

**To view this meeting, the livestream link is: <https://vimeo.com/event/729428>**

**To make a public comment, the call in number is**

**(US) 1-310-736-2265 PIN 605 130 324#**

Special BOE Agenda  
October 29, 2024

Council Chambers  
3 Primrose St.  
Newtown, CT 06470  
7:00 PM

*As citizens of our community, we will conduct ourselves in accordance with Newtown's Core Character Attributes as displayed in our character tree. We will be responsible for our actions and show respect for each other. We will interact peacefully, productively, and politely. We will be trustworthy and honest and show compassion toward others. Newtown's continued success is contingent upon our ability to persevere, to follow through with our commitments, and to stay focused on the greater good.*

## AGENDA

1. PLEDGE OF ALLEGIANCE
2. CONSENT AGENDA
  - Newtown High School Choir Trip to Orlando, Florida
  - Correspondence Report
3. PUBLIC PARTICIPATION
4. REPORTS
  - Chair Report
  - Superintendent's Report
  - Committee and Liaison Reports
  - Student Representatives Report
5. Presentations
  - School Strategic Plans
    - Newtown Middle School Strategic Plan
    - Newtown High School Strategic Plan
6. OLD BUSINESS
7. NEW BUSINESS
  - Action on Minutes of October 15, 2024
8. PUBLIC PARTICIPATION
9. ADJOURNMENT

*\*\*During the first Public Participation, the Board welcomes commentary regarding items on the agenda. After being recognized, please state your name and address for the record. We request that speakers be respectful and limit comments to not more than three minutes. The Board of Education does not discuss personnel items or student matters in public. During the second Public Participation, commentary may address the agenda or may introduce issues for the Board to consider in the future. The Board does not engage in dialogue during either public comment period. If you desire more information or answers to specific questions, please email the BOE: NewtownBOE@newtown.k12.ct.us*



NEWTOWN HIGH SCHOOL CHOIR  
JANE MATSON, DIRECTOR  
DESTINATION: ORLANDO, FL  
DATES: APRIL 24-27, 2025

SUGGESTED ITINERARY AS OF OCTOBER 15, 2024  
Travel Consultant, Ben Spalding

**THURSDAY, APRIL 24**

*Please Note: Transportation to and from Bradley International Airport (BDL) is not included in your proposal pricing and is the responsibility of the school and or individual travelers to arrive to the airport on time.*

AM Arrive at the **Bradley International Airport (BDL)**

**~ Meet your BRT Airport Greeter at check-in ~**

*Upon arrival* Begin check-in process and head through security. Anyone 18 yrs. and older will require REAL ID driver's license, REAL ID state id or passports. Anyone 17 yrs or younger is asked to bring a school id just for identification purposes. Minors are not expected to have acceptable REAL ID identification. Keep them handy throughout check-in and security processing. **1 checked bag has been included per traveler.**

AM Depart for **Orlando International Airport (MCO)**  
AM Arrive in **Orlando**

**~ Meet your professional BRT Tour Director at baggage claim ~**

AM Collect luggage at baggage claim; begin loading one **56-passenger motor coach**

PM Check in at **Endless Summer Resort Dockside Inn & Suites**

PM Enjoy the pool and the hotel amenities for the afternoon/evening

**~ 1 Private nighttime security chaperones at the hotel from 10:30pm – 5:30am ~**



**FRIDAY, APRIL 25**

7:30 AM Enjoy breakfast at the hotel

8:30 AM Take Universal transportation to your various Universal STARS workshops

9:00 AM **Newtown High School Choir** participates in the  
**Sound Design: Music and the Art of Foley Workshop**  
*(Time and location TBD; pending application and acceptance – apply 1 year out)*  
 Experience life as a working movie musician, syncing music – including Foley and digital sound effects – to real movie scenes from hits like Illumination Entertainment’s *Despicable Me*, *Trolls*, or *The Secret Life of Pets*. Robert W. Smith designed this 90-minute workshop to reinforce National Core Arts Standards.

9:00 AM **Newtown High School Band & Orchestra** participate in the  
**Sound Design: Music and the Art of Foley Workshop**  
*(Time and location TBD; pending application and acceptance – apply 1 year out)*  
 Experience life as a working movie musician, syncing music – including Foley and digital sound effects – to real movie scenes from hits like Illumination Entertainment’s *Despicable Me*, *Trolls*, or *The Secret Life of Pets*. Robert W. Smith designed this 90-minute workshop to reinforce National Core Arts Standards.

