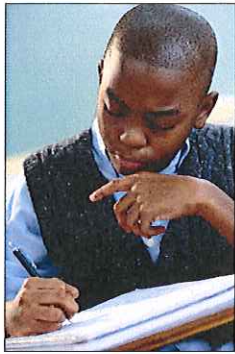


# East Granby Board of Education



## June 7, 2012 Town Meeting

THE MISSION OF THE EAST GRANBY PUBLIC SCHOOLS IS TO PROMOTE THE INTELLECTUAL, ARTISTIC, SOCIAL, EMOTIONAL AND PHYSICAL DEVELOPMENT OF ALL STUDENTS ENABLING THEM TO BECOME PRODUCTIVE CITIZENS IN OUR DEMOCRATIC SOCIETY.



**EAST GRANBY PUBLIC SCHOOLS**  
Dr. Christine Mahoney, Superintendent of Schools

Mr. Kirby Huget, Chairperson

## Superintendent's Message

The East Granby Public Schools under the leadership of Dr. Christine Mahoney, Superintendent, and a nine member Board of Education are charged with the responsibility to provide a comprehensive educational program for the children in the Pre-K-12 East Granby Public Schools. This task is fraught with challenges and exerts enormous pressure on district resources.

The 2011-2012 operating budget with contractual obligations is \$13,594,000. The East Granby Board of Education in collaboration with and on the advice of the East Granby Board of Finance prepared an amended 3.28 %, \$14,040,000 budget for the 2012-2013 school year. This amount is less than the 5.3% budget that the Board of Education recommended to the Board of Finance to meet the needs of the school district for the 2012-2013 school year. The 3.28% budget of \$14,040,000 assumes that the East Granby Public Schools will receive additional funding from the Open CHOICE program by enrolling additional students. Additional information about this segment of the budget may be viewed at [http://www.edline.net/pages/East\\_Granby\\_Public\\_Schools/EGPS\\_Increased\\_CHOICE\\_Student\\_](http://www.edline.net/pages/East_Granby_Public_Schools/EGPS_Increased_CHOICE_Student_).

This 3.28% budget that is relying on additional funding from Open CHOICE also includes reductions to critical areas of the current school program and personnel. There are no new positions or initiatives outside of those mandated. The reductions to the education budget affects essential services and resources required to fully address the needs of students, and maintain critical elements of the basic comprehensive school program. The adjustments to the initial Board of Education recommended budget impacts all line items including funding for books, supplies, and equipment, the athletic program, increased fees to support athletics and the extra- and co- curricular program, reduction of one certified teacher, and five non-certified employees. The 3.28% budget also assumes no additional expenses for the unpredictable out-of-district magnet school tuition or adjustments in benefits for employees who make changes in their participation level. Revenue resulting from the Pay-to-Participate program will again be used to offset the reduction in the extra, co-curricular and athletic program. This budget also includes a full-day Kindergarten program that will net the district a reduction in transportation expenses and more CHOICE funding.

The East Granby Public Schools continues to be recognized for its commitment to providing quality educational experiences. The community has supported efforts to ensure high student and school performance, and the procurement of essential resources to meet the needs of students and the school program in challenging times. Student performance continues to demonstrate steady increases as a result of interventions to address student needs and a deliberate and concerted effort to use resources effectively and efficiently. District personnel at every level strive to accomplish the main goal of providing the best educational opportunities for students, and collectively we have made significant gains. There is much more to be done as we look ahead into next school year and the changes resulting from the deliberations at the federal and state levels, and the adoption of the new Common Core Curriculum Standards. We harness the benefits of collaboration with consortia and neighboring districts in many ways, and seek in-kind or monetary grant support to help provide opportunities for personnel training in effective instructional pedagogy, materials, programs, and supports to assist students in increasing learning.

As one of the smallest districts in the state, we continue to be lauded for achieving high standards and for the effective use of our resources to ensure high quality educational experiences for students. Our efforts to help students meet and exceed federal, state and local academic expectations, to realize significant growth in their performance, and enhance the impact of a quality school program must continue. Your support is of the utmost importance and of the highest priority. Collectively, you provided resources to enhance the school environment and the school programs, supported student activities as well as district and school-wide initiatives, participated in the decision-making in the schools, and influenced the direction of the school district's improvement efforts. We rely on your continued commitment and support, so that students can attain even higher goals as we endeavor to provide 21st century educational experiences. It is imperative that appropriate funding is available to address mandates and to provide the critical level of services and educational programming that students need to take advantage of a broad scope of authentic and meaningful educational experiences. Additional information about the 2012-2013 budget is on the district website.

