

AMITY REGIONAL SCHOOL DISTRICT NO. 5
Bethany Orange Woodbridge
25 Newton Road, Woodbridge, Connecticut 06525

Dr. Jennifer P. Byars
Superintendent of Schools

AMITY REGIONAL BOARD OF EDUCATION REGULAR MEETING AGENDA
Monday, February 8, 2021, 6:30 pm
100 Ohman Avenue, Orange, CT

[CLICK HERE TO VIEW THIS MEETING](#)

Attendance in-person at this meeting is closed to the public; however, public comment can be emailed to pamela.pero@amityregion5.org by 2:00 p.m. on February 8, 2021. Emails received after 2:00 p.m. on February 8, 2021 will be forwarded to the Amity Regional School District No. 5 Board of Education as Correspondence but will not be admitted as part of this meeting. Anonymous items will be forwarded to the Amity Regional School District No. 5 Board of Education as Correspondence but will not be admitted as Public Comment for this meeting.

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. APPROVAL OF MINUTES**
 - a. Regular Board of Education Meeting – January 11, 2021 *Page 4*
- 4. STUDENT REPORT**
 - a. Monthly Report
- 5. PUBLIC COMMENT**
- 6. SUPERINTENDENT’S REPORT**
 - a. Personnel Report *Page 10*
 - b. Superintendent Report *Page 11*
 - c. 2021-2022 Budget Updates
- 7. DISCUSSION AND POSSIBLE ACTION ON REVISION TO 2020-2021 SCHOOL CALENDAR FOR AMITY MIDDLE SCHOOL BETHANY**
- 8. DISCUSSION AND POSSIBLE ACTION ON EDUCATIONAL RESEARCH PROPOSAL IN AMITY REGIONAL SCHOOL DISTRICT NO. 5 *Page 14***
- 9. CORRESPONDENCE**
- 10. CHAIRMAN’S REPORT**
 - a. Committee Reports
 1. ACES
 2. Ad Hoc School Safety
 3. CABE

4. Curriculum
 - a. Discussion and Possible Action on Textbook Proposals
 1. I'll Be Gone in the Dark, Humanities Elective, High School Grade 12 *Page 16*
 2. Introduction to Mass Communications, English, High School Grade 12 *Page 25*
 3. Bring Science Alive: Forces and Energy, Science, Middle School Grade 8 *Page 35*
5. District Health and Safety
6. District Technology
 - a. Monthly Report *Page 45*
7. Facilities
 - a. Monthly Report *Page 46*
8. Finance
 - a. Presentation and Discussion of Fourth Quarter 2020 Executive Summary Review of Amity Pension Fund, Sick and Severance Account and OPEB Trust *Page 47*
 - b. Discussion of Monthly Financial Statements *Page 129*
 - c. Director of Finance and Administration Approved Transfers Under \$3,000 *Page 159*
 - d. Discussion and Possible Action on Budget Transfers of \$3,000 or More *Page 160*
 - e. Budget Update *Page 162*
9. Policy
 - a. First Read
 1. Policy 3324.1 Contracts *Page 167*
 2. Policy 3560 Capital Outlay *Page 168*
 3. Policy 5118 Non-Resident Attendance *Page 170*
 4. Policy 4000 Concepts and Roles in Personnel *Page 175*
 5. Policy 4212.42 Drug and Alcohol Testing for School Bus Drivers *Page 176*
 - b. Second Read
 1. Policy 3541.44 Transportation Equipment - Privately Owned Vehicles *Page 180*
10. Personnel
 - a. Discussion of Administrative Assistants' Contract (Executive Session)
 - b. Discussion of Amity Education Association Contract (Executive Session)
 - c. Discussion of Superintendent's Mid-Year Evaluation (Executive Session)
 - d. Action on Administrative Assistants' Contract
 - e. Action on Amity Education Association Contract

PLEASE POST

PLEASE POST

f. Action on Superintendent's Mid-Year Evaluation

11. NEW BUSINESS

12. ITEMS FOR THE NEXT AGENDA – Due to Chairperson by February 22, 2021

13. ADJOURNMENT



Jennifer P. Byars
Superintendent of Schools

JPB/pjp

pc: Town Clerks: Bethany, Orange, Woodbridge

***Working to "enable every Amity student to become a lifelong learner
and a literate, caring, creative and effective world citizen."***

District Mission Statement

<p>If you require accommodations to participate because of a disability, please contact the office of the Superintendent of Schools in advance at 203-397-4811.</p>

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JANUARY 11, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

BOARD MEMBERS PRESENT

John Belfonti, Patricia Cardozo, Steven DeMaio, Patrick Reed, Robyn Berke (remote),
Shannan Carlson (remote), Paul Davis (remote), Carla Eichler (remote),
George Howard (remote), Andrea Hubbard (remote), Sheila McCreven (remote),
Dr. Jennifer Turner (remote)

BOARD MEMBERS ABSENT

Christopher Browe

STUDENT REPRESENTATIVES PRESENT

Alison Bowler (remote), Caroline Chen (remote)

STAFF MEMBERS PRESENT

Dr. Jennifer Byars, Theresa Lumas, Thomas Brant, Kathy Burke, Shaun DeRosa, Anna Mahon,
Stephen Martoni, Joseph Robinson, Dr. Jason Tracy

1. CALL TO ORDER

Chairperson Belfonti called the meeting to order at 6:33 p.m.

2. PLEDGE OF ALLEGIANCE

Recited by those present

3. APPROVAL OF MINUTES

a. Regular Board of Education Meeting – December 14, 2020

MOTION by Steven DeMaio, Second by Patrick Reed, to approve minutes as submitted
VOTES IN FAVOR, 10 (Belfonti, Cardozo, Carlson, Davis, DeMaio, Howard, Hubbard, McCreven,
Reed, Turner)

ABSTAINED, 2 (Berke, Eichler)

MOTION CARRIED

4. RECOGNITION OF CAPSS AWARDS

Presented by Dr. Tracy, Ms. Burke, and Ms. Mahon

5. STUDENT REPORT

a. Monthly Report

6. PUBLIC COMMENT

None

**7. PRESENTATION AND POSSIBLE ACTION ON SUPERINTENDENT'S PROPOSED
2021-2022 BUDGET**

Presented by Dr. Byars

8. SUPERINTENDENT'S REPORT

a. Personnel Report

b. Superintendent Report

c. COVID 19 Updates

9. CORRESPONDENCE

Carla Eichler reported on correspondence regarding 2021-2022 budget and the old firehouse in Woodbridge.

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JANUARY 11, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

10. CHAIRMAN'S REPORT

a. Committee Reports

- 1. ACES**
- 2. Ad Hoc School Safety**
- 3. CABE**
- 4. Curriculum**
- 5. District Health and Safety**
- 6. District Technology**
 - a. Monthly Report**
- 7. Facilities**
 - a. Monthly Report**
- 8. Finance**
 - a. Discussion of Monthly Financial Statements**
 - b. Director of Finance and Administration Approved Transfers Under \$3,000**

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JANUARY 11, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

c. **Discussion and Possible Action on Budget Transfers of
\$3,000 or More**

MOTION by Patricia Cardozo, Second by Steven DeMaio, to approve the following budget transfer to cover the private outplaced tuition costs:

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
04-12-1206-5440	Rentals	\$ 17,000	
04-12-6110-5560	Tuition – Sped Public Out	\$104,500	
04-12-6117-5560	Tuition – Reg Ed Public Out	\$ 18,207	
04-12-1206-5330	Professional & Technical Serv	\$ 2,125	
04-12-6111-5560	Tuition – Reg Ed Public Out	\$ 50,000	
04-12-6130-5561	Tuition – Sped Private Out		\$191,832

VOTES IN FAVOR, 12 (unanimous)

MOTION CARRIED

MOTION by Patrick Reed, Second by Steven DeMaio, to recommend the Amity Board of Education approve the following budget transfer to cover the public transportation costs:

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
04-12-6110-5560	Tuition – Sped Public Out	\$4,046	
04-12-2700-5512	Transportation – Public Out		\$4,046

VOTES IN FAVOR, 12 (unanimous)

MOTION CARRIED

MOTION by Patrick Reed, Second by Steven DeMaio, to recommend the Amity Board of Education approve the following budget transfer to cover the professional development consulting costs:

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-13-2213-5590	Other Purchased Services	\$ 9,000	
05-13-2213-5322	Instructional Program Improvement		\$9,000

VOTES IN FAVOR, 12 (unanimous)

MOTION CARRIED

9. Policy

a. Second Read

- 1. Policy 6114.8 Pandemic/Epidemic Emergencies**
- 2. Policy 3541.33 Special Education Students**
- 3. Policy 3542 Purpose and Facilities: Food Service**
- 4. Policy 3542.31 Free or Reduced Lunches (National School Lunch Program)**
- 5. Policy 3542.33 Food Sales Other than National School Lunch Program**
- 6. Policy 3542.43 Charging Policy**
- 7. Policy 3543.11 Printing and Duplicating Copyrighted Material**

MOTION by Paul Davis, Second by Steven DeMaio, to vote on all Second Read policies at once: Policy 6114.8 Pandemic/Epidemic Emergencies, Policy 3541.33 Special Education Students, Policy 3542 Purpose and Facilities: Food Service, Policy 3542.31 Free or Reduced Lunches (National School Lunch Program), Policy 3542.33 Food Sales Other than National School Lunch Program, Policy 3542.43 Charging Policy, and Policy 3543.11 Printing and Duplicating Copyrighted Material

VOTES IN FAVOR, 12 (unanimous)

MOTION CARRIED

MOTION by Patricia Cardozo, Second by Carla Eichler, to approve all Second Read policies at once: Policy 6114.8 Pandemic/Epidemic Emergencies, Policy 3541.33 Special Education Students, Policy 3542 Purpose and Facilities: Food Service, Policy 3542.31 Free or Reduced Lunches (National School Lunch Program), Policy 3542.33 Food Sales Other than National School Lunch Program, Policy 3542.43 Charging Policy, and Policy 3543.11 Printing and Duplicating Copyrighted Material

VOTES IN FAVOR, 12 (unanimous)

MOTION CARRIED

10. Personnel

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION
JANUARY 11, 2021 REGULAR MEETING MINUTES
6:30 P.M., 100 Ohman Avenue, Orange, CT

11. NEW BUSINESS

- a. Vaccination schedule for staff and non-staff (ex: coaches)

12. ITEMS FOR THE NEXT AGENDA – Due to Chairperson by January 25, 2021

13. ADJOURNMENT

MOTION by Steven DeMaio, Second by Patrick Reed, to adjourn meeting

VOTES IN FAVOR, 12 (unanimous)

MOTION CARRIED

Meeting adjourned at 8:10 p.m.

Respectfully submitted,

Pamela Pero

Pamela Pero, Recording Secretary

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge, Connecticut 06525



Dr. Jennifer P. Byars
Superintendent of Schools

jennifer.byars@amityregion5.org
203.392.2106

February 8, 2021

To: Members of the Board of Education
From: Jennifer P. Byars, Ed.D., Superintendent of Schools
Re: Personnel Report

NEW HIRES-CERTIFIED:

- Amity Regional High School: NONE
- Amity Regional Middle School – Bethany: NONE
- Amity Regional Middle School – Orange: NONE

NEW HIRES-BENCH/LONG TERM SUBSTITUTES:

Samir King – 5 day Bench Substitute - Amity Regional High School
Tyshawn Cannon – 5 day Bench Substitute - Amity Regional High School

NEW HIRES-NON-CERTIFIED: NONE

NEW HIRES-COACHES: NONE

TRANSFERS:

Caitlin Lewis – Paraprofessional at Amity Regional High School to the position of 10 month Cat 1 Administrative Assistant at Amity Regional High School, effective 1/15/2021

RESIGNATIONS:

Colin McGrath – Technology Education Teacher-Automotive – Amity Regional High School, eff. 6/30/2021

RETIREMENTS:

Tammy Saisa – Reading Teacher, Amity Middle School-Bethany, eff. 06/30/2021
Peter Fuller – Technology Education Teacher, Amity Regional High School, eff. 06/30/2021

COVID RELATED STAFF DATA:

CRW – Covid Remote Work – Remote teleworking from home due to approved ADA Accommodations
ADA: Longer term approvals for remote work-Covid related
Quarantine: Temporary approval for remote work – Covid Related
Non-CRW – Out due to covid related reason, not approved for remote work

As of Feb. 5, 2021	B	O	W	DO	Total
CRW - Cert ADA	2	3	10	0	15
CRW – Non Cert ADA	1	1	0	0	2
CRW- Cert Quarantine	0	1	4	0	5
CRW-Non Cert Quarantine	0	0	1	0	1
Non CRW – Cert	0	0	0	0	0
Non CRW – Non Cert	1	0	0	0	1

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Dr. Jennifer P. Byars
Superintendent of Schools

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203.392.2106

Superintendent's Report – February 2021

Continuously improve instruction, cultivate creativity, and enhance student engagement and performance.

Enhance the efficient and effective use of resources.

Foster a supportive climate for students and adults.

Instruction

SSLP/SIP Orientation and Planning: In preparation for this spring's Senior Service Learning Program and Senior Interest Project, Ms. Lynn Cocco, with the assistance of Ms. Paula Vallie and Director of Counseling Jill LaPlante, hosted a virtual presentation for seniors and their parents to review the expectations and general provisions of the two programs. Roughly 130 students and their parents attended. If there is a need to alter the program due to COVID restrictions, an announcement will be made before the end of March.

8th Grade Transition Program: To support the Class of 2025 as they begin to think about transitioning to the high school, the high school administration and members of the faculty have hosted a week-long [8th grade transition series](#), including pre-recorded presentations, interactive digital booklets and a live webinar on February 2, 2021 to answer frequently asked and submitted questions. Students will complete course selection during February.

ARHS Virtual Choir Performance: Due to COVID restrictions, we have been unable to host a choir concert this year, however, choir teacher Mrs. Rizzotti compiled a virtual performance and added some movement to her classes so students were still able to make music. The virtual performance included concert and honors choir classes and was sent to families of the students involved.

AMSB Solo & Ensemble Concert: AMSB will hold a virtual solo and ensemble concert on February 11, 2021 at 6:30 pm. Mr. Orie has been working with students to prepare and students have the option to perform live or submit a recorded video. Parents will be able to join the Zoom link to view the virtual performance from our talented students.

Amity Transition Academy: Students in Amity Transition Academy have started to return to work settings located on the campus of Albertus Magnus. While not working on job sites at Albertus, students complete various tasks, including the Soap Saver (<https://www.coventrybodycare.com/product/soap-saver/>). Amity is grateful for our partnerships with Albertus Magnus College, Sea Lark Enterprises, and all of our additional community sites.

AMSO Guided Study: The Guided Study program is actively working to support students in need of organizational support and assistance with completing assignments. Teachers are meeting with students via Zoom twice a week to support their academic progress.

LAS Links Testing 2020-2021: The Pupil Services Department, with support from Lisa Lassen, scheduled and conducted LasLinks testing for our students that are identified as English Learners (EL).

Professional Learning: Voluntary Professional Learning sessions will continue throughout February on Thursday afternoons. Sessions will include focusing on technology tools and apps that are particularly useful for hybrid/remote instruction. A voluntary session on reviewing current STAR data will be offered to middle school teachers on February 9, 2021. There will be a second session on anti-bias training that will be provided for middle school teachers on February 12, 2021. The session will be presented by Luis Versailles of the Pacific Educational Group. ARHS teachers will continue their work on the Portrait of the Graduate. The Commission on Human Rights and Opportunities requires all workplace employees to attend a statutory mandated training in Sexual Harassment. Part 2 of the training is scheduled for February 11, 2021.

Introduction to Reader's Workshop: The middle school ELA teachers and reading consultants will meet for a joint meeting in February to discuss a group focus book currently being read: *A Novel Approach* by Kate Roberts. The group will discuss chapters 1-3. Kate Roberts is one of the consultant trainers that will be working with Amity on introducing and facilitating the Readers Workshop Model.

Resources

Planning for 10th Grade Career Fair: To ensure that the annual ARHS Career Fair continues this year for 10th graders, Ms. Vallie and Ms. Cocco have been working with a group of student volunteers to complete interviews with local community members that will be compiled into a virtual Career Fair Program. More information will be forthcoming before the April Career Fair date.

Parent Teacher Conferences: Virtual Parent-Teacher conferences were held for ARHS on February 3, 2021 and for the middle schools on February 4, 2021 and February 10, 2021.

Psychology Practicum Adds SEL Support: In partnership with Fairfield University and the University of Connecticut, Amity is supporting the development of future School Psychologists by having three School Psychology practicum students.

Emergency Partnership Supports Nursing: Thank you to Chery Kiesel (Director of Pupil Services in Woodbridge) and Dr. Budd (Superintendent in Woodbridge) for supporting Amity schools by providing nursing support.

Restorative Practices: The Amity cadre of teachers and administrators who attended the Restorative Practices *Train the Trainer* professional learning are busy planning a voluntary informational session on February 25, 2021. The Amity Restorative Practices Team will be a cost savings to the District and the trainers will develop a long-range plan to train all staff.

Climate

National School Counselor Week: In a show of appreciation, Amity Regional High School students sent notes and a small gift to members of the ARHS School Counseling Department in honor of National School Counselor Week from February 1-5, 2021. The personalized notes and plant greeted the counselors, social worker and school psychologists on Thursday, February 4th when they entered their offices.

Winter Sports Resume: Student athletes were able to resume training on January 19, 2021 with a plan to begin competition the second week of February. Scholastic athletic participation is an important component to the physical, mental and emotional well-being of many of our students and the comprehensive learning experience of Amity Regional High School.

Memory Project Continues: As she has done in year's past, ARHS Visual Art Teacher Liz Smolinski continued to facilitate Amity's participation in this worthy project. While the work was disrupted last spring, Ms. Smolinski resumed with her students this fall to complete the portraits and send along to the

non-profit. A compilation of the 2020 work from all participating schools can be found here:
<https://vimeo.com/memoryproject/january2021>

ARHS Academic Decathlon Continues: This school club, founded 5 years ago, combines Amity's focus on academic interests with its sense of community. The virtual competitions continue as does Amity's participation.

Be Amity Super Bowl Challenge 2021: AMSB teachers have come together to plan a calendar of events to engage and entertain our students, starting with a Groundhog challenge (sponsored by the student council), continuing with Trivia and Kahoot Challenges, and concluding with a "Name that Tune" contest on February 12, 2021.

AMSO Supports Wear Red Day: AMSO teachers showed their support for women's heart health. Staff members made a donation to the American Heart Association and wore red to highlight this worthy cause.

SEL Focus at AMSB: During the February faculty meeting, the staff engaged in our ongoing effort to support and reflect on our social and emotional learning as adults. We watched a Ted talk video and participated in a Paseo Community Mixer Activity from CASEL in an effort to recognize and overcome implicit bias. The teachers moved from one breakout room to the next on Zoom, switching partners and sharing aspects of their individual identity. We will continue to focus on emotional well-being for staff at each faculty meeting this year.

AMSO Social Emotional Support: The Amity Middle School Social Worker has been busy facilitating several small counseling groups. Each group has a specific focus based on the students' needs. The focus areas include executive functioning, self-esteem, building positive relationships and decision making.

PTSO at AMSB: Our wonderful PTSO has been celebrating the small things with our kids and staff. A few weeks ago we celebrated National Fig Newton Day by passing out Newtons to the students as they left the building. On Thursday January 28th the PTSO acknowledged everyone's favorite day, National Kazoo Day, by distributing Kazoos to each student with the strong encouragement to share their musical joy with parents at home! We hope that they brought joy and happiness to your evening activities.

RESEARCH PROPOSAL - Mindset and student success. Examining the impact parent mindset has on shaping school culture.

PROPOSAL

The focus of my research derives from my area of specialization, Industrial/Organizational Psychology with a concentration in conflict management. The topic of my dissertation is "Mindset and student success. Examining the impact parent mindset has on shaping school culture". As the achievement gap grows, educational leaders are tasked with closing it by addressing the inequality in disadvantaged school districts across the United States. However, many of the factors that influence student success are in effect far before a child ever enters a school. There is a history of research investigating the impact socio-economic factors has on student achievement, however more focus is needed to address socialization and the impact school culture has on student success. Furthermore, research has shown that parent involvement has a positive impact on student achievement, but involvement by parents unfortunately continues to decline, particularly in disadvantaged school districts.

The purpose of my study is to examine the impact parent mindset has on shaping school culture by developing a deeper understanding of factors related to parent mindset. Using a mixed methodology this study will investigate the connection between parent mindset and school culture. First parent mindset will be assessed using Dweck's (1995) Implicit Theory of Intelligence measure. Ideally the three-item measure would be incorporated into the school district's school climate survey to parents to investigate if there is a relationship between a parent's mindset and their perception of their child's school.

The three items in the implicit theory of intelligence measure are:

1. You have a certain amount of intelligence, and you really can't do much to change it.

2. Your intelligence is something about you that you can't change very much.
3. You can learn new things, but you can't really change your basic intelligence.

Lastly, using a qualitative approach, parent participants will then be interviewed to develop an understanding of the connection between parent mindset and parent involvement. In an effort to minimize socio-economic bias it is my intent to utilize two school districts with different demographics, therefore I hope to include in my research a top ERG as well as one who is at the lower end of the spectrum. The expected benefits associated with your participation is to increase collaboration between families and schools to impact overall student success and promote a positive school culture. My target population is 7th grade parents, as this grade level has been proposed as pivotal in the shaping of student attitudes towards education.

ABOUT ME

My name is Michele A. Delucia, I am Chairperson of the East Haven Board of Education. I have served on the BOE since 2013 and in the role as Chair since 2017, and during this time the town demographic continues to change, the achievement gap continues to grow, and parent involvement continues to decline. In an effort to serve the BOE to the best of my ability I decided to gain a better understanding of the challenges both our district and educational leaders throughout the country face. I am currently enrolled in the Educational Leadership and Policy Doctoral program at SCSU. As an educator in higher education I have taught at SCSU in the Psychology Department since 2005.

AMITY REGIONAL SCHOOL DISTRICT NO. 5 TEXTBOOK APPROVAL

TEXTBOOK APPROVAL GUIDELINE

Title: I'll be Gone in the Dark

Author: Michelle McNamara

Publisher: Harper Collins

Copyright Date – 2/27/2018

Copyright Date –

Price of Book: \$13.64 (paperback)

This book is recommended for use in grades: 12th grade

Subject Area: Proposed “True Crime Narratives” humanities elective

Why is a new textbook needed? Include an explanation of how text relates to overall curriculum model.

This textbook is needed to show the progression and evolution of true crime novels from Truman Capote's, *In Cold Blood* to present day. Similarly to Capote, yet still staunchly different, McNamara inserts herself into the narrative of her work as an “armchair detective” where she organized evidence in the hopes of catching the Golden State Killer- to which she was successful.

Identify at least two other workbooks which were investigated. List publishers and copyrights. The proposed course offers the chance for students to select other true crime texts to read via a reader's workshop model such as the following: *Stranger Beside Me* by Ann Rule (Gallery Books; reprint 11/2018); *Sadie* by Courtney Summers (Wednesday Books; reprint 8/2020); *Just Mercy* by Bryan Stevenson (One World; reprint 8/2015); *Donnie Brasco* by Joseph Pistone (Berkley; 2/1997); *Devil in the White City* by Erik Larson (Vintage; 2/2015); and *Bad Blood* by John Carreyrou (Vintage; 1/2020). (this text box would not allow me to underline or italicize the book titles, so please forgive the grammar error).

Why were the above listed textbooks unsatisfactory? **The above books are definitely satisfactory to be read via suggested choice selection a reader's workshop model. Each book listed above is a unique addition to narrative styles within the true-crime genre.**

Why was this particular textbook chosen?

McNamara's book is similar in many ways, yet so different from Capote's text. Students will have an opportunity to analyze the effect (as well as potential dangers) if a writer inserting themselves so personally into a work of nonfiction via investigating a crime. Also, students can analyze the ways in which true crime as a genre has evolved over time, and, perhaps, predict where it may go in the future.

Was this text piloted? No

How many of these textbooks are needed? 30

What will the total cost be? Approximately \$416 before tax.

Is there an on-line version of the text? What are the costs of the online version and are costs separate from the textbook costs or package? **There is a kindle version but not everyone can necessarily access that via a school account.**

If the textbooks are a replacement, what are they replacing? **They are not.**

Recommended By:

Date: 10/9/2020

Building Administrator

Approval: Click or tap here to enter name.

Date: Click or tap to enter a date.

Director of Curriculum and Staff Development

Approval: Click or tap here to enter name.

Date: Click or tap to enter a date.

Superintendent of Schools/District Steering Committee

Approval: Click or tap here to enter name.

Date: Click or tap to enter a date.

Board of Education Curriculum Committee

Approval: Click or tap here to enter name.

Date: Click or tap to enter a date.

Board of Education

Approval: Click or tap here to enter name.

Date: Click or tap to enter a date.

AMITY REGIONAL SCHOOL DISTRICT NO. 5
TEXTBOOK APPROVAL

PART ONE – DEPARTMENT REVIEW

TITLE I'll be Gone in the Dark

TEXT EVALUATION DATA

Course: Proposed "True Crime Narratives" humanities elective

Grade: 12

Level: E

Check One: ☐ Basic Text Replacement
☐ Supplemental Text
☒ Text for New Course

STAFF EVALUATORS

Signature: Click or tap here to print name.

Signature: Click or tap here to print name.

Julie Chevron, dept. chair

RATIONALE FOR REPLACEMENT

What is the specific reason for replacing the current text? Please explain in some detail.
Click or tap here to enter text.

Does this text support the school's mission and academic expectations? How?

DEPARTMENT EVALUATION

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

OBJECTIVES AND CONTENT

- | | |
|---|--------------------|
| 1. To what extent are the objectives of the text stated? | 3 - Great Extent |
| 2. To what extent do the objectives of the text correlate with goals and objectives of the course? | - 3 Great Extent |
| 3. To what extent do the objectives require students to use higher Cognitive skills (analysis, synthesis, etc.) | 3 - Great Extent |
| 4. To what extent does the content of the text cover the content requirements of the course? | 3 - Great Extent |
| 5. To what extent is the content of the text geared to the interests abilities, and needs of the students using the materials? | 3 - Great Extent |
| 6. To what extent does the content of the text reflect recent scholarship in this subject area? | 3 - Great Extent |
| 7. To what extent does the text clearly and accurately develop and present essential concepts, generalizations, and relationships? | 3 - Great Extent |
| 8. To what extent does the text present charts, maps, graphs, and tables accurately and clearly? | 3 - Great Extent |
| 9. To what extent do the learning aids of the text (i.e., pictures, graphs, suggested activities, etc.) focus on the major objectives of the chapter or unit? | 3 - Great Extent |
| 10. To what extent are skills and skill development stressed throughout the text? | 2 - To Some Extent |
| 11. To what extent does the text offer practice opportunities to reinforce the skills which are taught? | 3 - Great Extent |
| 12. To what extent is this text interesting to read? | 3 - Great Extent |
| 13. To what extent does the text and supplemental materials reflect current learning theory and principles? | 3 - Great Extent |

COMMENT:

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

PUBLICATION DATA AND PHYSICAL CHARACTERISTICS

- | | |
|---|------------------|
| 1. To what extent do the authors (or contributors) have background and experience in the subject area and teaching experience to know how to present the material to the students who will be using it? | 3 - Great Extent |
| 2. To what extent is the quality and binding sufficient to withstand the wear and tear of student use? | 3 - Great Extent |
| 3. To what extent is the typeface and type size suitable for the students who will be using it? | 3 - Great Extent |
| 4. To what extent are the illustrations pleasing, well selected, and well placed? | 3 - Great Extent |
| 5. To what extent is the book effectively organized for maximum student learning? | 3 - Great Extent |

COMMENT:

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

TEACHING AIDS

- | | |
|--|-------------------------|
| 1. To what extent does the teacher's manual explain the aims and objectives of individual units and lessons? | N/A - Not Applicable |
| 2. To what extent are up-to-date reference sources listed in an easily used format? | N/A - Not Applicable |
| 3. To what extent does the book have accompanying learning aids (film strips, transparencies, video, charts, etc.)? | 1 - Little or No Extent |
| 4. To what extent are the workbooks (if included) challenging for students and do they reinforce the text's major concepts? | N/A - Not Applicable |
| 5. To what extent are appropriate test materials available for teachers? | 2 - To Some Extent |
| 6. To what extent are interesting activities suggested that will challenge students to do further research? | 2 - To Some Extent |
| 7. To what extent do the suggested activities and accompanying materials accommodate the range of learning abilities of the students most likely to be using it? | 2 - To Some Extent |

COMMENT:

PART TWO – TEXT READABILITY REVIEW

TITLE: Will be Gone in the Dark
Author: Michelle L. McMurray
Publisher: Harpers Collins
Copyright: 2/27/2018

READABILITY EVALUATION

Course: True Crime Narratives (proposed course)

Grade: 12

Level: E

Check One: ☒ Proposed Text
☐ Supplemental Text
☐ Current Text

Text is appropriate for the grade(s) and level(s) designated above:

Check One: ☒ YES
☐ NO

COMMENT:

READING EVALUATORS

Signature: Alex Rawls

Signature:

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

TREATMENT OF SENSITIVE AREAS

- | | |
|--|------------------|
| 1. To what extent does the content of the text (both pictorial and written) reflect the pluralistic, multi-ethnic nature of our society, past and present? | 3 - Great Extent |
| 2. To what extent is the role of gender and of various racial, ethical and socio-economic groups, past and present, accurately and fairly presented? | 3 - Great Extent |
| 3. To what extent are all sides of a controversial issue treated fairly and objectively? | 3 - Great Extent |

COMMENT:

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

READING EVALUATION (to be completed by Reading Department)

- | | |
|---|----------------------|
| 1. To what extent do the textual aids (illustrations, headings, special features, format) provide the reader with an overview of the content of the chapters? | 2 - To Some Extent |
| 2. To what extent do the illustrations (pictures, maps, diagrams) support or extend accompanying narrative? | 2 - To Some Extent |
| 3. To what extent do the headings and sub-headings indicate the content that follows? | N/A - Not Applicable |
| 4. To what extent do the chapters have an introduction and summary? | N/A - Not Applicable |
| 5. To what extent does the narrative have enough elaboration to promote comprehension and recall of important concepts, facts, and illustrations? | 3 - Great Extent |
| 6. To what extent does each lesson, chapter, and unit contain a clear, explicit main idea? | 3 - Great Extent |
| 7. To what extent does the text have glossary references which give easily understood definitions for the difficult words in the text? | N/A - Not Applicable |
| 8. To what extent are important and difficult words, concepts, and terms explained on context or signaled for the reader? | N/A - Not Applicable |
| 9. To what extent do sentences vary in length and structure? | 3 - Great Extent |
| 10. To what extent are the reading level and vocabulary appropriate for the student who will be using the textbook? | 3 - Great Extent |
| 11. To what extent are the directions for students and teachers clear and complete? | N/A - Not Applicable |
| 12. To what extent is the table of contents and subject index a useful and easy-to-use learning tool for the student? | N/A - Not Applicable |

COMMENT:

AMITY REGIONAL SCHOOL DISTRICT NO. 5 TEXTBOOK APPROVAL

TEXTBOOK APPROVAL GUIDELINE

Title: Introduction to Mass Communications

Author: Stanley Baran

Publisher: McGraw-Hill Education

Copyright Date – New Text: January 6, 2020

Copyright Date – Old Text (if applicable):

Price of Book: \$49.94 (on Amazon as of 12/07/2020) per paperback copy

This book is recommended for use in grades: 12

Subject Area: English – Communications II

Why is a new textbook needed? Include an explanation of how text relates to overall curriculum model.

The Communications II course does not currently use a textbook. This text mirrors the approach of teaching Mass Communications historically through examination of each medium of mass media.

Identify at least two other workbooks which were investigated. List publishers and copyrights.

Media Today: Mass Communication in a Converging World 7th Edition Routledge; 7th edition (October 29, 2019)

Mass Communication: Living in a Media World 7th Edition SAGE Publications, Inc; 7th edition (November 15, 2018)

Why were the above listed textbooks unsatisfactory?

Neither of the two other textbooks investigated served as a basic introduction to mass communications. Each was valuable, but dealt more with theory and convergence.

Why was this particular textbook chosen?

This text affords a basic introduction to mass communication by dividing the various media formats into specific units of study. It provides a good balance of history and theory, while stressing the importance of media literacy.

Was this text piloted?

I have used excerpts from an older edition in the Communications II class in previous years.

How many of these textbooks are needed?

22

What will the total cost be? Approx. \$1500.00

Is there an on-line version of the text? What are the costs of the online version and are costs separate from the textbook costs or package?

There is an eBook version of the text, which may prove to be more effective and appropriate given the course material, however cost may also make this option prohibitive.

If the textbooks are a replacement, what are they replacing?

N/A

Recommended By:

Date: January 2021

Building Administrator
Approval:

Date:

Director of Curriculum and Staff Development
Approval:

Date:

Superintendent of Schools/District Steering Committee
Approval:

Date:

Board of Education Curriculum Committee
Approval:

Date:

Board of Education
Approval:

Date:

AMITY REGIONAL SCHOOL DISTRICT NO. 5 TEXTBOOK APPROVAL

PART ONE – DEPARTMENT REVIEW

TITLE: Introduction to Mass Communication
Author: Stanley Baran
Publisher: McGraw-Hill
Copyright: 2019

TEXT EVALUATION DATA

Course: Communications II

Grade: 12

Level: L3

Check One: ☐ New Text for Course
☐

STAFF EVALUATORS

Signature:

Signature:

RATIONALE FOR REPLACEMENT

What is the specific reason for replacing the current text? Please explain in some detail.

The text is needed to facilitate the learning process in the Communications II course. The course requires a basic informational text to explore the various medium of mass media. While media content allows students to explore the various fields of mass communication the students need a foundational resource which can help to explain the history and development of each form of mass media. This basic understanding allows students to be more analytical in regard to the mass media thereby improving media literacy skills.

Does this text support the school's mission and academic expectations? How?

This text is critical in helping to develop media literacy skills. This aligns with the school's mission in building upon the idea of students becoming literate, creative, and effective citizens. This text will facilitate interaction with the Academic Learning Expectations for Reading, as well as Speaking and Listening. The text will provide a reading base for students to examine various mass media formats before investigating each through a practical approach. Where much of the content will be analyzed and discussed as a class, the text will prompt students to reflect on diverse perspectives and drive discussion toward an understanding of how media targets the masses.

DEPARTMENT EVALUATION

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

OBJECTIVES AND CONTENT

- | | |
|---|-----------------|
| 1. To what extent are the objectives of the text stated? 2 | Choose an item. |
| 2. To what extent do the objectives of the text correlate with goals and objectives of the course? 2 | Choose an item. |
| 3. To what extent do the objectives require students to use higher Cognitive skills (analysis, synthesis, etc.) 3 | Choose an item. |
| 4. To what extent does the content of the text cover the content requirements of the course? 3 | Choose an item. |
| 5. To what extent is the content of the text geared to the interests abilities, and needs of the students using the materials? 3 | Choose an item. |
| 6. To what extent does the content of the text reflect recent scholarship in this subject area? 3 | Choose an item. |
| 7. To what extent does the text clearly and accurately develop and present essential concepts, generalizations, and relationships? 3 | Choose an item. |
| 8. To what extent does the text present charts, maps, graphs, and tables accurately and clearly? 2 | Choose an item. |
| 9. To what extent do the learning aids of the text (i.e., pictures, graphs, suggested activities, etc.) focus on the major objectives of the chapter or unit? 3 | Choose an item. |
| 10. To what extent are skills and skill development stressed throughout the text? 2 | Choose an item. |
| 11. To what extent does the text offer practice opportunities to reinforce the skills which are taught? 2 | Choose an item. |
| 12. To what extent is this text interesting to read? 2 | Choose an item. |
| 13. To what extent does the text and supplemental materials reflect current learning theory and principles? 3 | Choose an item. |

COMMENT:

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

PUBLICATION DATA AND PHYSICAL CHARACTERISTICS

- | | |
|---|-----------------|
| 1. To what extent do the authors (or contributors) have background and experience in the subject area and teaching experience to know how to present the material to the students who will be using it? 3 | Choose an item. |
| 2. To what extent is the quality and binding sufficient to withstand the wear and tear of student use? 3 | Choose an item. |
| 3. To what extent is the typeface and type size suitable for the students who will be using it? 3 | Choose an item. |
| 4. To what extent are the illustrations pleasing, well selected, and well placed? 3 | Choose an item. |
| 5. To what extent is the book effectively organized for maximum student Learning? 3 | Choose an item. |

COMMENT: Click or tap here to enter comments.

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent 2 – To Some Extent 3 – Great Extent N/A – Not Applicable

TEACHING AIDS

1. To what extent does the teacher’s manual explain the aims and objectives of individual units and lessons? N/A

Choose an item.
2. To what extent are up-to-date reference sources listed in an easily used N/A

Choose an item. Format?
3. To what extent does the book have accompanying learning aids (film strips, transparencies, video, charts, etc.)? N/A

Choose an item.
4. To what extent are the workbooks (if included) challenging for students and do they reinforce the text’s major concepts? N/A

Choose an item.
5. To what extent are appropriate test materials available for teachers? N/A

Choose an item.
6. To what extent are interesting activities suggested that will challenge students to do further research? N/A

Choose an item.
7. To what extent do the suggested activities and accompanying materials accommodate the range of learning abilities of the students most likely to be using it? N/A

Choose an item.

COMMENT: Click or tap here to enter comments.

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

TREATMENT OF SENSITIVE AREAS

- | | |
|--|-----------------|
| 1. To what extent does the content of the text (both pictorial and written) reflect the pluralistic, multi-ethnic nature of our society, past and Present? 3 | Choose an item. |
| 2. To what extent is the role of gender and of various racial, ethical and socio-economic groups, past and present, accurately and fairly presented? 3 | Choose an item. |
| 3. To what extent are all sides of a controversial issue treated fairly and objectively? 3 | Choose an item. |

COMMENT:

PART TWO – TEXT READABILITY REVIEW

TITLE:
Author:
Publisher:
Copyright:

READABILITY EVALUATION

Course:

Grade:

Level:

Check One: ☐ Proposed Text
 ☐ Supplemental Text
 ☐ Current Text

Text is appropriate for the grade(s) and level(s) designated above:

Check One: ☐ YES
 ☐ NO

COMMENT:

READING EVALUATORS

Signature:

Signature:

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

READING EVALUATION (to be completed by Reading Department)

- | | |
|---|-----------------|
| 1. To what extent do the textual aids (illustrations, headings, special features, format) provide the reader with an overview of the content of the chapters? | Choose an item. |
| 2. To what extent do the illustrations (pictures, maps, diagrams) support or extend accompanying narrative? | Choose an item. |
| 3. To what extent do the headings and sub-headings indicate the content that follows? | Choose an item. |
| 4. To what extent do the chapters have an introduction and summary? | Choose an item. |
| 5. To what extent does the narrative have enough elaboration to promote comprehension and recall of important concepts, facts, and illustrations? | Choose an item. |
| 6. To what extent does each lesson, chapter, and unit contain a clear, explicit main idea? | Choose an item. |
| 7. To what extent does the text have glossary references which give easily understood definitions for the difficult words in the text? | Choose an item. |
| 8. To what extent are important and difficult words, concepts, and terms explained on context or signaled for the reader? | Choose an item. |
| 9. To what extent do sentences vary in length and structure? | Choose an item. |
| 10. To what extent are the reading level and vocabulary appropriate for the student who will be using the textbook? | Choose an item. |
| 11. To what extent are the directions for students and teachers clear and complete? | Choose an item. |
| 12. To what extent is the table of contents and subject index a useful and easy-to-use learning tool for the student? | Choose an item. |

COMMENT:

**Reading Department
Textbook Evaluation**

For: English

Course: Communications II

Text: *Introduction to Mass Communications*

Author(s): Stanley Baran

Publisher: McGraw-Hill Education

Copyright: 2019

Introduction to Mass Communications is being considered for a Grade 12 English class - Communications II. The information in the text is presented clearly and includes explanations and descriptions of each mass media medium. The independent readability of this text is grade 12. The text should be easily accessible for students who are reading at grade level because as part of the class, they are regularly reviewing, discussing, and applying text content. Students who are reading below grade level, may have difficulty reading the text independently for homework or test preparation. In this case, the teacher should provide necessary support to help students access the text independently. Content specific vocabulary and key terms appear in bold throughout the chapters, and definitions are provided within the text. All of the vocabulary words are also defined in the glossary at the end of the book. Key terms with their page numbers are listed at the end of each chapter, which is an added feature to assist teachers when planning preteaching of pertinent vocabulary.

The book contains 15 chapters, each updated to present material of each media type as well as the most current research in the field. Learning objectives are listed at the beginning of each chapter which set the purpose for reading. With an emphasis on a cultural perspective, *Introduction to Mass Communications* also includes critical thinking problems for students to work through and discuss as well as Media Literacy challenges which asks students to apply what they have learned in each chapter. Each chapter also contains a timeline which lists the significant events that represent the media type covered in that particular section. Overall, pages are well balanced with print being proportional to graphics (pictures, photographs, tables, graphs, cartoons and drawings.) Resources for Review and Discussion are included at the end of each chapter. These resources include Review points, Key Terms, Questions for Review, Questions for Critical Thinking and Discussion, and References.

Appropriate selection for course, students, and teaching faculty.

Catherine Bludnicki, Reading Consultant

AMITY REGIONAL SCHOOL DISTRICT NO. 5 TEXTBOOK APPROVAL

TEXTBOOK APPROVAL GUIDELINE

Title: Bring Science Alive: Forces and Energy

Author:

Publisher: TCI

Copyright Date – New Text: 2019

Copyright Date – Old Text (if applicable): 2005

Price of Book: \$132.00

This book is recommended for use in grades: 8

Subject Area: Science

Why is a new textbook needed? Include an explanation of how text relates to overall curriculum model.

Currently the 8th grade is in their third year of teaching their new curriculum based on the Next Generation Science Standards.

The new textbook aligns much better with the expectations that the new curriculum and the new NGSS exam has for our students

Also, the current text that is being used is copyrighted in 2005. It is currently two years older than the students reading them. Although some of the material has not changed in that time period, the connections that the textbook makes with the reader are outdated

Identify at least two other textbooks which were investigated. List publishers and copyrights.

Pearson Elevate Series copyright 2019

Glencoe Inspire Series, copyright 2019.

Why were the above listed textbooks unsatisfactory?

We did find both series had several good qualities, especially the Pearson Series, which is the publisher of the current text. However, neither of the series have an actual hardcover textbook. Both series rely on a consumable workbook and an online version. We felt a workbook would not be acceptable for our middle school population. For two reasons. The first being monetary. The contract would come with enough copies for six years. After six years we would have to renew the contract for additional years. This would come with a price

tag of two to three times the price tag of a standard textbook. The second reason is the waste of paper for all of the workbooks printed. We realize the importance of having students read for understanding and many units would be used, however, all of the units would not be used and a lot of the book would be wasted. Finally, the workbook is the size of a textbook. It is large and heavy with a cheap paper cover. In a middle school setting, many student's books would be destroyed in a matter of months going in and out of lockers and backpacks.

Why was this particular textbook chosen?

We originally wanted a hardcover textbook, and they are hard to come by. Apparently, publishers have stopped printing this type of text for the middle grades. We did not however, choose it just because it is a hardcover book. In fact, with COVID, we have benefited from the online textbook.

The book is aligned with the NGSS. Each unit begins with a given natural phenomena to guide the storyline of the unit.

The book is well written, without a lot of distracting pictures on the page.

Each section, after presenting it in the written format, has a separate page where it displays diagrams and descriptions to help students comprehend the concept. These descriptions also encompass engineering standards and modern- day careers which the NGSS leans heavily on.

The online version allows the reader to lower the Lexile level of the text to a lower level, approximately a 5th grade level. It reads to them, translates it to Spanish if needed to serve a potential EL population and also highlights main ideas within each individual section.

Questions and reading checkpoints are done in the online textbooks. All writing they do, including highlighting, notes and answering question is saved in their textbook until the end of the school year.

The book can be printed easily or even downloaded to Google Docs, which allows the teacher to manipulate the text for their needs.

Finally, when an error has been found in the textbook, we have been able to contact them and they correct the error in real time.

Was this text piloted?

The textbook in the Earth Science modules was purchased by the 7th grade last year and is currently being piloted in the 8th grade.

How many of these textbooks are needed?

There are three textbooks in the set. We would need approximately 400 online texts for each book and 140 actual textbooks for each book. The 140 textbooks is a class set of 35 for each of the four physical science teachers.

What will the total cost be?

