Process only, the parties agree as follows:

1. The Board will provide the plan offered by the new carrier or administrator (the “new plan”) to the Association for review. The Association will have thirty (30) calendar days following receipt of the new plan to review its terms and to notify the Board in writing of any elements of the new plan which it believes render the new plan not equivalent to or better than the existing plan and the explanation therefor. Network equivalence and drug formulary equivalence shall not be a factor in considering equivalence in coverage, provided that there is no disruption of physicians or formulary drugs of greater than ten percent. At the conclusion of the thirty (30) calendar 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 new plan to not be equivalent to or better than the existing plan. Submission to arbitration must occur within forty (40) calendar days from the date the Association initially received the new plan for review. If the matter is submitted to arbitration, the Board will not implement any elements of the new plan which the Association alleges are not equivalent to or better than the existing plan until arbitration has concluded. The Board may implement any changes not so identified.
2. When the Board selects a new insurance carrier or administrator, the Board shall adopt such carrier’s or administrator’s preventive care formulary of drugs that will be covered at 100%.
3. If the Board intends to change carriers or administrators at any time after July 1, 2023 and/or after the 2022-23 Selection Process has concluded, the language set forth in Article XIII, Section A.3 of the CBA shall control, and the language set forth in Paragraph 1 above shall have no further force or effect.

WESTON BOARD OF
EDUCATION

By Melissa Walter
9/21/22
Melissa Walter

WESTON TEACHERS'
ASSOCIATION

By Douglas Freeman
9-21-22
Douglas Freeman

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is made by and between the Weston Board of Education (the "Board") and the Weston Teachers' Association (the "Association"), both of which are sometimes hereinafter referred to as "the parties."

WHEREAS, the Board and the Association are parties to a collective bargaining agreement covering the period July 1, 2020 to June 30, 2023 (the "Agreement"); and

WHEREAS, the parties recently concluded negotiations regarding a successor collective bargaining agreement covering the period July 1, 2023 to June 30, 2026 (the "Successor Agreement"); and

WHEREAS, after reaching a tentative agreement regarding the Successor Agreement (the "Tentative Agreement"), the parties reached an additional agreement regarding certain stipends in the Successor Agreement; and

WHEREAS, the parties wish to memorialize their agreement with respect to the circumstances described above.

NOW THEREFORE, the parties agree as follows:

1. The stipends set forth in Article X (Substitutes), Article XVII (Extra Pay for Extra Duties/Responsibilities), and Article XXXVI (Curriculum Instructional Leaders) shall increase by 1% in each of 2023-2024, 2024-2025, and 2025-2026.
2. All provisions of the Tentative Agreement shall remain in effect except to the extent such provisions have been modified by this MOA.
3. The parties understand and acknowledge that it is highly unusual to modify a tentative agreement regarding a successor collective bargaining agreement after such tentative agreement has been executed. The Association acknowledges that the Board is entering into this agreement as a demonstration of good faith during a unique period of high inflation and a post-pandemic environment, and because the Board has determined that the cost of the increases set forth in Paragraph 1 above is not substantial. Therefore, the parties agree that this MOA shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever with respect to the matter of modifying a tentative agreement regarding a successor collective bargaining agreement after such tentative agreement has been executed.

FOR THE BOARD

By Melanie Walker 10/13/22
Date

FOR THE ASSOCIATION

By [Signature] 10/13/2022
Date

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: Weston Administrators' Association Collective Bargaining Agreement

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

Discussion and vote on the Weston Administrators' Association Collective Bargaining Agreement for the term July 1, 2023 to June 30, 2026.

TENTATIVE AGREEMENT
(subject to ratification by both parties)
bolded italics signifies additions; ~~strike through~~ signifies deletions

1. Amend Article VIII, Insurance, to read:

ARTICLE VIII
INSURANCE

- A. *Effectively July 1, 2023*, ~~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>
2020-2021	18%
2021-2022	19%
2022-2023	20%
2023-2024	20%
2024-2025	20.5%
2025-2026	21%

The dental insurance contribution shall be:

2020-2021	19%
2021-2022	20%
2022-2023	21%
2023-2024	20%
2024-2025	20.5%
2025-2026	21%

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 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) *calendar* 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) *calendar* 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 *until arbitration has concluded*. 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.~~

F.E. 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.

G.F. 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.

~~H-G.~~ 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.

H. By written request by the Board to the Association, the Board may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) during the term of this Agreement if (1) the Board is unable to satisfy the conditions necessary to exit the Connecticut State Partnership Plan 2.0 as of July 1, 2023, or (2) the cost of the medical insurance plan offered herein is expected to substantially increase. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share, and/or introduction of an additional optional health insurance plan.

2. Amend Section B of Article X, Leave, as follows:

B. Personal Leave. Up to five days annually for a personal leave maybe granted to an administrator, at the discretion of the Superintendent. *Personal leave may be used only to attend to important and necessary personal business which cannot be transacted other than during working hours.*

3. Amend Article XII, Tuition and Professional Development Reimbursement, as follows:

A. The Board will set aside a sum of One Thousand Five Hundred Dollars (\$1,500) per administrator during each contract year for 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, *educational materials such as books and videos*).

B. Requests for 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 course work to continue study at the graduate level 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 (*including, but not limited to, the purchase of educational materials such as books and videos*) 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 may be permitted subject to a maximum of 75% of the cost of tuition or the professional development activity and a maximum of \$5,000 ~~\$7,500~~ for any one administrator. Should such reimbursement requests exceed the available funds, such reimbursement shall be reduced equitably (pro rata).

4. Delete Section E.5 of Article XV, Grievance Procedure, as follows:

E. Miscellaneous

...

~~5. Representatives of the Association will meet with the Superintendent to review work assignments and workload in light of the supervising responsibility for the Special Education Preschool Program.~~

5. 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, ~~2020~~ **2023** through June 30, ~~2023~~ **2026**.

B. This contract contains the full and complete agreement between the Board and the Association for the ~~2020-2023~~ **2023-2026** 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.

6. Amend APPENDIX A, Salary Schedule, as follows:

2023-2024:

Administrators not yet at the maximum step shall advance one step. 3% general wage increase.

2024-2025:

Administrators not yet at the maximum step shall advance one step. 2.75% general wage increase.

2025-2026:

Administrators not yet at the maximum step shall advance one step. 2.50% general wage increase.

7. Amend Appendix B per the attachment hereto.

8. Delete Appendix C.

9. Enter into a side letter follows:

In the recently concluded negotiations regarding the collective bargaining agreement (“CBA”) between the Weston Board of Education (the “Board”) and the Weston Administrators’ Association (the “Association”) (together, the “parties”), the Board and the Association reached the following additional agreement set forth below.

The parties agree as follows with respect to the period beginning July 1, 2023 and ending June 30, 2026 in lieu of the provisions set forth in Article X, Section C of the CBA:

When the Superintendent closes schools for reasons related to inclement weather or other emergencies and the offices of the Weston Public Schools remain open (“School Closure Days”), members of the bargaining unit are expected to report for work as soon as reasonably possible, with due regard for safety and travel conditions. Notwithstanding the foregoing, members of the bargaining unit may elect to work remotely on such School Closure Days with prior approval of the Superintendent or designee without loss of pay or leave time. The Superintendent or designee shall have discretion to grant or deny a remote work request on School Closure Days, provided that such decision shall be based on the Superintendent’s or designee’s assessment of the Board’s operational needs.

When the Superintendent closes schools as well as offices of the Weston Public Schools for reasons related to inclement weather or other emergencies (“Full Closure Days”), the Superintendent may require members of the bargaining unit to work remotely on such Full Closure Days.

10. Update all dates in the agreement as necessary and mutually agreed by the parties.

11. All proposals not addressed herein are hereby withdrawn.

WESTON BOARD OF
EDUCATION

By Melvin Walker

WESTON ADMINISTRATORS'
ASSOCIATION

By [Signature]

APPENDIX B
(Included for Reference)
Benefit Summary Statement
High Deductible Health Plan (HDHP) HSA Compatible

<u>HSA</u>	2017-2018 2023-2024	2018-20192024-2025	2019-20202025-2026
Deductible	\$2,000/4,000	\$2,000/4,000	\$2,000/4,000
Coinsurance (In/Out)	In- 100% 90% Med Out-80% Med & Rx	In-90% Medical Out-80% and Rx	In-90% Medical Out-80% and Rx
RX	Deductible-then subject to Copays: \$0/30/50	Deductible-then subject to Copays: \$0/30/50	Deductible-then subject to Copays: \$0/30/50
Coinsurance Max	In/Out Combined \$2,000/4,000 \$3,000/\$6,000 In- \$0 \$1,000/2,000 <i>(includes in-network Rx copays)</i> Out-\$2,000/4,000 <i>(includes in-network Rx copays)</i>	In/Out Combined \$3,000/\$6,000 In-\$1,000/2,000 <i>(includes in-network Rx copays)</i> Out-\$2,000/4,000	In/Out Combined \$3,000/\$6,000 In-\$1,000/2,000 <i>(includes in-network Rx copays)</i> Out-\$2,000/4,000
Combined In and Out of Network Out-of-Pocket Max (includes Deductible, Coinsurance and Rx Copays)	\$4,000/\$8,000	\$4,000/\$8,000	\$4,000/\$8,000
In-Network Preventive Care	100%	100%	100%
Employer HSA Funding	50%	50%	50%

The Board will fund fifty percent (50%) of the applicable HSA deductible amount for each full-time administrator who elects coverage under the high deductible/HSA plan (with pro-rated funding of the deductible for part-time administrators). The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in four equal quarterly installments throughout the course of each plan year, on the Board's payroll dates. The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment. In the event that a member elects the high deductible/HSA plan after the start of the plan year, the Board's contribution toward the funding of the deductible shall be pro-rated for that year.

~~Employees who complete blood work and an online health assessment profile will receive a \$50.00 deposit into their HSA.~~

~~Employees with a health profile warranting a vendor provided coaching program who enroll in and complete such program will receive a \$50.00 deposit into their HSA, in addition to any incentive they may have received for completing blood work and an online health assessment profile.~~

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: Weston's Perspective for Continued Success and Improvement

Submitted by: Tina Henckel

Document Summary/Purpose and/or Recommended Action:

Weston's Perspective for Continued Success and Improvement Presentation



Weston's Perspective for Continued Success and Improvement

Board of Education Meeting
October 17, 2022

Agenda

- Explore the Continued Commitment to Ongoing Success and Improvement for the Weston Public Schools
- Define our Continued Success through:
 - Goals
 - Performance Target(s)
 - High-Leverage Action Step Highlights
 - District and School Level



Alignment to the Vision and Mission

Vision

Our commitment to excellence and continued, purposeful innovation will make Weston Public Schools the standard in designing educational pathways and environments that cultivate empowered citizens of the global community.

Mission

The mission of the Weston Public Schools, as a caring and supportive community partnership, is to empower each student to achieve success and contribute to our global society by developing and cultivating character, knowledge and creativity through a dynamic learning experience that challenges each student to continually pursue personal excellence.

Portrait of the Graduate

Weston graduates will have the necessary knowledge, skills, and attitudes to achieve their personal goals and make positive contributions to society. The areas in which Weston graduates must demonstrate their mastery include:



- Critical Thinking
- Communication
- Problem Solving
- Creativity
- Caring for Self
- Caring for Others

WESTON BOARD OF EDUCATION

The Weston Board of Education is committed to ensuring the success of the district mission by:

- Supporting a Pre K-12 program that challenges and inspires students to understand diverse perspectives, to become innovative thinkers, creative problem solvers and empowered learners prepared to thrive in an ever-changing world. These are essential for developing global citizens.
- Maintaining a safe community and inclusive climate that honors the uniqueness of every individual independent of race, skin color, religion, disability, gender identity, sexual orientation or other perceived differences.
- Ensuring that the policies, practices and curricula are designed to be equitable and inclusive.
- Constantly challenging itself to evaluate and refine curricula, policies, practices, setting goals, expecting accountability and allocating the appropriate resources to ensure we embody the vision and mission of the district each and every day.