10:30 AM **Enjoy the day at Universal Studios AND Universal Islands of Adventure (2 day-2 park ticket included)**

*Head to: “The Wizarding World of Harry Potter” and stroll the streets of Hogsmeade, exploring sights and sounds and magical wonders therein. Experience thrilling rides and attractions that bring the adventures of Harry Potter and his friends to life.*

*Experience: Platform 9 ¾ Board the train and travel between both Hogsmeade™ and London via the Hogwarts™ Express with a Park-to-Park admission ticket*

PM Enjoy lunch in the park (*student cost*)

*Check out: Harry Potter and the Escape from Gringotts: At the far end of Diagon Alley™ stands Gringotts™, the goblin-run bank. Inside, you’ll experience a pulse-pounding adventure on the groundbreaking, multi-dimensional thrill ride that puts you right in the middle of the action as you navigate your way through the perils of the Gringotts vaults – encountering Harry, Ron, and Hermione along the way!*

PM Enjoy dinner in the park (*student cost*)

PM View **Universal’s Mardi Gras Parade:** *Catch beads flying through the air as you enjoy a dazzling Mardi Gras parade in Universal Studios Orlando with authentic floats direct from New Orleans! (pending 2026 calendar)*

9:00 PM Return to your hotel for the evening



~ 1 Private nighttime security chaperones at the hotel from 10:30pm – 5:30am ~  
**SATURDAY, APRIL 26**

7:30 AM Enjoy breakfast at the hotel

8:30 AM Depart for **Universal Orlando Resort**  
6000 Universal Boulevard, Orlando, FL 32819

9:00 AM **Enjoy the day at Universal Studios AND Universal Islands of Adventure**

*Don't miss:* **Skull Island: Reign of Kong:** *Brave the dangers of a 1930's expedition that is caught in the clash of prehistoric predators and fearsome creatures. As ferocious beasts battle, King Kong hurls himself between you and certain doom. Welcome to Kong's kingdom, where only he reigns.*

**Jurassic World VelociCoaster:** *Feel the Rush of the Hunt. Speeding through the jungle, rising high above the terrain, it's the apex predator of roller coasters: the Jurassic World VelociCoaster. Board your vehicle for a high-speed dash through the park's raptor paddock. Feel the rush of the hunt as you race alongside these nimble predators, twisting and soaring above the land and water. Jurassic World VelociCoaster is now open at Universal's Islands of Adventure.*

PM Enjoy lunch in the park (student cost)

*Check out:* **The Hulk:** *Enter the laboratories of Dr. Bruce Banner and marvel at the towering scientific machinery. As you approach his gamma-ray accelerator warning lights flash and sirens sound – something's gone terribly wrong with the experiment. Your surroundings go rushing by you in a blur as you feel yourself transformed into The Incredible Hulk®.*

PM Enjoy an early dinner in the park (student cost)

PM Return to your hotel for the evening

~ 1 Private nighttime security chaperones at the hotel from 10:30pm – 5:30am ~

**SUNDAY, APRIL 27**



- 7:30 AM Enjoy breakfast at the hotel
- 8:30 AM Check out of hotel; begin loading motor coach
- 9:00 AM Depart for the airport
- 10:00 AM Arrive at **Orlando International Airport (MCO)**

*Upon arrival* Begin check-in process and head through security. Anyone 18 yrs. and older will require REAL ID driver's license, REAL ID state id or passports. Anyone 17 yrs or younger is asked to bring a school id just for identification purposes. Minors are not expected to have acceptable REAL ID identification. Keep them handy throughout check-in and security processing. **1 checked bag has been included per traveler.**

AM Enjoy lunch at the airport (*student cost*)

PM Depart for **Bradley International Airport (BDL)**  
 PM Arrive in **Connecticut**

*Upon arrival* Collect baggage from baggage claim

*Please Note:* Transportation to and from Bradley International Airport is not included in your proposal pricing.

**WELCOME HOME!**  
**THANK YOU FOR TRAVELING WITH BOB ROGERS TRAVEL.**  
**WE HOPE YOU HAVE MADE MANY SPECIAL MEMORIES!**



Flying

Bob Rogers Travel

Touring from 4/24/2025 through 4/27/2025

TOUR PROPOSAL

Every Bob Rogers Travel tour comes with these essentials:

- Motor coach operators that adhere to the strict USDOT standards for safety
- Payment options tailored to fit your group's needs and schedule (including the option to have BRT automatically collect payments from travelers through our BRT Payments System)
- Professional liability insurance and a consumer protection plan as recommended by the Student & Youth Travel Association
- The same high level of service and attention to detail which the company was founded on in 1981

YOU WANT TO GIVE YOUR STUDENTS THE WORLD. WE HELP YOU TAKE THEM THERE.



