



Board of Education Regular Meeting
Monday, March 16, 2026
7:00 PM
Weston Middle School Library Learning Commons
135 School Road
Weston, CT 06883

- I. CALL TO ORDER, VERIFICATION OF QUORUM: Possible action
- 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, under God, indivisible with liberty and justice for all.
- III. STUDENT BOARD OF EDUCATION REPRESENTATIVE COMMENTS:
- IV. APPROVAL OF MINUTES: Discussion and possible action
 - Board of Education Meeting: February 2, 2026
 - Board of Education Special Meeting: February 23, 2026
 - Board of Education Special Meeting: March 2, 2026
- V. PUBLIC COMMENT
 - A. The Board welcomes the opportunity to hear from members of the public about matters concerning Weston Public Schools. Public comment is an important chance for the Board to receive input and feedback from our school community. We listen attentively to all comments shared.

While we value and pay close attention to public comment, it is our practice not to respond substantively, or sometimes at all, during public comment. There are several reasons for this:

First, engaging in a discussion on non-agenda items could violate the Board's obligations to comply with the Freedom of Information Act.

Second, the Board or the administration may not be prepared to discuss certain matters raised in the first instance by a public comment.

Third, the Board develops its meeting agenda carefully to ensure that the Board addresses matters that are pressing or relevant at the time of the meeting.

We encourage members of the public with specific questions, concerns, or complaints about our schools to reach out directly to Superintendent Forti. You may also email the Board at our email address, boardofeducation@westonps.org.

Additional details on Public Comment at board meetings can be found on our website: https://www.westonps.org/608477_3

Meeting Conduct: Bylaws of the Board #9325 -
<https://meetings.boardbook.org/Public/Book/2468?docTypeId=224318&file=a5f2950-f792-4ecc-bc14-37a3939de003>

VI. OLD BUSINESS

- A. SCHOOL FACILITIES/CAMPUS REVITALIZATION: Discussion, including follow-up with SLAM and Colliers Collaborative

VII. NEW BUSINESS

- A. Consent Agenda: Discussion and possible action
1. Staffing Update
 2. Gifts, Grants and Bequests (Recognition, Acceptance or Approval):
 - WIS PTO Donation, \$750: Book Bins
 - Donation to WPS, \$1,000: Telescope/guitar
 - WIS PTO Donation, \$1,200: Cameras for Student Use
 - WIS PTO Donation, \$1,500: Zen Den
 - WIS PTO Donation, \$1,600: Poster Printer
 - WIS PTO Donation, \$3,500: Robots/Dash Robot and Ball Launcher
 - HES PTO, Donation, \$4,000: Playground
 - WIS PTO Donation, \$18,000: Flexible Learning Space
- B. Finance and Operations: Discussion and possible action
1. February 2026 Financial Update: Discussion and Possible Action
 2. FY27 Proposed Operating and Capital Adjustments: Discussion and Possible Action
 3. FY26 Technology Lease Bid Results: Discussion and Possible Action
- C. Weston Board of Education Policies, Regulations, and Bylaws (first read): Discussion
1. Policy/regulation - no changes, add review date:
 - P - 5146 Pledge of Allegiance
 - R - 6010.1 Academic Honesty
 - R - 6111 School Calendar
 - R - 6140.1 Approval of Academic Programs
 - P - 6142.1 Family Life and Sex Education
 - P - 6142.2 Recognition of Religious Holidays
 - R - 6142.2 Recognition of Religious Holidays

- P - 6144 Controversial Issues
 - P - 6145 Extra Curricular Programs
 - P - 6145.5 Organizations Associations
 - P - 6146.1 Grading System
 - P - 6147 Curriculum Exemptions
 - P - 6151 Class Size
 - P - 6151.1 Minimum Class Size
 - P - 6154 Homework
 - P - 6161.2 Care of Instructional Materials
2. Policy/regulation - review, updates:
- P - 0210 Mission and Functions - Goals_Objectives for Student
 - P - 1000 Concepts, Goals, and Roles in Community Relations
 - P - 1210 School-Community Associations
 - R - 1230 Sexual Offenders
 - P - 1251 Loitering or Causing Disturbance
 - P - 1252 Possession of Deadly Weapons or Firearms
 - P - 1258 Non-Discrimination
 - R - 1258 Non-Discrimination (Complaint Procedure)
 - P - 1311.1 Political Activities of School Employees
 - R - 1411 Law Enforcement Agencies
 - P - 5000 Concepts and Roles in Student Policies
 - P - 5121 Examination/Grading/Rating
 - P - 6000 Concept and Roles in Instruction
 - P - 6010 Philosophical Guidelines
 - P - 6111 School Calendar
 - P - 6112 School Day

VIII. DISTRICT UPDATES

- A. Superintendent: Discussion
- B. Pupil Personnel Services and Special Education: Discussion

IX. COMMITTEE UPDATES (Refer to committee meeting minutes for details):

- A. Communications Committee
- B. Curriculum Committee
- C. Educational Optimization Committee (EOC)
- D. Finance & Operations Committee
- E. ~~Negotiations Committee~~ (committee not active at this time)
- F. Policy Committee
- G. Safety & Security Committee

X. MEMBER ORGANIZATION UPDATES:

- A. Connecticut Association of Boards of Education (CABE)
- B. Cooperative Educational Services (CES)
- C. Weston Education Foundation (WEF)

XI. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION

- (HOLD) Board of Education Special Meeting (with public comment), March 23, 2026, 7:00 PM, Weston Middle School, Library Learning Commons

- Board of Education Special Meeting, March 30, 2026, 7:00 PM, Location:
TBD
- A. Review of Pending Agenda Items for Next Meeting
- XII. ADJOURNMENT: Discussion and possible action



Board of Education Regular Meeting

Monday, February 2, 2026

7:00 PM

Zoom Webinar

Present: David Felton, Sharon Ferraro, Peter Gordon, Michael Guido, Deborah Low, Lisa Luft, Nicole Wallach. Present: 7.

- I. CALL TO ORDER, VERIFICATION OF QUORUM: Possible action
Additional Attendees:
Erica Forti, Superintendent of Schools; Tina Henckel, Assistant Superintendent; Phillip Cross, Chief Financial and Operations Officer; Tracy Edwards, Assistant Superintendent of Pupil Personnel Services; Juliane Givoni, Director of Human Resources; Meghan Conetta, Jason Bluestein, Jennifer D'Amico, Laura Kaddis: Building Principals; WHS Student BOE Representative: Jack Doyle

A quorum was met and the meeting was called to order at 7:02 PM
Moved that the February 2, 2026 Weston Board of Education is hereby called to order. Unseconded with a motion by Low, Deborah.

- II. PLEDGE OF ALLEGIANCE
I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.

- III. STUDENT BOARD OF EDUCATION REPRESENTATIVES: Discussion
Weston High School held a powerful Holocaust Remembrance Day assembly. It was a meaningful and educational experience that helped students better understand the Holocaust. The seniors completed the Portrait of a Graduate, marking a major milestone. Looking ahead, excitement is building for the Super Bowl pep rally. February also brings Black History Month, and will be highlighted by a school wide assembly.

- IV. APPROVAL OF MINUTES: Discussion and possible action

- January 20, 2026, Board of Education Meeting
- January 22, 2026, Board of Education Special Meeting (Public Forum #2)
- January 26, 2026, Board of Education Special Meeting (Budget Workshop)
- January 27, 2026, Board of Education Special Meeting (Budget Approval/Adoption)

V.

Moved that the minutes of the meetings were presented for review. With corrections noted, the minutes are approved as presented. Carried with a motion by Felton, David and a second by Luft, Lisa.

Peter Gordon: Abstain (Without Conflict), David Felton: Yea, Sharon Ferraro: Yea, Michael Guido: Yea, Deborah Low: Yea, Lisa Luft: Yea, Nicole Wallach: Yea

Yea: 6, Nay: 0, Abstain (Without Conflict): 1

VI. PUBLIC COMMENT

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We encourage members of the public with specific questions, concerns, or complaints about our schools to reach out directly to Superintendent Forti. You may also email the Board at our email address, boardofeducation@westonps.org.

Additional details on Public Comment at board meetings can be found on our website: https://www.westonps.org/608477_3

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Members of the public who spoke at public comment:
Kellie James - Bernhard Drive

VII. OLD BUSINESS

A. Weston Board of Education Policies, Regulations, and Bylaws (second read): Discussion and possible action

- P 1120 Board of Education Meetings Policy
- P 1220 Citizens' Advisory Committees
- P 1256 Prohibition Against Alcohol, Smoking, E-Cigarettes, and Vapor Products
- R 1321 Public Performances by Students
- P 5114 Student Discipline Policy

B.

Moved that the policies, regulations and/or bylaws were presented for review. With corrections noted, the documents were approved. Carried with a motion by Felton, David and a second by Luft, Lisa.

David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Deborah Low: Yea, Lisa Luft: Yea, Nicole Wallach: Yea

Yea: 7, Nay: 0

VIII. NEW BUSINESS

A. Consent Agenda: Discussion and possible action

Moved that the Weston Board of Education accept the consent agenda as presented. Carried with a motion by Felton, David and a second by Ferraro, Sharon.

David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Deborah Low: Yea, Lisa Luft: Yea, Nicole Wallach: Yea

Yea: 7, Nay: 0

1. Staffing Update

2. Gifts, Grants and Bequests (Recognition, Acceptance or Approval)

a. WHS PTO Donation: Speaker Harlan Cohen (\$5,000)

B. SCHOOL FACILITIES/CAMPUS REVITALIZATION PLANNING: GRADE CONFIGURATION: Discussion

The discussion focused on: what are the educational implications of various grade configuration models, and which configurations are the most educationally sound or appropriate? The areas of focus were District Values and Non-Negotiables, Key Educational Variables Considered, Academics, Personalization, Service Delivery, and Individualization, Culture, Climate, and Student Experience and Staffing.

IX. DISTRICT UPDATES

A. Superintendent: Discussion
No update

X. COMMITTEE UPDATES (Refer to committee meeting minutes for details): Discussion

A. Communications Committee

B. Curriculum Committee

C. Educational Optimization Committee (EOC)

D. Finance & Operations Committee

E. ~~Negotiations Committee~~ (committee not active at this time)

F. Policy Committee

G. Safety & Security Committee

XI. MEMBER ORGANIZATION UPDATES: Discussion

A. Connecticut Association of Boards of Education (CABE)

B. Cooperative Educational Services (CES)

C. Weston Education Foundation (WEF)

XII. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION

- Weston Board of Education Special Meeting (School facilities/Campus revitalization), February 23, 2026, 7:00 PM, Weston Middle School, Library Learning Common
- Weston Board of Education Meeting, March 16, 2026, 7:00 PM, Weston Middle School, Library Learning Common

XIII.

A. Review of Pending Agenda Items for Next Meeting

XIV. ADJOURNMENT: Discussion and possible action

The meeting adjourned at 8:36 PM

Moved that the February 2, 2026 Weston Board of Education meeting be adjourned. Carried with a motion by Felton, David and a second by Luft, Lisa.

David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Deborah Low: Yea, Lisa Luft: Yea, Nicole Wallach: Yea

Yea: 7, Nay: 0

Respectfully submitted by:
Jodi Sacchetta, Board Clerk



Weston Board of Education Special Meeting (School Facilities/Campus Revitalization)

Monday, February 23, 2026

7:00 PM

Zoom Webinar

Absent: Michael Guido, **Present:** David Felton, Sharon Ferraro, Peter Gordon, Deborah Low, Lisa Luft, Nicole Wallach. Present: 6, Absent: 1.
Present: Michael Guido. Present: 7.

- I. CALL TO ORDER, VERIFICATION OF QUORUM: Possible action
Additional Attendees:
Erica Forti, Superintendent of Schools; Tina Henckel, Assistant Superintendent; Phillip Cross, Chief Financial and Operations Officer; Tracy Edwards, Assistant Superintendent Pupil Personnel Services; Daniel DiVito, Director of Digital Learning and Technology; Meghan Ward, Jason Bluestein, Jennifer D'Amico, Laura Kaddis - Building Principals; James Hoagland, Kemp Morhardt, SLAM Collaborative.

The meeting was called to order at 7:03 PM

Michael Guido joined the meeting at 7:04 PM

Moved that the February 23, 2026 Weston Board of Education Special Meeting is hereby called to order. Unseconded with a motion by Low, Deborah.

- II. PLEDGE OF ALLEGIANCE: I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.

- III. SCHOOL FACILITIES AND CAMPUS REVITALIZATION: Discussion

- A. SLAM Collaborative presentation and BOE discussion
The primary purpose of the meeting was to receive and discuss SLAM's Phase 2 Feasibility Study comparing Renovate-to-New versus Build New options for Weston Middle School. Renovate-to-new and build-as-new designs were discussed,

along with how each design concept would be implemented. SLAM indicated that cost estimates incorporate:phased construction timeline, escalation factors, renovation versus new construction reimbursement rates, state eligibility factor adjustments.

IV. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION

A. Board of Education Special Meeting (School Facilities/Campus Revitalization) March 2, 2026, 7:00 PM, Via Zoom

B. Board of Education Meeting, March 16, 2026, 7:00PM, Weston Middle School Library Learning Common

C. Review of Pending Agenda Items for Next Meeting

V. ADJOURNMENT: Possible action

The meeting adjourned at 8:56 PM.

Moved that the February 23, 2026 Weston Board of Education Special Meeting be adjourned. Carried with a motion by Ferraro, Sharon and a second by Wallach, Nicole.

David Felton: Yea, Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea, Deborah Low: Yea, Lisa Luft: Yea, Nicole Wallach: Yea

Yea: 7, Nay: 0

Respectfully submitted by:
Jodi Sacchetta, Board Clerk



Weston Board of Education Special Meeting (School Facilities Campus Revitalization)

Monday, March 2, 2026

7:00 PM

Zoom Webinar

Present: David Felton, Sharon Ferraro, Peter Gordon, Michael Guido, Deborah Low, Lisa Luft, Nicole Wallach. **Present:** 7. **Absent:** David Felton. **Present:** 6, **Absent:** 1.

- I. CALL TO ORDER, VERIFICATION OF QUORUM: Possible action
Additional Attendees:
Erica Forti, Superintendent of Schools; Tina Henckel, Assistant Superintendent; Phillip Cross, Chief Financial and Operations Officer; Tracy Edwards, Assistant Superintendent Pupil Personnel Services; Daniel DiVito, Director of Digital Learning and Technology; Michael DelMastro, Director of Facilities; James Hoagland, Kemp Morhardt, SLAM Collaborative.

The meeting was called to order at 7:02 PM
David Felton left the meeting at 7:44 PM.

Moved that the March 2, 2026 Weston Board of Education Special Meeting is hereby called to order. Unseconded with a motion by Low, Deborah.

- II. PLEDGE OF ALLEGIANCE: I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.
- III. SCHOOL FACILITIES AND CAMPUS REVITALIZATION: BOE member general discussion including questions, perspectives, consensus building with focus on SLAM Phase 2 report, next steps, strategies to address affordability
SLAM representatives Jim Hoagland and Kemp Morhardt responded to questions from the Board regarding cost estimates and design considerations; Project Cost Increase, Demolition and Abatement Costs, Potential Grade Configuration Change (5-8 Middle School), State Reimbursement Eligibility, Renovation vs. New

Construction. The Board discussed their preferred project direction along with additional strategic considerations are cost reduction strategies and state reimbursement advocacy. A discussion was had about a three-school configuration. SLAM reviewed the project schedule and explained the timeline along with grant application considerations.

IV. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION

A. Board of Education Meeting, March 16, 2026, 7:00PM, Weston Middle School Library Learning Common

B. Review of Pending Agenda Items for Next Meeting

V. ADJOURNMENT: Possible action

The meeting adjourned at 8:26 PM

Moved that the March 2, 2026 Weston Board of Education Special Meeting be adjourned. Carried with a motion by Ferraro, Sharon and a second by Luft, Lisa.

Sharon Ferraro: Yea, Peter Gordon: Yea, Michael Guido: Yea,

Deborah Low: Yea, Lisa Luft: Yea, Nicole Wallach: Yea

Yea: 6, Nay: 0

Respectfully submitted by:
Jodi Sacchetta, Board Clerk



Weston

PUBLIC SCHOOLS

MIDDLE SCHOOL STUDY Looking to the future

March 16, 2026



Project
Leaders

A Division of Colliers Engineering & Design



To be granted renovation status you need to confirm:

Phase 1

- The building is structurally sound
 - *“Yes” - Confirmed by SLAM in Phase 1 of the study*

Phase 2

- A renovation will result in a “Like New” building that can be certified by the architect to last a minimum of 20 years.
- Renovation as new Must Be less expensive than building new

Opinion of Probable Costs **Updates:**

Town of Weston - Opinion of Probable Costs (OPC) - Middle School Facility Plan 2/23/26

Summary - Middle School Facility Plan		Building Area (GSF)	Range Total Project Cost		Range Cost to Weston		Range Cost to State	
			Low	High	Low	High	Low	High
1	Renovate To New for Weston MS for 554 students	122,630	\$ 134,518,000	\$ 141,416,000	\$ 118,825,000	\$ 124,494,000	\$ 15,693,000	\$ 16,922,000
2	New Construction for Weston MS for 554 students	122,630	\$ 136,069,000	\$ 143,047,000	\$ 127,961,000	\$ 134,237,000	\$ 8,108,000	\$ 8,810,000

Town of Weston - Opinion of Probable Costs (OPC) - Middle School Facility Plan 3/16/26

Summary - Middle School Facility Plan		Building Area (GSF)	Range Total Project Cost		Range Cost to Weston		Range Cost to State	
			Low	High	Low	High	Low	High
1	Renovate To New for Weston MS for 554 students	121,151	\$ 121,703,000	\$ 127,945,000	\$ 101,287,000	\$ 106,483,000	\$ 20,416,000	\$ 21,462,000
2	New Construction for Weston MS for 554 students	122,630	\$ 121,347,000	\$ 127,569,000	\$ 109,748,000	\$ 115,376,000	\$ 11,599,000	\$ 12,193,000

Opinion of Probable Costs Updates:

Renovation/ Addition:

- Used the 121,151 GSF value for building area rather than 122,630 GSF.
- Reconciled the new construction component for Trade Costs.
- Reduced Design/Estimating contingency. SLAM maintained 2% due to uncertainty of final design.

New:

- Reconciled the new construction component for Trade Costs.
- Eliminated the Design/Estimating contingency, with agreement it's captured in the Trade Costs.
- Reconciled escalation in response to the schedule for design start in December 2026, rather than June 2026.
- Decreased the General Conditions duration by 2 months.

Both:

- Removed the \$3.5M Sustainable initiatives budget line item.
- Reconciled Owner Soft Costs percentage and Owner Project Contingency.
- Reconciled Other Ineligible Costs.

Opinion of Probable Costs **Updates:**

Town of Weston - Opinion of Probable Costs (OPC) - Middle School Facility Plan

Summary - Middle School Facility Plan		Building Area (GSF)	Range Total Project Cost		Range Cost to Weston		Range Cost to State	
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Notes:

- 1 The range presented above reflects +/- 2.5% from the estimated costs.
- 2 OPC figures above are rounded to the nearest \$100,000.
- 3 OPC includes escalation to the mid-point of construction for the respective project phases 4.5% for 2026, 3.5% for subsequent years; refer to the schedule.
- 4 **Not Used**
- 5 **OPC includes a 3% construction contingency.**
- 6 **OPC includes Owner soft costs budget that includes an Owner contingency.**
- 7 **OPC anticipates Other Ineligible costs: 5% for New Construction and 7% for Renovation.**
- 8 **Eligibility factor for the Renovation project is 0.8147 and for the New project is 0.8049**
- 9 **2026 Weston New Construction reimbursement rate: 12.5% (10.06% when applying eligibility factor)**
- 10 **2026 Weston General Construction (Renovation) reimbursement rate: 22.14% (18.04% when applying eligibility factor)**
- 11 Cost to Weston and Cost to State figures are estimated and not guaranteed.

Considerations - Renovate or Build New?

NEW CONSTRUCTION:

Considerations:

- New building is tailored to 21st century learning
- Eliminates construction impacts to students and staff
- New construction is faster
- New building envelope will be more energy efficient
- Team teaching approach can be optimized
- Building can be design for future additions and growth

RENOVATION:

Considerations:

- Existing building layout may have limitations
- Impact to students learning in a building under construction
- Phased construction takes longer
- Existing building envelope is not as energy efficient
- Ceiling heights limit interior mechanical system installation to roof.
- Mechanical systems on roofs limit area for PV installation
- Eliminates unknowns of renovating an existing building



What is the cost of adding 5th grade to the Middle School?