Dr. Christine Mahoney

# EAST GRANBY PUBLIC SCHOOLS GRANTS

## *EDUCATIONAL GRANTS AND STATE FUNDS*

East Granby Public Schools' \$13,594,000, budget is partially supported by grants from Federal, state, and local sources. A grant is a sum of money from a funding source to support activities of the Local Educational Agency (LEA) in the effort to provide an educational program for the students enrolled in the local schools. The official LEA in East Granby is the East Granby Public Schools operated by the East Granby Board of Education. Grants generally have specific criteria that determine eligibility for participation or level of qualifying funding. In addition, grants are generally earmarked for specific purposes, and are sometimes awarded in two year cycles with specific reporting requirements and deadlines. The LEA must submit timely applications for funds for which it believes it is eligible. Federal and state grants fall under the purview of The Connecticut State Department of Education (CSDE) whose auditors and program managers monitor all grants. Most grants are sent to town offices for the school district.

Federal Grants, such as Individuals with Disabilities Education Act (IDEA), Elementary and Secondary Education Act (ESEA, in recent years renamed as No Child Left Behind (NCLB)), and in parts referred to as Title I, II, III, IV, and V, support many initiatives and programs in school districts. East Granby qualifies for some funding from some grants. In some instances, grant awards are very small and are insufficient to fully fund any initiative. In those cases East Granby will participate with other towns or with consortiums in order to procure meaningful services for students. For example, we partner with Windsor Locks for Adult Education services. We also partner with the Capitol Region Education Council (CREC) for Title III eligible services.

The IDEA grant is the largest grant appropriation that funds and supports the education of students with Special Needs, (\$145,876) and IDEA Pre School \$1,073

Title I (eligibility tied to free and reduced lunch and local poverty level percentage enrollment) supports basic academic improvement programs, (\$30,804)

Title II Part A - Teacher and Principal Training, (\$11,136)

Title II Part D - Enhancement of Education through Technology, No allotment

Title III Part A Subp.I – English Lang. Acquisition and Language Enhancement, (\$558)

Title IV - Safe and Drug Free Schools, No longer available

Title V Part A- Innovative Programs

Title VI - Innovative Education Strategies

Federal funds were also directed to states as State Fiscal Stabilization Funds (SFSF) initially intended to be sent directly to school districts. From the state level, funds were directed to districts with a caveat that funds may be used to restore/stabilize the state Educational Cost Sharing (ECS) amounts (\$185,627) that were reduced by Connecticut state government in the process of addressing the state budget. East Granby's ECS share was \$1,301,142 for the 11-12 school year. The ECS share for East Granby for the 12-13 school year is estimated to be \$1,348,000.

Excess Cost Reimbursement (ECR) funds are allocated to districts based on the level of services provided directly to special needs students. It is a payment based on the data submitted in the district application, representing the cost of educating a special needs student over and above four and one half times the average per pupil expenditure.

The amount therefore varies from year to year depending on the services provided according to the student's Individual Education Plan (IEP) developed at a Planning and Placement Team (PPT) meeting. This allocation is regulated by CT statute, is fully documented, and paid in two parts in February and May. East Granby Public Schools also receives \$6,000 from the state of Connecticut for each Hartford CHOICE student enrolled in East Granby schools.

# EAST GRANBY PUBLIC SCHOOLS (Grants contd.)

East Granby Public Schools submits applications for competitive grants when eligibility requirements can be, and are met. The district submitted application for grant funding from the CHOICE program. Among other criteria, the district's level of participation in the CHOICE program made it eligible to receive \$137,875 specifically for academic and structured social supports for students.

East Granby is also fortunate to have community business partners whose generosity has for many years allowed the school district to provide critical resources to support the curriculum implementation and instruction, and improve student performance. This school year, the Rockbestos Suprenant Cable Corporation donated \$5,000 to the East Granby Public Schools for programs that support instruction. Last school year, they donated \$4,000. Funds were used to purchase instructional technology such as *Smartboards* and associated interactive devices, resources for Carl Allgrove School reading program, electronic media for R. D. Seymour school, and other equipment for the East Granby middle and high schools.