Founded by a former music educator, Bob Rogers Travel has been making student travel simple since 1981. Our team's singular focus is to allow you to keep yours – because when you can focus on inspiring students while we handle your trip, we all do our best work. Our team is comprised of educators, musicians and travel professionals. Together, we've planned over 6,000 memorable student travel experiences.

Founded by a music educator in 1981

Over 9,000 trips with 700,000 students

Over 500 successful international trips

every trip is custom no two trips are alike

Contact Ben Spalding at (800) 373-1423 ext 334 or bspalding@bobrogerstravel.com



## TOUR PROPOSAL

### TOUR FEATURES

#### **AIRFARE**

- Round-Trip Airfare (subject to change until time of booking) Based on \$450 airfare per person
- 1st Checked Baggage fee (\$40 per person, total of \$80 round trip)

#### **MOTOR COACH**

- Local Motor Coach Transportation as needed per the Itinerary
- Gratuities for your motor coach driver(s)

#### **HOTEL**

- 3 Nights' accommodations at Universal's Endless Summer Resort Dockside Inn and Suites
- Breakfast at hotel
- All Students will pay Quad Occupancy Price (Quad Occupancy must be maximized)

#### **SECURITY**

- 1 Dedicated overnight chaperone(s)

#### **THEATER/ATTRACTION TICKETS**

- 2-Park 2-Day Park-to-Park Ticket to Universal Orlando Resort

#### **CLINIC**

- Participation in Universal's Sound Design Workshop: Choir

#### **ADDITIONAL INCLUSIONS**

- BRT Payments - Online Payment System
- 5 Complimentary Director Package(s) (based on double occupancy)
- 3 Complimentary Director Package(s) (based on single occupancy)
- BRT Drawstring bag for every participant
- BRT Video Souvenir & Tracking/Messaging App
- 1 Onsite Company Tour Director(s)
- Company representative for airport check-in

Contact Ben Spalding at (800) 373-1423 ext 334 or [bspalding@bobrogerstravel.com](mailto:bspalding@bobrogerstravel.com)



Flying

*Bob Rogers Travel*

Touring from 4/24/2025  
through 4/27/2025

**TOUR PROPOSAL**

**TOUR PRICING**

Occupancy	Paying Participants
	50-54
Sextuplet	\$1,502
Quint	\$1,520
Quad	\$1,550
Triple	\$1,629
Double	\$1,700
Single	\$1,999

**Non-inclusions/Options**

- Meals stated at student cost
- Rental costs for chairs, stands, instruments or keyboards for performances/clinics (BRT can assist in arranging the rental of these items)
- TripMate offers a specially priced Enhanced Trip Protection which includes a CFAR\* (Cancel For Any Reason) feature for BRT travelers. \*CFAR coverage covers 75% of the nonrefundable trip cost. Trip cancellation must be made with BRT 2 days or more prior to scheduled departure. Traveler must "opt in" to this plan within 14 days of initial deposit to be eligible for CFAR coverage. This benefit is not available for residents in New York.

Contact Ben Spalding at (800) 373-1423 ext 334 or [bspalding@bobrogerstravel.com](mailto:bspalding@bobrogerstravel.com)

## Associations



- Student Youth Travel Association (SYTA)
- National Tour Association (NTA)
- Official Sponsor of Music for All
- American Bus Association (ABA)
- American Choral Directors Association (ACDA)
- Members of 25 State Music Associations
- Official Sponsor of Make-A-Wish
- Producer of the Thanksgiving Parade of Bands

## Accolades

- Top Producer for Broadway.com (since 2010)
- Top Producer for the Chicago Symphony Orchestra (since 2013)
- A Disney Youth Programs PremEar Travel Planner
- Top Producer for Disney Performing Arts OnStage at Walt Disney World (since 2011)
- Top Producer for Festival Disney (since 2014)
- Universal Orlando Resort Preferred Youth Travel Planner



Walt Disney World® Resort  
**PARTNERS AWARD**

**Presented to Bob Rogers Travel**

For exemplary leadership and achievement within the student travel industry providing quality experiences and demonstrating business integrity, while embracing and promoting the Magic of Disney.



**GROUPS**  
TODAY  
"TODAY!" Award

Presented to an ABA member demonstrating that it has what

it takes to make an impact in the group travel industry—today.

Disney  
**IMAGINATION CAMPUS**

PERFORMING ARTS  
TOP PRODUCER

## Financial Protection and Insurance

When you travel with BRT your investment is protected

- Professional liability insurance
- Optional Trip Cancellation Insurance
- Consumer Protection Plan



**NEW!**  
from

**BRT**  
Payments

# Trip Donations

**FAST. EASY. ONLINE.**



## Donate to Lucas McClure For Their Trip!

Lucas McClure is looking to travel on the trip Chicago 2025 and would appreciate your help with a donation.