Adds 142 students to create 5-8 middle school for 696 students

Requires an estimated 12,000s.f. to 15,000s.f. of additional area

Estimated cost 12 to 15 Million

Estimated Net cost to district of 9 to 12 Million

**** An updated Ed Spec is required to evaluate further***

Can WIS be Renovated to house grades PK-4?

PK-4 school = 879 students projected 2034-2035

SP&A 2018 study – WIS PK-4 concept – Scenario 2 Option B

Requires classroom addition

Concept displaces play areas and parking

Elementary school would be too large for effective teaching

Deemed Not Viable

Tecton 2022 study – WIS PK-4 concept – Option #5 reconsidered

Requires classroom addition

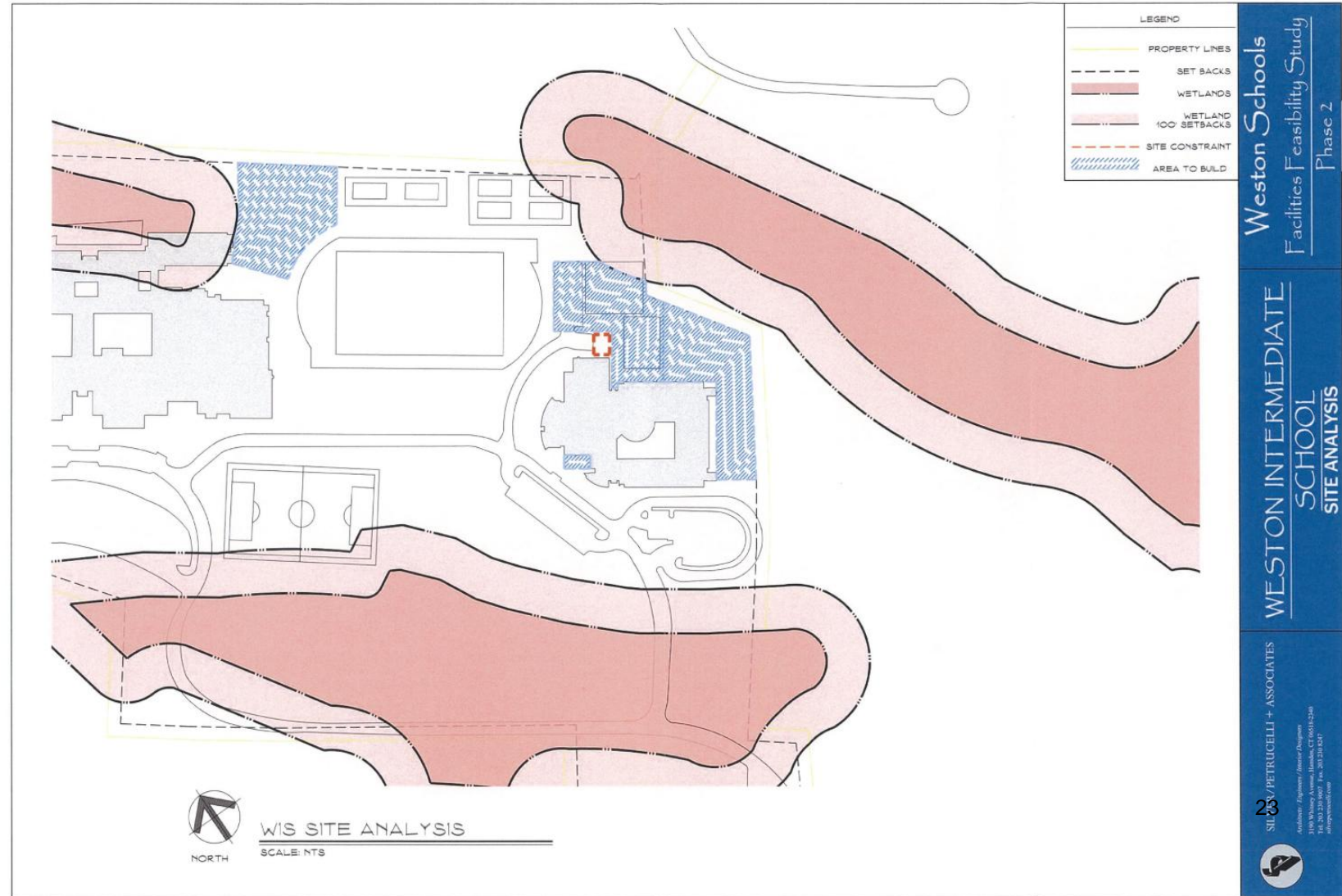
Concept displaces play areas and parking

Building addition and additional parking constrained by wetlands

Not Recommended for Final Consideration

Can WIS be Renovated for grades PK-4?

Area Shaded in blue insufficient for classroom addition, parking and play areas



Can WIS be Renovated for grades PK-4?

Deeper dive came to the same conclusion as the 2018 SP&A evaluation

“Test Fit” for PK-4 ~ WIS

1 One story addition accommodates PK & K (2PK and 8 K, 10 Total) 18,575 gsf

2 New multi-purpose space addition to scheduling of “specials” 2,340 gsf

3 Modest addition to cafeteria to accommodate improved circulation and expanded seating area. 575 gsf

4 Encroachment on existing established buffer, impact TBD

5 Insufficient area for age-appropriate play

6 Additional parking capacity required; space constrained by existing wetlands

(Updated 5.18.2022)

Tecton ARCHITECTS

Next Steps

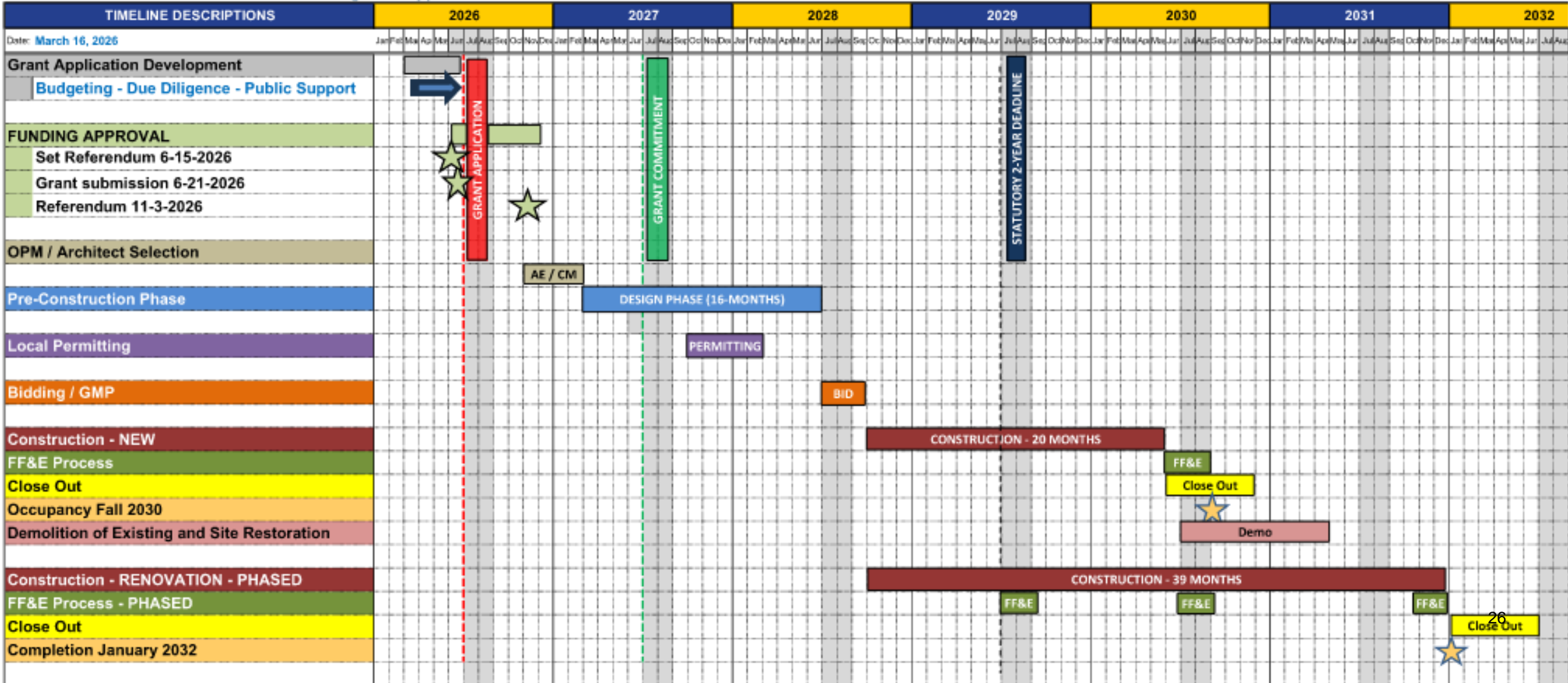
Determine Schedule 2026 or 2027 Grant Application

- **Timing for funding approval?**

SCHEDULE – JUNE 2026 Grant – November 2026 Referendum

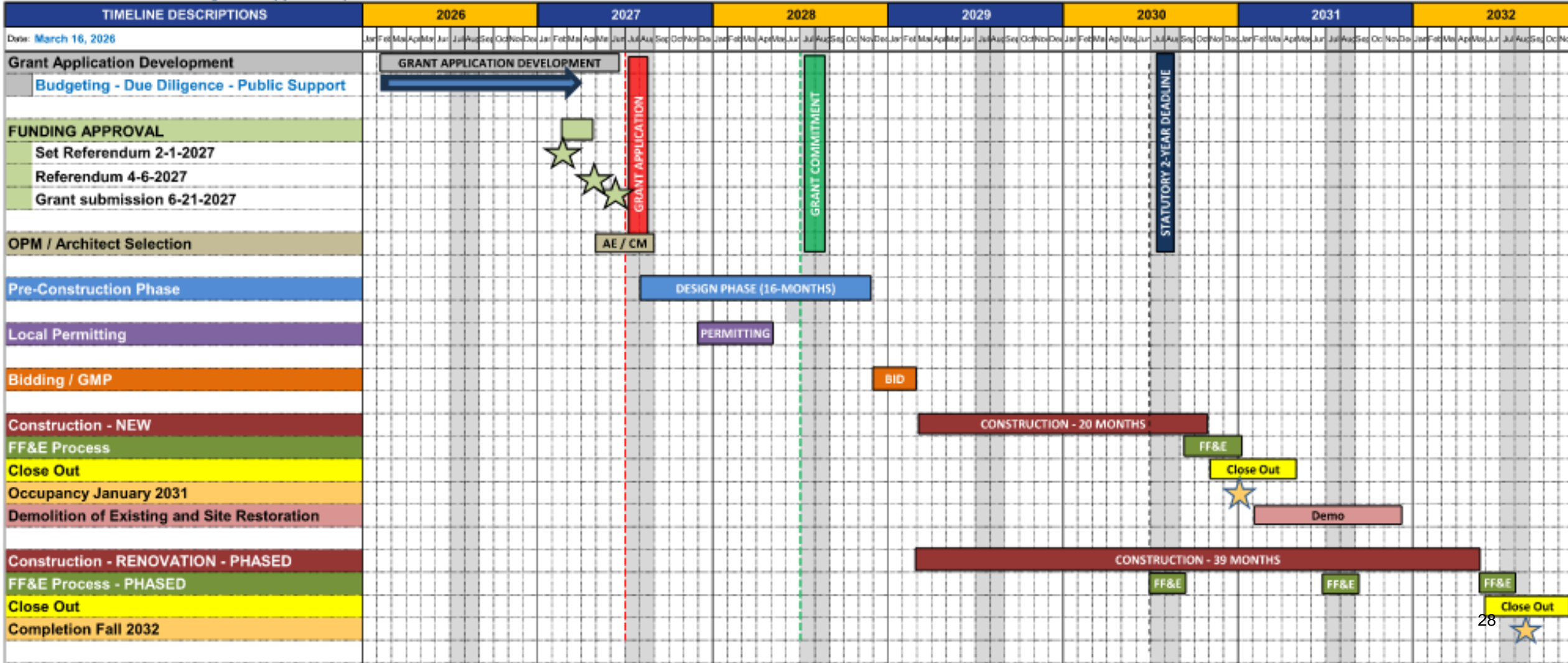
Town of Weston - SCHEDULE OPTION #1

Middle School Town June 2026 Grant - Funding Final Approval November 2026



SCHEDULE – JUNE 2027 Grant – April 2027 Referendum

Town of Weston
Middle School Town Funding Final Approval April 2027 JUNE 2027 Grant



Next Steps

Grant Application – required for submission

- **Town to pass three required resolutions**
 - 1. Create building committee**
 - 2. Authorize BOE to submit the Grant**
 - 3. Authorize development of schematic design**
- **BOE to approve final Educational Specifications**
- **Set Referendum / Funding Approval (Nov 2026 or Spring 2027 depending on schedule)**
- **Complete Phase 1 ESA (Environmental Site Assessment)**
- **Create final project budget and documents for submission**

DISCUSSION / QUESTIONS

WESTON MIDDLE SCHOOL



A Division of Colliers Engineering & Design





INTEROFFICE MEMORANDUM

To: Erica Forti

From: Juliane Givoni - Director of Human Resources

Subject: Staffing Update – March 2026

Date: March 13, 2026

NEW HIRES:

- Seth Schachter (1.0) WHS Paraeducator - Effective February 26, 2026
- Romy Weinberg (1.0) WHS Building Substitute - Effective February 23, 2026
- Latriece Williams (1.0) HES Paraeducator - Effective February 23, 2026

RESIGNATIONS:

- Hannah Brooks (1.0) WIS/WMS Strigs Teacher - Effective June 25, 2026
- Lisa Carusillo (1.0) WMS Social Worker - Effective June 30, 2026
- Christopher Strange (1.0) WHS Paraeducator - Effective February 28, 2026
- Nicole Weissauer (1.0) WIS PE/Health Teacher - Effective June 30, 2026

CHANGE OF ASSIGNMENT:

- John Gustafson – WMS Leave Coverage SPED Teacher - Effective March 10, 2026

Board of Education purchasing procedures, including bidding, when required, should be used for all acquisitions.



Gifts, Grants and Bequests Approval Form

Gifts Valued Under \$1,000:

1. Minor gifts valued under \$1,000 require approval by the Superintendent or building principal before being accepted however, do not require formal action by the Board of Education. 2. **The Superintendent should be informed of all gifts.**

3. Minor gifts that require approval of the Superintendent.

- have an impact on the curriculum,
- introduce new programs or procedures,
- produce inequity among the schools or add equipment that would incur further costs to the school system

School/Building: HES **WIS** WMS WHS CO

Name of Donor: WIS PTO

Value of gift(s) being donated): \$ Up to 750

Description (enter description or see attached, and include back up):

Book Bins

This request is for the purchase of book bins to support third grade classroom organization and shared use of ARC reading materials. The bins will allow teachers to store, sort, and repurpose ARC books in a more structured and accessible way, making it easier for students and teachers to locate appropriate texts. Improved organization will also support more effective sharing of materials across the third grade classrooms, helping teachers coordinate instruction and maximize the use of existing resources. By creating clearly organized book collections, the bins will help streamline classroom management and support literacy instruction.

https://www.amazon.com/hz/wishlist/ls/PVL9UZ25N088?ref_=wl_share

See attached for details - (26 small, 12 large)

Signature/Approval (if necessary):

Principal Signature

Superintendent Signature

Date: 3/7/26

Date: ____/____/____

Board of Education Approval

Not required

Deliver to Jennifer Bethel 06801

All

Search Amazon

Hello, Jennifer Account & Lists Returns & Orders

11

All Rufus Same-Day Delivery Amazon Haul Medical Care



Your Lists Gift Finder Baby Registry Birthday Gift List Wedding Registry Amazon Gift Cards Custom Gift List Lists Help

Your Lists Your Friends

List help

Customer Public Name

Remember

3rd Grade 2026 New Bins Request

Looking for someone's gift list or registry?

Amazon Registry & Gifting

3rd Grade 2026 New Bins Request



Search this list

Show: Unpurchased

Sort by: Most recently added

Storex Small Cubby Bins - Plastic Storage Containers for Classroom, 12.2 x 7.8 x 5.1 inches, Translucent, 5-Pack (62461A05C)

by Storex (Office Product)

221

\$17.33

FREE One-Day

Size : 12.2 x 7.8 x 5.1 Inches Color : Translucent Style : Bin Only

Needs 26 · Has: 0

Item added February 12, 2026

Add to Cart

Buying this gift elsewhere?

Storex Large Book Bin - Interlocking Plastic Organizer for Home, Office, and Work Space - Black, 6-Pack (70109E06C)

by Storex (Tools & Home Improvement)

1,695

\$22.65

FREE One-Day

Size : 6-Pack Color : Black

Needs 12 · Has: 0

Item added February 5, 2026

Add to Cart

Buying this gift elsewhere?

End of list



FIND A GIFT



Buy it again View All & Manage

Page 1 of 8





Gifts, Grants and Bequests Approval Form

Gifts Valued \$1,000 to \$3,000:

All gifts valued from \$1,000 to \$3,000 require approval by the Superintendent and formal acceptance by the Board of Education.

School/Building: HES WIS WMS WHS CO

Name of Donor: Jack Davidoff

Value of gift(s) being donated): \$ 1,000

Description (enter description or see attached, and include back up):

Celestron NexStar telescope and practice guitar.

Signature/Approval:

X

Principal Signature

X

Superintendent Signature

Date: ____/____/____

Date: __02__/_06__/_2026__

Board of Education Acceptance

Approval by the Superintendent and then formal acceptance by the Board of Education.

Yes (Date of Board of Education Acceptance: ____/____/____)

No





Gifts, Grants and Bequests Approval Form

Gifts Valued \$1,000 to \$3,000:

All gifts valued from \$1,000 to \$3,000 require approval by the Superintendent and formal acceptance by the Board of Education.

School/Building: HES WIS WMS WHS CO

Name of Donor: PTO

Value of gift(s) being donated): \$ Up to 1200

Description (enter description or see attached, and include back up):

Cameras for use by students (e.g. for yearbook photos)

The Canon EOS R100 4K Video Mirrorless Camera with RF-S18-45mm lens is recommended because it is lightweight, durable, and easy to use in a school environment. The camera supports wireless photo uploading, allowing images to be quickly shared and organized for school publications. Providing these cameras will help increase student participation in photographing school events, classroom activities, and daily school life for the WIS yearbook, giving students a more active role in documenting their school community. Purchasing two cameras will allow multiple students to participate while ensuring reliable access for yearbook coverage throughout the year.

[Canon EOS R100 4K Video Mirrorless Camera with RF S18 45mm f/4.5 6.3 IS STM Lens Black 6052C012 - Best Buy](#)

Please see attached for comprehensive list of requested equipment

Signature/Approval:

X *Ferriteres / D'Amico*

Principal Signature

X *[Handwritten Signature]*

Superintendent Signature

Date: 3/7/26

Date: ___/___/___

Board of Education Approval

Not required

Yes (If yes, date of Board of Education Approval: ___/___/___)

No

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Best Buy > [Cameras, Camcorders & Drones](#) > [Digital Cameras](#) > [Mirrorless Cameras](#)



Canon

Trending Deal In Mirrorless Cameras

Canon - EOS R100 4K Video Mirrorless Camera with RF-S18-45mm f/4.5-6.3 IS STM Lens - Black

Model: 6052C012 SKU: 6546137

4.8 (654 reviews)

Deal ends tomorrow

\$549.99

Save \$130
Comp. Value: \$679.99

\$45.84/mo.

or suggested payments with 12-Month Financing

Show me how



Trade in and save

Product Set: **Body + RF-S18-45mm Lens**

- Body + Double Lens Kit
- Body + Double Zoom Lens Kit
- Body + RF-S18-45mm Lens**

Specifications

Image Sensor Size APS-C (22.2 x 14.8 mm)

Effective Pixels 24.1 megapixels

Standardized Video Resolution 4K (2160p)

See All Specifications

Availability



Pickup

Ready within 1 hour



Shipping

Get it Tomorrow

Pickup at **Roseville**

37

Features >



Gifts, Grants and Bequests Approval Form

COMPLETE ONLINE FORM. PRINT, SIGN AND FORWARD TO THE SUPERINTENDENT'S OFFICE.

Gift Value:

Gifts Valued Under \$1,000: Minor gifts valued under \$1,000 require approval by the Superintendent or building principal before being accepted however, do not require formal action by the Board of Education. Minor gifts that require approval of the Superintendent.

- have an impact on the curriculum,
- introduce new programs or procedures,
- produce inequity among the schools or add equipment that would incur further costs to the school system

Gifts Valued \$1,000 to \$3,000: All gifts valued from \$1,000 to \$3,000 require approval by the Superintendent and formal acceptance by the Board of Education.

Gifts Valued Over \$3,000: All gifts valued at over \$3,000 must be approved by the Board of Education before being accepted.