All of the grants and funds from Federal, state, and local sources enable the East Granby Public Schools and the Board of Education to meet its goal of providing a quality and relevant comprehensive educational program for all students. Funding levels must be sustained if students are to continue to participate in meaningful and authentic educational experiences that provide opportunities to acquire knowledge, perform at levels that exceed expectations, and demonstrate mastery of the skills necessary for future success.

## CHOICE ENROLLMENT

2011-2012

Kindergarten	4		
Grade 1	3		
Grade 2	7		
Grade 3	5	<b>Allgrove</b>	<b>19</b>
Grade 4	2		
Grade 5	2	<b>Seymour</b>	<b>4</b>
Grade 6	2		
Grade 7	3		
Grade 8	3	<b>Middle School</b>	<b>8</b>
Grade 9	0		
Grade 10	4		
Grade 11	1		
Grade 12	0	<b>High School</b>	<b>5</b>
<b>TOTAL</b>			<b>36</b>

### ENROLLMENT FUNDS

\$216,000.00

### PURPOSE

Instruction/Educational Program

### CHOICE GRANT FUNDS

\$137,875.00

Carl D. Allgrove School  
R.D. Seymour School

Academic and Social Support  
Academic tutors for all students, materials  
Tutors (Literacy, Math, Spanish  
Enrichment), Afterschool Academic  
Program of Hands-On Science, Fitness,  
School Newspaper, Homework club, and  
Yoga

East Granby Middle School

Tutors providing Afterschool Academic  
Support, and Technology Equipment

East Granby High School

Tutors providing Academic Support during  
the school day

# East Granby Public Schools CHOICE Student Enrollment 2012-2013

## Frequently Asked Question:

*What impact do you anticipate accepting these additional CHOICE students will have on the educational experience of current CHOICE and local resident students?*

At this time we anticipate a smooth transition for the new students from Hartford and continued good academic performance from all students. New students enrolled as participants in the CHOICE program are assigned to grade levels where their inclusion will not negatively impact the student teacher ratio. CHOICE funding is used to support the educational program for all students enrolled in the East Granby Public Schools.

Each year, we conduct detailed and informative orientation sessions for transitioning students, new students, and parents to ensure they will be properly assimilated in to our school family. We have a Making Connection program in the high school, a grade level team structure in the middle school, and daily morning meetings in the elementary schools to help to personalize each student's experience and develop student's understanding of academic and behavioral expectations. At regularly scheduled Student Assistance Team meetings in each school, teachers are able to review critical data about student performance and develop plans to assist students who are exhibiting a need for help.

As in the past, EGPS faculty and staff will work diligently to ensure that the educational program meets the needs of all learners. The CHOICE program has an infrastructure that supports students and families. That infrastructure includes a liaison that connects families to the school, and literacy consultants for students in the early grades. The CHOICE Academic and Social Supports (CASS) grant allows us to provide tutorial assistance for all students in any grade in the East Granby schools. Using the results of our district-wide Measures of Academic Progress, (MAPs) testing, we are able to identify and document the specific areas of academic need of all learners. Teachers are then able to implement Scientific Research Based Interventions (SRBI) to address those needs.

Our professional development programs also help to ensure that teachers are equipped to address student's needs. For the past few years, we have provided diversity training for administrators, faculty, staff, and students. The Anti-Defamation League (ADL) working with EGPS and CHOICE conducted the workshops for the district. In addition, all students are encouraged and supported in after-school initiatives to address social interaction. The CASS grant specifically allows us to provide meaningful activities for all students engaging them in constructive learning enhancing tasks that help to ensure positive socialization experiences. We fully anticipate that the funding from the CHOICE program will allow us to continue to provide the academic and social supports that in the last two years have become an integral part of our educational program.

EGPS data for CMT, CAPT, Graduation rates show that all EGPS students are benefiting from the rigorous instructional program and the strong support structure that is a key element of our school climate and culture. Our efforts to personalize student's educational experiences yield positive results. This will not change. Our plans will continue be grounded in the philosophy that every child in the EGPS must be successful, and grow from their participation in experiences that will help them to actualize their academic and career aspirations.

Our data shows that the CHOICE students add to the rich and diversified experience of all learners. Ultimately, these experiences will help prepare all students to be productively engaged in the diverse global society. CHOICE students in the East Granby public schools have always successfully completed their graduation requirements, and contributed positively to the school climate and culture. Our experience has been that the CHOICE students' presence, enrich the learning environment in the EGPS.