The current quote is \$46,764.00. This includes 210 textbooks per building for a total of 420 textbooks. There are three books in the set, so each teacher would receive 35 books of each book for a total of 105 books. The

textbooks that we will order will come with an eight-year subscription to the online textbook. This price also includes 120 just online subscriptions per book per school for a total of 720 just online subscription. The company will also comp five teacher subscriptions for each book. This is a copy for each of the four teachers and a special education teacher. The teacher version includes the teacher edition, online access and other source materials.

Is there an on-line version of the text? What are the costs of the online version and are costs separate from the textbook costs or package?

All students will have an online copy of each of the textbooks, Forces and Energy, Waves, and Matter. The subscription lasts for eight years. Each year the textbook clears out for a new user to use it.

In total we will have 1140 subscriptions, or three for each of the eight grade students.

If the textbooks are a replacement, what are they replacing?

The textbook is replacing a Prentice Hall (Pearson) Science Explorer Series

Recommended By: *Thomas Foley* / 

Date: 12/7/20

Building Administrator

Approval:  *AMS Principal*

Date: 12/9/20

 AMSB Principal

12/9/2020

Director of Curriculum and Staff Development

Approval:

Date:

Superintendent of Schools/District Steering Committee

Approval:

Date:

Board of Education Curriculum Committee

Approval:

Date:

Board of Education

Approval:

Date: 

AMITY REGIONAL SCHOOL DISTRICT NO. 5 TEXTBOOK APPROVAL

PART ONE – DEPARTMENT REVIEW

TITLE: Bring Science Alive! Earth, Space, and Weather and Climate volumes

Author:

Publisher: TCI

Copyright: 2019

TEXT EVALUATION DATA

Course: Physical Science


Grade: 8

Level: Comprehensive and Advanced

Check One: ☒ Basic Text Replacement
 ☒ Supplemental Text
 ☐ Text for New Course

STAFF EVALUATORS

Signature: *Thomas Foley*

Signature: 

RATIONALE FOR REPLACEMENT

What is the specific reason for replacing the current text? Please explain in some detail.

The current text that is being used is copyrighted in 2005. It is currently two years older than the students reading them. Although some of the material has not changed in that time period, the connections that the textbook makes with the reader are outdated. Also, the text is not aligned with the new NGSS standards and the three-dimensional model of teaching

Does this text support the school's mission and academic expectations? How?

Yes, it does. The text meets the expectations of the rigorous lesson design of the NGSS where not only are students required to learn the information but are also required to apply it.

DEPARTMENT EVALUATION

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

OBJECTIVES AND CONTENT

- | | |
|---|------------------|
| 1. To what extent are the objectives of the text stated? | 3 - Great Extent |
| 2. To what extent do the objectives of the text correlate with goals and objectives of the course? | 3 - Great Extent |
| 3. To what extent do the objectives require students to use higher Cognitive skills (analysis, synthesis, etc.) | 3 - Great Extent |
| 4. To what extent does the content of the text cover the content requirements of the course? | 3 - Great Extent |
| 5. To what extent is the content of the text geared to the interests abilities, and needs of the students using the materials? | 3 - Great Extent |
| 6. To what extent does the content of the text reflect recent scholarship in this subject area? | 3 - Great Extent |
| 7. To what extent does the text clearly and accurately develop and present essential concepts, generalizations, and relationships? | 3 - Great Extent |
| 8. To what extent does the text present charts, maps, graphs, and tables accurately and clearly? | 3 - Great Extent |
| 9. To what extent do the learning aids of the text (i.e., pictures, graphs, suggested activities, etc.) focus on the major objectives of the chapter or unit? | 3 - Great Extent |
| 10. To what extent are skills and skill development stressed throughout the text? | 3 - Great Extent |
| 11. To what extent does the text offer practice opportunities to reinforce the skills which are taught? | 3 - Great Extent |
| 12. To what extent is this text interesting to read? | 3 - Great Extent |
| 13. To what extent does the text and supplemental materials reflect current learning theory and principles? | 3 - Great Extent |

COMMENT:

As stated previously, this text is aligned with the Next Generation Science Standards and the three-dimensional way of teaching it. This includes the Disciplinary Core Idea, the Science and/or Engineering Practices, and The Cross-Cutting-Concepts.

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

PUBLICATION DATA AND PHYSICAL CHARACTERISTICS

- | | |
|---|------------------|
| 1. To what extent do the authors (or contributors) have background and experience in the subject area and teaching experience to know how to present the material to the students who will be using it? | 3 - Great Extent |
| 2. To what extent is the quality and binding sufficient to withstand the wear and tear of student use? | 3 - Great Extent |
| 3. To what extent is the typeface and type size suitable for the students who will be using it? | 3 - Great Extent |
| 4. To what extent are the illustrations pleasing, well selected, and well placed? | 3 - Great Extent |
| 5. To what extent is the book effectively organized for maximum student learning? | 3 - Great Extent |

COMMENT: The authors of the text are teachers and teacher trainers with extensive experience in teacher education as well as the NGSS (Next Generation Science Standards).

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

TEACHING AIDS

- | | |
|--|----------------------|
| 1. To what extent does the teacher's manual explain the aims and objectives of individual units and lessons? | 3 - Great Extent |
| 2. To what extent are up-to-date reference sources listed in an easily used format? | 3 - Great Extent |
| 3. To what extent does the book have accompanying learning aids (film strips, transparencies, video, charts, etc.)? | 3 - Great Extent |
| 4. To what extent are the workbooks (if included) challenging for students and do they reinforce the text's major concepts? | N/A - Not Applicable |
| 5. To what extent are appropriate test materials available for teachers? | 3 - Great Extent |
| 6. To what extent are interesting activities suggested that will challenge students to do further research? | 3 - Great Extent |
| 7. To what extent do the suggested activities and accompanying materials accommodate the range of learning abilities of the students most likely to be using it? | 3 - Great Extent |

COMMENT: Click or tap here to enter comments

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

TREATMENT OF SENSITIVE AREAS

- | | |
|--|----------------------|
| 1. To what extent does the content of the text (both pictorial and written) reflect the pluralistic, multi-ethnic nature of our society, past and present? | N/A - Not Applicable |
| 2. To what extent is the role of gender and of various racial, ethical and socio-economic groups, past and present, accurately and fairly presented? | N/A - Not Applicable |
| 3. To what extent are all sides of a controversial issue treated fairly and objectively? | N/A - Not Applicable |

COMMENT:

PART TWO – TEXT READABILITY REVIEW

TITLE: Bring Science Alive! Forces and Energy

Author: Bert Bower and Ariel Stein

Publisher: Teachers' Curriculum Institute

Copyright: 2019

READABILITY EVALUATION

Course: Science

Grade: 8

Level: comp and advanced

Check One: ☒ Proposed Text
☐ Supplemental Text
☐ Current Text

Text is appropriate for the grade(s) and level(s) designated above:

Check One: ☒ YES
☐ NO

COMMENT:

This text is appropriate for both comp and advanced levels in grade 8 Science. The readability evaluation determined the reading level to be approximately on an 8th grade reading level (according to an average of 3 passages, analyzed by the Gunning Fog Readability Index). Students reading on grade level should be able to comprehend this text. For those students whose independent reading level is below 8th grade level, this series has an on-line textbook which has many features which promote accessibility and understanding. (See comments on next page for more details.)

READING EVALUATOR:

Signature: *Jennifer C Bshara*

DIRECTIONS: For each question, rate the question from a low of 1 point to a high of 3 points.

1 – Little or No Extent

2 – To Some Extent

3 – Great Extent

N/A – Not Applicable

READING EVALUATION (to be completed by Reading Department)

- | | |
|---|--------------------|
| 1. To what extent do the textual aids (illustrations, headings, special features, format) provide the reader with an overview of the content of the chapters? | 3 - Great Extent |
| 2. To what extent do the illustrations (pictures, maps, diagrams) support or extend accompanying narrative? | 3 - Great Extent |
| 3. To what extent do the headings and sub-headings indicate the content that follows? | 3 - Great Extent |
| 4. To what extent do the chapters have an introduction and summary? | 3 - Great Extent |
| 5. To what extent does the narrative have enough elaboration to promote comprehension and recall of important concepts, facts, and illustrations? | 3 - Great Extent |
| 6. To what extent does each lesson, chapter, and unit contain a clear, explicit main idea? | 3 - Great Extent |
| 7. To what extent does the text have glossary references which give easily understood definitions for the difficult words in the text? | 3 - Great Extent |
| 8. To what extent are important and difficult words, concepts, and terms explained on context or signaled for the reader? | 3 - Great Extent |
| 9. To what extent do sentences vary in length and structure? | 2 - To Some Extent |
| 10. To what extent are the reading level and vocabulary appropriate for the student who will be using the textbook? | 3 - Great Extent |
| 11. To what extent are the directions for students and teachers clear and complete? | 2 - To Some Extent |
| 12. To what extent is the table of contents and subject index a useful and easy-to-use learning tool for the student? | 3 - Great Extent |

COMMENT:

The writing in this textbook is clear and accessible for 8th graders. The pages are not overly “busy,” and the pictures and graphics are easy to understand. Content vocabulary terms are highlighted in blue, and a lesson summary concludes each lesson. The Next Generation Science Standards are noted at the beginning of each lesson, and a guiding question under each lesson title provides a clear purpose for reading.

The on-line version of this book will be a valuable tool for both students and teachers. It has the capability to adjust reading levels, so teachers can successfully differentiate the text. For students who struggle with decoding, it has an audio option. It also has Spanish translation for EL students. The main idea of each section is highlighted on-line, and pages can be saved to a Google doc or printed. At the beginning of each lesson, a video that illustrates NGSS phenomenon. At the end of each section, there is a quick check for understanding as well as several study features. Students can play review games and study the built-in flashcards for vocabulary reinforcement.

February, 2021

Jan. Ticket Summary

Tickets addressed and closed: 32

Tickets open: 0

Amity Regional School
District No. 5

25 Newton Road

Woodbridge, CT 06525

Phone: 203-397-4817

Fax: 203-397-4864



Amity Regional School District No. 5

Technology Department Monthly Report

Completed Projects:

- Infrastructure update project
 - Physical project is complete
 - Knowledge transfer is ongoing
- Scanners for every classroom to handle student attendance have arrived, installation at all three locations is complete, custom programming to support our current schedule is complete. Student IDs have been made and distributed.
 - Initial deployment will be in small “pilot” groups
 - Full deployment will follow two weeks after successful pilot
- Final construction of the entrance to the Student Led Help Desk is complete

Projects in process:

- We are waiting for replacement switches from our project vendor to address the noise level of the switches in 4 classroom environments
- Current options for moving staff storage drives into the cloud are being investigated and a planned migration of the data is expected in late February/early March
- We have received 16 more indoor/outdoor security cameras and are working with building administration to identify exact locations for installation
- Options for off-site, cloud based backup repositories are being assessed to address the need for isolated storage of critical data backups
- Building next year’s budget based on complete review of existing line items as well as assessing current budget requests
- Technicians have been addressing support tickets for both students and staff to support the transition to the current hybrid model.
- New Student led help desk ready to staffed by student workers
 - Student applicants will begin the application and training process this month
 - A limited student workforce will begin staffing the help desk by the end of the month

CLEAN

SAFE

HEALTHY

SCHOOLS

Amity Regional School
District No. 5

25 Newton Road

Woodbridge, CT 06525

Phone: 203-397-4817

Fax: 203-397-4864



Amity Regional School District No. 5

Facilities Department Monthly Report

Completed Projects:

- Dishwasher at Amity High School was repaired.
- Gym floor in Bethany is finished.
- Rooftop air handler and ductwork for the Bethany gym was cleaned.

Projects in process:

- Looking into the District's storage needs and options for the modular building in Bethany.
- An acoustical study is being done in both middle schools to decide the best product and design to help the noise problems in the gym and cafeterias.
- Preparations are underway to start the demolition of the Orange modular building.
- The existing stage curtains were removed, since they cannot be properly cleaned due to the flame retardant they are treated with. New curtains are on order and will be installed by Northeast Stage Company.
- The student-led project of storage building construction is underway. Construction of the second shed has begun, the foundation has been placed next to the first shed, and sections are being built.
- The doorway for the student help desk was installed, Calvert is finishing up trim and minor details.
- Drawings and specs are being reviewed in preparation for the air handler replacement project at Amity High going out to bid.

Outstanding issues to be addressed:

- After the determination has been made as to the cause of the fire, if needed, a plan of action will be made for replacement of fixtures in the gym.

Helping Clients Prosper.



DiMeo SCHNEIDER
& ASSOCIATES, L.L.C.

Amity Regional School District #5

Executive Summary - Fourth Quarter 2020

This report is intended for the exclusive use of clients or prospective clients of DiMeo Schneider & Associates, L.L.C. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecasts represent median expectations and actual returns, volatilities and correlations will differ from forecasts. Past performance does not indicate future performance.

2020 YEAR-END FIRM UPDATE

FIRM MILESTONES

- ✓ DiMeo Schneider and Fiduciary Investment Advisors, LLC (“FIA”) joined forces as one combined firm
- ✓ Celebrated our 25th Anniversary on May 1, 2020
- ✓ Experienced growth in each of our service areas:
 - Retirement Plans
 - Endowments and Foundations
 - Private Clients
 - Financial Institutions
- ✓ Surpassed \$195 billion in assets under advisement¹
- ✓ Established a successful summer inTURNship program for college seniors and recent college graduates

NEW TEAM MEMBERS IN 2020 – WELCOME!

- Performance Analyst - Peter Goode
- Client Service Associate – The Wealth Office® - Lindsay Green
- Director of Finance & Accounting - Monica Harrison
- Performance Analyst - Ellen Kazembe
- Client Analyst - Eric Kraus
- Client Analyst - Griffin Olejarz
- Marketing Associate - Deb Ranicar
- Financial Wellness Coordinator - David Reynolds
- Client Service Associate – The Wealth Office® - Nick Santangelo
- Research Associate – Global Public Markets - Kedar Satyanand
- Chief Compliance Officer - Lisa Tamburini
- Chief Operating Officer - Julie Vander Weele
- Performance Analyst - Matt Witt

¹As of June 30, 2020.
6 of 173

2020 YEAR-END FIRM UPDATE

INDUSTRY RECOGNITION*

- ✓ Ranked #1 - **Top 50 Institutional Consulting Teams** by *Barron's*
- ✓ Named one of *P&I's* 2020 **Best Places to Work in Money Management**
- ✓ Ranked in the **Top 25 Worldwide Consultants** (by institutional assets under advisement as of June 30, 2020) by *Pensions & Investments*

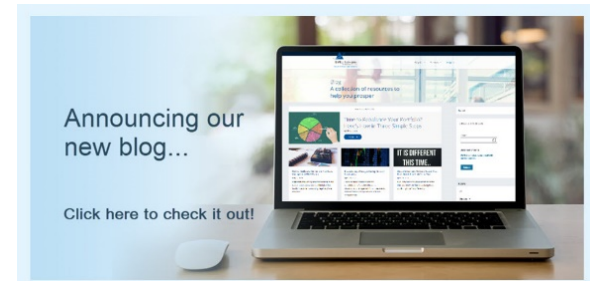
KEEPING YOU INFORMED

In 2020 we launched our new blog and the Nonprofit Investment Stewards podcast!

dimeoschneider.com/podcast



dimeoschneider.com/blog



*Please see disclosures at the end of the document.

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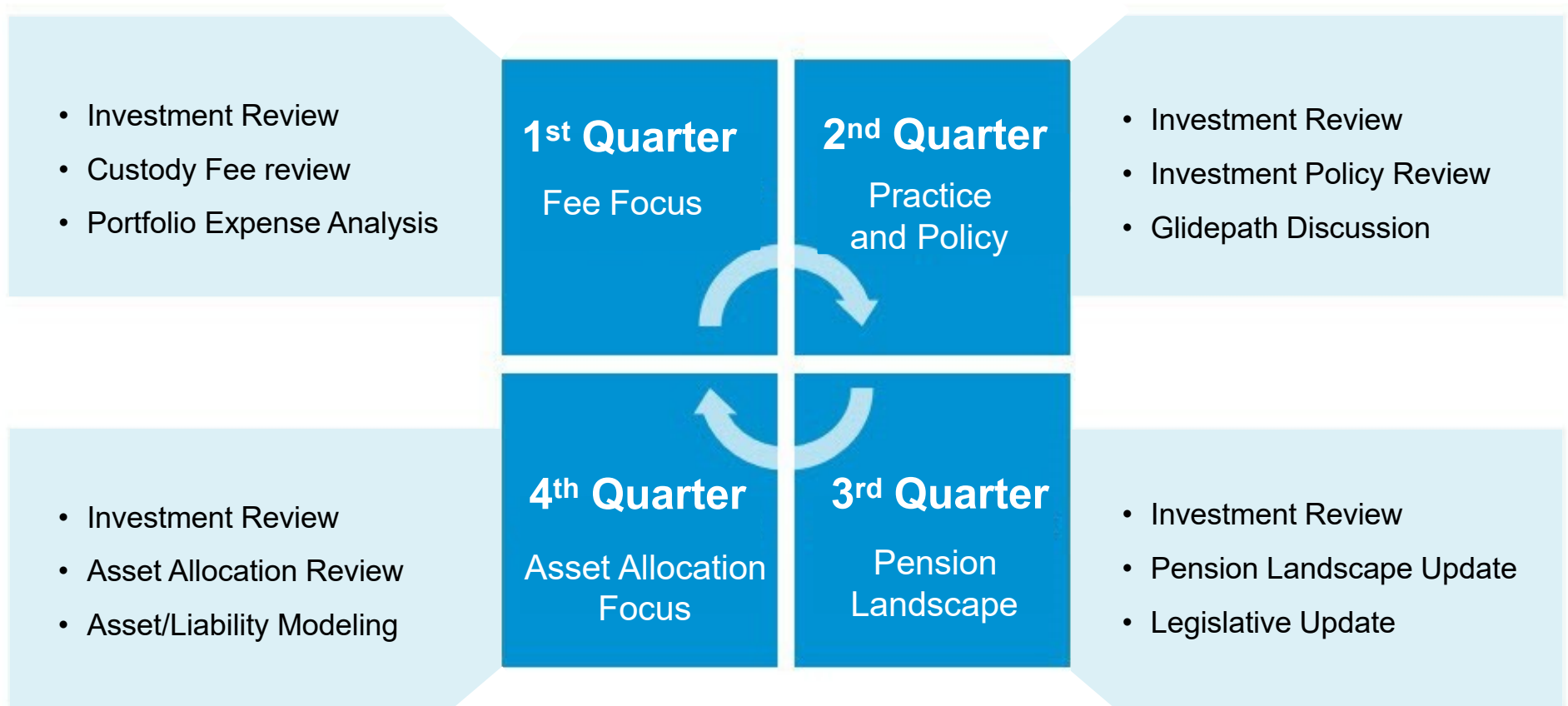


DIMEO SCHNEIDER
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FIDUCIARY GOVERNANCE CALENDAR



DEFINED BENEFIT FIDUCIARY GOVERNANCE CALENDAR



FIDUCIARY TRAIL®

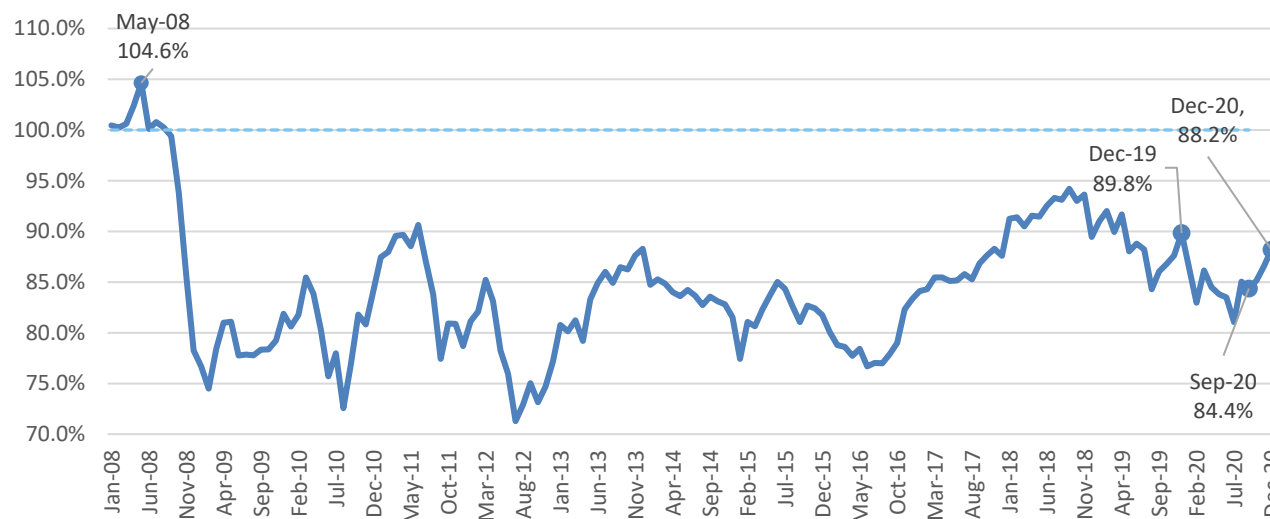


2020 Q4 PENSION MONITOR

Funded Ratio Scorecard

QTD	YTD	The average funded ratio (FR) of the 100 largest corporate plans ended Q4 at 88.2%, which was a 3.8% increase during the quarter due in large part to the continued rally in risk assets. FR declined -1.6% since the beginning of the year as rates moved lower substantially due to the decisive action taken by the Federal Reserve.	
+3.8%	-1.6%		
Impact on Funded % QTD	Factor	Commentary	
↓	Interest Rates	The Treasury curve steepened meaningfully during the quarter as Treasury yields 10 years and longer increased approximately 0.24%. However, yields remain sharply lower YTD with two-year bond yields down 1.45% and 30-year bonds down 0.74%.	
↓	Corporate Spreads	Long AA or better corporate spreads tightened during Q4 to 0.91% from 1.23%, however spreads remain mildly wider than the levels at beginning of the year (0.80%).	
↑↑↑	Risk Assets	Global equities continued to rally through Q4 with both U.S. and international equities posting double-digit returns.	

Average Funded Ratio of 100 Largest Corporate Pension Plans in the U.S.



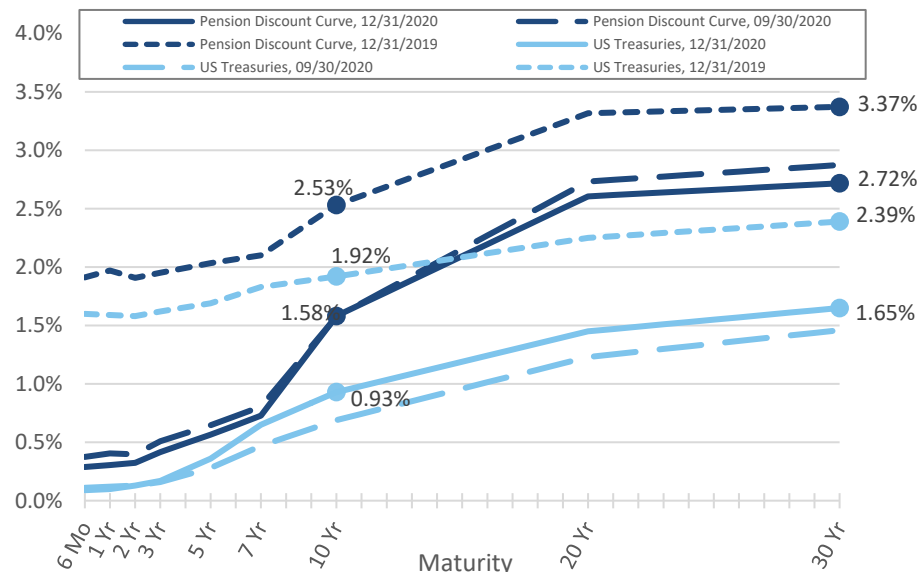
- With the significant rally in risk assets during the quarter, Plans with larger allocations to equities saw a greater improvement in funded status during the quarter.
- Duration negatively impacted funded status during the quarter.
- As rates fell in 2020, longer duration bonds significantly outperformed shorter duration bonds and aided in maintaining or improving funded status.



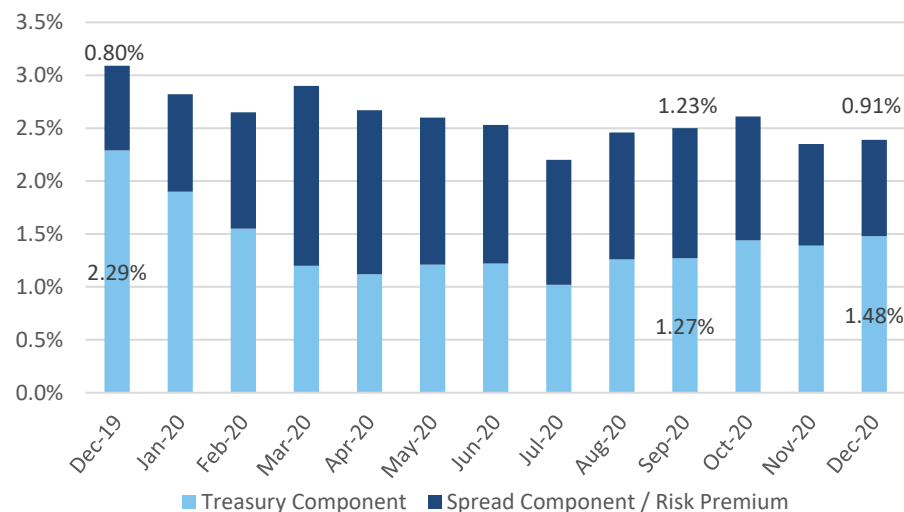
DIMEO SCHNEIDER
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2020 Q4 PENSION MONITOR

Interest Rates

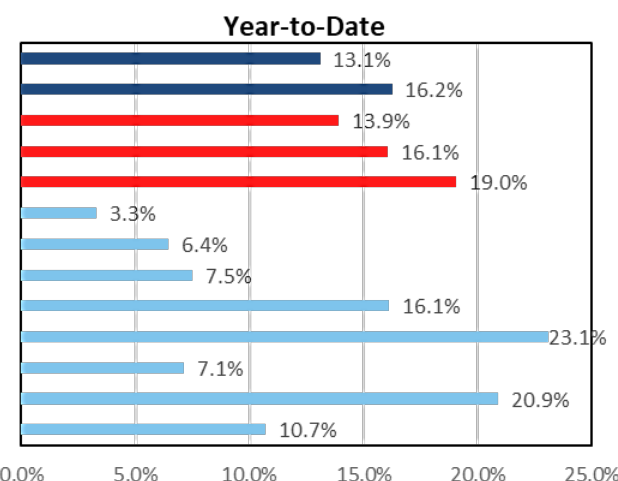
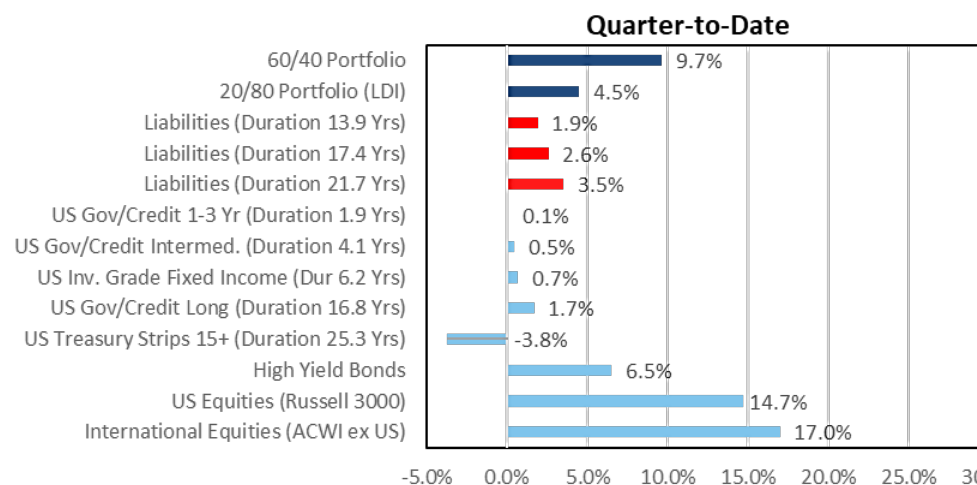


Discount Rate Components



Source: Bloomberg Barclays, AA or Better Long Corporates

Market & Liability Returns



Sources: Bloomberg Barclays, Morningstar. Past performance does not indicate future performance and there is a possibility of a loss.



ASSET ALLOCATION ANALYSIS

Asset Class	IPS Range	IPS Target	Current Allocation
Fixed Income	20% - 50%	35%	30.2%
Domestic Equity	25% - 65%	50%	52.6%
International Equity	5% - 25%	15%	15.7%

The current allocation is within the allowable range as stated within the Investment Policy Statement (IPS). Any portfolio adjustments that are considered will likely remain within the allowable range, but the IPS targets may need to be updated.

ASSET ALLOCATION APPROACH

- Our investment philosophy is based on the belief that **Asset Allocation** is the primary determinant of long-term investment results.
- We utilize our propriety tool, **Frontier Engineer®**, as the basis for our efficient frontier analysis and the cornerstone of asset allocation decisions.
- Our Capital Markets Group develops **Capital Market Assumptions** (CMAs) for each major asset class at least annually.
 - ✓ The Capital Markets Group considers and analyzes a wide variety of factors that we believe will have the greatest impact on future returns and risks for each asset class studied.
 - ✓ CMAs are not intended to predict the future return in any one year, but to reflect realistic expectations of potential future return and risk traits over a longer term.
 - ✓ Our forecasting efforts center on developing assumptions for **a 10-year horizon**. Adjustments made to extend the forecast horizon to **20 years** are grounded in our expectation that asset classes ultimately mean revert to their respective long term historical averages.
 - ✓ DiMeo Schneider's Capital Markets Team develop our CMAs based on a "building block" approach outlined in our research paper *Capital Market Forecasts*.
- **Correlations** (how asset classes behave in reference to one another) also significantly impact asset allocation analysis.
- The industry trend has been to lower **investment return assumptions** based on lower capital market expectations. Given the current market environment, full market cycle (10-year) return assumptions are lower than long term (20-year) assumptions.



JANUARY 2021 OUTLOOK

Key Observations

- Expectations for 2021 fiscal stimulus and wide-scale vaccination efforts inform our generally constructive view for global equity markets in 2021. Monetary policy also remains ultra-accommodative and supportive of risk assets entering the new year.
- Potential obstacles in 2021 (particularly early in the year) include the sustainability of economic growth given continued COVID-19 challenges, elevated equity valuations, historically low interest rates and tighter credit spreads.

Capital Market Factors

- **Economic Growth:** The IMF expects U.S. real GDP to contract 4.3 percent for calendar year 2020. Meaningful economic uncertainty remains for early 2021, but the IMF is forecasting 3.1 percent real GDP growth for 2021.
- **Monetary Policy:** The Fed's balance sheet expanded dramatically in 2020. Monetary policy remains ultra-accommodative and supportive of risk assets entering 2021. The Fed committed to continue buying bonds until the economy reaches full employment and inflation stays at 2 percent.
- **Fiscal Policy:** Congress passed significant stimulus measures early in 2020 and are finalizing additional measures for 2021. Broader based fiscal stimulus and economic relief measures are expected to be pursued early in the Biden administration.
- **Inflation:** Given ultra-accommodative monetary and fiscal policy, investors are beginning to price in *some* future inflation albeit still below the Fed's 2 percent target. A more accommodative Fed means there could be greater inflation risks for 2021 and beyond.
- **Currency:** Since hitting a high on March 19, 2020, the U.S. dollar has steadily declined by 12.7 percent relative a trade-weighted basket of global currencies. This has been a tailwind for U.S. investors holding non-U.S. dollar denominated assets. Given the Fed's more accommodative stance entering 2021, we believe there is more room for the U.S. dollar to decline.



JANUARY 2021 – LONG TERM OUTLOOK

Asset Class	12/1/20 E(R) - 10 Year	12/1/20 E(R) - 20 Year
Cash*	0.08%	0.72%
TIPS	0.7%	1.7%
Muni Bond**	1.0%	1.6%
Muni High Yield**	6.7%	5.2%
US Bond	1.2%	2.1%
Dynamic Bonds***	1.7%	2.8%
Global Bonds	0.8%	1.8%
For. Dev. Bond	0.4%	1.4%
HY Bond	3.4%	4.4%
EM Bond	1.7%	2.7%
Global Equity	6.8%	7.7%
US Equity (AC)	5.5%	6.4%
US Equity (LC)	5.4%	6.3%
US Equity (MC)	5.7%	6.6%
US Equity (SC)	5.8%	6.7%
Int'l Dev. Equity	7.0%	7.9%
EM Equity	8.5%	9.4%
Real Estate	5.3%	6.2%
Broad Real Assets****	3.9%	4.8%
Commod. Fut.	2.3%	3.2%
HFoF Multi-Strat	5.4%	6.3%
Private Equity	8.5%	9.4%

*3-month forecast

**Tax equivalent yield based on highest marginal tax rate (37%)

***33% Cash, 33% Corp HY, and 34% Global Bonds

****25% TIPS, 15% Bank Loans, 30% Infrastructure, 15% REITs and 15% Commodities

Our Investment Themes

- Cash remains an expensive opportunity cost for investors.
- Given the reductions in forward looking returns for bonds across the globe, generating positive real returns will be challenging moving forward.
- Global stock market valuations rose in 2020 with prices expanding faster than earnings capacity.
- Real Assets remain an important diversifier as the events of 2020 have likely planted some seeds for rising future inflation.

Understanding the Asset Allocation Analysis

- Pension liabilities are long term in nature. The plan's current Asset Allocation target using our 'Long Term', 20-year Capital Market Assumptions is provided on the following slide.
- Additionally, using our 10-year Capital Market Assumptions, we provide alternative portfolio allocations that increase and decrease the fixed income and growth asset allocations within the pension.
- These scenarios are provided for discussion purposes and should be considered in conjunction with the liability and glide path considerations.

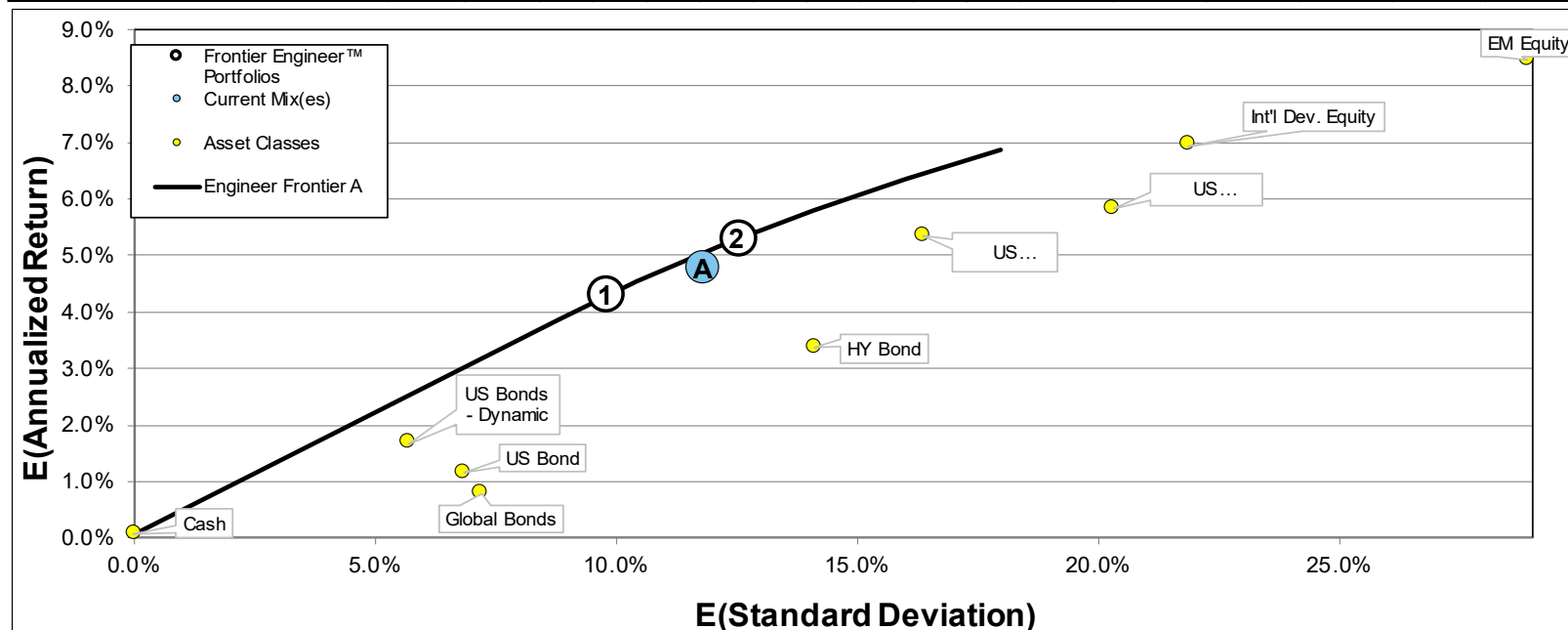
For additional information on forecast methodologies, please speak with your advisor. Please see Index Proxy Summary slide at the end of this presentation for summary of indexes used to represent each asset class. Past performance does not indicate future performance and there is a possibility of a loss.



Frontier Engineer™ Analysis

10 Year Assumptions

12/31/2020	Asset Allocation											Forecasts				Past (1/88-12/20)	
	Fixed Income	Equity	Cash	US Bond	US Bonds - Dynamic	HY Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Annualized Return	Annualized Volatility	Normal 100 Year Flood*	Non-Normal 100 Year Flood**	Annualized Return	Annualized Volatility
Current Mix (A)	35%	65%		18%	18%			37%	14%	15%		4.8%	11.8%	-22%	-30%	8.8%	10.1%
Mix 1	54%	46%		32%	14%	3%	5%	19%	6%	14%	6%	4.3%	9.8%	-18%	-24%	8.1%	7.7%
Mix 2	35%	65%		21%	9%	2%	3%	27%	9%	20%	9%	5.3%	12.5%	-23%	-31%	8.7%	10.3%



¹The expected one in a hundred worst case calendar year return based on normally distributed capital market assumptions from 10,000 Monte Carlo simulations. Greater losses are possible (1% expected likelihood).

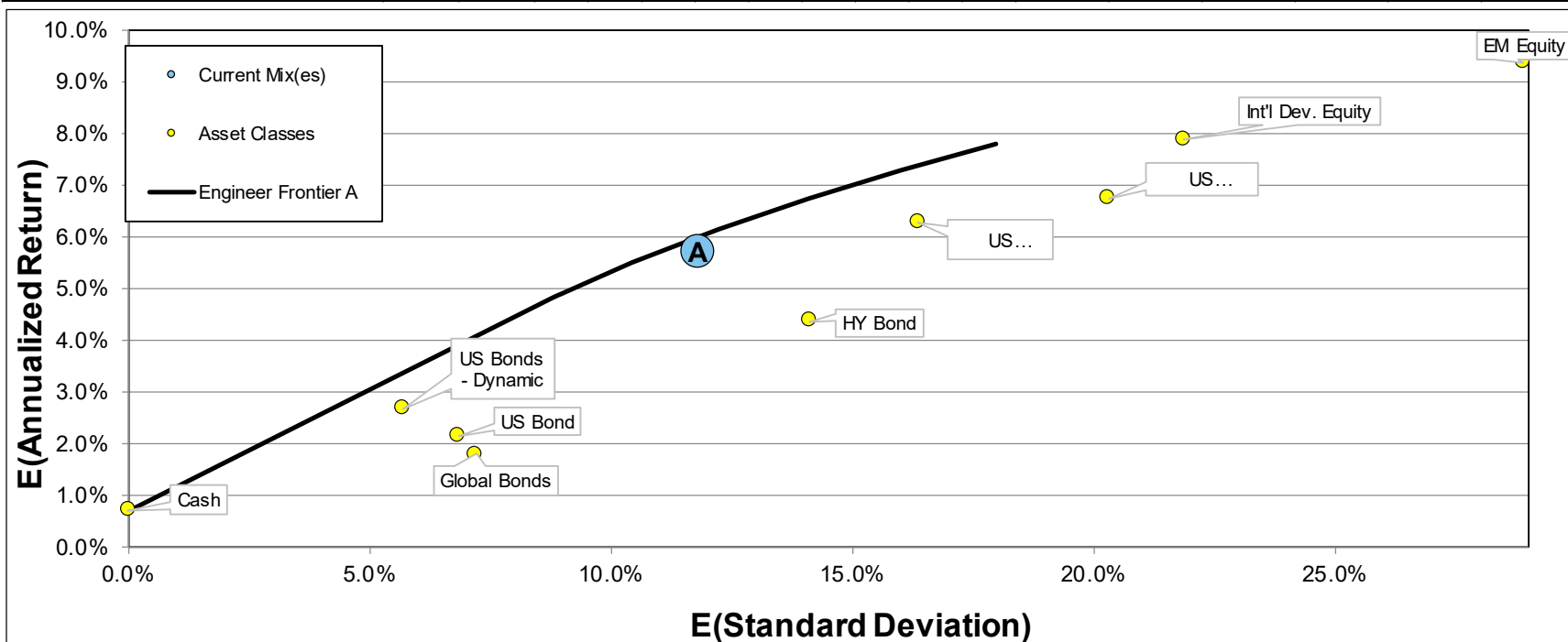
²The expected one in a hundred worst case calendar year return based on non-normally distributed capital market assumptions (factoring in skewness & kurtosis). Greater losses are possible (1% expected likelihood). Historical Returns and Risk Metrics for each Mix represent back-tested calculations developed with the benefit of hindsight. Return calculations use an asset-weighted methodology based on the target asset allocation of each mix and the total return of index proxies used to represent each asset class and are gross of fees. Historical returns are hypothetical and do not represent returns earned by a client. It is not possible to invest in an index. Please see disclosures at the end of this presentation for additional important information, including index proxies used to represent each asset class. Please ask for a copy of DiMEO Schneider's white paper titled 10-Year Capital Market Forecasts. Past performance does not indicate future performance and it is possible to lose money when investing.



Frontier Engineer™ Analysis

20 Year Assumptions

12/31/2020	Asset Allocation										Forecasts				Past (1/88-12/20)		
	Fixed Income	Equity	Cash	US Bond	US Bonds - Dynamic	HY Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Annualized Return	Annualized Volatility	Normal 100 Year Flood*	Non-Normal 100 Year Flood**	Annualized Return	Annualized Volatility
Current Mix (A)	35%	65%		18%	18%			37%	14%	15%		5.7%	11.8%	-21%	-30%	8.8%	10.1%



¹The expected one in a hundred worst case calendar year return based on normally distributed capital market assumptions from 10,000 Monte Carlo simulations. Greater losses are possible (1% expected likelihood).
²The expected one in a hundred worst case calendar year return based on non-normally distributed capital market assumptions (factoring in skewness & kurtosis). Greater losses are possible (1% expected likelihood).
 Historical Returns and Risk Metrics for each Mix represent back-tested calculations developed with the benefit of hindsight. Return calculations use an asset-weighted methodology based on the target asset allocation of each mix and the total return of index proxies used to represent each asset class and are gross of fees. Historical returns are hypothetical and do not represent returns earned by a client. It is not possible to invest in an index. Please see disclosures at the end of this presentation for additional important information, including index proxies used to represent each asset class. Please ask for a copy of DiMEO Schneider's white paper titled 10-Year Capital Market Forecasts. Past performance does not indicate future performance and it is possible to lose money when investing.