School/Building: HES WIS WMS WHS CO

Name of Donor: WIS PTO

Value of gift(s) being donated): \$ up to 1,500

Description:

Purchase of equipment and materials to create a 'Zen Den' area in the WIS LRC. This idea has been developed by the WIS PTO SPED liaison, in concert with WIS LRC and OT staff. The area will be available for use by all students during LRC visitation times. It will provide a quiet, cozy space for reading, and help students with self-regulation. The items to be purchased are shown on the attached spreadsheet, and include a tent, different flexible seating options, and tactile boards.

X *Jennifer J D'Amico*
Principal Signature

X *[Handwritten Signature]*
Superintendent Signature

Date: 3/9/2026

Date:

Board of Education Approval

- Not required
- Yes (If yes, date of Board of Education Approval:
- No

Zen zone tent	https://www.demco.com/demco-reg-zen-zone-tent	\$329.00
Squeeze seat	https://funandfunction.com/products/sensasofttm-	\$339.99
Sequins panel	https://www.wayfair.com/baby-kids/pdp/isabelle-m	\$99.99
Tactile board	https://www.wayfair.com/decor-pillows/pdp/ophelia	\$169.99
Floor Seats	https://www.lakeshorelearning.com/products/class	\$89.99
Lounger	https://funandfunction.com/products/jaxx-lounger-	\$159.00
Lighting	https://www.amazon.com/Shine-Decor-Cuttable-F	\$56.99

Images:



1		\$329.00
1		\$339.99
1		\$99.99
1		\$169.99
2		\$179.98
1		\$159.00
1		\$56.99
		\$1,334.94





Gifts, Grants and Bequests Approval Form

Gifts Valued \$1,000 to \$3,000:

All gifts valued from \$1,000 to \$3,000 require approval by the Superintendent and formal acceptance by the Board of Education.

School/Building: HES **WIS** WMS WHS CO

Name of Donor: PTO

Value of gift(s) being donated): \$ Up to 1600

Description (enter description or see attached, and include back up):

Poster printer -

The HP DesignJet T630 Large Format 24" Plotter Printer is recommended to support the high demand for large-format printing across the school. The current poster printer requires repair and receives heavy use from staff members for instructional materials and school communications. A reliable poster printer allows educators to create visual learning supports, anchor charts, classroom displays, project visuals, and signage for school events, all of which enhance student engagement and understanding. The DesignJet T630 is designed for fast, precise large-format printing and includes features such as an auto sheet feeder and media bin that support efficient use in a busy school environment. Having a dependable poster printer will ensure staff can continue producing high-quality materials that support teaching and learning.

[HP DesignJet T630 Large Format 24" Plotter Printer – Fast, Precise CAD & Poster Printer with Auto Sheet Feeder, Media Bin & Stand](#)

Please see attached for comprehensive list of requested equipment

Signature/Approval:

X *Ferris J. D'Amico*

Principal Signature

X *[Handwritten Signature]*

Superintendent Signature

Date: 3/7/26

Date: ___/___/___

Board of Education Approval

Not required

Yes (If yes, date of Board of Education Approval: ___/___/___)

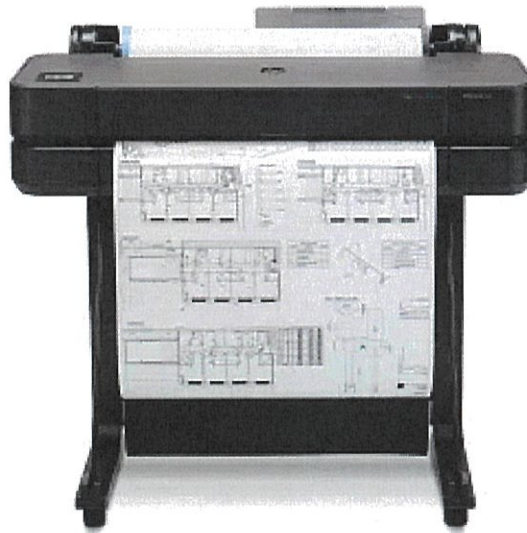
No

Save up to 71%
on select tech deals.

SHOP



HP DesignJet T630 Large Format 24" Plotter Printer – Fast, Precise CAD & Poster Printer with Auto Sheet Feeder, Media Bin & Stand





Buy more, **Save more!**

Get extra 5% off a select PC when you buy it with select monitors or accessories.

SHOP

ENERGY STAR | BUSINESS

Save \$300 instantly

MSRP ~~\$1,739.00~~

\$1,439.00

17% OFF YOU SAVE \$300.00

ADD TO CART

Estimated arrival date: Thu, Mar 12 - Tue, Mar 17

LIMITED STOCK Ships on Mar. 09, 26

Other offers available with the product:

[FREE Storewide Shipping](#) [Weekly Deals](#)

Add to compare Product # 5HB09D#B1K

FUNCTIONS Print

30 sec/page on D, 76 D prints per hour Dye-based (C, M, Y); pigment-based (K) Sheet feed, roll feed, automatic sheet feeder, media bin, automatic horizontal cutter Compliant with Class B requirements, including: USA (FCC rules) Dynamic security enabled printer

[See all Specs](#)

Can't find what you are looking for?

[SEE SIMILAR PRODUCTS](#)

3% back in HP Rewards

Gifts Valued Over \$3,000:

All gifts valued at over \$3,000 must be approved by the Board of Education before being accepted.

School/Building: HES **WIS** WMS WHS CO

Name of Donor: WIS PTO

Value of gift(s) being donated): Up to \$ 3500

Description (enter description or see attached, and include back up):

Robots- Dash Robot and Ball Launcher

<https://www.schoolspecialty.com/wonder-workshop-dash-robot-2002944>

<https://www.schoolspecialty.com/wonder-workshop-ball-launcher-2002950>

Incorporating the Wonder Workshop Dash Robot and Ball Launcher into the STEM curriculum will provide students with hands-on opportunities to explore coding, robotics, and engineering concepts in an engaging way. The Dash robot is a programmable educational robot that allows students to learn coding concepts such as sequencing, loops, and problem-solving through interactive apps and real-world challenges. The Ball Launcher accessory expands these activities by enabling students to experiment with simple machines, force, and projectile motion while programming the robot to aim and launch objects at targets. Together, these tools will enhance technology integration within the science curriculum, provide engaging activities for the school's innovation lab, and create a strong foundation for launching a student robotics club focused on teamwork, design, and computational thinking.

Please see attached for comprehensive list of requested items

Signature/Approval:



Principal Signature



Superintendent Signature

Date: 3/6/26

Date: ____/____/____

Board of Education Approval

Not required

Yes (If yes, date of Board of Education Approval: ____/____/____)

No

Shop All: [Wonder Workshop](#)

Wonder Workshop Ball Launcher



(0) | [Write a review](#)



[+ 2 more](#)

[Click to Zoom](#)



Item #: 2002950

\$35.02

* No Other Discounts Apply

Free Shipping Eligible. [Details](#)

Ships from Manufacturer Typically Within 2-4 Weeks - Lead Times Vary

Get your kids ready to take on the future with an early start on robotics and coding.

Qty:

[Add to Cart](#)

About This Item

Description

This fun accessory transforms your Dash robot into a projectile-launching machine. Because it's powered by Dash robot, kids can learn how simple machines like a lever works and they will also learn about trajectories. Launcher for Dash robot comes with three projectiles and six stacking targets that can attach to LEGO-compatible bricks (not included) to build intricate targets. You can also set up a hoop or use a cup and let Dash robot shoot baskets from a distance.

Features

- Use with free mobile apps for Apple, Android or



[Show More](#)

Specifications

Maximum Age: 12 years

UPC: 857793005404

Allergens: Contains No Allergens

Grade Level:
Elementary-Middle School

Selling Unit of Measure: Each

Brand Name: Wonder

Shop All: [Wonder Workshop](#)

Wonder Workshop Dash Robot

★★★★★ (0) | [Write a review](#)



[+ 1 more](#)

[Click to Zoom](#)



Item #: 2002944

\$189.99

* No Other Discounts Apply

 **Free Shipping Eligible. [Details](#)**

Ships from Manufacturer Typically Within 2-4 Weeks - Lead Times Vary

Get your kids ready to take on the future with an early STEM start on robotics and coding.

Qty:

[Add to Cart](#)

About This Item

Description

Winner of multiple awards, Dash is beloved by kids and teachers across North America and around the world. Using one of Wonder Workshop's 5 free apps, like Blockly or Wonder, kids ages 6-11 can program Dash to move, sing, dance, flash its lights, respond to voices, make sounds, and even tell a story. Dash does not contain a camera.

Now with exciting hardware upgrades, the new Dash contains more working memory than ever before and an 18% longer battery life. It also includes a 1-adult/2-kid license to Class Connect Home Edition for 12 months.



[Show More](#)

Specifications

Maximum Age: 12 years

UPC: 857793005008

Allergens: Contains No Allergens

Grade Level: Elementary-Middle School

Selling Unit of Measure: Each

Brand Name: Wonder

Wonder Workshop Dash Robot

REVIEWS



Review this Product



Be the first to review this product



Gifts, Grants and Bequests Approval Form

Gifts Valued Over \$3,000

All gifts valued at over \$3,000 must be approved by the Board of Education before being accepted.

School/Building: **HES** WIS WMS WHS CO Name of Donor: HES PTO

Value of gift(s) being donated): \$ 4,000.00

Description (enter description or see attached, and include back up): To replace a broken piece of equipment on the SH playground. Replacing the broken pieces will enhance the play experience for all Hurlbutt children and community children who use this playground.

Signature/Approval:

X *Laura Kaddis*

Principal Signature

X *[Handwritten Signature]*

Superintendent Signature

Date: 3 / 12 / 2026 Date: / / Board of Education

Approval

Yes (If yes, date of Board of Education Approval: / /)

Not Approved

Gifts, Grants and Bequests Approval Form

Gifts Valued Over \$3,000:
All gifts valued at over \$3,000 must be approved by the Board of Education before being accepted.

School/Building: HES WIS WMS WHS CO

Name of Donor: WIS PTO

Value of gift(s) being donated): Up to \$ 18,000

Description (enter description or see attached, and include back up):

Flexible Learning Space

The flexible learning space is intended to be used by all students for various learning opportunities. Flexible learning spaces empower students by giving them choice, movement, and multiple ways to engage with learning. According to VS America's educational design philosophy, agile and ergonomic classroom furniture allows teachers and students to easily reconfigure the room for collaboration, small-group work, or independent learning, supporting more active and student-centered instruction. Flexible environments also encourage movement and interaction, which can increase student engagement and help foster social connections and academic dialogue among peers. Research shows that elementary students in classrooms with flexible furniture report higher satisfaction with their learning environment and greater autonomy in how they learn. By adapting to different learning styles and activities, flexible learning spaces help create dynamic classrooms that support curiosity, collaboration, and deeper learning.

Please see attached for comprehensive list of requested items

Signature/Approval:



Principal Signature



Superintendent Signature

Date: 3/6/26

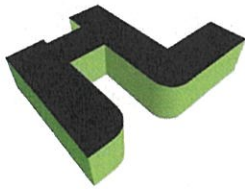
Date: ___/___/___

Board of Education Approval

Not required

Yes (If yes, date of Board of Education Approval: ___/___/___)

No



Robert H. Lord Company

Manchester, CT 06042
220 Chapel Road

Phone # (860) 645-8700
Fax # (860) 645-9100

www.rhlco.com

QUOTE

Date	Quote ID
2/25/2026	36413

Bill To	CW1500
Weston Intermediate School Attn: Accounts Payable 95 School Road Weston, CT 06883	

Ship To	36413
Weston Intermediate School Attn: Jennifer D'Amico 95 School Road Weston, CT 06883 #203.291.2700	

Estimator	Cust P.O.	Terms	Sales Rep	Project Manager	Job Code
L. Bianchi		Net 30 from In...	LB	J Graceffa	16 - CT #16PSX0...

Ref	Description	Qty	Cost	Total
Thumbprint	V/S - #01441 - Thumbprint - Concave - Blue Dot, Adjustable Height, Andes Grey, WITH wheelbarrow legs (2 casters, 2 glides) 38"W x 15" D x 29" H Unit List Price: \$488.00 CT State Discount: 14%	6	419.68	2,518.08
Thumbprint	V/S - #01441 - Thumbprint - Convex - Blue Dot, Adjustable Height, Andes Grey, WITH wheelbarrow legs (2 casters, 2 glides) 38"W x 15" D x 29" H Unit List Price: \$488.00 CT State Discount: 14%	6	419.68	2,518.08
Rondolift	V/S - #22235 - Rondolift, writeable 31.5" DIA - height adjustable, mobile Unit List Price: \$1628.00 CT State Discount: 14%	1	1,400.08	1,400.08
Pantoswing Lupo	V/S - #31400 - Pantoswing Lupo (4) Blue Dot, 2k - dark red, arctic (4) Blue Dot, 2k - dark blue, arctic (4) Blue Dot, 2k - light blue, arctic (4) Blue Dot, 2k - light green, arctic (4) Blue Dot, 2k - turquoise, arctic (4) Blue Dot, 2k - broom yellow, arctic Unit List Price: \$158.00 CT State Discount: 14%	24	135.88	3,261.12
Drum	V/S - #01486 - Gugl Drum - white with removable cover 25"DIA x 15.5"H Unit List Price: \$686.00 CT State Discount: 14%	1	589.96	589.96

Due to current market volatility of raw materials and freight costs, pricing is valid for 30 days from date of quote. A revised quote will be provided after 30 days.

ACCEPTED BY: _____ DATE: _____

CUSTOMER PO: _____

Subtotal	
Sales Tax (0.0%)	
Total	51



Robert H. Lord Company

Manchester, CT 06042
220 Chapel Road

Phone # (860) 645-8700
Fax # (860) 645-9100

www.rhlco.com

QUOTE

Date	Quote ID
2/25/2026	36413

Bill To	CW1500
Weston Intermediate School Attn: Accounts Payable 95 School Road Weston, CT 06883	

Ship To	36413
Weston Intermediate School Attn: Jennifer D'Amico 95 School Road Weston, CT 06883 #203.291.2700	

Estimator	Cust P.O.	Terms	Sales Rep	Project Manager	Job Code
L. Bianchi		Net 30 from In...	LB	J Graceffa	16 - CT #16PSX0...

Ref	Description	Qty	Cost	Total
Landscape	V/S - #09329 - Shift Landscape Seat Module - Blue dot, green stamskin, 42.5"W x 20.5"D x 18"H Unit List Price: \$1226.00 CT State Discount: 14%	2	1,054.36	2,108.72
Landscape	V/S - #09329 - Shift Landscape Seat Module - Red dot, dark blue stamskin 42.5"W x 20.5"D x 15"H Unit List Price: \$1080.00 CT State Discount: 14%	2	928.80	1,857.60
FusionFlip	V/S - #01451 - FusionFlip Group Table, Folding Top with casters. White writeable top 55"W x 30.5"D (2) Red Dot, Writeable (2) Blue Dot, Writeable Unit List Price: \$1066.00 CT State Discount: 14% All Delivery & Installation Costs Included Pricing per CT State Contract	4	916.76	3,667.04

Due to current market volatility of raw materials and freight costs, pricing is valid for 30 days from date of quote. A revised quote will be provided after 30 days.

Subtotal	\$17,920.68
Sales Tax (0.0%)	\$0.00
Total	\$17,920.68

ACCEPTED BY: _____ DATE: _____

CUSTOMER PO: _____

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 3/16/26

Information Only

Action Requested

Agenda Item Subject: Approval of the February 2026 Financial Report

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Following is the eight FY26 (February 2026) Financial Report Including Internal Services Fund (for Dental). We are recommending approval of the report.



March 13, 2026

TO: BOE Finance & Operations Committee

FROM: Phillip Cross, Chief Financial & Operations Officer

SUBJECT: February Financial Report for FY 25-26

Financial Summary

Below is the financial summary for the period ending February 28, 2026 with trends and highlights.

FY 2025-26 CATEGORY SUMMARY								
Object Series	Adjusted Budget	YTD Actuals	Encumbrance	Anticipated	Total Expenditures	Projected Balance	Previous Month Balance	Month Over Month Change
Salaries (1000's)	36,547,836	20,956,973	14,806,987	822,513	36,586,472	(38,636)	(34,818)	(3,819)
		57.34%	40.51%	2.25%	100.11%	-0.11%	-0.10%	-0.01%
Benefits (2000's)	11,595,878	7,677,961	3,980,805	24,340	11,683,106	(87,227)	(87,227)	-
		66.21%	34.33%	0.21%	100.75%	-0.75%	-0.75%	0.00%
Professional Services (3000's)	1,575,301	852,728	665,201	51,871	1,569,800	5,502	(35,752)	41,254
		54.13%	42.23%	3.29%	99.65%	0.35%	-2.27%	0.11%
Property Services (4000s)	2,290,134	1,267,192	782,905	275,738	2,325,835	(35,701)	(8,879)	(26,822)
		55.33%	34.19%	12.04%	101.56%	-1.56%	-0.39%	-0.07%
Other Services (5000s)	6,217,168	4,376,837	1,664,732	151,572	6,193,141	24,027	24,027	-
		70.40%	26.78%	2.44%	99.61%	0.39%	0.39%	0.00%
Supplies (6000s)	3,437,762	2,001,216	1,090,468	341,952	3,433,636	4,126.05	-	4,126
		58.21%	31.72%	9.95%	99.88%	0.12%	0.00%	0.01%
Equipment (7000s)	413,932	145,466	223,619	44,848	413,932	-	-	-
		35.14%	54.02%	10.83%	100.00%	0.00%	0.00%	0.00%
Other Objects (8000s)	144,451	87,378	35,732	21,341	144,451	-	-	-
		60.49%	24.74%	14.77%	100.00%	0.00%	0.00%	0.00%
Revenue (9000s)	(1,123,771)	(376,254)	8,740	(802,460)	(1,169,974)	46,203	61,978	(15,775)
		33.48%	-0.78%	71.41%	104.11%	-4.11%	-5.52%	-0.46%
Total	\$ 61,098,691	\$36,989,496	\$ 23,259,188	\$ 931,715	\$ 61,180,399	\$ (81,707)	\$ (80,671)	\$ (1,036)
Total %		60.54%	38.07%	1.52%	100.13%	-0.13%	-0.13%	0.00%

Trends and Highlights:

While we continue to project a year-end deficit, we remain committed to ending the year with a balanced budget. As we work towards this goal, there will likely be ongoing changes to projections –both positive and negative- across all categories for the remainder of the year.

Last month we noted issues at the Zenon plant. Over the last month, the team at Veolia has continued to assess all aspect of the plant to determine the cause. After numerous troubleshooting sessions, the early consensus is that there has been a failure of the membranes, a critical component of the plant.

We have requested an evaluation of the plant to determine what factors may have contributed to the failure. At this time, we have included a placeholder in the projections for the replacements, plant evaluation and any additional pumping cost that will be required.

Internal Service Fund

Based on current and historical trends, total dental claims are projected to be lower than budgeted.