EAST GRANBY BOARD OF EDUCATION					
2012 - 2013 BOARD OF EDUCATION ADOPTED BUDGET					
		SUMMARY REPORT	SUMMARY REPORT		
		BOE ADOPTED	CURRENT YEAR		
		2012 - 2013	2011 - 2012	Inc(Decr) \$	Inc(Dec) %
3.28%		Budget	Budget	11-12 Budget	11-12 Budget
111	Certified Salaries	6,862,505	6,667,814	194,691	2.92%
112	Non Certified Salaries	1,343,859	1,203,401	140,458	11.67%
121	Certified Salaries-Substitutes	131,286	131,286	(0)	0.00%
122	Non Certified Salaries-Substitutes	12,255	12,255	0	0.00%
125	Certified Substitutes - Contracted	16,974	16,974	0	0.00%
131	Other Salaries	253,526	186,194	67,332	36.16%
210	Group Health & Life Insurance	2,388,589	2,316,986	71,603	3.09%
220	Employer FICA	92,393	94,105	(1,711)	-1.82%
221	Employer Medicare	103,916	98,571	5,345	5.42%
230	Employer Pension	44,244	40,456	3,789	9.36%
250	Unemployment	56,200	56,200	0	0.00%
260	Workers Compensation	52,522	46,580	5,942	12.76%
320	Professional Development	36,800	36,800	0	0.00%
322	Assessment Services	1,039	1,039	0	0.00%
330	Professional Services	462,317	377,741	84,576	22.39%
340	Data Processing Services	28,838	28,838	0	0.00%
411	Water / Sewage	15,333	13,030	2,303	17.67%
421	Rubbish Removal	11,034	10,818	216	2.00%
430	Contracted Maintenance Services	214,296	153,542	60,754	39.57%
433	Facility Maint. Vehicle Repair	0	3,000	(3,000)	0.00%
435	Repairs to Buildings	58,200	72,750	(14,550)	-20.00%
440	Rental - Gas Cylinders	165	165	0	0.00%
510	Pupil Transportation	637,755	628,339	9,416	1.50%
520	Property Insurance	27,005	24,550	2,455	10.00%
521	Liability Insurance	24,052	20,403	3,649	17.88%
523	Errors & Omissions Insurance	16,500	15,000	1,500	10.00%
530	Telephone and Internet	32,100	26,700	5,400	20.22%
531	Postage	11,482	11,325	157	1.39%
540	Advertising	2,000	2,000	0	0.00%
550	Job Printing & Binding	6,384	6,384	0	0.00%
561	Public School Tuition	354,791	347,435	7,356	2.12%
563	Private School Tuition	270,092	268,543	1,549	0.58%
580	Travel & Conferences	18,146	16,146	2,000	12.39%
582	Field Trips	3,005	3,005	0	0.00%
610	Instructional Supplies	59,038	59,038	0	0.00%
612	Custodial Supplies	19,500	17,500	2,000	11.43%
621	Natural Gas	25,000	0	25,000	0.00%
622	Electricity	275,690	268,324	7,366	2.75%
623	Propane Gas	2,148	2,148	0	0.00%
624	Heating Oil	109,125	115,720	(6,595)	-5.70%
640	Books/Textbooks/Workbooks	31,802	31,802	0	0.00%
643	Subscriptions/Licenses	41,043	41,043	0	0.00%
730	Equipment	20,941	20,941	0	0.00%
810	Memberships & Special Programs	65,110	64,110	1,000	1.56%
811	Legal Expenses	35,000	35,000	0	0.00%
	<b>CHOICE Grant (35 new seats w/full day K)</b>	<b>(228,000)</b>	<b>0</b>	<b>(228,000)</b>	<b>0.00%</b>
	<b>Additional Revenue (Pay to Participate, Parking Fees)</b>	<b>(6,000)</b>	<b>0</b>	<b>(6,000)</b>	<b>0.00%</b>
	<b>Total Expenditures</b>	<b>14,040,000</b>	<b>13,594,000</b>	<b>446,000</b>	