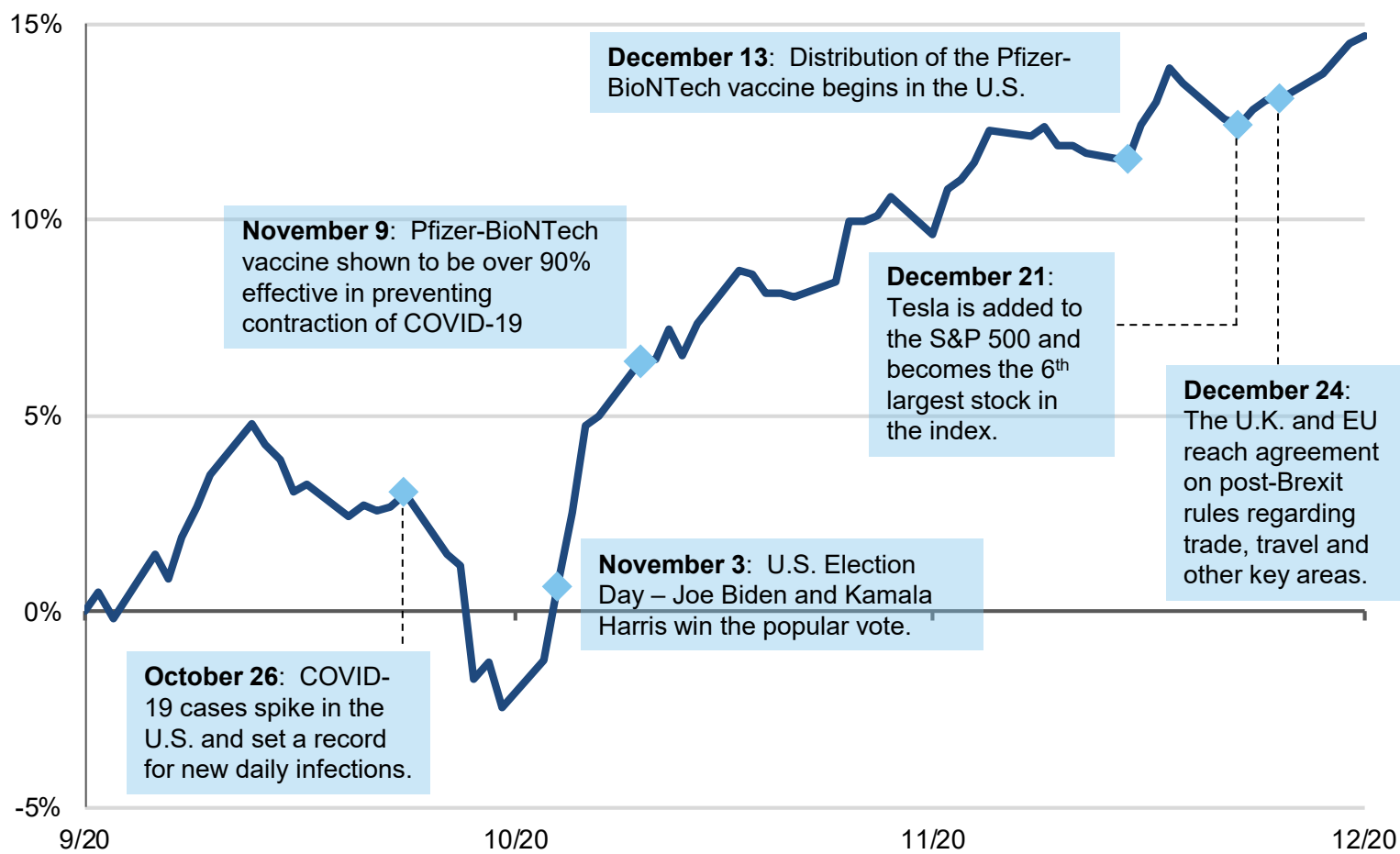


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CAPITAL MARKETS OVERVIEW

4Q 2020 MARKET EVENTS

Global Equity Total Return (9/30/20 - 12/31/20)



Key 1Q 2021 Dates

January

- 5:** Georgia U.S. Senate runoff
- 20:** U.S. presidential inauguration
- 28:** First estimate of 4Q U.S. GDP

March

- 16-17:** FOMC Meeting

Source: Bloomberg as of 12/31/20. Global Equity represented by MSCI ACWI Net Total Return USD Index. Past performance does not indicate future performance and there is a possibility of a loss.



FINANCIAL MARKETS PERFORMANCE

Global Fixed Income Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Bloomberg Barclays 1-3-Month T-Bill	0.0%	0.5%	0.5%	1.5%	1.1%	0.8%	0.6%	1.2%
Bloomberg Barclays U.S. TIPS	1.6%	11.0%	11.0%	5.9%	5.1%	3.9%	3.8%	4.3%
Bloomberg Barclays Municipal Bond (5 Year)	0.8%	4.3%	4.3%	3.8%	2.8%	2.8%	3.0%	3.7%
Bloomberg Barclays High Yield Municipal Bond	4.5%	4.9%	4.9%	6.7%	6.6%	6.9%	6.9%	5.4%
Bloomberg Barclays U.S. Aggregate	0.7%	7.5%	7.5%	5.3%	4.4%	4.1%	3.8%	4.5%
Bloomberg Barclays U.S. Corporate High Yield	6.5%	7.1%	7.1%	6.2%	8.6%	5.7%	6.8%	7.5%
Bloomberg Barclays Global Aggregate ex-U.S. Hedged	0.9%	3.9%	3.9%	4.9%	4.4%	4.6%	4.4%	4.3%
Bloomberg Barclays Global Aggregate ex-U.S. Unhedged	5.1%	10.1%	10.1%	4.2%	4.9%	2.1%	2.0%	3.7%
Bloomberg Barclays U.S. Long Gov / Credit	1.7%	16.1%	16.1%	9.8%	9.3%	8.8%	8.2%	7.4%
JPMorgan GBI-EM Global Diversified	9.6%	2.7%	2.7%	3.0%	6.7%	1.5%	1.5%	5.1%
Global Equity Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
S&P 500	12.1%	18.4%	18.4%	14.2%	15.2%	12.9%	13.9%	9.9%
Dow Jones Industrial Average	10.7%	9.7%	9.7%	9.9%	14.6%	11.8%	13.0%	10.0%
NASDAQ Composite	15.7%	45.1%	45.1%	24.5%	22.2%	18.9%	18.6%	13.8%
Russell 3000	14.7%	20.9%	20.9%	14.5%	15.4%	12.8%	13.8%	10.0%
Russell 1000	13.7%	21.0%	21.0%	14.8%	15.6%	13.0%	14.0%	10.1%
Russell 1000 Growth	11.4%	38.5%	38.5%	23.0%	21.0%	17.5%	17.2%	12.5%
Russell 1000 Value	16.2%	2.8%	2.8%	6.1%	9.7%	8.2%	10.5%	7.3%
Russell Mid Cap	19.9%	17.1%	17.1%	11.6%	13.4%	10.9%	12.4%	9.7%
Russell Mid Cap Growth	19.0%	35.6%	35.6%	20.5%	18.7%	14.8%	15.0%	11.5%
Russell Mid Cap Value	20.4%	5.0%	5.0%	5.3%	9.7%	8.2%	10.5%	8.3%
Russell 2000	31.4%	20.0%	19.9%	10.2%	13.2%	9.3%	11.2%	8.9%
Russell 2000 Growth	29.6%	34.6%	34.6%	16.2%	16.3%	12.1%	13.5%	10.7%
Russell 2000 Value	33.3%	4.6%	4.6%	3.7%	9.6%	6.2%	8.6%	6.9%
MSCI ACWI	14.7%	16.3%	16.3%	10.1%	12.3%	8.9%	9.1%	7.2%
MSCI ACWI ex. U.S.	17.0%	10.7%	10.7%	4.9%	8.9%	4.8%	4.9%	4.9%
MSCI EAFE	16.0%	7.8%	7.8%	4.3%	7.4%	4.4%	5.5%	4.5%
MSCI EAFE Growth	13.1%	18.3%	18.3%	9.7%	10.5%	7.3%	7.5%	6.1%
MSCI EAFE Value	19.2%	-2.6%	-2.6%	-1.2%	4.2%	1.3%	3.4%	2.7%
MSCI EAFE Small Cap	17.3%	12.3%	12.3%	4.9%	9.4%	7.2%	7.8%	6.1%
MSCI Emerging Markets	19.7%	18.3%	18.3%	6.2%	12.8%	6.2%	3.6%	6.6%
Alternatives	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Consumer Price Index*	0.2%	0.9%	0.9%	1.7%	1.9%	1.5%	1.7%	1.9%
FTSE NAREIT Equity REITs	11.6%	-8.0%	-8.0%	3.4%	4.8%	7.8%	8.3%	6.5%
S&P Developed World Property x U.S.	14.4%	-4.7%	-4.7%	2.1%	6.0%	4.7%	5.8%	4.8%
S&P Developed World Property	13.0%	-6.2%	-6.2%	2.7%	5.3%	6.0%	6.8%	5.4%
Bloomberg Commodity Total Return	10.2%	-3.1%	-3.1%	-2.5%	1.0%	-5.8%	-6.5%	-4.0%
HFRI Fund of Funds Composite*	4.4%	7.1%	7.1%	3.7%	3.8%	3.2%	3.0%	2.8%
HFRI Fund Weighted Composite*	6.1%	7.0%	7.0%	4.0%	5.2%	4.0%	3.7%	4.4%
Alerian MLP	32.4%	-28.7%	-28.7%	-12.7%	-5.9%	-8.9%	-2.3%	3.6%

*One month lag.

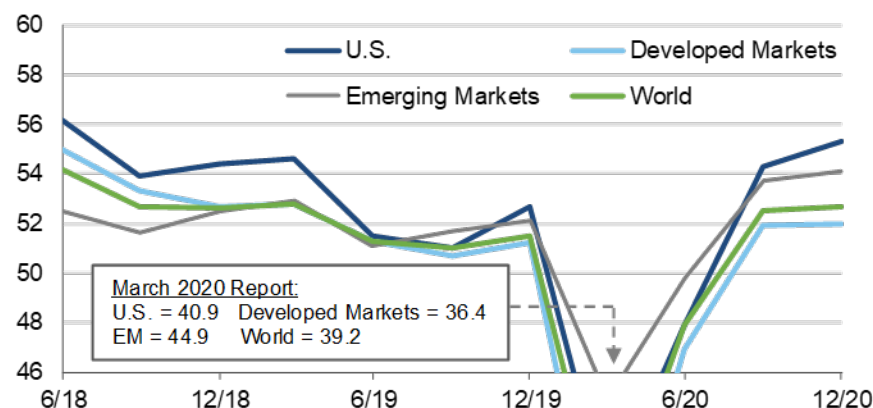
Source: Bloomberg as of 12/31/20. Total returns as of 12/31/20. Periods greater than 1 year are annualized. All returns are in U.S. dollar terms. Past performance does not indicate future performance and there is a possibility of a loss.



ECONOMIC REVIEW

PMI Composites

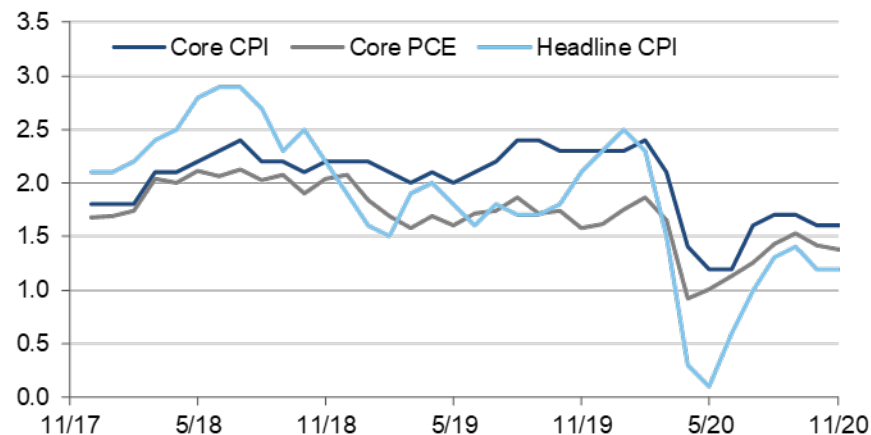
PMI data has been on a positive trajectory since March 2020 with business activity recovering at an accelerated pace through the fourth quarter.



Sources: Markit, JPMorgan. Subject to one-month lag.

U.S. Inflation

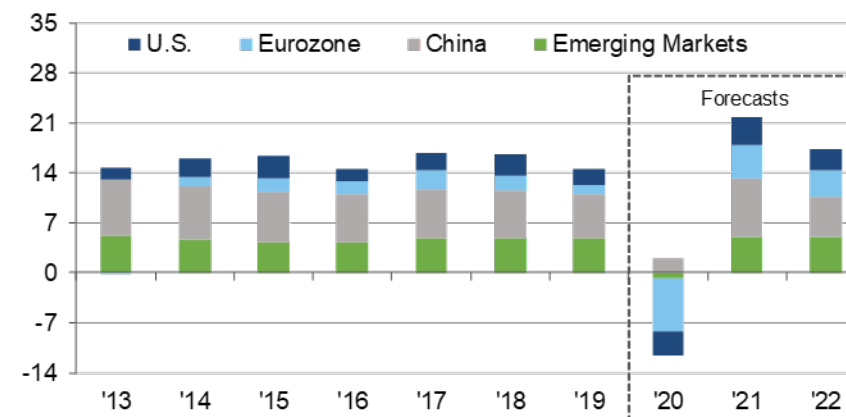
Inflation remains well below the Fed's 2% target, although pandemic-induced stimulus may cause inflation to rise in 2021.



Sources: Bureau of Labor Statistics (BLS), Bureau of Economic Analysis (BEA).
Subject to one-month lag

Real GDP Growth (YoY)

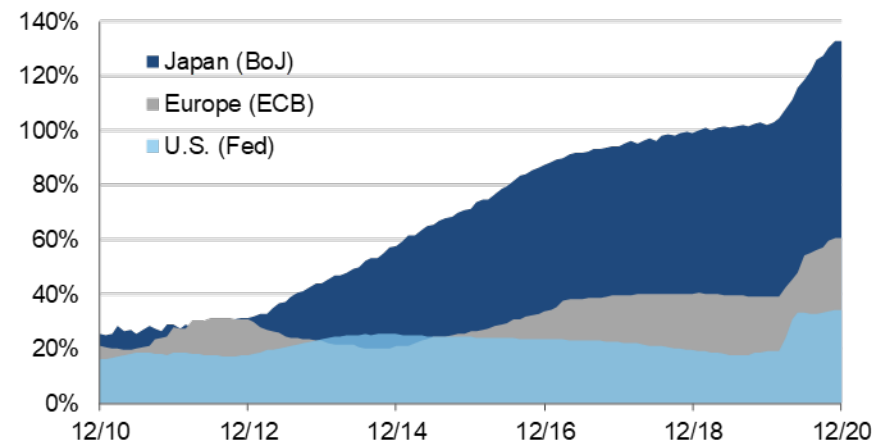
GDP growth forecasts for 2020 remain negative for most of the world except China; however, estimates for 2021 and beyond are more optimistic.



Source: Bloomberg. Forecasts based on Bloomberg survey.

Central Bank Balance Sheets as a Percentage of GDP

Despite unprecedented levels of monetary easing, the Fed has a lot more policy room to support economic activity.



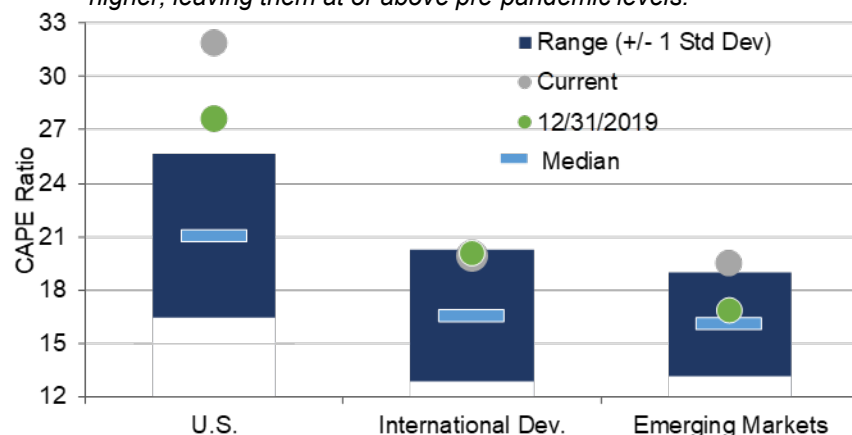
Source: Bloomberg



EQUITY MARKET UPDATE

Equity Valuations (Trailing 15 Years)

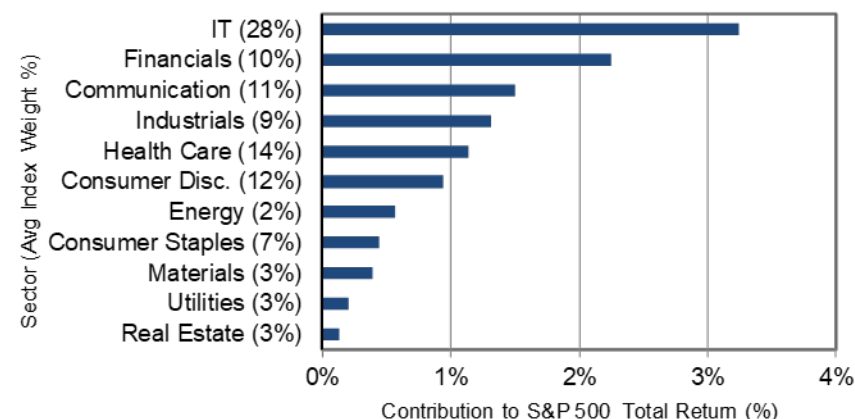
Incredibly strong fourth quarter returns pushed equity valuations even higher, leaving them at or above pre-pandemic levels.



Source: MSCI as of 12/31/20. U.S = USA Price Return USD Index, Int. Dev = World Excluding United States Index, EM = Emerging Markets Index.

U.S. Equities – Contribution to Return by Sector (4Q20)

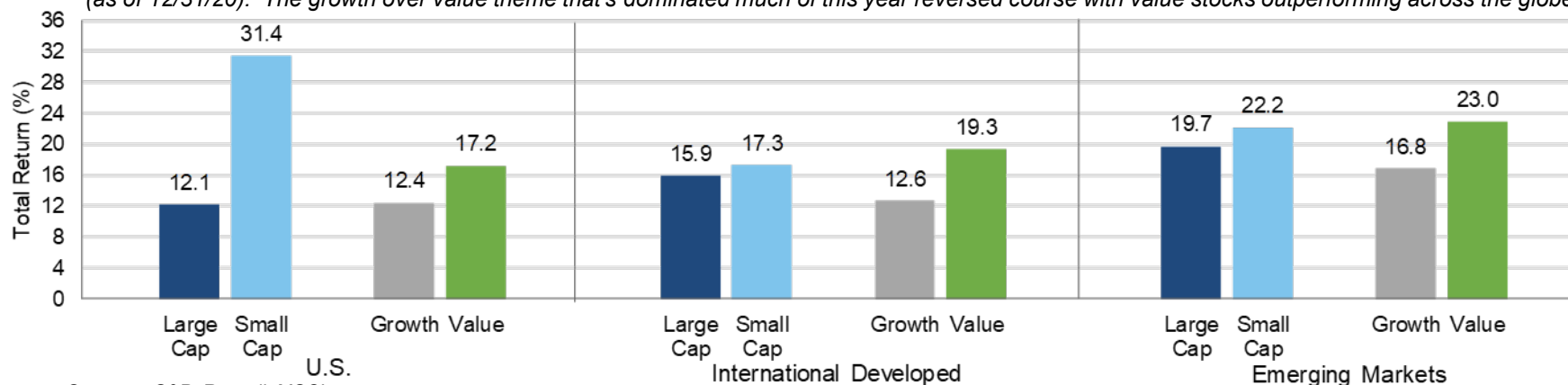
Tech was the largest contributor to performance given its sizable weight (28%), but financials at a 10% weight also had a meaningful contribution.



Source: S&P.

Market Capitalization and Style Performance (4Q 2020)

U.S. small caps were the clear winners in the fourth quarter and returned over 30%, which brought the year-to-date return from -9% (as of 9/30/20) to +20% (as of 12/31/20). The growth over value theme that's dominated much of this year reversed course with value stocks outperforming across the globe.



Sources: S&P, Russell, MSCI.

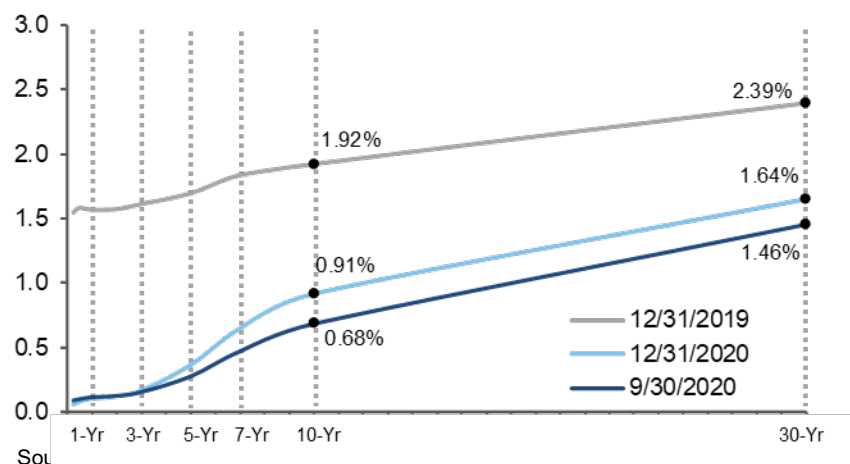
See disclosures for list of indices representing each asset class, region or country. CAPE = cyclically adjusted price/earnings ratio. Past performance does not indicate future performance and there is a possibility of a loss.



FIXED INCOME MARKET UPDATE

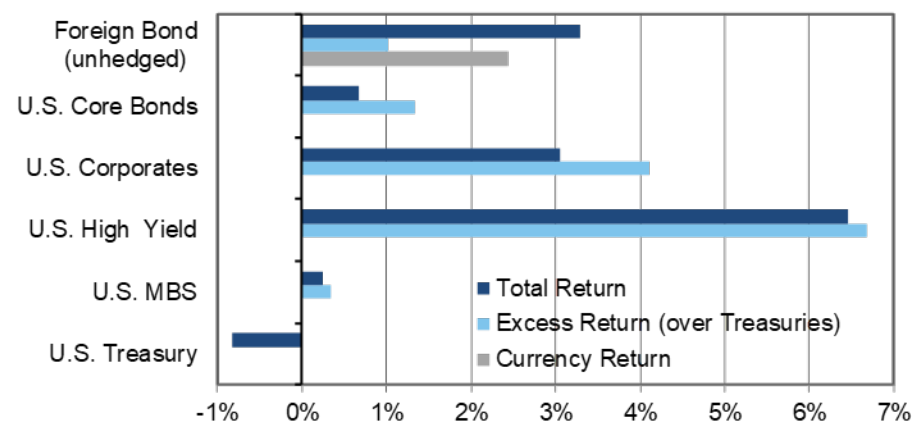
U.S. Treasury Curve

The Treasury curve steepened in the fourth quarter with intermediate and long-dated yields rising to levels investors haven't seen since March 2020.



Index Performance Attribution (4Q 2020)

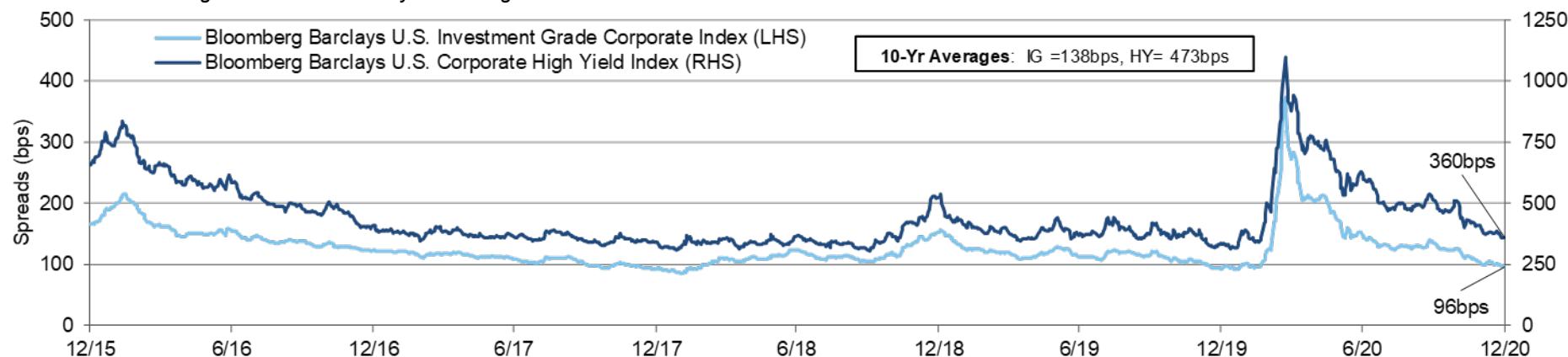
Spread tightening outpaced the rise in Treasury rates, which benefitted riskier parts of the market. U.S. dollar weakness helped foreign bonds.



Source: Bloomberg.

Credit Market Spreads – Trailing 5 Years

Investment grade and high yield spreads had a strong finish to the year tightening 40bps and 157bps, respectively. Investment grade and high yield spreads are now trading well inside their 10-year averages.



Source: Bloomberg.

See disclosures for list of indices representing each asset class.

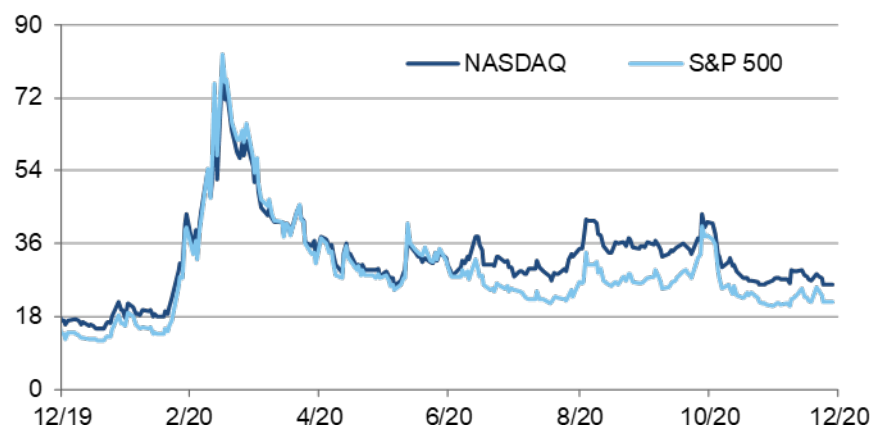


DIMEO SCHNEIDER
& ASSOCIATES, L.L.C.

MARKET THEMES

Volatility – S&P 500 and NASDAQ

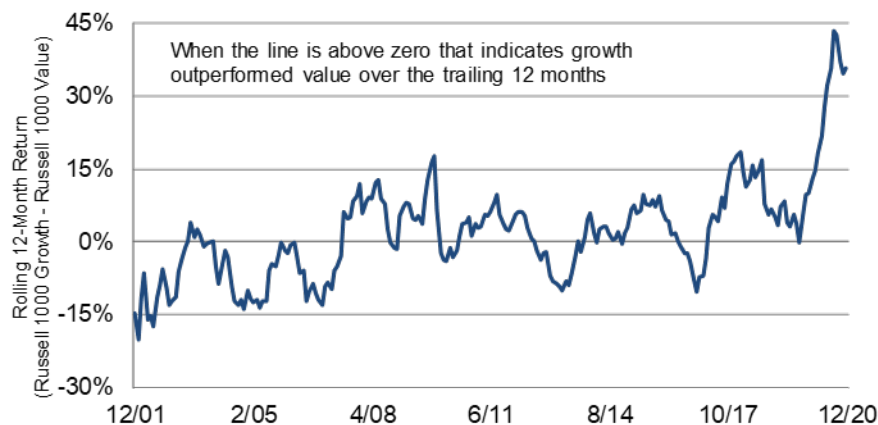
Equity volatility rose in October amid increasing COVID cases but has trended lower and is nearing longer-term averages.



Source: Bloomberg

Equity – Growth vs. Value

Styles have historically come in and out of favor, but COVID has served as a tailwind for technology and other service-related growth companies.



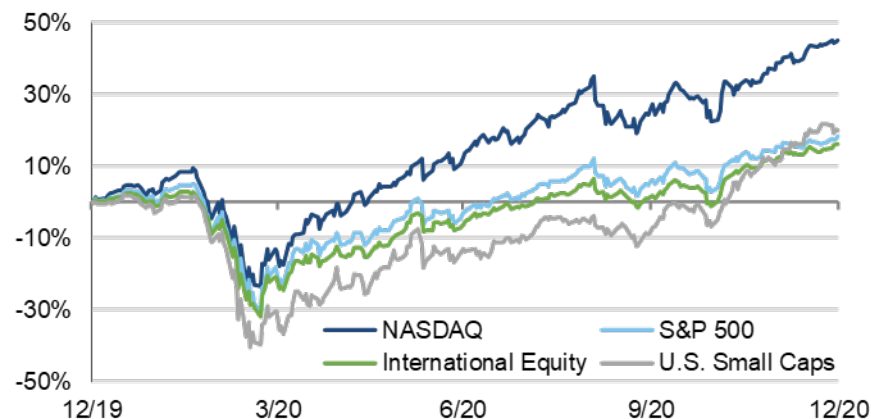
Source: Russell.

Past performance does not indicate future performance and there is a possibility of a loss.

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Equity Performance – Sector, Region, Market Cap

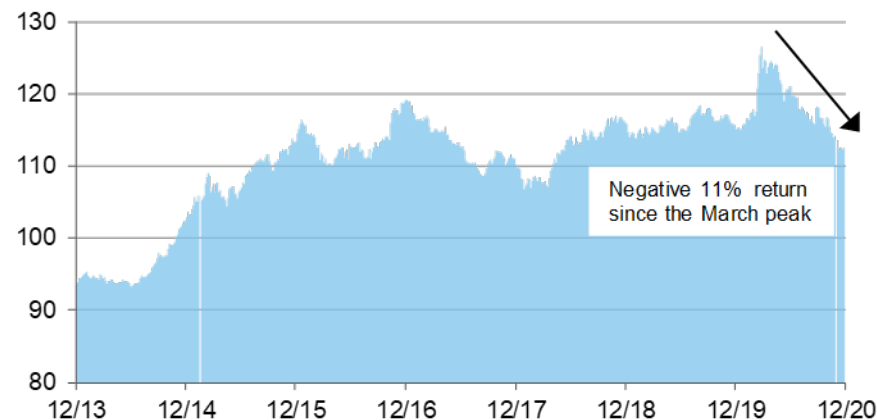
Tech stocks were the clear winners in 2020, but U.S. small caps had a stellar fourth quarter which meaningfully boosted the full year return.



Sources: NASDAQ, S&P, MSCI, Russell.

Trade Weighted U.S. Dollar

Continued accommodative monetary and fiscal policy in the U.S. weighed on the U.S. dollar, which finished 2020 at levels last seen in mid-2018.

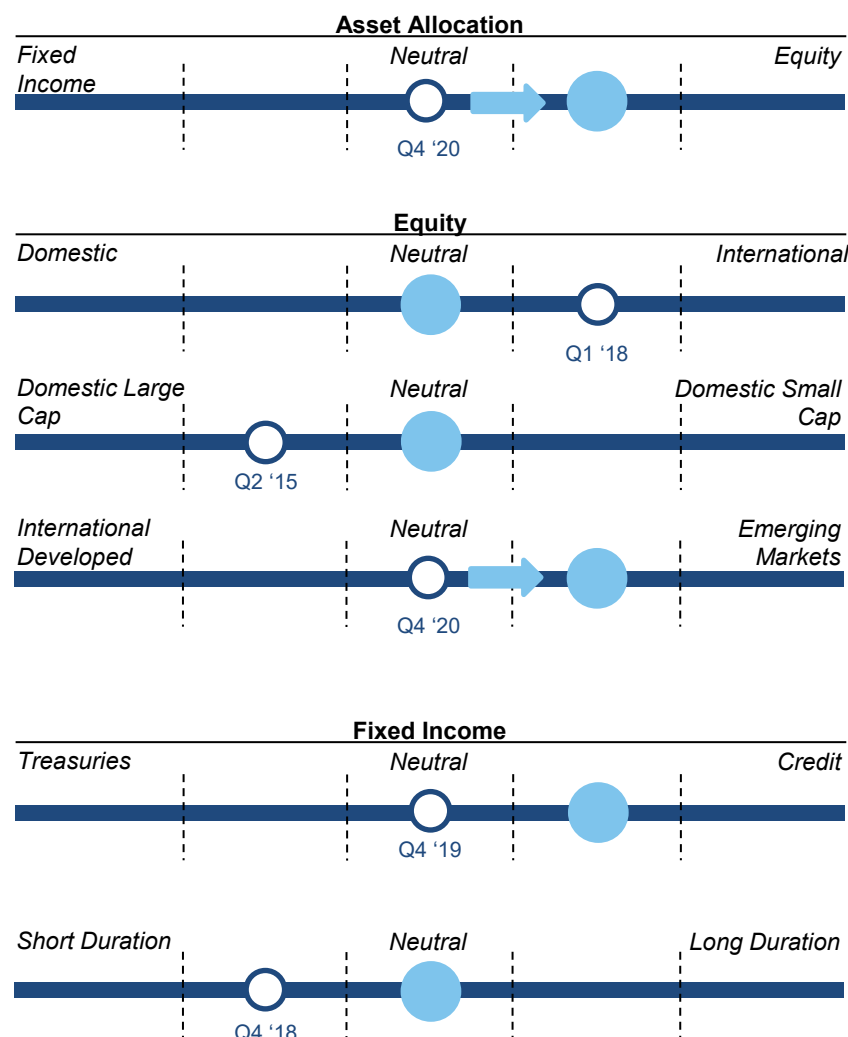


Source: Federal Reserve based on H.10 exchange rate data.



INVESTING VIEWPOINTS

- Current Stance
- Previous Stance (date indicates when we last changed our stance)



Rationale

Given the Federal Open Market Committee's reduction in the Federal Funds rate to zero in response to COVID-induced lockdowns, equities are more attractive in the U.S. as a result. However, a successful vaccination effort is required to continue to support risk assets from here.

A historical analysis suggests U.S. dollar weakness is a key indicator for international outperformance relative to U.S. equities. While the environment can point to a higher likelihood of U.S. dollar weakness, which would add to the returns of international equities for U.S. investors, new and existing COVID-induced lockdowns might take their toll on international equities for some period.

Small cap equities had a volatile ride in 2020 but ended with positive momentum and are primed for an attractive environment if economic growth is higher than normal next year. However, any U.S. dollar weakness may benefit U.S. large caps with global operations more so than more domestically-focused small caps.

Emerging markets remains the most attractive forward looking return assumption in our view. It's not without more volatility and risk compared to other equity asset classes as we've seen at various periods, but in a return-seeking portfolio, emerging markets should be emphasized in our view.

In a low return world, U.S. corporate credit remains relatively more attractive than sovereign bonds. However, caution is warranted since corporate credit spreads have narrowed quickly after rapidly widening in March of last year. With an acceleration of defaults expected in high yield, as well as low spreads after the asset class has significantly recovered, forward looking returns offer some upside to sovereign bonds.

Assuming a pickup in U.S. inflation as a result of Congress being successful in passing additional spending measures, one would expect a steepening yield curve, which would negatively impact longer duration. Short duration fixed income is also unattractive since shorter-dated bonds are trading at yields that would result in negative real returns, which is also a challenge for investors.



DiMeo SCHNEIDER
& ASSOCIATES, L.L.C.

PENSION REVIEW

Asset Allocation

Amity Pension

As of December 31, 2020

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Amity Pension	16,024,536	100.0	100.0	0.0
Short Term Liquidity	256,020	1.6	0.0	1.6
Wells Fargo Government Money Market Fund I	256,020	1.6	0.0	1.6
Fixed Income	4,837,798	30.2	35.0	-4.8
Vanguard Total Bond Market Index Adm	2,362,472	14.7	17.5	-2.8
BlackRock Strategic Income Opportunities K	2,475,327	15.4	17.5	-2.1
Domestic Equity	8,421,239	52.6	50.0	2.6
Vanguard 500 Index Adm	1,693,018	10.6	10.0	0.6
Vanguard Value Index Adm	2,349,047	14.7	15.0	-0.3
Vanguard Growth Index Adm	2,626,636	16.4	15.0	1.4
Vanguard Mid Cap Index Adm	877,834	5.5	5.0	0.5
Vanguard Small Cap Index Adm	874,704	5.5	5.0	0.5
International Equity	2,509,478	15.7	15.0	0.7
Vanguard Developed Markets Adm	2,509,478	15.7	15.0	0.7

Investments with a zero balance were held in the portfolio during the reporting period and will be removed once they no longer impact portfolio performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Portfolio Performance Summary

Amity Pension

As of December 31, 2020

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Amity Pension				01/01/2007
Beginning Market Value	14,659,416	13,890,987	5,911,809	
Net Contributions	-208,430	32,353	810,581	
Total Gain/Loss	1,573,550	2,101,196	9,302,146	
Ending Market Value	16,024,536	16,024,536	16,024,536	

Amity Pension Benchmark Composition

Allocation Mandate	Weight (%)
Mar-2014	
Blmbg. Barc. U.S. Aggregate Index	35.00
S&P 500 Index	10.00
CRSP U.S. Large Cap Value TR Index	15.00
CRSP U.S. Large Cap Growth TR Index	15.00
CRSP U.S. Mid Cap TR Index	5.00
CRSP U.S. Small Cap TR Index	5.00
FTSE Developed ex US Spliced Index	15.00

Trailing Performance Summary

	QTR	Jul-2020 To Dec-2020	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Amity Pension	10.9	17.3	15.1	9.9	10.5	8.5	9.1	7.1	01/01/2007
<i>Amity Pension Benchmark</i>	<i>10.1</i>	<i>16.2</i>	<i>14.6</i>	<i>10.0</i>	<i>10.6</i>	<i>8.7</i>	<i>9.2</i>	<i>7.2</i>	
Difference	0.8	1.1	0.5	-0.1	-0.1	-0.2	-0.1	-0.1	

Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
Amity Pension	21.1	-4.8	15.6	7.2	0.3	7.2	18.8	13.0
<i>Amity Pension Benchmark</i>	<i>21.8</i>	<i>-4.7</i>	<i>15.5</i>	<i>7.5</i>	<i>0.6</i>	<i>7.7</i>	<i>18.6</i>	<i>12.3</i>
Difference	-0.7	-0.1	0.1	-0.3	-0.3	-0.5	0.2	0.7

Manager Performance Overview

Amity Pension

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Short Term Liquidity								
Wells Fargo Government Money Market Fund I	0.0	0.5	1.4	1.0	0.7	0.5	0.9	01/01/2007
<i>90 Day U.S. Treasury Bill</i>	<i>0.0</i>	<i>0.7</i>	<i>1.6</i>	<i>1.2</i>	<i>0.9</i>	<i>0.6</i>	<i>1.0</i>	
Fixed Income								
Blmbg. Barc. U.S. Aggregate Index	0.7	7.5	5.3	4.4	4.1	3.8	4.3	04/01/2009
Vanguard Total Bond Market Index Adm	0.7 (88)	7.7 (65)	5.4 (49)	4.5 (60)	4.1 (45)	N/A	3.2 (54)	09/01/2012
<i>Blmbg. Barc. U.S. Aggregate Index</i>	<i>0.7</i>	<i>7.5</i>	<i>5.3</i>	<i>4.4</i>	<i>4.1</i>	<i>N/A</i>	<i>3.2</i>	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.4	8.2	5.4	4.6	4.1	N/A	3.3	
BlackRock Strategic Income Opportunities K								
<i>Blmbg. Barc. U.S. Aggregate Index</i>	<i>0.7</i>	<i>7.5</i>	<i>5.3</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>5.0</i>	10/01/2017
<i>Libor (3 month)</i>	<i>0.1</i>	<i>1.1</i>	<i>1.9</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1.9</i>	
IM Alternative Credit Focus (MF) Median	3.9	4.2	3.6	N/A	N/A	N/A	3.5	
Domestic Equity								
Domestic Equity Composite Benchmark	14.7	19.6	14.1	15.1	12.6	13.7	16.7	04/01/2009
Vanguard 500 Index Adm	12.1 (48)	18.4 (40)	14.1 (30)	15.2 (20)	12.9 (17)	N/A	14.8 (19)	09/01/2012
<i>S&P 500 Index</i>	<i>12.1</i>	<i>18.4</i>	<i>14.2</i>	<i>15.2</i>	<i>12.9</i>	<i>N/A</i>	<i>14.8</i>	
IM U.S. Large Cap Core Equity (MF) Median	12.0	16.0	12.4	13.6	11.4	N/A	13.5	
Vanguard Value Index Adm								
<i>CRSP US Large Cap Value Spliced Index</i>	<i>14.5</i>	<i>2.3</i>	<i>6.8</i>	<i>10.8</i>	<i>9.4</i>	<i>N/A</i>	<i>12.1</i>	09/01/2012
IM U.S. Large Cap Value Equity (MF) Median	15.8	2.6	5.8	9.3	7.6	N/A	10.5	
Vanguard Growth Index Adm								
<i>CRSP US Large Cap Growth Spliced Index</i>	<i>11.5</i>	<i>40.3</i>	<i>23.0</i>	<i>20.4</i>	<i>16.8</i>	<i>N/A</i>	<i>18.0</i>	09/01/2012
IM U.S. Large Cap Growth Equity (MF) Median	11.1	36.2	22.1	19.0	16.0	N/A	17.5	

Returns for periods less than one year are not annualized. Returns are net of fees unless otherwise noted.

Manager Performance Overview

Amity Pension

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Vanguard Mid Cap Index Adm	18.0 (68)	18.3 (19)	12.0 (11)	13.3 (16)	11.1 (11)	N/A	13.9 (8)	09/01/2012
<i>CRSP US Mid Cap Spliced Index</i>	<i>18.0</i>	<i>18.2</i>	<i>12.1</i>	<i>13.3</i>	<i>11.2</i>	<i>N/A</i>	<i>14.0</i>	
IM U.S. Mid Cap Core Equity (MF) Median	19.4	10.0	7.9	10.1	7.9	N/A	11.0	
Vanguard Small Cap Index Adm	27.1 (68)	19.1 (18)	11.2 (7)	13.6 (6)	10.1 (4)	N/A	13.4 (6)	09/01/2012
<i>CRSP US Small Cap Spliced Index</i>	<i>27.1</i>	<i>19.1</i>	<i>11.2</i>	<i>13.6</i>	<i>10.1</i>	<i>N/A</i>	<i>13.4</i>	
IM U.S. Small Cap Core Equity (MF) Median	28.4	10.4	6.3	10.3	7.3	N/A	11.0	
International Equity	16.9	10.2	4.8	8.3	5.0	6.0	9.6	04/01/2009
<i>International Equity Composite Benchmark</i>	<i>17.1</i>	<i>9.8</i>	<i>4.5</i>	<i>8.0</i>	<i>4.8</i>	<i>5.8</i>	<i>9.5</i>	
Vanguard Developed Markets Adm	16.9 (24)	10.2 (28)	4.8 (29)	8.3 (22)	5.0 (25)	N/A	8.0 (19)	09/01/2012
<i>FTSE Developed ex US Spliced Index</i>	<i>17.1</i>	<i>9.8</i>	<i>4.5</i>	<i>8.0</i>	<i>4.8</i>	<i>N/A</i>	<i>7.8</i>	
IM International Multi-Cap Core Equity (MF) Median	15.7	7.5	3.9	7.2	4.2	N/A	7.2	

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies. Composite performance includes all funds held in the composite since inception.

Returns are net of fees unless otherwise stated. Mutual fund performance stated above may differ slightly from the current share class's historical performance due to share class exchanges.