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

Fiscal Year Ended				2026
STATEMENT OF REVENUES AND EXPENDITURES				
Fund Balance -July 1, 2025				\$ 418,466
Revenues:				
General Fund				\$ 385,919
Reimbursements				\$ -
Total Contributions				\$ 385,919
Total Revenues (A)				<u>\$ 385,919</u>
Projected Claims:				
Delta Dental:				
Claims				\$ 362,535
Administrative Fees				\$ 23,384
Total Dental Claims (B)				<u>\$ 385,919</u>
Net Change (A-B)				<u>-</u>
Projected Fund balance June 30, 2026				\$ 418,466
Dental- Actual Claims & Fees				
Month		Claims & Fees		
July		27,402		
August		44,585		
September		26,669		
October		29,837		
November		23,970		
December		25,640		
January		34,987		
February		29,837		
Total		\$ 242,926		
Actual YTD Spend Rate		62.9%		
Theoretical YTD Spend Rate		66.7%		
YTD Theoretical variance %		-3.7%		

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of February 28, 2026

Period: 8 of 12

2022-2023	2023-2024	2024-2025	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				Salaries & Wages (1000s)									
2,854,614	3,375,352	3,487,109	1110	Administrators	3,593,896	-	3,593,896	2,278,690	1,243,603	-	3,522,293	71,603	
14,827,306	15,169,704	15,671,065	1111	General Ed. Teachers	15,722,608	-	15,722,608	8,731,211	6,992,590	14,943	15,738,744	(16,136)	
2,522,780	2,359,825	2,584,821	1112	Special Ed. Teachers	2,823,721	-	2,823,721	1,518,189	1,227,499	23,568	2,769,257	54,465	
1,021,018	948,323	984,850	1113	Guidance	1,012,568	-	1,012,568	548,505	470,148	-	1,018,653	(6,085)	
397,172	418,788	432,187	1114	Psychologist	468,481	-	468,481	252,259	216,222	-	468,481	-	
353,558	410,444	485,393	1115	Social Worker	510,512	-	510,512	263,054	223,273	-	486,327	24,185	
539,131	510,769	530,574	1116	Speech & Hearing	548,276	-	548,276	319,146	234,662	-	553,807	(5,531)	
887,328	1,261,271	1,275,481	1117	Academic Assistants	1,264,381	-	1,264,381	670,771	530,764	-	1,201,535	62,846	
110,854	59,724	61,217	1118	Talented & Gifted	-	-	-	-	-	-	-	-	
400,239	455,475	456,095	1119	Library /Media	505,044	-	505,044	271,947	233,097	-	505,044	-	
57,886	51,774	43,514	1135	Transition Coordinator	56,320	-	56,320	50,543	43,323	-	93,866	(37,546)	
847,138	877,957	899,825	1139	Certified Stipends	991,761	-	991,761	506,517	119,173	319,612	945,302	46,459	
651,668	969,094	1,015,169	1140	Academic Leader (CIL's)	955,516	-	955,516	524,240	421,970	-	946,210	9,306	
1,852	2,571	1,532	1141	Mentor Teacher	2,300	-	2,300	1,000	-	1,300	2,300	-	
113,090	-	78,000.00	1142	Behavioral Analyst	180,400	-	180,400	95,997	88,674	-	184,672	(4,272)	
58,267	68,897	66,541	1145	Multilingual Learner	81,521	-	81,521	49,632	37,422	-	87,055	(5,534)	
\$ 25,643,901	\$ 26,939,968	\$ 28,073,373		Sub-Total Certified Salaries	\$ 28,717,306	\$ -	\$ 28,717,306	\$ 16,081,702	\$ 12,082,420	\$ 359,424	\$ 28,523,546	193,760	
								56.0%	42.1%	1.3%	99.3%	0.7%	
				Other Certified Salaries									
40,788	25,138	24,735	1131	Homebound Tutor	44,500	-	44,500	4,555	-	9,945	14,500	30,000	
-	-	-	1136	Degree Level Change	44,390	-	44,390	-	-	-	-	44,390	
246,814	216,491	239,946	1137	Substitute Teacher	178,801	-	178,801	85,934	-	92,867	178,801	-	
189,064	194,739	167,395	1138	Summer Work -Certified Staff	212,408	-	212,408	121,909	-	56,683	178,592	33,816	
127,403	152,490	140,966	1143	Building Substitutes	203,175	-	203,175	99,970	84,630	18,575	203,175	-	
385,336	215,245	251,666	1144	Long term Substitute	118,000	-	118,000	185,641	56,947	-	242,588	(124,588)	
-	-	-	1160	Turnover Savings	(370,000)	-	(370,000)	-	-	-	-	(370,000)	
\$ 989,404	\$ 804,103	\$ 824,707		Sub-Total Other Certified Salaries	\$ 431,274	\$ -	\$ 431,274	\$ 498,009	\$ 141,577	\$ 178,070	\$ 817,656	\$ (386,382)	
								115.5%	32.8%	41.3%	189.6%	-89.6%	

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of February 28, 2026

Period: 8 of 12

2022-2023	2023-2024	2024-2025	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				Non-Certified Salaries									
413,013	496,658	497,025	1210	Non-Cert. Supervisors	558,548	-	558,548	352,789	202,383	-	555,172	3,376	
213,706	238,317	223,285	1211	Nurses	250,912	-	250,912	131,365	73,793	20,753	225,912	25,000	
247,373	279,358	338,189	1215	Occupational & Physical Therapists	345,422	-	345,422	158,288	147,998	-	306,287	39,135	
1,156,839	1,328,818	1,361,800	1221	Administrative Support	1,388,117	-	1,388,117	835,464	534,545	18,108	1,388,117	-	
1,697,360	1,828,311	1,865,189	1231	Para Educators	1,914,820	-	1,914,820	1,088,175	788,222	38,422	1,914,820	-	
156,413	141,394	108,135	1234	Bus Aides	147,297	-	147,297	56,709	-	45,588	102,297	45,000	
495,877	505,325	523,857	1235	Technicians	537,922	-	537,922	337,346	184,307	-	521,654	16,268	
65,017	46,914	69,477	1237	Vocational Specialist	69,229	-	69,229	40,553	28,676	-	69,229	-	
262,406	276,448	301,659	1241	Safety Monitors	316,063	-	316,063	194,706	118,376	-	313,082	2,981	
513,999	514,241	538,892	1251	Custodians	570,282	-	570,282	351,847	221,171	9,330	582,349	(12,067)	
477,370	543,741	568,199	1261	Maintenance Mechanics & Grounds	585,183	-	585,183	360,988	224,216	-	585,204	(21)	
90,458	103,682	107,218	1269	Athletic Support Staff	124,751	-	124,751	57,074	22,032	45,646	124,751	-	
192,939	188,200	199,708	1280	Non Certified Stipends	204,550	-	204,550	106,942	37,271	60,338	204,550	-	
\$ 5,982,771	\$ 6,491,408	\$ 6,702,634		Sub-Total Non-Certified Salaries	\$ 7,013,096	\$ -	\$ 7,013,096	\$ 4,072,247	\$ 2,582,990	\$ 238,186	\$ 6,893,423	\$ 119,673	
				Other Non-Certified Salaries				58.1%	36.8%	3.4%	98.3%	1.7%	
39,524	39,305	34,159	1213/1 223/12 33	Non-Certified Substitutes	47,500	-	47,500	28,228	-	19,272	47,500	-	
199,553	230,025	241,665	1212/2 2/38/42 /52/62	Overtime	203,708	-	203,708	163,445	-	20,263	183,708	20,000	
114,912	101,739	102,616	1268	Summer Work-Non-Cert.	134,952	-	134,952	113,342	-	7,298	120,640	14,312	
\$ 353,988	\$ 371,069	\$ 378,440		Sub-Total Other Salaries	\$ 386,160	\$ -	\$ 386,160	\$ 305,015	\$ -	\$ 46,833	\$ 351,848	\$ 34,312	
								79.0%	0.0%	12.1%	91.1%	8.9%	
\$ 32,970,064	\$ 34,606,548	\$ 35,979,154		TOTAL SALARIES	\$ 36,547,836	\$ -	\$ 36,547,836	\$ 20,956,973	\$ 14,806,987	\$ 822,513	\$ 36,586,472	\$ (38,636)	
								57.3%	40.5%	2.3%	100.1%	-0.1%	

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of February 28, 2026

Period: 8 of 12

2022-2023	2023-2024	2024-2025	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				Benefits (2000's)									
9,202,598	8,798,742	9,093,058	2000	Health Insurance	10,623,056	-	10,623,056	7,279,278	3,383,134	-	10,662,412	(39,356)	
(1,705,489)	(1,410,661)	(1,554,889)	2022	Premium Cost Share	(1,963,364)	-	(1,963,364)	(1,324,778)	(590,662)	-	(1,915,440)	(47,924)	
1,020,503	1,032,102	1,067,168	2001	Social Security & Medicare	1,160,817	-	1,160,817	639,214	521,604	-	1,160,817	-	
175,214	180,451	186,333	2003	Workers Compensation	191,436	-	191,436	191,383	-	-	191,383	53	
14,848	2,496	35,171	2004	Unemployment Compensation	20,000	-	20,000	11,432	-	8,568	20,000	-	
130,080	-	-	2005	Early Retirement Incentive	-	-	-	-	-	-	-	-	
1,328,122	1,192,864	1,325,069	2007	Pension Contributions	1,356,477	-	1,356,477	801,569	554,907	-	1,356,477	-	
91,124	101,963	54,001	2010	Tuition Reimbursement	85,500	-	85,500	-	85,500	-	85,500	-	
63,051	71,543	72,641	2011-12	Life & Disability Insurance	76,956	-	76,956	52,285	26,321	(1,650)	76,956	-	
56,400	22,381	27,148	2014	Sick Bank	45,000	-	45,000	27,577	-	17,423	45,000	-	
\$10,376,450	\$9,991,881	\$10,305,700		TOTAL BENEFITS	\$ 11,595,878	\$ -	\$ 11,595,878	\$ 7,677,961	\$ 3,980,805	\$ 24,340	\$ 11,683,106	\$ (87,227)	
								66.2%	34.3%	0.2%	100.8%	-0.75%	
				Professional & Technical Services (3000s)									
504,232	525,441	174,021	3210	Contracted Services Educational	238,176	-	238,176	149,853	75,855	-	225,708	12,469	
149,405	176,454	154,137	3220-21	Consulting Services	168,935	-	168,935	107,604	73,730	20,055	201,389	(32,454)	
75,937	94,342	94,477	3235	Testing	144,421	-	144,421	54,121	55,948	-	110,069	34,352	
106,990	260,876	302,332	3239	Other Pupil Services	301,200	-	301,200	149,375	152,788	-	302,164	(964)	
66,056	34,711	37,221	3303	Management Services	37,714	-	37,714	48,223	24,125	-	72,348	(34,634)	
2,064	3,145	2,048	3304	License Fees-Facilities	3,500	-	3,500	5,657	1,110	-	6,767	(3,267)	
232,999	183,838	339,334	3306	Legal Fees-SPED	240,000	-	240,000	137,758	102,242	-	240,000	-	
187,860	162,916	148,456	3306	Legal Fees- Districtwide	150,000	-	150,000	108,927	36,048	5,025	150,000	-	
106,091	109,322	118,358	3308	Police/Fire	118,741	-	118,741	52,455	59,851	6,435	118,741	-	
67,685	155,452	123,318	3309	Professional & Technical Services	114,628	-	114,628	38,754	25,518	20,356	84,628	30,000	
41,996	41,210	54,136	3310	Sports Officials	57,987	-	57,987	-	57,987	-	57,987	-	
\$ 1,541,316	\$ 1,747,705	\$ 1,547,836		TOTAL PROF. & TECH SERVICES	\$ 1,575,301	\$ -	\$ 1,575,301	\$ 852,728	\$ 665,201	\$ 51,871	\$ 1,569,800	\$ 5,502	
								54.1%	42.2%	3.3%	99.7%	0.3%	

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of February 28, 2026

Period: 8 of 12

2022-2023 Year-End Expense	2023-2024 Year-End Expense	2024-2025 Year-End Expense	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				<i>Property Services (4000s)</i>									
907,204	969,175	991,847	4200	Cleaning Services	994,738	-	994,738	662,435	332,303	-	994,738	-	
50,825	66,687	65,839	4202	Rubbish Removal	75,877	-	75,877	35,281	27,399	13,197	75,877	-	
82,370	171,370	181,873	4302	Equipment Repairs	188,898	-	188,898	58,461	46,847	53,590	158,898	30,000	
184,530	189,525	199,670	4400	Equipment Rental	187,115	-	187,115	119,382	90,813	-	210,195	(23,080)	
213,171	210,800	224,644	4500	Repair Allowance	150,000	-	150,000	41,752	11,789	96,459	150,000	-	
30,182	40,740	49,171	4514	Fire Alarm System	44,400	-	44,400	39,574	2,526	2,300	44,400	-	
201,994	191,606	169,137	4518	Sewer System Plant Maintenance	184,795	-	184,795	119,945	77,883	55,000	252,828	(68,033)	
205,809	247,875	187,095	4520	Service Contracts	194,724	-	194,724	84,149	119,368	(8,792)	194,724	-	
93,203	74,982	82,676	4530	Parks & Recreation	86,547	-	86,547	26,449	35,551	24,547	86,547	-	
39,271	31,644	107,951	4540	Athletic Facilities Repairs	59,500	-	59,500	41,710	8,790	9,000	59,500	-	
195,029	74,974	111,169	4541	Contracted Services	102,300	-	102,300	32,726	20,108	29,466	82,300	20,000	
109,755	-	-	4600	Special Projects	-	-	-	-	-	-	-	-	
11,275	6,377	-	4604	Snow Plowing	10,500	-	10,500	-	9,528	972	10,500	-	
35,888	35,100	5,869	4701	Security System Monitoring	10,740	-	10,740	5,328	-	-	5,328	5,412	
\$ 2,360,505	\$ 2,310,853	\$ 2,376,940		TOTAL PROPERTY SERVICES	\$ 2,290,134	\$ -	\$ 2,290,134	\$ 1,267,192	\$ 782,905	\$ 275,738	\$ 2,325,835	\$ (35,701)	
							55.3%	34.2%	12.0%		101.6%	-1.6%	

WESTON PUBLIC SCHOOLS

FYE 25 FINANCIAL REPORT

As of February 28, 2026

Period: 8 of 12

2022-2023	2023-2024	2024-2025	Object Code	Description	2025-2026							
Year-End Expense	Year-End Expense	Year-End Expense			Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available
				Other Services (5000's)								
1,592,600	1,737,496	1,724,934	5100	Regular Transportation	1,777,015	-	1,777,015	1,769,035	7,979	-	1,777,015	-
843,911	935,160	869,290	5101	SPED Transportation	815,957	-	815,957	638,904	271,868	-	910,773	(94,815)
218,024	100,391	113,287	5104	Athletic Transportation	116,093	-	116,093	58,723	51,277	6,093	116,093	-
12,802	4,237	4,524	5105	Extra-Curricular Transportation	16,360	-	16,360	4,037	280	12,043	16,360	-
160,181	107,032	107,125	5112	Diesel & Gasoline	101,265	-	101,265	41,392	54,124	5,749	101,265	-
128,142	136,003	134,609	5200	General Liability Insurance	154,233	-	154,233	113,183	-	22,958	136,141	18,092
14,400	15,008	15,008	5202	Athletic Insurance	15,758	-	15,758	15,008	-	-	15,008	751
104,154	106,579	109,196	5205	Property Insurance	114,250	-	114,250	112,350	-	1,901	114,250	-
87,714	89,711	96,937	5300	Communications	94,106	-	94,106	63,493	36,198	(5,585)	94,106	-
27,469	27,030	31,991	5400	Postage	29,383	-	29,383	20,316	7,034	2,033	29,383	-
853	1,626	2,417	5500	Advertising	2,000	-	2,000	1,741	606	(347)	2,000	-
16,962	19,046	18,519	5501	Printing	24,078	-	24,078	11,565	3,600	8,913	24,078	-
2,367,437	2,232,934	2,045,796	5600	Out of District Tuition	1,652,829	-	1,652,829	1,082,709	550,504	19,615	1,652,829	-
1,063,918	1,162,396	1,098,685	5601	Tuition Settlements	1,223,256	-	1,223,256	405,696	668,818	48,743	1,123,256	100,000
41,076	39,352	44,431	5800	Travel & Conference	59,045	-	59,045	32,680	7,893	18,472	59,045	-
3,803	3,282	2,901	5801	Mileage Reimbursement	14,231	-	14,231	3,980	1,027	9,224	14,231	-
5,684	3,905	12,670	5900	Other Purchased Services	7,310	-	7,310	2,026	3,524	1,760	7,310	-
\$ 6,689,131	\$ 6,721,189	\$ 6,432,319		TOTAL OTHER SERVICES	\$ 6,217,168	\$ -	\$ 6,217,168	\$ 4,376,837	\$ 1,664,732	\$ 151,572	\$ 6,193,141	\$ 24,027
							70.4%	26.8%	2.4%		99.6%	0.4%
				Supplies & Materials (6000's)								
884,656	897,948	532,944	6110	Materials	697,780	-	697,780	288,341	230,982	148,457	667,780	30,000
36,390	32,940	29,480	6120	Office Materials	35,328	-	35,328	18,560	22,502	-	41,062	(5,734)
174,050	183,027	192,226	6130	Maintenance Materials	181,624	-	181,624	92,926	67,458	21,240	181,624	-
95,137	98,925	132,842	6131	Custodial Materials	78,348	-	78,348	40,057	33,316	4,976	78,348	-
21,943	43,776	14,895	6132	Security Materials	26,284	-	26,284	5,756	2,444	18,084	26,284	-
517,581	570,459	642,148	6140	Software	657,407	-	657,407	646,170	31,377	-	677,547	(20,140)
98,833	104,926	105,727	6410	Books	186,730	-	186,730	92,792	31,650	62,288	186,730	-
325,229	467,063	496,828	6510	Heating Oil	515,195	-	515,195	305,576	157,035	52,584	515,195	-
482,463	644,985	1,085,613	6520	Electricity	1,056,067	-	1,056,067	509,442	512,302	34,323	1,056,067	-
2,890	2,377	2,870	6530	Propane	3,000	-	3,000	1,596	1,404	-	3,000	-
\$ 2,639,172	\$ 3,046,427	\$ 3,235,574		TOTAL SUPPLIES & MATERIALS	\$ 3,437,762	\$ -	\$ 3,437,762	\$ 2,001,216	\$ 1,090,468	\$ 341,952	\$ 3,433,636	\$ 4,126
							58.2%	31.7%	9.9%		99.9%	0.1%

WESTON PUBLIC SCHOOLS
FYE 25 FINANCIAL REPORT
As of February 28, 2026
Period: 8 of 12

2022-2023 Year-End Expense	2023-2024 Year-End Expense	2024-2025 Year-End Expense	Object Code	Description	2025-2026								
					Adopted Budget	Budget Transfers	Adjusted Budget	YTD Expended	Encumbered	Anticipated	Expended & Encumbered To EOY	Balance Available	
				Equipment (7000's)									
192,826	265,378	413,486	7300	Equipment	413,932	-	413,932	145,466	223,619	44,848	413,932	-	
\$ 192,826	\$ 265,378	\$ 413,486		TOTAL EQUIPMENT	\$ 413,932	\$ -	\$ 413,932	\$ 145,466	\$ 223,619	\$ 44,848	\$ 413,932	\$ -	
								35.1%	54.0%	10.8%	100.0%	0.0%	
				Other Objects (8000's)									
87,938	89,475	76,267	8100	Dues, Fees and Memberships	110,106	-	110,106	70,962	26755	12,389	110,106	-	
32,434	39,246	32,768	8900	Other Objects	34,345	-	34,345	16,417	8,977	8,951	34,345	-	
\$ 120,372	\$ 128,721	\$ 109,035		TOTAL OTHER OBJECTS	\$ 144,451	\$ -	\$ 144,451	\$ 87,378	\$ 35,732	\$ 21,341	\$ 144,451	\$ -	
								60.5%	24.7%	14.8%	100.0%	0.0%	
				Revenue Offset (9000's)									
(29,462)	(29,903)	(31,457)	9200	Technology Revenue	(31,946)	-	(31,946)	-	-	(31,946)	(31,946)	-	
(74,800)	(78,660)	(75,600)	9201	Participation Fees, Athletics	(70,475)	-	(70,475)	(58,200)	8,740	(21,015)	(70,475)	-	
(21,689)	(13,475)	-	9202	Gate Receipts, Athletics	(14,000)	-	(14,000)	-	-	(14,000)	(14,000)	-	
(89,987)	(25,495)	(22,425)	9204	Transportation Credits	-	-	-	-	-	-	-	-	
(928,213)	(839,156)	(733,726)	9205	Excess Cost Reimbursement	(526,014)	-	(526,014)	-	-	(526,014)	(526,014)	-	
(121,242)	(156,288)	(192,195)	9206	Pre School Tuition	(249,209)	-	(249,209)	(203,908)	-	(45,301)	(249,209)	-	
(119,873)	(141,162)	(121,752)	9207	Non-Resident Tuition	(28,755)	-	(28,755)	(72,755)	-	(17,978)	(90,733)	61,978	
(61,203)	(42,681)	(35,111)	9208	Parks & Rec Portion of Field Maintenance	(72,712)	-	(72,712)	(39,846)	-	(32,866)	(72,712)	-	
(30,800)	-	(24,075)	9209	Parking Fees	(24,075)	-	(24,075)	-	-	(24,075)	(24,075)	-	
(42,223)	(53,727)	(16,870)	9210	Theater Receipts	(51,025)	-	(51,025)	-	-	(35,250)	(35,250)	(15,775)	
-	-	(27,500)	9212	Facility Use Rental	(37,500)	-	(37,500)	-	-	(37,500)	(37,500)	-	
(14,336)	(50,764)	(13,513)	9215	Medicaid Revenue	(18,060)	-	(18,060)	(1,545)	-	(16,515)	(18,060)	-	
(\$1,533,828)	(\$1,431,311)	(\$1,294,225)		Total Revenue Offset	(\$1,123,771)	\$ -	(\$1,123,771)	(\$376,254)	\$8,740	(\$802,460)	(\$1,169,974)	\$46,203	
								33.5%	-0.8%	71.4%	104.1%	-4.1%	
\$ 55,356,008	\$ 57,387,390	\$ 59,105,820		GRAND TOTAL	\$ 61,098,689	\$ -	\$ 61,098,689	\$ 36,989,496	\$ 23,259,188	\$ 931,715	\$ 61,180,399	(\$81,707)	
								60.54%	38.07%	1.52%	100.13%	-0.13%	

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 3/16/26

Information Only

Action Requested

Agenda Item Subject: FY27 Proposed Operating and Capital Adjustments

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Attached please find Administration proposed reductions to the FY27 operating and capital budgets. We are recommending approval of the adjustments.