Destination  
**Chicago, IL**

Travel Dates  
**Apr 05-08, 2025**

Remaining amount  
**\$850**

Donate now



Friends, relatives and other supporters can now contribute money that will be immediately applied to the trip balance of a student traveler.

*Donations can be made with a just a few clicks*, and it's now part of every trip you book with Bob Rogers Travel!

## With Trip Donations by BRT Payments ...

- **More students can travel.** At BRT, we're committed to helping as many students as possible to enjoy the life-changing benefits of travel, and this is one more way to do that.
- **Your trip is more likely to happen.** When more students are able to travel, that means your trip is less likely to have to cancel.
- **You'll have less fundraising to do.** We're already seeing great results as we roll out this new feature, with some students receiving hundreds of dollars in donations. This reduces the overall fundraising burden.

## It's Easy as 1-2-3!

**1**

After your trip deposit is paid, students and parents will receive a link they can share via email, social media, or however they like.

**2**

Then, anyone can safely donate to that student's trip by following a few simple steps. Donors can choose the amount they'd like to contribute, and, if they prefer, they can do so anonymously.

**3**

Donations will immediately appear on the traveler's payment timeline. *It's that easy!*

Today	\$50.00	✓
Paid	Donated by Janelle Wilson	

**BRT** Bob Rogers Travel

To learn more, **contact your BRT Travel Consultant.**



Schedule of Insurance Benefits	Maximum Benefit Amount:	Standard Plan F561S	Enhanced Plan F961E
Cancel For Any Reason Benefit*	75% of Non-Refundable Trip Cost	✓	✓
Trip Cancellation**	up to 100% of the non-refundable insured Trip Cost	✓	✓
Single Supplement	Included	✓	✓
Trip Interruption**	up to 100% of the non-refundable insured Trip Cost	✓	✓
Single Supplement	Included	✓	✓
Additional Trip Interruption	Included under Trip Interruption benefit Maximum	✓	✓
Travel Companion Hospitalization	up to \$150 Per Day, Limited to 5 Days	✓	✓
Missed Connection	\$500	✓	✓
Trip Delay	up to \$150 Per Day, to a Maximum of \$750	✓	✓
Accident & Sickness Medical Expense	\$25,000	✓	✓
Dental Expense Sublimit	\$750	✓	✓
Medical Evacuation & Repatriation of Remains	\$100,000	✓	✓
Additional Medical Evacuation: Transportation Of Children/Child	Included	✓	✓
Bedside Visit Transportation to Join You	Included	✓	✓
Political or Security Evacuation & Natural Disaster Evacuation	\$25,000	✓	✓
Baggage and Personal Effects	\$1,500	✓	✓
Passport, Visa or Other Travel Documents Replacement	\$100	✓	✓
Credit Card Charges and Interest	\$50	✓	✓
Per Article Limit	\$300	✓	✓
Items Subject to Special Limitations	\$600 Maximum Combined	✓	✓
Baggage Delay	\$300	✓	✓
	Up to \$50 to expedite the Return	✓	✓

\*Not available to NY Residents. Additional terms apply.

\*\*Benefits are only payable if trip is cancelled/interrupted due to a covered peril.

Plan	Rate
Standard (F561S) For Trips Under \$399	4.55% of Trip Cost \$14
Enhanced (F961E) For Trips Under \$399	7.60% of Trip Cost \$33

Contains Insurance and Non-Insurance Assistance Services.

**CANCEL FOR ANY REASON BENEFIT\*** - If You cancel Your Trip for any reason not otherwise covered by this Plan, benefits will be paid for 75% of the unused, forfeited, prepaid non-refundable Payments or Deposits You paid for Your Trip provided: a) Your payment for this Plan is received within 14 days of the date Your initial Payment or Deposit for Your Trip is received; and b) You cancel Your Trip no later than 2 days prior to the Scheduled Departure Date of Your Trip. This Cancel for Any Reason Benefit does not cover the failure of the Retail Travel Supplier to provide the bargained-for Travel Arrangements due to cessation of operations for any reason. These benefits(s) will not duplicate any other benefits payable under the plan or any coverage(s) attached to the plan.

**TRIP CANCELLATION** - Protects the unused, forfeited, prepaid non-refundable Payments or Deposits for the Travel Arrangements You purchased for Your Trip in the event You have to cancel due to a covered reason.