Manager Commentary

As of December 31, 2020

Manager	Manager Status
Fixed Income	
Vanguard Short Term Government Bond Index Adm	Maintain
Vanguard Short Term Inflation Protection Adm	Maintain
Vanguard Total Bond Market Index Adm	Maintain
BlackRock Strategic Income Opportunities K	Maintain
Domestic Equity	
Vanguard 500 Index Adm	Maintain
Vanguard Total Stock Market Idx Adm	Maintain
Vanguard Value Index Adm	Maintain
Vanguard Growth Index Adm	Maintain
Vanguard Mid Cap Index Adm	Maintain
Vanguard Small Cap Index Adm	Maintain
International Equity	
Vanguard Developed Markets Index Fund Adm	Maintain

Manager Investment Gain/Loss Summary

Amity Pension

	Market Value As of 10/01/2020	Net Flows	Return On Investment	Market Value As of 12/31/2020
<u>Short Term Liquidity</u>				
Wells Fargo Government Money Market Fund I	264,446	-8,430	4	256,020
Total Short Term Liquidity	264,446	-8,430	4	256,020
<u>Fixed Income</u>				
Vanguard Total Bond Market Index Adm	2,346,780	-	15,692	2,362,472
BlackRock Strategic Income Opportunities K	2,377,074	-	98,252	2,475,327
Total Fixed Income	4,723,854	-	113,944	4,837,798
<u>Domestic Equity</u>				
Vanguard 500 Index Adm	1,509,648	-	183,371	1,693,018
Vanguard Value Index Adm	2,051,310	-	297,737	2,349,047
Vanguard Growth Index Adm	2,492,551	-150,000	284,085	2,626,636
Vanguard Mid Cap Index Adm	743,830	-	134,005	877,834
Vanguard Small Cap Index Adm	727,570	-50,000	197,135	874,704
Total Domestic Equity	7,524,908	-200,000	1,096,331	8,421,239
<u>International Equity</u>				
Vanguard Developed Markets Adm	2,146,208	-	363,270	2,509,478
Total International Equity	2,146,208	-	363,270	2,509,478
Amity Pension	14,659,416	-208,430	1,573,550	16,024,536

Market Value and Flows Summary

Amity Pension

Since Inception Ending December 31, 2020

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Dec-2006	-	-	-	5,911,809	N/A
Mar-2007	5,911,809	-126,919	108,227	5,893,116	1.9
Jun-2007	5,893,116	-127,417	202,138	5,967,837	3.4
Sep-2007	5,967,837	276,936	123,140	6,367,912	2.0
Dec-2007	6,367,912	-128,226	-85,700	6,153,986	-1.4
Mar-2008	6,153,986	-127,169	-311,685	5,715,132	-5.1
Jun-2008	5,715,132	-128,659	-82,615	5,503,858	-1.6
Sep-2008	5,503,858	297,623	-407,460	5,394,022	-7.1
Dec-2008	5,394,022	-141,344	-594,469	4,658,209	-11.1
Mar-2009	4,658,209	-136,302	-351,150	4,170,757	-7.5
Jun-2009	4,170,757	-131,817	450,914	4,489,854	11.0
Sep-2009	4,489,854	312,896	557,229	5,359,979	11.7
Dec-2009	5,359,979	-134,759	158,595	5,383,815	3.0
Mar-2010	5,383,815	-139,407	202,610	5,447,017	3.9
Jun-2010	5,447,017	-137,079	-341,948	4,967,990	-6.4
Sep-2010	4,967,990	383,126	439,625	5,790,741	8.6
Dec-2010	5,790,741	-138,166	361,056	6,013,631	6.4
Mar-2011	6,013,631	-152,528	237,524	6,098,627	4.0
Jun-2011	6,098,627	-147,208	54,946	6,006,366	0.9
Sep-2011	6,006,366	450,579	-658,611	5,798,334	-10.3
Dec-2011	5,798,334	-144,369	396,030	6,049,996	6.9
Mar-2012	6,049,996	-141,160	502,103	6,410,939	8.4
Jun-2012	6,410,939	-145,381	-112,453	6,153,105	-1.8
Sep-2012	6,153,105	518,076	304,381	6,975,562	4.5
Dec-2012	6,975,562	-161,257	101,950	6,916,256	1.5
Mar-2013	6,916,256	-152,199	429,788	7,193,844	6.3
Jun-2013	7,193,844	-154,883	13,761	7,052,722	0.2
Sep-2013	7,052,722	-163,413	369,080	7,258,389	5.3
Dec-2013	7,258,389	546,074	459,564	8,264,027	5.9
Mar-2014	8,264,027	-161,243	123,395	8,226,179	1.5

Market Value and Flows Summary

Amity Pension

Since Inception Ending December 31, 2020

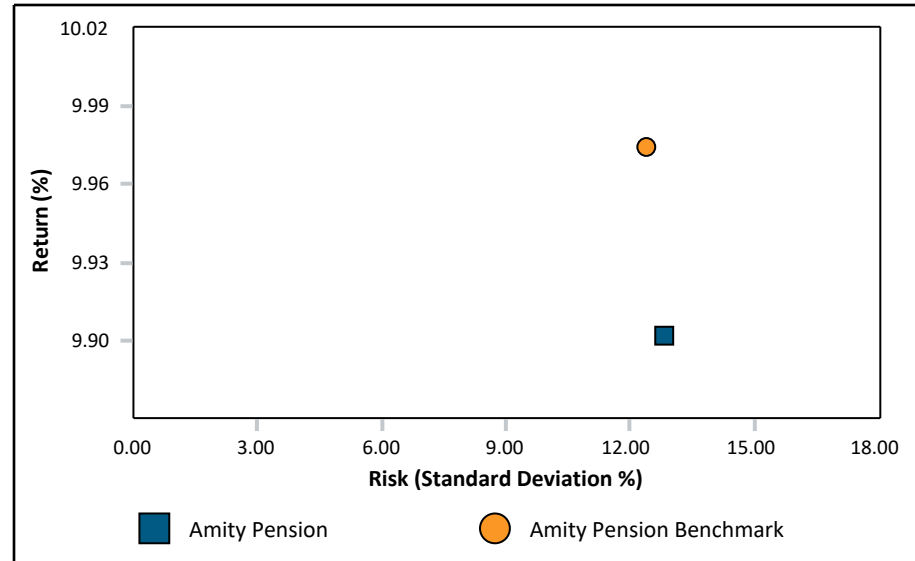
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Jun-2014	8,226,179	-149,491	324,061	8,400,749	4.0
Sep-2014	8,400,749	207,706	-82,993	8,525,461	-1.0
Dec-2014	8,525,461	-148,704	216,237	8,592,994	2.6
Mar-2015	8,592,994	223,388	201,466	9,017,848	2.3
Jun-2015	9,017,848	-150,175	-45,017	8,822,656	-0.5
Sep-2015	8,822,656	243,709	-406,523	8,659,843	-4.6
Dec-2015	8,659,843	258,601	287,342	9,205,786	3.4
Mar-2016	9,205,786	-142,870	111,571	9,174,486	1.3
Jun-2016	9,174,486	-137,601	186,090	9,222,976	2.0
Sep-2016	9,222,976	275,806	301,355	9,800,136	3.2
Dec-2016	9,800,136	-147,075	49,163	9,702,225	0.5
Mar-2017	9,702,225	280,371	440,274	10,422,869	4.4
Jun-2017	10,422,869	-144,352	308,849	10,587,366	3.0
Sep-2017	10,587,366	287,670	356,674	11,231,710	3.3
Dec-2017	11,231,710	-149,941	447,236	11,529,004	4.0
Mar-2018	11,529,004	290,976	-73,289	11,746,691	-0.6
Jun-2018	11,746,691	-146,829	165,134	11,764,997	1.4
Sep-2018	11,764,997	290,928	445,225	12,501,149	3.7
Dec-2018	12,501,149	-150,429	-1,111,056	11,239,665	-8.9
Mar-2019	11,239,665	296,357	1,066,103	12,602,125	9.2
Jun-2019	12,602,125	-150,217	445,364	12,897,271	3.6
Sep-2019	12,897,271	258,391	142,679	13,298,341	1.1
Dec-2019	13,298,341	-182,394	775,040	13,890,987	5.9
Mar-2020	13,890,987	228,177	-2,055,585	12,063,579	-14.6
Jun-2020	12,063,579	-190,994	1,775,954	13,648,540	14.8
Sep-2020	13,648,540	203,599	807,277	14,659,416	5.8
Dec-2020	14,659,416	-208,430	1,573,550	16,024,536	10.9

Risk vs. Return

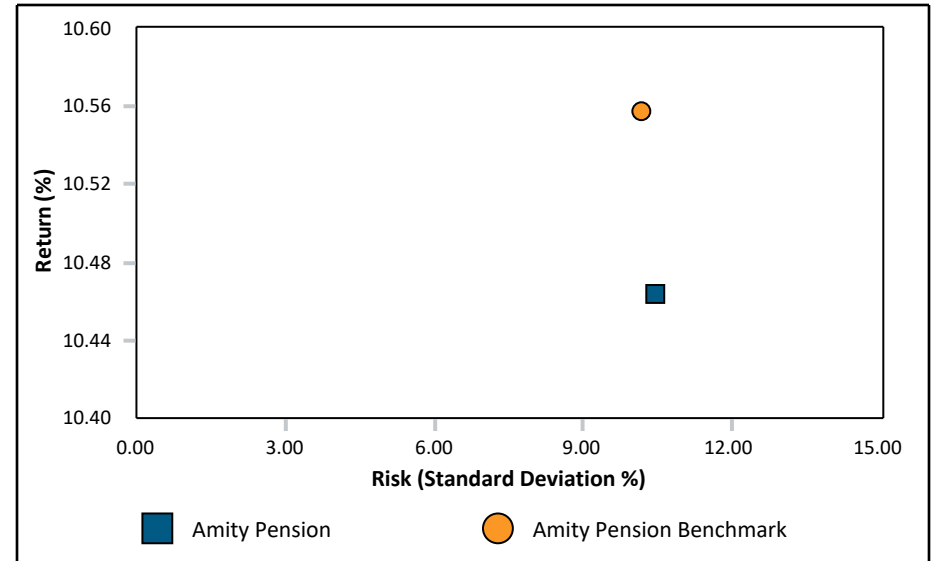
Amity Pension

As of December 31, 2020

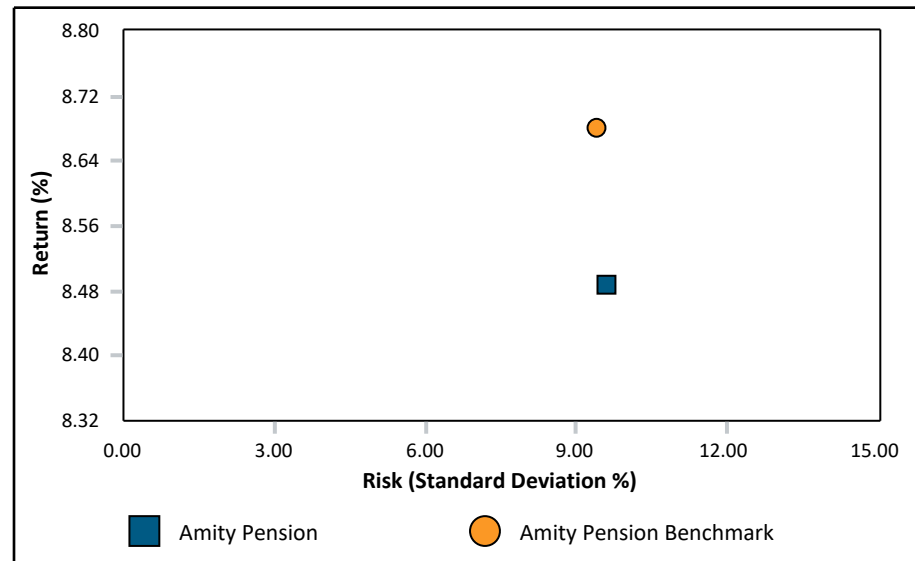
3 Year Risk and Return



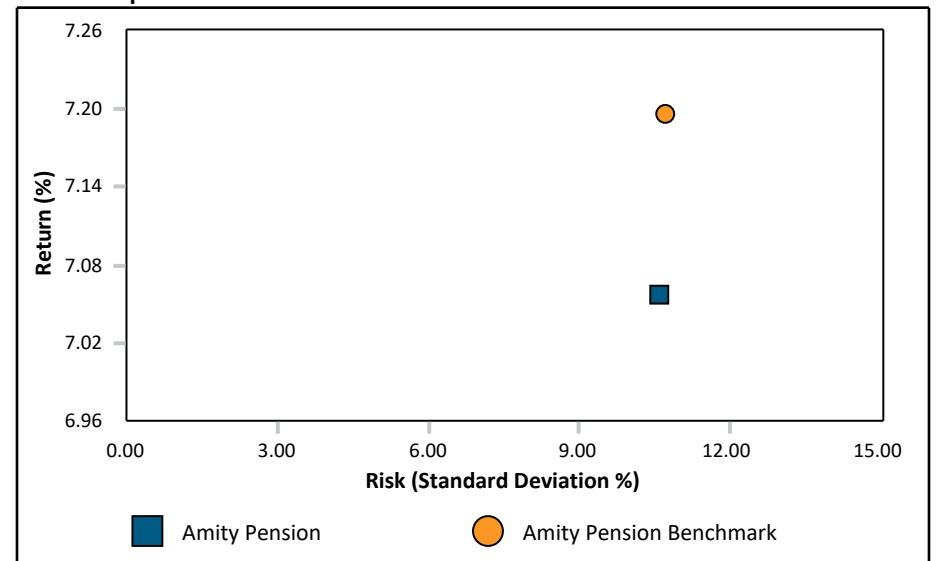
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistics

Amity Pension

As of December 31, 2020

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Pension	9.90	12.87	8.36	0.67	-0.01	0.82	1.00	1.03	-0.36
Amity Pension Benchmark	9.97	12.42	7.96	0.70	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.61	0.27	0.00	N/A	-0.70	12.54	0.18	-0.01	1.70

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Pension	10.46	10.46	6.68	0.89	-0.08	0.67	1.00	1.03	-0.34
Amity Pension Benchmark	10.56	10.17	6.40	0.92	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.01	N/A	-0.92	10.25	0.09	-0.01	1.27

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Pension	8.49	9.63	6.08	0.80	-0.26	0.62	1.00	1.02	-0.34
Amity Pension Benchmark	8.68	9.42	5.84	0.84	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.27	0.01	N/A	-0.84	9.48	0.04	-0.01	0.90

Since Inception Historical MPT Statistics

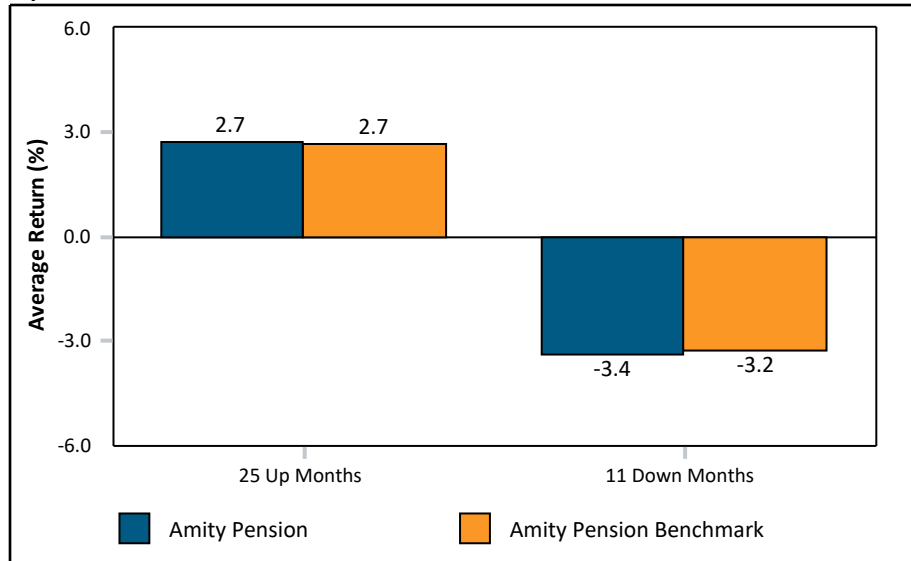
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Amity Pension	7.06	10.59	7.15	0.60	-0.15	0.94	0.99	0.98	-0.03	01/01/2007
Amity Pension Benchmark	7.20	10.71	7.23	0.61	N/A	0.00	1.00	1.00	0.00	01/01/2007
90 Day U.S. Treasury Bill	0.96	0.42	0.01	N/A	-0.61	10.79	0.03	-0.01	1.01	01/01/2007

Market Capture Report

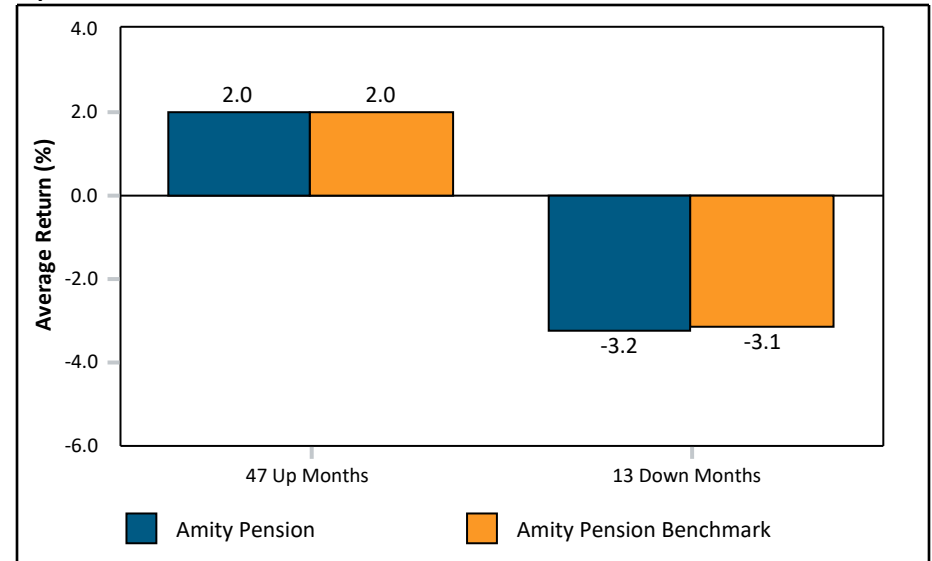
Amity Pension

As of December 31, 2020

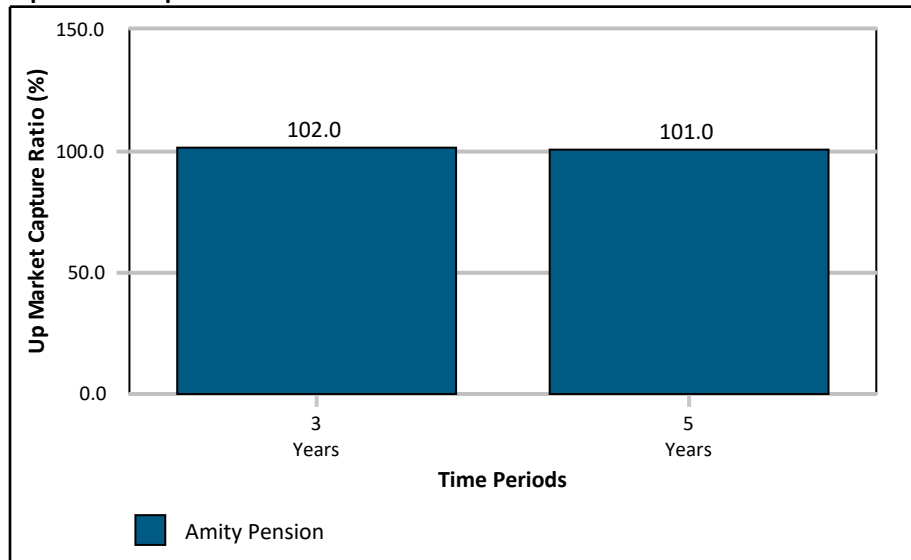
Up/Down Markets - 3 Years



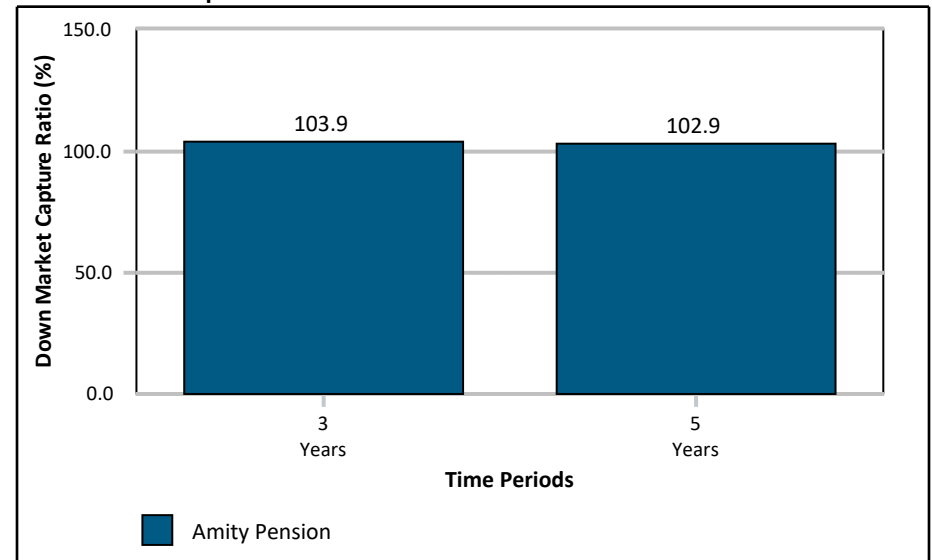
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis - Pension

As of December 31, 2020

Manager	Current Target %	Fee Schedule
Vanguard Total Bond Market Index Adm	17.5%	0.05%
BlackRock Strategic Income Opportunities K	17.5%	0.76%
Vanguard 500 Index Adm	10.0%	0.04%
Vanguard Value Index Adm	15.0%	0.05%
Vanguard Growth Index Adm	15.0%	0.05%
Vanguard Mid Cap Index Adm	5.0%	0.05%
Vanguard Small Cap Index Adm	5.0%	0.05%
Vanguard Developed Markets Adm	15.0%	0.07%
Weighted Average Investment Management Fee		0.18%

DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable, including Morningstar. DiMeo Schneider & Associates has not independently verified this information.



DiMeo SCHNEIDER
& ASSOCIATES, L.L.C.

OPEB REVIEW

Asset Allocation

Amity OPEB

As of December 31, 2020

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Amity OPEB	3,007,781	100.0	100.0	0.0
Short Term Liquidity	52,884	1.8	0.0	1.8
Wells Fargo Government Money Market Fund I	52,884	1.8	0.0	1.8
Fixed Income	980,102	32.6	40.0	-7.4
Vanguard Short Term Inflation Protection Adm	232,149	7.7	10.0	-2.3
Vanguard Total Bond Market Index Adm	233,680	7.8	10.0	-2.2
BlackRock Strategic Income Opportunities K	514,273	17.1	20.0	-2.9
Domestic Equity	1,348,642	44.8	40.0	4.8
Vanguard 500 Index Adm	985,569	32.8	30.0	2.8
Vanguard Small Cap Index Adm	363,073	12.1	10.0	2.1
International Equity	626,154	20.8	20.0	0.8
Vanguard Developed Markets Index Fund Adm	626,154	20.8	20.0	0.8

Investments with a zero balance were held in the portfolio during the reporting period and will be removed once they no longer impact portfolio performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Portfolio Performance Summary

Amity OPEB

As of December 31, 2020

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Amity OPEB				12/01/2007
Beginning Market Value	2,708,705	2,610,377	507,703	
Net Contributions	-719	38,195	902,142	
Total Gain/Loss	299,796	359,209	1,597,937	
Ending Market Value	3,007,781	3,007,781	3,007,781	

Amity OPEB Benchmark Composition

Allocation Mandate	Weight (%)
Oct-2017	
Blmbg. Barc. U.S. Aggregate Index	30.00
Bloomberg Barclays US TIPS 0-5 Year Index	10.00
S&P 500 Index	30.00
CRSP U.S. Small Cap TR Index	10.00
FTSE Developed ex US Spliced Index	20.00

Trailing Performance Summary

	QTR	Jul-2020 To Dec-2020	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Amity OPEB	11.1	16.9	13.5	8.6	9.3	7.3	8.0	7.1	12/01/2007
<i>Amity OPEB Benchmark</i>	<i>10.0</i>	<i>15.3</i>	<i>13.0</i>	<i>8.7</i>	<i>9.5</i>	<i>7.4</i>	<i>8.1</i>	<i>6.3</i>	
Difference	1.1	1.6	0.5	-0.1	-0.2	-0.1	-0.1	0.8	

Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
Amity OPEB	18.9	-5.0	14.2	6.8	0.2	4.5	15.5	12.1
<i>Amity OPEB Benchmark</i>	<i>19.6</i>	<i>-5.0</i>	<i>14.1</i>	<i>7.6</i>	<i>-0.5</i>	<i>5.1</i>	<i>15.0</i>	<i>12.4</i>
Difference	-0.7	0.0	0.1	-0.8	0.7	-0.6	0.5	-0.3

Manager Performance Overview

Amity OPEB

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Short Term Liquidity								
Wells Fargo Government Money Market Fund I	0.0	0.3	1.4	1.0	0.7	0.5	0.7	12/01/2007
<i>90 Day U.S. Treasury Bill</i>	<i>0.0</i>	<i>0.7</i>	<i>1.6</i>	<i>1.2</i>	<i>0.9</i>	<i>0.6</i>	<i>0.7</i>	
Fixed Income								
Fixed Income Composite Benchmark	2.6	7.0	4.7	3.8	3.1	3.2	3.6	01/01/2009
<i>Fixed Income Composite Benchmark</i>	<i>0.8</i>	<i>6.9</i>	<i>4.9</i>	<i>3.9</i>	<i>3.2</i>	<i>3.3</i>	<i>4.0</i>	
Vanguard Short Term Inflation Protection Adm	1.3 (90)	5.0 (93)	3.4 (83)	2.8 (89)	1.8 (88)	N/A	1.7 (86)	10/01/2013
<i>Bloomberg Barclays US TIPS 0-5 Year Index</i>	<i>1.3</i>	<i>5.1</i>	<i>3.5</i>	<i>2.8</i>	<i>1.8</i>	<i>N/A</i>	<i>1.8</i>	
IM U.S. TIPS (MF) Median	1.8	9.6	5.1	4.4	3.0	N/A	2.6	
Vanguard Total Bond Market Index Adm	0.7 (88)	7.7 (65)	5.4 (49)	4.5 (59)	4.1 (46)	N/A	3.2 (55)	09/01/2012
<i>Blmbg. Barc. U.S. Aggregate Index</i>	<i>0.7</i>	<i>7.5</i>	<i>5.3</i>	<i>4.4</i>	<i>4.1</i>	<i>N/A</i>	<i>3.2</i>	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.4	8.2	5.4	4.6	4.1	N/A	3.3	
BlackRock Strategic Income Opportunities K	4.1 (42)	7.3 (14)	4.8 (18)	N/A	N/A	N/A	4.7 (16)	10/01/2017
<i>Blmbg. Barc. U.S. Aggregate Index</i>	<i>0.7</i>	<i>7.5</i>	<i>5.3</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>5.0</i>	
<i>Libor (3 month)</i>	<i>0.1</i>	<i>1.1</i>	<i>1.9</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>1.9</i>	
IM Alternative Credit Focus (MF) Median	3.9	4.2	3.6	N/A	N/A	N/A	3.5	
Domestic Equity								
Domestic Equity Composite Benchmark	15.8	19.2	13.7	14.9	12.3	13.3	14.7	01/01/2009
<i>Domestic Equity Composite Benchmark</i>	<i>15.8</i>	<i>18.8</i>	<i>13.5</i>	<i>14.9</i>	<i>12.3</i>	<i>13.4</i>	<i>14.9</i>	
Vanguard 500 Index Adm	12.1 (48)	18.4 (40)	14.1 (30)	15.2 (20)	12.9 (17)	N/A	14.8 (20)	09/01/2012
<i>S&P 500 Index</i>	<i>12.1</i>	<i>18.4</i>	<i>14.2</i>	<i>15.2</i>	<i>12.9</i>	<i>N/A</i>	<i>14.8</i>	
IM U.S. Large Cap Core Equity (MF) Median	12.0	16.0	12.4	13.6	11.4	N/A	13.5	
Vanguard Small Cap Index Adm	27.1 (68)	19.1 (18)	11.2 (7)	13.6 (6)	10.1 (4)	N/A	13.4 (6)	09/01/2012
<i>CRSP US Small Cap Spliced Index</i>	<i>27.1</i>	<i>19.1</i>	<i>11.2</i>	<i>13.6</i>	<i>10.1</i>	<i>N/A</i>	<i>13.4</i>	
IM U.S. Small Cap Core Equity (MF) Median	28.4	10.4	6.3	10.3	7.3	N/A	11.0	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

Manager Performance Overview

Amity OPEB

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
International Equity	16.9	10.3	4.8	8.3	5.0	6.0	7.8	01/01/2009
<i>International Equity Composite Benchmark</i>	<i>17.1</i>	<i>9.8</i>	<i>4.5</i>	<i>8.6</i>	<i>4.9</i>	<i>5.9</i>	<i>8.0</i>	
Vanguard Developed Markets Index Fund Adm	16.9 (24)	10.3 (27)	4.8 (28)	8.3 (22)	5.0 (24)	N/A	8.0 (19)	09/01/2012
<i>FTSE Developed ex US Spliced Index</i>	<i>17.1</i>	<i>9.8</i>	<i>4.5</i>	<i>8.0</i>	<i>4.8</i>	<i>N/A</i>	<i>7.8</i>	
IM International Multi-Cap Core Equity (MF) Median	15.7	7.5	3.9	7.2	4.2	N/A	7.2	

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies. Composite performance includes all funds held in the composite since inception.

Returns are net of fees unless otherwise stated. Mutual fund performance stated above may differ slightly from the current share class's historical performance due to share class exchanges.

Manager Investment Gain/Loss Summary

Amity OPEB

	Market Value As of 10/01/2020	Net Flows	Return On Investment	Market Value As of 12/31/2020
<u>Short Term Liquidity</u>				
Wells Fargo Government Money Market Fund I	53,602	-719	2	52,884
Total Short Term Liquidity	53,602	-719	2	52,884
<u>Fixed Income</u>				
Vanguard Short Term Inflation Protection Adm	229,114	-	3,034	232,149
Vanguard Total Bond Market Index Adm	232,128	-	1,552	233,680
BlackRock Strategic Income Opportunities K	493,860	-	20,413	514,273
Total Fixed Income	955,102	-	24,999	980,102
<u>Domestic Equity</u>				
Vanguard 500 Index Adm	878,822	-	106,747	985,569
Vanguard Small Cap Index Adm	285,667	-	77,406	363,073
Total Domestic Equity	1,164,489	-	184,153	1,348,642
<u>International Equity</u>				
Vanguard Developed Markets Index Fund Adm	535,513	-	90,642	626,154
Total International Equity	535,513	-	90,642	626,154
Amity OPEB	2,708,705	-719	299,796	3,007,781

Market Value and Flows Summary

Amity OPEB

Since Inception Ending December 31, 2020

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Dec-2007	-	-	-	503,165	N/A
Mar-2008	503,165	-	-20,366	482,800	-4.0
Jun-2008	482,800	-	-3,927	478,872	-0.9
Sep-2008	478,872	300,763	-10,630	769,006	-1.3
Dec-2008	769,006	-	-3,356	765,650	-0.4
Mar-2009	765,650	-	-56,724	708,926	-7.4
Jun-2009	708,926	-306,395	79,763	482,294	11.1
Sep-2009	482,294	419,352	53,677	955,323	9.7
Dec-2009	955,323	-	16,221	971,544	1.7
Mar-2010	971,544	-	17,233	988,777	1.8
Jun-2010	988,777	-137,439	-35,065	816,273	-3.5
Sep-2010	816,273	61,250	46,295	923,818	5.5
Dec-2010	923,818	183,750	38,153	1,145,721	3.7
Mar-2011	1,145,721	122,557	32,965	1,301,243	2.7
Jun-2011	1,301,243	-367,549	12,585	946,279	1.1
Sep-2011	946,279	376,753	-85,614	1,237,419	-8.1
Dec-2011	1,237,419	-	80,550	1,317,969	6.5
Mar-2012	1,317,969	-165	96,522	1,414,326	7.3
Jun-2012	1,414,326	-326,337	-31,383	1,056,606	-1.7
Sep-2012	1,056,606	393,700	53,993	1,504,298	4.4
Dec-2012	1,504,298	-663	26,940	1,530,575	1.8
Mar-2013	1,530,575	-665	80,911	1,610,821	5.3
Jun-2013	1,610,821	-666	-12,641	1,597,514	-0.8
Sep-2013	1,597,514	-395,012	83,008	1,285,510	5.3
Dec-2013	1,285,510	-615	64,184	1,349,079	5.0
Mar-2014	1,349,079	-650	17,817	1,366,246	1.3
Jun-2014	1,366,246	-128,041	44,117	1,282,323	3.4
Sep-2014	1,282,323	54,654	-22,090	1,314,887	-1.7
Dec-2014	1,314,887	-657	18,598	1,332,827	1.4
Mar-2015	1,332,827	-657	29,530	1,361,700	2.2

Market Value and Flows Summary

Amity OPEB

Since Inception Ending December 31, 2020

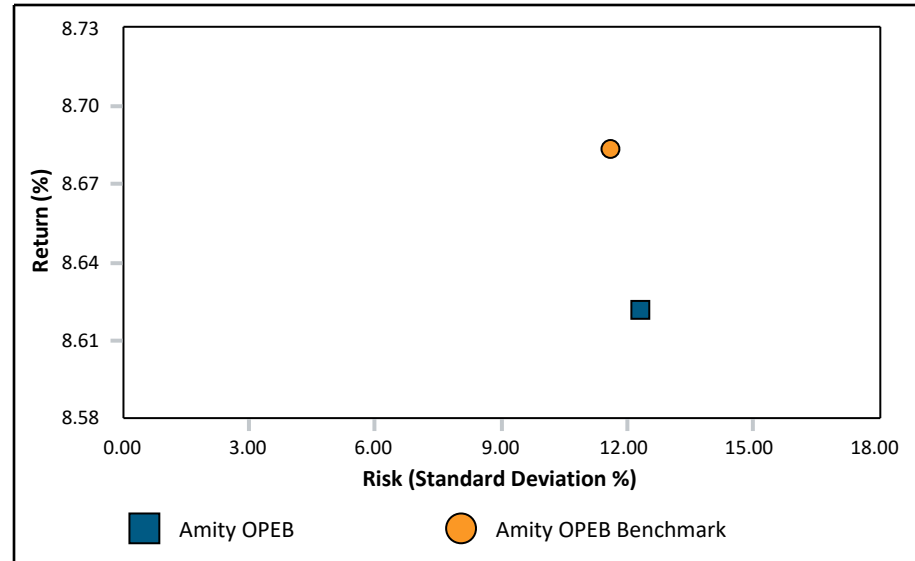
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Jun-2015	1,361,700	-9,018	-150	1,352,531	0.0
Sep-2015	1,352,531	174,338	-67,962	1,458,908	-4.8
Dec-2015	1,458,908	-665	42,569	1,500,812	2.9
Mar-2016	1,500,812	-664	15,299	1,515,446	1.0
Jun-2016	1,515,446	-666	25,883	1,540,664	1.7
Sep-2016	1,540,664	144,858	48,079	1,733,601	3.1
Dec-2016	1,733,601	-674	13,759	1,746,686	0.8
Mar-2017	1,746,686	-675	71,156	1,817,166	4.1
Jun-2017	1,817,166	148,290	47,542	2,012,998	2.6
Sep-2017	2,012,998	-685	63,889	2,076,202	3.2
Dec-2017	2,076,202	-687	75,817	2,151,333	3.7
Mar-2018	2,151,333	-688	-11,538	2,139,107	-0.5
Jun-2018	2,139,107	104,849	26,826	2,270,782	1.3
Sep-2018	2,270,782	-686	70,825	2,340,920	3.1
Dec-2018	2,340,920	-695	-200,517	2,139,708	-8.6
Mar-2019	2,139,708	-694	179,563	2,318,577	8.4
Jun-2019	2,318,577	62,214	76,168	2,456,959	3.2
Sep-2019	2,456,959	-667	15,682	2,471,974	0.6
Dec-2019	2,471,974	-707	139,110	2,610,377	5.6
Mar-2020	2,610,377	-656	-386,574	2,223,147	-14.8
Jun-2020	2,223,147	40,287	310,932	2,574,365	14.0
Sep-2020	2,574,365	-717	135,056	2,708,705	5.2
Dec-2020	2,708,705	-719	299,796	3,007,781	11.1

Risk vs. Return

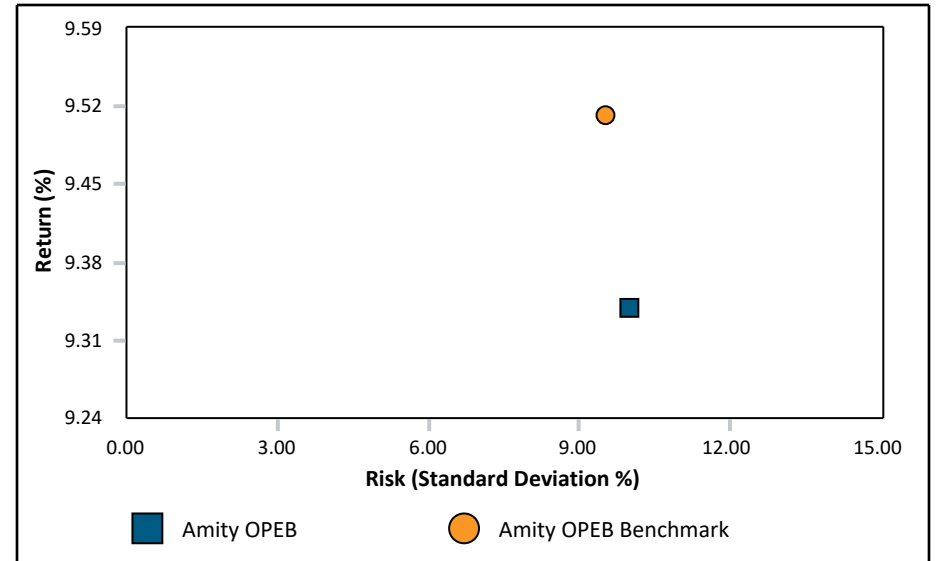
Amity OPEB

As of December 31, 2020

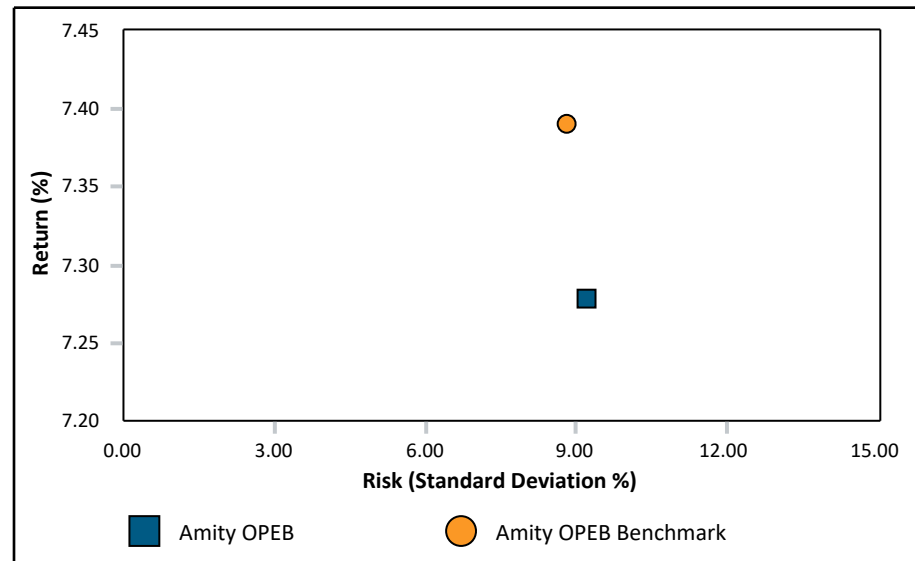
3 Year Risk and Return



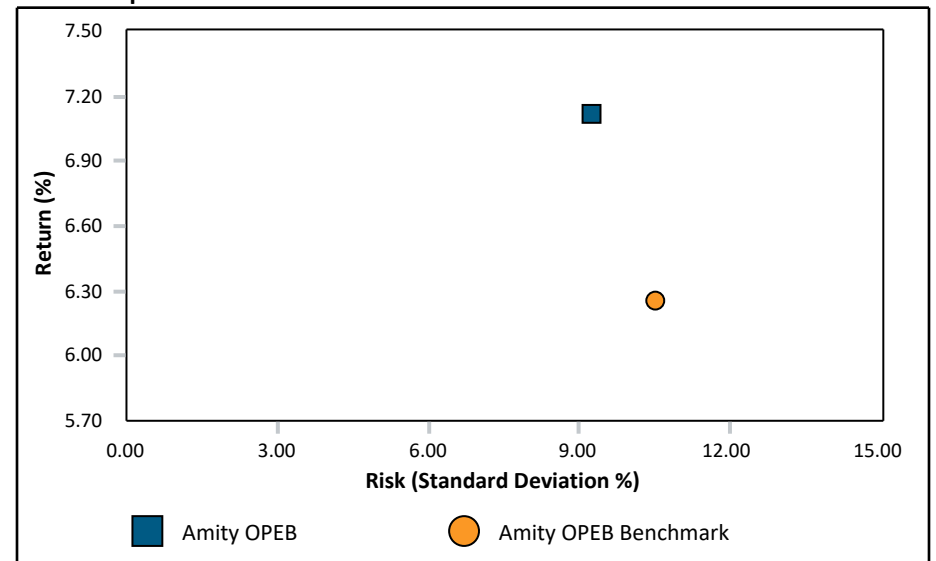
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistics

Amity OPEB

As of December 31, 2020

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity OPEB	8.62	12.37	8.19	0.60	0.03	1.09	1.00	1.06	-0.52
Amity OPEB Benchmark	8.68	11.63	7.55	0.63	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.61	0.27	0.00	N/A	-0.63	11.75	0.19	-0.01	1.70

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity OPEB	9.34	10.03	6.52	0.82	-0.12	0.91	0.99	1.05	-0.58
Amity OPEB Benchmark	9.51	9.52	6.06	0.87	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.01	N/A	-0.87	9.61	0.09	-0.01	1.27

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity OPEB	7.28	9.20	5.94	0.71	-0.09	0.82	0.99	1.04	-0.36
Amity OPEB Benchmark	7.39	8.84	5.58	0.75	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.27	0.01	N/A	-0.75	8.89	0.04	-0.01	0.90

Since Inception Historical MPT Statistics

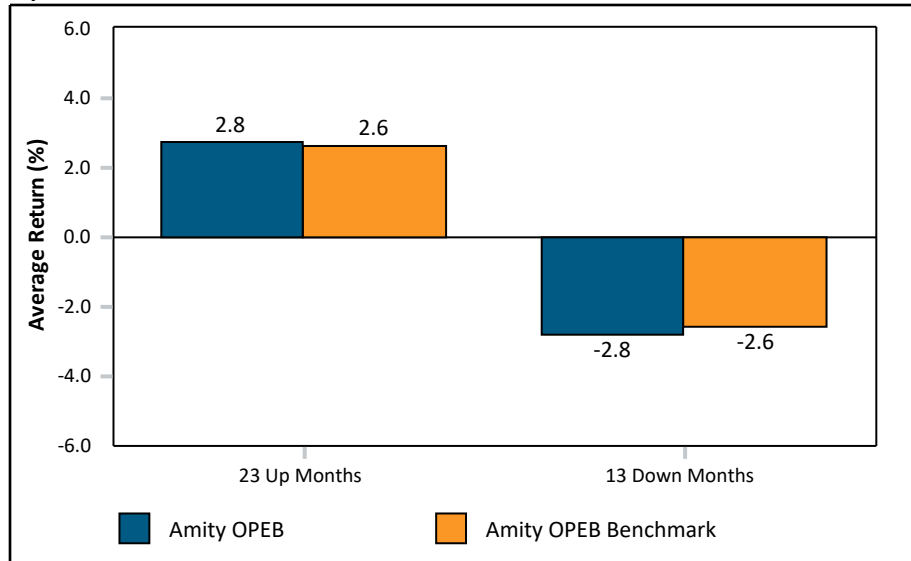
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Amity OPEB	7.11	9.27	5.88	0.71	0.17	4.08	0.85	0.81	1.94	12/01/2007
Amity OPEB Benchmark	6.25	10.51	7.24	0.56	N/A	0.00	1.00	1.00	0.00	12/01/2007
90 Day U.S. Treasury Bill	0.67	0.28	0.01	N/A	-0.56	10.59	0.07	-0.01	0.72	12/01/2007

Market Capture Report

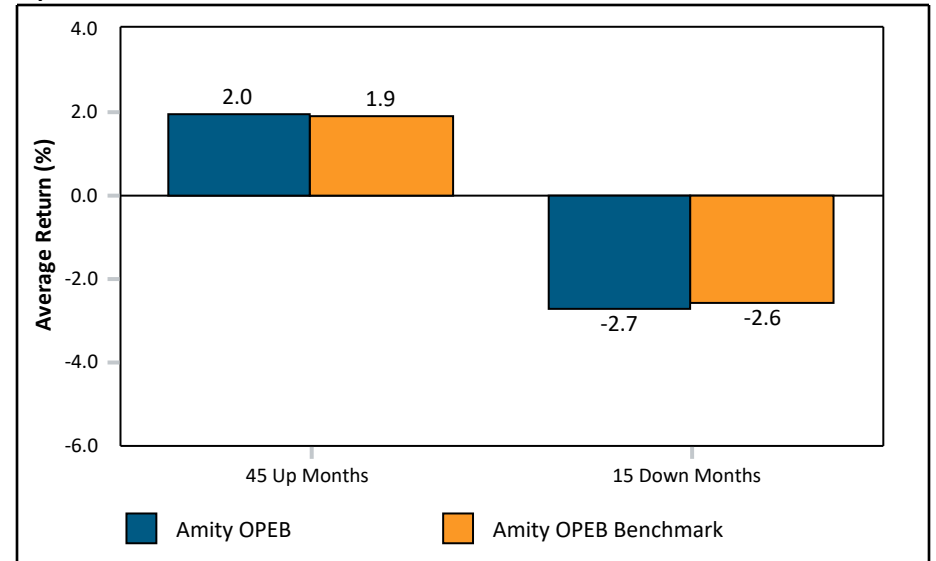
Amity OPEB

As of December 31, 2020

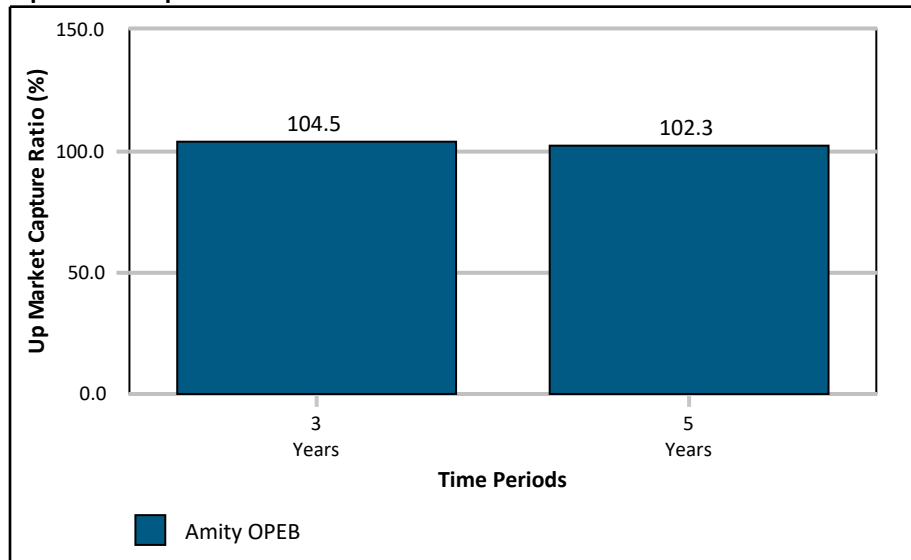
Up/Down Markets - 3 Years



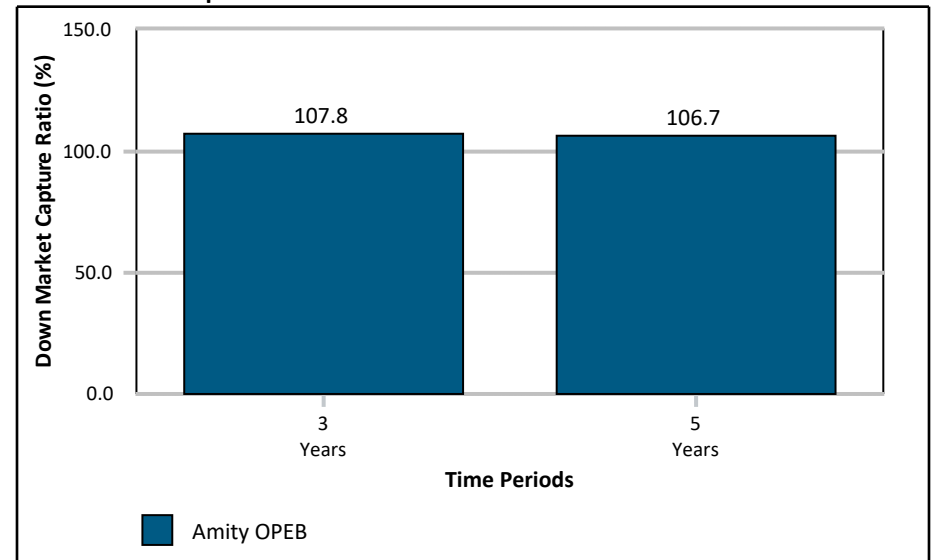
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis - OPEB

As of December 31, 2020

Manager	Current Target %	Fee Schedule
Vanguard Short Term Inflation Protection Adm	10.0%	0.06%
Vanguard Total Bond Market Index Adm	10.0%	0.05%
BlackRock Strategic Income Opportunities K	20.0%	0.76%
Vanguard 500 Index Adm	30.0%	0.04%
Vanguard Small Cap Index Adm	10.0%	0.05%
Vanguard Developed Markets Index Fund Adm	20.0%	0.07%
Weighted Average Investment Management Fee		0.19%

DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable, including Morningstar. DiMeo Schneider & Associates has not independently verified this information.