March 13, 2026

TO: BOE Finance & Operations Committee

FROM: Phillip Cross, Chief Financial & Operations Officer

SUBJECT: FY2026-27 Proposed Operating and Capital Adjustments

Operating Budget Adjustments

Based on recent developments, the Administration is proposing a **(\$519,128)** or **(0.87%)** reduction to the FY2026-27 requested operating budget. After this reduction, the requested operating budget will total \$62,971,511 an increase of \$1,872,822 or a 3.07%.

Recommended Operating Budget Adjustments

- Salary **(\$25,000)** – Reduction in bus aides and homebound tutors based on anticipated student needs.
- Health Insurance **(\$209,059)** – On March 9 the Comptroller announced lower than projected renewal rates for Fairfield County. The revised rates are: Active -12.5%, Pre-65 Retirees - 11.25% and Post-65 Retirees – 10.9%.
- Pension Contribution **(\$36,095)** – The state has indicated that the employer contribution for FY2026-27 will be 16.82%. The budget had an assumed rate of 17.26%.
- Other reductions **(\$40,546)** – Reductions to equipment repairs, professional services, supplies & equipment.
- Non-Lapsing Account **(\$208,428)** -The current balance in the non-lapsing account is \$211,728. We recommend utilizing this balance to fund the first installment of the ERIP, purchase non-recurring music instruments, supplies and textbooks.

FY 2026-27 PROPOSED OPERATING BUDGET ADJUSTMENTS			
Description		Amount (\$)	%
FY 2026-27 Revised Requested Budget (1/27/26)		\$ 63,490,638	3.91%
FY 2026-27 Increase (1/27/26)		\$ 2,391,949	3.91%
Salary		(25,000)	-0.04%
Health Insurance		(209,059)	-0.34%
Benefits - CMERS		(36,095)	-0.06%
<u>Other Districtwide Adjustment</u>			
Equipment Repairs	(15,000)		
Professional Service	(10,000)		
Other Services	(3,000)		
Supplies	(4,000)		
Equipment	(8,546)		
		(40,546)	-0.07%
<u>Expenditures to be Funding From The Non-Lapsing Account</u>			
Early Retirement Incentive Plan (ERIP)1/3	(89,310)		
Musical Instruments	(33,252)		
Textbooks	(46,506)		
Supplies	(39,359)		
		(208,428)	-0.34%
Total Proposed Adjustments		(519,128)	-0.85%
FY 2026-27 Revised Requested Budget - March		\$ 62,971,511	3.07%
FY 2026-27 Increase - March		\$ 1,872,822	3.07%

Recommended Capital Budget Adjustments:

In January the Board of Education approved a capital budget totaling \$4,720,200.

After reviewing, the Board of Selectmen has recommended to the Board of Finance that:

- Item #1 - HES North House HVAC-\$2,425,200 - be funded from the unassigned fund balance and not included in the tax levy.
- Item #9 HES Core asphalt roof replacement-\$700,000 - be deferred by a year.

This combined adjustment of \$3,125,200 will reduce the requested budget to \$1,595,000.

Given the significant combined capital request, the Administration is recommending reducing the capital budget by an additional \$320,000. The items are:

- #5 Duct Cleaning (\$175,000) – We are currently completing the five-year IAQ inspection. Based on the feedback received, we recommend deferring this project as the ducts are currently not in need of cleaning. This is largely attributed to the increased frequency of filter changes.
- #6 Furniture (\$110,000) – Defer the rollout of the flexible furniture purchase.
- #8 Aerial Lift (\$35,00) – Rather than purchasing a single-purpose machine, we are exploring the options for a multi-attachment unit. We anticipate bringing this request forward in the next budget cycle.

FY27 Proposed Capital Budget Adjustments		
BoE Approved Capital Budget		4,720,200
BoS Adjustments		
#1 Hes North House HVAC - Fund from Unassigned Fund Balance	(2,425,200)	
#9 HES Core Asphalt Roof Replacement- One year deferral	(700,000)	
Total BoS adjustment		(3,125,200)
Total After BoS Adjustment		1,595,000
BoE Proposed Adjustments:		
#5D WHS/WIS Duct Cleaning	(175,000)	
#6 WMS & WHS Furniture Purchase	(110,000)	
#8 Aerial Lift Purchase	(35,000)	
Total BoE Adjustment		(320,000)
Revised Capital Budget Request		\$ 1,275,000

WESTON BOARD OF EDUCATION

Weston, CT

Meeting Date: 3/16/26

Information Only

Action Requested

Agenda Item Subject: Review and Approval of the Technology Lease Bid

Submitted by: Phillip Cross

Document Summary/Purpose and/or Recommended Action:

Attached are the results of our recent bid for the technology lease. We are recommending that the Weston Board of Education authorizes the Superintendent or designee to execute and deliver the lease purchase agreement with Cogent Bank, and any related documents on behalf of the Weston Board of Education as the co-lessee with the Town of Weston, and take all actions necessary and proper to complete the transaction.



March 13, 2026

TO: BOE Finance Committee

FROM: Phillip Cross, Chief Finance & Operations Officer

SUBJECT: Technology Lease #4 Bid Result

Beginning in fiscal year 2022-23, we began our multi-year technology replacement lease plan. For year four (FY26) of the plan, we will be financing \$390,586.40.

On February 26, 2026 we issued a request for proposal (RFP) with a return date of March 10, 2026. Four financial institutions responded to the RFP, Cogent Bank, TD Bank, Municipal Asset Management, and First American. Based on the submitted proposals we are recommending awarding the lease to Cogent Bank, as they have the lowest nominal annual rate and overall payment. Our FY25 lease is currently with Cogent as well.

The lease requires final approval by the Board of Selectman as it is a multi-year commitment.

A summary of the proposals is below:

FY26 TECHNOLOGY LEASE BID RESULTS				
Amount Financed: \$390,586.40				
Lease Term: 4 Years				
Financial Institution	Compounding Period	Nominal Annual Rate	Annual Payment	Total Payment
Cogent Bank	Annual	3.50%	\$102,741.64	\$410,966.56
TD Bank	Annual	3.98%	\$103,435.23	\$413,740.92
MAM*	Annual	4.47%	\$104,141.92	\$416,567.68
First American	Annual	4.63%	\$104,370.94	\$417,483.76

*Municipal Asset Management Inc.

P 5146

Pledge of Allegiance

In accordance with [Connecticut General Statutes Section 10-230](#)(c), the Board of Education shall ensure that a period of time is set aside each school day to allow those students who wish to do so the opportunity to recite the Pledge of Allegiance. This policy shall not be construed to require any person to recite the Pledge of Allegiance, should he or she choose not to do so.

Legal References:

[Conn. Gen. Stat. §10-230](#)

Adopted: February 28, 2017

Weston Public Schools Weston, Connecticut

R 6010.1
Instruction
Academic Honesty

All work submitted by students should be a true reflection of their effort and ability. If submitted work is not, then the student has manifested unacceptable academic behavior. Age appropriate guidelines will be established at each school to address this issue.

Regulation Approve: March 5, 1991
Weston Public Schools, Weston, CT

R 6111
Instruction
School Calendar

The Board of Education shall adopt the school calendar by April 1st for the ensuing school year. The Superintendent of Schools shall submit a proposed calendar to the Board in advance of the meeting.

Regulation Approved: March 5, 1991
Weston Public Schools, Weston, CT

R 6140.1
Instruction
Approval of Academic Programs

The Board of Education must be informed of any kind of curriculum study that may lead to the addition, deletion, or restructuring of academic programs or course offerings. Any proposal that results from such study must be presented to the Board for its approval. Furthermore, whenever it is appropriate, the proposal shall include program objectives, provisions for evaluation, projected student enrollments, and budget implications.

Regulation approved: March 5, 1991

WESTON PUBLIC SCHOOLS
Weston, Connecticut

P 6142.1 Family Life and Sex Education

The Board of Education recognizes that the purpose of family life and sex education is to help students acquire factual knowledge, attitudes and values which will contribute to the well-being of the individual, the family and society.

Students, parents or guardians shall be informed of their right to exempt the student from family life and sex education programs.

To comply with the provisions of the No Child Left Behind Act, the Superintendent will, in writing, notify the professional staff of the federal requirements concerning sex education and the prohibitions and restrictions concerning distribution of contraceptives or materials that encourage sexual activities.

The district will comply with federal guidelines concerning age appropriate sex education.

Legal Reference:

Connecticut General Statutes

[10-16c](#) State Board to develop family life education curriculum guides

[10-16d](#) Family life education programs not mandatory

[10-16e](#) Students not required to participate in family life education programs

[10-16f](#) Family life programs to supplement required curriculum

[20 U.S.C. 7906](#) **No Child Left Behind Act of 2001**

Policy adopted: March 5, 1991

Policy revised: April 27, 2004

Weston Public Schools Weston, Connecticut

P 6142.2 Recognition of Religious Holidays Policy

It is the policy of the Weston Public Schools to be neutral in matters of religion. This means that the Weston Public Schools shall assume no responsibility for the religious training of students. The school system shall respect the freedom of each student's conscience and shall not promote the religious belief, disbelief or uncertainty about religious matters of any student.

This requirement of neutrality will neither preclude nor hinder the Weston Public Schools from educating students to be tolerant of and to respect religious diversity. The recognition of religious holidays provides an opportunity to develop an understanding of different religions and customs. The goal of this endeavor shall be to promote tolerance, mutual respect and an understanding of the diversity that is our democratic society.

This shall be done, while observing the following cautions:

1. All religions whose holidays are recognized must be afforded equal respect
2. The recognition of the holiday must be for secular, educational purposes. This will require activities which enhance tolerance through understanding, while not engaging students in religious ceremony, ritual or the promotion of any one religion.
3. The recognition of a religious holiday shall occupy a minor role in the curriculum. Therefore, class time shall be planned accordingly.
4. Parents may request, in writing, that their children be provided with an alternative experience rather than participate in activities related to religious holidays. This will be done without bias or embarrassment to the student
5. Students with secular beliefs shall be free to express their views.
6. Periodic evaluation of the policy and its regulations shall take place.

POLICY Adopted: June 28, 1994

Weston Public Schools Weston, Connecticut

R 6142.2

Instruction

Recognition of Religious Holidays

1.0 Curriculum Plan and Its Administration

1.1 Time devoted to recognition of religious holidays shall be kept in perspective and represent a minor impact on the curriculum.

1.2 The principal and teachers shall organize and administer the recognition of religious holidays annually, taking into account the social studies curriculum plan, the Board's policy and these regulations.

2.0 Classroom Activities, Decorations

2.1 Goals for lessons shall include development of an understanding of the historical and cultural significance of the religion and the holiday.

2.2 All lessons, activities and events involving religious holiday shall be secular in nature, not devotional, focusing on information and understanding of an important cultural and historical event for a significant number of people.

2.3 Religious symbols may be used as teaching aids, but will not become ongoing decorations in classrooms or common areas. Decorations in common areas will reflect the diversity in the school. Decorations that are part of the custom and folklore of a religious holiday, but have no direct religious meaning or significance, may be displayed.

2.4 No effort shall be made to indoctrinate or recruit students.

2.5 Parties, food preparation and other seasonal activities shall be permitted within the context of the curriculum.

3.0 School Performances, Assemblies, Displays

3.1 Recognition of religious holidays must be for artistic reasons, not religious reasons. Program notes or other commentary should inform the audience as to the educational purpose for using religious music or art.

3.2 Selections shall reflect the diversity in the school. Sacred music may be sung or played as part of the academic study of music. School concerts that present a variety of selections may include religious music. Concerts should avoid programs dominated by religious music, especially when they coincide with a particular religious holiday.

3.3 Students should not be assigned to produce art work that has religious meaning or significance unless in the context of an arts production. That which is spontaneously self produced is acceptable and may be displayed.

4.0 Parents' Rights to Opt Out

4.1 Parents shall have the right to request, in writing, that their children be provided an alternative to an educational experience or performance related to religious holidays without penalty.

4.2 Principals shall inform parents of programs and review their requests for an alternative experience.

5.0 Observation of Religious Holidays Outside of School

5.1 Absence from school to celebrate a religious holiday shall be an excused absence. Teachers shall not penalize students observing religious holidays. Major tests, evaluations, required homework and other important activities within reason shall not take place on these days for students observing those holidays.

6.0 Advisory Committee

6.1 An advisory committee shall assist the school system in matters related to religious holidays.

Regulation Adopted: June 28, 1994

WESTON PUBLIC SCHOOLS
Weston, Connecticut

P 6144
Instruction
Controversial Issues

Effective education not only permits but often requires that controversial issues be considered in the classroom. Students shall have the opportunity for responsible discussion of controversial issues.

It is the Weston Board of Education's policy to give wide freedom of expression, subject to the following guidelines:

1. The issue must be relevant to the course of study.
2. The presentation must be fair and objective. Biased material should be identified and a counterbalance provided.
3. Matters of opinion should be distinguished from matters of fact.
4. The issue must be explored thoroughly, and in such depth as the maturity of the students allows.

The discussion and study of controversial issues shall be objective and scholarly, with a minimum emphasis on opinion. The teacher shall approach controversial issues in the classroom in an impartial and unprejudiced manner, and must refrain from using classroom privileges and prestige to promote a partisan point of view.

Instructional policy on controversial issues is stated by the Board of Education to protect teachers and school administrators from unwarranted attack by pressure groups, and to insure youth a well-balanced preparation for American citizenship.

(cf. 1220 - Citizens' Advisory Committees)

(cf. 1312 - Public Complaints)

(cf. 5145.2 - Freedom of Speech/Expression)

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

Legal Reference: Connecticut General Statutes

31-51q Liability of employer for discipline or discharge of employee on account of employee's exercise of certain constitutional rights.

Keyishian v. Board of Regents 385 U.S. 589, 603 (1967)

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

P6145**Instruction****Extra Curricular Program**

The schools shall offer a program of extracurricular activities (after school). This program shall be varied and shall make use, wherever possible, of parental assistance and community resources. Participation in extracurricular activities shall be considered a privilege.

Students shall be encouraged to participate in the after school program, but not to the extent of damaging their academic performance.

Supervision

Whenever or wherever held, when conducted under the name of the school or school district or any class or organization thereof, extracurricular activities shall be under the general supervision of the school authorities.

Non-Secret Groups

Extracurricular groups shall not be secret in nature.

(cf. 6145.4 - Guidelines for Weston Public School Functions)

Policy adopted: March 5, 1991

WESTON PUBLIC SCHOOLS, WESTON CT

P 6145.5
Instruction
Organizations/Associations

Student organizations contributing to learning shall be encouraged. Such organizations shall operate within the framework of the law, Board policy, administrative rules, and the parameters of the learning program. When such organizations are truly contributive, their establishment and operation shall be facilitated in reasonable ways by district staff and through utilization of district resources.

The Superintendent shall develop general guidelines for student organizations. Among other provisions, such guidelines shall require the assignment of at least one faculty advisor to each student organization and the approval by the Board of Education of any student organization.

This policy applies to in-school organizations only. It is not intended to restrict the organization of students into groups which function apart from the school.

Non-School Organizations

All organizations not specifically authorized and organized by the school are considered to be non-school organizations and beyond the jurisdiction and responsibility of school authorities.

However, should these groups conduct activities on school property, at school-sponsored activities or as a carry-over into the school day or reflect on the reputation of the school, the Superintendent is authorized to develop procedures concerning disciplinary action to be taken.

Activities which are contrary to the best interests of the school and reflect on the reputation of the school are forbidden, including:

1. Initiation and hazing on the school grounds or at school-sponsored events.
2. Indulging in group functions that violate federal, state or town laws.

Policy adopted: March 5, 1991

WESTON PUBLIC SCHOOLS
Weston, Connecticut

P 6146.1 Grading System

The primary purpose of grading is to keep parents and students fully informed of a student's progress and to provide a continuous and accurate record of each student's achievement for use in instruction.

The Board of Education shall approve the grading and reporting systems as developed by the administration and faculty and upon recommendation of the Superintendent of Schools

A grade weighting system shall be implemented for the high school in accordance with the guidelines set forth and published annually in the Program of Studies and Student, Parent & Faculty Handbook.

(cf. 5124 - Reporting to Parents)

Policy adopted: March 5, 1991

Policy revised: May 15, 2000

Weston Public Schools Weston, Connecticut

P 6147 Curriculum Exemptions

Mandatory Curricular Exemptions:

Upon the written request of a parent or guardian received by the school district prior to planned instruction in the areas set forth below, the Weston Board of Education ("the Board") shall permit curricular exemptions for instruction in the following areas:

1. Dissection;
2. Family life education;
3. HIV/AIDS; or
4. Sexual abuse and assault awareness and prevention program (effective upon the implementation of the sexual abuse and assault awareness and prevention program identified or developed by the state).

Definitions:

"Dissection Instruction" is defined as instruction in which a student must participate in, or observe, the dissection of any animal.

"Family Life Education Instruction" is defined as instruction pertaining to family planning, human sexuality, parenting, nutrition and the emotional, physical, psychological, hygienic, economic and social aspects of family life.

"HIV/AIDS Instruction" is defined as ongoing and systematic instruction on Acquired Immune Deficiency Syndrome (AIDS) offered by the district pursuant to state law.

"Sexual abuse and assault awareness and prevention program" is defined as the state-wide program identified or developed by the Department of Children and Families, in collaboration with the Department of Education and Connecticut Sexual Assault Crisis Services, Inc. (or a similar entity) that includes age-appropriate educational materials designed for children in grades kindergarten to twelve, inclusive, regarding child sexual abuse and assault awareness and prevention that may include, but not be limited to, (A) the skills to recognize (i) child sexual abuse and assault, (ii) boundary violations and unwanted forms of touching and contact, and (iii) ways offenders groom or desensitize victims, and (B) strategies to (i) promote disclosure, (ii) reduce self-blame, and (iii) mobilize bystanders.

Written Request for Mandatory Exemption:

Parents who wish to exercise such exemptions must notify the school district in writing within the first two (2) weeks of school or as otherwise directed by the Superintendent or his/her designee.

Permissive Curricular Exemptions:

Except for the mandatory curricular exemptions noted above, or otherwise required by law, the Board does not require teachers to exempt students from any other aspect of the curriculum.

Alternative Assignments:

1. Any student excused from participating in, or observing, the dissection of any animal as part of classroom instruction shall be required to complete an alternate assignment to be determined by the teacher.
2. Any student excused from participating in the sexual abuse and assault awareness and prevention program shall be provided, during the period of time in which the student would otherwise be participating in such program, an opportunity for other study or academic work as determined by the teacher.
3. Any student excused from any other aspect of the curriculum may be required by the teacher to complete an alternative assignment as determined by the teacher.

Legal References:

- [Conn. Gen. Stat. § 10-16c.](#)
- [Conn. Gen. Stat. § 10-16e.](#)
- [Conn. Gen. Stat. § 10-18d.](#)
- [Conn. Gen. Stat. § 10-19\(b\).](#)
- [Conn. Gen. Stat. § 17a-101q.](#)

Policy References:

- Policy 5141.45, Child Sexual Abuse and Assault
- Policy 6142.1, Family Life and Sex Education
- Policy 6164.12, Acquired Immune Deficiency Syndrome (AIDS)

ADOPTED: July 17, 2017

**[] BOARD OF EDUCATION
Curricular Exemption Request Form**

I request that my child be exempted from instruction in the following areas: Check all that apply:

- | | |
|--------------------------|---|
| 1. Dissection | — |
| | — |
| | — |
| | — |
| | — |
| | — |
| | — |
| | — |
| 2. Family life education | — |
| | — |
| | — |
| | — |
| | — |

3. HIV/AIDS

4. Sexual abuse and assault awareness and prevention program.

I recognize that teachers may require my child to complete alternative assignments in lieu of the curricular instruction planned in the area of exemption.