Common Language



Goal: *Overarching statement of purpose*

Performance target: *Specific and measurable statement that describes how the goal will be achieved*

Action step: *Specific adult or student actions that will impact the performance target*

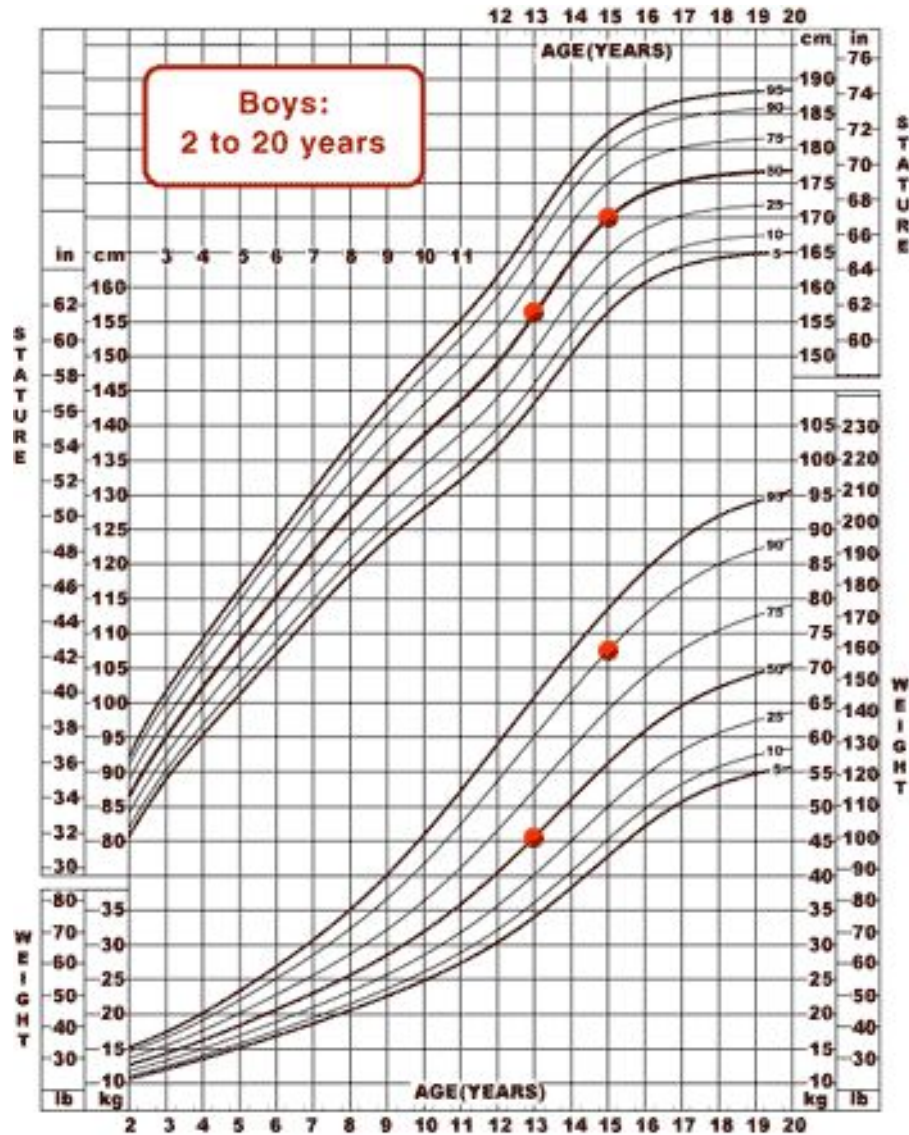
Formative assessment: *An assessment that is used to monitor, adjust, adopt, or abandon instructional practices to drive student learning and achievement: Assessment **FOR** Learning (i.e. NWEA)*

Summative Assessment: *An assessment that is used to determine mastery of grade/course specific standards and goals defined by the curriculum outcomes: Assessment **OF** Learning (i.e. SBA, SAT, NGSS)*

Quantitative data: *Numeric data that is measured as values or counts and are expressed as numbers. i.e How many children do you have?*

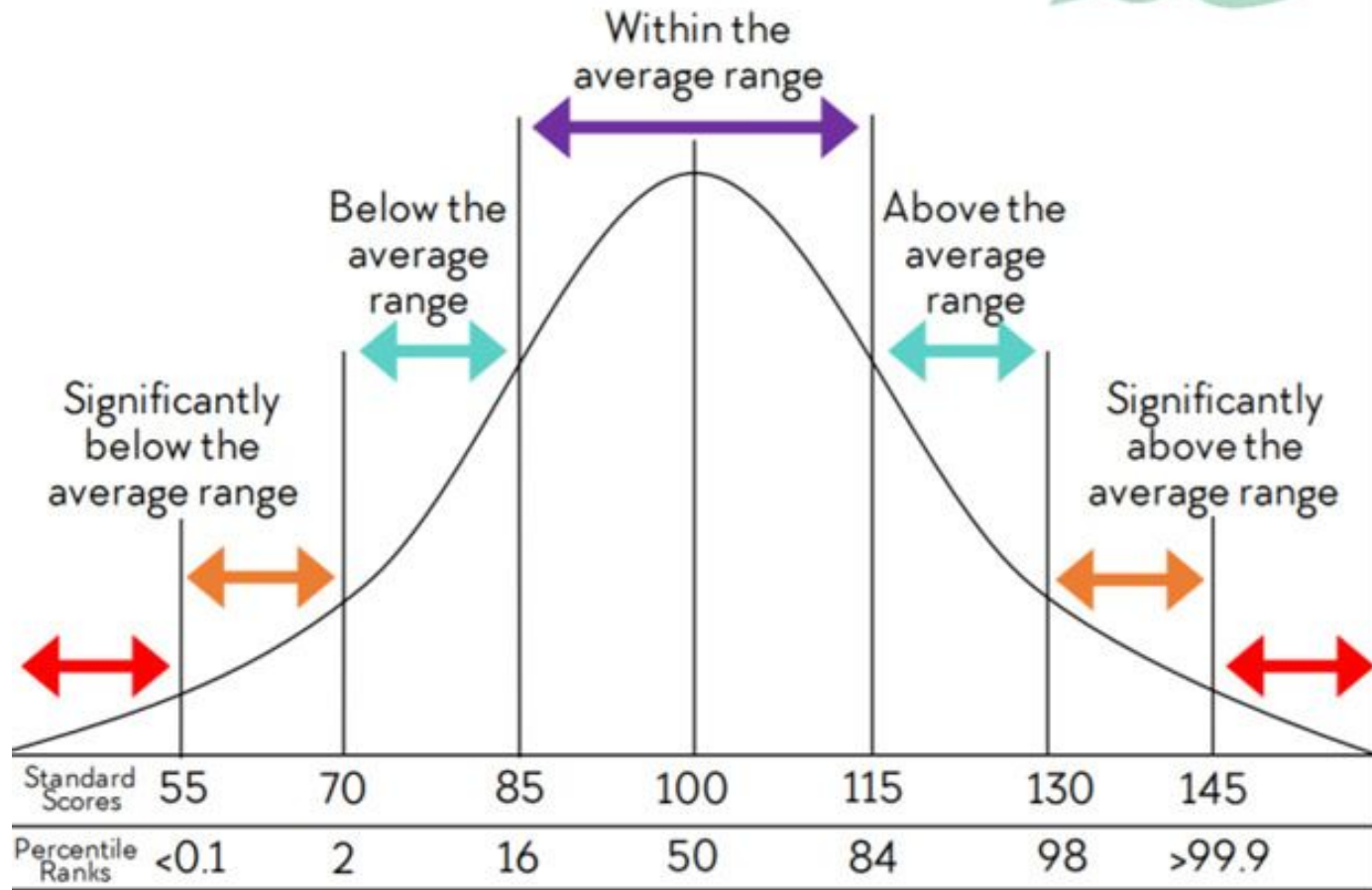
Qualitative data: *Data that is about categorical variables that are measured by ‘type’ such as name, symbol, or a number code. i.e What is your occupation?*

Percentiles in the Healthcare Field



Percentile vs. Percentage Scores

UNDERSTANDING YOUR CHILD'S SCORES
Percentile Ranks and Standard Scores



Areas of Focus

- Section 1: Academic Excellence: Curriculum and Instruction
 - [1A: Math](#)
 - [1B: ELA/Reading](#)
 - [1C: Science](#)
 - [1D: Visual and Performing Arts](#)
- [Section 2: Healthy Learning Environment](#)
- [Section 3: Technology](#)
- [Section 4: Human Resources & Finance](#)
- [Section 5: Safety and Security](#)
- [Section 6: Facilities - Future Planning - Board of ED & WPS Administration](#)



Section 1: Academic Excellence

1A: Math

Goal: Ensure ALL students demonstrate growth and deepen their conceptual understanding of mathematical concepts so that they develop the requisite problem-solving skills.

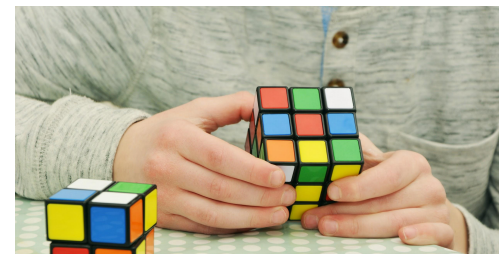
Performance Target(s):

Overall:

- By June 2023 a minimum of 80% of our students, grades K-2, will meet or exceed the 56th achievement percentile as measured by the NWEA Map Assessment.
- By June 2023 a minimum of 77% of our students, grades 3-8, will meet or exceed Level 3 as measured by the Spring 2023 Smarter Balanced Assessment.
- By June 2023 a minimum of 75% of our ninth grade students will meet or exceed the 61st achievement percentile as measured by the NWEA Map Math Assessment.
- By June 2023, a minimum of 79% of our eleventh grade students will meet or exceed the College and Career Readiness Benchmarks as measured by the Math SAT scores.

Subgroup:

- By June 2023, 55% of students with disabilities in grades 1-9, will meet or exceed their projected growth targets from Fall to Spring as measured by the NWEA Map Math assessment. (52% from 2021-22)
- By June 2023, the average percentage of growth achieved for students with disabilities in grades 4 through 8 will increase by 10% as measured by the Smarter Balanced Math Assessment. (2021=58%)



Section 1: Academic Excellence

1A: Math

District and School Action Step Highlights continued:

- Collaborate with Tri-State Consortium to gather feedback relative to our tier 1 math curriculum and resources to support the needs of all learners (Gr. 5-9)
- Gather and analyze evidence of walk-through data on consultation with John Antonetti to provide targeted high-quality professional learning to teachers in the area of mathematics.
- Pilot new evidenced-based core math curricula and resources in grades 6-8
- Implement rigorous and engaging skills-based curricula in Math Academic Workshop in grades 6-8 to promote the acquisition and mastery of skills in statistics and probability.
- Implement Methodology-Developing Roots Curriculum in Kindergarten with ongoing training and coaching for teachers.
- Design and implement frequent formative tasks to provide actionable data related to conceptual understanding.
- Work collaboratively in curricular teams to use data from the NWEA to address areas of weakness and plan lessons that incorporate those areas embedded into the current course content.



Section 1: Academic Excellence

1B: ELA/Reading

Goal: Ensure ALL students read at grade level or higher by grade 3, and continue to develop their reading abilities in grades 4-12 using reading as a tool to understand content across instructional areas.

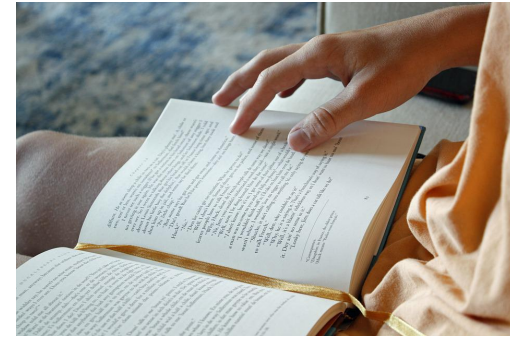
Performance Target(s):

Overall:

- By June 2023 a minimum of 90% of our grade K-1 students will meet or exceed the grade level benchmarks as measured by the Fountas and Pinnell assessment.
- By June 2023 a minimum of 80% of our grade 2 students will meet or exceed the 56th achievement percentile as measured by the NWEA Map Assessment.
- By June 2023 a minimum of 77% of our students, grades 3-8, will meet or exceed level 3 as measured by the spring 2023 Smarter Balanced Assessment.
- By June 2023 a minimum of 80% of our ninth grade students will meet or exceed the 61th achievement percentile as measured by the NWEA Map Reading Assessment.
- By June 2023, a minimum of 93% of our eleventh grade students will meet or exceed the College and Career Readiness Benchmarks as measured by the Reading SAT scores.