DiMeo SCHNEIDER
& ASSOCIATES, L.L.C.

SICK & SEVERANCE FUND REVIEW

Asset Allocation

Amity Sick & Severance

As of December 31, 2020

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Amity Sick & Severance	774,400	100.0	100.0	0.0
Short Term Liquidity	210	0.0	0.0	0.0
Wells Fargo Government Money Market Fund I	210	0.0	0.0	0.0
Fixed Income	333,434	43.1	50.0	-6.9
Vanguard Short-Term Government Bond Index Adm	144,582	18.7	22.5	-3.8
Vanguard Short Term Inflation Protection Adm	34,114	4.4	5.0	-0.6
Vanguard Total Bond Market Index Adm	154,738	20.0	22.5	-2.5
Domestic Equity	356,727	46.1	40.0	6.1
Vanguard Total Stock Market Index Adm	356,727	46.1	40.0	6.1
International Equity	84,029	10.9	10.0	0.9
Vanguard Developed Markets Adm	84,029	10.9	10.0	0.9

Investments with a zero balance were held in the portfolio during the reporting period and will be removed once they no longer impact portfolio performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Portfolio Performance Summary

Amity Sick & Severance

As of December 31, 2020

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Amity Sick & Severance				01/01/2007
Beginning Market Value	715,561	785,792	897,135	
Net Contributions	-531	-106,625	-761,712	
Total Gain/Loss	59,370	95,233	638,978	
Ending Market Value	774,400	774,400	774,400	

Amity Sick & Severance Benchmark Composition

Allocation Mandate	Weight (%)
Mar-2014	
Bloomberg Barclays U.S. TIPS Index	5.00
Bloomberg Barclays 1-3 Year Govt Index	22.50
Blmbg. Barc. U.S. Aggregate Index	22.50
CRSP U.S. Total Market TR Index	40.00
FTSE Developed ex US Spliced Index	10.00

Trailing Performance Summary

	QTR	Jul-2020 To Dec-2020	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Amity Sick & Severance	8.3	13.3	13.9	9.0	9.1	7.3	7.7	6.4	01/01/2007
<i>Amity Sick & Severance Benchmark</i>	7.8	12.8	13.1	8.8	8.9	7.3	7.6	6.3	
Difference	0.5	0.5	0.8	0.2	0.2	0.0	0.1	0.1	

Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
Amity Sick & Severance	17.4	-3.1	12.2	6.1	0.3	6.0	14.5	9.2
<i>Amity Sick & Severance Benchmark</i>	17.5	-3.1	11.7	6.4	0.5	6.1	13.9	9.7
Difference	-0.1	0.0	0.5	-0.3	-0.2	-0.1	0.6	-0.5

Manager Performance Overview

Amity Sick & Severance

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Short Term Liquidity								
Wells Fargo Government Money Market Fund I	0.0	0.3	1.2	0.9	0.7	0.5	0.9	01/01/2007
<i>90 Day U.S. Treasury Bill</i>	<i>0.0</i>	<i>0.7</i>	<i>1.6</i>	<i>1.2</i>	<i>0.9</i>	<i>0.6</i>	<i>1.0</i>	
Fixed Income								
Fixed Income Composite Benchmark	0.5	5.4	4.0	3.1	2.7	2.5	2.3	01/01/2009
<i>Fixed Income Composite Benchmark</i>	<i>0.5</i>	<i>5.9</i>	<i>4.2</i>	<i>3.4</i>	<i>2.9</i>	<i>2.7</i>	<i>2.6</i>	
Vanguard Short-Term Government Bond Index Adm	0.0 (62)	3.1 (63)	2.7 (41)	1.8 (51)	1.5 (51)	N/A	1.3 (42)	09/01/2012
<i>Bloomberg Barclays 1-3 Year Govt Index</i>	<i>0.1</i>	<i>3.1</i>	<i>2.8</i>	<i>1.9</i>	<i>1.5</i>	<i>1.3</i>	<i>1.3</i>	
IM U.S. Short Term Treasury/Govt Bonds (MF) Median	0.1	3.4	2.6	1.8	1.5	1.2	1.1	
Vanguard Short Term Inflation Protection Adm	1.3 (90)	5.0 (93)	3.4 (83)	2.8 (89)	1.8 (88)	N/A	1.7 (86)	10/01/2013
<i>Bloomberg Barclays US TIPS 0-5 Year Index</i>	<i>1.3</i>	<i>5.1</i>	<i>3.5</i>	<i>2.8</i>	<i>1.8</i>	<i>1.8</i>	<i>1.8</i>	
IM U.S. TIPS (MF) Median	1.8	9.6	5.1	4.4	3.0	3.0	2.6	
Vanguard Total Bond Market Index Adm	0.7 (88)	7.7 (65)	5.4 (49)	4.5 (59)	4.1 (46)	N/A	3.2 (53)	08/01/2012
<i>Blmbg. Barc. U.S. Aggregate Index</i>	<i>0.7</i>	<i>7.5</i>	<i>5.3</i>	<i>4.4</i>	<i>4.1</i>	<i>3.8</i>	<i>3.2</i>	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.4	8.2	5.4	4.6	4.1	3.9	3.3	
Domestic Equity								
Domestic Equity Composite Benchmark	14.7	21.0	14.5	15.4	12.7	13.7	15.1	01/01/2009
<i>Domestic Equity Composite Benchmark</i>	<i>14.7</i>	<i>21.0</i>	<i>14.5</i>	<i>15.4</i>	<i>12.8</i>	<i>13.8</i>	<i>15.2</i>	
Vanguard Total Stock Market Index Adm	14.7 (39)	21.0 (24)	14.5 (19)	15.4 (12)	12.7 (8)	N/A	14.9 (14)	09/01/2012
<i>CRSP US Total Market Spliced Index</i>	<i>14.7</i>	<i>21.0</i>	<i>14.5</i>	<i>15.4</i>	<i>12.8</i>	<i>13.8</i>	<i>14.9</i>	
IM U.S. Multi-Cap Core Equity (MF) Median	13.8	15.4	11.1	12.6	10.4	11.8	13.1	

Returns for periods less than one year are not annualized. Returns are net of fees unless otherwise noted.

Manager Performance Overview

Amity Sick & Severance

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
International Equity	16.9	10.3	4.8	8.3	5.0	5.9	7.7	01/01/2009
<i>International Equity Composite Benchmark</i>	<i>17.1</i>	<i>9.8</i>	<i>4.5</i>	<i>8.0</i>	<i>4.8</i>	<i>5.8</i>	<i>7.9</i>	
Vanguard Developed Markets Adm	16.9 (24)	10.3 (27)	4.8 (28)	8.3 (22)	5.0 (25)	N/A	8.0 (19)	09/01/2012
<i>FTSE Developed ex US Spliced Index</i>	<i>17.1</i>	<i>9.8</i>	<i>4.5</i>	<i>8.0</i>	<i>4.8</i>	<i>5.8</i>	<i>7.8</i>	
IM International Multi-Cap Core Equity (MF) Median	15.7	7.5	3.9	7.2	4.2	5.1	7.2	

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies. Composite performance includes all funds held in the composite since inception.

Returns are net of fees unless otherwise stated. Mutual fund performance stated above may differ slightly from the current share class's historical performance due to share class exchanges.

Manager Investment Gain/Loss Summary

Amity Sick & Severance

	Market Value As of 10/01/2020	Net Flows	Return On Investment	Market Value As of 12/31/2020
<u>Short Term Liquidity</u>				
Wells Fargo Government Money Market Fund I	741	-531	-	210
Total Short Term Liquidity	741	-531	-	210
<u>Fixed Income</u>				
Vanguard Short-Term Government Bond Index Adm	144,536	-	46	144,582
Vanguard Short Term Inflation Protection Adm	33,668	-	446	34,114
Vanguard Total Bond Market Index Adm	153,710	-	1,028	154,738
Total Fixed Income	331,915	-	1,520	333,434
<u>Domestic Equity</u>				
Vanguard Total Stock Market Index Adm	311,040	-	45,686	356,727
Total Domestic Equity	311,040	-	45,686	356,727
<u>International Equity</u>				
Vanguard Developed Markets Adm	71,865	-	12,164	84,029
Total International Equity	71,865	-	12,164	84,029
Amity Sick & Severance	715,561	-531	59,370	774,400

Market Value and Flows Summary

Amity Sick & Severance

Since Inception Ending December 31, 2020

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Dec-2006	-	-	-	897,135	N/A
Mar-2007	897,135	-85,176	16,277	828,236	1.8
Jun-2007	828,236	85,103	22,664	936,003	2.7
Sep-2007	936,003	-1,250	25,016	959,769	2.7
Dec-2007	959,769	-1,250	1,696	960,215	0.2
Mar-2008	960,215	-1,250	-21,379	937,586	-2.2
Jun-2008	937,586	-24,586	-17,358	895,642	-1.9
Sep-2008	895,642	-1,260	-33,357	861,025	-3.7
Dec-2008	861,025	-1,250	-55,768	804,007	-6.5
Mar-2009	804,007	-1,250	-36,625	766,132	-4.6
Jun-2009	766,132	-190,578	33,279	608,833	4.5
Sep-2009	608,833	3,629	55,104	667,566	9.0
Dec-2009	667,566	-1,250	15,810	682,125	2.4
Mar-2010	682,125	-1,250	20,801	701,676	3.1
Jun-2010	701,676	-1,250	-36,542	663,884	-5.2
Sep-2010	663,884	41,888	46,933	752,706	6.9
Dec-2010	752,706	-1,250	37,200	788,655	4.9
Mar-2011	788,655	-1,156	24,415	811,914	3.1
Jun-2011	811,914	-225,111	394	587,197	1.1
Sep-2011	587,197	-4,138	-36,623	546,437	-6.3
Dec-2011	546,437	-1,250	26,614	571,801	4.9
Mar-2012	571,801	-584	31,420	602,636	5.5
Jun-2012	602,636	-584	-6,460	595,592	-1.1
Sep-2012	595,592	129,342	27,908	752,842	3.8
Dec-2012	752,842	-587	6,519	758,775	0.9
Mar-2013	758,775	-585	37,075	795,264	4.9
Jun-2013	795,264	-584	1,787	796,467	0.2
Sep-2013	796,467	-1,939	32,608	827,136	4.1
Dec-2013	827,136	-665	38,196	864,667	4.6
Mar-2014	864,667	-600	11,711	875,778	1.4

Market Value and Flows Summary

Amity Sick & Severance

Since Inception Ending December 31, 2020

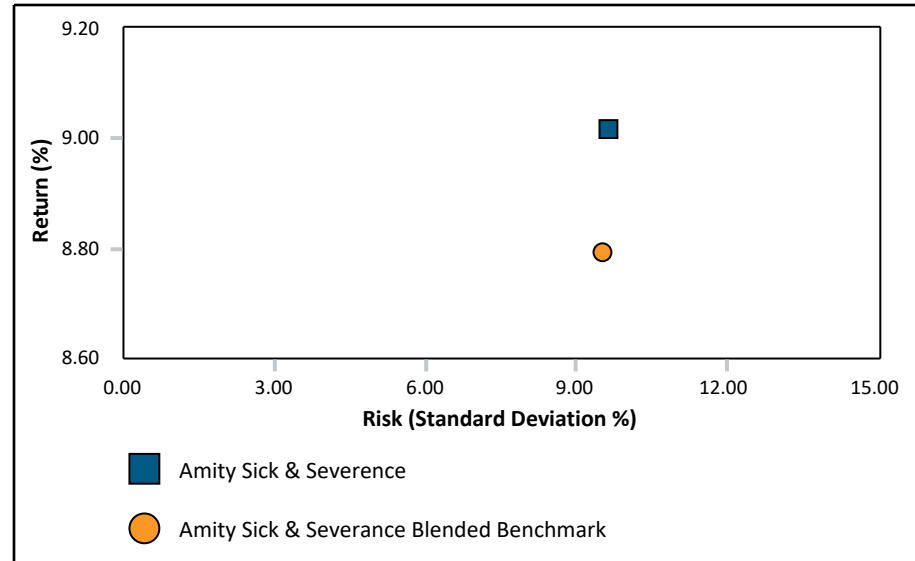
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Jun-2014	875,778	-194,883	26,184	707,080	3.1
Sep-2014	707,080	-654	-4,645	701,781	-0.7
Dec-2014	701,781	-593	14,622	715,810	2.1
Mar-2015	715,810	-593	12,324	727,541	1.7
Jun-2015	727,541	-592	-1,599	725,350	-0.2
Sep-2015	725,350	-603	-26,050	698,697	-3.6
Dec-2015	698,697	-585	17,450	715,562	2.5
Mar-2016	715,562	-586	8,114	723,090	1.1
Jun-2016	723,090	-584	12,663	735,169	1.8
Sep-2016	735,169	-583	17,552	752,138	2.4
Dec-2016	752,138	-576	5,593	757,155	0.7
Mar-2017	757,155	-575	25,898	782,478	3.4
Jun-2017	782,478	-573	17,197	799,101	2.2
Sep-2017	799,101	-565	21,789	820,325	2.7
Dec-2017	820,325	-564	27,233	846,994	3.3
Mar-2018	846,994	-562	-5,958	840,474	-0.7
Jun-2018	840,474	-60,984	14,708	794,199	1.8
Sep-2018	794,199	-574	25,681	819,305	3.2
Dec-2018	819,305	-555	-58,183	760,568	-7.1
Mar-2019	760,568	-556	58,395	818,407	7.7
Jun-2019	818,407	-85,706	22,024	754,726	3.0
Sep-2019	754,726	-11,828	8,217	751,115	1.1
Dec-2019	751,115	-543	35,220	785,792	4.7
Mar-2020	785,792	-104,974	-63,097	617,722	-9.4
Jun-2020	617,722	-587	67,286	684,421	10.9
Sep-2020	684,421	-533	31,673	715,561	4.6
Dec-2020	715,561	-531	59,370	774,400	8.3

Risk vs. Return

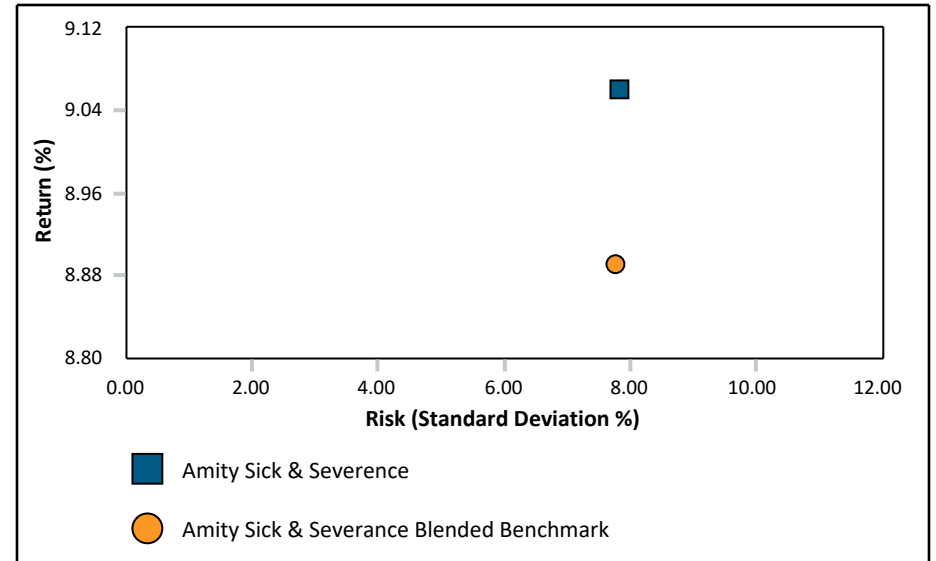
Amity Sick & Severance

As of December 31, 2020

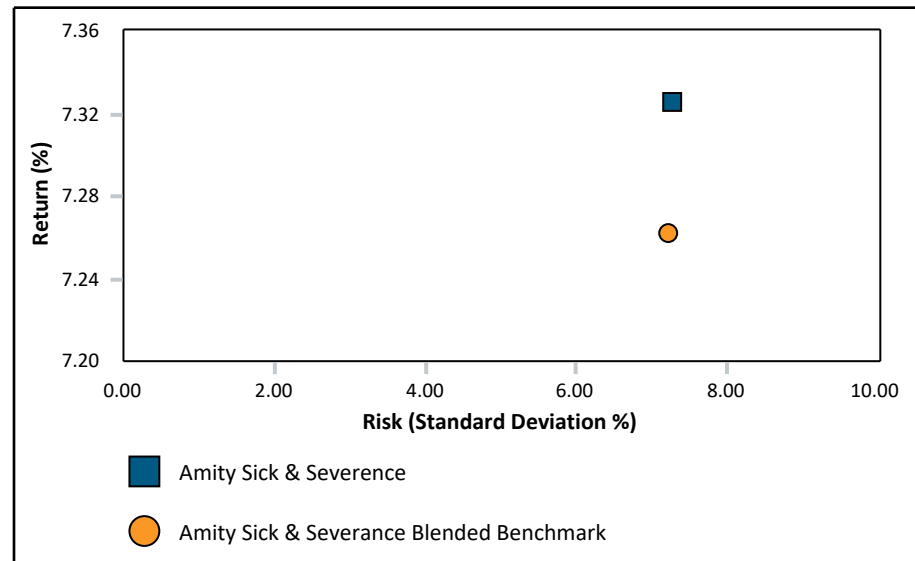
3 Year Risk and Return



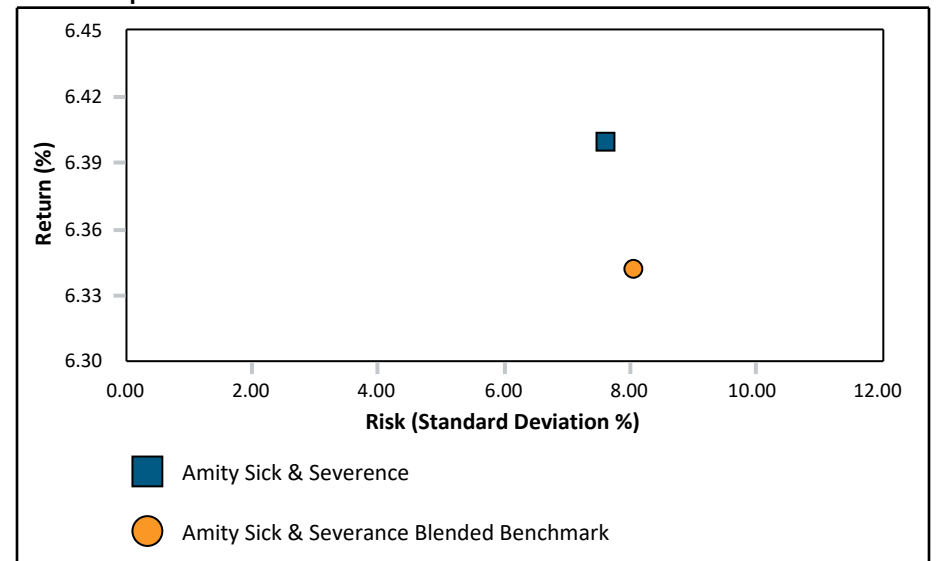
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistics

Amity Sick & Severance

As of December 31, 2020

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Sick & Severance	9.02	9.68	6.00	0.77	0.33	0.67	1.00	1.01	0.11
Amity Sick & Severance Blended Benchmark	8.79	9.54	5.92	0.76	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.61	0.27	0.00	N/A	-0.76	9.66	0.18	-0.01	1.71

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Sick & Severance	9.06	7.86	4.80	0.99	0.29	0.56	0.99	1.01	0.10
Amity Sick & Severance Blended Benchmark	8.89	7.79	4.75	0.97	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.01	N/A	-0.97	7.87	0.08	-0.01	1.27

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Sick & Severance	7.33	7.29	4.41	0.89	0.12	0.52	0.99	1.00	0.03
Amity Sick & Severance Blended Benchmark	7.26	7.24	4.36	0.88	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.27	0.01	N/A	-0.88	7.29	0.03	-0.01	0.90

Since Inception Historical MPT Statistics

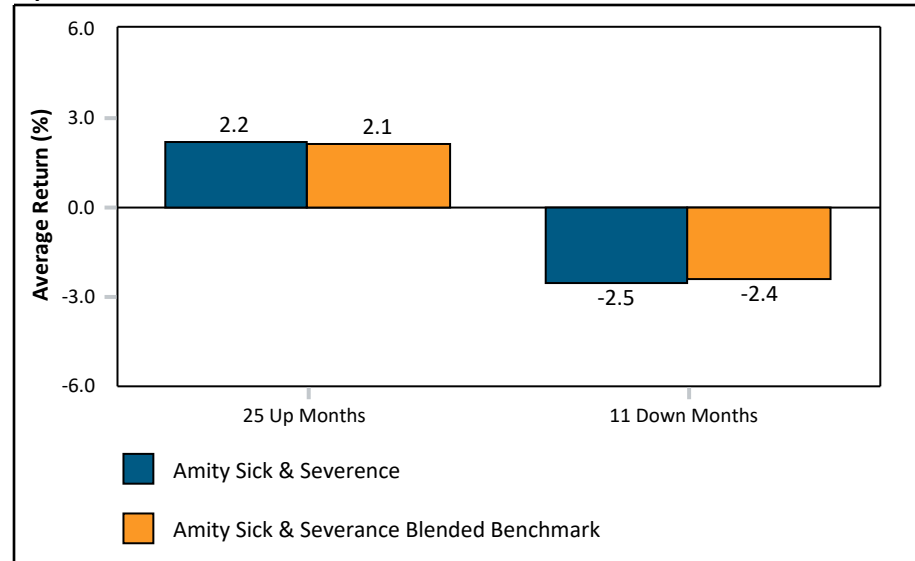
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Amity Sick & Severance	6.40	7.63	4.96	0.72	0.02	1.14	0.98	0.94	0.44	01/01/2007
Amity Sick & Severance Blended Benchmark	6.34	8.08	5.35	0.68	N/A	0.00	1.00	1.00	0.00	01/01/2007
90 Day U.S. Treasury Bill	0.96	0.42	0.01	N/A	-0.68	8.15	0.02	-0.01	1.01	01/01/2007

Market Capture Report

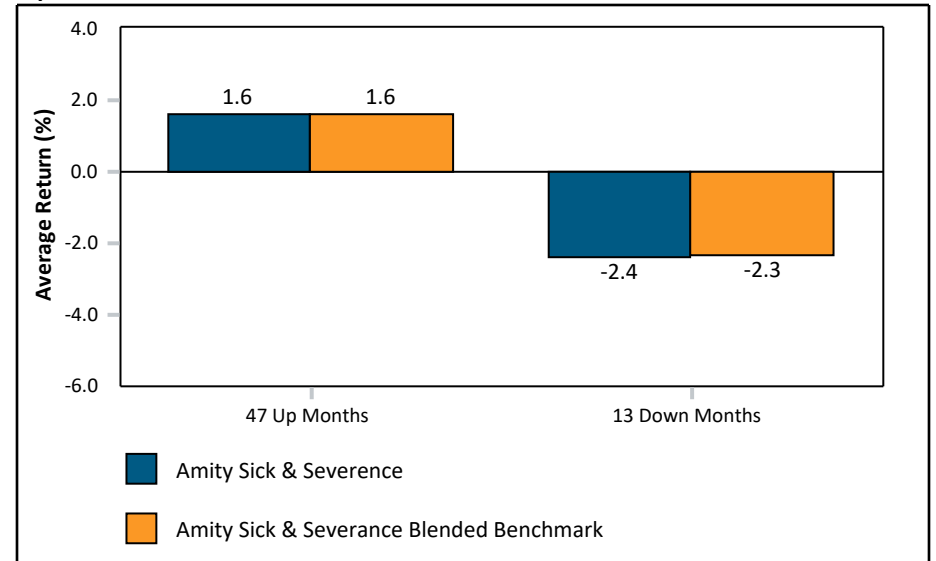
Amity Sick & Severance

As of December 31, 2020

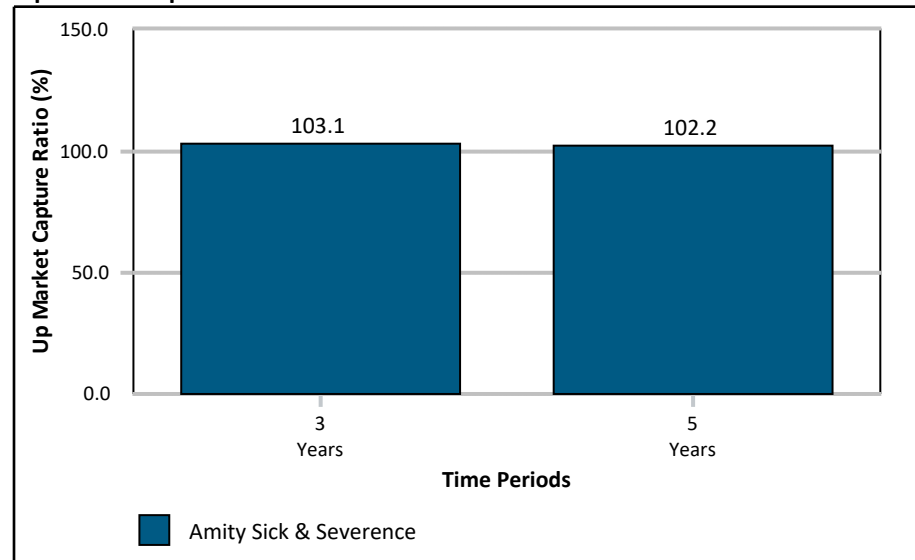
Up/Down Markets - 3 Years



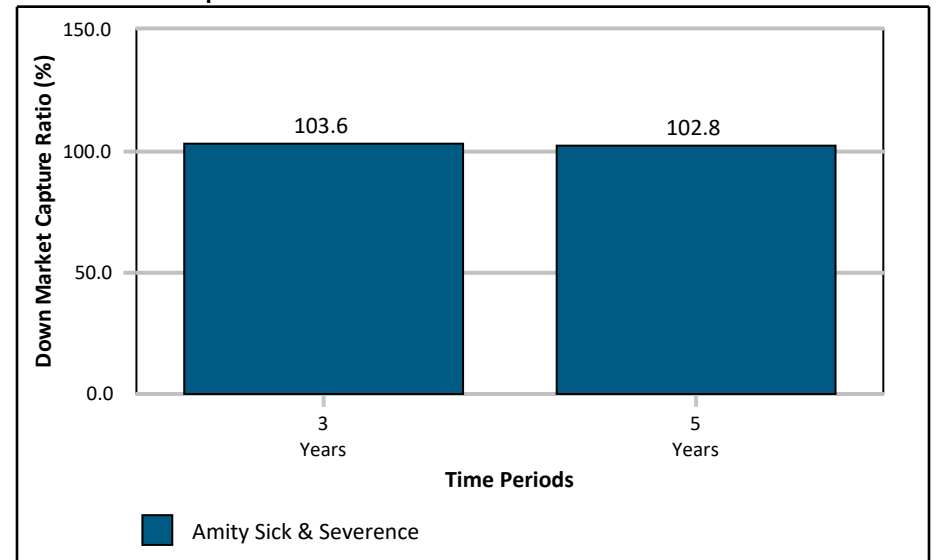
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis - Sick & Severance

As of December 31, 2020

Manager	Current Target %	Fee Schedule
Vanguard Short-Term Government Bond Index Adm	22.5%	0.07%
Vanguard Total Bond Market Index Adm	22.5%	0.05%
Vanguard Short Term Inflation Protection Adm	5.0%	0.06%
Vanguard Total Stock Market Index Adm	40.0%	0.04%
Vanguard Developed Markets Adm	10.0%	0.07%
Weighted Average Investment Management Fee		0.05%

DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable, including Morningstar. DiMeo Schneider & Associates has not independently verified this information.

Benchmark Composition

Amity OPEB Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Oct-2017		Mar-1997	
Blmbg. Barc. U.S. Aggregate Index	30.0	Blmbg. Barc. U.S. Aggregate Index	20.0
Bloomberg Barclays US TIPS 0-5 Year Index	10.0	Bloomberg Barclays U.S. TIPS Index	20.0
S&P 500 Index	30.0	S&P 500 Index	30.0
CRSP U.S. Small Cap TR Index	10.0	Russell 2000 Index	10.0
FTSE Developed ex US Spliced Index	20.0	MSCI EAFE (Net) Index	20.0
Jan-2014			
Blmbg. Barc. U.S. Aggregate Index	20.0		
Bloomberg Barclays US TIPS 0-5 Year Index	20.0		
S&P 500 Index	30.0		
CRSP U.S. Small Cap TR Index	10.0		
FTSE Global All Cap ex US Spliced Index	20.0		
Sep-2013			
Blmbg. Barc. U.S. Aggregate Index	20.0		
Bloomberg Barclays US TIPS 0-5 Year Index	20.0		
S&P 500 Index	30.0		
MSCI US Small Cap 1750	10.0		
FTSE Developed ex US Spliced Index	20.0		
Jun-2013			
Blmbg. Barc. U.S. Aggregate Index	20.0		
Bloomberg Barclays U.S. TIPS Index	20.0		
S&P 500 Index	30.0		
MSCI US Small Cap 1750	10.0		
FTSE Developed ex US Spliced Index	20.0		
Sep-2012			
Blmbg. Barc. U.S. Aggregate Index	20.0		
Bloomberg Barclays U.S. TIPS Index	20.0		
S&P 500 Index	30.0		
MSCI US Small Cap 1750	10.0		
FTSE Developed ex US Spliced Index	20.0		

Benchmark Composition

Amity OPEB Fixed Income Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Oct-2017	
Blmbg. Barc. U.S. Aggregate Index	75.0
Bloomberg Barclays US TIPS 0-5 Year Index	25.0
Sep-2013	
Blmbg. Barc. U.S. Aggregate Index	50.0
Bloomberg Barclays US TIPS 0-5 Year Index	50.0
Mar-1997	
Blmbg. Barc. U.S. Aggregate Index	50.0
Bloomberg Barclays U.S. TIPS Index	50.0

Benchmark Composition

Amity OPEB Domestic Equity Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Jan-2014	
S&P 500 Index	75.0
CRSP U.S. Small Cap TR Index	25.0
Sep-2012	
S&P 500 Index	75.0
MSCI US Small Cap 1750	25.0
Jun-1992	
S&P 500 Index	75.0
Russell 2000 Index	25.0

Benchmark Composition

Amity OPEB International Equity Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Oct-2017	
FTSE Developed ex US Spliced Index	100.0
Jan-2014	
FTSE Global All Cap ex US Spliced Index	100.0
Sep-2012	
FTSE Developed ex US Spliced Index	100.0
Jun-1992	
MSCI EAFE (Net) Index	100.0

Benchmark Composition

Amity Pension Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Mar-2014		Feb-1978	
Blmbg. Barc. U.S. Aggregate Index	35.0	Blmbg. Barc. U.S. Aggregate Index	35.0
S&P 500 Index	10.0	S&P 500 Index	10.0
CRSP U.S. Large Cap Value TR Index	15.0	Russell 1000 Value Index	15.0
CRSP U.S. Large Cap Growth TR Index	15.0	Russell 1000 Growth Index	15.0
CRSP U.S. Mid Cap TR Index	5.0	Russell Midcap Index	5.0
CRSP U.S. Small Cap TR Index	5.0	Russell 2000 Index	5.0
FTSE Developed ex US Spliced Index	15.0	MSCI EAFE (Net) Index	15.0
Jun-2013			
Blmbg. Barc. U.S. Aggregate Index	35.0		
S&P 500 Index	10.0		
MSCI US Prime Market Value	15.0		
MSCI US Prime Market Growth	15.0		
MSCI US Mid Cap 450 Index	5.0		
MSCI US Small Cap 1750	5.0		
FTSE Developed ex US Spliced Index	15.0		
Sep-2012			
Blmbg. Barc. U.S. Aggregate Index	35.0		
S&P 500 Index	10.0		
MSCI US Prime Market Value	15.0		
MSCI US Prime Market Growth	15.0		
MSCI US Mid Cap 450 Index	5.0		
MSCI US Small Cap 1750	5.0		
FTSE Developed ex US Spliced Index	15.0		

Benchmark Composition

Amity Pension Domestic Equity Hybrid History

As of December 31, 2020

Allocation Mandate	Weight (%)
Mar-2014	
S&P 500 Index	20.0
CRSP U.S. Large Cap Value TR Index	30.0
CRSP U.S. Large Cap Growth TR Index	30.0
CRSP U.S. Mid Cap TR Index	10.0
CRSP U.S. Small Cap TR Index	10.0
Sep-2012	
S&P 500 Index	20.0
MSCI US Prime Market Value	30.0
MSCI US Prime Market Growth	30.0
MSCI US Mid Cap 450 Index	10.0
MSCI US Small Cap 1750	10.0
Mar-1997	
S&P 500 Index	20.0
Russell 1000 Value Index	30.0
Russell 1000 Growth Index	30.0
Russell Midcap Index	10.0
Russell 2000 Index	10.0

Benchmark Composition

Amity Pension International Equity Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Sep-2012	
FTSE Developed ex US Spliced Index	100.0
Mar-1997	
MSCI EAFE (Net) Index	100.0

Benchmark Composition

Amity Sick & Severance Blended Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)
Mar-2014	
Bloomberg Barclays U.S. TIPS Index	5.0
Bloomberg Barclays 1-3 Year Govt Index	22.5
Blmbg. Barc. U.S. Aggregate Index	22.5
CRSP U.S. Total Market TR Index	40.0
FTSE Developed ex US Spliced Index	10.0
Jun-2013	
Bloomberg Barclays U.S. TIPS Index	5.0
Bloomberg Barclays 1-3 Year Govt Index	22.5
Blmbg. Barc. U.S. Aggregate Index	22.5
MSCI US Broad Market Index	40.0
FTSE Developed ex US Spliced Index	10.0
Sep-2012	
Bloomberg Barclays U.S. TIPS Index	5.0
Bloomberg Barclays 1-3 Year Govt Index	22.5
Blmbg. Barc. U.S. Aggregate Index	22.5
MSCI US Broad Market Index	40.0
FTSE Developed ex US Spliced Index	10.0
Nov-2009	
Bloomberg Barclays U.S. TIPS Index	5.0
Bloomberg Barclays 1-3 Year Govt Index	22.5
Blmbg. Barc. U.S. Aggregate Index	22.5
Russell 3000 Index	40.0
MSCI EAFE (Net) Index	10.0
Mar-1997	
Bloomberg Barclays 1-3 Year Govt Index	22.5
Blmbg. Barc. U.S. Treasury: 7-10 Year	22.5
Bloomberg Barclays U.S. TIPS Index	5.0
Russell 3000 Index	40.0
MSCI EAFE (Net) Index	10.0

Benchmark Composition

Amity S&S Fixed Income Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Nov-2009	
Bloomberg Barclays U.S. TIPS Index	10.0
Bloomberg Barclays 1-3 Year Govt Index	45.0
Blmbg. Barc. U.S. Aggregate Index	45.0
Mar-1997	
Bloomberg Barclays U.S. TIPS Index	10.0
Bloomberg Barclays 1-3 Year Govt Index	45.0
Blmbg. Barc. U.S. Treasury: 7-10 Year	45.0

Benchmark Composition

Amity S&S Domestic Equity Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Mar-2014	
CRSP U.S. Total Market TR Index	100.0
Sep-2012	
MSCI US Broad Market Index	100.0
Mar-1997	
Russell 3000 Index	100.0

Benchmark Composition

Amity S&S International Equity Hybrid Composite

As of December 31, 2020

Allocation Mandate	Weight (%)
Sep-2012	
FTSE Developed ex US Spliced Index	100.0
Mar-1997	
MSCI EAFE (Net) Index	100.0

Prospectus Links

As of December 31, 2020

FUND FAMILY		WEB SITE
Vanguard		www.vanguard.com
BlackRock		www.blackrock.com



DIMEO SCHNEIDER
& ASSOCIATES, L.L.C.

APPENDIX FRONTIER ENGINEER ANALYSIS DISCLOSURES



CAPITAL MARKET ASSUMPTIONS (10-Year)

Return & Risk Assumptions (Forecasts)	Arithmetic Return	Geometric Return	Standard Deviation	Skewness	Kurtosis	Correlation Assumptions (Forecasts)	Cash	TIPS	US Bond	US Bonds - Dynamic	For. Dev. Bond	HY Bond	EM Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Real Estate	Broad Real Assets	Midstream Energy	HFoF Multi-Strat	Private Equity
Cash	0.1%	0.1%	0.0%	0	0	Cash	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TIPS	1.2%	0.7%	10.1%	-0.79	5.27	TIPS	0	1.00	0.76	0.47	0.58	0.29	0.34	0.68	0.05	0.02	0.12	0.16	0.25	0.56	0.17	0.14	-0.04
US Bond	1.4%	1.1%	6.8%	-0.23	1.01	US Bond	0	0.76	1.00	0.35	0.55	0.29	0.30	0.94	0.19	0.10	0.15	0.03	0.21	0.20	0.09	0.08	-0.11
US Bonds - Dynamic	2.0%	1.8%	5.7%	-1.11	8.21	US Bonds - Dynamic	0	0.47	0.35	1.00	0.26	0.95	0.60	0.49	0.53	0.51	0.47	0.53	0.54	0.65	0.45	0.50	0.17
For. Dev. Bond	0.8%	0.4%	8.9%	0.00	0.69	For. Dev. Bond	0	0.58	0.55	0.26	1.00	0.12	0.33	0.66	0.05	-0.03	0.37	0.12	0.11	0.25	0.09	0.04	-0.08
HY Bond	4.4%	3.4%	14.1%	-1.18	8.90	HY Bond	0	0.29	0.29	0.95	0.12	1.00	0.57	0.20	0.61	0.63	0.54	0.59	0.61	0.66	0.47	0.52	0.22
EM Bond	3.2%	1.7%	17.0%	-1.71	9.62	EM Bond	0	0.34	0.30	0.60	0.33	0.57	1.00	0.29	0.57	0.52	0.61	0.74	0.47	0.59	0.38	0.57	0.21
Global Bonds	1.1%	0.8%	7.2%	-0.15	0.07	Global Bonds	0	0.68	0.94	0.49	0.66	0.20	0.29	1.00	0.09	-0.01	0.07	0.02	0.18	0.24	0.08	0.09	-0.10
US Equity (LC)	6.7%	5.4%	16.4%	-0.58	1.04	US Equity (LC)	0	0.05	0.19	0.53	0.05	0.61	0.57	0.09	1.00	0.84	0.69	0.67	0.62	0.55	0.41	0.59	0.38
US Equity (SC)	7.9%	5.8%	20.3%	-0.50	1.37	US Equity (SC)	0	0.02	0.10	0.51	-0.03	0.63	0.52	-0.01	0.84	1.00	0.62	0.66	0.70	0.57	0.40	0.62	0.38
Int'l Dev. Equity	9.3%	7.0%	21.9%	-0.57	1.42	Int'l Dev. Equity	0	0.12	0.15	0.47	0.37	0.54	0.61	0.07	0.69	0.62	1.00	0.71	0.50	0.55	0.36	0.58	0.35
EM Equity	12.6%	8.5%	28.9%	-0.70	1.98	EM Equity	0	0.16	0.03	0.53	0.12	0.59	0.74	0.02	0.67	0.66	0.71	1.00	0.47	0.56	0.33	0.67	0.30
Real Estate	7.5%	5.3%	21.1%	-0.72	7.62	Real Estate	0	0.25	0.21	0.54	0.11	0.61	0.47	0.18	0.62	0.70	0.50	0.47	1.00	0.75	0.32	0.35	0.21
Broad Real Assets	4.7%	3.9%	12.9%	-1.89	11.36	Broad Real Assets	0	0.56	0.20	0.65	0.25	0.66	0.59	0.24	0.55	0.57	0.55	0.56	0.75	1.00	0.53	0.50	0.25
Midstream Energy	15.2%	8.1%	37.6%	0.01	19.69	Midstream Energy	0	0.17	0.09	0.45	0.09	0.47	0.38	0.08	0.41	0.40	0.36	0.33	0.32	0.53	1.00	0.45	0.19
HFoF Multi-Strat	5.8%	5.4%	8.7%	-0.93	5.30	HFoF Multi-Strat	0	0.14	0.08	0.50	0.04	0.52	0.57	0.09	0.59	0.62	0.58	0.67	0.35	0.50	0.45	1.00	0.49
Private Equity	11.1%	8.5%	22.9%	0.00	0.00	Private Equity	0	-0.04	-0.11	0.17	-0.08	0.22	0.21	-0.10	0.38	0.38	0.35	0.30	0.21	0.25	0.19	0.49	1.00

January 1, 2021 Ten-Year Forecasted CMAs

For additional information on forecast methodologies, please speak with your advisor. Please see Index Proxy Summary slide at the end of this presentation for summary of indexes used to represent each asset class. Past performance does not indicate future performance.