**TRIP INTERRUPTION** - Provides You with a reimbursement for the unused, forfeited, prepaid non-refundable Payments or Deposits for land or water Travel Arrangements for Your Trip, plus the Additional Transportation Cost paid, if Your Trip is interrupted for a covered reason.

**MISSED CONNECTION** - Provides You with a reimbursement for the unused, forfeited, prepaid non-refundable Payments or Deposits paid to the Travel Supplier for the land or water Travel Arrangements You purchased for Your Trip, plus the additional transportation cost to join Your trip, if You miss Your Trip departure because Your arrival at the Trip destination is delayed for 3 consecutive hours or more for a covered reason.

**TRIP DELAY** - Assists with Reasonable Expenses incurred when You are delayed 8 consecutive hours or more while en route to or from or during the course of Your Trip for a covered reason.

**ACCIDENT & SICKNESS MEDICAL EXPENSE** - Provides Medical Expense benefits for a covered Sickness or covered Injury incurred while on Your Trip.

**MEDICAL EVACUATION & REPATRIATION OF REMAINS** - Among other things, this reimburses transportation expenses incurred to transport you to the nearest medical facility where treatment is available if you incur a sickness or injury that is acute, severe or life threatening during Your Trip.

**POLITICAL OR SECURITY EVACUATION & NATURAL DISASTER EVACUATION** - Can cover reasonable Political or Security Evacuation or reasonable Natural Disaster Evacuation expenses and Related Costs incurred for Your transportation, if You must interrupt Your Trip for a covered Political or Security Event or Natural Disaster Event and while traveling outside Your Home Country.

**BAGGAGE & PERSONAL EFFECTS** - Provides reimbursement when your Baggage or personal belongings are damaged, destroyed, lost or stolen during Your Trip.

**BAGGAGE DELAY** - Provides reimbursement for the purchase of reasonable additional clothing and personal articles purchased by You if Your Baggage is delayed or misdirected by a Common Carrier for at least 12 consecutive hours or more.

**Waiver of the Pre-Existing Medical Condition Exclusion:** exclusion for Pre-Existing Condition will be waived provided: (a) Your payment for this Plan is received within 14 days of the date Your initial Payment or Deposit for Your Trip is received; and (b) You are medically able and not disabled from travel at the time Your plan cost is paid based on assessment of a Physician.

\*See back for exclusions & limitations.



20240305-3322082

We have included the best group travel app for your trip.



# Safety - Communication - Memories

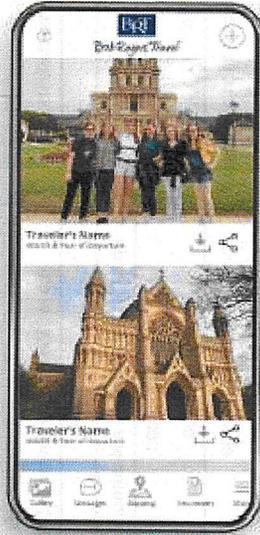
## App Features

### Group Mapping

- Locate Travelers
- Navigate with Confidence

### Group Messaging

- The Entire Group at Once
- Easily Create Sub-Groups
- Individual Travelers
- No phone #s or Email Addresses



## Help Manage Your Trip

### Group Photo Gallery

- Share pictures with the Group
- Download to Any Device
- Send to Family & Friends

### Share Documents

- Itineraries
- Safety Protocols
- Checklists
- Unlimited PDFs, Excel, Docs

It's a Keepsake Souvenir

Plus *Storytelling videos*  
Made from YOUR GROUP'S Pictures

To Have for a Lifetime

- Service included with your trip! Nothing more to pay. Just share your photos during your tour, and we do the rest.
- Everyone on the trip receives access to download the group's keepsake video & photos.
- Share the video with parents and students to promote your next trip!

**BRT**  
*Bob Rogers Travel*

Your group will be creating memories of a lifetime.

They are worth keeping, and why we made this part of your trip. We hope you enjoy your trip and the lifetime of memories.

Powered by

## How It Works: Private. No emails or phone numbers needed.

- 1.** We provide you with a username & password to login to our app and website to upload trip photos.
- 2.** Your group uploads photos with our app or website while and/or after you travel. Family at home can login and follow along.
- 3.** We create your video from the edited photos. Both can only be accessed with your group's username & password.
- 4.** We send users a notification to view the keepsake videos and all the photos that were shared by everyone to download to keep for a lifetime.



Directors receive everything on a USB Flash Drive

## Benefits

### Directors:

The video reinforces the educational purpose of your trip and can be used to promote future trips.