**2012-2013 BUDGET - EXPLANATION FOR 3.28%**

111	Certified Salaries	Increases based on negotiated contracts Reduced one FTE
112	Non Certified Salaries	Pending contract negotiations Reduced five non-certified positions
121/125	Certified Salaries-Substitutes	No increases
122	Non Certified Salaries-Substitutes	No increases
131	Other Salaries	Appendix E less 30%
210	Group Health & Life	Percentage of increase supplied by our insurance consultant Present numbers include 9.0% for Anthem and 2.1% for CTCare health and 2.6% dental
220/221	Employer FICA & Medicare	Based on salary adjustments
230	Employer Pension	Based on salary adjustments
250	Unemployment	No increases
260	Worker's Compensation	Based on salary increases and claims-estimate supplied by consultant (10%) (MIRMA paid by Capital Acct)
320	Professional Development	No increases
322	Instr Prog Improv Svcs	No increases
330	Professional Services	.50 FTE Prof Dev/Curriculum, SPED srvc3%, GASB 45, PT Curriculum Consultant increased 20 days, all other vendors 2%
340	Data Processing Services	No increases - last year of contract
411	Water/Sewage	Projects increased usage at Seymour, sewer connection Allgrove and 10% increase
421	Rubbish Removal	Increased budget by 2%
430	Contracted Maintenance Services	5% increase, adjusted for full service preventative maintenance contract and new contracts acquired this year.
433	Facility Maint. Vehicle Repair	Removed
435	Building Repair	Decreased by 20%
440	Rental-Gas Cylinders	No increase
510	Pupil Transportation	2% increase Regular Ed, 2% increase SPED & special runs - 2nd year of 2 year contract Reduction of K mid-day run \$20,678
520 & 523	Property Insurance and E&O Insurance	Budget plus 10% renewal
521	Liability Insurance	Actuals plus 10% renewal
530	Telephone	New phones at Seymour. Expiring grant for Internet program-negotiated new rate with Cox Communication \$150/mo/school
531	Postage	2% base increase - reduced areas not being utilized
540	Advertising	No increase
550	Job Printing & Binding	No increase
561/563	Public & Private Tuition	Adjustment based on current population of out placed students and student I.E.P.
580	Travel & Conferences	Increase based on mileage reimbursement rates
582	Field Trips	No increase
610	Instructional Supplies	No increase
612	Custodial Supplies	Anticipated increase based on additional sq. ft for Seymour
621	Natural Gas	Allgrove School
622	Electricity	2.75% increase
623	Propane Gas	No increase
624	Heating Oil	31,358 @\$3.48 gallon
640	Books/Textbooks/Workbooks	No increase
643	Subscriptions	As requested by Administration (software, instructional licenses)
730	Equipment	No increase
810	Memberships & Special Programs	\$1,000 Adult Education program
811	Legal Expenses	Two bargain units will be negotiating new multi-year contracts during 2012-2013

# APPENDIX E

## A. Coaching Salary Schedule

<u>Position</u>	<u>2009-2010</u>	<u>2010-2011</u> <i>0.00%</i>	<u>2011-2012</u> <i>1.17%</i>	<u>2012-2013</u> <i>1.85%</i>
Basketball, Varsity Boys	\$5,734	\$5,734	\$5,801	\$5,908
Basketball, Varsity Girls	\$5,734	\$5,734	\$5,801	\$5,908
Basketball, JV Boys	\$3,829	\$3,829	\$3,874	\$3,946
Basketball, JV Girls	\$3,829	\$3,829	\$3,874	\$3,946
Baseball, Varsity Boys	\$4,479	\$4,479	\$4,531	\$4,615
Baseball, JV Boys	\$3,082	\$3,082	\$3,118	\$3,176
Cross Country	\$3,173	\$3,173	\$3,210	\$3,270
Assistant Cross Country	\$2,108	\$2,108	\$2,133	\$2,172
Cheerleaders, Winter	\$2,250	\$2,250	\$2,277	\$2,319
Color Guard	\$2,711	\$2,711	\$2,743	\$2,794
Golf	\$2,900	\$2,900	\$2,934	\$2,988
Soccer, Varsity Boys	\$4,549	\$4,549	\$4,603	\$4,688
Soccer, Varsity Girls	\$4,549	\$4,549	\$4,603	\$4,688
Soccer, JV Boys	\$3,001	\$3,001	\$3,036	\$3,092
Soccer, JV Girls	\$3,001	\$3,001	\$3,036	\$3,092
Softball, Varsity Girls	\$4,479	\$4,479	\$4,531	\$4,615
Softball, JV Girls	\$3,082	\$3,082	\$3,118	\$3,176
Tennis, Girls	\$3,082	\$3,082	\$3,118	\$3,176
Track, Boys	\$3,726	\$3,726	\$3,770	\$3,840
Track, Girls	\$3,726	\$3,726	\$3,770	\$3,840
Intramurals, MS	\$2,092	\$2,092	\$2,116	\$2,156
Basketball, Intram, Boys, MS	\$2,236	\$2,236	\$2,262	\$2,304
Basketball, Intram, Girls, MS	\$2,236	\$2,236	\$2,262	\$2,304
Softball, Intram, Girls, MS	\$1,343	\$1,343	\$1,358	\$1,383
Athletic Director	\$9,277	\$9,277	\$9,385	\$9,559
Indoor track	\$2,560	\$2,560	\$2,590	\$2,638