Subgroup:

- By June 2023 a minimum of 55% of students with disabilities in grades K & 1 will meet or exceed the grade level benchmarks as measured by the Fountas and Pinnell assessment. (51% from 2021-22)
- By June 2023, 53% of students with disabilities in grades 2-9 will meet or exceed their projected growth targets from Fall to Spring as measured by the NWEA Map Reading assessment. (46% in 2021-22)
- By June 2023, the average percentage of growth achieved for students with disabilities in grades 4 through 8 will increase by 10% as measured by the Smarter Balanced Reading Assessment. (2021=53%)



Section 1: Academic Excellence

1B: ELA/Reading

District and School Action Step Highlights continued:

- Establish a District Literacy committee to audit the current K-8 reading program to identify areas of improvement based on the CSDE guidance
- Ensure that reading intervention support and (SRBI) language, approaches and processes are implemented at scale K-12 and documented for individual students with fidelity.
- Expand the Foundations program to grade three
- Provide continuous professional development focused on high-quality literacy pedagogical practices.
- Implement instructional best practices for improving reading and writing skills in all core ELA classes as well as English Academic Workshop in grades 6-8.
- Administer NWEA formative assessments, Interim Assessment Blocks (IABs) and Focused Interim Assessment Blocks (FIABs) and analyze results to monitor student progress and plan/implement appropriate instruction for grades 6-8.
- Implement Heggerty Phonological awareness program in kindergarten with ongoing training and coaching for teachers.
- Curriculum partner groups will conduct teacher-created baseline assessments and standardized assessments (NWEA Grade 9) to assess individual student needs.
- Analyze data to inform instruction. Teachers will differentiate instruction as needed and work in collaborative partnerships to address student needs.



Section 1: Academic Excellence

1C: Science

Goal: Ensure ALL students have access to a high-quality K-12 science learning experience that simulates the habits and skills that scientists and engineers use every day and stimulate students' interests in science and prepares them for college, careers, and citizenship.

Performance Target(s):

- By June 2023, 80% of students in grades 5, 8 and 11 will meet or exceed the achievement level as measured by the NGSS-CT assessment.

District and School Action Step Highlights:

- Explore and pilot a standardized assessment tool to measure the SEP and CCC NGSS standards
- Collaborate to develop a shared understanding of the experimental and engineering design process as well as supporting documents and rubrics to ensure consistent student experiences and learning across courses.
- Analyze baseline assessment data on the design process and determine target levels for student populations in each course.



Section 1: Academic Excellence

1D: Visual and Performing Arts

Goal: Increase opportunities within the district, school and community for our students to demonstrate creativity and interest through tasks related to the Arts.

Performance Target(s): By June 2023, the number of opportunities for students to demonstrate and celebrate their creativity in the arts will increase by 3% as measured by the 22-23 district and school calendars.

District and School Action Step Highlights:

- Gather baseline data of the opportunities that we provide to students to celebrate their creativity around the Arts within our district curriculum
- Rekindle and Explore new opportunities within the curriculum to increase interest and build creativity for students in the performing and visual arts
- Design rubrics for both feedback and critique which directly correlate to the National Core Arts Standards in Responding to yield actionable data related to course objectives, visual arts skills, and student progress.



Section 2: Healthy Living Environment

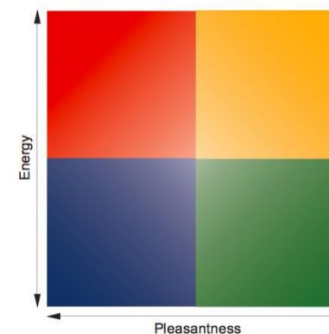
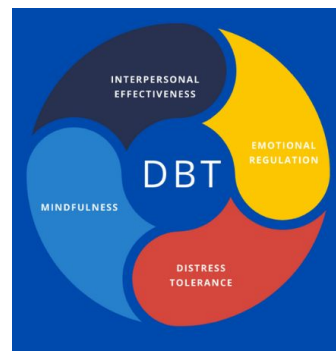
Goal: Promote an inclusive climate that honors the uniqueness of every individual independent of race, skin color, religion, disability, gender identity, sexual orientation or other perceived difference.

Performance Target(s):

- * Reference the academic performance targets within Math and ELA above.
- * Reference the social-emotional performance targets within each building's action plan

District and School Action Step Highlights:

- Review and revise the district developmental guidance curriculum for preschool through grade twelve
- Partner with WMS PTO and ADAP to provide student programming to promote inclusivity, kindness, and healthy decision-making.
- Define an advisory program curriculum to include progressions of DBT skills, Portrait of the Graduate, PBIS and identify other programs to support the mission of advisory.



Section 3: Technology

Goal: Support the effective use of technology integration to support teaching, learning, and infrastructure.

Performance Target(s):

- By June 2023, the number of visualizations being utilized through the tableau platform will increase by 50%.
- By June 2023, 100% of the K-12 units of study will be audited and evaluated against the ISTE standards.
- By June 2023, implement the current year of the six year technology plan

District and School Action Step Highlights:

- Collaborate with the District and School Instructional Leadership to create additional data visualizations and support analysis
- Collaborate with the curriculum and instruction department to develop a crosswalk of the current standards within the digital literacy curriculum aligned with the ISTE Standards
- Increase Technology infrastructure across all schools



Section 4: Human Resources & Finance

Goal: Revise various Human Resources and Finance protocols and systems to improve the efficiencies across the departments.

District Action Step Highlights:

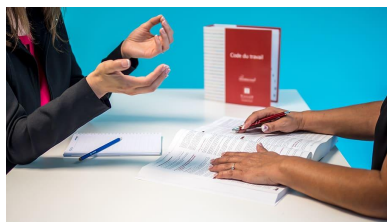
- Meet by individual departments to review current processes (Human resources/payroll and accounts payable) with Tyler Technologies
- Departmental and district reviews of recommendations provided by Tyler Technologies
- Execute tasks outlined by Tyler's recommendations
- Provide training to munis users district-wide

Section 5: Safety and Security

Goal: Execute the schools' reunification plans in collaboration with the Weston Police Department

District Action Step Highlights:

- Train on new walkie talkie system in collaboration with the town
- Execute reunification plans/debrief/revise as needed



Section 6: Building Facilities and Operations

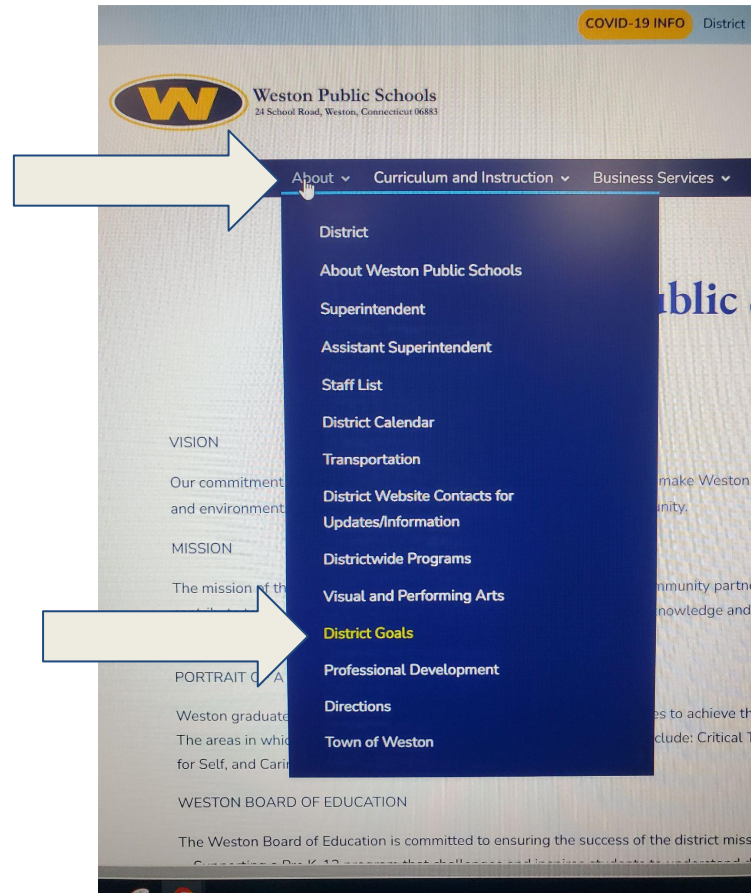
Goal: Study the proposals of the Facilities Optimization Committee (FOC) in collaboration with the Board of Education to determine next steps.

District Action Step Highlights:

- Review recommendations of FOC
- Meet with parent focus groups to gather perspectives/ feedback
- Collaborate with town administrators on town/district plan

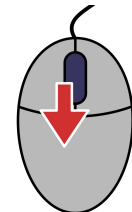


Access on the Weston Website



District Improvement Plan 2022-2023

HES Improvement Plan	WIS Improvement Plan
WMS Improvement Plan	WHS Improvement Plan



<https://westonps.org/district/district-goals/>

Commitment to Partnership & Coherence: Building a “One Boat” Culture



WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: NEASC

Submitted by: Meghan Ward

Document Summary/Purpose and/or Recommended Action:

NEASC update

New England Association of Schools & Colleges



Founded in 1885

The Accreditation process:

- ensures a growth-oriented and inquiry-based approach
- promotes capacity building
- allows for creativity and differentiation
- emphasizes student learning outcomes

The Accreditation process:

- encourages a vision for growth and development in schools
- fosters school improvement by encouraging schools to self-reflect, set, and work towards goals, and act on feedback for continuous progress toward its vision for growth
- supports schools to create or maintain structures and collaborative cultures for systemic learning for both students and adults that result in sustainable growth
- supports schools in developing manageable priorities that are complementary to other initiatives or obligations

The Accreditation process:

- integrates more fully with school and district priorities and state requirements
- corresponds with the time schools allocate for ongoing school improvement efforts
- provides flexibility for schools to determine who should be a part of the Accreditation process and in what capacity
- responds to and allows for differentiation among schools
- leverages technology to make the Accreditation process more streamlined and efficient

Standards for Accreditation

Standard 1 LEARNING CULTURE	Learning Culture promotes shared values and responsibility for achieving the school's vision.
Standard 2 STUDENT LEARNING	Student Learning practices maximize the impact of learning for each student.
Standard 3 PROFESSIONAL PRACTICES	Professional Practices ensure that practices and structures are in place to support and improve student learning.
Standard 4 LEARNING SUPPORT	Learning Support ensures that the school has appropriate systems to support student learning and well-being.
Standard 5 LEARNING RESOURCES	Learning Resources ensure that the school has the resources necessary to meet the learning needs of all students.



The key components of the process are:

- a *Self-Reflection* completed by the school
- a *Collaborative Conference* held with a small team of peer educators
- the development and implementation of a *school growth plan*
- a *reflective summary report* completed by the school
- a *personalized Decennial Accreditation* visit



The reflection, planning, and implementation phases of Accreditation are cyclical and do not end with the Decennial Accreditation Visit. Schools should be actively monitoring evidence, assessing progress, identifying changing priorities or school needs, and adjusting their school plans as necessary for continuous growth and improvement.

Survey Distribution



Founded in 1885

- Survey students, parents and teachers
- Sample questions:
 - How often does the following happen:
 - People like me feel welcome
 - I feel valued
 - How true are the following statements:
 - I am given important leadership opportunities
 - I learn that mistakes are part of my learning process
 - How true are the following statements
 - My teacher makes learning enjoyable
 - My teachers makes us explain our answers - why we think what we think
 - Demographics
 - Grade
 - Services received

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: 2023-2024 WPS District Calendar

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

Discussion and vote on the 2023-2024 WPS district calendar.