### Travelers:

Relive their once-in-a-lifetime experience and enjoy a keepsake video for years to come!

### Those at Home:

Virtually travel along at home during the trip by viewing the shared photos and see the wonders of travel.



**Please Note: These minutes are pending Board approval.  
Board of Education  
Newtown, Connecticut**

Minutes of the Board of Education meeting held on October 15, 2024 at 7:00 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	A. Uberti
J. Vouros, Vice Chair	T. Gouveia
D. Zukowski, Secretary	9 Staff
S. Tomai	7 Public
C. Gilson	1 Press
D. Linnetz	
B. Leonardi	

Mrs. Plante called the meeting to order at 7:03 p.m.

Item 1 – Pledge of Allegiance

MOTION: Mrs. Linnetz moved that the Board of Education amend the agenda to add three policies for first read under New Business:

- Policy 1050 Regarding Non-Discrimination (Community Members)
- Policy 4118.11/4218.11 Non-Discrimination (Personnel)
- Policy 4118.14/4218.14 Regarding Employees and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990.

Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education amend the agenda to add two groups of policies to rescind. (Policies Under Revision, Policies of Instruction on the Board of Education Policies page and Policies to Rescind Upon Adoption of Policies Under Old Business.)

Mr. Vouros seconded. Motion passes unanimously.

Item 2 – Consent Agenda

MOTION: Mrs. Linnetz moved that the Board of Education approve the consent agenda which includes the Newtown High School NICE trip to Spain and the correspondence report.

Mr. Vouros seconded.

Mr. Vouros referred to the trip to Spain approved tonight and shared that high school exchange students from Spain would be here this evening.

Motion passes unanimously.

Item 3 – Public Participation

Laura Main, 42 The Old Road, spoke about the lack of teachers of color but the percentage of students of color has increased and the Increased Educator Diversity Plan.

Carrie Grummons, 5 Black Walnut Drive, spoke about racial slurs at Reed and other schools with the same issues. She asked for staff training on how to handle these situations.

Danielle Lozer, 1 Grays Plain Road, has a deep concern about the potential dissolution of the DEI subcommittee because much remains to be done.

Item 4 – Reports

There was no Chair Report.

Superintendent's Report:

Mrs. Uberti reported that Tasha Moffat began as the new terminal manager for All-Star. She thanked Alan Colangelo and wished him the best. She and Ms. Gouveia met with them this week. Additional drivers will be starting and we are monitoring all complaints. This was also

discussed tonight at the CFF meeting. The Policy Subcommittee is working to bring policies up to date. School strategic plans for the K-6 schools will be presented tonight. The reports focus on the high level practices they are engaged in. We will also hear from our HR director regarding our Increasing Educator Diversity Plan revisions. This plan was initially approved by the State but we received recommendations for improvements, which will be presented.

#### Committee and Liaisons Reports:

Dr. Gilson spoke as Chair of the DEAI Committee and reported that they have been overseeing the work in the district and getting updates from Nixon and Company. He would like a Board member to attend their workshops. We need to see what we are actually going to do to be actionable and he wants to make the committee more effective. They will meet again in December.

Mrs. Tomai reported on the CFF Subcommittee meeting this evening. They went through the financial report and were told our electricity costs would increase by 38%. The facilities study should be done in the next few weeks. We purchased nine air conditioning units for Middle Gate School and discussed the \$250,000 for the middle school electrical engineering. Ms. Zukowski noted that she and Mr. Vouros attended the assembly on social media at the middle school.

#### Student Representatives Report:

Mr. Jerfy reported that students are starting to prepare for the end of the first quarter of this school year. The Club Fair was held October 2<sup>nd</sup> and senior attended Senior Sunrise in the Blue and Gold Stadium at 6 a.m. to watch the sun rise before taking their senior class picture. The Grasso Festival was held October 5.

Ms. Ihlefeld reported that the various athletic groups have been raising money for Breast Cancer Awareness. Newtown High School was recognized at the CIAC's Annual Sportsmanship Conference for receiving the Michael Jewelers Achievement Cup Award for exemplary sportsmanship. Spirit Week will kick off with a pep rally on October 25 and homecoming early in November.

#### Financial Report for Month Ending September 30, 2024:

MOTION: Mrs. Linnetz moved that the Board of Education approve the financial report for the month ending September 30, 2024. Mrs. Tomai seconded.

Ms. Gouveia presented the financial report. The demand for electricity delivery has gone up and our virtual net metering credits have gone down 46%. She foresees over \$190,000 demand increase and a loss in virtual net credits for \$162,000 which will be a 37% increase over budget. Ms. Zukowski asked to monitor this with a report to the Board.