When a new position is created in Appendix E, there will be a discussion of and agreement on salary by the Association and the Board before posting of said position.



# APPENDIX E (contd.)

## B. Extra Duty Assignments Salary Schedule

<b>CURRICULUM LEADERS</b>	<b><u>2009-2010</u></b>	<b><u>2010-2011</u></b> <i>0.00%</i>	<b><u>2011-2012</u></b> <i>1.17%</i>	<b><u>2012-2013</u></b> <i>1.85%</i>
<b>Pre K-5</b>				
a. Language Arts & Social Studies	\$3,515	\$3,515	\$3,556	\$3,622
b. Math and Science	\$3,515	\$3,515	\$3,556	\$3,622
<b>6-12</b>				
a. Science	\$3,515	\$3,515	\$3,556	\$3,622
b. Math	\$3,515	\$3,515	\$3,556	\$3,622
c. Social Studies	\$3,515	\$3,515	\$3,556	\$3,622
d. English	\$3,515	\$3,515	\$3,556	\$3,622
e. World Languages	\$3,515	\$3,515	\$3,556	\$3,622
<b>Pre K-12</b>				
a. Health and Physical Education	\$1,757	\$3,515	\$3,556	\$3,622
b. Music and Art	\$1,757	\$3,515	\$3,556	\$3,622
c. Library and Media	\$1,757	\$3,515	\$3,556	\$3,622

# APPENDIX E (contd.)

## EXTRA CURRICULAR ASSIGNMENTS:

<u>Position</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>
		<i>0.00%</i>	<i>1.17%</i>	<i>1.85%</i>
Student Government, MS	\$1,525	\$1,525	\$1,543	\$1,571
Student Government, HS	\$2,342	\$2,342	\$2,370	\$2,414
Yearbook, HS	\$2,865	\$2,865	\$2,899	\$2,952
Dramatics	\$1,543	\$1,543	\$1,561	\$1,590
Class Advisors - 9 <sup>th</sup>	\$629	\$629	\$636	\$648
Class Advisors - 10 <sup>th</sup>	\$719	\$719	\$727	\$741
Class Advisors - 11 <sup>th</sup>	\$1,107	\$1,107	\$1,120	\$1,141
Class Advisors - 12 <sup>th</sup>	\$1,736	\$1,736	\$1,757	\$1,789
Literary Magazine, MS	\$685	\$685	\$693	\$706
Literary Magazine, HS	\$685	\$685	\$693	\$706
School Store	\$1,156	\$1,156	\$1,170	\$1,191
AFS Club, HS	\$685	\$685	\$693	\$706
Computer Club Advisor, SS	\$555	\$555	\$562	\$572
Computer Club Advisor, MS	\$625	\$625	\$632	\$644
Computer Club Advisor, HS	\$686	\$686	\$694	\$707
As Schools Match Wits	\$686	\$686	\$694	\$707
Musical/Drama Advisor – MS	\$1,543	\$1,543	\$1,561	\$1,590
Musical/Drama Advisor – HS	\$1,543	\$1,543	\$1,561	\$1,590
Foreign Language Club - Seymour	\$343	\$343	\$347	\$353
Technology Education Club	\$415	\$415	\$420	\$428
MS YearBook	\$1,543	\$1,543	\$1,561	\$1,590
Best Buddies Advisor	\$1,736	\$1,736	\$1,757	\$1,789
Middle/High School Band Director	\$3,256	\$3,256	\$3,294	\$3,355
Middle/High school Chorus Director	\$1,541	\$1,541	\$1,559	\$1,588

When a new position is created in Appendix E, there will be a discussion of and agreement on salary by the Association and the Board before posting of said position.