CAPITAL MARKET ASSUMPTIONS (20-Year)

Return & Risk Assumptions (Forecasts)	Arithmetic Return	Geometric Return	Standard Deviation	Skewness	Kurtosis
Cash	0.7%	0.7%	0.0%	0	0
TIPS	2.2%	1.7%	10.1%	-0.79	5.27
US Bond	2.4%	2.1%	6.8%	-0.23	1.01
US Bonds - Dynamic	3.0%	2.8%	5.7%	-1.11	8.21
For. Dev. Bond	1.8%	1.4%	8.9%	0.00	0.69
HY Bond	5.4%	4.4%	14.1%	-1.18	8.90
EM Bond	4.2%	2.7%	17.0%	-1.71	9.62
Global Bonds	2.0%	1.8%	7.2%	-0.15	0.07
US Equity (LC)	7.6%	6.3%	16.4%	-0.58	1.04
US Equity (SC)	8.8%	6.7%	20.3%	-0.50	1.37
Int'l Dev. Equity	10.3%	7.9%	21.9%	-0.57	1.42
EM Equity	13.5%	9.4%	28.9%	-0.70	1.98
Real Estate	8.4%	6.2%	21.1%	-0.72	7.62
Broad Real Assets	5.6%	4.8%	12.9%	-1.89	11.36
Midstream Energy	16.1%	9.0%	37.6%	0.01	19.69
HFoF Multi-Strat	6.7%	6.3%	8.7%	-0.93	5.30
Private Equity	12.0%	9.4%	22.9%	0.00	0.00

January 1, 2021 Twenty-Year Forecasted CMA's

Correlation Assumptions (Forecasts)	Cash	TIPS	US Bond	US Bonds - Dynamic	For. Dev. Bond	HY Bond	EM Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Real Estate	Broad Real Assets	Midstream Energy	HFoF Multi-Strat	Private Equity
Cash	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TIPS	0	1.00	0.76	0.47	0.58	0.29	0.34	0.68	0.05	0.02	0.12	0.16	0.25	0.56	0.17	0.14	-0.04
US Bond	0	0.76	1.00	0.35	0.55	0.29	0.30	0.94	0.19	0.10	0.15	0.03	0.21	0.20	0.09	0.08	-0.11
US Bonds - Dynamic	0	0.47	0.35	1.00	0.26	0.95	0.60	0.49	0.53	0.51	0.47	0.53	0.54	0.65	0.45	0.50	0.17
For. Dev. Bond	0	0.58	0.55	0.26	1.00	0.12	0.33	0.66	0.05	-0.03	0.37	0.12	0.11	0.25	0.09	0.04	-0.08
HY Bond	0	0.29	0.29	0.95	0.12	1.00	0.57	0.20	0.61	0.63	0.54	0.59	0.61	0.66	0.47	0.52	0.22
EM Bond	0	0.34	0.30	0.60	0.33	0.57	1.00	0.29	0.57	0.52	0.61	0.74	0.47	0.59	0.38	0.57	0.21
Global Bonds	0	0.68	0.94	0.49	0.66	0.20	0.29	1.00	0.09	-0.01	0.07	0.02	0.18	0.24	0.08	0.09	-0.10
US Equity (LC)	0	0.05	0.19	0.53	0.05	0.61	0.57	0.09	1.00	0.84	0.69	0.67	0.62	0.55	0.41	0.59	0.38
US Equity (SC)	0	0.02	0.10	0.51	-0.03	0.63	0.52	-0.01	0.84	1.00	0.62	0.66	0.70	0.57	0.40	0.62	0.38
Int'l Dev. Equity	0	0.12	0.15	0.47	0.37	0.54	0.61	0.07	0.69	0.62	1.00	0.71	0.50	0.55	0.36	0.58	0.35
EM Equity	0	0.16	0.03	0.53	0.12	0.59	0.74	0.02	0.67	0.66	0.71	1.00	0.47	0.56	0.33	0.67	0.30
Real Estate	0	0.25	0.21	0.54	0.11	0.61	0.47	0.18	0.62	0.70	0.50	0.47	1.00	0.75	0.32	0.35	0.21
Broad Real Assets	0	0.56	0.20	0.65	0.25	0.66	0.59	0.24	0.55	0.57	0.55	0.56	0.75	1.00	0.53	0.50	0.25
Midstream Energy	0	0.17	0.09	0.45	0.09	0.47	0.38	0.08	0.41	0.40	0.36	0.33	0.32	0.53	1.00	0.45	0.19
HFoF Multi-Strat	0	0.14	0.08	0.50	0.04	0.52	0.57	0.09	0.59	0.62	0.58	0.67	0.35	0.50	0.45	1.00	0.49
Private Equity	0	-0.04	-0.11	0.17	-0.08	0.22	0.21	-0.10	0.38	0.38	0.35	0.30	0.21	0.25	0.19	0.49	1.00



INDICES FOR PAST RETURN AND RISK METRICS

Indices used to generate historical risk and return metrics	Most Recent Index	Index Dates		Linked Index 1	Index Dates		Linked Index 2	Index Dates		Linked Index 2	Index Dates	
Cash	FTSE Treasury Bill 3 Mon USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
TIPS	BBgBarc US Treasury US TIPS TR USD	12/20	- 3/97	BBgBarc US Agg Bond TR USD	2/97	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Bond	BBgBarc US Agg Bond TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Bonds - Dynamic	BBgBarc US Agg Bond TR USD	12/20	- 2/90	BBgBarc US Agg Bond TR USD	1/90	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
For. Dev. Bond	50% CITI WGBI NonUSD Hdg 50% CITI WGBI NonUSD	12/20	- 1/85	BBgBarc US Agg Bond TR USD	12/84	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
HY Bond	BBgBarc US Corporate High Yield TR USD	12/20	- 7/83	BBgBarc US Agg Bond TR USD	6/83	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
EM Bond	JPM GBI-EM Global Diversified TR USD	12/20	- 1/03	JPM EMBI Global Diversified TR USD	12/02	- 1/94	BBgBarc US Corporate High Yield TR USD	12/93	- 7/83	BBgBarc US Agg Bond TR USD	6/83	- 1/79
Global Bonds	BBgBarc Global Aggregate TR Hdg USD	12/20	- 2/90	BBgBarc US Agg Bond TR USD	1/90	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Equity (LC)	S&P 500 TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Equity (SC)	Russell 2000 TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Int'l Dev. Equity	MSCI EAFE GR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
EM Equity	MSCI EM GR USD	12/20	- 1/88	MSCI EAFE GR USD	12/87	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Real Estate	Wilshire US RESI TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Broad Real Assets	*Custom Real Assets Index	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Midstream Energy	Alerian MLP TR USD	12/20	- 1/96	BCH+AGG-CASH	12/95	- 1/91	GSCI+AGG-CASH	12/90	- 1/79	N.A.	N.A.	- N.A.
HFoF Multi-Strat	HFRI Fund of Funds Composite USD	12/20	- 1/90	HFN Hedge Fund Aggregate Average	12/89	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Private Equity	Cambridge PE 67% Buyout vs. 33% Venture	12/20	- 4/86	Russell 2000 TR USD	3/86	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.

*Custom Real Assets Index - Blended indices of 25% TIPS, 15% loans, 30% infra., 15% REITs & 15% Commod.

Note: Private Equity Index is frequently 3-6 months behind the other indices. For historical return calculation purposes, it is given 0% returns during the most recent period where gaps may exist.



DISCLOSURES

The historical performance information derived from the Frontier Engineer and used or presented in charts, tables, or graphs represent simulated historical performance, which has been derived by retroactively applying an asset allocation modeling process in its most recently developed form with its most recently derived ten- and twenty-year (forward-looking) capital market assumptions. Such historical return simulations (or back testing) was performed by simulating the combination of actual index returns for the historical period with a buy and hold strategy effective January 1, 1988 through the most recently available month-end date with simulated rebalancing occurring every month-end (with the reinvestment of dividends and capital gains from each index).

Back tested performance is hypothetical and does not reflect actual trades or actual client performance. As with all models, there are inherent limitations which are derived from the retroactive application developed with the benefit of hindsight, including the risk that certain factors such as material economic and market conditions could have contributed to materially different (either higher or lower) performance results than those depicted, or that certain material factors may have been included or excluded from consideration. As such, actual results during the applicable back tested period would have been different than those depicted.

The asset allocation modeling process currently used was initially developed in 2002 and was not offered as a strategy prior to that time. The output of a forward-looking model (or process) is a representation of allocation percentages among specific asset classes. Clients cannot invest directly in a target allocation, but rather, in underlying securities within designated asset classes. Advisor may change its models from time to time, and regularly updates its model as additional capital market assumption information becomes available or to increase or decrease relative weightings or emphasis on certain factors. Consequently, the Advisor may choose to deviate from a stated model over time as the model itself is revised, which could have a materially positive or negative impact on performance.

During the period represented, numerous modelling changes were made, including the regular changes in (ten- and twenty-year) forward-looking expected returns, expected volatilities, expected non-normal return distribution assumptions, as well as tracking-error assumptions and risk budgets. Furthermore, such assumptions can be modified client-by-client depending on certain preferences, priorities, constraints or unique considerations applicable to each client.

Other economic and market factors may have impacted decision-making when using the model to manage client funds, including the list of approved asset classes by a client or client type as well as any client-directed or Advisor implemented constraints.

All investments bear the risk of loss, including the loss of principal. Past performance, actual or hypothetical, is no guarantee of future results.

The returns displayed on the preceding pages are gross of fees. Actual performance would be reduced by investment advisory fees and other expenses that may be incurred in the management of the client's portfolio. The collection of fees produces a compounding effect on the total rate of return net of management fees. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by DiMeo Schneider are described in Part 2 of the Form ADV.



DISCLOSURES AND DEFINITIONS

INDEX DEFINITIONS

- **FTSE Treasury Bill 3 Month** measures return equivalents of yield averages and are not marked to market. It is an average of the last three three-month Treasury bill month-end rates.
- **Bloomberg Barclays Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Barclays Muni 5 Year Index** is the 5-year (4-6) component of the Municipal Bond index.
- **Bloomberg Barclays High Yield Municipal Bond Index** covers the universe of fixed rate, non-investment grade debt.
- **Bloomberg Barclays U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **FTSE World Government Bond Index (WGBI) (Unhedged)** provides a broad benchmark for the global sovereign fixed income market by measuring the performance of fixed-rate, local currency, investment-grade sovereign debt from over 20 countries,
- **FTSE World Government Bond Index (WGBI) (Hedged)** is designed to represent the FTSE WGBI without the impact of local currency exchange rate fluctuations.
- **Bloomberg Barclays US Corporate High Yield TR USD** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market Index (GBI-EMI)** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **JPMorgan EMBI Global Diversified** is an unmanaged, market-capitalization weighted, total-return index tracking the traded market for U.S.-dollar-denominated Brady bonds, Eurobonds, traded loans, and local market debt instruments issued by sovereign and quasi-sovereign entities.
- **MSCI ACWI** is designed to represent performance of the full opportunity set of large- and mid-cap stocks across multiple developed and emerging markets, including cross-market tax incentives.
- **The S&P 500** is a capitalization-weighted index designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. The index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI Emerging Markets** captures large and mid-cap representation across Emerging Markets countries. The index covers approximately 85% of the free-float adjusted market capitalization in each country
- **The Wilshire US Real Estate Securities Index (Wilshire US RESI)** is comprised of publicly-traded real estate equity securities and designed to offer a market-based index that is more reflective of real estate held by pension funds.
- **Alerian MLP Index** is a float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **Bloomberg Commodity Index (BCI)** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **Treasury Inflation-Protected Securities (TIPS)** are Treasury bonds that are indexed to inflation to protect investors from the negative effects of rising prices. The principal value of TIPS rises as inflation rises.
- **HFRI Fund of Funds Composite** is an equal-weighted index consisting of over 800 constituent hedge funds, including both domestic and offshore funds.
- **Cambridge Associates U.S. Private Equity Index (67% Buyout vs. 33% Venture)** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **HFN Hedge Fund Aggregate Average** is an equal weighted average of all hedge funds and CTA/managed futures products reporting to the HFN Database. Constituents are aggregated from each of the HFN Strategy Specific Indices.
- **Goldman Sachs Commodity Index (GSCI)** is a broadly diversified, unleveraged, long-only composite index of commodities that measures the performance of the commodity market.

Definitions & Disclosures

Please note: Due to rounding methodologies of various data providers, certain returns in this report might differ slightly when compared to other sources

REGULATORY DISCLOSURES

Offer of ADV Part 2A: Rule 204-3 under the Investment Advisers Act of 1940 requires that we make an annual offer to clients to send them, without charge, a written disclosure statement meeting the requirements of such rule. We will be glad to send a copy of our ADV Part 2A to you upon your written request to compliance@dimeoschneider.com.

INDEX DEFINITIONS

- **Citigroup 3 Month T-Bill** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- **Ryan 3 Yr. GIC** is an arithmetic mean of market rates of \$1 million Guaranteed Interest Contracts held for three years.
- **Bloomberg Barclays Treasury U.S. T-Bills-1-3 Month Index** includes aged U.S. Treasury bills, notes and bonds with a remaining maturity from 1 up to (but not including) 3 months. It excludes zero coupon strips.
- **Bloomberg Barclays Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Barclays Muni Index** is a rules-based, market-value-weighted index engineered for the long-term tax-exempt bond market. Bonds must be rated investment-grade by at least two ratings agencies.
- **Bloomberg Barclays Muni 1 Year Index** is the 1 year (1-2) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 3 Year Index** is the 3 year (2-4) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 5 Year Index** is the 5 year (4-6) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 7 Year Index** is the 7 year (6-8) component of the Municipal Bond index.
- **Bloomberg Barclays Intermediate U.S. Gov't/Credit** is the Intermediate component of the U.S. Government/Credit index, which includes securities in the Government and Credit Indices. The Government Index includes treasuries and agencies, while the credit index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.
- **Bloomberg Barclays U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **Bloomberg Barclays Global Aggregate ex. USD Indices** represent a broad-based measure of the global investment-grade fixed income markets. The two major components of this index are the Pan-European Aggregate and the Asian-Pacific Aggregate Indices. The index also includes Eurodollar and Euro-Yen corporate bonds and Canadian government, agency and corporate securities.
- **Bloomberg Barclays U.S. Corporate High Yield Index** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market (GBI-EM) Index** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **The S&P 500** is a capitalization-weighted index of 500 stocks designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **The Dow Jones Industrial Index** is a price-weighted average of 30 blue-chip stocks that are generally the leaders in their industry.
- **The NASDAQ** is a broad-based capitalization-weighted index of stocks in all three NASDAQ tiers: Global Select, Global Market and Capital Market.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell 1000** consists of the largest 1000 companies in the Russell 3000 Index.
- **Russell 1000 Growth** measures the performance of those Russell 1000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 1000 Value** measures the performance of those Russell 1000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell Mid Cap Growth** measures the performance of those Russell Mid Cap companies with higher P/B ratios and higher forecasted growth values.
- **Russell Mid Cap Value** measures the performance of those Russell Mid Cap companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **Russell 2000 Growth** measures the performance of the Russell 2000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2000 Value** measures the performance of those Russell 2000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2500** consists of the 2,500 smallest U.S. companies in the Russell 3000 index.
- **Russell 2500 Growth** measures the performance of the Russell 2500 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2500 Value** measures the performance of those Russell 2500 companies with lower P/B ratios and lower forecasted growth values.
- **MSCI World** captures large and mid-cap representation across 23 Developed Markets countries. With 1,645 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI ACWI (All Country World Index) ex. U.S. Index** captures large and mid-cap representation across 22 of 23 Developed Markets countries (excluding the United States) and 23 Emerging Markets countries. With 1,859 constituents, the index covers approximately 85% of the global equity opportunity set outside the US.
- **MSCI ACWI (All Country World Index) ex. U.S. Small Cap Index** captures small cap representation across 22 of 23 Developed Markets countries (excluding the US) and 23 Emerging Markets countries. With 4,368 constituents, the index covers approximately 14% of the global equity opportunity set outside the US.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. With 930 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.

- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property x U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRF Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRF Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg Barclays US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US Agg Flt Adj Index:** Bloomberg Barclays U.S. Aggregate Bond Index through December 31, 2009; Bloomberg Barclays U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US Long Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg Barclays U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg Barclays U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg Barclays U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg Barclays U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg Barclays 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.
- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

- Equity sector returns are calculated by Russell and MSCI for domestic and international markets, respectively. MSCI sector definitions correspond to the MSCI GICS® classification (Global Industry Classification System); Russell uses its own sector and industry classifications.
- MSCI country returns are calculated by MSCI, and are free float-adjusted market capitalization indices that are designed to measure equity market performance in each specific country.
- Currency returns are calculated using Bloomberg's historical spot rate indices and are calculated using the U.S. dollar as the base currency.
- The Index of Leading Economic Indicators, calculated by The Conference Board, is used as a barometer of economic activity over a range of three to six months. The index is used to determine the direction and stability of the economy. The composite index of leading indicators, which is derived from 10 leading indicators, helps to signal turning points in the economy and forecast economic cycles. The leading indicators are the following: average weekly hours, average weekly initial claims, manufacturers' new orders, both consumer and non-defense capital goods, vendor performance, building permits, stock prices, money supply (M2), the interest rate spread and the index of consumer expectations.
- S&P Target Date Indexes are constructed using a survey method of current target date investments with \$100 million or more in assets under management. Allocations for each vintage are comprised of exchange-traded-funds that represent respective asset classes used in target date portfolios. The indexes are designed to represent a market consensus glide path.

DEFINITION OF KEY STATISTICS AND TERMS

- **Returns:** A percentage figure used when reporting historical average compounded rate of investment return. All returns are annualized if the period for which they are calculated exceeds one year.
- **Universe Comparison:** The universe compares the fund's returns to a group of other investment portfolios with similar investment strategies. The returns for the fund, the index and the universe percentiles are displayed. A percentile ranking of 1 is the best, while a percentile ranking of 100 is the worst. For example, a ranking of 50 indicates the fund outperformed half of the universe. A ranking of 25 indicates the fund was in the top 25% of the universe, outperforming 75%.
- **Returns In Up/Down Markets:** This measures how the fund performed in both up and down markets. The methodology is to segregate the performance for each time period into the quarters in which the market, as defined by the index, was positive and negative. Quarters with negative index returns are treated as down markets, and quarters with positive index returns are treated as up markets. Thus, in a 3 year or 12 quarter period, there might be 4 down quarters and 8 up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the down quarters. The up market capture ratio is the ratio of the fund's return in up markets to the index. The down market capture ratio is the ratio of the fund's return in down markets to the index. Ideally, the fund would have a greater up market capture ratio than down market capture ratio.
- **Standard Deviation:** Standard deviation is a statistical measure of the range of performance within which the total returns of a fund fall. When a fund has a high standard deviation, the range of performance is very wide, meaning there is a greater volatility. Approximately 68% of the time, the total return of any given fund will differ from the average total return by no more than plus or minus the standard deviation figure. Ninety-five percent of the time, a fund's total return will be within a range of plus or minus two times the standard deviation from the average total return. If the quarterly or monthly returns are all the same the standard deviation will be zero. The more they vary from one another, the higher the standard deviation. Standard deviation can be misleading as a risk indicator for funds with high total returns because large positive deviations will increase the standard deviation without a corresponding increase in the risk of the fund. While positive volatility is welcome, negative is not.
- **R-Squared:** This reflects the percentage of a fund's movements that are explained by movements in its benchmark index. An R-squared of 100 means that all movements of a fund are completely explained by movements in the index. Conversely, a low R-squared indicates very few of the fund's movements are explained by movements in the benchmark index. R-squared can also be used to ascertain the significance of a particular beta. Generally, a higher R-squared will indicate a more reliable beta figure. If the R-squared is lower, then the beta is less relevant to the fund's performance. A measure of diversification, R-squared indicates the extent to which fluctuations in portfolio returns are explained by market. An R-squared = 0.70 implies that 70% of the fluctuation in a portfolio's return is explained by the fluctuation in the market. In this instance, overweighting or underweighting of industry groups or individual securities is responsible for 30% of the fund's movement.
- **Beta:** This is a measure of a fund's market risk. The beta of the market is 1.00. Accordingly, a fund with a 1.10 beta is expected to perform 10% better than the market in up markets and 10% worse than the market in down markets. It is important to note, however, a low fund beta does not imply the fund has a low level of volatility; rather, a low beta means only that the fund's market-related risk is low. Because beta analyzes the market risk of a fund by showing how responsive the fund is to the market, its usefulness depends on the degree to which the markets determine the fund's total risk (indicated by R-squared).
- **Alpha:** The Alpha is the nonsystematic return, or the return that can't be attributed to the market. It can be thought of as how the manager performed if the market's return was zero. A positive alpha implies the manager added value to the return of the portfolio over that of the market. A negative alpha implies the manager did not contribute any value over the performance of the market.
- **Sharpe Ratio:** The Sharpe ratio is the excess return per unit of total risk as measured by standard deviation. Higher numbers are better, indicating more return for the level of risk experienced. The ratio is a fund's return minus the risk-free rate of return (30-day T-Bill rate) divided by the fund's standard deviation. The higher the Sharpe ratio, the more reward you are receiving per unit of total risk. This measure can be used to rank the performance of mutual funds or other portfolios.
- **Treynor Ratio:** The Treynor ratio measures returns earned in excess of that which could have been earned on a riskless investment per each unit of market risk. The ratio relates excess return over the risk-free rate to the additional risk taken; however, systematic risk is used instead of total risk. The Treynor ratio is similar to the Sharpe ratio, except in the fact that it uses the beta to evaluate the returns rather than the standard deviation of portfolio returns. High values mean better return for risk taken.
- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between the manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's annual return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividing it by the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g. over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

DEFINITION OF KEY PRIVATE EQUITY TERMS

- **PIC (Paid in Capital):** The amount of committed capital that has been transferred from the limited partner to the general partner.
- **TVPI (Total Value to Paid in Capital):** Money returned to limited partners plus the fund's unrealized investments, divided by money paid-in to the partnership. The TVPI should equal RVPI plus DPI.
- **DPI (Distribution to Paid In Capital):** Money returned (distributions) to limited partners divided by money paid in to the partnership. Also called cash-on-cash multiple.
- **RVPI (Residual Value to Paid In Capital):** The value of a fund's unrealized investments divided by money paid-in to the partnership.
- **Internal rate of return (IRR):** This is the most appropriate performance benchmark for private equity investments. It is a time-weighted return expressed as a percentage. IRR uses the present sum of cash drawdowns (money invested), the present value of distributions (money returned from investments) and the current value of unrealized investments and applies a discount.
- **Commitment:** Every investor in a private equity fund commits to investing a specified sum of money in the fund partnership over a specified period of time. The fund records this as the limited partnership's capital commitment. The sum of capital commitments is equal to the size of the fund.
- **Capital Distribution:** These are the returns that an investor in a private equity fund receives. It is the income and capital realized from investments less expenses and liabilities. Once a limited partner has had their cost of investment returned, further distributions are actual profit. The partnership agreement determines the timing of distributions to the limited partner. It will also determine how profits are divided among the limited partners and general partner.
- **Carried Interest:** The share of profits that the fund manager is due once it has returned the cost of investment to investors. Carried interest is normally expressed as a percentage of the total profits of the fund.
- **Co-Investment:** Co-Investments are minority investments made alongside a private equity investor in an LBO, a recapitalization or an expansion capital transaction. It is a passive, non-controlling investment, as the private equity firm involved will typically exercise control and perform monitoring functions.
- **General Partner (GP):** This can refer to the top-ranking partners at a private equity firm as well as the firm managing the private equity fund.
- **GP Commitments:** It is normal practice for the GP managing a private equity fund to also make a financial commitment to the fund on the same basis as the LPs in the fund, and this is seen as an important factor driving the alignment of GP and LP interests. The historic benchmark for GP commitments has been 1% of the total fund size, but this is by no means universal, and many GPs commit significantly larger amounts. Furthermore, there has been a marked trend towards GPs making larger commitments to their funds over recent years.
- **Leveraged Buy-Out (LBO):** The acquisition of a company using debt and equity finance.
- **Limited Partner (LP):** Institutions or high-net-worth individuals/sophisticated investors that contribute capital to a private equity fund.
- **Public Market Equivalent (PME):** Performance measure used to evaluate performance relative to the market. It is calculated as the ratio of the discounted value of the LP's inflows divided by the discounted value of outflows, with the discounting performed using realized market returns.
- **Primaries:** An original investment vehicle that invests directly into a company or asset.

VALUATION POLICY

DiMeo Schneider does not engage an independent third party pricing service to value securities. Our reports are generated using the security prices provided by custodians used by our clients. Our custodial pricing hierarchy is available upon request. If a client holds a security not reported by the first custodian within the hierarchy, the valuation is generated from the next custodian within the hierarchy, and so forth. Each custodian uses pricing services from outside vendors, where the vendors may generate nominally different prices. Therefore, this report can reflect minor valuation differences from those contained in a custodian's report. In rare instances where DSA overrides a custodial price, prices are taken from Bloomberg.

REPORTING POLICY

This report is intended for the exclusive use of the client listed within the report. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecast represents median expectations and actual returns, volatilities and correlations will differ from forecasts. Please note each client has customized investment objectives and constraints and the investment strategy for each portfolio is based on a client-specific asset allocation model. Past performance does not indicate future performance and there is a possibility of a loss. Performance calculated net of investment fees. Certain portfolios presented may be gross of DiMeo Schneider's fees and actual performance would be reduced by investment advisory fees. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice.

Custodian reports are the reports that govern the account. There will be different account values between DiMeo Schneider's reports and the custodian reports based on whether the report utilizes trade date or settlement date to calculate value. Additionally, difference between values contained on reports may be caused by different accrued income values. Any forecasts represent future expectations and actual returns, volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is a possibility of a loss.

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Unless specified otherwise, all returns are net of individual manager fees, represent total returns and are annualized for periods greater than one year. The deduction of fees produces a compounding effect that reduces the total rate of return over time. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by DiMeo Schneider are described in Part 2 of the Form ADV.

OTHER

By regulation, closed-end funds utilizing debt for leverage must report their interest expense, as well as their income tax expense, as part of their total expense ratio. To make for a useful comparison between closed-end funds and both open-end funds and exchange-traded funds, adjusted expense ratios excluding interest and income tax expenses are utilized for closed-end funds within this report. See disclosure on closed-end fund fact sheets for information regarding the total expense ratio of each closed-end fund.

Please advise us of any changes in your objectives or circumstances.

CUSTODIAN STATEMENTS

Please remember to review the periodic statements you receive from your custodian. If you do not receive periodic statements from your custodian, or notice issues with the activity reported in those statements, please contact DSA or your custodian immediately.

YEAR END FIRM UPDATE DISCLOSURES

Barron's Institutional Consulting Teams ranking is based on quantitative and qualitative factors including team's assets, revenue, size and character of the team itself. Barron's invites firms that, in their opinion, are competitive given size and sophistication. There is no fee associated with participating in the ranking. DiMeo Schneider's ranking took into consideration the combined capabilities of the firm and its subsidiary, Fiduciary Investment Advisors, LLC.

P&I's 2020 Best Places to Work in Money Management ranking is a proprietary survey produced by Pension & Investment in partnership with Best Companies Group. 94 companies were recognized in 2020 and results are based on evaluating each nominated company's workplace policies, practices, philosophy, systems and demographics, as well as an employee survey to measure employee experience. DiMeo Schneider's rankings are representative of the firm and its subsidiary, Fiduciary Investment Advisors, LLC. There is no fee associated with participating in the ranking.

P&I's Consultant Ranking is a proprietary survey produced by Pension & Investment. Results are based on 80 questionnaire responses sent to 213 consultants determined by P&I that self-reported institutional assets under advisement as of June 30, 2020. Consultants with multiple subsidiaries are asked to provide information on a consolidated basis. There is no fee associated with participating in the ranking. The ranking is not indicative of DiMeo Schneider's future performance.

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	NOV 2020	CHANGE	DEC 2020	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./ (DECR.)	FORECAST	OVER/(UNDER)	UNF
1	MEMBER TOWN ALLOCATIONS	48,627,967	49,760,789	49,760,789	0	49,760,789	0	FAV
2	OTHER REVENUE	262,141	248,317	141,464	6,964	148,428	(99,889)	UNF
3	OTHER STATE GRANTS	758,946	731,653	942,439	305	942,744	211,091	FAV
4	MISCELLANEOUS INCOME	70,134	43,750	24,750	0	24,750	(19,000)	UNF
5	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
6	TOTAL REVENUES	49,719,188	50,784,509	50,869,442	7,269	50,876,711	92,202	FAV
7	SALARIES	25,967,645	27,168,752	27,151,480	(40,721)	27,110,759	(57,993)	FAV
8	BENEFITS	5,141,056	6,186,149	6,182,452	(173,304)	6,009,148	(177,001)	FAV
9	PURCHASED SERVICES	7,565,040	9,450,642	9,412,286	(70,328)	9,341,958	(108,684)	FAV
10	DEBT SERVICE	4,559,210	4,453,835	4,453,835	0	4,453,835	0	FAV
11	SUPPLIES (INCLUDING UTILITIES)	2,935,589	2,907,974	2,867,742	0	2,867,742	(40,232)	FAV
12	EQUIPMENT	771,215	134,053	197,316	0	197,316	63,263	UNF
13	IMPROVEMENTS / CONTINGENCY	222,666	305,940	235,020	(75,000)	160,020	(145,920)	FAV
14	DUES AND FEES	110,508	177,164	159,389	0	159,389	(17,775)	FAV
15	TRANSFER ACCOUNT	495,482	0	0	0	0	0	FAV
16	TOTAL EXPENDITURES	47,768,411	50,784,509	50,659,520	(359,353)	50,300,167	(484,342)	FAV
17	SUBTOTAL	1,950,777	0	209,922	366,622	576,544	576,544	FAV
18	PLUS: CANCELLATION OF PRIOR YEAR'S ENCUMBRANCES	35,457	0	0	0	0	0	FAV
19	DESIGNATED FOR SUBSEQUENT YEAR'S BUDGET:	0	0	0	0	0	0	FAV
20	NET BALANCE / (DEFICIT)	1,986,234	0	209,922	366,622	576,544	576,544	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	NOV 2020	CHANGE	DEC 2020	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./ (DECR.)	FORECAST	OVER/ (UNDER)	UNF
1	BETHANY ALLOCATION	8,926,150	9,000,731	9,000,731	0	9,000,731	0	FAV
2	ORANGE ALLOCATION	24,736,074	25,003,802	25,003,802	0	25,003,802	0	FAV
3	WOODBIDGE ALLOCATION	14,965,743	15,756,256	15,756,256	0	15,756,256	0	FAV
4	MEMBER TOWN ALLOCATIONS	48,627,967	49,760,789	49,760,789	0	49,760,789	0	FAV
5	ADULT EDUCATION	3,748	3,042	3,042	0	3,042	0	FAV
6	PARKING INCOME	20,865	32,000	18,111	3,245	21,356	(10,644)	UNF
7	INVESTMENT INCOME	52,292	35,000	3,500	0	3,500	(31,500)	UNF
8	ATHLETICS	25,300	22,000	5,500	0	5,500	(16,500)	UNF
9	TUITION REVENUE	133,936	129,675	91,811	3,719	95,530	(34,145)	UNF
10	TRANSPORTATION INCOME	26,000	26,600	19,500	0	19,500	(7,100)	UNF
11	TRANSPORTATION BOWA AGREEMENT	0	0	0	0	0	0	FAV
12	OTHER REVENUE	262,141	248,317	141,464	6,964	148,428	(99,889)	UNF
13	OTHER STATE GRANT	0	0	0	0	0	0	FAV
14	SPECIAL EDUCATION GRANTS	758,946	731,653	942,439	305	942,744	211,091	FAV
15	OTHER STATE GRANTS	758,946	731,653	942,439	305	942,744	211,091	FAV
16	RENTAL INCOME	18,177	14,000	0	0	0	(14,000)	UNF
17	INTERGOVERNMENTAL REVENUE	32,884	4,750	4,750	0	4,750	0	FAV
18	OTHER REVENUE	19,073	25,000	20,000	0	20,000	(5,000)	UNF
19	TRANSFER IN	0	0	0	0	0	0	FAV
20	MISCELLANEOUS INCOME	70,134	43,750	24,750	0	24,750	(19,000)	UNF
21	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
22	TOTAL REVENUES	49,719,188	50,784,509	50,869,442	7,269	50,876,711	92,202	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	NOV 2020	CHANGE	DEC 2020	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	5111-CERTIFIED SALARIES	21,243,071	22,123,005	22,110,325	(15,000)	22,095,325	(27,680)	FAV
2	5112-CLASSIFIED SALARIES	4,724,574	5,045,747	5,041,155	(25,721)	5,015,434	(30,313)	FAV
3	SALARIES	25,967,645	27,168,752	27,151,480	(40,721)	27,110,759	(57,993)	FAV
4	5200-MEDICARE - ER	354,550	393,384	393,384	0	393,384	0	FAV
5	5210-FICA - ER	293,447	315,690	315,690	0	315,690	0	FAV
6	5220-WORKERS' COMPENSATION	203,071	237,774	215,228	0	215,228	(22,546)	FAV
7	5255-MEDICAL & DENTAL INSURANCE	3,134,277	4,229,925	4,229,925	(173,304)	4,056,621	(173,304)	FAV
8	5860-OPEB TRUST	40,950	31,678	31,678	0	31,678	0	FAV
9	5260-LIFE INSURANCE	42,820	47,280	45,772	0	45,772	(1,508)	FAV
10	5275-DISABILITY INSURANCE	10,277	10,529	10,886	0	10,886	357	UNF
11	5280-PENSION PLAN - CLASSIFIED	851,987	790,234	790,234	0	790,234	0	FAV
12	5281-DEFINED CONTRIBUTION RETIREMENT PLAN	99,079	120,224	120,224	0	120,224	0	FAV
12	5282-RETIREMENT SICK LEAVE - CERT	0	0	0	0	0	0	FAV
13	5283-RETIREMENT SICK LEAVE - CLASS	0	0	0	0	0	0	FAV
14	5284-SEVERANCE PAY - CERTIFIED	0	0	0	0	0	0	FAV
15	5290-UNEMPLOYMENT COMPENSATION	109,160	7,431	27,431	0	27,431	20,000	UNF
16	5291-CLOTHING ALLOWANCE	1,438	2,000	2,000	0	2,000	0	FAV
17	BENEFITS	5,141,056	6,186,149	6,182,452	(173,304)	6,009,148	(177,001)	FAV
18	5322-INSTRUCTIONAL PROG IMPROVEMENT	21,594	22,200	18,870	0	18,870	(3,330)	FAV
19	5327-DATA PROCESSING	110,412	102,829	102,829	0	102,829	0	FAV
20	5330-OTHER PROFESSIONAL & TECHNICAL SRVC	1,385,205	1,759,359	1,905,245	0	1,905,245	145,886	UNF
21	5440-RENTALS - LAND, BLDG, EQUIPMENT	48,229	113,634	97,858	0	97,858	(15,776)	FAV
22	5510-PUPIL TRANSPORTATION	2,861,329	3,544,897	3,291,151	(62,954)	3,228,197	(316,700)	FAV
23	5521-GENERAL LIABILITY INSURANCE	238,281	247,562	249,804	0	249,804	2,242	UNF
24	5550-COMMUNICATIONS: TEL, POST, ETC.	77,186	114,356	95,324	0	95,324	(19,032)	FAV
25	5560-TUITION EXPENSE	2,640,986	3,446,498	3,466,381	(57,374)	3,409,007	(37,491)	FAV
26	5590-OTHER PURCHASED SERVICES	181,818	99,307	184,824	50,000	234,824	135,517	UNF
27	PURCHASED SERVICES	7,565,040	9,450,642	9,412,286	(70,328)	9,341,958	(108,684)	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2020-2021

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020	2020-2021	NOV 2020	CHANGE	DEC 2020	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
28	5830-INTEREST	809,210	788,835	788,835	0	788,835	0	FAV
29	5910-REDEMPTION OF PRINCIPAL	3,750,000	3,665,000	3,665,000	0	3,665,000	0	FAV
30	DEBT SERVICE	4,559,210	4,453,835	4,453,835	0	4,453,835	0	FAV
31	5410-UTILITIES, EXCLUDING HEAT	620,438	709,866	703,219	0	703,219	(6,647)	FAV
32	5420-REPAIRS, MAINTENANCE & CLEANING	774,787	761,354	814,774	0	814,774	53,420	UNF
33	5611-INSTRUCTIONAL SUPPLIES	311,910	366,196	313,188	0	313,188	(53,008)	FAV
34	5613-MAINTENANCE/CUSTODIAL SUPPLIES	228,327	229,557	251,775	0	251,775	22,218	UNF
35	5620-OIL USED FOR HEATING	42,700	42,700	42,700	0	42,700	0	FAV
36	5621-NATURAL GAS	47,475	67,173	67,173	0	67,173	0	FAV
37	5627-TRANSPORTATION SUPPLIES	96,789	124,202	105,572	0	105,572	(18,630)	FAV
38	5641-TEXTS & DIGITAL RESOURCES	291,630	63,778	63,778	0	63,778	0	FAV
39	5642-LIBRARY BOOKS & PERIODICALS	18,584	20,215	15,933	0	15,933	(4,282)	FAV
40	5690-OTHER SUPPLIES	502,949	522,933	489,630	0	489,630	(33,303)	FAV
41	SUPPLIES (INCLUDING UTILITIES)	2,935,589	2,907,974	2,867,742	0	2,867,742	(40,232)	FAV
42	5730-EQUIPMENT - NEW	332,148	70,947	134,210	0	134,210	63,263	UNF
43	5731-EQUIPMENT - REPLACEMENT	439,067	63,106	63,106	0	63,106	0	FAV
44	EQUIPMENT	771,215	134,053	197,316	0	197,316	63,263	UNF
45	5715-IMPROVEMENTS TO BUILDING	160,841	55,940	55,940	0	55,940	0	FAV
45a	5715-FACILITIES CONTINGENCY	100,000	100,000	100,000	0	100,000	0	FAV
45b	TRSF. FROM FACILITIES CONTINGENCY	(100,000)	0	(53,420)	0	(53,420)	(53,420)	FAV
46	5720-IMPROVEMENTS TO SITES	61,825	0	0	0	0	0	FAV
47	5850-DISTRICT CONTINGENCY	150,000	150,000	150,000	0	150,000	0	FAV
47a	TRSF. FROM CONTINGENCY TO OTHER ACCTS.	(150,000)	0	(17,500)	(75,000)	(92,500)	(92,500)	FAV
48	IMPROVEMENTS / CONTINGENCY	222,666	305,940	235,020	(75,000)	160,020	(145,920)	FAV
49	5580-STAFF TRAVEL	10,723	24,850	18,637	0	18,637	(6,213)	FAV
50	5581-TRAVEL - CONFERENCES	22,406	46,660	35,098	0	35,098	(11,562)	FAV
51	5810-DUES & FEES	77,379	105,654	105,654	0	105,654	0	FAV
52	DUES AND FEES	110,508	177,164	159,389	0	159,389	(17,775)	FAV
53	5856-TRANSFER ACCOUNT	495,482	0	0	0	0	0	FAV
54	ESTIMATED UNSPENT BUDGETS		0	0	0	0	0	FAV
55	TOTAL EXPENDITURES	47,768,411	50,784,509	50,659,520	(359,353)	50,300,167	(484,342)	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget
Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES & EXPENDITURES BY CATEGORY
FINANCIAL ANALYSIS
FOR THE FISCAL YEAR 2020-2021**



JANUARY 2021

2020-2021 FORECAST

OVERVIEW

The projected unspent fund balance for this fiscal year is \$576,544 FAV previously, \$209,922 FAV, which appears on page 1, column 6, line 20. The forecast does not yet include the use of the fund balance available to support end-of-year purchases for items removed from the fiscal year 2021-2022 budget request or transferring funds into the capital nonrecurring reserve 1% (current statute limit), or \$507,844. The end-of-year purchases identified total \$185,600 include digital whiteboards, computers, 3D printers, cooling tower repairs, concrete repairs, pipe insulations, science textbooks and other items deemed necessary either to age and condition for replacement or additional safety measures.

REVENUES BY CATEGORY

The projected yearend balance of revenues is *\$92,202 FAV previously \$84,933 UNF*, which appears on page 2, column 6, line 22.

LINE 5 on Page 2: ADULT EDUCATION:

The forecast is based on historical State payments.

LINE 6 on Page 2: PARKING INCOME:

The forecast estimates 50% of parking revenue will be collected, \$10,644 UNF, previously \$13,889 UNF.

LINE 7 on Page 2: INVESTMENT INCOME:

The budget is based on the expectation that interest rates will remain steady and revenue will be as budgeted. *The forecast projects less interest income due to declining interest rates, \$31,500 UNF previously \$31,500 UNF.*

<u>Month</u>	<u>Peoples United</u>	<u>State Treasurer's Investment Fund</u>
July 2020	.392%	.352%
August	.392%	.221%
September	.399%	.081%
October	.399%	.081%
November	.397%	.065%
December	.397%	.065%
January	.398%	.074%

LINE 8 on Page 2: ATHLETICS:

The forecast estimates a 50% reduction due to limited fan participation for at least one season, \$16,500 UNF previously, \$16,500 UNF.

LINE 9 on Page 2: TUITION REVENUE:

The budget is based on seven tuition students. The actual tuition charged is higher (\$71 per year) than budgeted since the rate is set after the budget referendum is past. Two new tuition students enrolled in the District. *One student disenrolled, three students are moving into the District. The projected variance is \$34,145 UNF previously \$37,864 UNF.*

LINE 10 on Page 2: TRANSPORTATION INCOME:

The forecast is based on projected State payments and enrollment for magnet school transportation budgeted, *estimated at \$19,500 which is \$7,100 UNF, previously \$7,100 UNF.*

LINE 14 on Page 2: SPECIAL EDUCATION GRANTS:

The current projection is based on budgeted costs for placements and transportation. This is based on a 73% reimbursement rate. Excess cost grant is expected to increase due to an increase of services. Tuition is increased for students moving into the District with unanticipated costs which will be partially reimbursed through the grant, *\$211,091 FAV previously, \$210,786 FAV.*

LINE 16 on Page 2: RENTAL INCOME:

The forecast estimates a 100% reduction based on limiting the use of the building for the year due to COVID19, *\$14,000 UNF previously, \$14,000 UNF.*

LINE 17 on Page 2: INTERGOVERNMENTAL INCOME:

The forecast is based on the budget for shared services with the Woodbridge Board of Education for technology services.

LINE 18 on Page 2: OTHER REVENUE:

The forecast is based on budget currently, *slightly less revenue is anticipated at this time, \$5,000 UNF previously, \$5,000 FAV.*

EXPENDITURES BY CATEGORY

The projected yearend balance of expenditures is *\$484,342 FAV previously \$124,989 FAV* which appears on page 4, column 6, line 55.

LINE 1 on Page 3: 5111-CERTIFIED SALARIES:

The forecast is based on budget. There are still open positions and the forecast will be updated after the school year begins. The need for additional coverage is anticipated. We intend to expand our use of bench subs to better ensure adequate class coverage and supervision in the buildings. All substitute position have not yet been filled. The District has not yet reached the budgeted amount of turnover savings, \$81,769 UNF. The current projection is \$34,328 UNF previously \$94,442 UNF. The forecast includes \$48,053 FAV grant funds pending State approval and \$61,818 FAV for vacancy filled by an outside consultant. Substitute fill rates are trending 54% higher and costs which reflect the rate

increase are trending 82% higher than last year at this time. The forecast projection for substitute costs is reduced from \$195,168 higher UNF to \$150,168 UNF based on current data and remote sessions. *The current projection is \$27,680 FAV, previously \$12,680 UNF.*

LINE 2 on Page 3: 5112-CLASSIFIED SALARIES:

The forecast is based on budget. There are still open positions and the forecast will be updated after the school year begins. *The need for additional support staff is anticipated as we increase building hours and occupancy.* The turnover factor is currently short of the budget projection by \$752 UNF previously, \$16,185 UNF. There are still positions in transition and the turnover factor and classified budget is expected to be neutral. One position was no longer eligible for grant funds though a certified salary replaced the request, \$31,520 UNF. *The forecast reflect a changes due to staff vacancies of \$21,809 FAV, contract settlements and overtime estimates for the year reduced by \$25,035 due to no in-person events after school, net \$30,313 FAV, previously \$4,592 FAV.*

LINES 4 & 5 on Page 3: 5200 & 5210-MEDICARE & FICA:

The forecast is based on the budget for current staff.