Mr. Vouros asked if the five Behavioral Therapists were being hired through a service. Ms. Gouveia said we have and they have been in place since the beginning of the year. We are fully staffed but some are outsourced by a contracted service. Motion passes unanimously.

Mrs. Plante noted that these presentations began with one from the Director of Teaching and Learning who outlined the various measures the district is observing to track student success. We also had a presentation from our Superintendent who gave us a snapshot of academic achievement to establish a baseline of where we are today. Tonight we have the elementary and intermediate principals to present their plans to drive improvement from that baseline.

Item 5 – Presentations

## Elementary School Strategic Plans:

Chris Moretti, Hawley School Principal, reported that there will be a tremendous amount of commonality and similarity in the work we are doing at the elementary level combined with individuality which makes each one of our schools special. He began with Strategic Plan Priority #1, which is to ensure stimulating, engaging, and challenging learning opportunities tailored to the individual needs of students. Mr. Moretti spoke about the area of reading instruction and the implementation of year two of the new language arts program.

Chris Geissler, Middle Gate School Principal, also addressed Strategic Priority #1 and spoke about the area of math instruction, which has the same targets as the area of reading. To achieve high standards they frequently analyze data and look at ways to guide instruction.

Dr. Kathy Gombos, Sandy Hook School Principal, spoke about Strategic Priority #2 preparing students to be global citizens (thrive post-graduation). After family, a child's sense of worth starts in the elementary schools and we are working to uncover things that matter in the those years. We formalized the work of DEAI with professional development with Nixon and Company. It's important that children feel they belong and are valued.

Tim Napolitano, Head O'Meadow Principal, addressed Strategic Priority #3 to hire, retain, and develop a diverse and exceptional faculty and staff. We work to ensure staff have a sense of belonging and are part of the team. Activities are planned to bring staff together before and after school to build a sense of community. We have amazing staff in Newtown and appreciate all they do.

Mr. Vouros wanted to be sure the communication between the grade levels is addressed for students going from grade 4 to 5, grade 6 to 7 and grade 8 to 9.

Mr. Leonardi asked if the Board will have a presentation in the spring about desired outcomes on how we performed.

Mrs. Uberti will collect evidence based on the action steps, so the deliverables could be provided to the Board. We would see the results of the desired outcomes next fall.

## Reed Intermediate School Strategic Plan:

Dr. Matt Correia, Reed Intermediate School Principal, referred to Strategic Priority #1 and that they are making sure every child excels in reading, language arts and math. His first priority is to do that. Jenna and he will help in providing teachers with support and the PD they need. We are also looking at formative and summative assessments.

With Strategic Plan #2 our priority is making sure our school is a positive environment for students. We are working with Nixon and Company and holding faculty meetings to give the staff what they need. We talk about being safe physically and emotionally. He spoke about navigating difficult conversations and partnering with parents to work on the issues.

With Strategic Priority #3, we are ensuring our building is a place that people are comfortable. We've hired new staff and it's important to empower them and meet regularly. They are also partnered with great mentors. It's important to maintain the climate we have.

Item 6 – Old Business

## Action on Policies:

Mrs. Plante spoke referred to the following policies from the last Board meeting.

Ms. Zukowski expressed concerns on policies where parents may have some questions.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5110 Non-discrimination (Students) Mr. Vouros seconded.

Ms. Zukowski asked for this policy to be removed from this group after providing her concerns. Mrs. Linnetz did not feel any modifications were required.

Vote: 6 ayes, 1 nay (Ms. Zukowski) Motion passes.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5111 Admission to the Public Schools at or Before Age Five. Mrs. Tomai seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5113 Student Attendance, Truancy and Chronic Absenteeism. Mrs. Tomai seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5118.1 Homeless Children and Youth. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5126 Student Privacy Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5131.6 Drug and Alcohol Use by Students. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5133 Education Stability Procedures for Transportation Coordination with the Department of Children and Families. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5135 Recess and Play-Based Learning. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5141.25 Management Plan and Guidelines for Students with Food Allergies, Glycogen Storage Disease and/or Diabetes. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5143 Chemical Health Policy for Student Athletes. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5145.4 Policy Regarding Students and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 5145.5 Prohibition of Sex Discrimination, Including Sex-Based Harassment. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 6117 Curricular Exemptions. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education approve Policy 6145 Homework. Mr. Vouros seconded. Motion passes unanimously.