### C. Hourly Compensation

<u>Position</u>	<u>Reference Article</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>
			<i>0.00%</i>	<i>1.17%</i>	<i>1.85%</i>
Substitutes	10	\$35.01	\$35.01	\$35.42	\$36.07
Summer Employment	27	\$29.62	\$29.62	\$29.96	\$30.52
Curriculum Work	28	\$29.62	\$29.62	\$29.96	\$30.52
Prep Classes	28	\$37.02	\$37.02	\$37.46	\$38.15

## What are Unfunded Mandates?

One of the phrases that historically comes up during budget time each year is “unfunded mandates”. Unfunded mandates are programs, processes and procedures that, by law, must be implemented in all public school districts, yet they do not bring any additional dollars to the communities in which these mandates are required. In short these are situations in which the state and federal lawmakers make the rules and require full implementation in each school where the law is applicable. Minor aspects of some mandates are minimally funded.

While many people have heard of “unfunded mandates”, very few can specifically provide even a few examples of what an “unfunded mandate” is. To give you some perspective on what the Board of Education and its personnel must implement - and pay for, we have compiled a list to demonstrate the enormity of the responsibility. While this list is not exhaustive, it does show the degree to which every facet of the school district operation is impacted.

### **PARTIALLY FUNDED MANDATES:**

Curriculum

Adult Education/Continuing Education

Computerized administration of annual standardized tests

CAPT Testing, Grade 10

CMT Testing, Grades 4, 6, 8 - Expanded Testing

CMT Testing - Prep. for Science Testing, Grades 5 and 8

English Language Learners (ELL)

Special Education: 10% paid of 40% required by law.

- The district must test students that either the parent or the school district suspect has a disability that is eligible for services under IDEA or 504.
- The school district must identify Talented and Gifted (TAG) students. However, the district does NOT have to provide programming for them.
- NCLB mandates that all students, including those identified for Special education, must achieve goals on standardized tests.
- The CT State Department of Education requires that districts staff the following positions: Nurse, Guidance, Psychologist and if necessary, provide the services of Occupational Therapists, Physical Therapists and Speech and Language Clinicians.
- The state specifies the ratio of administrators to Special Education staff members.

Student Success Plan

Excess Cost and Agency Placement Fees (75% Cap)

### **COMPLETELY UNFUNDED MANDATES:**

Academic Benchmark Assessments, Monitoring and Intervention Services

ADA Accommodations (accessibility/transportation/signage/elevators/lifts)

Alternate Education for Expelled Students

Air Quality Standards and Safety Committee

Asbestos - maintain a building level inventory; provide training for maintenance and custodial staff.

Background checks - and fingerprinting for all staff.

Benefits Costs increase - the result of CT Civil Union legislation

Blood Borne Pathogen Training for all staff.

Bullying Policy (investigation, recordkeeping, state reporting, follow up - including cyber bullying)

CAPT Readiness Computer Certification

C.E.U. - Boards must provide Continuing Education Units for professional staff Professional Development. Professional Development in numerous state required areas.

Chemical Hygiene Monitoring

Child Abuse Reporting CPR/First Aid and Heimlich Training

C.G.S. (CT General Statutes) 10-145: Administrators and teachers must have appropriate certification.

C.G.S. 10-175: Administrators, teacher and classified employees collective bargaining rights.

Salaries and Benefits are determined by this process; number of staff determined by the BOE.

Curriculum Review and Revision

District wide Curriculum and Professional Development Committee

Drug Education

STATE DOE REPORTING: (Specified information, specified formats, specified reporting dates)