Weston Public Schools 2023-2024 Academic Calendar (Proposed Version 09/29/2022)

July 2023						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

4: Independence Day (district closed)

August 2023 (3/6)						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

29: First Day of School

September 2023 (19/19)						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

4: Labor Day
25: Yom Kippur

October 2023 (21/21)						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6: Professional Development (K-12 early dismissal)
9: Indigenous Peoples Day

November 2023 (18/19)						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

2: K-5 Parent/Teacher Conferences (K-5 delayed opening)
3: K-5 Parent/Teacher Conferences (K-5 delayed opening)
6: K-5 Parent/Teacher Conferences (K-5 early dismissal)
7: Election Day/Professional Development (no students)
22-24: Thanksgiving Recess

December 2023 (16/16)						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

22: K-12 Early Dismissal
25-29: Winter Recess

January 2024 (21/21)						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1: New Years Day
15: Martin Luther King Jr. Day

February 2024 (15/16)						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

2: Professional Development (K-12 early dismissal)
19: President's Day
26: Professional Development (no students)

March 2024 (20/20)						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

13: K-5 Parent/Teacher Conferences (K-5 delayed opening)
14: K-5 Parent/Teacher Conferences (K-5 early dismissal)
15: K-5 Parent/Teacher Conferences (K-5 early dismissal)
13-15 Portrait of a Graduate (9-11 early dismissal/WMS full day)
22: Professional Development (K-12 early dismissal)
29: Good Friday

April 2024 (17/17)						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

19-23: April Recess

May 2024 (21/22)						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

17: Professional Development (no students)
27: Memorial Day

June 2024 (9/10)						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

12: K-12 Early Dismissal
13: Projected Student Last Day (K-12 early dismissal)
19: Juneteenth

School in Session
 Professional Development

No School
 Inclement Weather Make-up Days

180 Days - Students

187 Days - Certified Staff

* The graduation date will be set the first week of April.

NOTE: June 13 is the projected last day of school for students. There are 5 inclement weather days built into the 2023-2024 calendar. Students, parents and staff should be aware that the April vacation may be shortened if there are more than 5 inclement weather days. If necessary, the days will be used in the following order: Monday, April 15; Tuesday, April 16; Wednesday, April 17; Thursday, April 18; Friday, April 19.

The Weston Board of Education reserves the right to modify this calendar. Approved by the Board of Education on _____, 2022.

Scheduled Delayed Openings: WMS/WHS: 9:45 am , HES/WIS: 10:30am

Scheduled Early Dismissals: WMS/WHS: 11:45am , HES/WIS: 12:35pm

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 10/17/22

Information Only

Action Requested

Agenda Item Subject: Approval of the FY24 Budget Calendar

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Following is a draft of the FY24 budget calendar. We are recommending approval of the calendar.

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
Budget Calendar -- FY 2024 DRAFT

KEY:

- **Board of Education Meetings are underlined.**

10/10/22 (Mon.)	Director of Finance and Operations opens MUNIS budget module to schools and departments.
10/14/22 (Fri.)	Board of Education Finance Committee Meeting Review of Budget Calendar.
10/14/22 (Fri.)	Leadership Team receives draft copy of Budget Calendar.
10/17/22 (Mon.)	<u>Board of Education Meeting</u> Board reviews and votes on Budget Calendar.
10/14-21/22	Schools and departments work on budgets and meet with the Director of Finance and Operations if necessary.
10/28/22 (Fri.)	School and program budget requests are due to Director of Finance and Operations from administrative staff (to be submitted earlier, if available).
11/2-11/7/22	Schools and Programs meet individually with Superintendent, Asst. Superintendent and Director of Finance.
11/9/22 (Wed.)	Building principals and central office Administrators discuss budget drafts
11/11/22 (Fri.)	Board of Education Finance Committee Meeting
11/16/22 (Wed.)	District Leadership Team discusses budget
12/14/22 (Wed.)	District Leadership Team finalizes budget request and prepares presentation.
12/16/22 (Fri.)	Board of Education Finance Committee Meeting
1/23-2/23	Superintendent and Building Administrators meet with school staff. (Meetings to be scheduled.)
1/3/23 (Tue.)	Budget request delivered to Board of Education.
1/5/23 (Thurs.)	<u>Board of Education Meeting (6:00 p.m.) – Google Meeting</u> Formal Presentation of Requested Operating & Capital Budgets.
1/6/23 (Fri.)	<u>BOE Workshop to discuss Budget Request (9am to 1pm) - Google Meeting</u>

- 1/9/23
(Mon.) BOE questions submitted to Superintendent by end-of-day.
- 1/11/23
(Wed.) BOE Meeting - Public Forum #1 with Administration on Budget Request (6:00 p.m.)
This will be an open forum for parents and the community to share comments and ask questions regarding the Requested Budget.
- 1/12/23
(Thurs.) BOE Workshop to discuss Budget Request (9am to 12pm) – Google Meeting
- 1/13/23
(Fri.) Board of Education Finance Committee Meeting – Google Meeting
- 1/17/23
(Tues.) BOE Monthly Meeting (6:00 p.m.) – can be used for budget meeting on this date, or moved to later in the month – Google Meeting
- 1/18/23
(Wed.) Deadline for all written responses to Board of Education questions distributed.
- 1/19/23
(Thurs.) BOE Meeting - Public Forum #2 with Administration on Budget Request (6:00 p.m.)
This will be an open forum for parents and the community to share comments and ask questions regarding the Requested Budget.
- 1/23/23
(Mon.) BOE Workshop to discuss Budget Request (9am to 11am) – Google Meeting
- 1/24/23
(Tues.) Board of Education Meeting (6:00 p.m.) – Google Meeting
Approval and Adoption of FY 2024 Recommended Operating and Capital Budgets.
- 1/26/23
(Thurs.) Board of Education Meeting – if necessary (6:00) – Google Meeting
Approval and Adoption of FY 2024 Recommended Operating and Capital Budgets, if Necessary.
- 1/27/23
(Fri.) Board of Education transmits Operating and Capital Budgets request to the Board of Selectmen (Charter requires by February 3rd).
- 2/7/23
(Tues.) Board of Selectmen reviews Board of Education budget recommendation.
6:00 P.M.
- 2/14/23
(Tues.) BOS votes on and transmits First Selectwoman’s and Board of Education budgets to Board of Finance.
Board also nominates moderator for Annual Town Budget Meeting. Regular Board of Selectmen’s meeting. 6:00 P.M.
- 3/1/23
(Wed.) Deliver Budget Books to Board of Finance – if haven’t already been delivered.
- 3/8/23
(Wed.) Board of Finance reviews Board of Education budget request
6:00 P.M.
- 3/14/23
(Tues.) Board of Finance reviews Board of Education budget request (if necessary)
6:00 P.M.
- 3/18/23
(Sat.) Publish Notice of Public Hearing on budget
(Charter requires 10 days prior to Public Hearing)

3/28/23
(Tues.) Board of Finance holds Public Hearing on budget request.
(Charter requires at least two weeks prior to Annual Budget Meeting)
6:00 P.M.

3/30/20
(Thurs) Board of Finance Budget Deliberation Meeting
6:00 P.M.

4/4/23
(Tues.) Board of Finance Budget Deliberation Meeting (if necessary)
6:00 P.M.

4/15/23
(Sat.) Publish and Post Notice of Annual Town Budget Meeting
(Charter requires at least five days prior to meeting)

4/20/23
(Thurs.) Annual Town Budget Meeting
7:30 P.M. - Weston High School Auditorium

4/29/23
(Sat.) Proposed Referendum
12:00pm to 8:00pm

5/1/23
(Mon.) Board of Finance meets after Town Meeting to set mill rate.

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 10/17/22

Information Only

Action Requested

Agenda Item Subject: Approval of the September 2022 Financial Report

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Following is the 3rd FY23 (September 2022) Financial Report Including Internal Services Fund (for Dental). 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>



October 14, 2022

TO: BOE Finance Committee

FROM: Phillip Cross, Director of Finance and Operations

SUBJECT: September Financial Report for FY 22-23

Below is a summary report of the FY 23 Budget as of September 30, 2022.

FY -23 CATEGORY SUMMARY						
Object Series	Adjusted Budget	YTD Actuals	Encumbrance	Anticipated	Projected to EOY	Available Balance
Salaries (1000's)	33,765,943	4,650,172	27,027,366	2,052,536	33,730,074	35,868
Benefits (2000's)	10,377,379	2,837,976	6,806,998	732,406	10,377,379	-
Professional Services (3000's)	1,527,747	223,214	836,138	468,394	1,527,747	-
Property Services (4000s)	2,275,996	349,762	1,280,396	645,838	2,275,996	-
Other Services (5000s)	6,992,440	386,062	2,697,558	3,960,102	7,043,722	(51,282)
Supplies (6000s)	2,523,469	628,528	1,394,397	500,544	2,523,469	-
Equipment (7000s)	102,022	215,004	85,588	(198,570)	102,022	-
Other Objects (8000s)	126,306	66,142	24,463	35,701	126,306	-
Revenue (9000s)	(1,300,119)	(130,774)	(89,986)	(1,169,345)	(1,390,105)	89,986
Total	\$ 56,391,182	\$ 9,226,086	\$ 40,062,918	\$ 7,027,606	\$ 56,316,610	\$ 74,572

Transfers

There is a transfer for \$61,447 for BOE approval. This transfer is for the administrative portion of the proposed Director of Counselling position. It was decided not to move forward with the change this year.

BUDGET TRANSFER			
TO	Guidance	\$ 61,447	
FROM	District Administration		\$ 61,447
		\$ 61,447	\$ 61,447
	Administrative portion of Director of Counselling. It was decided not to move forward with the change this year.		

Salaries

Based on our current staffing level there is a \$35,868 salary savings. The main driver for this is turnover.

Weston Public Schools		
FY 23 Salary Variance -As of 9/30/22		
Description	Amount (\$)	
Degree Level Change - Actual	(44,166)	
Budget	43,520	
Net Degree Level Change		(646)
Turnover Savings - Actual	151,514	
Budget	(115,000)	
Net Turnover Savings		36,514
Net Salary Savings	\$ 35,868	

Other Services

At last month’s meeting, we discussed the need to utilize an additional transportation provider for athletic charters. This decision was made to minimize disruptions to our school to home transportation.

At this time, we anticipate that we will need an additional \$51,282 for athletic transportation. This cost will be offset by a credit of \$89,986 from First Student. This represents credits for runs that were combined for the second half of last school year.

As demand for drivers continues from all sectors, we anticipate that the shortage of bus drivers will be exacerbated. If this is indeed the case, there will be an impact on future budgets.

Revenues

As mentioned above, we will be receiving a credit of \$89,986 from First Student. This represents credits for runs that were combined for the second half of last school year.

Internal Services Fund

Claims are in trending as expected.

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

Fiscal Year Ended 2023

STATEMENT OF REVENUES AND EXPENDITURES

Fund Balance -July 1, 2022 (Unaudited) \$ 418,466

Revenues:

 General Fund Appropriation \$ 434,330

 Reimbursements \$ -

 Total Contributions \$ 434,330

Total Revenues (A) \$ 434,330

Budgeted Claims

Delta Dental:

 Claims \$ 411,980

 Administrative Fees \$ 22,350

Total Dental Claims (B) \$ 434,330

Net Change (A-B) \$ -

Projected Fund balance June 30, 2023 \$ 418,466

Delta Dental- Actual Claims

Month	Claims & Fees
July	27,017
August	43,476
September	24,354
Total	\$ 94,847

Actual YTD Spend Rate 21.8%

Theoretical YTD Spend Rate 25.0%

YTD Theoretical variance % -3.2%

**WESTON PUBLIC SCHOOLS
FY23 FINANCIAL REPORT**

As of September 30, 2022

Period: 3 of 12

2019-2020	2020-2021	2021-2022	Object Code	Description	2022-2023						Expended & Encumbered To EOY	Balance Available								
					Year-End Expense	Year-End Expense	Year-End Expense	YTD Expended	Encumbered	Anticipated										
				Salaries & Wages (1000s)																
2,940,692	2,721,241	2,881,354	1110	Administrators	3,139,234	(61,447)	3,077,787	627,370	2,202,775	113,733	2,943,877	133,910								
14,458,759	13,925,352	14,465,388	1111	General Ed. Teachers	14,936,002		14,936,002	1,768,879	13,202,662		14,971,341	(35,539)								
2,279,850	2,372,055	2,303,563	1112	Special Ed. Teachers	2,569,234		2,569,234	305,340	2,268,481		2,573,821	(4,588)								
1,020,707	1,031,899	983,206	1113	Guidance	959,571	61,447	1,021,018	119,055	901,963		1,021,018	-								
472,621	503,136	468,881	1114	Psychologist	524,553		524,553	46,933	350,239	119,384	516,556	7,997								
193,946	162,383	202,927	1115	Social Worker	331,170		331,170	41,348	316,998		358,346	(27,176)								
517,368	555,781	543,134	1116	Speech & Hearing	566,144		566,144	73,071	500,895	(7,822)	566,144	-								
758,161	1,046,642	1,184,208	1117	Academic Assistants	1,013,599		1,013,599	103,303	781,544	85,284	970,131	43,468								
205,471	210,287	169,686	1118	Talented & Gifted	110,854		110,854	22,326	88,528		110,854	-								
399,004	412,193	403,577	1119	Library/Media	412,186		412,186	50,725	366,674		417,398	(5,212)								
59,505	47,413	46,587	1135	Transition Coordinator	48,239		48,239	-	57,886		57,886	(9,647)								
824,102	785,011	832,301	1139	Certified Stipends	893,646		893,646	102,033	161,354	630,259	893,646	-								
584,428	577,980	574,562	1140	Academic Leader (CIL's)	670,133		670,133	76,422	597,119		673,541	(3,408)								
371	1,779	2,650	1141	Mentor Teacher	3,000		3,000	-	-	3,000	3,000	-								
272,612	277,908	187,872	1142	Behavioral Analyst	233,099		233,099	31,038	206,461		237,499	(4,400)								
44,359	45,069	45,835	1145	English Language Learner	46,614		46,614	5,379	41,235		46,614	-								
\$ 25,031,956	\$ 24,676,129	\$ 25,295,731		Sub-Total Certified Salaries	\$ 26,457,277	\$ -	\$ 26,457,277	\$ 3,373,220	\$ 22,044,815	\$ 943,837	\$ 26,361,872	95,405								
					4.59%			12.7%	83.3%	3.6%	99.6%	0.4%								
				Other Certified Salaries																
55,905	28,996	45,700	1131	Homebound Tutor	44,500		44,500	7,974	-	36,526	44,500	-								
-	-	-	1136	Degree Level Change	43,520		43,520	-	-	-	-	43,520								
147,029	164,963	278,078	1137	Substitute Teacher	178,801		178,801	2,964	-	175,837	178,801	-								
185,735	243,990	212,521	1138	Summer Work -Certified Staff	160,408		160,408	153,415	-	6,993	160,408	-								
136,838	106,600	99,315	1143	Building Substitutes	203,175		203,175	6,813	105,688	90,675	203,175	-								
208,344	608,730	295,291	1144	Long term Substitute	118,000		118,000	14,138	28,092	75,771	118,000	-								
-	-	-	1160	Turnover Savings	(115,000)		(115,000)	-	-	-	0	(115,000)								
\$ 733,851	\$ 1,153,278	\$ 930,904		Sub-Total Other Certified Salaries	\$ 633,404	\$ -	\$ 633,404	\$ 185,304	\$ 133,779	\$ 385,801	\$ 704,884	(\$71,480)								

**WESTON PUBLIC SCHOOLS
FY23 FINANCIAL REPORT**

As of September 30, 2022

Period: 3 of 12

2019-2020	2020-2021	2021-2022	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	2022-2023			Balance Available
									Encumbered	Anticipated	Expended & Encumbered To EOY	
								29.3%	21.1%	60.9%	111.3%	-1.3%
				<i>Non-Certified Salaries</i>								
406,422	373,111	381,506	1210	Non-Cert. Supervisors	390,091		390,091	80,269	309,615	-	389,884	207
215,220	234,060	223,520	1211	Nurses	231,336		231,336	29,123	202,240	-	231,363	(27)
295,567	297,217	306,924	1215	Occupational Therapist	318,970		318,970	30,263	286,437	2,269	318,970	-
1,267,185	1,199,438	1,140,104	1221	Secretarial	1,240,609		1,240,609	225,217	860,931	154,461	1,240,609	-
1,761,865	1,837,631	1,767,360	1231	Para Educators	1,800,527		1,800,527	218,979	1,581,549	-	1,800,527	-
165,721	129,307	146,862	1234	Bus Aides	175,000		175,000	14,913	15,715	144,372	175,000	-
525,426	600,663	485,773	1235	Technicians	492,122		492,122	107,283	388,594	-	495,877	(3,755)
61,021	61,157	61,996	1237	Vocational Specialist	63,982		63,982	4,373	59,445	-	63,818	164
239,373	246,331	247,175	1241	Safety Monitors	253,848		253,848	32,764	220,650	-	253,414	434
476,898	509,851	506,491	1251	Custodians	515,976		515,976	104,605	410,525	-	515,130	846
455,850	492,769	460,027	1261	Maintenance Mechanics & Grounds	482,372		482,372	88,472	379,825	-	468,296	14,076
72,573	74,781	84,861	1269	Athletic Support Staff	101,762		101,762	7,435	45,500	48,828	101,762	-
168,675	182,698	197,442	1280	Non Certified Stipends	194,475		194,475	16,943	87,746	89,786	194,475	-
\$ 6,111,794	\$ 6,239,015	\$ 6,010,040		Sub-Total Non-Certified Salaries	\$ 6,261,070	\$ -	\$ 6,261,070	\$ 960,639	\$ 4,848,771	\$ 439,716	\$ 6,249,127	\$ 11,944
				<i>Other Non-Certified Salaries</i>				15.3%	77.4%	7.0%	99.8%	0.2%
			1213/122									
			3/1233	Non-Certified Substitutes	47,500		47,500	1,904	-	45,596	47,500	-
50,411	28,910	47,199	38/42/52/									
163,643	135,970	176,085	62	Overtime	203,700		203,700	18,616	-	185,084	203,700	-
155,964	104,948	127,252	1268	Summer Work-Non-Cert.	162,991		162,991	110,490	-	52,501	162,991	-
\$ 370,019	\$ 269,828	\$ 350,536		Sub-Total Other Salaries	\$ 414,191	\$ -	\$ 414,191	\$ 131,010	\$ -	\$ 283,181	\$ 414,191	\$ -
								31.6%	0.0%	68.4%	100.0%	0.0%
\$ 32,247,620	\$ 32,338,250	\$ 32,587,211		TOTAL SALARIES	\$ 33,765,943	\$ -	\$ 33,765,943	\$ 4,650,172	\$ 27,027,366	\$ 2,052,536	\$ 33,730,074	\$ 35,868
					3.62%			13.8%	80.0%	6.1%	99.9%	0.1%

WESTON PUBLIC SCHOOLS
FY23 FINANCIAL REPORT
 As of September 30, 2022

Period: 3 of 12

		2020-2021		2021-2022		2022-2023							
Year-End Expense	Year-End Expense	Year-End Expense	Year-End Expense	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
746,875	848,529	859,036			<i>Property Services (4000s)</i>								
40,741	39,855	48,405		4200	Cleaning Services	923,080		923,080	149,867	762,825	10,387	923,080	-
95,688	68,366	122,591		4202	Rubbish Removal	51,133		51,133	4,609	-	46,524	51,133	-
260,100	150,940	158,732		4302	Equipment Repairs	153,927		153,927	5,490	52,085	96,352	153,927	-
4,397	4,924	5,297		4400	Equipment Rental	156,980		156,980	26,540	130,440	-	156,980	-
198,222	123,415	74,770		4401	Rental of Facilities	4,675		4,675	763	425	3,487	4,675	-
30,540	64,302	29,913		4500	Repair Allowance	200,000		200,000	1,340	2,448	196,212	200,000	-
215,822	167,812	172,720		4514	Fire Alarm System	32,000		32,000	8,031	6,069	17,900	32,000	-
120,757	121,482	146,866		4518	Sewer System Plant Maintenance	164,795		164,795	28,497	86,298	50,000	164,795	-
60,393	58,389	61,247		4520	Service Contracts	146,232		146,232	53,978	88,644	3,609	146,232	-
21,756	23,746	24,803		4530	Parks & Recreation	69,944		69,944	-	-	69,944	69,944	-
153,145	13,835	16,959		4539	Building Management System	25,525		25,525	23,432	93	2,000	25,525	-
208,237	147,127	173,293		4540	Athletic Facilities Repairs	29,500		29,500	6,027	12,169	11,305	29,500	-
17,370	53,702	122,304		4541	Contracted Services	215,570		215,570	5,300	135,200	75,070	215,570	-
9,032	9,450	2,366		4600	Special Projects	-		-	-	-	-	-	-
1,081	1,252	900		4604	Snow Plowing	10,500		10,500	-	-	10,500	10,500	-
81,552	81,552	138,631		4605	Signage	1,500		1,500	-	200	1,300	1,500	-
9,966	5,936	12,076		4701	Security System Monitoring	82,135		82,135	35,888	-	46,247	82,135	-
				4702	Locks/Keys	8,500		8,500	-	3,500	5,000	8,500	-
\$ 2,275,674	\$ 1,984,614	\$ 2,170,908			TOTAL PROPERTY SERVICES	\$ 2,275,996	\$ -	\$ 2,275,996	\$ 349,762	\$ 1,280,396	\$ 645,838	\$ 2,275,996	\$ -
									15.4%	56.3%	28.4%	100.0%	

**WESTON PUBLIC SCHOOLS
FY23 FINANCIAL REPORT**

As of September 30, 2022

Period: 3 of 12

2019-2020	2020-2021	2021-2022	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				<i>Other Services (5000s)</i>								
1,252,415	1,509,158	1,589,157	5100	Regular Transportation	1,668,812		1,668,812	80	340	1,668,392	1,668,812	-
685,161	490,473	729,788	5101	SPED Transportation	825,763		825,763	70,635	393,111	362,017	825,763	-
61,557	54,105	96,953	5104	Athletic Transportation	108,009		108,009	1,855	157,436	-	159,291	(51,282)
6,816	-	1,537	5105	Extra-Curricular Transportation	22,950		22,950	-	-	22,950	22,950	-
91,051	67,457	104,190	5112	Diesel & Gasoline	140,855		140,855	28,343	43,030	69,482	140,855	-
70,605	89,784	103,321	5200	General Liability Insurance	147,409		147,409	45,112	-	102,297	147,409	-
16,650	16,650	15,525	5202	Athletic Insurance	17,078		17,078	14,400	-	2,678	17,078	-
96,485	97,536	100,707	5205	Property Insurance	106,776		106,776	104,154	-	2,622	106,776	-
91,922	87,620	89,975	5300	Communications	94,106		94,106	18,507	67,927	7,672	94,106	-
32,786	30,801	30,990	5400	Postage	32,144		32,144	6,079	18,363	7,702	32,144	-
5,964	2,592	4,440	5500	Advertising	4,000		4,000	633	250	3,117	4,000	-
16,281	14,386	17,176	5501	Printing	28,659		28,659	6,710	5,367	16,582	28,659	-
1,143,427	1,528,352	2,007,688	5600	Out of District Tuition	2,474,231		2,474,231	51,350	1,692,744	730,137	2,474,231	-
1,242,870	1,044,742	923,345	5601	Tuition Settlements	1,265,606		1,265,606	25,474	305,365	934,767	1,265,606	-
286,110	286,110	-	5605	Tuition - ESS Contract	-		-	-	-	-	-	-
44,827	29,716	15,346	5800	Travel & Conference	38,312		38,312	11,948	8,707	17,656	38,312	-
8,258	6,106	3,163	5801	Mileage Reimbursement	11,130		11,130	600	-	10,530	11,130	-
2,528	3,190	2,349	5900	Other Purchased Services	6,600		6,600	182	4,918	1,500	6,600	-
\$ 5,155,714	\$ 5,358,780	\$ 5,835,649		TOTAL OTHER SERVICES	\$ 6,992,440	\$ -	\$ 6,992,440	\$ 386,062	\$ 2,697,558	\$ 3,960,102	\$ 7,043,722	(\$51,282)
								5.5%	38.6%	56.6%	100.7%	
				<i>Supplies & Materials (6000s)</i>								
449,521	418,014	395,832	6110	Materials	509,177		509,177	70,664	203,170	235,343	509,177	-
21,452	17,064	22,091	6120	Office Materials	30,670		30,670	3,596	16,181	10,893	30,670	-
143,209	144,591	184,684	6130	Maintenance Materials	181,624		181,624	29,191	82,642	69,791	181,624	-
88,739	38,155	71,587	6131	Custodial Materials	78,348		78,348	2,093	53,913	22,342	78,348	-
16,200	12,891	16,815	6132	Security Materials	17,184		17,184	3,410	13,470	304	17,184	-
467,463	489,133	522,319	6140	Software	534,715		534,715	395,230	68,371	71,115	534,715	-
163,396	324,134	196,324	6410	Books	87,539		87,539	7,851	38,412	41,275	87,539	-
338,642	358,623	388,111	6510	Heating Oil	402,574		402,574	12,372	390,202	-	402,574	-
619,849	705,182	722,884	6520	Electricity	678,638		678,638	103,568	525,789	49,281	678,638	-
1,745	1,431	2,079	6530	Propane gas	3,000		3,000	553	2,247	200	3,000	-
\$ 2,310,217	\$ 2,509,218	\$ 2,522,725		TOTAL SUPPLIES & MATERIALS	\$ 2,523,469	\$ -	\$ 2,523,469	\$ 628,528	\$ 1,394,397	\$ 500,544	\$ 2,523,469	\$ -
								24.9%	55.3%	19.8%	100.0%	