This form must be completed annually and returned to the school principal by

Date

Name of Student (Please Print)

Parent's/Guardian's Signature
Or

Date

Student's Signature (if 18 years of age)

Date

Weston Public Schools Weston, Connecticut

P 6151
Instruction
Class Size

1. The establishment of individual class size is a matter of Board policy.
2. The first consideration in determining class sizes shall be furtherance of the educational philosophy of the Board of Education. Class size policy should be flexible and responsive to changing student needs.
3. In recommending the individual class size, each principal should include in his or her consideration the following factors:
 - a. Identification of student needs and recognition of the concept of flexibility in terms of establishing program and staffing to meet these needs.
 - b. The economics of education.
 - c. Teacher individuality.
 - d. Physical environment.
 - e. Nature of subject taught.
4. The Superintendent will discuss with the Board of Education, at least once a year, the implications of class size. Prior to approving any change in program or course offerings, which would affect class size, the Superintendent will review the change with the Board of Education. In the event an emergency occurs which affects class size, the Superintendent will make the necessary change and report such action to the Board as soon as possible thereafter.

Policy adopted: March 5, 1991

WESTON PUBLIC SCHOOLS
Weston, Connecticut

P 6151.1

Instruction Minimum Class Size

Class size, an outcome of program, shall be flexible and responsive to changing students needs. To this end, class size shall be no less than fifteen (15) students. An exception to this policy may be granted by the Board of Education for one or more of the following reasons:

1. Number of Student Stations

Instructional space is less than the minimum class size and the insufficiency would impair the health or safety of participating students.

2. Advance Subject Sequence

Students who successfully complete a first year course with a two or more year sequence may expect advanced offerings when class size is reasonably less than the minimum.

3. Special Needs for one or more of the following circumstances:

- in classes where the nature of the subject is highly specialized
- the students' needs are unusual and diverse; and/or
- a great amount of individual instruction and supervision is required
- where economics of the situation justify the small class size

The Board of Education shall consider the appropriateness of exceptions on a timely basis, prior to budget considerations.

Policy Adopted: September 3, 1991

Weston Public Schools
Weston, Connecticut

P 6154 Homework

The Weston Board of Education recognizes the value of homework and considers it an integral part of the educational process.

Homework may be assigned to:

- Strengthen and expand classroom learning;
- Reinforce content and allow the opportunity to practice essential skills;
- Develop good work habits and routines; and,
- Develop organizational, executive functioning and time management skills.

The administration shall issue guidelines outlining the responsibility of teachers, parents and students with respect to homework. Guidelines should be aligned with current research and best practices in education. Further, the guidelines should be developmentally appropriate and align with the district's commitment to promoting healthy learning environments.

Weston Public Schools Weston, Connecticut

P 6161.2
Instruction
Care of Instructional Materials

Damaged or Lost Instructional Materials

Students are responsible for all books, locks, library materials, and other school property assigned to them during the school year. The Board of Education may impose sanctions against students who lose or damage textbooks and other educational materials. The Superintendent is authorized by the Board to set regulations and adopt any guidelines necessary to carry out the wishes of the Board.

Legal Reference: Connecticut General Statutes

10-221(c) Boards of education to prescribe rules

Policy adopted: March 5, 1991

WESTON PUBLIC SCHOOLS
Weston, Connecticut

~~P-0210 Mission and Functions -- Goals/Objectives for Student~~

RENUMBER: P 0200

Statement of Educational Goals and Student Objectives

Educational Goals

Weston residents continue to support high educational standards for their community. The Weston Board of Education is committed to a program of studies designed to challenge the abilities of school-age children, so they will emerge from the Weston schools as mature, confident young people ready to assume the responsibilities of adulthood. Within budgetary limitations that are responsive to Weston taxpayer interests, the Board shall develop, implement, and audit programs to accomplish these educational goals.

These goals are presented with the full realization that the school is only one of several social institutions or influences affecting the child. Its contribution is modified by the intellectual, social, emotional, and affective potentialities that each child brings to the school environment. Our intent is that the school should contribute as fully as possible to the development of each child in the directions indicated by the goals stated.

To implement the Philosophy of the Public Schools, we accept this charge and the following objectives:

1. to enable students to grow academically, socially, and emotionally by encouraging them to accept responsibility and to understand the consequences of their decisions;
2. to provide students with opportunities to master basic skills essential to competent functioning in society, including the ability to read, write, listen, and speak and view proficiently; to manipulate basic mathematical concepts; and to acquire a general knowledge of the sciences;
3. to enable students to apply knowledge, problem solving techniques, creativity, and current technology from the various disciplines to the challenges presented by our changing society and physical environment;
4. to enable students to pursue independent thought and research through both assigned and self initiated projects;
5. to enable students to explore the world's cultural heritage through experiences which help to broaden social awareness;

6. to provide curricular and co curricular activities which will give students the opportunity to grow aesthetically, emotionally, intellectually, physically, and socially through interaction with others;
7. to provide appropriate programs and services for students with special intellectual, physical, and emotional needs;
8. to enable students to develop aesthetic appreciation through integral experiences in art, music, science, literature, and languages;
9. to enable students to acquire the skills necessary for intellectual growth using Educational Information Services and programs, and instruction in the use of appropriate resources to support their learning;
10. to enable students to develop as healthy individuals by providing life skills through health and physical education programs and health services;
11. to enable students to develop personal and vocational skills through appropriate grade level experiences in foreign language, practical., and technical arts;
12. to enable students to meet their academic, personal, social, emotional, and vocational needs through guidance, counseling, and special services;
13. to enable students to learn the responsibilities of citizenship in a democracy, emphasizing participation in global, national, and community affairs through practical curricula and co curricular activities in the social sciences;
14. to enhance the capabilities of the staff by setting expectations and by providing opportunities for growth through professional development and other experiences;
15. to foster greater community understanding and support by encouraging citizen involvement in school activities and programs;
16. to provide a safe and orderly environment conducive to the learning process.
17. to integrate the principles and practices of social-emotional into the District's required professional development program pursuant to C.G.S. 10-148a.

Legal Reference: Connecticut General Statutes

10-4(c) Duties of board. Reports. Comprehensive plan for elementary, secondary, vocational, career and adult education.

10-220(b) Duties of boards of education (as amended by P.A. 21-46, Section 13)

P.A. 21-46 An Act Concerning Social Equity and the Health, Safety, and Education of Children

Policy adopted:

~~Therefore, the school system shall provide a school program and learning environment that is committed to excellence and that will:~~

- ~~1. Stimulate the desire for learning in each student, encouraging individuality and creativity.~~
- ~~2. Expand the student's ability to think, to find and analyze information, and to make decisions.~~
- ~~3. Ensure each student's mastery of the basic skills: reading, written and oral communication, and mathematics.~~
- ~~4. Develop, to each student's full potential, the ability to explore knowledge, acquire skills, and express a thorough understanding of selected academic disciplines, including literature, mathematics, languages, sciences, and social studies.~~
- ~~5. Offer a curriculum that introduces students to new and emerging fields.~~
- ~~6. Encourage a continuing awareness of safety, physical fitness, health, and nutrition.~~
- ~~7. Inspire and appreciation of the arts, promoting study and encouraging participation.~~
- ~~8. Teach the principles of democracy and the rights and responsibilities of citizenship.~~
- ~~9. Create in each student an understanding and appreciation of our own culture and of other cultures of the world.~~
- ~~10. Foster positive self-images and offer opportunities for personal and social growth.~~
- ~~11. Require students to respect the rights, property, and opinions of others.~~
- ~~12. Prepare the students to make post-secondary school choices that will fulfill their personal aspirations.~~

Policy adopted: November 6, 1989

Weston Public Schools Weston, Connecticut

P 1000

Community Relations Concepts, Goals, and Roles in Community Relations

The Board of Education recognizes that the state and school system's community shapes the quality of local education. ~~The Board of Education recognizes that the community, defined broadly as the state and specifically as the area served by the school system, determines the quality of local education.~~ It is imperative that members of the community and the school personnel cooperate in planning, developing policy, implementing programs and evaluating results.

School-community relations are not merely reporting and interpreting. Rather, they are part of a public enterprise in which community members and school personnel play their respective roles in the best interests of the school district.

The Board of Education establishes the following goals for the community relations program:

1. To increase public understanding of the school system.
2. To increase community confidence and interest in the school system.
3. To promote effective dissemination of information concerning school activities.
4. To solicit **and consider** community opinions about the school system.
5. To encourage the sharing of resources among civic and community organizations for the benefit of the school system.
6. **To invite community participation in school activities**

Policy adopted: November 6, 1989

Policy revised:

Weston Public Schools Weston, Connecticut

P 1210 School-Community Associations

~~The Board of Education recognizes school community groups such as Parent-Teacher Associations or Parent-Teacher Organizations as integral parts of the school community which can promote better educational programs.~~

~~The Board of Education encourages active support of and cooperation with school community organizations.~~

~~Among the many services which such associations can offer, the Board of Education especially endorses support for parent/citizen volunteer programs in our schools.~~

The Board of Education encourages the creation of parent-organizations such as PTA, PTO units and student, teacher, and parent councils as appropriate means of achieving effective parental involvement with the school system.

The Board of Education encourages the Superintendent of Schools, administrators, teachers and staff members to work closely with the officers and directors of parent organizations.

Among the many services which such associations can offer, the Board of Education acknowledges the support from parent/citizen volunteer programs in our schools.

Policy adopted: November 6, 1989

Policy revised:

Weston Public Schools Weston, Connecticut

R 1230 Sexual Offenders

Pursuant to state law, the Connecticut Department of Public Safety is obligated to notify school superintendents whenever a sexual offender is released into the community or whenever a registered sexual offender changes his or her address.

~~School district personnel shall cross-reference the Connecticut Department of Public Safety's sexual offender registry prior to hiring any new employee and prior to permitting a volunteer to work with students in any capacity. Registration as a sexual offender constitutes grounds for denial of employment and/or volunteer opportunities in the Weston Public Schools.~~

The Superintendent or their established designee, shall cross-reference the Connecticut Department of Emergency Services and Public Protection's sexual offender registry prior to hiring any new employee and prior to permitting a volunteer to work with students in any capacity. Registration as a sexual offender constitutes grounds for denial of employment and/or volunteer opportunities in the Weston Public Schools.

The Superintendent or his/her designee shall provide training to appropriate staff members regarding the methods for accessing the sexual offender registry information posted on the Connecticut Department of Emergency Services and Public Protection and the provisions of these regulations including appropriate handling of information and confidentiality requirements.

~~The Superintendent or his/her designee shall provide training to appropriate staff members regarding the methods for accessing the sexual offender registry information posted on the Connecticut Department of Public Safety and the provisions of these regulations.~~

Nothing in this regulation shall be construed to limit the District's authority to conduct additional background checks or take other actions deemed necessary to protect the safety and well-being of students and staff, consistent with applicable law.

Legal references:

[Conn. Gen. Stat. § 54-258](#) **Availability of registration information. Immunity.**

Policy References:

Policy 4111.3, Background Checks

ADOPTED: April 24, 2017

Weston Public Schools Weston, Connecticut

P 1251 Loitering or Causing Disturbance

~~All visitors must register in the office of the school principal. Staff members should be alert to the possibility of unauthorized visitors and promptly report any concerns to the principal. Any person shall be considered loitering on school grounds when he/she loiters or remains in or about a school building or grounds, without any reason or relationship involving custody of or responsibility for a student or any other license or privilege to be there.~~

All visitors to school buildings or school grounds during the school day or during school-sponsored activities shall properly register at the school's designated main entrance and comply with all visitor identification, badging, and access-control procedures established by the Superintendent or designee.

Consistent with the Connecticut School Safety Infrastructure Standards, school buildings shall maintain controlled access points, and school staff shall remain vigilant for unauthorized individuals. Any concerns regarding unauthorized access, suspicious behavior, or potential disturbances shall be promptly reported to the school principal or designee.

A person shall be considered loitering on school property when he or she remains in or about a school building or on school grounds without a legitimate educational, employment, custodial, or school-related purpose, and without authorization or permission from school officials.

Any individual who causes a disturbance, interferes with the orderly operation of the school, refuses to comply with lawful directives of school personnel, or remains on school property after being directed to leave may be subject to removal from school grounds and referral to law enforcement, consistent with applicable law.

This policy shall be enforced in a manner that supports layered school security, preserves a safe and orderly educational environment, and respects the lawful rights of individuals.

Legal Reference:

Connecticut General Statutes § 53a-185
Loitering in or about school grounds; Class C misdemeanor

~~Legal Reference: Connecticut General Statutes
53a-185 Loitering in or about school grounds; Class C misdemeanor~~

Date Adopted: November 6, 1989

Weston Public Schools, Weston, CT

P 1252 Possession of Deadly Weapons or Firearms

I. Definitions:

- A. **Deadly Weapon** means "any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon, or metal knuckles." [Conn. Gen. Stat. § 53a-3 \(6\)](#). Pellet guns, BB guns, and airsoft guns are considered "firearms" for the purposes of this policy.
- B. **Firearm** means "any sawed off shotgun, machine gun, rifle, shotgun, pistol, revolver, or other weapon, whether loaded or unloaded, from which a shot may be discharged." [Conn. Gen. Stat. § 53a-3 \(19\)](#). Pellet guns, BB guns, and airsoft guns are considered "firearms" for the purposes of this policy.
- C. **Peace Officer** means "a member of the Division of State Police within the Department of Emergency Services and Public Protection or an organized local police department, a chief inspector or inspector in the Division of Criminal Justice, a state marshal while exercising authority granted under any provision of the general statutes, a judicial marshal in the performance of the duties of a judicial marshal, a conservation officer or special conservation officer, as defined in section 26-5, a constable who performs criminal law enforcement duties, a special policeman appointed under section 29-18, 29-18a or 29-19, an adult probation officer, an official of the Department of Correction authorized by the Commissioner of Correction to make arrests in a correctional institution or facility, any investigator in the investigations unit of the office of the State Treasurer, any special agent of the federal government authorized to enforce the provisions of [Title 21 of the United States Code](#), or a member of a law enforcement unit of the Mashantucket Pequot Tribe or the Mohegan Tribe of Indians of Connecticut created and governed by a memorandum of agreement under section 2 of [public act 13-170](#) who is certified as a police officer by the Police Officer Standards and Training Council pursuant to sections 7-294a to 7-294e, inclusive." [Conn. Gen. Stat. § 53a-3 \(9\)](#).
- D. **Real Property** means the land and all temporary and permanent structures comprising the district's elementary and secondary schools; administrative office buildings, maintenance buildings, and other buildings. Real Property includes, but is not limited to, the following: classrooms, offices, hallways, storage facilities, theaters, gymnasiums, other athletic facilities, cafeterias, common areas, fields, parking lots, access roads under control of the district, and wooded areas.
- E. **School Sponsored Activity** "means any activity sponsored, recognized or authorized by a Board of Education and includes activities conducted on or off school property." [Conn. Gen. Stat. § 10-233a\(h\)](#).

II. Prohibition of Deadly Weapons and Firearms

In accordance with [Conn. Gen. Stat. § 29-28\(e\)](#) and [§ 53a-217b](#), the possession and/or use of a deadly weapon or firearm on the Real Property of the district or at a school-sponsored activity, is prohibited, even if the person possessing the deadly weapon or firearm has a permit for such item.

~~III. Peace Officer Exception~~

~~A peace officer engaged in the performance of his or her official duties who is in lawful possession of a deadly weapon or firearm may bring such item onto the Real Property of the district, or to a school sponsored activity.~~

~~IV. Other Exceptions~~

~~Persons in lawful possession of a deadly weapon or firearm may possess such item on the Real Property of the district, or to a school-sponsored activity if:~~

- ~~A. The person brings the deadly weapon or firearm on the Real Property of the district, or to a school-sponsored activity, for use in a program approved by school officials. In such case, the person must give school officials notice of his/her intention to bring such item, and the person must receive prior written permission from school officials.~~
- ~~B. The person possesses the deadly weapon or firearm on the Real Property of the district, or at a school-sponsored activity, pursuant to a written agreement with school officials or a written agreement between such person's employer and school officials.~~
- ~~C. An armed security officer employed by the Board of Education to provide security services pursuant to [Public Act 13-188](#) engaged in the performance of his or her official duties who is in lawful possession of a deadly weapon or firearm may bring and possess such item on the Real Property of the District and to a school-sponsored activity. No person providing security services may be armed without the approval of the Board of Education.~~

~~V. Consequences~~

- ~~A. Unless subject to one of the exceptions listed above, any person who possesses a deadly weapon or firearm on the Real Property of the district and/or at a school-sponsored activity, whether or not the person is lawfully permitted to carry such deadly weapon or firearm, will be reported to the local police authorities once school officials become aware of its possession.~~
- ~~B. A student who possesses and/or uses any deadly weapon or firearm on the Real Property of the District or to a school-sponsored activity in violation of this policy shall be disciplined in accordance with Board of Education Student Discipline Policy.~~
- ~~C. The Board of Education reserves the right to forbid anyone caught possessing a deadly weapon or firearm on the Real Property of the district, or at a school-sponsored activity, from entering district property, using any and all school facilities, and/or attending school sponsored events.~~

I. Definitions:

A. Deadly Weapon means "any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon, or metal knuckles or any device designed for violence and capable of inflicting serious bodily injury or death, including an air pistol" Conn. Gen. Stat. § 53a-3 (6).

B. Firearm means "any sawed-off shotgun, machine gun, rifle, shotgun, pistol, revolver or other weapon, whether loaded or unloaded from which a shot may be discharged." Conn. Gen. Stat. § 53a-3 (19).

C. Peace Officer means "a member of the Division of State Police within the Department of Emergency Services and Public Protection or an organized local police department, a chief inspector or inspector in the Division of Criminal Justice, a state marshal while exercising authority granted under any provision of the general statutes, a judicial marshal in the performance of the duties of a judicial marshal, a conservation officer or special conservation officer, as defined in section 26-5, a constable who performs criminal law enforcement duties, a special policeman appointed under section 29-18, 29-18a or 29-19, an adult probation officer, an official of the Department of Correction authorized by the Commissioner of Correction to make arrests in a correctional institution or facility, any investigator in the investigations unit of the office of the State Treasurer, an inspector of motor vehicles in the Department of Motor Vehicles, who is certified under the provisions of sections 7-294a to 7-294e, inclusive, a United States marshal or deputy marshal, any special agent of the federal government authorized to enforce the provisions of Title 21 of the United States Code, or a member of a law enforcement unit of the Mashantucket Pequot Tribe or the Mohegan Tribe of Indians of Connecticut created and governed by a memorandum of agreement under section 47-65c who is certified as a police officer by the Police Officer Standards and Training Council pursuant to sections 7-294a to 7-294e, inclusive." Conn. Gen. Stat. § 53a-3 (9).

D. Real Property means the land and all temporary and permanent structures comprising the district's elementary and secondary schools, and administrative office buildings. Real property includes, but is not limited to, the following: classrooms, hallways, storage facilities, theatres, gymnasiums, fields and parking lots.

E. School-Sponsored Activity means "any activity sponsored, recognized or authorized by a board of education and includes activities conducted on or off school property." Conn. Gen. Stat. § 10-233a(h).

II. Prohibition of Deadly Weapons and Firearms

In accordance with Conn. Gen. Stat. § 29-28(e) and § 53a-217b, the possession and/or use of a deadly weapon or firearm on the real property of any school or

administrative office building in this district, on school transportation, or at a school-sponsored activity, is prohibited, even if the person possessing the deadly weapon or firearm has a permit for such item.

III. Peace Officer Exception

A peace officer engaged in the performance of his or her official duties who is in lawful possession of a deadly weapon or firearm may bring such item on the real property of any school or administrative office building in this district, on school transportation, or to a school-sponsored activity.

IV. Other Exceptions

Persons in lawful possession of a deadly weapon or firearm may possess such item on the real property of any school or administrative office building in this district, on school transportation, or to a school-sponsored activity, if:

A. The person brings the deadly weapon or firearm on the real property of any school or administrative office building, on school transportation, or to a school-sponsored activity for use in a program approved by school officials. In such case, the person must give school officials notice of his/her intention to bring such item, and the person must receive prior written permission from school officials.

B. The person possesses the deadly weapon or firearm on the real property of any school or administrative office building, on school transportation, or at a school-sponsored activity pursuant to a written agreement with school officials or a written agreement between such person's employer and school officials.

V. Consequences

A. Unless subject to one of the exceptions listed above, any person who possesses a deadly weapon or firearm on the real property of an elementary or secondary school in this district, or administrative office building, on school transportation, or at a school-sponsored activity, whether or not the person is lawfully permitted to carry such deadly weapon or firearm, will be reported to the local police authorities once school officials become aware of its possession.

B. A student who possesses and/or uses any deadly weapon or firearm on the real property of an elementary or secondary school in this district, or administrative office building, on school transportation, or at a school-sponsored activity in violation of this policy shall be disciplined in accordance with Board of Education Student Discipline Policy.

C. The Board of Education reserves the right to forbid anyone caught possessing a deadly weapon or firearm on the real property of its school buildings or administrative

office buildings, on school transportation, or at a school-sponsored activity, from using any and all school facilities.

Note: Under state law, in order to prohibit all persons from carrying deadly weapons and/or firearms onto school property (including persons who hold a legal permit to carry such weapons elsewhere), a school district must affirmatively pass a policy prohibiting such items. The policy above accomplishes this goal. Districts may legally prohibit other weapons as well, but issues exist regarding 1) a district's practical ability to enforce such prohibitions and 2) the definitions used to describe other types of weapons. If a district chooses to enact a wider prohibition on weapons, it is well advised to consult legal counsel for assistance in drafting a policy containing a wider prohibition.

Legal References:

~~[Conn. Gen. Stat. §10-233a](#), et. seq., Suspension and Expulsion of Pupils
[Conn. Gen. Stat. §29-28\(e\)](#), Permit to Carry Pistol or Revolver
[Conn. Gen. Stat. §53a-3](#), Penal Code, Definitions
[Conn. Gen. Stat. §53a-217b](#), Possession of a Weapon on School Grounds
[Public Act 13-188](#):~~

Policy References:

Policy 5114, Student Discipline

Legal References:

**Connecticut General Statutes § 10-233a
§ 10-244a
§ 29-28(e)
§ 53a-3
§ 53a-217b**

ADOPTED June 16, 2014

Weston Public Schools Weston, Connecticut

P 1258 Non-Discrimination

It is the policy of the Board of Education that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability (including pregnancy), genetic information, gender identity or expression, veteran status, **status as a victim of domestic violence, sexual assault, or human trafficking**, or any other basis prohibited by state or federal law (“Protected Class”) is prohibited, whether by students, Board employees, **Board members** or third parties subject to the control of the Board, **subject to the conditions and limitations established by law**. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics, **school sponsored activities**, as well as the district website.

It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, ancestry, alienage, disability (including pregnancy), genetic information, gender identity or expression, or veteran status, **status as a victim of domestic violence, sexual assault, or human trafficking, or any other basis prohibited by state or federal law**

Retaliation Prohibited:

The Board further prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual's association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment, and is therefore prohibited by this policy.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities) are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

The following definitions apply for purposes of this policy:

A. **Discrimination:** Discrimination in violation of this policy occurs when an individual is denied participation in, or the benefits of, a program or activity of the Board because of such individual's actual or perceived membership in a Protected Class.

B. Harassment: Harassment is a form of Protected Class discrimination that is prohibited by law and by this policy. Harassment constitutes unlawful discrimination when it creates a hostile environment, which occurs when the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit an individual's ability to participate in or benefit from the services, activities, or opportunities offered by the District.

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to involve intent to harm, be directed toward a specific person, or involve repeated incidents.

Sexual harassment is a form of harassment that is prohibited by law and Board policy. For more information regarding harassment based on sex, sexual orientation, pregnancy, or gender identity or expression, contact the District's Title IX Coordinator at:

Tracy Edwards
Assistant Superintendent of Pupil Personnel Services
Weston Public Schools
24 School Road
Weston, Connecticut 06883
tracyedwards@westonps.org

C. Gender identity or expression: Gender identity or expression refers to a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is

sincerely held, part of a person's core identity or not being asserted for an improper purpose.

D. Sexual orientation: Sexual orientation refers to a person's identity in relation to the gender or genders to which they are romantically, emotionally or sexually attracted, inclusive of any identity that a person (i) may have previously expressed, or (ii) is perceived by another person to hold.

E. Veteran: A veteran is any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from active service in the United States Army, Navy, Marine Corps, Coast Guard, Air Force, and Space Force and any reserve component thereof, including the Connecticut National Guard. "Qualifying condition" means (i) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, (ii) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or (iii) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

F. Race: The term race is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

G. Domestic violence: Domestic violence means (1) a continuous threat of present physical pain or physical injury against a family or household member, as defined in Conn. Gen. Stat. § 46b-38a; (2) stalking, including but not limited to, stalking as described in Conn. Gen. Stat. § 53a-181d, of such family or household member; (3) a pattern of threatening, including but not limited to, a pattern of threatening as described in Conn. Gen. Stat. § 53a-62, of such family or household member or a third party that intimidates such family or household member; or (4) coercive control of such family or household member, which is a pattern of behavior that in purpose or effect unreasonably interferes with a person's free will and personal liberty. "Coercive control" includes, but is not limited to, unreasonably engaging in any of the following: (a) isolating the family or household member from friends, relatives or other sources of support; (b) depriving the family or household member of basic necessities; (c) controlling, regulating or monitoring the family or household member's movements, communications, daily behavior, finances, economic resources or access to services; (d) compelling the family or household member by force, threat or intimidation, including, but not limited to, threats based on actual or suspected immigration status, to (i) engage in conduct from which such family or household member has a right to abstain, or (ii) abstain from conduct that such family or household member has a right to pursue; (e) committing or threatening to commit cruelty to animals that intimidates the

family or household member; or (f) forced sex acts, or threats of a sexual nature, including, but not limited to, threatened acts of sexual conduct, threats based on a person's sexuality or threats to release sexual images.

Alleged Discrimination/Harassment of Students or Employees:

Complaints of alleged discrimination and/or harassment of students and/or employees will be investigated in accordance with the non-discrimination policies applicable to students and/or personnel respectively. Complaints pertaining to specific forms of discrimination and/or harassment, such as sexual harassment or disability-based harassment, have specific policies and procedures applicable to these forms of harassment and will be investigated in accordance with the specific procedures for such issues. If a complaint involves allegations of discrimination or harassment of an employee or of a student based on sex, such complaints will be handled in accordance with the procedures set forth in the applicable Board policy regarding sex discrimination and sexual harassment. Complaints involving allegations of discrimination or harassment of an employee or of a student based on disability will be addressed in accordance with the procedures set forth in the applicable Board policy regarding Section 504/ADA.

Alleged Discrimination/Harassment of Community Members on the Basis of Sex:

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) on the basis of sex, the complaint shall be referred to the District's Title IX Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

Alleged Discrimination/Harassment of Community Members on the Basis of Disability:

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) based on disability, the complaint shall be referred to the District's Section 504/ADA Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

Reporting to District Officials:

It is the policy of the Board to provide for the prompt and equitable resolution of complaints alleging Protected Class discrimination or harassment. The District will investigate both formal and informal complaints of discrimination, harassment or retaliation.

Any individual who believes a community member has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of this

policy should report such concern in writing to **Juliane Givoni** in accordance with the Board's complaint procedures included in the Board's Administrative Regulations Regarding Non-Discrimination/Community, which accompany this policy, and are available online at www.westonps.org or upon request from the main office of any District school.

Reporting to State and Federal Agencies:

In addition to reporting to District officials in accordance with this policy, individuals also may file a complaint with the following agencies:

Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
(202 453-6020)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Equal Employment Opportunity Commission (employees only):

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who:

1. has questions or concerns about this policy or its accompanying regulations; OR
2. wishes to request or discuss accommodations based on religion; OR
3. who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment:

may contact any District administrator or the following District official:

Juliane Givoni
Director of Human Resources
Weston Public Schools
24 School Road
Weston, Connecticut 06883
julianegivoni@westonps.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of sex may contact the District's Title IX Coordinator:

Tracy Edwards
Assistant Superintendent of Pupil Personnel Services
Weston Public Schools
24 School Road
Weston, Connecticut 06883
tracyedwards@westonps.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the District's Section 504/ADA Coordinator:

Tracy Edwards
Assistant Superintendent of Pupil Personnel Services
Weston Public Schools
24 School Road
Weston, Connecticut 06883
tracyedwards@westonps.org

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.

Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
 Age Discrimination in Employment Act, 29 U.S.C.
 § 621 et seq.
 Americans with Disabilities Act, 42 U.S.C. § 12101
 Section 504 of the Rehabilitation Act of 1973, 29
 U.S.C. § 794
 Connecticut General Statutes § 1-1n, "Gender Identity or
 Expression" defined
 Connecticut General Statutes § 27-103
 Connecticut General Statutes § 46a-51, Definitions
 Connecticut General Statutes § 46a-58, Deprivation of rights
 Connecticut Fair Employment Practices Act, Connecticut
 General Statutes § 46a-60
 Connecticut General Statutes § 46a-81c, Sexual orientation
 discrimination: Employment
 Connecticut General Statutes § 46b-1, Family relations
 matters and domestic violence defined
 Public Act No. 25-139, "An Act Concerning Human
 Trafficking and Sexual Assault Victims"

~~For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.~~

~~For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose. For the purposes of this policy, "veteran" means any person honorably discharged from, or released under honorable conditions from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard.~~

~~For the purposes of this policy, "race" is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles.~~

~~"Protective hairstyles" includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs. Any individual wishing to file a complaint regarding discrimination may obtain a copy of the Board's complaint procedures and complaint form which are included in the Board's Administrative Regulations Regarding Non-Discrimination. These regulations accompany this policy and are available online www.westonps.org or upon request from the main office of any district school.~~

If a complaint involves allegations of discrimination or harassment, such complaints will be handled, as appropriate, in accordance with other Board policies (e.g., Policy and Administrative Regulation #4118.12/4218.12, Sex Discrimination/Harassment in the Workplace (Personnel); Policy and Administrative Regulation #5114.6, Sex Discrimination and Sexual Harassment (Students); Policy and Administrative Regulation #4118.13, Disability and Accommodations (Personnel), Policy and Administrative Regulation 4118.11/4218.11, Non-Discrimination (Personnel) and Policy and Administrative Regulation #5145, Non-Discrimination (Students)).

~~Individuals also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):~~

~~Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>~~

~~Individuals may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:~~

~~Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(800-477-5737)~~

~~Employees may also file a complaint regarding employment discrimination with the Equal Employment Opportunity Commission and/or the Connecticut Commission on Human Rights and Opportunities:~~

~~Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)
Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(800-477-5737)~~

Anyone who has questions or concerns about this policy, or would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination, may contact:

The Human Resources Manager

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of gender/sex may contact the Board's Title IX Coordinator:

The Director of Special Education

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of disability may contact the Board's ADA Coordinator:

The Human Resources Manager

Legal References:

Title VI of the Civil Rights Act of 1964, [42 U.S.C. § 2000d et seq.](#)

Title VII of the Civil Rights Act of 1964, [42 U.S.C. § 2000e et seq.](#)

Title IX of the Education Amendments of 1972, [20 U.S.C. § 1681 et seq.](#)

Age Discrimination in Employment Act, [29 U.S.C. § 621](#)

Americans with Disabilities Act, [42 U.S.C. § 12101](#)

Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. § 794](#)

Title II of the Genetic Information Nondiscrimination Act of 2008, [Pub.L. 110-233](#); [42 U.S.C. § 2000ff](#); [29 CFR 1635.1 et seq.](#)

[Connecticut General Statutes § 10-153](#). Discrimination on basis of marital status
Connecticut Fair Employment Practices Act, [Connecticut General Statutes § 46a-60](#)

[Connecticut General Statutes § 46a-81a](#) Discrimination on basis of sexual orientation: Definitions

[Connecticut General Statutes § 46a-81c](#) Sexual orientation discrimination: Employment.

[Public Act 17-127](#), An Act Concerning Discriminatory Practices Against Veterans, Leaves of Absence for National Guard Members, Application for Certain Medicaid Programs, and Disclosure of Certain Records to Federal Military Law Enforcement

Policy Adopted: January 22, 2018

Policy Revised: May 17, 2021

Policy Revised:

Weston Public Schools Weston, Connecticut

R 1258 Non-Discrimination (Complaint Procedure)

~~It is the policy of the Weston Board of Education that any form of discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability (including pregnancy), genetic information, gender identity or expression, or veteran status is forbidden, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.~~

It is the policy of the Weston Board of Education (the "Board") that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, status as a victim of domestic violence, sexual assault, or human trafficking, or any other basis prohibited by state or federal law ("Protected Class") is prohibited in the Weston Public Schools (the "District"), whether by students, Board employees, Board members or third parties subject to the control of the Board, subject to the conditions and limitations established by law.

It is the express policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of **race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, status as a victim of domestic violence, sexual assault, or human trafficking, or any other basis prohibited by state or federal law ("Protected Class")** ~~protected characteristics such as race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability (including pregnancy), genetic information, gender identity or expression, or veteran status.~~

Retaliation Prohibited:

The Board further prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

The District will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of Protected Class harassment or discrimination. Any such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual's association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities) are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to involve intent to harm, be directed toward a specific person, or involve repeated incidents.

If a complaint involves allegations of discrimination or harassment, such complaints will be handled, as appropriate, in accordance with other Board policies (e.g., Policy and Administrative Regulation #4118.12/4218.12, Sex Discrimination/Harassment in the Workplace (Personnel); Policy and Administrative Regulation #5114.6, Sex Discrimination and Sexual Harassment (Students); Policy and Administrative Regulation #4118.13/4218.13, Disability and Accommodations (Personnel), Policy and Administrative Regulation 4118.11/4218.11, Non-Discrimination (Personnel) and Policy and Administrative Regulation #5145, Non-Discrimination (Students)).

Complaint Procedure

Preferably, complaints should be filed within thirty (30) calendar days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. The district will investigate such complaints promptly and equitably, and will take corrective action when allegations are verified.

~~The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of harassment or discrimination on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, disability (including pregnancy), genetic information, gender identity or expression, or veteran status. Any~~

~~such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.~~

~~The school district will periodically provide staff development for district administrators and periodically distribute this Policy and implementing Administrative Regulations to staff and students in an effort to maintain an environment free of harassment and discrimination.~~

Staff Development:

The District will periodically provide staff development for District administrators and periodically distribute the Board's Non-Discrimination policies and the implementing administrative regulations to staff, students and parents in an effort to maintain an environment free of discrimination and harassment.

Complaint Procedure

As soon as an individual feels that he or she has been subjected to **Protected Class discrimination** ~~discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability (including pregnancy), genetic information, gender identity or expression, or veteran status~~ he/she should make a written complaint to the Superintendent, or his/her designee. The individual and any respondent (if applicable) will be provided a copy of the Board's policy and regulation and made aware of his/her rights.

The complaint should state the:

- A. Name of the complainant,
- B. Date of the complaint,
- C. Date(s) of the alleged harassment/discrimination,
- D. Name(s) of the harasser(s) or discriminator(s),
- E. Location where such harassment/discrimination occurred,
- F. Names of any witness(es) to the harassment/discrimination,
- G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
- H. Proposed remedy.

Any individual who makes an oral complaint of discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. If an individual is unable to make a written complaint, the employee receiving the oral complaint will either reduce the complaint to writing, assist the individual with completing the written complaint form, or request the assistance of a District administrator to do so.

~~Any individual who makes an oral complaint of harassment or discrimination will be provided a copy of this regulation and will be requested to make a written complaint~~

~~pursuant to the above procedure. If an individual is unable to make a written complaint, the staff member receiving the oral complaint will either reduce the complaint to writing or assist the individual with completing the written complaint form.~~

~~All complaints received by staff members are to be forwarded immediately to the Superintendent or his/her designee. Upon receipt of a complaint alleging harassment or discrimination under this complaint procedure, the Superintendent or his/her designee shall promptly investigate the complaint. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the complainant, the alleged harasser/discriminator ("respondent") and any witnesses to the conduct. Complaints will be investigated promptly within the timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible, as determined by the investigator.~~

All complaints received by employees are to be forwarded immediately to the Superintendent or designee. Upon receipt of a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) under this complaint procedure, the Superintendent shall promptly investigate the complaint, or designate a District administrator or other trained individual to do so. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the complainant, the reporter (if different from the complainant), the respondent and any witnesses to the conduct. Complaints will be investigated promptly within the timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and/or other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible, as determined by the investigator.

~~Upon receipt of a written complaint of discrimination, the investigator should:~~

- ~~1. offer to meet with the complainant and respondent (if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants during periods of time when school is not in session) to discuss the nature of the complaint, identify individuals the complainant believes has relevant information, and obtain any relevant documents the complainant may have;~~
- ~~2. provide the complainant and respondent (if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;~~
- ~~3. investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;~~
- ~~4. conduct an investigation that is adequate, reliable, and impartial. Investigate the factual basis for the complaint, including conducting interviews with individuals with information and review of documents relevant to the complaint;~~

- ~~5. maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;~~
- ~~6. communicate the outcome of the investigation in writing to the complainant and respondent (if any) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be extended by fifteen (15) business days during periods of time when school is in session or reasonably extended based on the availability of necessary witnesses and/or participants during periods of time when school is not in session) from the date the complaint was received by the Superintendent's office. The complainant and respondent (if any) shall be notified of any extension of the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the district will remedy the discrimination or harassment, adhering to the requirements of state and federal law;~~
- ~~7. if a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of staff and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant and respondent (if any) will receive notice and interim measures may be implemented as necessary (see sub-paragraph 6);~~
- ~~8. whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the harassment or discrimination. Corrective action should include steps to avoid continuing discrimination;~~
- ~~9. if either party to the complaint is not satisfied with the findings and conclusions of the investigation, the complainant may present the complaint and written outcome to the Superintendent within thirty (30) calendar days of receiving the findings. Upon review of a written request from the party requesting an appeal, the Superintendent shall review the investigative results of the investigator and determine if further action and/or investigation is warranted. Such action may include consultation with a designated investigator (if applicable), complainant, and respondent (if any) and meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling a designated investigator's conclusions or findings (if applicable). The Superintendent shall provide written notice to the complainant and respondent (if any) of the proposed actions within fifteen (15) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants during periods of time when school is not in session) following the receipt of the written request for review.~~

Upon receipt of a written complaint of discrimination or harassment of a community member, the investigator should:

1. Offer to meet with the complainant and respondent (if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other

extenuating circumstances) to discuss the nature of the complaint, discuss the availability of interim measures, identify individuals the complainant or respondent believes has relevant information, and obtain any relevant documents the complainant or respondent may have;

2. Provide the complainant and respondent (if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;
3. Conduct an investigation that is adequate, reliable, and impartial. Investigate the factual basis of the complaint, including, as applicable, conducting interviews with the parties to the complaint and any relevant witnesses or other individuals deemed relevant to the complaint;
4. Review any records, notes, statements, or other documents relevant to the complaint;
5. Maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
6. Complete a final investigation report that includes: (i) a findings of fact based on the evidence gathered; (ii) for each allegation, the conclusion(s) and reasoning(s) as to whether the discrimination or harassment occurred; and (iii) for any individual(s) found to have engaged in discrimination or harassment, a broad statement of consequences imposed (to the extent permitted by state and federal confidentiality requirements) (e.g., "Consequences were imposed.").
7. Communicate the outcome of the investigation in writing to the complainant and respondent (if any) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) from the date the complaint was received by the Superintendent's office. The complainant and respondent (if any) shall be notified of any extension of the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the District will take steps designed to remedy the discrimination or harassment, adhering to the requirements of state and federal law;
8. If a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of employees and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant and

respondent (if any) will receive notice and interim measures may be implemented as necessary;

9. Whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the discrimination or harassment. Corrective action should include steps designed to avoid continuing discrimination or harassment;
10. After receiving the written notice of the outcome, parties shall have ten (10) school days to submit a formal written statement of appeal, if they so choose, to the Superintendent challenging the outcome of the investigation and explaining the basis for appeal. Upon receipt of an appeal, the Superintendent shall appoint a decisionmaker(s) for the appeal, who may be the Superintendent or designee. The decisionmaker(s) for the appeal will provide the appealing party's written statement to the non-appealing party. The non-appealing party will then have ten (10) school days to submit to the decision-maker(s) for the appeal a written statement in support of, or challenging, the outcome of the investigation. The decisionmaker(s) for the appeal shall review the evidence and the information presented by the parties and determine if further action and/or investigation is warranted. Such action may include consultation with the investigator(s) and the parties, a meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling the written outcome. Generally, a party's disagreement with the outcome of the investigation, alone, will not be basis for further action. The decisionmaker(s) for the appeal will attempt to issue written notice of the outcome of the appeal to the parties within thirty (30) school days of receipt of all written statements from the parties.

Complaint Procedure for Superintendent/Board Member Complaints:

Any District administrator or Board member who receives a complaint of discrimination, harassment or retaliation of a community member by a Board Member and/or the Superintendent shall forward the complaint promptly to Juliane Givoni. Complaints pertaining to the Superintendent or Board of Education members will be forwarded to the Chair of the Board of Education. Complaints pertaining to the Board Chair will be forwarded to the Board Vice Chair. In all cases, the individual receiving the complaint shall take appropriate steps to cause the matter to be investigated in a manner consistent with the procedures described above.

If a complainant or a respondent is not satisfied with the findings and conclusions of an investigation in which the Superintendent or a member of the Board is the respondent, within ten (10) school days of receiving the findings such party may present the complaint and written outcome to the Board Chair (or, if initially presented by the Board Chair, the Board Vice Chair), who will take appropriate steps to cause the matter to be reviewed in a manner consistent with the Board's non-discrimination policy and

regulation. Such steps may include retention of an investigator different from the investigator who investigated the complaint.

Remedial Action:

If the District makes a finding of discrimination, harassment or retaliation of a community member, the District will take remedial action designed to:

- A. eliminate the discriminatory/harassing/retaliatory conduct,
- B. prevent its recurrence, and
- C. address its effects on the complainant and any other affected individuals.

Examples of appropriate action may include, but are not limited to:

- A. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;
- B. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline (including possible termination of employment), training, and/or referral to appropriate state or local agencies;
- C. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;
- D. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;
- E. Supports for the complainant; and
- F. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.

~~A complainant alleging race, color, national origin, alienage, ancestry, sex, disability or age discrimination may file a formal complaint with the Boston Office, Office for Civil Rights, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (TELEPHONE NUMBER: 617-289-0111).~~

~~A complainant may also file a complaint with the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Blvd., Hartford, CT 06103-1835 (TELEPHONE NUMBER: 800-477-5737).~~

~~An employee alleging discrimination related to their employment may also file a complaint with the Equal Employment Opportunity Commission, Boston Area Office: John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203 (TELEPHONE NUMBER: 800-669-4000) and/or with the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Blvd., Hartford, CT 06103-1835 (TELEPHONE NUMBER: 800-477-5737).
Regulation Adopted May 17, 2021~~

Reporting to State and Federal Agencies:

In addition to reporting to District officials in accordance with this policy, individuals also may file a complaint with the following agencies:

Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
(202 453-6020)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who:

1. has questions or concerns about this policy or its accompanying regulations; OR

- 2. wishes to request or discuss accommodations based on religion; OR
- 3. who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment:

may contact any building administrator or the following District official:

**Juliane Givoni, Director of Human Resources, 24 School Road, Weston, CT
Phone: 203-221-0505 Email: julianegivoni@westonps.org**

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of sex may contact the District's Title IX Coordinator:

Tracy Edwards, Assistant Superintendent for Pupil Services, 24 School Road, Weston, CT Phone: 203-221-0505 Email: Tracyedwards@westonps.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the District's Section 504/ADA Coordinator:

Tracy Edwards, Assistant Superintendent for Pupil Services, 24 School Road, Weston, CT Phone: 203-221-0505 Email: Tracyedwards@westonps.org

DISCRIMINATION/HARASSMENT COMPLAINT FORM

(For complaints based on race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, veteran status, or status as a victim of domestic violence, sexual assault, or human trafficking)

Name of the reporter _____

Relationship of reporter to the District _____

Name of the complainant/victim _____

Relationship of complainant/victim to the District _____

Date of the complaint

Date of the alleged discrimination/harassment

Name or names of the alleged discriminator(s) or harasser(s)

Location where such alleged discrimination/harassment occurred

Name(s) of any witness(es) to the alleged discrimination/harassment

Detailed statement of the circumstances constituting the alleged discrimination or harassment

Proposed
remedy: _____

DISCRIMINATION COMPLAINT FORM

(For complaints based on race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability (including pregnancy), genetic information, gender identity or expression, or veteran status)

Name of the complainant _____

Date of the complaint _____

Date of the alleged discrimination/harassment _____

Name or names of the discriminator(s) or harasser(s) _____

Location where such discrimination/harassment occurred _____

Name(s) of any witness(es) to the discrimination/harassment _____

Detailed statement of the circumstances constituting the alleged discrimination or harassment _____

Proposed remedy: _____

Weston Public Schools Weston, Connecticut

P 1311.1 Political Activities of School Employees

~~School employees are encouraged to assume full responsibilities as citizens of a democracy.~~ **The Weston Board of Education recognizes the right of its employees, as citizens, to engage in political activity. However, the Board recognizes that school property and school time are paid for by all the people of the District, and should not be used for partisan political purposes, except as provided for in policies pertaining to the use of school facilities by civic and political organizations.**

Prohibited activities include the posting of political circulars or petitions, collection or solicitation of campaign funds, solicitations for campaign workers, the use of students in writing or addressing campaign materials, and the distribution of campaign materials to students on District property or during school time in any manner which would indicate that a school employee is using a position in the school to further personal partisan views on candidates for public office or questions of public property. Teachers and other District employees will not attempt to influence students concerning political party affiliations and will not praise or denigrate any particular political party.

Nothing in this policy will be interpreted as prohibiting teachers from conducting appropriate activities that encourage students to become involved in the political processes of the party of the students' choice or as independents; nor does it prohibit the use of political figures as resource persons in the classrooms.

Performance of Civic Duties by Employees

Employees should perform their civic duties commensurate with democratic ideals.

These duties may include:

1. Voting and taking an interest in current social, political, and economic issues.
2. Exercising democratic rights and responsibilities shared with other citizens.

These rights and privileges may include:

- A. Electioneering for candidates.
- B. Accepting positions in political campaigns.
- C. Holding an office in a political party organization.
- D. Serving as a delegate to political party conventions.

Individual Responsibility in Participating in Political Functions

Employees engaging in political activities shall:

1. Realize their obligation to their work as educators.
2. Help others understand that employee opinions and actions are expressed as individuals and not as representatives of the educational institution.
3. Engage in no political activities on school premises during school hours.

Legal Reference

~~[7-421](#) Political activities of classified municipal employees~~

~~[7-421a](#) Inconsistent statutory or charter provisions~~

~~[7-421b](#) Limitation on restrictions of political rights of municipal employees~~

~~10-156e~~ Employees of Boards of education permitted to serve as elected officials;
exception

(cf. 1140 - Distribution of Materials by Students)

(cf. 1311.2 - Political Activities in the Schools/On School Board Property)

(cf. 1330/3515 - Community Use of School Facilities)

(cf. 3543.13 - Mail and Delivery)

(cf. 4118.21 - Academic Freedom)

(cf. 6144 - Controversial Issues)

(cf. 6153.2 - Student Participation in Election Process)

Legal Reference: Connecticut General Statutes

7-421 Political activities of classified municipal employees.

7-421b Limitation on restriction of political rights of municipal employees.

9-369b Explanatory text relating to local questions.

10-156e Employees of boards of education permitted to serve as elected officials; exception.

10-239 Use of school facilities for other purposes

31-51q Liability of employer for discipline or discharge of employee on account of employee's exercise of certain constitutional rights.

***Keyishian v. Board of Regents* 395 U.S. 589, 603 (1967)**

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

Equal Access Act, 20 U.S.C. ss 4071-4074

Policy adopted: November 6, 1989

Policy revised:

Weston Public Schools Weston, Connecticut

R 1411

Law Enforcement Agencies

~~Release of Pupils to and Questioning of Pupils by Law Enforcement Officials~~

~~In the absence of parental or guardian consent, the principal shall release pupils to law enforcement officials only if an arrest warrant is presented or if the law enforcement officer informs the principal that the pupil has been observed engaging in a criminal act immediately prior to the arrest. Reasonable efforts will be made to notify parents/guardians of the arrest. If a warrant is issued by an official from the agency other than the Weston police, the principal must contact the Weston police who will verify the authenticity of the warrant. In any case where a law enforcement officer seeks to arrest a student, the principal must immediately notify the Superintendent of Schools or his/her designee.~~

~~If law enforcement officers seek to question a student at school, the decision whether or not to allow questioning will be made by the principal or designee. If the principal or designee determines that questioning by law enforcement will be disruptive to the educational process or maintenance of discipline in the school, the request may be denied. Unless there exists a clear and present danger as determined by the principal, no questioning by law enforcement shall be allowed in the absence of the student's parent or guardian. In any case where a law enforcement officer seeks to question a student on school grounds, the principal must immediately notify the Superintendent of Schools or his/her designee.~~

~~If there exists a clear and present danger as determined by the principal, a student who is not a suspect in the case may be questioned by law enforcement in the presence of the principal or his/her designee. The student's parent or guardian will be notified as soon as possible by the principal or his/her designee and informed of the questioning by law enforcement.~~

~~Notwithstanding the foregoing, if the law enforcement officer seeking to arrest a student, or to question a student, declines to honor a refusal by the principal to permit the removal from school or questioning by law enforcement as provided above, the principal should not attempt to interfere with the officer's actions. Rather, the principal should verbally object to the officer's actions and document his/her objections in a written communication to the officer and the officer's supervisor.~~

Purpose and Scope

This regulation governs coordination between Weston Public Schools and law enforcement agencies, including School Resource Officers (SROs), in a manner consistent with District threat assessment procedures, memoranda of understanding (MOUs), and applicable law.

Release of Students to Law Enforcement

In the absence of parental or guardian consent, the principal or designee shall release a student to law enforcement officials only when a valid arrest warrant is presented, the officer informs the principal that the student was observed committing a criminal act immediately prior to arrest, or other lawful authority exists. The Superintendent or designee shall be notified in all such cases.

Questioning or Interviewing of Students

Law enforcement questioning of students on school grounds shall be coordinated with the principal or designee and conducted consistent with the District's behavioral threat assessment and management procedures. Reasonable efforts shall be made to notify parents or guardians prior to questioning, unless exigent circumstances exist.

Threat Assessment and Safety Exception

Law enforcement officials, including SROs, may participate in behavioral threat assessment activities and may question students when an immediate safety concern exists. Such questioning shall occur with administrative oversight and parental notification as soon as practicable.

SRO Coordination

SROs assigned to the District shall operate pursuant to a Board-approved MOU. SROs may engage in safety planning, threat assessment, and crisis response consistent with their law enforcement role and the educational mission of the District.

Non-Interference and Documentation

School officials shall not physically interfere with lawful law enforcement actions. Any objections shall be documented in writing, and all law enforcement interactions involving students shall be documented in accordance with District procedures.

Legal Reference: Connecticut General Statutes

[10-221](#) Boards of education to prescribe rules.

[10-233a](#) through [10-233s](#) re student suspension, expulsion.

[10-233g\(b\)](#) Boards to report school violence.

[10-233h](#) Arrested students. Reports by police to the superintendent, disclosure, confidentiality.

[17a-101](#) Protection of children from abuse.

[17a-102](#) Report of danger of abuse.

[46b-124](#) Confidentiality of records of juvenile matters. Exception

[53-206c](#) Sale, carrying and brandishing of facsimile firearms prohibited.
Class B misdemeanor.

[53a-185](#) Loitering in or about school grounds: Class C Misdemeanor.

Reports of principals to police authority.

New Jersey v T.L.O., 53 U.S.L.W. 4083 (1988), 469 U.S. 325; 105 S.Ct
733.

[54-76j](#) Disposition upon adjudication as youthful offender.

Policy Reference:

Policy and Regulation 5145.12 – Search and Seizure

Policy and Regulation 1250 - Visitors and Observations in Schools

Policy and Regulation 1600 - School Security and Safety

Regulation Adopted: February 24, 1992

Regulation Revised: June 19, 2017

Regulation Revised:

5000

Students

Concepts and Roles in Student Policies

The focus of the school system is on the learner, the student. The student's educational development toward the school's goals is the central concern of the Weston Board of Education's policies and the Administrator's regulations.

Each child of each parent shall be given equal opportunity. However, children vary widely in capacities, interests, social and economic background therefore, no two can be treated exactly alike if the fullest development of each is to be achieved.

Discrimination among students attending our schools with respect to race, color, religious Creed, age, marital status (including civil unions), national origin, sex, sexual orientation, or physical disability, **gender identity or expression, status as a victim of domestic violence, ancestry, present or past history of mental disorder, or disability (including pregnancy)** is prohibited.

Legal Reference:

Connecticut General Statutes

10-15 Towns to maintain schools.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds (as amended by PA 11-55)

10-184 Duties of parents. (re mandatory schooling of children five years of age and over and under eighteen)

10-186 Duties of local and regional boards of education re school attendance. Hearings. Appeals to state board. Establishment of hearing board.

10-226a Pupils of racial minorities.

Section 504, U. S. Rehabilitation Act of 1973, 29 U.S.C. @ 794

~~10-15c Discrimination in Public Schools Prohibited~~

~~Title IX of the education Amendments of 1972 (42 U.S.C. 1134n et seq.)~~

~~Section 504, U.S. Rehabilitation Act. 1973, 29 U.S.C. 794~~

Policy Adopted: October 1, 1990

Policy Revised: January 20, 2009

WESTON PUBLIC SCHOOLS Weston, Connecticut

P 5121

Students

Examination/Grading/Rating

The Board of Education seeks, through performance objectives in its instructional program, to make achievement both recognizable and possible for students.

The issuance of grades on a regular basis serves to promote a process of continuous evaluation of student performance, to inform the student, the student's parents and counselor of his/her progress, and to provide a basis for bringing about change in student performance, if such change seems necessary.

Students enrolled in grades 3 through 8 inclusive and grade ten or eleven shall take an annual mastery examination in reading, language arts and mathematics, during any month of the school year. *(Currently administered during the last 12 weeks of the school year.)* Each student enrolled in grade 5, 8, 10 or 11 shall annually, in March or April, take a state-wide mastery examination in science. Achievement of a satisfactory score on the mastery test shall not be required as the sole criterion for promotion or graduation. The State Board of Education shall approve the provision and administration of all mastery examinations.

Students with significant cognitive disabilities in grades 3 through 8 and 11 shall be assessed with the Connecticut Alternate Assessment.

~~Each student enrolled in grades **three through eight** shall take the **Connecticut Mastery Test**, and students in grade ten shall take the **Connecticut Academic Performance Test**, provided by and administered under the supervision of the State Board of Education. Achievement of a satisfactory score on the mastery test shall not be required as the sole criterion for promotion or graduation.~~

(cf. 6146 – Graduation Requirement)

(cf. 6146-2 – statewide Proficiency/Mastery Examinations)

(cf. 6180 – evaluation of the Instructional Program)

Legal Reference: Connecticut General Statutes

10-14m Development and submission of educational evaluation and remedial assistance plans. (Contents of plan)

10-14n State-wide mastery examination

10-14p Reports by local and regional boards re instructional improvement and student progress

10-14q Exceptions

10-140 Compensatory education grant. Financial statement of expenditures

10-221a High School graduation requirements

Policy Adopted: October 1, 1990

Policy Revised: March 16, 2009

Policy Revised:

WESTON PUBLIC SCHOOLS
Weston, Connecticut

P 6000

Instruction

Concept and Roles in Instruction

The Weston Board of Education believes that all children can reach high levels of academic and personal achievement when the school, family, and community work together.

The primary purpose of schooling is the transmission of knowledge, culture, and development of skills through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the State Board of Education prepared Connecticut's Common Core of Learning. The Board of Education gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

The school functions closely with the community through the Board of Education, which sets policy for all educational programs. The community is responsible for providing resources to maintain the programs, which the Board prescribes. The community has the right to expect that the school will reflect its needs and desires but should be responsive to the professional obligation of the staff and administration to guide the educational program.

The students, faculty, administration and community should be involved in the development of a learning process wherein all may engage in a mutual inquiry. The student's responsibility is to realize that through active participation in the process he/she becomes the ultimate agent in his/her own learning experience. The teacher's responsibilities are to guide the learning process, to stimulate the students' intellectual interests and to expose them to a variety of avenues within the learning process. The administrator's role should be that of a catalyst, providing leadership and giving direction to the total learning process.

For the school to achieve the mission of providing outstanding instructional opportunities the students, faculty, administration, and community need to be mutually involved in creating and guiding the learning process. A climate of mutual respect and commitment is needed and active communication is essential.

Policy adopted: March 5, 1991

WESTON PUBLIC SCHOOLS

P 6010

Instruction

~~Philosophical Guidelines~~ **Goals and Objectives**

Weston citizens continue to support high educational standards for their community. As elected representatives, the Weston Board of Education is committed, within responsible budgetary limitations, to the support and development of a dynamic and flexible program of studies designed to effectively challenge the school-age children of this town.

The guiding policy of the Board of Education is to create and sustain a public school system capable of developing to the utmost the resources of the children entrusted to it. The goal is to impart knowledge, and a love of knowledge; to teach each child to speak, to read, to write, to calculate, to think; and to do so with such initiative and imagination that each will be properly equipped to serve as a citizen of this community, this nation and this world.

To this end, the Weston Board of Education searches out administrators and teachers who are imaginative, energetic and enthusiastic, as well as competent; and encourages active community communication and participation. Through the development of sound educational policies and systematic curriculum review, the Board strives to foster, in every way possible, an environment in which the children will thrive.

The Board of Education establishes the following goals for the instructional program:

- 1. To instill in students basic skills as well as the knowledge, attitudes and habits that will allow them to adopt, adapt and utilize these skills in the ever-changing environment;**
- 2. To provide an educational program that challenges each student yet minimizes failure. Everyone willing to make the effort to work and learn should be able to achieve a certain measure of success;**
- 3. To develop an educational program that is comprehensive and involves input from all groups within the school community, especially administrators, staff, parents and students;**
- 4. To create a learning process that emphasizes human worth and incorporates real and relevant experiences that students may identify with and learn from easily; and**
- 5. To provide educational opportunities for students to interact with students and leaders from other racial, ethnic, and economic backgrounds**

Legal Reference: Connecticut General Statutes

10-4a Educational interests of state defined, as amended by PA 97-290, An Act Enhancing Educational Choices and Opportunities.

10-220 Duties of Boards of Education.

Policy adopted: March 5, 1991

Policy revised:

Weston Public Schools

Policy 6111

Instruction

School Calendar

The school calendar shall show the beginning and ending dates of school, legal and local holidays, meeting days, number of teaching days, vacation periods, and other pertinent dates.

The Superintendent shall recommend to the Board of Education a school calendar that will meet the requirements of the law as well as the needs of the community, students, and personnel.

The Board of Education may declare a holiday in the schools under its jurisdiction when good reason exists.

The Board of Education may establish for any school year a firm high school graduation date which is no earlier than the one hundred eightieth day noted in the school calendar originally adopted by the Board for that school year.

Legal Reference: Connecticut General Statutes

1-4 Days designated as legal holidays.

10-15 Towns to maintain schools

10-29a Certain days to be proclaimed by governor. Distribution and number of proclamations.

10-261 Definitions.

10-16l Establishment of graduation date.

10-66q Development and adoption of uniform regional school calendar. Report.

PA 22-47 An Act Concerning Children's Mental Health

PA 22-128 An Act Establishing Juneteenth Independence Day as a Legal Holiday

Policy Adopted: March 5, 1991

Weston Public Schools, Weston, CT

Legal Reference:

~~Connecticut General Statutes~~

~~1-4 Days designated as legal holiday~~

P 6112

Instruction

School Day

Each school day, including days shortened for staff in-service activities, parent conferences or other activities, must meet the statutory requirement of providing at least four hours of actual school work for students. **In complying with statutory requirements for a minimum of four (4) hours per day and a minimum of 900 hours per year, the Superintendent shall exclude from the definition of actual school work that time provided for student lunch periods and non-institutional recesses at the elementary schools and students' lunch and passing time in the middle schools and the senior high school.** ~~In kindergarten, however, a continuous session of two and one-half hours may be considered as a school day. Any school session of at least two hours, but less than the four hours of actual school work, may be counted as a half a day.~~

~~In the event of dismissal of school because of weather conditions, completion of the regular morning session may be considered a school day. In kindergarten, a continuous two-hour session may be considered a school day where school is dismissed because of weather conditions or a scheduled early closing.~~

Number of School Days

The district must by law provide in each school year no less than 180 days of actual school sessions for sessions for kindergarten through grade 12, and 900 hours of actual school work for grades 1 through 12. No more than 7 hours of actual school work in any school day may be counted toward the total required for the school year.

Length of School Day: Special Education

Unless otherwise specified in a child's individualized education program, the minimum day and year for children requiring special education and related services shall be the same as that for children in the ~~regular~~ **general** education program.

Total travel time shall not exceed one hour each way to and from a special education facility, unless parental consent and approval of the State Board of Education is obtained.

Legal Reference: Connecticut General Statutes

10-15 Towns to maintain schools. (as amended by P.A. 11-85, An Act Concerning the Achievement Gap)

10-16 Length of school day (as amended by PA 21-46, Sections 17, 18)

10-16b Prescribed courses of study.

10-16(l) Graduation exercises (as amended by PA 19-195)

10-220 Duties of boards of education.

Action of SBE on August 11, 2020, to authorize shortening of the school year.

Legal References: Connecticut General Statutes

~~10-16 Length of school day~~

~~10-161 Graduation Exercises~~

~~Legal References: State Board of Education Regulations~~

~~10-76d-3 Length of school day and year~~

~~10-76d-11 Individualized education program~~

~~10-76d-19 Transportation~~

Policy adopted: March 5, 1991 WESTON PUBLIC SCHOOLS
Weston, Connecticut