LINE 6: 5220 on Page 3-WORKERS' COMPENSATION:

The workers' compensation premium is less than budgeted and the forecast assumes the payroll audit will be as budgeted. Member equity distribution was received for \$9,190 FAV and a contract stabilization rate approved by the Board in May saved \$15,313 FAV. *Total savings YTD \$22,546 FAV.*

LINES 7 on Page 3: 5255-MEDICAL AND DENTAL INSURANCE:

The forecast assumes actual claims of current employees and retirees will be the same as the budget. The projected monthly budget is based on an average of five years of claims. *Medical claims are lower, presumably due to routine office visits and medical tests being postponed. We expect claims will rise later in the year as employees and families return to routine care visits or possibly an increase in COVID treatments. Currently the account is running at 85.1% of claims, previously 87.2% of claims. The forecast projects the account that 25% of the current claims balance, \$173,304 of \$694,815 will not be spent. Claim payments lag about 90 days.*

CLAIMS OF CURRENT EMPLOYEES AND RETIREES

MONTH	2020-2021 ACTUAL	2020-2021 BUDGET	VARIANCE	2019-2020 ACTUAL	2018-2019 ACTUAL
<i>JUL</i>	\$ 256,509	\$ 408,015	\$ (151,506)	\$ 366,182	\$ 292,718
<i>AUG</i>	\$ 200,490	\$ 446,937	\$ (246,447)	\$ 383,765	\$ 282,192
<i>SEP</i>	\$ 292,575	\$ 365,001	\$ (72,426)	\$ 317,685	\$ 376,576
<i>OCT</i>	\$ 293,360	\$ 363,318	\$ (69,958)	\$ 383,369	\$ 245,938
<i>NOV</i>	\$ 401,884	\$ 453,630	\$ (51,746)	\$ 370,672	\$ 418,110
<i>DEC</i>	\$ 482,778	\$ 484,052	\$ (1,274)	\$ 403,126	\$ 334,678
<i>JAN</i>	\$ 253,077	\$ 354,535	\$ (101,458)	\$ 348,820	\$ 331,129
<i>FEB</i>	\$ 307,567	\$ 307,567	\$ -	\$ 124,317	\$ 384,149
<i>MAR</i>	\$ 389,184	\$ 389,184	\$ -	\$ 276,832	\$ 363,660
<i>APR</i>	\$ 343,398	\$ 343,398	\$ -	\$ 196,735	\$ 278,082
<i>MAY</i>	\$ 409,054	\$ 409,054	\$ -	\$ 124,900	\$ 363,382
<i>JUN</i>	\$ 326,536	\$ 326,536	\$ -	\$ 194,428	\$ 224,419
TOTALS	\$ 3,956,411	\$ 4,651,225	\$ (694,814)	\$ 3,490,831	\$ 3,895,033

ACTUAL/FORECAST CLAIMS AS A PERCENTAGE OF EXPECTED CLAIMS

2016-2017 ACTUAL	2017-2018 ACTUAL	2018-2019 ACTUAL	2019-2020 FORECAST	2020-2021 FORECAST
85.2%	72.1%	92.2%	84.1%	100.0%

Note: 2020-2021 FORECAST of projected claims for this fiscal year as a percentage of expected claims is based on actual year-to-date claims plus budgeted claims for the remainder of the year divided by expected (budgeted) claims.

FEES OF CURRENT EMPLOYEES AND RETIREES (Stop-Loss Premiums, Network Access Fees, and Other Fees)

MONTH	2020-2021 ACTUAL	2020-2021 BUDGET	VARIANCE	2019-2020 ACTUAL	2018-2019 ACTUAL
<i>JUL</i>	\$ 53,562	\$ 61,957	\$ (8,395)	\$ 65,692	\$ 63,793
<i>AUG</i>	\$ 50,187	\$ 65,755	\$ (15,568)	\$ 62,661	\$ 60,070
<i>SEP</i>	\$ 53,804	\$ 58,089	\$ (4,285)	\$ 46,306	\$ 63,599
<i>OCT</i>	\$ 55,100	\$ 61,041	\$ (5,941)	\$ 70,245	\$ 63,213
<i>NOV</i>	\$ 63,637	\$ 41,539	\$ 22,098	\$ 59,406	\$ 71,815
<i>DEC</i>	\$ 62,829	\$ 37,299	\$ 25,530	\$ 62,365	\$ 70,016
<i>JAN</i>	\$ 11,403	\$ 36,807	\$ (25,404)	\$ 73,157	\$ 78,786
<i>FEB</i>	\$ 36,239	\$ 36,239	\$ -	\$ 57,592	\$ 66,033
<i>MAR</i>	\$ 32,198	\$ 32,198	\$ -	\$ 58,624	\$ 38,918
<i>APR</i>	\$ 36,879	\$ 36,879	\$ -	\$ 57,573	\$ 69,321
<i>MAY</i>	\$ 36,343	\$ 36,343	\$ -	\$ 56,459	\$ 76,505
<i>JUN</i>	\$ 35,743	\$ 35,743	\$ -	\$ 56,502	\$ 72,044
TOTALS	\$ 527,924	\$ 539,887	\$ (11,963)	\$ 726,582	\$ 794,113

LINE 9 on Page 3: 5260-LIFE INSURANCE:

The forecast is based on the actual staff, \$1,508 FAV.

LINE 10 on Page 3: 5275-DISABILITY INSURANCE:

The forecast is based on the current staff, \$357 UNF, previously, \$357 UNF.

LINE 12 on Page 3: 5281-DEFINED CONTRIBUTION RETIREMENT PLAN:

The current forecast projects this account will be **neutral**.

LINE 15 on Page 3: 5290-UNEMPLOYMENT:

The forecast estimates the account may run \$20,000 UNF. The budget was reduced prior to the pandemic based on a low utilization for several years. Many of the current claimants will come off unemployment when we reopen. However, there are a number of claimants that are receiving benefits based on their past 24 months of work history with Amity and are not current employees. It is difficult to measure how many will remain on benefits. **\$20,000 UNF.**

LINE 20 on Page 3: 5330-PROFESSIONAL TECHNICAL SERVICES:

Coverage is needed for an administrator on leave. Coverage is provided through an outside consultant, \$61,818 UNF. A transfer for these professional services was approved in October. Legal services are higher than budgeted due to COVID-19 environment. Legal expenses are running 25% higher than the first quarter last year. Many vendor contracts are reviewed to consider cancellations because of COVID-19, two bargaining units were scheduled to negotiate in the Spring of 2020 but were delayed until this fiscal year, and numerous labor and employment questions relating to COVID-19. The change in special education laws increased the use of legal services. The legal budget if it continues at 25% higher will be \$82,000 UNF over budget, ***total for these line items is forecasted at \$145,886 UNF.***

LINE 22 on Page 3: 5510-PUPIL TRANSPORTATION:

Special Education Transportation is projecting a ***\$159,076 FAV, previously, \$96,122 FAV*** balance partly due to the first summer session being held virtually. ***Late busses and field trips will be reduced due to COVID-19, currently assuming a 50% or \$157,624 FAV, previously \$157,624 FAV projection for a total projection of \$316,700 FAV***

LINE 23 on Page 3: 5521-GENERAL LIABILITY INSURANCE:

Student Accident insurance renewed slightly higher-\$922 UNF, LAP and several other policies came in lower-\$8,588 FAV and cyberinsurance is now a separate policy and not covered under general liability increases \$9,907 UNF for a total account increase of **\$2,242 UNF**

LINE 24 on Page 3: 5550-COMMUNICATION:TEL, POST, ETC:

E-Rate funding is approved for the current fiscal year. ***The District will receive discounted invoices for the CEN service provided by the State of Connecticut. The funding decision was announced this month and the District will save \$19,032 FAV.***

LINE 25 on Page 3: 5560-TUITION EXPENSE:

Tuition is currently forecasted to have a \$37,491 FAV previously \$19,883 UNF variance.
The forecast is based on current students and their placements.

Tuition for the vo-ag schools has a projected variance of **\$50,889 FAV previously \$50,889 FAV.**

	FY16-17 ACTUAL	FY17-18 ACTUAL	FY18-19 ACTUAL	FY19-20 ACTUAL	FY20-21 BUDGET	FY20-21 FORECAST
Sound	3	4	6	6	8	5(5)
Trumbull	3	6	4	4	5	3(3)
Nonnewaug	3	4	6	5	7	7(7)
Common Ground Charter HS	1	0	0	0	1	1(1)
Betsy Ross Magnet	0	0	0	0	0	1(0)
King Robinson Magnet	1	0	0	0	0	0
Engineering Science Magnet	0	1	0	0	0	0
Highville Charter School	0	1	0	0	0	0
Totals	11	16	16	15	21	17(17)

ECA is projected variance *to be* \$25,928 FAV previously \$25,928 FAV, below budget, with five less students enrolled than budgeted.

	FY16-17 ACTUAL	FY17-18 ACTUAL	FY18-19 ACTUAL	FY19-20 ACTUAL	FY20-21 BUDGET	FY20-21 FORECAST
ECA	15	19	24	21	21	16(16)

Public (ACES) and private out-of-district placements are currently less than anticipated, \$39,326 UNF previously \$96,700 UNF. There are more outplaced students who recently moved into the District.

	FY16-17 ACTUAL	FY17-18 ACTUAL	FY18-19 ACTUAL	FY19-20 ACTUAL	FY20-21 BUDGET	FY20-21 FORECAST
Public SPED	8	8	11	8	9	7(7)
Private SPED	27	20	22	18	29	29(31)
Totals	35	28	33	26	38	36(38)

LINE 26 on Page 3: 5590-OTHER PURCHASED SERVICES:

The forecast assumes a transfer into the cafeteria fund to cover operations due to losses in the program. The year-to-date projection for the café fund is \$153,395 UNF. The volume of meals is significantly impacted by no in-person dining option and near zero ala carte sales. Typical November ala carte sales are \$28,923 and this year ala

carte revenue for November was \$175. Also 13,681 meals were served in November of 2019 and just 3,734 meals were served in November 2020. We meet regularly to discuss options to increase participation. We plan to expand the Friday offering of 2 meals to 4 to cover Saturday. This will benefit the families participating and generate a larger State reimbursement. The current estimate that the Board will need to transfer from the general fund is \$150,000 UNF, previously \$100,00 UNF and a budget request of \$75,000 is included in this month's forecast.

LINE 30 on Page 4: 5830 & 5910-DEBT SERVICE :

Debt service is \$54,962 overbudget of the estimate for the new bond. There was premium paid by purchaser to offset this increase so the budget will remain neutral and this variance is paid from bond proceeds.

LINE 31 on Page 4: 5410-UTILITIES, EXCLUDING HEAT:

The 2020-2021 budget for electricity assumes the use of 3,189,868 kilowatt hours at an average price of \$0.19661 per kilowatt hour, or a cost of \$627,736. *Current kilowatt hours are down but with the increased full capacity run times for HVAC systems during the pandemic, it is anticipated the hours will rise over the next months. The usage is projected to be on budget, neutral.*

ELECTRICITY (KILOWATT HOURS)

MONTH	2020-2021 FORECAST	2020-2021 BUDGET	VARIANCE	2019-2020 ACTUAL	2018-2019 ACTUAL
<i>JUL</i>	<i>254,693</i>	261,716	<i>(7,023)</i>	306,744	104,580
<i>AUG</i>	<i>96,300</i>	292,794	<i>(196,494)</i>	298,187	152,275
<i>SEP</i>	<i>297,628</i>	308,389	<i>(10,761)</i>	255,198	314,178
<i>OCT</i>	<i>272,258</i>	282,314	<i>(10,056)</i>	294,827	271,919
<i>NOV</i>	<i>290,214</i>	260,774	<i>29,440</i>	243,754	249,759
<i>DEC</i>	<i>253,679</i>	260,198	<i>(6,519)</i>	250,944	247,237
JAN	268,460	268,460	-	266,227	274,992
FEB	269,090	269,090	-	251,802	263,959
MAR	256,461	256,461	-	217,683	248,762
APR	260,337	260,337	-	232,983	262,037
MAY	246,095	246,095	-	145,568	276,658
JUN	223,240	223,240	-	239,032	91,898
Totals	2,988,455	3,189,868	(201,413)	3,002,949	2,758,254

Note: 2019-2020 Actual Kilowatt Hours shown in bold italics.

The budget assumes there will not be a Load Shed credit. Building had limited use in FY20 from March 13-June 30. The delivery charge has increased significantly since last year. Currently we anticipate this may be partially offset by shorter operating days even with extended run time for air handlers. However, the delivery charges may put the accounts over even if kilowatt usage is down.

The budget for propane is \$3,330. *The forecast is neutral at this time.*

The budget for water is \$47,800. *The forecast is neutral at this time.*

Sewer costs are budgeted at \$31,000, costs are projected to be \$24,353. *The forecast is \$6,647 FAV at this time.*

DEGREE DAYS

There are 2,140 degree days to date compared to 2,348 last year at this time.

LINE 32 on Page 4: 5420-REPAIRS & MAINTENANCE: There is an emergency repair to a leaking underground water line to the boiler at the high school quoted at \$53,420. A transfer was requested in December.

LINE 35 & 36 on Page 4: 5620 & 5621-OIL & NATURAL GAS :

These accounts may be overbudget, though it is difficult to estimate how much at this time. We are increasing the percentage of outdoor air flow into the HVAC system per CDC recommendations. The actual temperatures for the winter months will greatly influence the need for additional heating fuel.

LINE 40 on Page 4: 5690-OTHER SUPPLIES:

The forecast reflects reimbursement from the Coronavirus Relief Fund grant and a budget transfer approved earlier this year for \$17,500 UNF for virus protection, \$50,803 FAV previously \$161,820 FAV as grants reimbursements were charged to appropriate accounts.

LINE 45a on Page 4: 5850-FACILITIES CONTINGENCY:

The budget includes a \$100,000 contingency for unplanned, necessary facility expenditures. The forecast assumes these funds will be entirely used. There is an emergency repair to a leaking underground water line to the boiler at the high school quoted at \$53,420. A transfer was requested in December.

LINE 47 on Page 4: 5850-CONTINGENCY:

The budget includes a \$150,000 contingency for unplanned, necessary expenditures. The forecast assumes these funds will be entirely used. A transfer was approved in November for \$17,500 for critical security license to cover the additional devices purchase this fiscal year. *There is a budget transfer request this month for food services for \$75,000 to cover losses in the food service program. The balance is contingency will be \$57,500 if this transfer is approved.*

LINES 49 & 50 on page 4: 5580 & 5581 STAFF TRAVEL AND TRAVEL - CONFERENCES :

A 10% reduction is assuming less travel between schools and to conferences. *The forecast is projected to on \$17,775 FAV previously \$17,775 FAV.*

COVID-19 EXPENDITURES: *Currently expenditures related to preparing for reopening in the COVID-19 environment are estimated at \$1,221,895 total, \$1,081,332 from current fiscal year. The two largest purchases are in the area of PPE of approximately \$124,791, \$37,185 on cleaning supplies, \$176,863 for social distancing measures, and \$257,314 for technology. There is a potential of spending \$252,135 for additional personnel to provide coverage for absences, remote teaching, and additional supervision for appropriate COVID-19 protocols. Expenses are across all object codes and will be funded with the funds held as a 15% encumbrance, in the amount of*

\$968,619 in regular accounts. A budget transfer was approved liquidating \$497,352 of the encumbrances to cover costs. There is \$471,312 left in the 15% encumbrance reserve. However, \$183,345 must be released back to the original accounts in technology and facilities to cover expenses. There is \$287,967 still in encumbrance reserve after the release. Currently the District was approved for \$55,040 in ESSER funds. These grant funds were utilized for summer programs and curriculum writing are included in the COVID-19 estimates. A second grant, Coronavirus Relief Funds (CRF) has a preliminary award to the District for \$240,120. All awarded grant funds are exhausted. The District was notified that we can apply for another round of funding at the end of February. This is identified as the ESSER II funding allotment of \$244,022 for the District. The State Department of Grants Management held a webinar for Superintendents and Business Officials to discuss the possible uses. Districts are strongly encouraged to identified new costs in response the COVID-19 environment. Areas of social emotional learning, devices, professional development for remote learning are some of the needs identified by the State Department. These funds will be for expenditures through September 2023.

APPENDIX A

COST SAVINGS AND EFFICIENCIES FOR FISCAL YEAR 2020-2021

TOTAL ANNUAL SAVINGS TO-DATE OF: \$128,408

\$19,268 Cable Advisory Grant: One of the high school teachers, Jeremy Iverson, applied for and received a grant from Cable Advisory Grant. The grant is to be used to purchase production equipment for the film courses and production room. This reduces the amounts that would be funded through the general fund.

\$49,245 Pegpetia Grant: Jeremy Iverson also applied for and received a grant from PEGPETIA. Current advancements in video technology have overstepped the abilities of the current computer systems in use. In order to maintain effective practice in post-production, the editing systems must see an enhancement. Utilizing a new computer system with a better integrated graphics solution, greater allocations of available RAM, and a faster multi-core processor, will not only maximize productivity, but will satisfy the needs of the program in the immediate future. This will effectively allow students to work at a more rigorous level. Time management and project completion will also be impacted, affording students more time in developing advanced skills during the production process. This reduces the amounts that would be funded through the general fund

\$19,032 E-Rate Credits: The District's application for E-Rate credits is approved. The amount reflects discounted invoices for the CEN – state provided internet connection.

\$28,339 Polycarbonate and Sheet Dividers for Social Distancing: The District's building maintainer has constructed approximately 113 protective barriers since March of 2020 for the classrooms and offices. The District orders polycarbonate and Randy Joiner skillfully measures, cuts and stabilizes the units for a custom fit. This includes science labs, offices and classrooms. Randy has also installed 41 curtain dividers in the District when more appropriate than a solid structure. The savings is estimated considering the cost of the polycarbonate and the estimate purchase of fully constructed dividers.

\$5,000 Math Textbooks: Dameon Kellogg, the Math Department chairperson consistently searches for used textbooks to replace lost books or fill enrollment needs.

\$7,524 Reduced Trash Pickups: The Director of Facilities, Steve Martoni, negotiated a revised schedule for trash pickups at all three buildings, saving \$1,254 per month. Less trash is generated without full cafeteria service and the hybrid/shortened day schedule of students.

There is a detailed history of the District's efforts to save dollars and operate efficiently. This information is posted on the District's website:

- Energy Savings Initiatives for the past decade
<http://www.amityregion5.org/boe/sub-committees/finance-committee>
- District recognized CQIA Innovation Prize for Fostering a District Culture of Maximizing Cost Savings and Efficiencies
<http://www.amityregion5.org/boe/sub-committees/finance-committee2>
- Fiscal Year 2019-2020 - \$43,497 <https://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2018-2019 - \$52,451 <https://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2017-2018 – \$746,688 <https://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2016-2017 – \$595,302 <http://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2015-2016 – \$125,911 <http://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2014-2015 – \$139,721 <http://www.amityregion5.org/boe/sub-committees/finance-committee>

APPENDIX B

MONTHLY FORECASTS: PURPOSE, METHODOLOGY, HISTORICAL

PURPOSE & METHODOLOGY:

A forecast is a prediction or estimate of future events and trends. **It is only as good as the data available and the assumptions used.** We use current information and past history.

There are many factors, which can significantly impact expenditures, both positively and negatively (e.g., staff turnover, vacancies and leaves-of absence; medical and dental insurance claims when self-insured; special education expenditures; major facility repairs; snow removal).

To illustrate, a special education student could move into the District in mid-year and the cost impact could be over \$100,000 and/or we could have a 'bad claims year' and wipe out the Self Insurance Reserve Fund and need other funds to cover claims of current employees and retirees. If we do not have available funds to cover these and other potential shortfalls, the necessity to seek additional funding from the public would be our only option (as only the towns have a fund balance from prior years available to use in the case of an emergency).

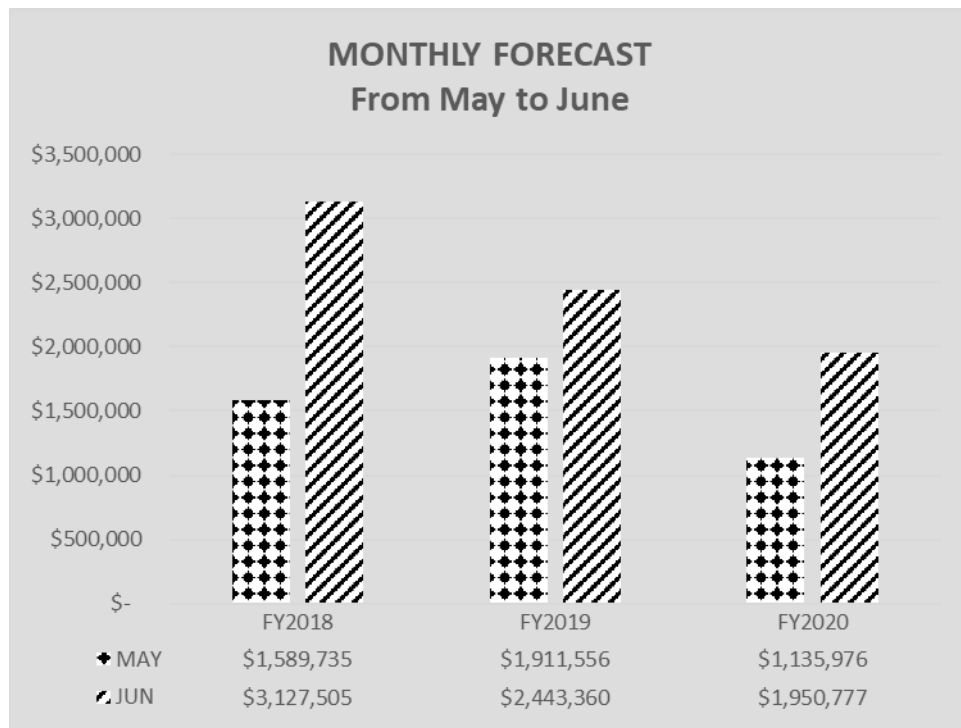
Revenues can be most impacted by decisions made at the State level for Special Education and Transportation grants. We have seen the reimbursement rate change in mid-year.

Prudent financial management is necessary. We need to be sure the total expenditures budget is never overspent (and may need to be underspent if revenues are below budget because total expenditures cannot exceed total revenues). It is imperative we 'hold back' on spending any of the Contingency Account until it is absolutely necessary or we are close to yearend. The Superintendent of Schools and Director of Finance and Administration review and approve or deny all purchase orders. We are careful to make sure funds are only spent when necessary and not just because 'it is in the budget'. We are constantly faced with the 'what-ifs' of over expenditures in certain accounts. We need to be sure there are sufficient funds available. As a result, the fund balance has been larger towards the end of the fiscal year.

Furthermore, the monthly forecasts are based on the information available. We have had large, unexpected or highly unpredictable events at the end of the fiscal year (mostly of a positive nature), which have significantly change the forecast from May to June.

HISTORICAL:

The chart below depicts the yearend balance projected in May and June of each of the past three fiscal years.



The major contributors of the significant change from the May to June forecasts are detailed below.

FY2018:

The audited fund balance was \$3,127,505. The monthly forecast for May 2018 projected a fund balance of \$1,589,735, or **\$1,537,770 higher than the prior month's forecast**. The major reasons for the significant increase in the yearend fund balance from one month to the next month were, as follows:

- **\$96,914:** Certified and classified salaries were lower than forecasted. It is not until the end of the fiscal year when we know the actual expenditures for coverages, substitutes, leaves of absences, overtime, and pay docks. We use conservative estimates in the forecasts based on past history.
- **\$21,583:** Special education transportation and tuition expenditures were lower than forecasted. The May forecast included the possible changes to outplacements and hospitalizations that did not occur.

- **\$741,387:** Medical & dental claims were lower than expected. Since we are self-insured, actual claims are not known until the end of the fiscal year. Based on actual claims, we returned these funds to the member towns.
- **\$129,529:** Lower legal expenses, speech therapy and occupational therapy professional services than anticipated.
- **\$25,989:** As part of the yearend processing, unspent encumbrances are eliminated.
- **\$10,299:** Final grant payments for Special Education and Transportation are not known until the end of the fiscal year.

FY2019:

The audited fund balance is \$2,033,027. The monthly forecast for May 2019 projected a fund balance of \$1,502,297 which included \$409,259 designated for security projects. The change is **\$531,804 higher than the prior month's forecast**. The major reasons for the significant increase in the yearend fund balance from one month to the next month were, as follows:

- **\$57,653:** Certified and classified salaries were lower than forecasted. It is not until the end of the fiscal year when we know the actual expenditures for coverages, substitutes, leaves of absences, overtime, and pay docks. Many unpaid leaves occur at the end of the school year. We use conservative estimates in the forecasts based on past history.
- **\$137,507:** Medical & dental claims were lower than expected. Since we are self-insured, actual claims are not known until the end of the fiscal year.
- **\$150,147** Purchased services were lower than forecasted. There were fewer interns than budgeted. Less than anticipated need for psychiatric consults and other consultants at PPTs. Less need for printed materials, postage, changes in special education transportation and athletic rentals were less than anticipated.
- **\$82,370:** Fuel costs for busses were less than anticipated. Repairs and maintenance costs for accounts other than facilities were down. Instructional supplies were less than anticipated.

FY2020:

The audited fund balance is \$1,950,777 after \$515,077 in EOY purchases and allocation of 1% or \$492,485 appropriated to Capital and Nonrecurring Account. The monthly forecast for May 2020 projected a fund balance of \$1,135,976. The change is **\$815,982 higher than the prior month's forecast**. The major reasons for the significant increase in the yearend fund balance was the unsettled environment of the COVID-19 global pandemic. As of the May 2020 meeting, the Governor had not announced if schools would reopen prior to the end of the school year. School was eventually cancelled for the remainder of the year and almost all accounts were impacted. The changes from one month to the next month were, as follows:

- **\$121,462:** Certified and classified salaries were lower due to the school closures. Spring coaches salaries were reduced, substitutes and coverages were not needed, staff development hours, homebound instruction, chaperone duties, and overtime were all near zero.
- **\$296,642:** Medical & dental claims were lower due to the COVID-19 global pandemic. Routine office visits and medical tests were postponed all spring across the region. Since we are self-insured, actual claims are not known until the end of the fiscal year. Unemployment claims, though high were lower than May's estimate. The District has not experienced claims of this magnitude and estimating the actual costs were difficult. Many claims were in dispute. The change was \$26,000 FAV.
- **\$155,607** Purchased services were lower due to the COVID-19 global pandemic. There were no athletic contests, which reduced the annual number of game day staff and officials paid. Less need for printed materials, postage, end of year celebrations, graduation and stepping up costs, and athletic rentals were less due to the social distancing requirements.
- **\$76,091:** Transportation and fuel costs for busses were lower due to the COVID-19 global pandemic. Contracts were renegotiated in May but with school cancellation final for the year, additional savings resulted. There were no late runs, athletic trips, or field trips at the end of the year.
- **\$70,483:** Instructional supplies were lower due to the COVID-19 global pandemic. Consumable materials could not be utilized in the remote learning environment so there was a significant decrease in food for culinary, lumber and other raw materials for technology education and science lab materials.
- **\$54,739:** Communication costs were lower due to the COVID-19 global pandemic. Less postage, copy paper, and catering needs due to the remote learning environment.
- **\$35,521:** Rentals for fields, tables, chairs, tents, etc. were lower due to the COVID-19 global pandemic. End of year athletic contests were cancelled and ceremonies were done in a socially distance manner which eliminated the need for many items used for large crowd gatherings.
- **\$14,945:** Electricity usage was lower due to the COVID-19 global pandemic. Buildings had a few occupants during the March through June timeframe.

APPENDIX C

RECAP OF 2017-2018

Return Unspent Fund Balance:

The cancellation of 2016-2017 encumbrances of \$86,227 will be returned to the Member Towns. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance. Once the audit is final for 2017-2018, the funds will be returned.

<i>Bethany</i>	<i>\$17,581</i>
<i>Orange</i>	<i>\$42,027</i>
<i>Woodbridge</i>	<i><u>\$26,619</u></i>
<i>Total</i>	<i>\$86,227</i>

The audited fund balance for 2017-2018 is \$3,127,505. These source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 78,987

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$38,753. Grant money was applied for and awarded to offset the cost of the CEN for savings of \$27,440. This District applied for a grant for displaced students to due hurricanes but received the grant award notice and funds after the fiscal year ended. Restraints of the grant did not allow us to spend it after the fiscal year so it became part of the fund balance.

SPECIAL EDUCATION (NET)

\$ 996,157

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a number of reasons. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement.

OTHER:

\$ 2,052,361

\$342,994 SALARIES (OTHER): "Turnover savings" from replacing teachers and other staff who retired or resigned is over budget and savings from unpaid leaves-of-absence. Athletic salaries were down from unfilled coaching positions at the middle school including cheerleading and several assistant coaching positions. Teacher coverages,

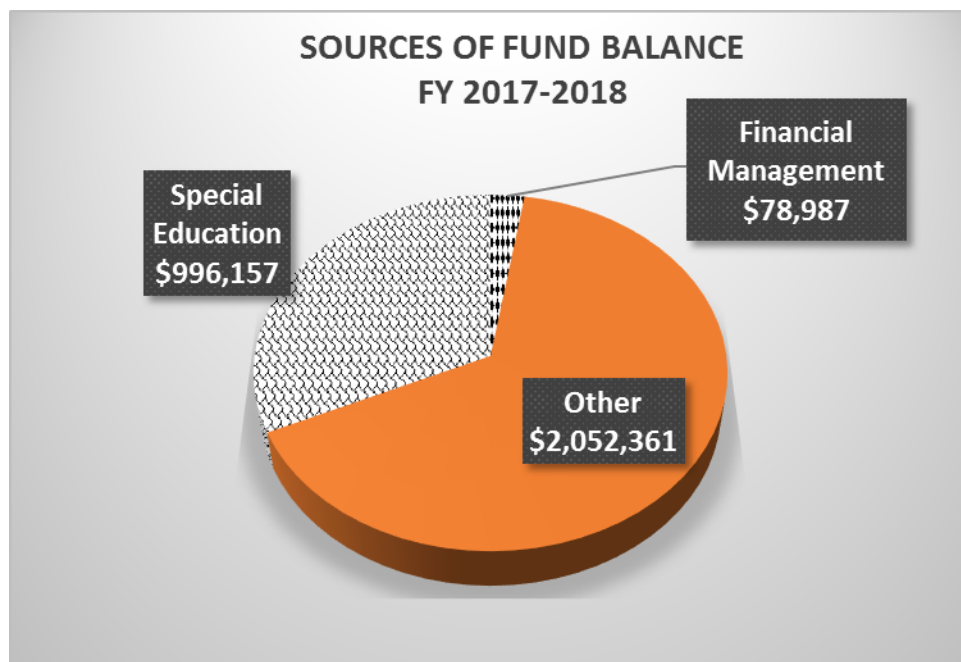
summer work costs, substitute costs, degree changes and homebound services were less than anticipated.

\$1,395,839 MEDICAL (OTHER): The net balance of the medical account was under budget. Claims and fees were much lower than budgeted, only costing 72% of expected claims. The savings was offset by other components of the account including employer contributions to HSA accounts, retiree payments, and employee co-share contributions.

\$29,913 FACILITIES (OTHER): The Director of Facilities manages projects and supplies in a very conservative manner. Many projects were completed in-house including tuck-point repair of the field house, concrete sidewalk patches and step repair, and electrical repairs.

\$29,177 STAFF TRAVEL, CONFERENCES AND DUES & FEES: Schedule conflicts precluding some staff from attending conferences, other staff were presenters at conferences and registration fees were waived, and a few less requests from students for contest entries. The appropriate funding level for these accounts will be reviewed in the upcoming budget cycle.

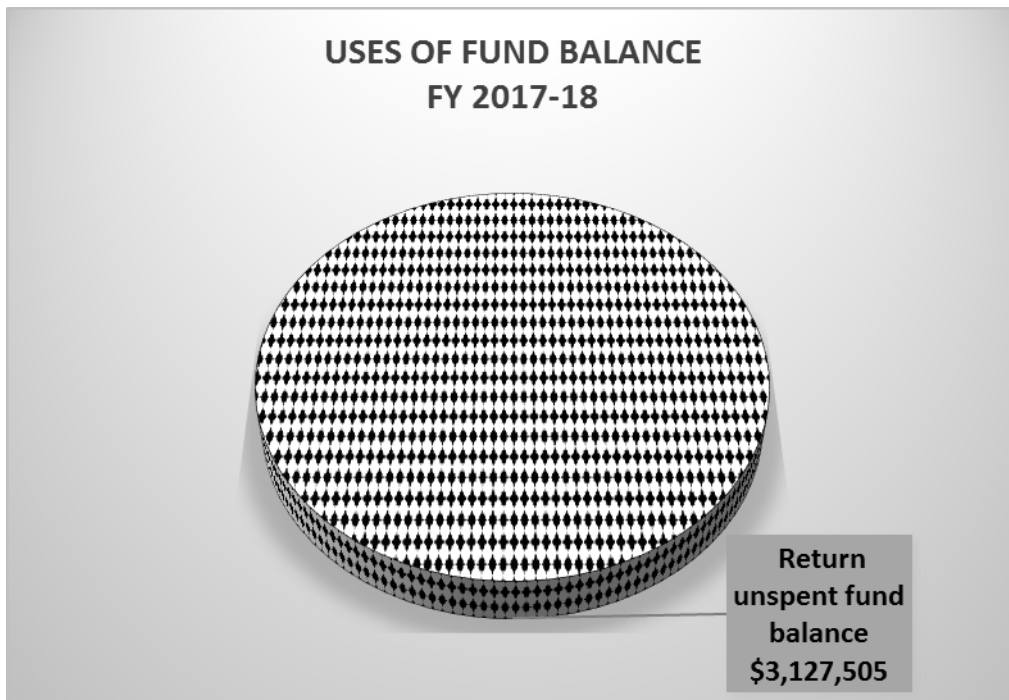
The primary sources of the fund balance are shown graphically below:



The use of the fund balance as voted on in the September 2108 AFC and BOE meetings is as follows:

1. **\$3,127,505** - Return of unspent fund balance per audit.

The uses of the fund balance are shown graphically below:



Return Unspent Fund Balance:

The audited unspent fund balance will be returned to the Member Towns, as follows:

<i>Town of Bethany</i>	<i>\$ 615,493</i>
<i>Town of Orange</i>	<i>\$1,556,778</i>
<i>Town of Woodbridge</i>	<i><u>\$ 955,234</u></i>
<i>Total</i>	<i>\$3,127,505</i>

APPENDIX D

RECAP OF 2018-2019

Return Unspent Fund Balance:

The cancellation of 2017-2018 encumbrances of \$166,245 will be returned to the Member Towns. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance. Once the audit is final for 2018-2019, the funds will be returned.

<i>Bethany</i>	<i>\$32,717</i>
<i>Orange</i>	<i>\$82,752</i>
<i>Woodbridge</i>	<i><u>\$50,776</u></i>
<i>Total</i>	<i><u>\$166,245</u></i>

The audited fund balance for 2018-2019 is \$2,034,101 plus \$409,259 designated at year-end for security projects. These source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 204,608

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$52,451. Grant money was applied for and awarded to offset the cost of the CEN for savings of \$27,440. \$5,000 less postage used due to digital communications. The District refinanced bonds and saved \$27,738 in interest payments. The District chose leasing 1:1 mobile devices as a more cost effective and technological practice, \$108,493. The device can be kept current for curriculum needs and the District is not responsible for disposals. Computers from the current computer labs at the middle schools provided a source of replacement computers and repair parts avoiding new purchases.

SPECIAL EDUCATION (NET)

\$ 539,798

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a number of reasons. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement.

OTHER:

\$ 1,289,695

\$346,235 SALARIES (OTHER): "Turnover savings" from replacing teachers and other staff who retired or resigned is over budget and savings from unpaid leaves-of-absence. Athletic salaries were down from unfilled coaching positions at the middle school

including cheerleading and several assistant coaching positions. Teacher coverages, summer work costs, substitute costs, degree changes and homebound services were less than anticipated.

\$387,507 MEDICAL (OTHER): The net balance of the medical account was under budget. Claims and fees were slightly lower than budgeted, \$328,426, costing 92.2% of expected claims. There were some other savings with other components of the account including employer contributions to HSA accounts, retiree payments, and employee co-share contributions.

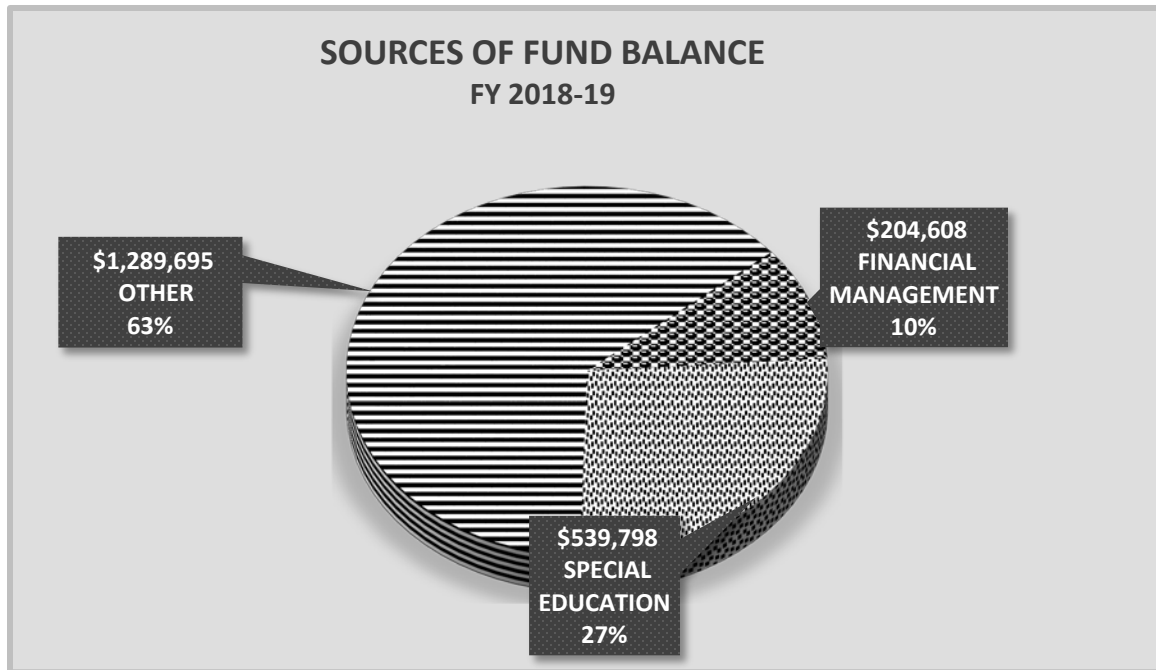
\$378,012 REVENUE: The Special Education Grant was higher than budgeted by \$224,297 based on actual special education costs and a higher reimbursement rate. The interest earned on the District's accounts was \$100,966 more than budgeted as interest rates were higher than budgeted. These accounts were adjusted during for the current budget cycle, 2019-2020.

\$79,974 SUPPLIES: Instructional supplies and transportation fuel were underbudget. The transportation fuel bid price was lower than budgeted and less fuel was used with some routes being reassigned. Mid-year staff changes may have impacted the spending in some instructional supply accounts. These areas were reviewed during the 2019-2020 budget and will be reviewed again during the upcoming budget process.

\$39,009 RENTALS: Athletic rentals were down \$19,552 due to lower ice rentals contract negotiated with new venue and the Town of Orange pool was being upgraded and was not available for part of the year. Another facility was used at lower cost. Special education rental of lease space was lower than anticipated and partially covered by a grant, \$17,400.

\$39,934 STAFF TRAVEL, CONFERENCES AND DUES & FEES: Schedule conflicts precluding some staff from attending conferences, grants funded some conferences, new staff attended fewer conferences and a few less requests from students for contest entries. The appropriate funding level for these accounts will be reviewed in the upcoming budget cycle.

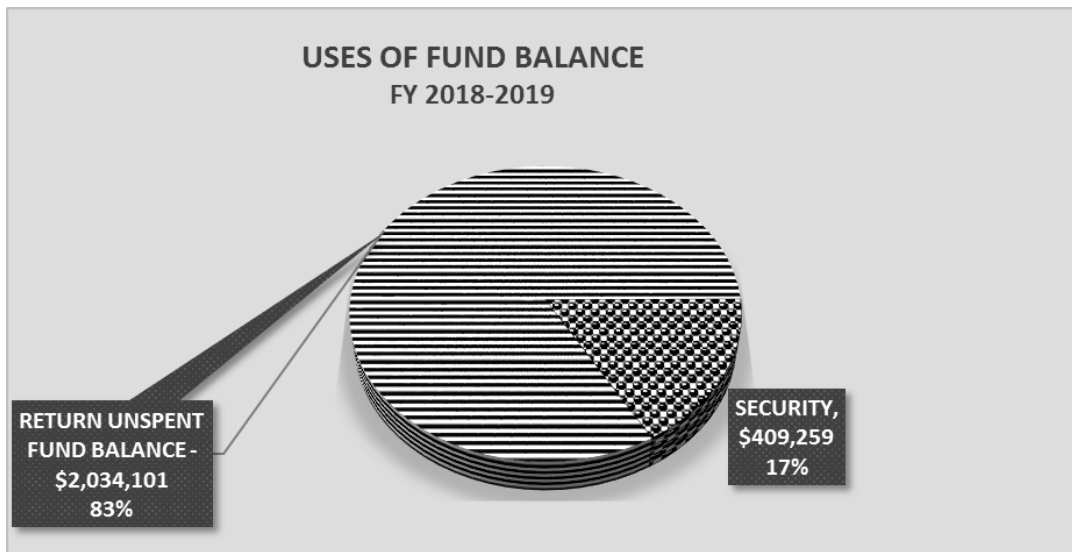
The primary sources of the fund balance are shown graphically below:



The use of the fund balance is proposed to return to the the member towns:

1. **\$409,259** was designated in June 2019 for security projects
2. **\$2,034,101** - Return of unspent fund balance upon audit completion.

The uses of the fund balance are shown graphically below:



Return Unspent Fund Balance:

The audited unspent fund balance will be returned to the Member Towns, as follows:

<i>Town of Bethany</i>	<i>\$ 392,378</i>
<i>Town of Orange</i>	<i>\$1,020,712</i>
<i>Town of Woodbridge</i>	<i><u>\$ 621,011</u></i>
<i>Total</i>	<i>\$2,034,101</i>

APPENDIX E

RECAP OF 2019-2020

Return Unspent Fund Balance:

The cancellation of 2018-2019 encumbrances of \$35,457 will be returned to the Member Towns. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill) and we do not need to spend the entire encumbrance. Once the audit is final for 2019-2020, the funds will be returned.

<i>Bethany</i>	<i>\$ 6,839</i>
<i>Orange</i>	<i>\$ 17,792</i>
<i>Woodbridge</i>	<i><u>\$ 10,825</u></i>
<i>Total</i>	<i>\$ 35,457</i>

The audited fund balance for 2019-2020 is \$1,953,498, assuming the 1% or \$495,482 is transferred to the Capital Nonrecurring Account. The fund balance is net of \$515,077 of end-of-year expenditures that are posted in FY20. The source of the available funds are described below.

SUMMARY:

The monthly financial report for February 2020 as reported at the March AFC & BOE meetings forecasted a fund balance of \$799,396. Days later, on March 12, 2020, the District cancelled in-person instruction and learning. Most employees continued to work with the exception of substitute teachers. The hours of operation were still severely impacted as all after-school, weekend and evening activities were cancelled. This came at a time when schools would typically operate on extended schedules to accommodate sporting activities, overnight field trips, school plays, award ceremonies, stepping up and graduation ceremonies. Busses did not operate for 58 days in the District. Buildings remained open but with minimal staff as the majority of staff worked remotely, reducing utilities consumption. Contracts for professional services were re-negotiated or cancelled as were rentals of other fields, tables, and tents. Overtime and staff travel was non-existent and only a few conferences were held (via remote features).

FINANCIAL MANAGEMENT:

\$ 107,610

The turnover factor exceed the budget by \$70,559. Administrators carefully consider salary placement for new hires. Some part-time vacancies were not filled during the shut-down. Liability, workers' compensation, and student accident insurance coverages were negotiated at a lower rate than anticipated, \$37,051.

SPECIAL EDUCATION:

\$ 580,502

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a number of reasons. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's

special education expenditures. The State reimbursement rate fluctuates throughout the year. Expenses were down \$580,502 prior to the shutdown.

SALARIES, MEDICAL, PURCHASED SERVICES (OTHER): **\$2,273,224**

\$627,603 SALARIES (OTHER): Teacher coverages, substitute costs, coaching stipends, overtime, homebound services, and chaperone stipends were some of the budgeted items affected by the remote instruction environment. Payroll taxes were down as result of the lower payroll costs. All after-school, evening and weekend activities were cancelled for typically the busiest time of the school year.

\$926,221 MEDICAL (OTHER): The net balance of the medical account was under budget. Claims and fees were lower than budgeted as hospitals and doctors suspended routine visits, diagnostic tests, and non-emergency procedures amid the pandemic. The insurance claims were running at 95.7% of budget through February 2020 and fell to 81.3% by the end of the year. Dental claims were near zero during the final quarter of the fiscal year.