**WESTON PUBLIC SCHOOLS
FY23 FINANCIAL REPORT**

As of September 30, 2022

Period: 3 of 12

		2022-2023										
2019-2020	2020-2021	2021-2022	Object Code	Description	Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
472,391	629,395	541,176	7300	Equipment	102,022		102,022	215,004	85,588	(198,570)	102,022	-
\$ 472,391	\$ 629,395	\$ 541,176		TOTAL EQUIPMENT	\$ 102,022	\$ -	\$ 102,022	\$ 215,004	\$ 85,588	\$ (198,570)	\$ 102,022	\$ -
								210.7%	83.9%	-194.6%	100.0%	
91,658	80,424	87,211	8100	Dues, Fees and Memberships	100,911		100,911	59,022	14,653	27,236	100,911	-
21,888	20,110	24,317	8900	Other Objects	25,395		25,395	7,120	9,810	8,465	25,395	-
\$ 113,546	\$ 100,534	\$ 111,528		TOTAL OTHER OBJECTS	\$ 126,306	\$ -	\$ 126,306	\$ 66,142	\$ 24,463	\$ 35,701	\$ 126,306	\$ -
								52.4%	19.4%	28.3%	100.0%	0.0%
(102,106)	(22,498)	(29,042)	9200	Technology Revenue	(29,042)		(29,042)	-	-	(29,042)	(29,042)	-
(60,515)	(61,920)	(73,800)	9201	Participation Fees, Athletics	(66,365)		(66,365)	(31,700)	-	(34,665)	(66,365)	-
(15,914)	-	(18,350)	9202	Gate Receipts, Athletics	(15,000)		(15,000)	-	-	(15,000)	(15,000)	-
-	(134,377)	(77,445)	9204	Transportation Credits	-		-	-	(89,986)	-	(89,986)	89,986
(655,410)	(859,340)	(812,440)	9205	Excess Cost SPED	(811,700)		(811,700)	-	-	(811,700)	(811,700)	-
(89,626)	(74,625)	(79,561)	9206	Pre School Tuition SPED	(63,000)		(63,000)	(41,500)	-	(21,500)	(63,000)	-
(68,171)	(76,283)	(75,981)	9207	Regular Ed. Tuition	(62,581)		(62,581)	(49,386)	-	(13,195)	(62,581)	-
(46,817)	(37,813)	(19,878)	9208	Revenue from Town for Fields	(42,681)		(42,681)	-	-	(42,681)	(42,681)	-
(39,600)	(11,000)	(40,000)	9209	Parking Fees	(45,000)		(45,000)	-	-	(45,000)	(45,000)	-
(24,112)	(14,161)	(46,050)	9210	Theater Receipts	(60,250)		(60,250)	-	-	(60,250)	(60,250)	-
(2,706)	-	-	9212	Facility Use Rental	(17,500)		(17,500)	-	-	(17,500)	(17,500)	-
(6,947)	(6,815)	(4,768)	9215	Medicaid Revenue	(6,000)		(6,000)	(8,188)	-	2,188	(6,000)	-
		0		Budgeted Reduction	(81,000)		(81,000)	-	-	(81,000)	(81,000)	-
\$ (1,111,924)	\$ (1,298,832)	\$ (1,277,316)		Total Revenue Offset	\$ (1,300,119)	\$ -	\$ (1,300,119)	\$ (1,30,774)	\$ (89,986)	\$ (1,169,345)	\$ (1,390,105)	\$ 89,986
								10.1%	6.9%	89.9%	106.9%	-6.9%
\$ 52,248,792	\$ 52,922,852	\$ 53,669,039		GRAND TOTAL	\$ 56,391,182	\$ -	\$ 56,391,182	\$ 9,226,086	\$ 40,062,918	\$ 7,027,606	\$ 56,316,610	\$ 74,572
								16.36%	71.04%	12.46%	99.87%	0.13%

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: Policy and Administrative Regulation Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

Second read and vote: Policy and Administrative Regulation Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum

POLICY ADDRESSING ENROLLMENT IN AN ADVANCED COURSE OR PROGRAM AND CHALLENGING CURRICULUM

The Weston Board of Education (the “Board”) understands the importance of providing opportunities for students to enroll in an advanced course or program and offering students challenging curriculum in the Weston Public Schools (the “District”). In accordance with Connecticut law, this policy shall explain the manner in which the District determines eligibility for enrollment in advanced courses or programs and creates academic plans for students in the District.

I. Definitions

For purposes of this policy:

"Advanced course or program" means an honors class, advanced placement class, International Baccalaureate program, Cambridge International program, dual enrollment, dual credit, early college or any other advanced or accelerated course or program offered by the Board in grades nine to twelve, inclusive.

“Advanced placement” program is a program authorized by the College Board that offers college-level courses and exams that students take in high school.

“Dual credit/Dual enrollment” courses are college courses offered by high schools in partnership with a college or university. Students taking these courses in high school are simultaneously enrolled with the partner higher education institution. Students who successfully complete a dual credit/dual enrollment course earn credit toward high school graduation as well as college course credit that appears on a student transcript issued by a college or university.

“International Baccalaureate (“IB”) program” is a program that offers international education through four programs for students aged three (3) to nineteen (19). The four programs are: Primary Years, Middle Years, Diploma Program, and Career-related Program. Schools must be authorized to teach IB programs. Every authorized school is known as an IB World School.

"Prior academic performance" means the course or courses that a student has taken, the grades received for such course or courses and a student's grade point average.

II. Eligibility Criteria

Consistent with state law, the District will identify students in grades eight and nine who may be eligible to take or enroll in an advanced course or program. Students

will be eligible to enroll in advanced courses or programs throughout their high school career, even if they are not identified as eligible in grades eight or in any year of high school.

Eligibility for enrollment in an advanced course or program shall not be based exclusively on a student's prior academic performance. There are multiple methods by which a student may satisfy the eligibility criteria for enrollment in an advanced course or program, including:

- Recommendations from teachers, administrators, school counselors or other school personnel.
- A student's prior academic performance, as determined by evidence-based indicators of how a student will perform.

III. Creation of an Academic Plan/Challenging Curriculum

The District will create an academic plan for each student who is identified in grade eight or nine as eligible for enrollment in an advanced course or program. Such plan will be designed to enroll the student in one or more advanced courses or programs and allow the student to earn college credit or result in career readiness. Such academic plan will also be aligned with:

- The courses or programs offered by the Board,
- The student's student success plan, created pursuant to Conn. Gen. Stat. § 10-221a(j),
- High school graduation requirements, and
- Any other policies or standards adopted by the Board relating to the eligibility for student enrollment in advanced courses or programs.

The academic plan may be part of the student's success plan, which plan is required for each student by Conn. Gen. Stat. §10-221a.

A student, or the student's parent or guardian, may decline to implement the provisions of an academic plan created for such student.

IV. Guiding Principles and Implementation

The Board recognizes that course access and academic planning should be guided by considerations beyond traditional course eligibility criteria. Specifically, the Board recognizes that academic achievement and engagement in middle school are strong precursors to high school success. In addition, the Board recognizes the importance of engaging with a student's parents and/or guardians throughout the student's educational experience, reducing barriers to opportunities for advanced courses and programs, and providing a wide range of advanced courses that appeal to students with various interests.]

The Superintendent or designee shall be responsible for implementing this policy and developing procedures in furtherance of this policy and in accordance with guidance provided by the Connecticut Department of Education.

Legal Reference:

Connecticut General Statutes § 10-221a

Connecticut General Statutes § 10-221w

Connecticut General Statutes § 10-221x

Connecticut State Department of Education, District Guidance for Developing an Advanced Course Participation Policy (April 2022)

ADOPTED: _____

REVISED: _____

DRAFT

**ADMINISTRATIVE REGULATIONS ADDRESSING ENROLLMENT IN AN
ADVANCED COURSE OR PROGRAM AND CHALLENGING CURRICULUM**

The Weston Board of Education (the “Board”) understands the importance of providing opportunities for students to enroll in an advanced course or program and offering students challenging curriculum in the Weston Public Schools (the “District”). In accordance with the Board’s Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum, the administration adopts the following regulations:

1. The District will identify students in grades eight and nine who may be eligible to take or enroll in an advanced course or program. Students will be eligible to enroll in advanced courses or programs throughout their high school career, even if they are not identified as eligible in grades eight or in any year of high school.
2. Eligibility for enrollment in an advanced course or program shall be based on the following:
 - Recommendations from teachers, administrators, school counselors or other school personnel.
 - A student’s prior academic performance, as determined by evidence-based indicators of how a student will perform.
3. In addition to or as part of student success plans required by Conn. Gen. Stat. § 10-221a(j), the District will create an academic plan for each student who is identified in grade eight or in any year of high school as eligible for enrollment in an advanced course or program. A student, or the student’s parent or guardian, may decline to implement the provisions of an academic plan created for such student.
4. Such academic plan will be designed to enroll the student in one or more advanced courses or programs and allow the student to earn college credit or result in career readiness.
5. Middle School Preparation: Academic achievement and engagement are strong precursors to high school success. Therefore, the District strives to:
 - Coordinate standards, instruction, and expectations across middle and high school by fostering regular communication among faculty districtwide, with a focus on vertical articulation of content across the grades rather than offering courses for high school credit in middle school.

- Offer career awareness, exploration, and immersion activities that directly align with the high school program of studies.
 - Encourage high school faculty to familiarize themselves with the Smarter Balanced system of assessments and Next Generation Science Standards assessments, including interim assessment blocks, which can be used to measure student understanding and adjust instruction in Grades 9-12.
 - Remind middle school faculty that their messaging to students regarding high school expectations has an impact on students, and assure students that if they are mastering middle school standards, they are prepared academically.
 - Share students' middle school data with high school faculty to improve the quantity and quality of information available for decision making, reduce unnecessary pre-tests and the administration of screening tools, and maximize instructional time.
6. Partnerships with Families: The District recognizes and values the importance of engaging with a student's family throughout the student's educational experience. Therefore, the District strives to:
- Engage families in the development of student success plans during students' middle school years.
 - Continue and improve upon effective systems of family engagement used in middle school at the high school level.
 - Ensure families are fully aware of the benefits of taking college courses and participating in work-based learning opportunities, if available, during high school.
 - Communicate in a manner that is ongoing and accessible to families.
 - Provide families with a variety of options for engaging on the topic of course selection (e.g., large group information sessions, sessions offering more personalized support, and small sessions designed for families that have not experienced college).
 - Invite students and families to express interest in advanced coursework and discuss those choices along with career options with their school counselors, who can answer questions and serve as an advocate for the students.
7. Reducing Barriers: The District recognizes the importance of reducing barriers to opportunities for advanced courses and programs. Therefore, the District strives to:
- Urge staff to pay special attention to student interests and coursework fit rather than relying solely on past performance when recommending advanced coursework for students.
 - Not exclude students from consideration based on disability status or English language proficiency.
 - Communicate directly with students from low-income families that registration fees and exam fees for advanced coursework will be waived.
 - Encourage students to self-advocate based on their individual goals and future plans.