- |             |  |           |  |
|-------------|--|-----------|--|
| ▪ ED-001:   | End of Year Financial Report (annual)                            | ▪ ED-162: | Non-Certified Staff Report (annual)                                  |
| ▪ ED-003:   | Administrator Negotiations                                       | ▪ ED-163: | Certified Staff Report (annual)                                      |
| ▪ ED-006S:  | Public School Information (annual)                               | ▪ ED-165: | Data Reporting - Technology (annual inventory)                       |
| ▪ ED-014:   | Minimum Expenditure Requirement (annual)                         | ▪ ED-166: | Discipline Offense Report (annual)                                   |
| ▪ ED-042:   | School Building Projects - Request for Review of Final Plans     | ▪ ED-172: | Request for 90 Day Certification (as necessary)                      |
| ▪ ED-042CO: | School Building Project - Notice of Change Order                 | ▪ ED-173: | Request Temporary Authorization for Minor Assignments (as necessary) |
| ▪ ED-045:   | School Building Project - Notice of Debt Service                 | ▪ ED-175: | Request Waiver for Substitute (as necessary)                         |
| ▪ ED-046:   | Request for School Construction Progress Payment                 | ▪ ED-177: | Request Durational Shortage Area Permit (as necessary)               |
| ▪ ED-049:   | Grant Application for School Building Project                    | ▪ ED-186: | Temporary/Emergency Coaching Permits                                 |
| ▪ ED-050:   | School Facilities Survey (every three years)                     | ▪ ED-236: | Immigrant Student Survey (annual)                                    |
| ▪ ED-053:   | Building Site Analysis   | ▪ ED-238: | Emergency Immigrant Educational Progress Report                      |
| ▪ ED-099:   | Agreement for Child Nutrition Programs (annual)                  | ▪ ED-452: | Debt Services Claim form   |
| ▪ ED-103:   | Reimbursement Claims for National School Lunch Program (monthly) | ▪ ED-540: | Graduating Class Report (annual)                                     |
| ▪ ED-111:   | Monthly Cash Management Report                                   | ▪ ED-612: | Language Assessment Data Collection                                  |
| ▪ ED-114:   | Pre-payment Grant Budget Request (annual)                        |           |  |
| ▪ ED-141:   | Report of State and Federal Grant Expenditures (annual)          |           |  |
| ▪ ED-156:   | Fall Hiring Survey (annual)                                      |           |  |

Evacuation Drills (annual)  
 Family and Medical Leave Act (FMLA)  
 Fingerprinting and Screening of new personnel  
 Five Year Technology Plan  
 Freedom of Information (FOI) Training and Compliance  
 Health Education  
 Health Insurance Portability and Accountability (HIPPA)  
 Health Insurance Availability for dependent children.  
 Hepatitis B screening  
 Internet Protection Act for Children  
 No Child Left Behind
 

- Report Results
- HOUSSE Plan

 PA 10-111 Secondary School Reform - Increased Graduation Requirements, On-line learning and Remedial Courses  
 PA 11-232 Safe School Climate Plan with Personnel and Intervention to address behaviors  
 Parent Education  
 Pesticide Application  
 Physical Restraint Training for Special Education Teachers and Support Staff  
 Promotion/Graduation Requirements, Capstone Project and Community Service hours  
 School Records and Retention: Requests to destroy records must be granted by the state librarian  
 School Transportation Safety Reporting  
 SEDAC Special Education Data Information System (each Special Education student, annually)  
 Services for Children with Special Needs ages 3 - 5 with Non-disabled peers  
 Sexual Harassment Training for all staff  
 Special Education Due process (burden of proof on the district)  
 Special Education coverage and PPT meetings (at least annual, each Special Education student)
 

- Individualized Education Plans for each student with Special Needs

 Special Education Compliance Reporting  
 Strategic School Profiles (data gathering and reporting by school - annual)  
 Student Success Plans with electronic portability  
 Student Physicals/Immunizations (Grades K, 7 and 10)
 

- Vision Screenings
- Hearing Screenings
- Scoliosis Screenings
- School Medical Advisor
- Provide related medical equipment

 Summer School or Other Supplemental Services for Intervention  
 Teacher and Administrator Evaluation systems (annual)  
 Teacher Education and Mentoring Program (TEAM)  
 Transportation, out of district, to Regional Vo. Ag. and Vo. Tech. schools  
 Transportation for students attending private school within the district, and for special needs students out of district per IEP.  
 Truancy Reporting  
 Youth Suicide Prevention  
 504 Accommodations

Response to Intervention (RTI)  
Wellness Committees (required)  
Wellness Policy (required)  
Workers Compensation  
Unemployment  
Submit Federal and State Withholding/FICA/Medicare Taxes by pay period  
File Quarterly 941 Tax Report with the Federal Government  
File Quarterly and Annual CT Withholding Tax report  
File Monthly and Quarterly State Teachers Retirement Board reports  
Maintain I-9s and W-4s - keep current  
Issue W-2s, 1099Rs and 1099s  
Comply with Federal Laws regarding 403(b) and 457 Deferred Compensation Plans  
OSHA Compliance and Training