Policies to Rescind:

MOTION: Mrs. Linnetz moved that the Board of Education rescind Policies 5111 Admission/Placement, 5112 Ages of Entrance, 5113 Attendance/Excuses/Dismissal, 5113.2 Truancy, 5118.1 Homeless Students, 5131.6 Alcohol Use, Drugs and Tobacco (Including Performance Enhancing Substances), 5141 Student Health Services, 5141.3 Health Assessments and Immunizations, 5141.25 Life-Threatening Allergies and Glycogen Storage Disease Management, 5145.4 Americans with Disabilities Act/Section 504, and 5145.5 Sexual Discrimination and Sexual Harassment. Mrs. Tomai seconded.

MOTION: Mrs. Linnetz moved to amend the motion to include rescinding Policy 5141.3 Health Assessments and Immunizations and not rescind Policy 5141 Student Health Services. Mr. Vouros seconded. Motion passes unanimously.

MOTION: Mrs. Linnetz moved that the Board of Education rescind 30 policies 8-202 through 8-703 as listed. Mr. Vouros seconded.

Ms. Zukowski asked to see the policies not required and to have the motion be moved to the next meeting.

Mrs. Linnetz said these policies are in the 800 series which are on the books and severely out of compliance. They have been cross checked and confirmed that everything required is in the policies approved tonight.

Ms. Zukowski wanted to see if they made sense to rescind.

Mrs. Uberti stated that we have redundant policies and there is no benefit keeping the 800 series which are very outdated. We have a lot of policies that are not required. She feels we should rescind these tonight and would provide Ms. Zukowski with the information she requested at the next meeting.

Ms. Zukowski felt the Board should determine if any should be kept and that we should postpone the motion until the next meeting.

MOTION: Ms. Zukowski moved to postpone the motion to rescind policies in the 800 series until the next meeting. Mrs. Tomai seconded.

Mrs. Tomai supported that to make sure we can make an informative decision.

Mrs. Tomai seconded.

Mrs. Linnetz stated that each policy in this series has to be rescinded. The committee can provide the information but we should rescind tonight.

Vote: 3 ayes, 4 nay (Mrs. Plante, Mr. Vouros, Mr. Gilson, Mrs. Linnetz) Motion fails.

Mr. Leonardi was inclined to agree with Ms. Zukowski and was concerned about rescinding these without seeing them. He would like more certainty that these policies are not thrown by the wayside in case they might be maintained.

Mrs. Uberti shared that we are putting together a tracking document which will list policies and how they are being addressed.

Mrs. Plante stated these will be reviewed at the next Policy Meeting.

Mrs. Linnetz suggested that they can be reviewed quickly and if there is a policy the Board feels is a priority we will have it on the agenda for the following Policy Committee to review but if the Board chooses to have it in our listing, it will require a new policy to be created.

Vote on the main motion: 4 ayes, 3 nays (Ms. Zukowski, Mrs. Tomai, Mr. Leonardi) Motion passes.

Item 7 – New Business

## Increasing Educator Diversity Plan:

Suzanne D'Eramo and Dr. Kathy Gombos addressed the plan. We received a conditional approval to our plan with significant feedback. We went back to the committee and submitted several proposals. This needs to be resubmitted to the State by November 1. We should receive a response by January 17.

Mrs. Uberti said the original plan required a vote by the Board. We will bring it back to the Board for approval after the State approves the revisions.

Mrs. Linnetz asked how Newtown's numbers looked compared to other districts.  
Mrs. Uberti stated she would share comparative data with the Board.

Mr. Vouros asked how you would tap into these people.

Mrs. D'Eramo said we are trying to expand our advertising and create a recruitment video for our website. We have done job fairs also but the attendance has decreased.

Mr. Vouros said it was important that we hear how many diverse applicants we couldn't hire and the number that decided not to stay with us.

## Minutes of October 1, 2024:

MOTION: Mrs. Linnetz moved that the Board of Education approve the minutes of October 1, 2024. Mr. Vouros seconded. Motion passes unanimously.

## First Read of Policies:

Mrs. Linnetz spoke about the policies for first read and asked the Board to send questions or comments to her or Mrs. Plante.

Mrs. Plante said they will get the policies for rescinding also.

Ms. Zukowski referred to Policy 5134 and questioned if there were other items besides sunscreen such as Motrin, medicated cream or cough drops.

Mrs. Linnetz said this is a best practice policy but we will take that back to Shipman.

Mrs. Zukowski also questioned Policy 5119R transportation regulations and treating grade level students differently.

Item 8 – Public Participation

MOTION: Mr. Vouros moved to adjourn. Mrs. Linnetz seconded. Motion passes unanimously.

Item 9 – Adjournment

The meeting adjourned at 10:02 p.m.

Respectfully submitted:

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Deborra J. Zukowski  
Secretary