- Monitor course registrations throughout the enrollment period and encourage students to reconsider selections if they have potential to be successful in more challenging courses.
8. Increasing Supply: The District recognizes the importance of providing a wide range of advanced courses that appeal to students with various interests. Therefore, the District strives to:
- Re-evaluate prerequisites so that educators identify what is needed to succeed in the course rather than before the course.
 - Promote enrollment in advanced courses to students in all grades, including for students who may not have taken an advanced course at the beginning of high school.
 - Review the current program of studies to identify courses with the potential to be offered in partnership with a college or university.
 - Consider adding sections of high-interest courses while encouraging teachers of advanced courses to ensure consistency of content and expectations for a diverse set of learners.
 - Consider offering or expanding work-based learning opportunities for students.
 - Leverage remote options to expand the range of courses available to students.]

Legal Reference:

Connecticut General Statutes § 10-221a

Connecticut General Statutes § 10-221w

Connecticut General Statutes § 10-221x

Connecticut State Department of Education, District Guidance for Developing an Advanced Course Participation Policy (April 2022)

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: Policy for the Equitable Identification of Gifted & Talented Students

Submitted by: Lisa Barbiero

Document Summary/Purpose and/or Recommended Action:

Discussion and vote on Policy for the Equitable Identification of Gifted & Talented Students

**POLICY FOR THE EQUITABLE IDENTIFICATION OF GIFTED AND
TALENTED STUDENTS**

The Weston Board of Education (the “Board”) will use equitable methods to identify students enrolled in the Weston Public Schools (the “District”) that have an extraordinary learning ability and/or outstanding talent in the creative arts, the development of which requires programs or services beyond the level of those ordinarily provided in regular school programs. Such students will be identified as gifted and/or talented.

I. Definitions

For purposes of this policy:

“Extraordinary learning ability” means a child identified by the planning and placement team as gifted and talented on the basis of either performance on relevant standardized measuring instruments, or demonstrated or potential achievement or intellectual creativity, or both.

“Gifted and talented” means a child identified by the planning and placement team as (A) possessing demonstrated or potential abilities that give evidence of very superior intellectual, creative or specific academic capability and (B) needing differentiated instruction or services beyond those being provided in the general education program in order to realize the child’s intellectual, creative or specific academic potential. The term includes children with extraordinary learning ability (“gifted”) and children with outstanding talent in the creative arts (“talented”).

“Outstanding talent in the creative arts” means a child identified by the planning and placement team as gifted and talented on the basis of demonstrated or potential achievement in music, the visual arts or the performing arts.

“Planning and placement team (“PPT”),” for purposes of the evaluation, identification or determination of the specific educational needs of a child who may be gifted or talented, means a group of certified or licensed professionals who represent each of the teaching, administrative, and pupil personnel staffs, and who participate equally in the decision making process.

II. Referral

Any student enrolled in grades kindergarten through twelve, inclusive, in a District school may be referred to the PPT to determine eligibility as gifted and talented.

A referral may come from any source, including the student's teacher, an administrator, the student's parent/guardian, or the student.

III. Evaluation and Identification

The PPT shall be responsible for conducting evaluations and identifying whether students are eligible as gifted and talented, and shall meet, as needed during the school year to determine the eligibility of groups of children for whom evaluation and identification as gifted and talented are planned. When a child has been individually referred to the PPT for consideration as a gifted and talented child, the PPT shall provide the student's parent(s)/guardian(s) with written notice of the referral.

The Board requires the use of multiple methods of identification of gifted and talented students. The PPT will use the following methods of evaluation in determining whether a student is eligible as gifted and talented:

Group Assessment. The PPT may use an appropriate standardized test administered to all students in a particular grade. In administering standardized tests, the PPT will use a locally normed cut score to identify students for consideration for gifted and talented classification. Parent/guardian consent is not required prior to the administration of a group assessment.

Individual Evaluation. Individual evaluations may be recommended by the PPT in appropriate circumstances, such as when there is a possibility of identifying the student as gifted and talented in areas that are not typically addressed by large-scale standardized tests, such as social studies, a technical discipline, music, creative arts, or performing arts. The PPT may also recommend an individual assessment for a student referred to the PPT for an evaluation when the student is in a grade level in which group assessments are not administered. Before a student is individually evaluated for identification as gifted or talented, the PPT must secure the written consent from a parent/guardian.

After the PPT has determined from an individual or group assessment that a student has potential for or has demonstrated extraordinary learning ability or outstanding talent in the creative arts, the student will be identified as gifted and talented only if the PPT determines that the child requires differentiated instruction or services beyond those provided in the general education program in order to realize the child's intellectual, creative or specific academic potential.

The results of the PPT meeting concerning a determination of the child's identification as gifted or talented shall be provided to the parent or guardian electronically or, if the District does not have the parent or guardian's e-mail address on file, in writing. Such notice shall include, but is not limited to, (1) an explanation of how such student was identified as gifted and talented; and (2) the contact information for (A) the District employee in charge of the provision of services to gifted and talented students, or, if there is no such employee, the District employee in charge of the provision

of special education and related services, (B) the employee at the Connecticut State Department of Education who has been designated as responsible for providing information and assistance to boards of education and parents or guardians of students related to gifted and talented students and, (C) any associations in the state that provide support to gifted and talented students.

If a parent/guardian disagrees with the results of the evaluation conducted by the PPT, the parent/guardian has a right to a hearing.

The District may identify up to ten (10) percent of the total student population for the District as gifted and talented.

IV. Provision of Services

The provision of services for gifted and talented students by the Board is discretionary.

Legal Reference:

Conn. Gen. Stat. § 10-76a
Conn. Gen. Stat. § 10-76xx

Conn. Agencies Regs. § 10-76a-1
Conn. Agencies Regs. § 10-76a-2
Conn. Agencies Regs. § 10-76d-1
Conn. Agencies Regs. § 10-76d-9(c)

Connecticut State Department of Education, *Gifted and Talented Education: Guidance Regarding Identification and Service* (March 2019), available at <https://portal.ct.gov/-/media/SDE/Gifted-and-Talented/Gifted-and-Talented-Education---Guidance.pdf>

ADOPTED: _____

REVISED: _____

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: October 17, 2022

Information Only

Action Requested

Agenda Item Subject: October 2022 Enrollment

Submitted by: Lisa Wolak

Document Summary/Purpose and/or Recommended Action:

October 2022 building enrollment

WPS District Enrollment 10/12/2022

Di	State Reporting Enrollment 10/1/2021	District Enrollment 10/12/2022	Difference State/District Reporting 10/1/2021 to 10/12/2022	2022-23 SLAM Projection	Difference 2022-2023 SLAM Projection vs 10/1/2022 District Reporting	Sections	Average Class Size (based on total building enrollment)
PK3/PK4	30	57	27	30	27	5	-
K	126	128	2	130	-2	7	-0.3
1	146	137	-9	142	-5	8	-0.6
2	154	157	3	159	-2	7	-0.3
Hurlbutt Total	456	479	23	461	18		
3	140	158	18	163	-5	7	-0.7
4	150	142	-8	148	-6	7	-0.9
5	179	152	-27	153	-1	7	-0.1
WIS Total	469	452	-17	464	-12		
6	178	182	4	185	-3	8	-0.4
7	176	185	9	177	8	8	1.0
8	191	169	-22	180	-11	8	-1.4
WMS Total	545	536	-9	542	-6		
9	184	182	-2	187	-5	n/a	n/a
10	189	187	-2	182	5	n/a	n/a
11	184	181	-3	182	-1	n/a	n/a
12	215	184	-31	184	0	n/a	n/a
WHS Total	772	734	-38	735	-1		
District Total (PreK-12)	2242	2201	-41	2202	-1	-	-
Note:							

* The October state reporting data includes district reported outplaced students.

Communications Committee Meeting

Friday, September 9, 2022 9:00 AM

Via Google Meet

Present Committee Members:

David Felton (Chairperson), Sharon Ferraro, Steven Ezzes

Present Administration:

Dan Divito, Director of Technology and Digital Learning

1. Call to order

The meeting was called to order at 9:16 a.m.

2. Approval of Minutes

Motion Passed: Move that the Communications Committee approve the June 2022 meeting minutes. This motion was made by Sharon Ferraro and seconded by David Felton.

2 Yeas – 1 Abstention

3. WPS Website

Discussion:

- Mr. DiVito discussed feedback regarding the current website platform and the decision to switch the District website to a new host called Gabbart Communications.
- Mr. Felton inquired about options for the public to subscribe to the district calendar that would be posted on new site and if last-minute changes would be communicated more effectively using this platform.
- Committee members gave feedback on the mockups Mr. DiVito presented.
- Mr. DiVito reviewed the design parameters and website costs.

4. Discussion on Social Media

Discussion:

- Mr. DiVito reported he will continue using Facebook to post BOE meeting notifications.
- The Committee agreed and discussed the merits of using Facebook as one of the multiple channels of communication.

5. WPS Podcast

Discussion:

- Mr. DiVito reported that Superintendent Barbiero will continue the “What’s Up in the Weston Public Schools” podcast.

6. Other Communications Issues

Discussion:

- Committee members discussed the topic of whether the Board spends enough time on why parents opt to send their children to private schools. They agree that it is an important issue, as it influences facilities decisions among other things, but thought is was more of a general Board discussion and not a Communications Committee responsibility.

Meeting adjourned at 10:13 a.m.

Respectfully submitted,

June Curiano

Chairperson

Superintendent



**WESTON PUBLIC SCHOOLS
BOARD OF EDUCATION**

2022-2023 REGULAR MEETING SCHEDULE

All BOE regular meetings will begin at 6:00 PM

September 19, 2022

October 17, 2022

*November 14, 2022

December 19, 2022

January 17, 2023

February 13, 2023

*March 13, 2023

April 18, 2023

*May 15, 2023

June 19, 2023

* = in-person meeting

2022-2023 SPECIAL MEETING SCHEDULE

All BOE special meetings will begin at 7:00 PM

*December 5, 2022 Semi-Annual Recognition and Enrollment Presentation
by SLAM

*June 5, 2023 Semi-Annual Recognition

* = in-person meeting

Curriculum Committee Meeting

June 8, 2022, 9:00 a.m.

Via Google Meet

Present Committee Members:

Bernadette Kingsley (Chairperson), David Felton

Present Administration:

Lisa (Wolak) Barbiero, Superintendent; Kenneth Craw, Ed.D., Assistant Superintendent; Juliane Givoni, WHS Interim Principal; Laura Kaddis, HES Principal; Kelly DeVecchio, CIL K-2 Math; Patty Powers, CIL K-12 Physical Education & Health

1. Call to Order

The meeting called to order at 9:02 a.m.

2. Presentation and discussion of new kindergarten math resources

Discussion:

- Ms. DeVecchio presented on the new kindergarten math program, *Mathology* that was piloted this past school year in two kindergarten classes.
- She reviewed the structure of the program, the types of lessons, learning activities and resources included. She explained and spoke on the value of online support.
- Ms. DeVecchio also reviewed the cost of the new program, which is comparable to the current *Math in Focus* program that this program will replace.
- Committee members inquired on the grade one teachers' thoughts on the program and if they were concerned with students transitioning to *Math in Focus* in grade one.
- Committee members asked what the impetus was for the change and if there would be an annual review of the program. Ms. Barbiero commented that goals would be presented throughout the year to the Board to report on the academic return on investment.
- Ms. DeVecchio reported on the teacher professional development and ongoing teacher support planned for the coming school year.

3. Presentation and discussion of Physical Education curriculum renewal

Discussion:

- Ms. Powers presented on K-12 Physical Education curriculum renewal and the key shifts to the program. She reviewed the standards the PE department focuses on to prepare a "physically literate" individual.
- Ms. Powers reviewed notable curricular changes; and she reported on State of Connecticut fitness testing and the changes realized due to the pandemic. The department created enrichment opportunities that encouraged family involvement with at-home activities as well as enrichment opportunities that involved researching non-traditional activities.

- In addition, Ms. Powers reported on the Project Adventure course and the skills attained at each grade level.
- Committee members inquired about how the department addresses students who fall behind the standards. Ms. Powers gave an example of how a student is supported; creating their own personalized improvement plan and the formative check-ins that occur along the way.
- The Committee also discussed equipment and facility challenges/needs.

4. Follow up on Drug and Alcohol Survey

Discussion:

- Dr. Crow opened the discussion by reporting that the Survey results found that the LGBTQ subgroup was more at risk. Ms. Givoni stated that the high school group, Weston Identity Alliance, would meet with WHS administration at the end of the school year to discuss how administration can support their needs. Ms. Powers suggested there might be an opportunity to have a similar group at WMS. The goal is for students to have the resources they need to advocate for themselves.
- The Survey reported that students are starting risky behavior earlier. The administration would like to find a way to identify them in order to support their transition to ninth grade. In addition, administration has plans this summer to look more closely at 5th, 6th and 7th grade curricula to address the uptick in alcohol use.
- Ms. Givoni also reported on the reinstatement of rising ninth grader forum with parents. In addition, WHS distributed a survey to these parents on topics they would like to address.
- Mr. Felton commented that there may be other under-represented groups and suggested allocating resources to those groups or individuals.

5. Preliminary discussion of K-5 comprehensive literacy program

Discussion:

- Mrs. Kaddis opened the discussion by stating that Weston has a very comprehensive program that includes both Teachers College literacy protocols as well as a phonics program, *Foundations*, that includes phonics, phonological awareness and spelling.
- The *Foundations* phonics program that is in use in Hurlbutt has been added to grade 3 for the upcoming 2022-23 school year. This program is much more structured than the programming that is currently being used for grade 3.
- Ms. Barbiero spoke on the SRBI handbook written this year by a special committee of teachers under the direction of Dr. Crow to address progress monitoring and Tier 1-3 intervention in both reading and math.

6. Update on healthy learning environment

Discussion:

The Committee discussed the topic of how students are responding to recent school shootings and gun violence.

- Ms. Givoni spoke of a balance between ensuring that the district procedures support the

safety and security of the students, and helping them grapple with their feelings, without making it too much of a focus for the day.

- A crisis team consisting of WHS administration and counseling staff convened the day after the Uvalde, Texas school shooting. They discussed how to best support the students and acknowledge how they are feeling and how to help them move through it.
- Ms. Givoni gave a brief message to students and a reminder to report if they see something. She reported that students came forward to the administration to report on a variety of things.
- She spoke on the organized student protest that took place on May 26, and commended the students for conducting themselves in a very mature manner in voicing their opinions. She stated that while the administration does not condone student protests, they do have an obligation to ensure the safety of students when there is the potential of large numbers leaving the building. Since that was the case on this date, administration provided a space where they could monitor them and ensure they were safe. The protest was brief and organized and did not disrupt the school day or the work going on in the school.
- The superintendent had also sent out a communication the evening of the Uvalde tragedy and the school principals followed up with resources for parents on how to support their children.

7. Approval of April and May 2022 minutes

Motion Passed: Move that the Curriculum Committee approve the April and May 2022 meeting minutes. This motion made by Bernadette Kingsley and seconded by David Felton.

2 Yeas – 0 Nays

8. Other curricular issues

Discussion:

No other curricular issues were put forth for discussion.

Meeting adjourned at 10:32 a.m.

Respectfully submitted,

June Curiano

Minutes
Financial, Facilities & Operations Committee
September 16, 2022

Present:

Steve Ezzes, Committee Chair

Melissa Walker, Committee Member

Peter Gordon, Committee Member

Lisa Wolak, Superintendent of Schools

Phil Cross, Director of Finance and Operations

Mike DelMastro, Director of Facilities

Guest:

Tracy Edwards, Director of Pupil Personnel Services

Richard Wolf, Weston Building Committee

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

The Committee discussed the following items regarding an update of facilities and grounds maintenance:

- Mr. DelMastro updated the Committee on various projects that his department completed over the summer, including the installation of new lighting and ceiling tiles in several rooms in the North House of Hurlbutt, the installation of additional portable air conditioning units, also in North House, the replacement of old cabinetry and sinks in middle school art rooms, the repair of a leak in an in-direct water heater at the high school, the re-surfacing of all gym floor district-wide, and the paving of the front parking lot of the middle school. Mr. DelMastro added that there is new on-site leadership for the cleaning company – Affineco – and they have been performing much better and have a better crew in place. Regarding the fields, Mr. DelMastro reported that substantial clay was added to both Revson fields and the North House softball field, and all fields are in very good condition.

The Committee discussed the following items regarding capital projects:

- Mr. DelMastro updated the Committee on the status of various capital projects. Regarding FY22 projects, the windowsill project at the intermediate school is complete, but there will be a second stage to address the expansion joints in the brick work that will need to be repaired. A similar issue is occurring in a portion of the high school which

will also need to be addressed. The installation of the window in the nurse's office at the high school is nearly completed, and all the parts have been ordered for the air handler unit rebuilds in the high school, and the project should be completed by Thanksgiving.

- Regarding FY23 projects, all the duct cleaning at the schools has been completed, the tennis court repairs are completed, but they are a short-term solution, and at some point, a discussion will need to be had for a long-term solution. The installation of the double extension door in the intermediate school gym is nearly complete. Regarding the fire panel replacement at the high and intermediate schools, the District was not happy with the previous vendor, so a new vendor has been brought in and they are currently re-evaluating our system and monitoring the fire panels.

The Committee discussed the following items regarding SPED/PPS staffing:

- Ms. Edwards, the District's Director of Pupil Personnel Services, informed the Committee that the last two years have been incredibly challenging for PPS/SPED not only in Weston, but nationwide. She is seeing an increase in the academic and mental health needs of more students than in the past. Because of the highly individualized and technical nature of the work, an extensive amount of time for the department is spent in meetings with staff and families. To date, the structure of the department has been one Director and two Assistant Directors. The department has however seen a significant amount of turnover in these roles. The District needs to rethink how the demands of the workload in the department are being met. Ms. Edwards is currently working on both immediate and long-term solutions. She has looked at the structure of SPED/PPS departments in neighboring districts and has seen that they are more building level focused. She would like to add a third Assistant Director to lessen the workload on the current staff members. Grade breakdown for the directors would be PreK-third grade, fourth grade to eighth grade, and high school. This structure should also attract more candidates.
- Mr. Ezzes suggested that the Board come up with a defined plan, and maybe even form a committee to investigate this further.

The Committee discussed the following items regarding sub pay rate:

- Mr. Cross informed the Committee that it has been several years since the District has increased the rate of pay for substitutes. The current daily rate is \$100. The Committee agreed to raise the rate to \$115 per day.

The Committee discussed the following items regarding the FY21 encumbrance:

- Mr. Cross reported that at the end of FY21 there were open encumbrances totaling \$637,630. The District liquidated \$540,382.68, leaving a balance of \$97,247.31. These

encumbrances have been closed and the balance of \$97,247.31 will be returned to the Town to be added to the unassigned fund balance.

The Committee discussed the following items regarding the FY22 end of year financial report:

- Mr. Cross informed the Committee that the District ended FY22 with a balance of \$1,391,051. A large portion of this balance is due to turnover and FML savings of \$811,168. There was also a substantial savings in benefits of \$325,077. Weston experienced a significant increase in staff turnover during the past year, as well as an increase in the number of staff members that needed family medical leave. FY22 also saw an unprecedented reduction in the number of participants in the health insurance plan.
- Mr. Cross reported that the Internal Services Fund ended the year slightly below budget, with a balance of \$418,466.

The Committee discussed the following items regarding the monthly financial update (through August) including internal services fund (for dental):

- Mr. Cross informed the Committee that since it is only a couple of months into the new fiscal year, there are no significant concerns at this time. He will present more detailed information regarding salaries and benefits at the next meeting.
- Regarding the Internal Services Fund, Mr. Cross reported that claims are following a typical pattern of higher claims when staff members are off for summer break.

The Committee discussed the following regarding transportation:

- Mr. Cross reported that all the routes have settled in and there have been no major issues to date. Even though there seems to be an increase in ridership, First Student is able to operate with one less bus. Additionally, the District is planning on launching a new bus tracking app soon, which will allow parents to track their child's bus. One change that will be made is in regard to after school athletic charters. In order to minimize disruption to school to home routes, a third-party transportation provider will need to be used for athletic charters.

The Committee discussed the following regarding foodservice:

- Mr. Cross informed the Committee that there is a worker shortage in the foodservice industry that is nation-wide, and Weston is also feeling the effects. The District is currently working with Chartwells to find staff, but they are still providing high quality food at all levels.

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

- The Committee approved the June minutes without any changes.

There being no further business to discuss, the meeting adjourned at 10:39 a.m.

Respectfully submitted:

Andrew Galli

Administrative Assistant to the Director of Finance and Operations

Policy Committee Meeting Template

Tuesday, September 6, 2022 9:15 AM
Remote Session

In Attendance:

Melissa Walker, Chair
Sharon Ferraro
Peter Gordon

Additional Attendees:

Lisa Barbiero, Superintendent and Committee Administrative Representative
Meghan Ward, Principal of Weston High School

- I. Call to Order, Verification of Quorum
A quorum has been met and the Policy Committee meeting can begin. The time is 9:28 AM. Unseconded with a motion by Walker, Melissa.

II. **Approval of Minutes**

A. **Approval of minutes from the June 7, 2022 Policy Committee Meeting.**

Move that the Policy Committee approve the June 7, 2022 meeting minutes. Carried with a motion by Ferraro, Sharon and a second by Gordon, Peter.

Sharon Ferraro: Yea, Peter Gordon: Yea, Melissa Walker: Yea

Yea: 3, Nay: 0

III. **Discussion regarding Policy Committee meeting schedule**

The policy committee meetings will start time at 9:00 am instead of 8:30 am.

Jodi Sacchetta will take a look at the Student Discipline policy, revise to include inclusive language and add to agenda for the October Policy Committee Meeting. Tracy Edwards will review the Bullying Policy and the Visitor/Observation Policy. We will try to add this to the October meeting agenda. We will also ask Tracy to prioritize any new or current policies she would like us to look at for the 2022-2023 school-year.

IV. **Discussion of policies, regulations, and bylaws**

A. **Discussion of new policy and regulation: Policy Addressing Enrollment In An Advanced Course Or Program And Challenging Curriculum and Administrative Regulation Addressing Enrollment In An Advanced Course or Program And Challenging Curriculum**

This policy was previously discussed at the June 2022 policy committee meeting at which time Tracy Edwards gave an overview of the policy/administrative regulation. It was agreed that we would bring this to the Board for a first read at the September 19

meeting.

B. Discussion of new policy: Policy for the Equitable Identification of Gifted And Talented Students

Meghan Ward, Principal of Weston High School, joined the policy committee meeting. Ms. Ward, along with Superintendent Barbiero, gave an overview of the new policy required by the State. The policy seeks to ensure all students have access to advanced classes, regardless of recommendations. Ms. Ward stated this new policy is very similar to the structure and practice that is already in place at Weston High School and codifies what we have already been doing. Students are recommended for advanced courses based on a number of factors. If a student wishes to take a course, and they were not recommended they submit a waiver. Many factors are reviewed and a determination is made. Ms. Barbiero indicated we feel good about our practices and how they support this new policy.

V. Adjournment

Move that the Policy Committee adjourn the September 6, 2022 meeting. Carried with a motion by Ferraro, Sharon and a second by Gordon, Peter.

The meeting was adjourned at 9:51 AM

Sharon Ferraro: Yea, Peter Gordon: Yea, Bernie Kingsley: Yea, Melissa Walker: Yea

Yea: 3, Nay: 0

Chairperson

Superintendent