\$228,156 TRANSPORTATION SERVICES: (OTHER): School busses did not transport students for daily runs, late runs, athletic events or extra-curricular activities from mid-March through the end of the school year. The daily contract was re-negotiated with transportation contractors while other services were cancelled entirely. Fuel cost were reduced as a result of the shutdown.

\$82,664 PURCHASED SERVICES (OTHER): Purchased services costs were lower due to several factors. Cancellation of spring sports resulted in fewer athletic contests and fewer officials, monitors, and scorekeepers, \$32,000 FAV; \$26,000 FAV was saved for contracted services changes with a less expensive provider and training of in-house staff, \$14,000 FAV was not spent on end of year programs and events; \$8,955 FAV was left from the NEASC budget.

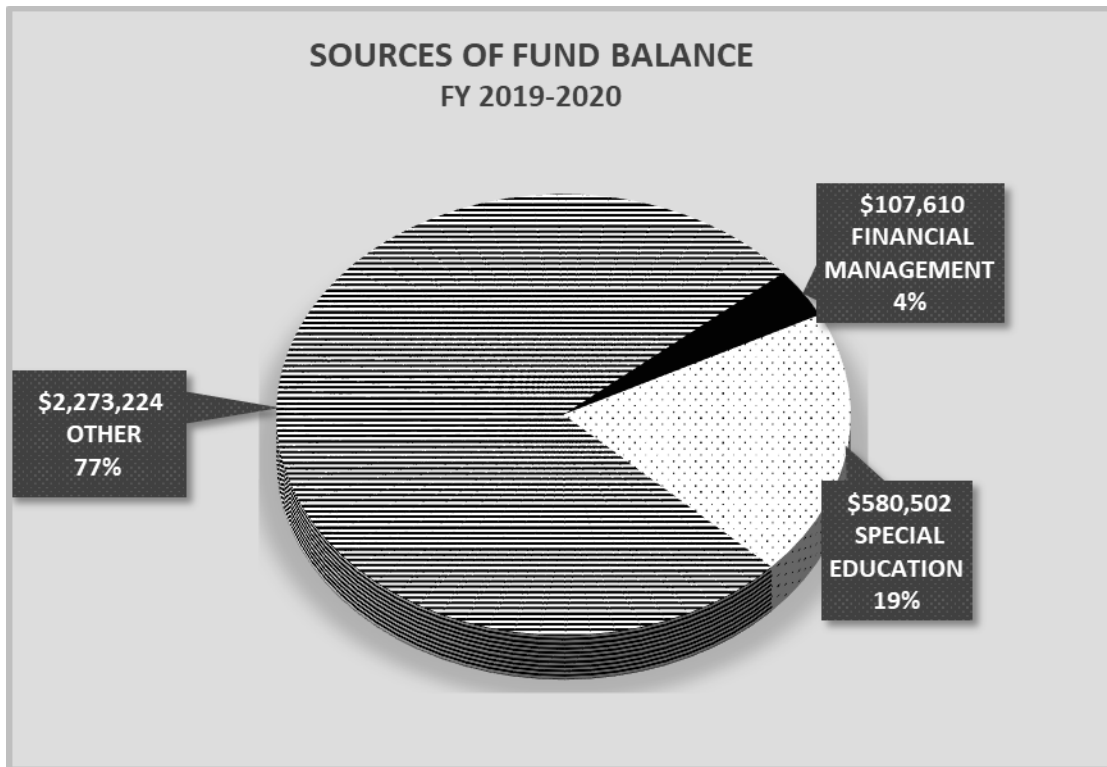
\$93,339 UTILITIES (OTHER): A mild winter combined with fuel cell operating properly to supply heat generated savings of \$17,731 FAV. Electricity usage was down due to the reduced occupancy in buildings, \$70,089 FAV.

\$57,290 STAFF TRAVEL AND CONFERENCES: Staff travel was halted in mid-March with many in-person conferences cancelled. Mileage payments for staff traveling between buildings and travel and accommodations for out of District travel were not needed during the final quarter of the school year.

\$70,483 INSTRUCTIONAL SUPPLIES (OTHER): Purchases and consumption of instructional materials was reduced during the remote instruction period. It was not feasible to use many art supplies, photography film, live specimens, lumber, and culinary supplies in a remote environment.

\$38,170 COMMUNICATIONS: TEL, POST, ETC. (OTHER): Less copy paper, postage, toner and other Xerox supplies were needed during the remote instruction period. The District also received a grant for internet services.

The primary sources of the fund balance are shown graphically below:



The Board of Education approved* uses of the fund balance are, as follows:

1. **\$1,950,777** - Return of unspent fund balance per audit.
2. **\$ 495,482** – Request for Capital Reserve (*pending)
3. **\$ 515,077** - End of Year Purchases

\$1,950,777 RETURN OF UNSPENT FUND BALANCE *pending audit*: the annual audit is usually presented to the Amity Finance Committee and Board of Education for acceptance in December or January. Funds are returned to member towns after completion and acceptance of the audit.

\$495,482 (1%) CAPITAL AND NONRECURRING ACCOUNT: The Amity Finance Committee and Board of Education approved moving forward in the process to transfer 1% of the FY20 budget surplus into the Capital and Nonrecurring account. This process is not finalized yet.

\$515,077 END OF YEAR PURCHASES (EOY):

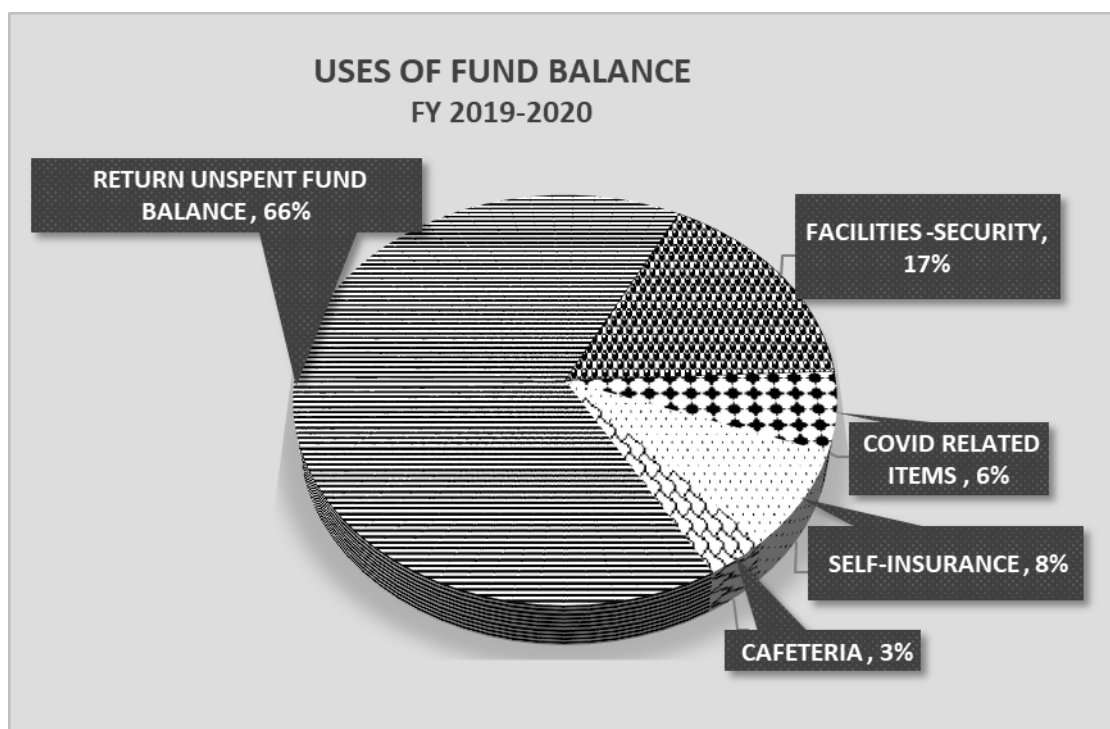
\$229,311 SELF-INSURANCE FUNDING. (EOY): The suspension of routine exams, diagnostic tests, dental appointments, and non-emergency surgeries reduced the medical claims for the final quarter of FY20. It is anticipated that once the State reopens the missed procedures will be scheduled, as well as those of age and need for the current year, and in a worse case scenario claims could rise due to COVID-19 treatments as the District reopens. This amount represents raising the self-insurance reserve from a 25% threshold of claims to 30% on a temporary basis of one year. If funds are not needed, the reserve

will be reduced to 25% and the funds will be utilized to offset the budget request for fiscal year 2021-22.

\$185,766 COVID-19 (EOY): Purchases of personal protective equipment such as masks, gowns, gloves, and face shields were made to prepare for reopening, recognizing none of these items were anticipated in developing the FY21 budget. Thermal security cameras were purchased to register temperatures and perform a mask check of staff and students arriving at main entrances of all three schools. Laptops for high school teachers were purchased to prepare for remote instruction upon reopening.

\$100,000 CAFETERIA (EOY): The District's fund to support school lunch program has been running a deficit for three straight years. The ongoing repair and maintenance of aging equipment contributed to the deficit and the State's change in eligibility status determination increased free and reduced lunch status. Next year appears to be even more challenging in the COVID-19 environment as we will have to change how service is provided, food is served, and food packaging. These necessary changes will increase costs with no anticipated increase in revenue.

The uses of the fund balance are shown graphically below:



Return Unspent Fund Balance:

The audited unspent fund balance will be returned to the Member Towns, as follows:

Bethany	\$ 358,085
Orange	\$ 992,321
Woodbridge	<u>\$ 600,371</u>
Total	\$1,950,777

Amity Regional School District No. 5 - Budget Transfers 2020-2021

<u>MONTH/YR</u>	<u>JNL#</u>	<u>ACCOUNT NUMBER & DESCRIPTION</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
2021-Jul	56	03-14-2600-5613 MAINTENANCE/CUSTODIAL SUPPLIES	(678.00)	SCHOOLDUDE SRVC CONT (15% HOLD)
2021-Jul	56	05-14-2600-5690 OTHER SUPPLIES	678.00	SCHOOLDUDE SRVC CONT (15% HOLD)
2021-Jul	57	03-14-2600-5613 MAINTENANCE/CUSTODIAL SUPPLIES	(90.00)	EAGLE TRAILERS (15% HOLD)
2021-Jul	57	03-14-2600-5440 RENTALS-LAND,BLDG,EQUIPMENT	90.00	EAGLE TRAILERS (15% HOLD)
2021-Jul	69	03-14-2600-5613 MAINTENANCE/CUSTODIAL SUPPLIES	(446.00)	ADDITIONAL FUNDS EAGLE TRAILERS
2021-Jul	69	03-14-2600-5440 RENTALS-LAND,BLDG,EQUIPMENT	446.00	ADDITIONAL FUNDS EAGLE TRAILERS
2021-Jul	106	03-11-3202-5440 RENTALS-LAND,BLDG,EQUIPMENT	(150.00)	15% HOLD BACK-EAGLE LEASING
2021-Jul	106	02-11-3202-5440 RENTALS-LAND,BLDG,EQUIPMENT	150.00	15% HOLD BACK-EAGLE LEASING
2021-Sept	5	01-11-1005-5330 OTHER PROFESSIONAL & TECH SRVC	(600.00)	COVER COSTS OF ONLINE LICENSE
2021-Sept	5	01-11-1005-5641 TEXTBOOKS	600.00	COVER COSTS OF ONLINE LICENSE
2021-Sept	7	03-13-2400-5330 OTHER PROFESSIONAL & TECH SRVC	(1200.00)	UPDATE MASTERCAM SOFTWARE
2021-Sept	7	03-11-1008-5611 INSTRUCTIONAL SUPPLIES	1200.00	UPDATE MASTERCAM SOFTWARE
2021-Sept	8	01-11-1010-5690 OTHER SUPPLIES	(29.00)	COVER THE COST OF MEMBERSHIP F
2021-Sept	8	01-11-1010-5810 DUES & FEES	29.00	COVER THE COST OF MEMBERSHIP F
2021-Oct	11	04-12-6111-5560 TUITION	(110.00)	TRANSPORTATION EZRA ACADEMY
2021-Oct	11	05-14-2700-5513 TRANSPORTATION	110.00	TRANSPORTATION EZRA ACADEMY
2021-Oct	78	02-11-1010-5420 REPAIR & MAINTENANCE	(720.00)	MUSICAL INSTRUMENT RENTAL
2021-Oct	78	02-11-1010-5440 RENTALS	720.00	MUSICAL INSTRUMENT RENTAL
2021-Oct	103	05-14-2310-5810 DUES & FEES	166.00	Cover cost of BOE Dues & Fees
2021-Oct	103	05-14-2320-5810 DUES & FEES	(166.00)	Cover cost of BOE Dues & Fees
2021-Oct	106	03-12-1203-5611 INSTRUCTIONAL SUPPLIES	(375.00)	MEMBERSHIP FEES
2021-Oct	106	04-13-2190-5810 DUES & FEES	375.00	MEMBERSHIP FEES
2021-Nov	79	03-11-1001-5581 TRAVEL - CONFERENCES	(219.00)	COVER TEACHER DUES & FEES
2021-Nov	79	03-11-1001-5810 DUES & FEES	219.00	SCHOLASTICS COMPETITION
2021-Nov	123	01-11-1010-5330 OTHER PROFESSIONAL & TECH SRVC	(800.00)	ADDITIONAL CLASSROOM SUPPLIES
2021-Nov	123	01-11-1010-5611 INSTRUCTIONAL SUPPLIES	800.00	ADDITIONAL CLASSROOM SUPPLIES
2021-Dec	416	03-14-2600-5613 MAINTENANCE/CUSTODIAL SUPPLIES	(709.00)	SNOW BLOWER REPLACEMENT
2021-Dec	416	03-14-2600-5731 EQUIPMENT REPLACEMENT	709.00	SNOW BLOWER REPLACEMENT

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge Connecticut 06525



Theresa Lumas
Director of Finance and Administration
terry.lumas@amityregion5.org

Phone (203) 397-4813
Fax (203) 397-4864

To: Jennifer Byars, Ed. D., Superintendent of Schools

From: Theresa Lumas, Director of Finance and Administration

Re: Budget Transfers over \$3,000 for FY 2020-21

Date: January 30, 2021

Cafeteria Fund:

The District's fund to support school lunch program has been running a deficit due to the decrease in service options in the COVID-19 environment and the increased packaging costs. My earlier estimates anticipated the fund needed \$100,000, however reviewing the operations year-to-date the forecast is projecting a loss of \$150,000. I am requesting \$75,000 this month to support the next few months' operations.

Motions:

For the Amity Finance Committee:

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

The following budget transfer from contingency to cover the operations of the School Lunch Program:

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-15-0000-5850	Contingency	\$ 75,000	
05-15-3100-5590	Cafeteria Other Purchased Services		\$75,000

Technology:

The technology department has revised its planned purchases to meet the student and staff needs in the 1:1 and remote environments. The infrastructure lease is \$57,000 less than budgeted. These funds are needed to support licenses for programs and ancillary device connections in the other supply account. Additionally, a transfer was made from the other supply account prematurely to cover some COVID related purchases. The other supply account cannot support the transfer and needs to be replenished.

Equipment needs vary and funds are requested to be transferred between new and replacement equipment to purchase computers for an outdated CAD lab. This item was budgeted but a number of smaller purchases earlier in the year depleted \$4,816 of the funds designated for this purchase.

Motions:**For the Amity Finance Committee:**

Recommend the Amity Board of Education approve ...

For the Amity Board of Education:

Move to approve...

The following budget transfers between technology accounts to cover the purchases in the technology department:

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-14-2350-5730	Equipment – New	\$ 4,816	
05-14-2350-5731	Equipment - Replacement		\$ 4,816
05-14-2350-5330	Professional Technical Services	\$30,000	
05-14-2350-5690	Other Supplies		\$30,000

AMITY REGIONAL SCHOOL DISTRICT NO. 5

***Bethany Orange Woodbridge
25 Newton Road, Woodbridge Connecticut 06525***



TO: Dr. Jennifer Byars, Superintendent of Schools

FROM: Theresa Lumas, Director of Finance & Administration

DATE: February 3, 2021

RE: 2021-2022 Budget Update

The administrative team has been diligently working to further reduce the budget requested for the fiscal year 2021-2022. A meeting of budget department leaders was held on January 20, 2021. The focus of the meeting was to review recent data and developments in regards to the budget and options of reducing staff.

Consistent with our efforts to reduce printing, copying and paper usage in the 1:1 environment, the schools will eliminate the use of the hardcopy planners for students. This is a function that can now be managed online. Each school will maintain a small supply to meet any student's IEP needs.

Concrete repairs at the high school are a safety concern now and will be addressed in the coming weeks. The proposed lease for replacing musical instruments at the middle schools was removed and placed on the capital plan for four years starting in 2022-2023. Special education tuition was reduced to reflect a recent return to Amity schools of an outplaced student.

New staff requests with the exception of a special education teacher and mental health clinician were removed from the budget. This included two athletic positions and a .40 FTE math teacher. One retirement notice has been received and that position will not be filled. Summer work days for the department leaders at the high school will be reduced by 2 days but still within contractual limits. Summer work for the middle school guidance counselors will be reduced to mirror the number of summer days allocated to high school counselors. Two stipends for support services team leaders at each middle school will be cut since the addition of the middle school pupil services coordinator in 2020-2021 supports the department.

Existing staff will be reduced by 2.0 FTE certified positions and 1.0 FTE administrative assistant position. The benefits associated with these positions are also reduced. The administrative team is reviewing the necessary restructuring and will recommend reductions with the least impact to students, curriculum, programming, class size, and scheduling. Unemployment costs were added for staff that will be laid off.

Accounting for all of these reductions, which amount to \$460,212, lowers the budget request to a 2.81% increase. The budget request includes a reduction in health benefits but we are getting the final renewal data from Anthem in mid-February. That may present an opportunity for further reductions.

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
2021-2022 PROPOSED BUDGET**

SUPERINTENDENT REQUESTS

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6
		2019-2020	2020-2021	2020-2021	2021-2022	VAR. \$ TO	VAR. %
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST NOV	BUDGET	BUDGET	TO BUDGET
1	MEMBER TOWN ALLOCATIONS	48,190,256	49,760,789	49,760,789	51,008,764	1,247,975	2.51%
2	OTHER REVENUE	324,088	248,317	151,614	136,871	(111,446)	-44.88%
3	OTHER STATE GRANTS	798,102	731,653	942,439	1,025,301	293,648	40.13%
4	MISCELLANEOUS INCOME	92,101	43,750	36,750	40,798	(2,952)	-6.75%
5	BUILDING RENOVATION GRANTS	0	0	0	0	0	0.00%
6	TOTAL REVENUES	49,719,188	50,784,509	50,891,592	52,211,734	1,427,225	2.81%
7	SALARIES	25,967,645	27,168,752	27,234,600	27,908,719	739,967	2.72%
8	BENEFITS	5,141,056	6,186,149	6,182,452	6,140,193	(45,956)	-0.74%
9	PURCHASED SERVICES	7,565,040	9,450,642	9,383,745	9,859,053	408,411	4.32%
10	DEBT SERVICE	4,559,210	4,453,835	4,453,835	4,453,835	0	0.00%
11	SUPPLIES (INCLUDING UTILITIES)	2,935,589	2,907,974	2,739,507	3,200,289	292,315	10.05%
12	EQUIPMENT	771,215	134,053	134,053	71,098	(62,955)	-46.96%
13	IMPROVEMENTS / CONTINGENCY	222,666	305,940	305,940	404,500	98,560	32.22%
14	DUES AND FEES	110,508	177,164	170,013	174,047	(3,117)	-1.76%
15	TRANSFER ACCOUNT	495,482	0	0	0	0	0.00%
16	TOTAL EXPENDITURES	47,768,411	50,784,509	50,604,145	52,211,734	1,427,225	2.81%
17	SUBTOTAL	1,950,777	0	287,447	0	(0)	0.00%
18	CANCELLATION OF PRIOR YEAR'S ENCUMBRANCES	35,457	0	0	0	0	0.00%
19	DESIGNATED FOR SUBSEQUENT YEAR'S BUDGET	0	0	0	0	0	0.00%
20	NET BALANCE / (DEFICIT)	1,986,234	0	287,447	0	(0)	0.00%
21	AVERAGE DAILY MEMBERSHIP	2,217	2,195	2,209	2,179	(16)	-0.73%
22	PER PUPIL EXPENDITURE	18,199	19,492	19,390	20,204	712	3.65%

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
2021-2022 PROPOSED BUDGET**

SUPERINTENDENT REQUESTS

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6
		2019-2020	2020-2021	2020-2021	2021-2022	VAR. \$ TO	VAR. %
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST NOV	BUDGET	BUDGET	TO BUDGET
1	BETHANY ALLOCATION	8,926,150	9,000,731	9,000,731	9,074,969	74,238	0.82%
2	ORANGE ALLOCATION	24,736,074	25,003,802	25,003,802	25,492,651	488,849	1.96%
3	WOODBIDGE ALLOCATION	14,965,743	15,756,256	15,756,256	16,441,145	684,889	4.35%
4	MEMBER TOWN ALLOCATIONS	48,627,967	49,760,789	49,760,789	51,008,764	1,247,975	2.51%
5	ADULT EDUCATION	3,748	3,042	3,042	3,042	0	0.00%
6	PARKING INCOME	20,865	32,000	14,961	32,000	0	0.00%
7	INVESTMENT INCOME	52,292	35,000	10,000	7,500	(27,500)	-78.57%
8	ATHLETICS	25,300	22,000	11,000	25,000	3,000	13.64%
9	TUITION REVENUE	133,936	129,675	91,811	43,329	(86,346)	-66.59%
10	TRANSPORTATION INCOME	26,000	26,600	20,800	26,000	(600)	-2.26%
11	TRANSPORTATION BOWA AGREEMENT	0	0	0	0	0	0.00%
12	OTHER REVENUE	262,141	248,317	151,614	136,871	(111,446)	-44.88%
14	SPECIAL EDUCATION GRANTS	758,946	731,653	942,439	1,025,301	293,648	40.13%
15	OTHER STATE GRANTS	758,946	731,653	942,439	1,025,301	293,648	40.13%
16	RENTAL INCOME	18,177	14,000	7,000	18,000	4,000	28.57%
17	INTERGOVERNMENTAL	32,884	4,750	4,750	4,798	48	1.01%
18	OTHER REVENUE	19,073	25,000	25,000	18,000	(7,000)	-28.00%
19	TRANSFER IN	0	0	0	0	0	0.00%
20	MISCELLANEOUS INCOME	70,134	43,750	36,750	40,798	(2,952)	-6.75%
21	BUILDING RENOVATION GRANTS	0	0	0	0	0	0.00%
22	TOTAL REVENUES	49,719,188	50,784,509	50,891,592	52,211,734	1,427,225	2.81%

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
2021-2022 PROPOSED BUDGET**

SUPERINTENDENT REQUESTS

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6
		2019-2020	2020-2021	2020-2021	2021-2022	VAR. \$ TO	VAR. %
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST NOV	BUDGET	BUDGET	TO BUDGET
1	5111-CERTIFIED SALARIES	21,243,071	22,123,006	22,157,333	22,799,544	676,538	3.06%
2	5112-CLASSIFIED SALARIES	4,724,574	5,045,746	5,077,267	5,109,175	63,429	1.26%
3	SALARIES	25,967,645	27,168,752	27,234,600	27,908,719	739,967	2.72%
4	5200-MEDICARE - ER	354,550	393,384	393,384	415,638	22,254	5.66%
5	5210-FICA - ER	293,447	315,690	315,690	312,029	(3,661)	-1.16%
6	5220-WORKERS' COMPENSATION	203,071	237,774	215,228	222,448	(15,326)	-6.45%
7	5255-MEDICAL & DENTAL INSURANCE	3,134,277	4,229,925	4,229,925	4,164,799	(65,126)	-1.54%
8	5860-OPEB TRUST	40,950	31,678	31,678	0	(31,678)	-100.00%
9	5260-LIFE INSURANCE	42,820	47,280	45,772	49,918	2,638	5.58%
10	5275-DISABILITY INSURANCE	10,277	10,529	10,886	11,136	607	5.77%
11	5280-PENSION PLAN - CLASSIFIED	851,987	790,234	790,234	764,395	(25,839)	-3.27%
12	5281-DEFINED CONTRIBUTION RETIREMENT PLAN	99,079	120,224	120,224	148,418	28,194	23.45%
13	5282-RETIREMENT SICK LEAVE - CERT	0	0	0	0	0	0.00%
14	5283-RETIREMENT SICK LEAVE - CLASS	0	0	0	0	0	0.00%
15	5284-SEVERANCE PAY - CERTIFIED	0	0	0	0	0	0.00%
16	5290-UNEMPLOYMENT COMPENSATION	109,160	7,431	27,431	49,212	41,781	562.25%
17	5291-CLOTHING ALLOWANCE	1,438	2,000	2,000	2,200	200	10.00%
18	BENEFITS	5,141,056	6,186,149	6,182,452	6,140,193	(45,956)	-0.74%
19	5322-INSTRUCTIONAL PROG IMPROVEMENT	21,594	22,200	22,200	26,600	4,400	19.82%
20	5327-DATA PROCESSING	110,412	102,829	102,829	114,785	11,956	11.63%
21	5330-OTHER PROFESSIONAL & TECHNICAL SRVC	1,385,205	1,759,359	1,905,245	1,766,506	7,147	0.41%
22	5440-RENTALS - LAND, BLDG, EQUIPMENT	48,229	113,634	113,634	122,685	9,051	7.97%
23	5510-PUPIL TRANSPORTATION	2,861,329	3,544,897	3,318,413	3,733,219	188,322	5.31%
24	5521-GENERAL LIABILITY INSURANCE	238,281	247,562	249,804	250,724	3,162	1.28%
25	5550-COMMUNICATIONS: TEL, POST, ETC.	77,186	114,356	95,324	114,356	0	0.00%
26	5560-TUITION EXPENSE	2,640,986	3,446,498	3,476,989	3,643,051	196,553	5.70%
27	5590-OTHER PURCHASED SERVICES	181,818	99,307	99,307	87,127	(12,180)	-12.26%
28	PURCHASED SERVICES	7,565,040	9,450,642	9,383,745	9,859,053	408,411	4.32%
29	5830-INTEREST	809,210	788,835	788,835	788,835	0	0.00%
30	5910-REDEMPTION OF PRINCIPAL	3,750,000	3,665,000	3,665,000	3,665,000	0	0.00%
30a	INTEREST OWED TO STATE	0	0	0	0	0	0.00%
30b	BONDING OF FACILITIES CAPITAL ITEMS	0	0	0	0	0	0.00%
31	DEBT SERVICE	4,559,210	4,453,835	4,453,835	4,453,835	0	0.00%

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
2021-2022 PROPOSED BUDGET**

SUPERINTENDENT REQUESTS

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6
		2019-2020	2020-2021	2020-2021	2021-2022	VAR. \$ TO	VAR. %
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST NOV	BUDGET	BUDGET	TO BUDGET
32	5410-UTILITIES, EXCLUDING HEAT	620,438	709,866	703,219	725,065	15,199	2.14%
33	5420-REPAIRS, MAINTENANCE & CLEANING	774,787	761,354	761,354	747,751	(13,603)	-1.79%
34	5611-INSTRUCTIONAL SUPPLIES	311,910	366,196	366,196	369,883	3,687	1.01%
35	5613-MAINTENANCE/CUSTODIAL SUPPLIES	228,327	229,557	229,557	246,698	17,141	7.47%
36	5620-OIL USED FOR HEATING	42,700	42,700	42,700	46,500	3,800	8.90%
37	5621-NATURAL GAS	47,475	67,173	67,173	68,171	998	1.49%
38	5627-TRANSPORTATION SUPPLIES	96,789	124,202	124,202	100,233	(23,969)	-19.30%
39	5641-TEXTS & DIGITAL RESOURCES	291,630	63,778	63,778	243,902	180,124	282.42%
40	5642-LIBRARY BOOKS & PERIODICALS	18,584	20,215	20,215	20,215	0	0.00%
41	5690-OTHER SUPPLIES	502,949	522,933	361,113	631,871	108,938	20.83%
42	SUPPLIES (INCLUDING UTILITIES)	2,935,589	2,907,974	2,739,507	3,200,289	292,315	10.05%
43	5730-EQUIPMENT - NEW	332,148	70,947	70,947	26,098	(44,849)	-63.21%
44	5731-EQUIPMENT - REPLACEMENT	439,067	63,106	63,106	45,000	(18,106)	-28.69%
45	EQUIPMENT	771,215	134,053	134,053	71,098	(62,955)	-46.96%
46	5715-IMPROVEMENTS TO BUILDING	160,841	55,940	55,940	65,000	9,060	16.20%
47	5715-FACILITIES CONTINGENCY	0	100,000	100,000	100,000	0	0.00%
48	5720-IMPROVEMENTS TO SITES	61,825	0	0	89,500	89,500	100.00%
49	5850-CONTINGENCY	0	150,000	150,000	150,000	0	0.00%
50	TRSF. FROM CONTINGENCY TO OTHER ACCTS.	0	0	0	0	0	0.00%
51	IMPROVEMENTS / CONTINGENCY	222,666	305,940	305,940	404,500	98,560	32.22%
52	5580-STAFF TRAVEL	10,723	24,850	22,365	23,850	(1,000)	-4.02%
53	5581-TRAVEL - CONFERENCES	22,406	46,660	41,994	44,800	(1,860)	-3.99%
54	5810-DUES & FEES	77,379	105,654	105,654	105,397	(257)	-0.24%
55	DUES AND FEES	110,508	177,164	170,013	174,047	(3,117)	-1.76%
56	5856-TRANSFER ACCOUNT	495,482	0	0		0	0.00%
57	TOTAL EXPENDITURES	47,768,411	50,784,509	50,604,145	52,211,734	1,427,225	2.81%

Business/Non-Instructional Operations

Contracts

Contracts

All contracts between ~~the District~~ Amity Regional School District No. 5 (ARSD) and outside agencies shall conform to prescribed standards as required by law.

All contracts between ~~the District~~ ARSD and outside agencies shall be prepared under the supervision of the Superintendent or Director of Finance and Administration and where appropriate, subject to approval of the legal adviser to the district.

Contracts exceeding \$35,000 shall have prior approval of the Board of Education (Board).

Affirmative Action

~~The District~~ ARSD shall not enter into any contract with a person, agency, or organization, if it has knowledge that such person, agency, or organization discriminates on the basis of race, color, religious creed, age, marital status, national origin, sex, sexual orientation, or physical handicap or disability, either in employment practices or in the provision of benefits or services to students or employees.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e et seq. as amended by Title IX, Equal Employment Opportunity Act

Title IX of the Education Amendments of 1972; 42 U.S.C. 1134n et seq.
(Higher Education Act)

Connecticut General Statutes

46a-58 through 46a-81 re discriminatory practices

Business/Non-Instructional Operations

Capital Outlay

P3560

~~Existing policy, number 3560 adopted 11/14/05, appropriate as written, if still current practice.~~

~~**Business/Non-Instructional Operations**~~

~~**Capital Outlay**~~

Planning

Except for emergencies or reasons of economy, the purchase of major pieces of equipment shall be scheduled so that annual budgetary appropriations for capital outlay will be of similar size or will show a continuous trend without severe fluctuations.

A long-range and short-range plan for capital outlay shall be developed by the Superintendent, in order to prevent severe fluctuations in the annual capital outlay fund, and to provide an orderly process for acquisition of needed equipment and facilities within budgetary constraints.

Supplemental appropriations to the capital and non-recurring fund may be made from estimated fiscal year-end surplus in operating funds for capital items.

Item Not Specifically Identified in Budget

Any capital expenditure of a non-emergency nature, which may be over \$10,000, must be approved-presented to and forwarded to the Board of Education with a recommendation by the Amity Finance Committee prior to being considered by the Board ~~of Education (Board)~~. This capital expenditure would refer to an item not specifically identified in the budget.

1.—An emergency is a situation requiring urgency and prompt attention for the best interest of Amity Regional School District No. 5 (ARSD). (In the event of an emergency, the Superintendent and/or Director of Finance and Administration shall promptly inform the Chairperson of the Amity Finance Committee and the Chairperson of the Board ~~will advise all Board of Education members~~ of the emergency and action taken.) Whenever possible, the Board's bidding regulations will be followed.

~~**2.**—The two Board of Education meeting period is designed to encourage~~

Policy approved: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Business/Non-Instructional Operations

Capital Outlay

~~greater consideration of the benefits of the project.~~

~~(cf. 3323—Soliciting Prices (Bids & Quotations))~~

~~Policy adopted: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut~~

Policy approved: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

StudentsResident and Non-Resident AttendanceStudentsResident and Nonresident AttendanceResidency Requirements

It is the policy of the Amity Regional School District No. 5 (ARSD) that any child of school age who is not a graduate of a high school or vocational school and who resides with a parent(s) or a guardian(s) who is a resident of the Towns of Bethany, Orange, or Woodbridge, which comprise the Amity Regional School District, may attend the Amity Regional School District No. 5 ARSD Public-public Schools. In accordance with State law, the Board of Education (Board) is required to provide free school accommodations to students who are *permanent* residents of the Amity Regional School District No. 5 ARSD.

A child will be considered a permanent resident of Amity Regional School District No. 5 ARSD under the following conditions:

1. The child resides with his/her parents or a parent who is a bona fide resident of Amity Regional School District No. 5 ARSD.
2. In the case of a child whose parents are divorced or separated, the child will be entitled to school accommodations in the school district where he or she actually resides and spends the majority of his/her time irrespective of an award of legal custody to one or both parents. *(An award of custody to a parent may be considered indicia of where a child resides. However, an award of custody is not determinative of a child's residency status; and the totality of the circumstances will be evaluated in order to reach such a determination.)*
3. The child resides with a legally appointed guardian who is a bona fide resident of Amity Regional School District No. 5 ARSD. The guardian or guardians will be asked to provide a court order indicating appointment as guardian of the student.
4. The child is a legally emancipated minor or eighteen (18) years of age or older and is a bona fide resident of Amity Regional School District No. 5 ARSD. The child will be asked to provide legal documentation proving emancipation.
5. A child who resides in a dwelling physically located in Amity Regional School District No. 5 ARSD and another Connecticut town shall be considered a resident of Amity Regional School District No. 5 ARSD or the other town in which the dwelling is located and may attend school in Amity Regional School District No. 5 ARSD or the other town.

Policy approved: _____

AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Students

Resident and Non-Resident Attendance

Dwelling for these purposes means a single, two-family or three-family house, or condominium unit.

6. Any child placed out by the Commissioner of Children and Families or by other agencies or persons as provided for under Section 10-253 (a) of the General Statutes of Connecticut. Payment of tuition for such education shall be made by the Board of Education of the school district under whose jurisdiction such child would otherwise be attending school where such a school district is identified.
7. Any child in a temporary shelter as provided for under Section 10-253(e)(2) of the General Statutes of Connecticut. Payment of tuition for such education shall be made by the school district in which the child would otherwise reside, if identified and notified.
8. A child residing with relatives or non-relatives as provided for under Section 10-253(d) of the General Statutes of Connecticut if the residency is to be permanent, provided without pay, and not for the sole purpose of obtaining school accommodations:
 - a. Permanent - “Permanent residency” shall be defined as one who resides in Amity Regional School District No. 5 ARSD and who has a present intention to remain within Amity Regional School District No. 5 ARSD indefinitely.
 - b. Provided by the Amity Regional School District No. 5 ARSD Relative or Non-Relative without Payment or Compensation by the Child’s Parent or Legal Guardian - Pay shall include any monetary remuneration from a parent for the support of a child either to the relative or non-relative but does not include gifts for purposes other than support. Pay does not include maintaining the child’s health insurance, taking the child as a deduction for income tax purposes, or making support payments according to a court order.
 - c. Not for the Sole Purpose of Obtaining School Accommodations in the Amity Regional School District No. 5 Public School System - as determined by individual facts and circumstances. The Board of Education or its designee may require documentation, including sworn affidavits, from the parent/guardian, emancipated minor or student eighteen years of age or older, or relative or non-relative, that the residence is to be permanent, provided without payment or compensation, and not for the sole purpose of obtaining school accommodations.

Proof of Residency

Proof of residency will be required for all students upon initial registration for school. The Board reserves the right to additionally require that all students provide proof of residency annually

Policy approved: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Students

Resident and Non-Resident Attendance

and/or at the time of change of schools (i.e. entry into elementary, middle school and high school). Students are required to provide to their school timely updated information regarding residency and change of address at the time of change.

Proof of residency may be required anytime, if the status of an individual student's residency is called into question.

Non-resident Attendance

In accordance with this policy and its accompanying regulation, a ~~school~~ school-age child who does not reside in ~~Amity Regional School District No. 5 ARSD~~ may be eligible to attend the ~~Amity Regional School District No. 5 ARSD~~ pPublic sSchools, with or without payment of tuition, under certain limited circumstances assuming all qualifying conditions are met and continue to be met to the satisfaction of the Superintendent or designee or the Board.

The Superintendent or the Board reserves the right to limit the number of non-resident students attending school in ~~the Amity Regional School District ARSD~~, the right to refuse admission, ~~or~~ ~~or the right to termination-terminate~~ the status of any tuition or non-tuition nonresident student, if such appears in the best interest of the school system.

Regulation

The Superintendent shall establish a regulation to accompany this policy that includes, but is not limited to, an explanation of the circumstances and conditions under which a non-resident student may be permitted to attend an ~~an District ARSD~~ school, with or without tuition; an explanation of the calculation of tuition; the procedures to be followed for denial of school accommodations and requests for a residency hearing; and information regarding the related burden of proof and appeals process.

Homeless Students and Unaccompanied Youth

A child or an unaccompanied youth asserting homelessness may be enrolled in and attend the ~~Amity Regional School District No. 5 ARSD~~ pPublic sSchools in accordance with Board Policy 5118.1, Homeless Students (~~Policy 5118.1~~).

Non-Enrollment/Denial of Accommodations/Reimbursement of Tuition Costs

If in the opinion of the Superintendent or designee or the Board, a student resides in ~~Amity Regional School District No. 5 ARSD~~ for the primary purpose of obtaining a free public education or if the student has not established permanent residency, that student shall not be permitted to enroll or to continue in enrollment in the ~~Amity Regional School District No. 5 ARSD~~ pPublic sSchools.

Policy approved: _____ AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Students

Resident and Non-Resident Attendance

Students denied school accommodations based upon residency shall be provided due process in accordance with applicable state and federal law.

In the case that a student is determined to have been ineligible for free public school accommodations, it is the right of the ~~Amity Regional School District No. 5~~ ARSD ~~Public~~ S~~S~~chools to collect reimbursement from the parent/guardian of such student for any assessed costs of said schooling rendered during the time of enrollment in accordance with state law.

Legal Reference: Connecticut General Statutes
4-176e through 4-185 Uniform Administrative Procedure Act
10-186 Duties of local and regional Boards of Education re school attendance.
10-253 School privileges for children in certain placements, nonresident children and children in temporary shelters.

Policy Revised: ~~AMITY REGIONAL SCHOOL DISTRICT NO. 5~~
~~PUBLIC SCHOOLS~~

Policy approved: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Students

Resident and Non-Resident Attendance

Personnel – Certified and Non-Certified

Concepts and Roles in Personnel

4000

Personnel—Certified and Non-Certified **Concepts and Roles in Personnel**

All parts of the school system exist for one purpose: to facilitate the educational development of the students. A dynamic and efficient staff dedicated to education is necessary to constantly improve the education program for the students. To this end, the development of the personnel policies for certified and non-certified staff is an essential component of the educational program in ~~this school district~~ Amity Regional School District No. 5 (ARSD). The philosophy of ~~the district~~ ARSD and the community generally will be reflected in these policies.

Through the personnel policies the Board of Education (Board) will establish a school environment that will attract and maintain the best-qualified people whose mission will be to provide the best possible learning opportunities for the students.

The long-range goals on which these policies will be based are:

1. ~~1.~~ To recruit, select, and employ the best qualified personnel to staff the ~~district's~~ ARSD schools.
2. ~~2.~~ To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.
3. ~~3.~~ To provide an in-service training program for all employees to improve their performance.
4. ~~4.~~ To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.
5. ~~5.~~ To assign personnel to ensure that they are used as effectively as possible.
6. ~~6.~~ To develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.

Implementation of the adopted personnel policies should include channels of communication and procedures for handling ~~of~~ professional and ethical problems through which all persons or groups affected may express their suggestions, concerns, and opinions.

Legal Reference: Connecticut General Statutes
10-220 Duties of boards of education

Policy adopted:

Personnel – Non-Certified

Drug and Alcohol Testing for School Bus Drivers

P4212.42(a)

~~A succinct version of this mandated policy to consider.~~

Personnel -- Non-Certified

Drug and Alcohol Testing for School Bus Drivers

Contracts for transportation approved by ~~this District~~Amity Regional School District No. 5 (ARSD) shall contain assurance that the contractor will establish a drug and alcohol testing program that meets the requirements of federal regulations.

In addition, the Board of Education (Board) expects its school transportation contractor to train all school bus drivers; with instruction pertaining to the identification, the signs, and symptoms of anaphylaxis; and in the administration of epinephrine by a cartridge injector (“EpiPen”); the notification of emergency personnel; and the reporting of an incident involving a student’s life-threatening allergic reaction. Such training shall occur following the issuance or renewal of an endorsement to operate a school bus for carrier employees; and upon the hiring of a school bus driver; however; ~~except~~ a driver who received the training after the most recent issuance or renewal of his or her endorsement is not required to repeat it.

Prior to employment of bus drivers, the Board ~~of Education~~ expects its school transportation carrier to conduct a full query of the Federal Motor Carrier Safety Administration’s Drug and Alcohol Clearinghouse (Clearinghouse) to obtain information about the driver’s eligibility under federal rules to perform a safety-sensitive function. The District/school-ARSD transportation carrier will also contact prior employers where the applicant was a CDL driver for information to determine the driver’s eligibility to perform safety-sensitive functions. (Prior employers’ inquiries will continue until January 2023.)

The school transportation carrier will also utilize the Clearinghouse for current CDL drivers who are employees on at least an annual basis. Required personal information that is collected and maintained in connection with the testing program shall also be reported, as required, to the Clearinghouse.

Legal Reference: United States Code, Title 49
2717 Alcohol and controlled substances testing (Omnibus Transportation

Policy approved: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Personnel – Non-Certified

Drug and Alcohol Testing for School Bus Drivers

Employee Testing Act of 1991)

Code of Federal Regulations, Title 49

40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs

382 Controlled Substance and Alcohol Use and Testing (as amended)

395 Hours of Service Drivers

Holiday v. City of Modesto (1991) 229 Cal. App. 3d. 528, 540.

International Brotherhood of Teamsters v. Department of Transportation
932 F. 2d 1292 (1991)

American Trucking Association, Inc. v. Federal Highway Administration,
(1995) WL 136022 (4th circuit)

Personnel – Non-Certified

Drug and Alcohol Testing for School Bus Drivers

P4212.42(b)

Personnel – Non-Certified

Drug and Alcohol Testing for School Bus Drivers

Legal Reference: ——— Connecticut General Statutes (continued)

10-212c Life-threatening food allergies and glycogen storage disease: Guidelines; district plans. (as amended by PA 18-185)

14-261b Drug and alcohol testing of drivers of certain vehicles, mechanics and forklift operators

14-276a Regulations re school bus operators and operators of student transportation vehicles; qualifications; training. Pre-employment drug test required for operators

52-557b Immunity from liability for emergency medical assistance first aid or medication by injection. School personnel not required to administer or render. (as amended by PA 18-185, An Act Concerning the Recommendations of the Task Force on Life-Threatening Food Allergies in Schools)

Policy approved: AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Personnel – Non-Certified

Drug and Alcohol Testing for School Bus Drivers

Policy adopted:
rev 10/18
rev 1/21

Policy approved: _____ AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Business/Non-Instructional Operations

Privately Owned Vehicles

The Board of Education (Board) recognizes that, in special circumstances, Amity Regional School District No. 5 (ARSD) employees may need to use private vehicles in the performance of professional responsibilities.

Prior authorization may not be necessary in the event of a medical emergency. Except in the event of a medical emergency, ARSD assumes no liability unless the employee has prior authorization for such transportation.

ARSD administrators will exercise caution in authorizing transportation of students in private vehicles, since the District potentially assumes liability for any accident claim which exceeds the driver's automotive liability coverage.

Legal Reference: Connecticut General Statutes
 14-1(i) Motor vehicles: definitions
 14-212 (8) Definitions – “Student transportation vehicle.” (as amended
 by PA 10-110)
 14-212 (2) Definitions – “Carrier.” (as amended by PA 10-110)
 PA 07-224 An Act Concerning Operator’s Licenses Bearing a School
 Bus Endorsement

Policy approved:

AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut