

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

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*Dr. Jennifer P. Byars*  
*Superintendent of Schools*

**AMITY REGIONAL BOARD OF EDUCATION REGULAR MEETING AGENDA**  
**Monday, May 10, 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](mailto:pamela.pero@amityregion5.org) by 2:00 p.m. on May 10, 2021. Emails received after 2:00 p.m. on May 10, 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. Board of Education Regular Meeting - April 19, 2021 *Page 4*
  - b. Board of Education Annual District Meeting - May 4, 2021 *Page 14*
- 4. RECOGNITION OF STUDENTS**
  - a. CABE Student Leadership Awards 2021 *Page 16*
  - b. SCASA Superintendents' Student Awards 2021 *Page 17*
- 5. STUDENT REPORT**
  - a. Monthly Report
- 6. PUBLIC COMMENT**
- 7. SUPERINTENDENT'S REPORT**
  - a. Discussion and Possible Action on Diversity in Action Signage *Page 18*
  - b. Personnel Report *Page 20*
  - c. Superintendent Report *Page 21*
  - d. COVID-19 Updates
- 8. CORRESPONDENCE**
- 9. 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 *Page 25*
    7. Facilities
      - a. Monthly Report *Page 26*

- 8. Finance
  - a. Presentation and Discussion of First Quarter 2021 Executive Summary Review of Amity Pension Fund, Sick and Severance Account and OPEB Trust *Page 27*
  - b. Discussion and Possible Action on Contracts over \$35,000
    - 1. 1:1 Devices – FY21 funds *Page 95*
    - 2. Copiers – FY22 funds *Page 96*
    - 3. Student Accident Insurance – FY22 funds *Page 96*
    - 4. Field Drainage – AMSO – FY22 funds *Page 97*
    - 5. Roof Restoration and Repairs – ARHS – CNR funds *Page 97*
  - c. Discussion and Possible Action on Healthy Food Certification *Page 99*
  - d. Discussion and Possible Action on Capital Projects Change Orders and Budget Transfers *Page 101*
  - e. Discussion of Monthly Financial Statements *Page 104*
  - f. Director of Finance and Administration Approved Transfers Under \$3,000 *Page 135*
  - g. Discussion and Possible Action on Budget Transfers of \$3,000 or More *Page 138*
  - h. Discussion and Possible Action on Standard Year-End Transfers *Page 139*
  - i. Other Information Items
    - 1. Capital Project Expenditure Report- informational *Page 141*
    - 2. Food Service FY22
- 9. Policy
  - a. First Read
    - 1. Policy 4115 Evaluation and Support Program *Page 143*
    - 2. Policy 4117.4 Administrative Leave/Suspension/Dismissal *Page 148*
    - 3. Policy 4117.41 Suspension *Page 150*
    - 4. Policy 4118.11 Non-Discrimination/Equal Employment Opportunity *Page 152*
  - b. Second Read
    - 1. Policy 4111 Recruitment and Selection *Page 157*
    - 2. Policy 4111.3 Minority Recruitment *Page 159*
    - 3. Policy 6172.4 Title 1 Parent and Family Engagement *Page 160*
    - 4. Policy 4112.8 Nepotism: Employment of Relatives *Page 161*
  - c. Informational
    - 1. Policy 5145.5/4118.112/4218.112 Prohibition Against Sexual Harassment *Page 163*
- 10. Personnel
  - a. Discussion of Contracts and Salary Increases for Unaffiliated Employees for the 2021-2022 School Year (Executive Session)
  - b. Discussion of Amity Administrator Contract (Executive Session)

- c. Update on Paraeducator and Nurses Negotiations (Executive Session)
- d. Possible Action on Contracts and Salary Increases for Unaffiliated Employees for the 2021-2022 School Year

**10. NEW BUSINESS**

- a. Discussion and Possible Action on Meeting Model for the June 14, 2021 Amity Finance Committee meeting and Board of Education meeting

**11. ITEMS FOR THE NEXT AGENDA – Due to Chairperson by May 28, 2021**

**12. 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*

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.

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
APRIL 19, 2021 REGULAR MEETING MINUTES  
6:30 P.M., 100 Ohman Avenue, Orange, CT

**BOARD MEMBERS PRESENT**

John Belfonti, Christopher Browe, Patricia Cardozo, Andrea Hubbard, Dr. Jennifer Turner, Paul Davis (remote), Carla Eichler (remote), George Howard (remote), Sheila McCreven (remote), Patrick Reed (remote), Robyn Berke (remote, arrived 6:34 p.m.)

**BOARD MEMBERS ABSENT**

Shannan Carlson, Steven DeMaio

**STUDENT REPRESENTATIVES PRESENT**

Alison Bowler (remote)

**STAFF MEMBERS PRESENT**

Dr. Jennifer Byars, Theresa Lumas, Stephan Ciceron, Stephen Martoni, Anna Mahon

**1. CALL TO ORDER**

Chairperson Belfonti called the meeting to order at 6:32 p.m.

**2. PLEDGE OF ALLEGIANCE**

Recited by those present

**3. APPROVAL OF MINUTES**

**a. Board of Education Regular Meeting - March 8, 2021**

*MOTION by Patricia Cardozo, Second by Christopher Browe, to approve minutes as submitted  
VOTES IN FAVOR, 10 (unanimous)  
MOTION CARRIED*

**b. Board of Education District Meeting - Public Hearing - April 5, 2021**

*MOTION by Paul Davis, Second by Andrea Hubbard, to approve minutes as submitted  
VOTES IN FAVOR, 10 (Belfonti, Browe, Cardozo, Hubbard, Turner, Berke, Davis, Eichler, Howard, McCreven)  
ABSTAINED, 1 (Reed)  
MOTION CARRIED*

**c. Board of Education Special Meeting - April 5, 2021**

MOTION by Patricia Cardozo, Second by Christopher Browe, to accept minutes with edit  
VOTES IN FAVOR, 11 (unanimous)  
MOTION CARRIED

**4. STUDENT REPORT**

**a. Monthly Report**

**5. PUBLIC COMMENT**

Correspondence from out-of-state companies summarized by Carla Eichler

**6. SUPERINTENDENT'S REPORT**

**a. Personnel Report**

**b. Superintendent Report**

**c. Revisions to 2021-2022 Approved School Calendar**

**d. Update on End of Year - COVID Updates, Exams, Prom, Senior Events,  
Graduation**

**7. CORRESPONDENCE**

Summarized by Carla Eichler

**8. 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 and Possible Action on Contracts over \$35,000**
    - 1) **Financial software**
    - 2) **Facilities**
      - **Snow Removal, Ice Control, and Sanding Services**
      - **District Chiller Maintenance**
      - **Building Controls**
      - **Site-Based Grounds Maintenance**
      - **Safety Services**
      - **Trash and Recycling Services**
      - **Cooling Tower Piping**
    - 3) **Athletic Trainer Services**

*MOTION by Patricia Cardozo, Second by Christopher Browe, to vote all agenda items listed under DISCUSSION AND POSSIBLE ACTION ON CONTRACTS OVER \$35,000 at the same time (Financial Software; Snow Removal, Ice Control, and Sanding Services; District Chiller Maintenance; Building Controls; Site-Based Ground Maintenance; Safety Services; Trash and Recycling Services; Cooling Tower Piping; and Athletic Training Services)*

*VOTES IN FAVOR, 11 (unanimous)*

*MOTION CARRIED*

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
APRIL 19, 2021 REGULAR MEETING MINUTES  
6:30 P.M., 100 Ohman Avenue, Orange, CT

*MOTION by Patricia Cardozo, Second by Christopher Browe, to approve at the same time:*

- *Extend the contract with Tyler Technologies for the MUNIS Financial Accounting Systems for a cost of \$76,733.97. The Amity Board of Education waives the bid requirement.*
- *Award the snow removal, ice control and sanding services to Denny Landscaping Ltd of Orange, Connecticut, for July 1, 2021 to June 30, 2022, the third year of a three-year contract. The Board reserves the right to cancel the contract if Denny Landscaping Ltd of Orange, CT fails to perform in a satisfactory manner.*
- *Award the district chiller maintenance contract to Trane Building Services (local Trane office in Rocky Hill, Connecticut) for the second year of a three-year contract commencing July 2021, through June 2022, for \$14,312. The total of the three-year contract is \$42,949.00. This is a sole source vendor for the District's Trane equipment, and thereby, the sealed bid requirements are not required. The Board reserves the right to cancel the contract if Trane Building Services fails to perform in a satisfactory manner.*
- *Award the building controls contract to Siemens Industry, Inc. for the annual contract at the price of \$29,293.00. The Board reserves the right to cancel the contract if Siemens Industry, Inc. fails to perform in a satisfactory manner.*
- *Award the site-based grounds maintenance program for July 1, 2021 to June 30, 2022 to Sports Turf of Connecticut of Orange, Connecticut, at the price of \$218,000.00 for year three of a three-year contract period. The Board reserves the right to cancel the contract if Sports Turf of Connecticut of Orange, Connecticut fails to perform in a satisfactory manner.*
- *Award year two of a three-year contract for the School Safety Services to Fuss & O'Neill of Manchester, CT at a price of \$13,410.00 from the State Contracting Portal.*
- *Award a one-year contract extension for the Trash and Recycling Removal Services to All American Waste, LLC at a price of \$38,614.98 not including extra charges for additional pickups. This is an extension of a three-year contract totaling \$115,844.94. The Board reserves the right to cancel the contract if All American Waste, LLC fails to perform in a satisfactory manner.*
- *Award the replacement of piping on the cooling tower at Amity High School to F & F Mechanical at a price of \$32,534.*
- *Waive the bid requirement and award the athletic trainer services to Rehab Associates for \$64,600.00 for one year*

*VOTES IN FAVOR, 11 (unanimous)*

*MOTION CARRIED*

**b. Discussion and Possible Action on Athletic Project Change Order**

MOTION by Christopher Browe, Second by Patrick Reed, to waive the bid requirement and reclaim the asphalt of the secondary entrance and walkways to the stadium and replace during the course of the stadium project. The cost is not to exceed \$82,950.00.

VOTES IN FAVOR, 11 (unanimous)

MOTION CARRIED

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
 APRIL 19, 2021 REGULAR MEETING MINUTES  
 6:30 P.M., 100 Ohman Avenue, Orange, CT

MOTION by Christopher Browe, Second by Paul Davis, to approve a transfer from Bond Contingency Account to the Athletic Project Account. Reclaim the asphalt of the secondary entrance and walkways to the stadium and replace during the course of the stadium project at Amity High School.

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
17-00-15-0047-5720	Bond Contingency	\$82,950	
17-00-15-0047-5720	Athletic Projects		\$82,950

VOTES IN FAVOR, 11 (unanimous)  
 MOTION CARRIED

MOTION by Patricia Cardozo, Second by Dr. Turner, to approve a transfer from Bond Cost of Issuance Account and Contingency Account to the HVAC Project Account.

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
17-00-15-0053-5715	Bond Contingency	\$ 2,764	
17-00-15-0051-5330	Cost of Issuance	\$39,156	
17-00-15-0048-5715	HVAC - AHS		\$41,920

VOTES IN FAVOR, 11 (unanimous)  
 MOTION CARRIED

**c. Discussion of Monthly Financial Statements**

Chairperson Belfonti publicly thanked Ms. Lumas for her expertise and effort in financial planning during the past difficult and unpredictable pandemic year.

**d. Director of Finance and Administration Approved Transfers Under \$3,000**

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

MOTION by Patricia Cardozo, Second by Dr. Turner, to vote on all items listed in the March 31, 2021 BUDGET TRANSFERS OVER \$3,000 FOR FY 2020-21 memo at the same time (Staff Development; Music – Amity High School; Science Textbooks – Amity High School; Technology – Amity High School; Special Education – Professional Technical Services; Piping on Cooling Tower; and COVID)

VOTES IN FAVOR, 11 (unanimous)

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
 APRIL 19, 2021 REGULAR MEETING MINUTES  
 6:30 P.M., 100 Ohman Avenue, Orange, CT

*MOTION by Patricia Cardozo, Second by Andrea Hubbard, to approve the following:*

- *Budget transfer to cover the presenters for professional development.*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
05-13-2212-5581	Travel- Conferences	\$ 4,800	
05-13-2212-5330	Professional Technical Services		\$ 4,800

- *Budget transfer to cover the cost of two baritone saxophones.*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
03-11-1010-5611	Instructional Supplies	\$4,986	
03-11-1010-5730	Equipment – New		\$2,493
03-11-1010-5731	Equipment – Replacement		\$2,493

- *Budget transfer to cover the new Anatomy & Physiology textbooks and licenses at Amity High School.*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
03-11-1013-5611	Instructional Supplies	\$14,583	
03-11-1013-5420	Repair & Maintenance	\$ 631	
03-11-1013-5581	Staff Travel	\$ 785	
03-11-1013-5810	Dues & Fees	\$ 1,000	
05-15-0000-5850	Contingency	\$ 3,996	
03-11-1013-5641	Textbooks		\$20,695

- *Budget transfer to cover the cost of a replacement smartboard:*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
03-11-1013-5611	Instructional Supplies	\$4,502	
05-14-2350-5731	Equipment – Replacement		\$4,502

- *Budget transfer to cover the cost of professional services:*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
04-12-6116-5510	Transportation-Public	\$20,000	
04-13-2190-5330	Professional Services		\$20,000

- *Budget transfer to cover the cost of piping on the cooling tower at Amity High School:*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
03-14-2600-5715	Improvements to Buildings	\$23,555	
05-14-2600-5715	Improvements to Buildings/Contingency		\$23,555

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
 APRIL 19, 2021 REGULAR MEETING MINUTES  
 6:30 P.M., 100 Ohman Avenue, Orange, CT

- Budget transfer to cover cost of operations including rentals, personal protective equipment, distance learning tools and equipment, and cleaning supplies, \$58,994:

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
05142675-5440	Rentals		\$ 4,151
05142675-5611	Instructional Supplies		\$ 6,079
05142675-5613	Maintenance Supplies		\$11,070
05142675-5690	Other Supplies		\$27,694
05142675-5730	Equipment - New		\$10,000
01111005-5641	Textbooks	\$ 1,485	
01111010-5420	Repair & Maintenance	\$ 540	
01111011-5420	Repair & Maintenance	\$ 150	
01111013-5510	Transportation	\$ 90	
01111014-5641	Textbooks	\$ 210	
01111016-5641	Textbooks	\$ 215	
01113202-5420	Repair & Maintenance	\$ 225	
01113202-5510	Transportation	\$ 2,556	
01132400-5420	Repair & Maintenance	\$ 75	
01142700-5510	Transportation	\$ 533	
05142700-5514	Transportation	\$ 5,435	
01111005-5641	Textbooks	\$ 1,564	
02111008-5420	Repair & Maintenance	\$ 75	
02111010-5420	Repair & Maintenance	\$ 630	
02111011-5420	Repair & Maintenance	\$ 60	
02113202-5420	Repair & Maintenance	\$ 225	
02113202-5510	Transportation	\$ 2,556	
02132400-5420	Repair & Maintenance	\$ 75	
02142700-5510	Transportation	\$ 450	
03111001-5730	Equipment - New	\$ 150	
03111005-5641	Textbooks	\$ 1,110	
03111006-5641	Textbooks	\$ 300	
03111008-5420	Repair & Maintenance	\$ 165	
03111009-5641	Textbooks	\$ 1,237	
03111010-5420	Repair & Maintenance	\$ 776	
03111013-5420	Repair & Maintenance	\$ 150	
03111013-5641	Textbooks	\$ 225	
03113202-5420	Repair & Maintenance	\$ 5,083	

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
 APRIL 19, 2021 REGULAR MEETING MINUTES  
 6:30 P.M., 100 Ohman Avenue, Orange, CT

03113202-5510	Transportation	\$26,199	
03132400-5420	Repair & Maintenance	\$ 300	
03132400-5641	Textbooks	\$ 900	
03142700-5510	Transportation	\$ 5,250	
<b>Totals</b>		<b>\$ 58,994</b>	<b>\$ 58,994</b>

VOTES IN FAVOR, 11 (unanimous)  
 MOTION CARRIED

**f. Informational**

- 1) **Project Expenditure Report**
- 2) **Discussion and Possible Action on Pension Amendment Information**

*MOTION by Patricia Cardozo, Second by Christopher Browe, to modify the Amity Regional High School District Number Five Pension Plan with the proposed amendment and authorize the Superintendent of Schools to sign the amendment document.*

VOTES IN FAVOR, 11 (unanimous)  
 MOTION CARRIED

**9. Policy**

**a. First Read**

- 1) **Policy 6172.4 Title 1 Parent and Family Engagement**
- 2) **Policy 4111.3 Minority Recruitment**

Policy 4111.3 Minority Recruitment was referred back to Policy Committee for further discussion.

- 3) **Policy 4112.8 Nepotism: Employment of Relatives**

**b. Second Read**

- 1) **Policy 3560 Capital Outlay**
- 2) **Policy 5125 Student Records; Confidentiality**

**3) Policy 4111 Recruitment and Selection**

Policy 4111 Recruitment and Selection was referred back to Policy Committee for further discussion.

**4) Policy 4112.1 Contracts of Employment**

**5) Policy 4112.2 Certification**

**6) Policy 4112.5 Security Check/Fingerprinting**

*MOTION by Patricia Cardozo, Second by Dr. Turner, to vote on all policies listed under SECOND READ agenda item at the same time (Policy 3560 Capital Outlay; Policy 5125 Student Records, Confidentiality; Policy 4111 Recruitment and Selection; Policy 4112.1 Contracts of Employment; Policy 4112.2 Certification; and Policy 4112.5 Security Check/Fingerprinting)*

*AMENDMENT TO MOTION by Patricia Cardozo, Second by Dr. Turner, to vote on the following policies at the same time: Policy 3560 Capital Outlay; Policy 5125 Student Records, Confidentiality; Policy 4112.1 Contracts of Employment; Policy 4112.2 Certification; and Policy 4112.5 Security Check/Fingerprinting)*

*VOTES IN FAVOR, 11 (unanimous)*

*MOTION CARRIED*

*MOTION by Patricia Cardozo, Second by Dr. Turner, to approve the following policies at once: Policy 3560 Capital Outlay; Policy 5125 Student Records, Confidentiality; Policy 4112.1 Contracts of Employment; Policy 4112.2 Certification; and Policy 4112.5 Security Check/Fingerprinting)*

*VOTES IN FAVOR, 11 (unanimous)*

*MOTION CARRIED*

**10. Personnel**

**a. Discussion and Possible Action on Non-renewal of Teacher Contract**

*MOTION by Patrick Reed, Second by Christopher Browe, that the contract of employment of Kristen Donovan not be renewed for the following year upon the expiration at the end of the 2020-2021 school year, and that the Superintendent of Schools is directed to advise such person in writing of this action.*

*VOTES IN FAVOR, 8 (Belfonti, Browe, Cardozo, Hubbard, Turner, Eichler, Howard, Reed)*

*ABSTAINED, 3 (Berke, Davis, McCreven)*

*MOTION CARRIED*

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
APRIL 19, 2021 REGULAR MEETING MINUTES  
6:30 P.M., 100 Ohman Avenue, Orange, CT

**9. NEW BUSINESS**

- Board of Education Retreat
- Storage containers – possibly paint black and gold with Amity emblem as school project or work project if owned by Amity

**10. ITEMS FOR THE NEXT AGENDA – Due to Chairperson by April 30, 2021**

**11. ADJOURNMENT**

*MOTION by Christopher Browe, Second by Patricia Cardozo, to adjourn meeting  
VOTES IN FAVOR, 11 (unanimous)  
MOTION CARRIED*

Meeting adjourned at 8:40 p.m.

Respectfully submitted,  
Pamela Pero  
Pamela Pero, Recording Secretary

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
MAY 4, 2021 SPECIAL MEETING MINUTES  
ANNUAL DISTRICT MEETING  
6:46 P.M. 100 Ohman Avenue, Orange, CT

**BOARD MEMBERS PRESENT**

John Belfonti, Christopher Browe, Patricia Cardozo, Carla Eichler, George Howard, Andrea Hubbard, Paul Davis (remote), Patrick Reed (remote), Dr. Jennifer Turner (remote)

**BOARD MEMBERS ABSENT**

Robyn Berke, Shannan Carlson, Steven DeMaio, Sheila McCreven

**STAFF MEMBERS PRESENT**

Dr. Jennifer Byars, Theresa Lumas, Stephen Martoni

Chairperson Belfonti opening of meeting at 5:36 p.m.

*MOTION by Christopher Browe, Second by Carla Eichler to nominate John Belfonti chairperson of Annual District Meeting*

*VOTES IN FAVOR, 8 (Browe, Cardozo, Eichler, Howard, Hubbard, Davis, Reed, Turner)*

*ABSTAINED, 1 (Belfonti)*

*MOTION CARRIED*

*MOTION by Christopher Browe, Second by George Howard, to close nominations for chairperson of Annual District Meeting*

*VOTES IN FAVOR, 9 (unanimous)*

*MOTION CARRIED*

*MOTION by George Howard, Second by Christopher Browe, to nominate Patricia Cardozo secretary of Annual District Meeting*

*VOTES IN FAVOR, 9 (unanimous)*

*MOTION CARRIED*

*MOTION by Andrea Hubbard, Second by Christopher Browe to close nomination for secretary of Annual District Meeting*

*VOTES IN FAVOR, 9 (unanimous)*

*MOTION CARRIED*

AMITY REGIONAL SCHOOL DISTRICT NO. 5 BOARD OF EDUCATION  
MAY 4, 2021 SPECIAL MEETING MINUTES  
ANNUAL DISTRICT MEETING  
6:46 P.M. 100 Ohman Avenue, Orange, CT

Chairperson Belfonti called the meeting to order at 5:38 p.m.

Chairperson Belfonti called for Public Comment.  
There was no Public Comment.

Dr. Byars presented the 2021-2022 Amity Regional School District No. 5 Budget.

*MOTION by Carla Eichler, Second by Dr. Turner, to adjourn to a machine/ballot vote to be held in the towns of Bethany, Orange, and Woodbridge on Wednesday, May 5, 2021 from 6:00 a.m. to 8:00 p.m.*

*VOTES IN FAVOR, 9 (unanimous)*

*MOTION CARRIED*

*MOTION by Carla Eichler, Second by Christopher Browe, to adjourn meeting*

*VOTES IN FAVOR, 9 (unanimous)*

*MOTION CARRIED*

Meeting adjourned at 5:50 p.m.

Respectfully submitted,

Theresa Lumas  
Director of Finance & Administration



# CABE

## Student Leadership

## Award Recipients

### 2021

#### **Amity Regional High School:**

- Audrey Marin
- Colby O'Connor

#### **Amity Regional Middle School-Bethany:**

- Liam Coyne
- Hannah Guo

#### **Amity Regional Middle School-Orange:**

- Robert Pulie
- Maya Remigio

CRITERIA: Willingness to take on challenges, Capability to make difficult decisions, Concern for others, Ability to work with others, Willingness to commit to a project, Diplomacy, Ability to understand issues clearly, Ability to honor a commitment.



**2021**

# **SCASA Superintendents'** **Student Awards**

★ **Amity Middle School-Bethany:**

- ADAM FLEISCHMAN
- HOLLY PARADY

★ **Amity Middle School-Orange:**

- MATTHEW CURLEY
- OLIVIA PERKOWSKI

★ **Amity Regional High School:**

- JAYNE WHITMAN
- NOLAN YOUNG

*The SCASA Student Award is based on Community Service and service to others; Academic prowess (relative to ability); and Leadership to the school community.*



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



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*Dr. Jennifer P. Byars*  
*Superintendent of Schools*

*jennifer.byars@amityregion5.org*  
*203.392.2106*

TO: Amity Facilities Committee  
Amity Board of Education

FROM: Jennifer P. Byars

DATE: May 4, 2021

RE: Proposal for the Diversity in Action (D.I.A.) Sign

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The Amity Regional High School D.I.A. Club has proposed the installation of a sign to memorialize the commitment to diversity in the ARHS Community. This proposal has been vetted by the high school administration and is presented to the Board of Education with their full support.

The proposal for the D.I.A. sign is as follows:

Amity Regional High School's administration, faculty, and student body are deeply dedicated to the advancement and inclusion of all cultures and perspectives. Upon entering this building, diversity shall be celebrated, encouraged, and protected.  
~Amity Diversity in Action Club, 2021

Construction/Installation:

To ensure the exposure of the signs, we believe that it is best suited for the signs to be mounted next to the main front entrance as well as the main back entrance of the building.

Both signs are to be made out of Azek, and constructed on campus with the collaboration of the construction department. After approval is received, the construction should not take very long, so it should be very feasible for the installation process to begin late April - early May.

Cost:

Roughly \$250 – this will be provided by the ARHS Student Activity Funds

While BOE Policy 7551 only applies to the naming of facilities, since this installation will be on the outside of the building and visible to the general public and not just the Amity community, it is my suggestion that the BOE discuss and take action on the matter.

**Amity Finance Committee:**

***Move to recommend to the BOE the construction and installation of the Diversity in Action sign at Amity Regional High School as presented.***

**Amity Board of Education:**

***Move to approve the construction and installation of the Diversity in Action sign at Amity Regional High School as presented.***

**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*

**May 10, 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:  
*Kevin Dwyer* – F/T Career & Technology Education Teacher - Automotive – Kevin brings to Amity an extensive background in the automotive field. With over 30 years of experience, Kevin is a Certified Level A Automotive Technician. He is also a long time Orange Little League Softball Coach, which has helped him to realize his passion for education. Kevin is currently pursuing his 098 Trade and Industrial Occupation teaching certification.
- Amity Regional Middle School – Bethany: NONE
- Amity Regional Middle School – Orange: NONE

**NEW HIRES-BENCH/LONG TERM SUBSTITUTES: NONE**

**NEW HIRES-NON-CERTIFIED: NONE**

**NEW HIRES-COACHES: NONE**

**TRANSFERS:**

*Andrea Drewry* – FT Reading Consultant at Amity Middle School-Bethany to the position of Literacy Instructional Coach for both Orange and Bethany Middle Schools, effective 2021-2022 school year.

*Tyshawn Cannon* – 5 day Bench Substitute at Amity Regional High School to the position of Paraprofessional at Amity Middle School-Bethany, effective 04/26/2021.

**RESIGNATIONS:**

*Tyler Billehus* – Science Teacher ~ Amity Regional High School, eff. 06/30/2021

*Wallie Carmichael* – Paraprofessional ~ Amity Middle School-Bethany, eff. 04/23/2021

*Wallie Carmichael* – Boys Track Coach ~ Amity Middle School-Bethany, eff. 04/23/2021

*Wallie Carmichael* – Boys Soccer Coach ~ Amity Middle School-Bethany, eff. 04/23/2021

*Gary Pope* – Paraprofessional ~ Amity Regional High School, eff. 06/08/2021

**RETIREMENTS:**

*Mary Mazzonna* – Category III Administrative Assistant, Amity Regional High School, eff. 06/30/2021

*Linda Blackwood* – Paraprofessional, Amity Regional High School, eff. 06/30/2021

# 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

## Superintendent's Report – May 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

**Mandated State Assessments:** During the first and second week of May, AMSO and AMSB will conduct the Smarter Balanced Assessment for students in grades seven and eight and the Next Generation Science Standards Assessment for students in grade eight. Students in grade eleven at ARHS will take the NGSS during the week of May 17, 2021.

**SSLP/SIP:** On May 17<sup>th</sup>, for the first time in two years, over 200 Amity seniors will leave the school halls and classrooms to explore possible careers or interests through our Senior Service Learning Program (SSLP) or Senior Interest Project (SIP). Placements for SSLP range from engineering firms and local businesses to early learning centers.

**Field Trips Return to ARHS:** In April, the AP Environmental Earth Science students participated in an off-campus walking field trip to the Wepawaug River at the Alice Newton Memorial Park Blue Trail System to complete a sampling survey lab from the streams. The purpose of this trip was to assess the wellbeing of the streams and ecosystems of the local forest.

**Student Award Recognition Ceremonies:** Throughout the months of May and June, ARHS students have been and will be recognized at school, local and state levels through various organizations, including the SCC Scholar Leaders, The CIAC Scholar Athletes, The CIAC Art Awards and the CT Law Day Program. Our students continue to demonstrate impressive skills!

**Shakespeare Comes to Middle Schools:** Students in AMSB and AMSO will participate in the Shakesperience workshop. This production is held to foster an appreciation of literature through live theatrical performances. Students participate in interactive workshops designed to enhance their understanding of the themes and life lessons presented in many of the works by Shakespeare that are still meaningful and relevant to life today.

**Middle School Debate Team Goes to State Level Competition:** Congratulations to members of the AMSO/AMSB debate team who will be participating in the online State level competition on May 22, 2021.

**NASP School Safety and Crisis Preparedness PREPaRE Training:** April 28 – 30, 2021, Amity School Social Workers, School Psychologist, and Pupil Personnel Services Director completed training in the NASP School Safety and Crisis Preparedness PREPaRE Curriculum. The district will be continuing to train mental health staff and administration in the PREPaRE Curriculum in the coming months.

**Pupil Personnel Services Update:** Middle School Special Education teachers are completing their yearlong professional development in high quality structured literacy instruction through CREC. Unified

Sports continues to take advantage of the nice weather and will be hosting an activity on May 12th. We are thankful for the hard work of our athletes, mentors and coaches!

**District and Curriculum Articulation:** District and Curriculum Articulation meetings scheduled for May include the District Professional Development and Evaluation Committee (PDEC), District Steering Committee, ELA Curriculum Articulation, and a Joint Middle School meeting for ELA teachers and Reading Specialists.

### Resources

**BOWDAAC Youth Survey:** All students in grades 7, 9, and 11 will be taking the online Youth Survey during the second week of May. The survey is administered every two years. The administration of the survey is being scheduled in partnership with the Alliance for Prevention and Wellness and the Bethany, Orange, Woodbridge Drug and Alcohol Action Committee (BOWDAAC). The goal of the survey is to learn about attitudes and behaviors about alcohol and other substance abuse. The results will also be instrumental in examining curriculum and instruction. New to the survey this year, is the inclusion of some Covid-19 related questions. A parent communication was sent on May 5, 2021. Survey results will be shared at a future BOE meeting once the data is complete.

**GSP Pilot Program:** Led by school psychologist Linda Decesare, the counseling department has staffed an after-instruction guided study program 3 days per week (T-Th) throughout the month of April for students who have been struggling academically or whose social/emotional difficulties have impacted their academics. Counselors, interventionists and peer tutors have stayed with these students from 1-3 in the cafeteria to work on academics and study skills.

**AMSO Students Collect Bottle Caps:** Students are continuing to collect bottle caps in support of efforts to preserve and care for local and worldwide water ecosystems. Students will work in collaboration with Sound Waters Education to collect another 1 million bottle caps to bring awareness to caring for our waterways.

### Climate

**Amity Gold Pen Awards:** The Amity Gold Pen Awards recognition celebration was held on Thursday, May 6<sup>th</sup> at 2:45pm in the ARHS cafeteria. A teacher from each school has been chosen in recognition of their value to the Amity community! This is a truly significant award, honoring teachers chosen by their peers. The 2021 Gold Pen Award winners are:

- Andrea Drewry, AMSB Reading Consultant
- Eric Bacik, AMSO School Psychologist
- Vicki Hulse, ARHS Library Media Specialist

**PRIDE Week:** During the final week of April, the ARHS student organization PLAHD (People Leading Against Homophobic Discrimination) sponsored PRIDE week at ARHS where flags were presented around the high school and informational flyers were posted.

**In-Person ARHS Unified Sports Returns:** For the first time in over a year, ARHS Unified Sports had an in-person activity on Wednesday, April 28<sup>th</sup> where members of the Amity Advocates class served as partners for our athletes and arranged an obstacle/activity course by the pond. It was an awesome time for everyone involved!

**Eighth Grade Promotion Ceremonies:** The 2021 Stepping-Up Ceremony for AMSO Grade 8 will be held on June 7, 2021 beginning at 1:30pm and the commencement ceremony for the 8<sup>th</sup> graders of AMSB will be held on the same day at 4:00pm. Both ceremonies will be held at the Amity Regional High School lacrosse field with a rain location in the ARHS Main Gym. Appropriate protocols will be observed as we celebrate this milestone for our students and their families.

**AMSB to Visit Holiday Hill:** Due to the recent easing of COVID restrictions, the 8<sup>th</sup> graders of AMSB will be able to attend the annual class trip to Holiday Hill. The outdoor outing is sure to be filled with fun team building activities, and plenty of food.

**AMSB 8<sup>th</sup> Grade Party:** The PTSO and Woodbridge Youth Services are sponsoring an end of year celebration for our 8<sup>th</sup> graders on June 4, 2021 at 5:00 on the Woodbridge Green. There will be a DJ, food truck, and fun activities to celebrate a successful year.

**AMSO 8<sup>th</sup> Grade Team Building Trip:** AMSO students will celebrate the end of their middle school experience by participating in a variety of team building activities designed to encourage students to work collaboratively toward a common goal.

**Woodbridge Youth Services Sponsors ADL Training:** Selected students from the AMSB 7<sup>th</sup> and 8<sup>th</sup> grade will participate in the ADL Bystander to Ally training, sponsored by the Woodbridge Youth Services. This year, due to COVID restrictions, the training will be conducted virtually.

**Teacher Appreciation Week ARHS:** The first full week of May is National Teacher Appreciation Week. This year's celebration at ARHS followed the student-chosen theme of "Amity Teachers Help Us Grow." Students honored ARHS teachers with Wordles, posters and painted the rock at the campus entrance. The administration gave every educator a plant as a thank you for helping the school community grow through this very difficult year and the PTSO and AEA sponsored food activities.

**Teacher Appreciation Week AMSB:** This past week we celebrated our teachers at AMSB with several exciting treats for our staff. The PTSO sponsored the Ice Cream Emergency truck and served a wonderful lunch for our teachers. We also had a visit from the Caseus Cheese Truck and ended the week presenting our teachers with a small token of appreciation from the administration.

**Teacher Appreciation Week AMSO:** Our thanks to the AMSO PTSO for providing teachers and staff with a delicious lunch. Teachers also enjoyed surprises in the mailbox daily to satisfy their sweet tooth, encourage self-care and an active lifestyle.



*One of Amity's CIAC Scholar Athletes - Allison Su – enjoying her pizza that Mrs. Mahon sent since they were unable to attend the traditional in-person dinner typically held at the Aqua Turf.*



*AP Environmental Earth Science students participated in an off-campus walking field trip to the Wepawaug River on the Blue Trail at the Alice Newton Memorial Park.*

May, 2021

## April Ticket Summary

Tickets addressed and closed: 42

Tickets open: 0

## HS Student Help Desk

Students helped: 206

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:

- New cable runs are pulled to install outdoor wireless access points to provide internet access to the outdoor fields
  - New AP on Pres box
  - New AP on Roof pointing towards Baseball and Softball fields
- New 180 degree security camera has been installed at the stadium field on the press box

### Projects in process:

- Classroom scanners for attendance
  - Initial deployment is in small “pilot” groups and is continuing
  - Full deployment will follow after successful pilot
- We have received 16 more indoor/outdoor security cameras and are working with building administration to identify exact locations for installation
  - Many of the locations, including replacements, will require new data cable to be pulled
  - We have identified more than 16 locations in need and have begun to prioritize locations while documenting future needs
- Options for off-site, cloud based backup repositories are being assessed to address the need for isolated storage of critical data backups
  - Currently cost for the amount of storage space needed has been an obstacle, as a result we are also exploring cost associated with building our own “cloud”
  - Also looking into possibility of building a shared cloud with BOWA districts
- Technicians have been addressing support tickets for both students and staff to support the transition to the current learning model.
- New Student led help desk ready to staffed by student workers
  - Student applicants are being sought and interviews being scheduled
  - A limited student workforce has begun staffing the help desk on a part-time basis
- Plans are being made for device collection, summer maintenance and Fall redistribution
- Identifying projects that are eligible for security grant funds and requesting quotes
  - Additional RFID door access
  - Additional Security Cameras
  - Possible phone system replacement

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:

- AMSO modular building is demolished.
- Wall in room 375 at ARHS was opened up during April Break to allow a better view into back classroom.
- Camera housings were installed in the ARHS gym to allow for livestreaming games. Housings and all related electrical piping was done by in-house maintenance staff.
- Various cleaning, painting, and maintenance projects were completed over April break including assembly of metal picnic tables at each school by the custodial staff.
- Registration fees for the District vehicles were looked into; and it was determined that we do not need to pay, as we are a municipality. Registration fees that were recently paid will be refunded, and moving forward we will not need to pay for re-registration.

### Projects in process:

- ARHS Track and Field project is underway.
- Reviewing the District's storage needs and options for the modular building at AMSB.
- An acoustical study is being done in both middle schools to decide the best product and design to help the noise problems in the gyms and cafeterias.
- The student-led project of storage building construction is underway. Construction of the second shed is almost complete.
- The air handler replacement/Guidance fit-out at ARHS is underway.
- The replacement of the cooling tower piping at ARHS was awarded to F+F Mechanical and is in progress.
- Spring grounds clean-up has started.
- Replacing the light fixtures in both middle school gymnasiums with fixtures that are comparable to the fixtures at ARHS.
- Maintenance work and evaporator valve replacement on the chiller at AMSO is in the works, as well as pre-season maintenance on all chillers in the District.

### Outstanding issues to be addressed:

- On a recent test of the fuel cell on April 13th we experienced a failure of the transfer switch at ARHS. We are working with UI, Fuel Cell Energy, and in-house staff to determine the cause.



# Amity Regional School District #5 Executive Summary - First Quarter 2021

*This report is intended for the exclusive use of clients or prospective clients of Fiducient Advisors. The information contained herein is intended for the recipient, is confidential and may not be disseminated or distributed to any other person without prior approval. 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 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 possibility of a loss*

**DiMeo Schneider is now**



**FIDUCIENT**  
Advisors

- Rebrand effective as of March 29, 2021
- \$225+ billion in assets under advisement\*
- Fiducient: [fuh-du-shent] *trusted fiduciary committed to helping clients prosper*
- New website: [www.fiducientadvisors.com](http://www.fiducientadvisors.com)
- Email: format continues as first initial last name [@fiducient.com](mailto:@fiducient.com)
- Newsletters, Webinars and other information: please add [info@fiducient.com](mailto:info@fiducient.com) to your safe senders list
- No changes to firm leadership, ownership, partners, employees, service model, investment strategy or your consulting team

*Thank you for your trust and confidence in us!*

# Table of Contents

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Section 1	Fiduciary Governance Calendar
Section 2	Capital Markets Overview
Section 3	Portfolio and Manager Review





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## Section 1 Fiduciary Governance Calendar

# Fiduciary Governance Calendar



Fiduciary Trail®      Fiduciary Lockbox®

\*Timing of actuarial review is dependent on client's individual plan and/or fiscal year and actuarial input.



## Portfolio Expense Analysis - Pension

Manager	Current Target %	Fee Schedule	Peer Group Fees	Peer Group
Vanguard Total Bond Market Index Adm	17.5%	0.05%	0.57%	IM U.S. Broad Market Core Fixed Income (MF)
BlackRock Strategic Income Opportunities K	17.5%	0.76%	1.02%	IM Alternative Credit Focus (MF)
Vanguard 500 Index Adm	10.0%	0.04%	0.79%	IM U.S. Large Cap Core Equity (MF)
Vanguard Value Index Adm	15.0%	0.05%	0.87%	IM U.S. Large Cap Value Equity (MF)
Vanguard Growth Index Adm	15.0%	0.05%	0.90%	IM U.S. Large Cap Growth Equity (MF)
Vanguard Mid Cap Index Adm	5.0%	0.05%	1.00%	IM U.S. Mid Cap Core Equity (MF)
Vanguard Small Cap Index Adm	5.0%	0.05%	1.08%	IM U.S. Small Cap Core Equity (MF)
Vanguard Developed Markets Adm	15.0%	0.07%	0.88%	IM International Multi-Cap Core Equity (MF)
<b>Weighted Average Investment Management Fee</b>		<b>0.18%</b>		
<b>Wells Fargo (Base Fee)</b>		<b>Pension: 5 bps on assets under \$50 mil; \$1,500 per account</b>		
<b>Fiduciant Fee</b>		<b>OPEB/S&amp;S: 3 bps on assets under \$50 mil; \$1,500 per account</b>		
			<b>Flat fee of \$19,000</b>	

DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable. Fiduciant Advisors has not independently verified this information. Fees for fund of funds are shown at the fund of fund level and do not include fees charged by underlying investment managers/funds. The estimated annual custody fee represents the base fee and includes asset based, account based and line-item fees, where applicable. The estimate does not include applicable fees for transactions, trade settlement and/or wire transfers. Please refer to your custody agreement for a complete description of applicable fees and expenses.

www.FiduciantAdvisors.com

## Portfolio Expense Analysis - OPEB

Manager	Current Target %	Fee Schedule	Peer Group Fees	Peer Group
Vanguard Short Term Inflation Protection Adm	10.0%	0.06%	0.59%	IM U.S. TIPS (MF)
Vanguard Total Bond Market Index Adm	10.0%	0.05%	0.57%	IM U.S. Broad Market Core Fixed Income (MF)
BlackRock Strategic Income Opportunities K	20.0%	0.76%	1.02%	IM Alternative Credit Focus (MF)
Vanguard 500 Index Adm	30.0%	0.04%	0.79%	IM U.S. Large Cap Core Equity (MF)
Vanguard Small Cap Index Adm	10.0%	0.05%	1.08%	IM U.S. Small Cap Core Equity (MF)
Vanguard Developed Markets Index Fund Adm	20.0%	0.07%	0.88%	IM International Multi-Cap Core Equity (MF)
<b>Weighted Average Investment Management Fee</b>		<b>0.19%</b>		
<b>Wells Fargo (Base Fee)</b>		<b>Pension: 5 bps on assets under \$50 mil; \$1,500 per account</b>		
<b>Fiduciant Fee</b>		<b>OPEB/S&amp;S: 3 bps on assets under \$50 mil; \$1,500 per account</b>		
			<b>Flat fee of \$19,000</b>	

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## Portfolio Expense Analysis – Sick & Severance

Manager	Current Target %	Fee Schedule	Peer Group Fees	Peer Group
Vanguard Short-Term Government Bond Index Adm	22.5%	0.07%	0.56%	IM U.S. Short Term Treasury/Govt Bonds (MF)
Vanguard Total Bond Market Index Adm	22.5%	0.05%	0.57%	IM U.S. Broad Market Core Fixed Income (MF)
Vanguard Short Term Inflation Protection Adm	5.0%	0.06%	0.59%	IM U.S. TIPS (MF)
Vanguard Total Stock Market Index Adm	40.0%	0.04%	0.92%	IM U.S. Multi-Cap Core Equity (MF)
Vanguard Developed Markets Adm	10.0%	0.07%	0.88%	IM International Multi-Cap Core Equity (MF)
<b>Weighted Average Investment Management Fee</b>				
<b>0.05%</b>				
<b>Wells Fargo (Base Fee)</b>				
<b>Pension: 5 bps on assets under \$50 mil; \$1,500 per account</b>				
<b>OPEB/S&amp;S: 3 bps on assets under \$50 mil; \$1,500 per account</b>				
<b>Fiducient Fee</b>				
<b>Flat fee of \$19,000</b>				

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## Section 2 Capital Markets Overview

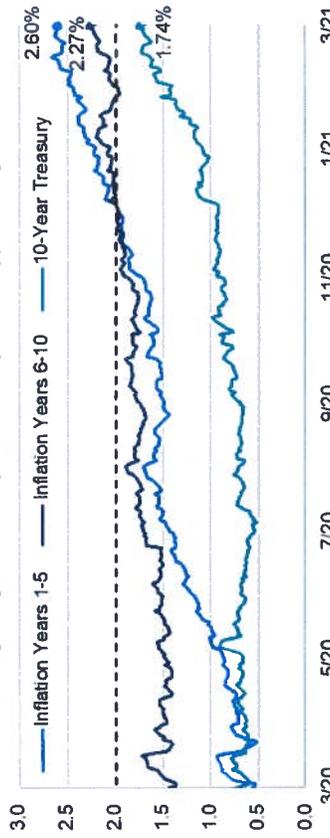


## Market Themes

- The American Rescue Plan Act (ARPA) and advancing vaccination efforts may serve as a bridge to more sustained positive economic momentum.
- Both interest rates and inflation expectations trended higher as global growth accelerated.
- Market breadth was strong during the quarter led by a recovery among areas most afflicted by the pandemic.

### Inflation Expectations and Interest Rates

*Inflation estimates are rising but at a moderating pace with longer-term projections around the Fed's 2% average target. The 10-year Treasury is also approaching that level.*



Sources: Bloomberg, Inflation Years 1-5: 5-Year Breakeven Inflation Rate, Inflation Years 6-10: 5 Year, 5 year Forward Breakeven Inflation Rate.  
Past performance does not indicate future performance and there is a possibility of a loss.

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### ARPA Stimulus Package Components

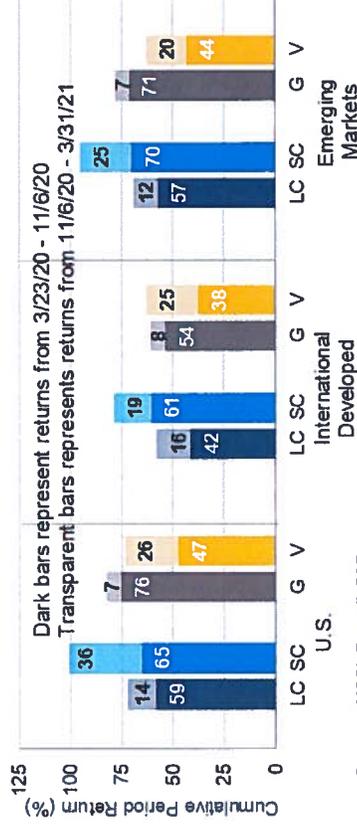
*A majority of the recent stimulus package offers support to individuals via checks and extended unemployment benefits, which could encourage more consumer spending.*



Congressional Budget Office, staff of the Joint Committee on Taxation (JCT).

### Market Capitalization and Style Performance

*Markets segments hardest hit by the pandemic and subsequent policy measures (e.g., small caps, financials, energy) have recently experienced the most noteworthy gains.*

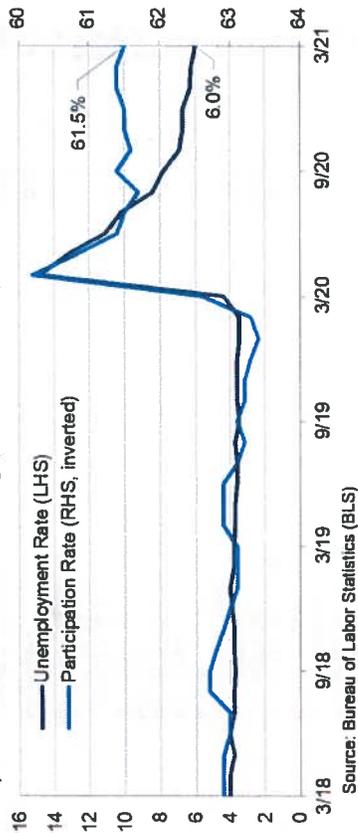


Sources: MSCI, Russell, S&P

# Economic Review

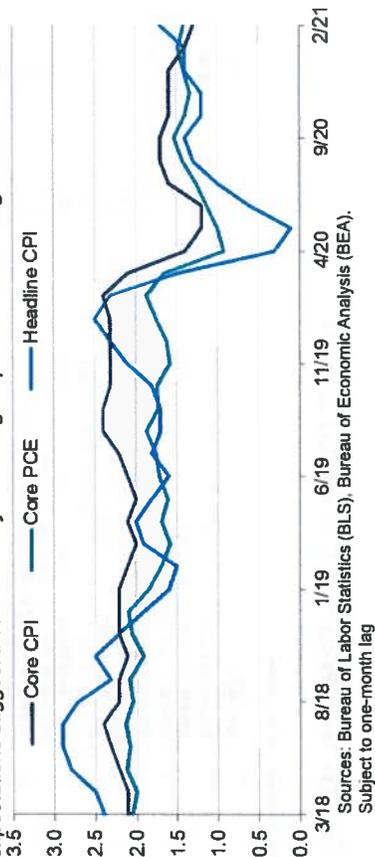
## Labor Market Conditions

Falling unemployment should support consumer spending (~2/3<sup>rd</sup> of GDP); however, the participation rate remains below average, which could dampen inflation pressures.



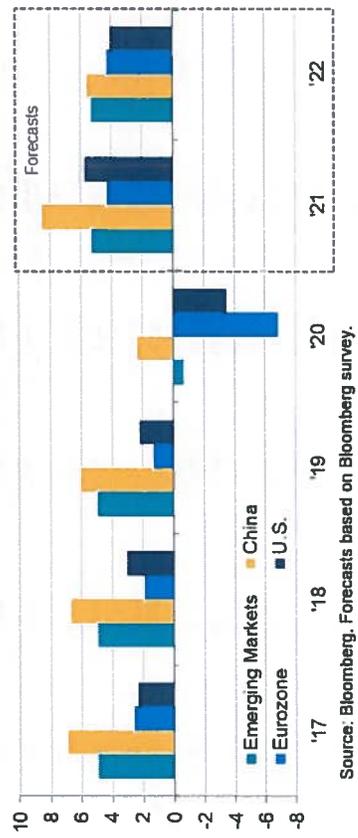
## U.S. Inflation

Current inflation measures are still running below the Fed's average 2% target, but rising expectations suggest that we're likely to see higher prints in the coming months.



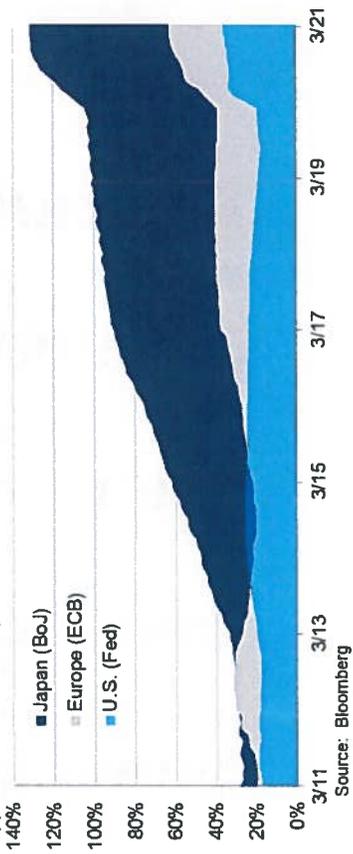
## Real GDP Growth (YoY)

Strong GDP growth is expected in the coming years across all major regions, most notably in China as one of the first countries to emerge from the pandemic-induced shutdown.



## 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.





# Financial Markets Performance

	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
<b>Global Fixed Income Markets</b>								
Bloomberg Barclays 1-3-Month T-Bill	0.0%	0.0%	0.1%	1.4%	1.1%	0.8%	0.6%	1.1%
Bloomberg Barclays U.S. TIPS	-1.5%	-1.5%	7.5%	5.7%	3.9%	3.4%	3.4%	4.4%
Bloomberg Barclays Municipal Bond (5 Year)	-0.3%	-0.3%	5.1%	3.9%	2.5%	2.6%	2.9%	3.7%
Bloomberg Barclays High Yield Municipal Bond	2.1%	2.1%	15.0%	7.3%	6.4%	6.3%	7.1%	5.4%
Bloomberg Barclays U.S. Aggregate	-3.4%	-3.4%	0.7%	6.8%	3.1%	3.3%	3.4%	4.3%
Bloomberg Barclays U.S. Corporate High Yield	0.8%	0.8%	23.7%	6.8%	8.1%	5.4%	6.5%	7.4%
Bloomberg Barclays Global Aggregate ex-U.S. Hedged	-1.9%	-1.9%	1.5%	3.9%	3.3%	4.0%	4.2%	4.2%
Bloomberg Barclays Global Aggregate ex-U.S. Unhedged	-5.3%	-5.3%	7.2%	1.1%	2.1%	0.9%	1.3%	3.3%
Bloomberg Barclays U.S. Long Gov / Credit	-10.4%	-10.4%	-2.1%	7.1%	5.5%	6.1%	7.0%	6.9%
JPMorgan GBI-EM Global Diversified	-6.7%	-6.7%	13.0%	-0.8%	3.1%	0.2%	0.5%	4.3%
<b>Global Equity Markets</b>								
S&P 500	6.2%	6.2%	56.3%	16.8%	16.3%	13.6%	13.9%	10.0%
Dow Jones Industrial Average	8.3%	8.3%	53.8%	13.6%	16.0%	13.1%	13.1%	10.3%
NASDAQ Composite	3.0%	3.0%	73.5%	24.6%	23.5%	19.2%	18.3%	13.5%
Russell 3000	6.3%	6.3%	62.5%	17.1%	16.6%	13.4%	13.8%	10.0%
Russell 1000	5.9%	5.9%	60.6%	17.3%	16.6%	13.6%	14.0%	10.2%
Russell 1000 Growth	11.2%	11.2%	62.7%	22.8%	21.0%	17.5%	16.6%	12.4%
Russell 1000 Value	8.1%	8.1%	56.1%	10.9%	11.7%	9.4%	11.0%	7.7%
Russell Mid Cap	-0.6%	-0.6%	73.6%	14.7%	14.7%	11.6%	12.5%	9.8%
Russell Mid Cap Growth	13.0%	13.0%	68.6%	19.4%	18.4%	14.4%	14.1%	10.9%
Russell Mid Cap Value	12.7%	12.7%	73.7%	10.7%	11.6%	9.3%	11.1%	8.6%
Russell 2000	12.7%	12.7%	94.8%	14.7%	16.3%	11.0%	11.7%	8.8%
Russell 2000 Growth	4.9%	4.9%	90.2%	17.1%	18.6%	12.7%	13.0%	10.0%
Russell 2000 Value	21.2%	21.2%	97.0%	11.5%	13.5%	8.9%	10.0%	7.4%
MSCI ACWI	4.6%	4.6%	54.6%	12.1%	13.2%	9.4%	9.1%	7.0%
MSCI ACWI ex U.S.	3.5%	3.5%	49.4%	6.5%	9.8%	5.3%	4.9%	4.5%
MSCI EAFE	3.5%	3.5%	44.6%	6.0%	8.8%	4.8%	5.5%	4.1%
MSCI EAFE Growth	-0.6%	-0.6%	42.6%	9.8%	10.8%	7.2%	7.2%	5.5%
MSCI EAFE Value	7.4%	7.4%	45.7%	1.8%	6.6%	2.2%	3.7%	2.6%
MSCI EAFE Small Cap	4.5%	4.5%	62.0%	6.3%	10.5%	7.4%	8.0%	5.7%
MSCI Emerging Markets	2.3%	2.3%	58.4%	6.5%	12.1%	6.6%	3.7%	5.9%
<b>Alternatives</b>								
Consumer Price Index*	0.6%	0.6%	2.0%	1.8%	2.0%	1.6%	1.7%	1.9%
FTSE NAREIT Equity REITS	8.9%	8.9%	37.8%	9.5%	5.3%	7.7%	8.6%	6.1%
S&P Developed World Property x U.S.	2.2%	2.2%	33.8%	3.1%	5.4%	5.2%	6.0%	4.2%
S&P Developed World Property	5.6%	5.6%	35.9%	6.1%	5.2%	6.2%	7.1%	4.9%
Bloomberg Commodity Total Return	6.9%	6.9%	35.0%	-0.2%	2.3%	-5.8%	-6.3%	-3.4%
HFRI Fund of Funds Composite*	2.2%	2.2%	24.3%	5.6%	5.7%	3.9%	3.5%	2.8%
HFRI Fund Weighted Composite*	5.3%	5.3%	33.1%	7.4%	7.4%	5.2%	4.6%	4.7%
Alerian MLP	22.0%	22.0%	103.1%	-3.0%	-1.3%	-6.5%	-0.9%	4.6%

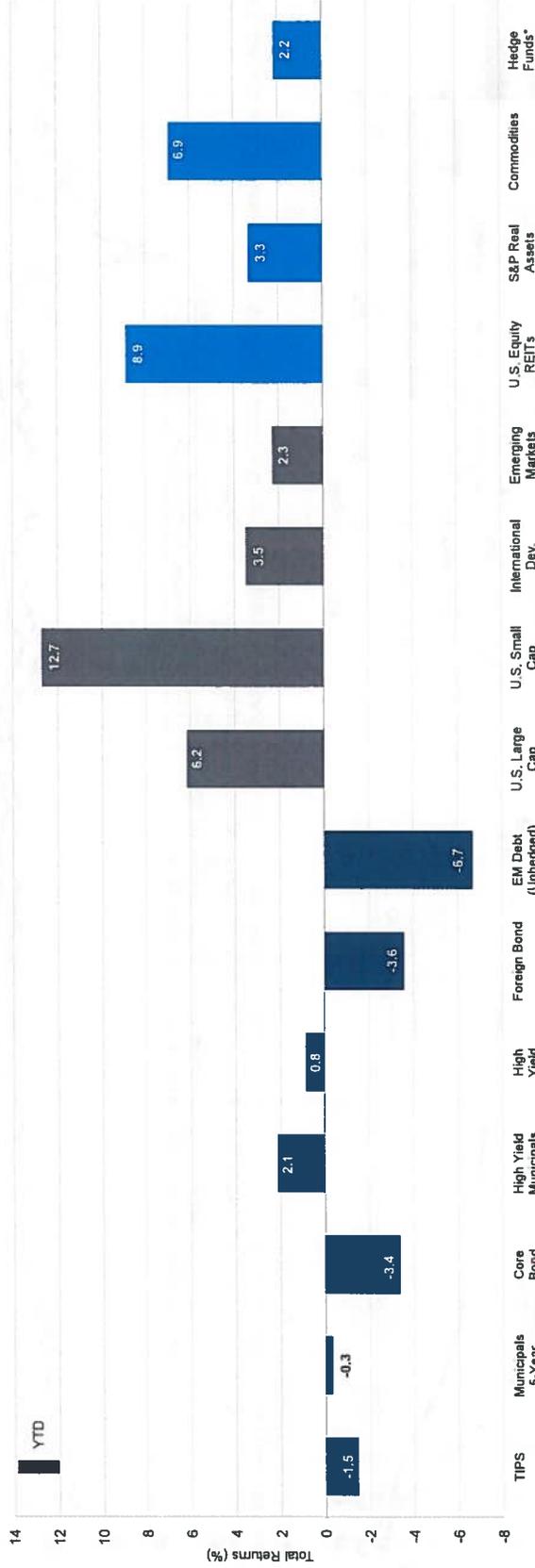
\*One month lag.

Source: Bloomberg as of 3/31/21. Total returns as of 3/31/21. 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.

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# Asset Class Performance



\*Hedge fund returns are lagged 1 month. Sources: Bloomberg, J.P. Morgan, Russell, MSCI, FTSE Russell, Alerian. Hedge Funds returns as of 2/28/21. All other returns as of 3/31/21.

## Fixed Income (1Q 2021)

- Climbing intermediate and long-dated Treasury rates
- + Continued demand for bonds with higher yields benefitted spread sectors
- Dollar strength hurt emerging markets

## Equities (1Q 2021)

- + Continued vaccination efforts supported optimism for growth, particularly in the U.S.
- + Economically-sensitive stocks hardest hit by COVID-19 mitigation efforts led the rally
- Dollar strength hurt emerging markets

## Real Assets / Alternatives (1Q 2021)

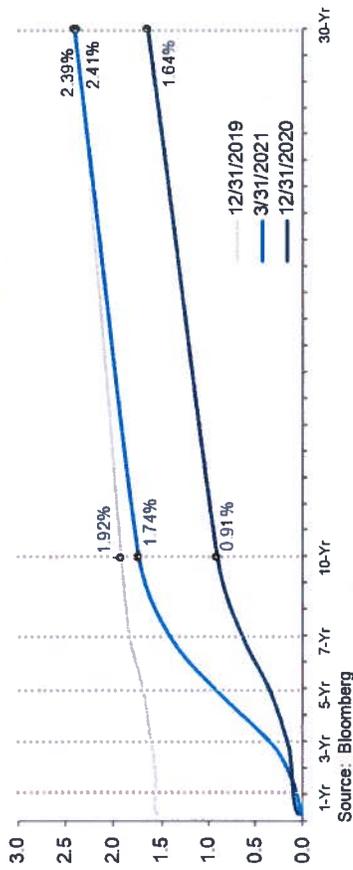
- + Rebound in most REIT sectors, notably retail and residential
- + Higher inflation expectations and extreme cold weather supported oil prices



# Fixed Income Market Update

## U.S. Treasury Curve

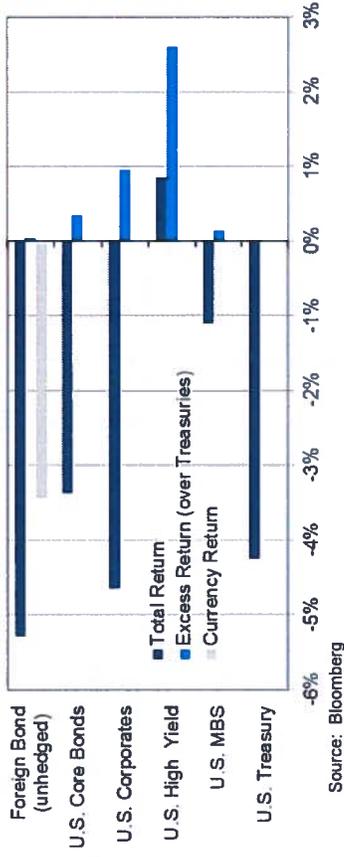
A sharp selloff in U.S. Treasuries left the 10-year and 30-year rates about 0.8% higher at quarter-end, reaching levels the market hasn't seen in over a year.



Source: Bloomberg

## Index Performance Attribution (1Q 2021)

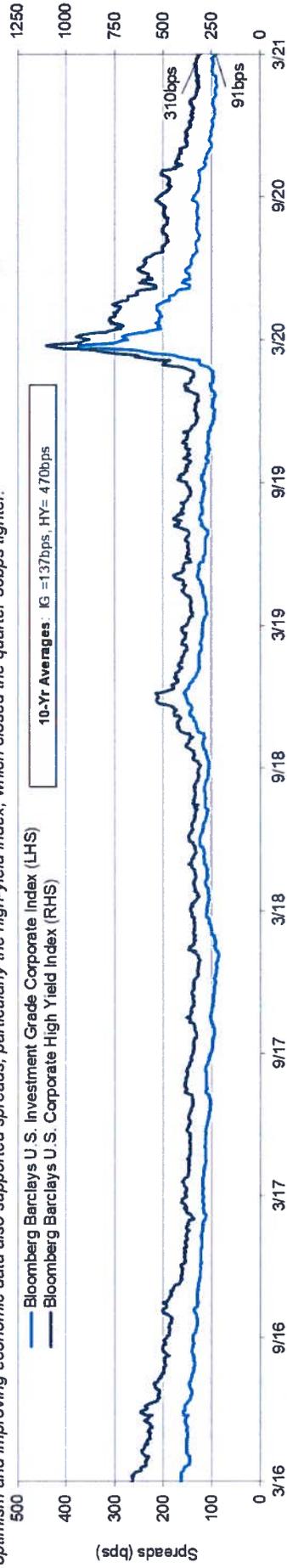
Rising Treasury yields hurt performance across fixed income indices, but tightening spreads offset some weakness, particularly in riskier parts of the market.



Source: Bloomberg

## Credit Market Spreads – Trailing 5 Years

Despite volatile and rising Treasury yields and robust corporate bond issuance, spreads tightened modestly benefiting from the continued demand for yield in fixed income markets. Vaccine optimism and improving economic data also supported spreads, particularly the high-yield index, which closed the quarter 50bps tighter.



Source: Bloomberg

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

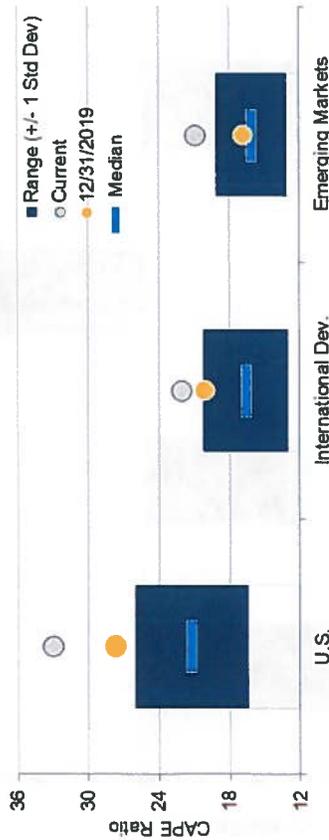
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# Equity Market Update



## Equity Valuations (Trailing 15 Years)

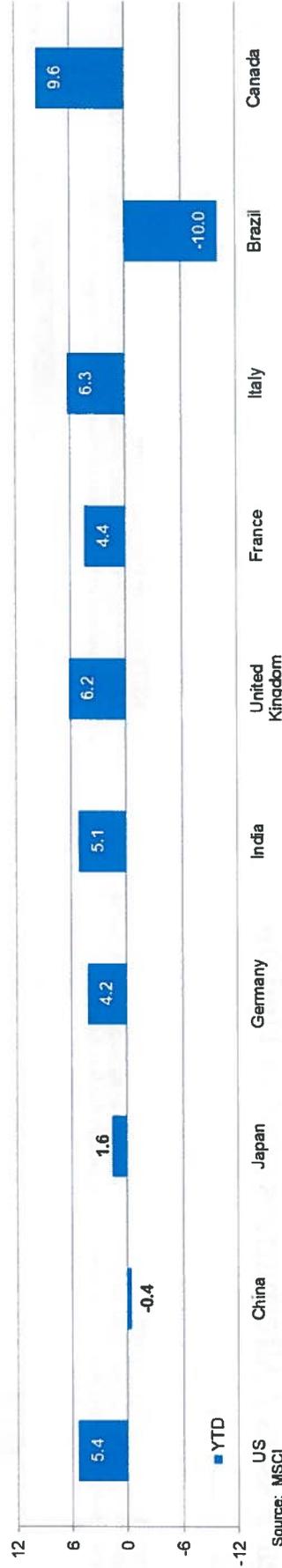
Another positive quarter for global equity returns pushed valuations even higher, and now all markets are trading above historical ranges (+/- 1 standard deviation).



Source: MSCI as of 3/31/21. U.S = USA Price Return USD Index, Int. Dev = World Excluding United States Index, EM = Emerging Markets Index.

## Country Total Returns (%) – Top 10 Largest Economies

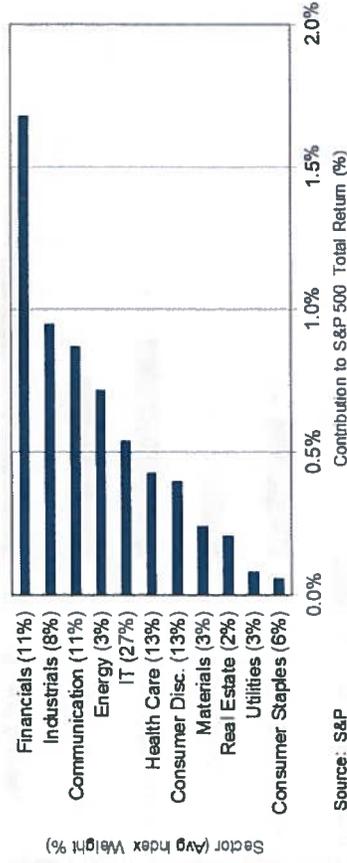
Most developed economies led the first quarter rally while some emerging economies struggled. Some Chinese companies within the consumer industry stumbled on increased concerns of more regulation. Brazil's political troubles and battle with COVID continue to challenge the country.



Source: MSCI  
See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss.  
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## U.S. Equities – Contribution to Return by Sector (1Q 2021)

Stocks advanced across industries led by financials, particularly banks, which benefit from higher Treasury rates that support higher loan rates.



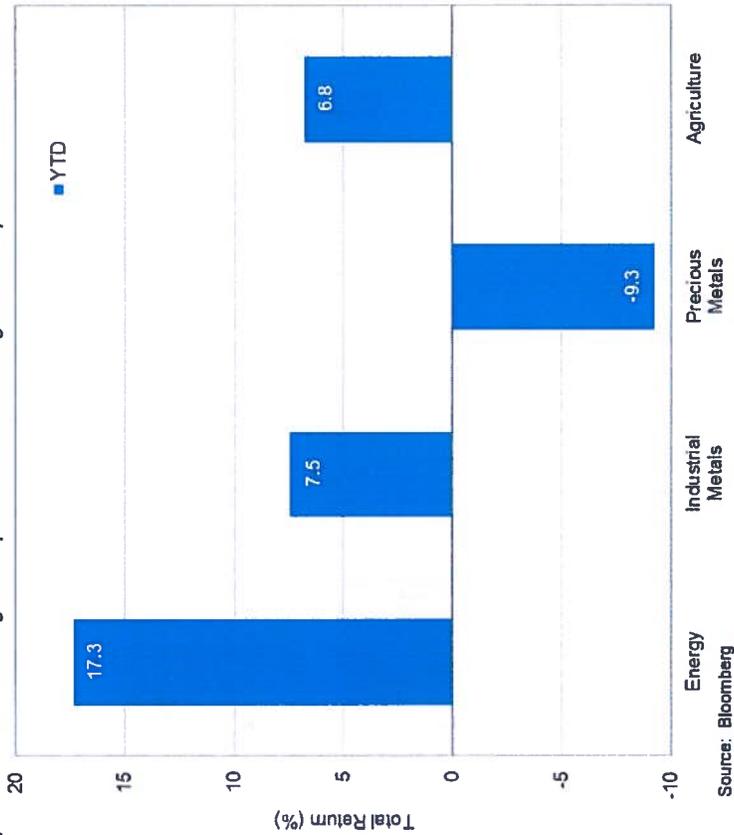
Source: S&P

## Real Assets / Alternatives Market Update



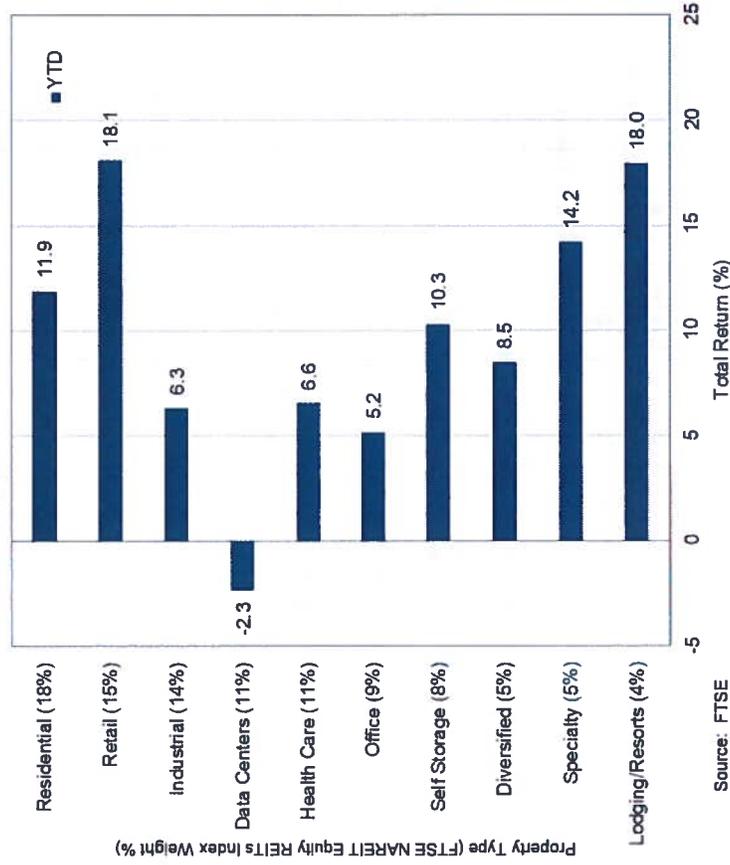
### Real Assets Performance

While rising inflation expectations benefitted commodities in aggregate, accelerating growth and inflation weighed on precious metals through the first quarter.



### REIT Sector Performance

Most REIT sectors generated positive returns in the first quarter on continued vaccine optimism and in anticipation of more economic reopening in the U.S.



See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss.



## Section 3 Portfolio and Manager Review

## Asset Allocation

### Amity Pension

As of March 31, 2021

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
<b>Amity Pension</b>	<b>16,775,522</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>
<b>Short Term Liquidity</b>	<b>563,092</b>	<b>3.4</b>	<b>0.0</b>	<b>3.4</b>
Wells Fargo Government Money Market Fund I	563,092	3.4	0.0	3.4
<b>Fixed Income</b>	<b>5,459,721</b>	<b>32.5</b>	<b>35.0</b>	<b>-2.5</b>
Vanguard Total Bond Market Index Adm	2,700,617	16.1	17.5	-1.4
BlackRock Strategic Income Opportunities K	2,759,105	16.4	17.5	-1.1
<b>Domestic Equity</b>	<b>8,283,636</b>	<b>49.4</b>	<b>50.0</b>	<b>-0.6</b>
Vanguard 500 Index Adm	1,664,131	9.9	10.0	-0.1
Vanguard Value Index Adm	2,607,185	15.5	15.0	0.5
Vanguard Growth Index Adm	2,367,711	14.1	15.0	-0.9
Vanguard Mid Cap Index Adm	820,324	4.9	5.0	-0.1
Vanguard Small Cap Index Adm	824,285	4.9	5.0	-0.1
<b>International Equity</b>	<b>2,469,073</b>	<b>14.7</b>	<b>15.0</b>	<b>-0.3</b>
Vanguard Developed Markets Adm	2,469,073	14.7	15.0	-0.3

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 March 31, 2021

## Account Reconciliation

	QTR	Since Inception	Inception Date
<b>Amity Pension</b>			<b>01/01/2007</b>
Beginning Market Value	16,024,536	5,911,809	
Net Contributions	187,063	997,644	
Total Gain/Loss	563,923	9,866,069	
Ending Market Value	16,775,522	16,775,522	

## Amity Pension Benchmark Composition

Allocation Mandate	Weight (%)
<b>Mar-2014</b>	
Bimbg. 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 Mar-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Amity Pension</b>	<b>3.5</b>	<b>21.4</b>	<b>39.5</b>	<b>11.4</b>	<b>10.9</b>	<b>8.8</b>	<b>9.0</b>	<b>7.2</b>	<b>01/01/2007</b>
Amity Pension Benchmark	2.7	19.3	36.2	11.3	10.8	8.8	9.1	7.3	
Difference	0.8	2.1	3.3	0.1	0.1	0.0	-0.1	-0.1	

## Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
<b>Amity Pension</b>	<b>15.1</b>	<b>21.1</b>	<b>-4.8</b>	<b>15.6</b>	<b>7.2</b>	<b>0.3</b>	<b>7.2</b>	<b>18.8</b>
Amity Pension Benchmark	14.6	21.8	-4.7	15.5	7.5	0.6	7.7	18.6
Difference	0.5	-0.7	-0.1	0.1	-0.3	-0.3	-0.5	0.2

# Manager Performance Overview

Amity Pension

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
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## Short Term Liquidity

Wells Fargo Government Money Market Fund I	0.0	0.1	1.3	1.0	0.7	0.5	0.9	01/01/2007
90 Day U.S. Treasury Bill	0.0	0.1	1.5	1.2	0.9	0.6	0.9	
<b>Fixed Income</b>	<b>-1.7</b>	<b>7.3</b>	<b>4.8</b>	<b>3.4</b>	<b>3.5</b>	<b>3.6</b>	<b>4.0</b>	<b>04/01/2009</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	3.3	3.4	3.9	
<b>Vanguard Total Bond Market Index Adm</b>	<b>-3.6 (88)</b>	<b>0.5 (94)</b>	<b>4.6 (62)</b>	<b>3.1 (69)</b>	<b>3.3 (50)</b>	<b>N/A</b>	<b>2.7 (61)</b>	<b>09/01/2012</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	3.3	N/A	2.7	
IM U.S. Broad Market Core Fixed Income (MF) Median	-3.0	4.4	4.8	3.4	3.3	N/A	2.8	
<b>BlackRock Strategic Income Opportunities K</b>	<b>0.2 (44)</b>	<b>14.2 (50)</b>	<b>4.8 (16)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>4.4 (14)</b>	<b>10/01/2017</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	N/A	N/A	N/A	3.7	
IM Alternative Credit Focus (MF) Median	0.1	14.1	3.4	N/A	N/A	N/A	3.2	
<b>Domestic Equity</b>	<b>6.9</b>	<b>62.6</b>	<b>17.0</b>	<b>16.5</b>	<b>13.4</b>	<b>13.7</b>	<b>17.0</b>	<b>04/01/2009</b>
<i>Domestic Equity Composite Benchmark</i>	6.7	62.0	16.7	16.4	13.3	13.7	17.0	
<b>Vanguard 500 Index Adm</b>	<b>6.2 (57)</b>	<b>56.3 (44)</b>	<b>16.7 (29)</b>	<b>16.3 (24)</b>	<b>13.6 (16)</b>	<b>N/A</b>	<b>15.1 (19)</b>	<b>09/01/2012</b>
<i>S&amp;P 500 Index</i>	6.2	56.4	16.8	16.3	13.6	N/A	15.2	
IM U.S. Large Cap Core Equity (MF) Median	6.4	55.3	15.3	15.2	12.2	N/A	14.0	
<b>Vanguard Value Index Adm</b>	<b>11.0 (55)</b>	<b>51.3 (72)</b>	<b>11.4 (34)</b>	<b>12.7 (26)</b>	<b>10.6 (12)</b>	<b>N/A</b>	<b>13.1 (12)</b>	<b>09/01/2012</b>
<i>CRSP US Large Cap Value Spliced Index</i>	11.0	51.4	11.4	12.7	10.6	N/A	13.1	
IM U.S. Large Cap Value Equity (MF) Median	11.2	56.5	10.6	11.6	8.9	N/A	11.5	
<b>Vanguard Growth Index Adm</b>	<b>1.5 (43)</b>	<b>65.0 (28)</b>	<b>23.1 (23)</b>	<b>20.6 (39)</b>	<b>16.9 (29)</b>	<b>N/A</b>	<b>17.6 (34)</b>	<b>09/01/2012</b>
<i>CRSP US Large Cap Growth Spliced Index</i>	1.5	65.0	23.1	20.6	16.9	N/A	17.6	
IM U.S. Large Cap Growth Equity (MF) Median	1.2	59.8	21.2	20.0	16.2	N/A	17.1	
<b>Vanguard Mid Cap Index Adm</b>	<b>7.2 (85)</b>	<b>70.6 (50)</b>	<b>14.7 (17)</b>	<b>14.6 (18)</b>	<b>11.7 (14)</b>	<b>N/A</b>	<b>14.4 (13)</b>	<b>09/01/2012</b>
<i>CRSP US Mid Cap Spliced Index</i>	7.2	70.7	14.7	14.6	11.8	N/A	14.5	
IM U.S. Mid Cap Core Equity (MF) Median	10.4	70.6	12.0	12.2	9.1	N/A	12.3	

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 March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Vanguard Small Cap Index Adm	10.2 (92)	87.8 (57)	15.0 (13)	15.6 (17)	11.2 (11)	N/A	14.3 (11)	09/01/2012
CRSP US Small Cap Spliced Index	10.2	87.7	14.9	15.6	11.2	N/A	14.3	
IM U.S. Small Cap Core Equity (MF) Median	15.3	90.3	11.9	13.4	9.5	N/A	12.5	
<b>International Equity</b>	<b>4.0</b>	<b>50.8</b>	<b>6.6</b>	<b>9.6</b>	<b>5.5</b>	<b>6.1</b>	<b>9.7</b>	<b>04/01/2009</b>
<i>International Equity Composite Benchmark</i>	4.0	50.0	6.5	9.3	5.3	5.9	9.6	
<b>Vanguard Developed Markets Adm</b>	<b>4.0 (45)</b>	<b>50.8 (32)</b>	<b>6.6 (23)</b>	<b>9.6 (23)</b>	<b>5.5 (24)</b>	<b>N/A</b>	<b>8.2 (20)</b>	<b>09/01/2012</b>
<i>FTSE Developed ex US Spliced Index</i>	4.0	50.0	6.5	9.3	5.3	N/A	8.0	
IM International Multi-Cap Core Equity (MF) Median	3.7	46.4	5.5	8.6	4.7	N/A	7.5	

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.

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

## Definition of Fund/Manager Ratings

---

### **MAINTAIN**

The fund continues to meet Fiducient Advisors' established quantitative and qualitative performance standards and therefore continues to be recommended as a portfolio holding or menu option.

### **DISCUSS**

The fund exhibits certain characteristics which Fiducient Advisors deem material and therefore worthy of discussion but are less likely to negatively impact our long-term outlook for the investment.

### **WATCH**

The fund exhibits certain characteristics which have caused concern regarding intermediate and/or long-term outcomes. Over an appropriate timeframe, Fiducient Advisors will make a final determination for further action.

### **TERMINATE**

The fund no longer meets Fiducient Advisors' established standards for recommendation as a portfolio holding or menu option.

### **NO STATUS**

The investment is either in process of formal vetting through Fiducient Advisors' established quantitative and qualitative performance standards or Fiducient Advisors is unable to establishing a status on the investment.



## Manager Commentary

As of March 31, 2021

Manager	Manager Status
<b>Fixed Income</b>	
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
<b>Domestic Equity</b>	
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
<b>International Equity</b>	
Vanguard Developed Markets Index Fund Adm	Maintain

## Manager Investment Gain/Loss Summary

### Amity Pension

	Market Value As of 01/01/2021	Net Flows	Return On Investment	Market Value As of 03/31/2021
<u>Short Term Liquidity</u>				
Wells Fargo Government Money Market Fund I	256,020	307,063	8	563,092
<b>Total Short Term Liquidity</b>	<b>256,020</b>	<b>307,063</b>	<b>8</b>	<b>563,092</b>
<u>Fixed Income</u>				
Vanguard Total Bond Market Index Adm	2,362,472	430,000	-91,855	2,700,617
BlackRock Strategic Income Opportunities K	2,475,327	280,000	3,778	2,759,105
<b>Total Fixed Income</b>	<b>4,837,798</b>	<b>710,000</b>	<b>-88,077</b>	<b>5,459,721</b>
<u>Domestic Equity</u>				
Vanguard 500 Index Adm	1,693,018	-130,000	101,113	1,664,131
Vanguard Value Index Adm	2,349,047	-	258,139	2,607,185
Vanguard Growth Index Adm	2,626,636	-300,000	41,075	2,367,711
Vanguard Mid Cap Index Adm	877,834	-120,000	62,490	820,324
Vanguard Small Cap Index Adm	874,704	-140,000	89,581	824,285
<b>Total Domestic Equity</b>	<b>8,421,239</b>	<b>-690,000</b>	<b>552,397</b>	<b>8,283,636</b>
<u>International Equity</u>				
Vanguard Developed Markets Adm	2,509,478	-140,000	99,594	2,469,073
<b>Total International Equity</b>	<b>2,509,478</b>	<b>-140,000</b>	<b>99,594</b>	<b>2,469,073</b>
<b>Amity Pension</b>	<b>16,024,536</b>	<b>187,063</b>	<b>563,923</b>	<b>16,775,522</b>

## Market Value and Flows Summary

### Amity Pension

Since Inception Ending March 31, 2021

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 March 31, 2021

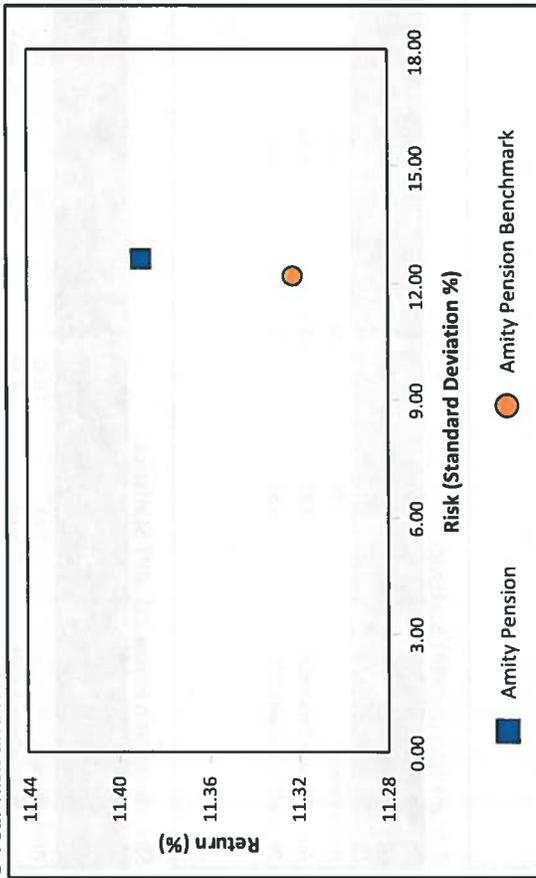
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Jun-2014	8,226,179	-149,491	324,061	8,400,749	4.0
Sep-2014	8,400,749	207,706	-82,993	8,525,461	-1.0
Dec-2014	8,525,461	-148,704	216,237	8,592,994	2.6
Mar-2015	8,592,994	223,388	201,466	9,017,848	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
Mar-2021	16,024,536	187,063	563,923	16,775,522	3.5

# Risk vs. Return

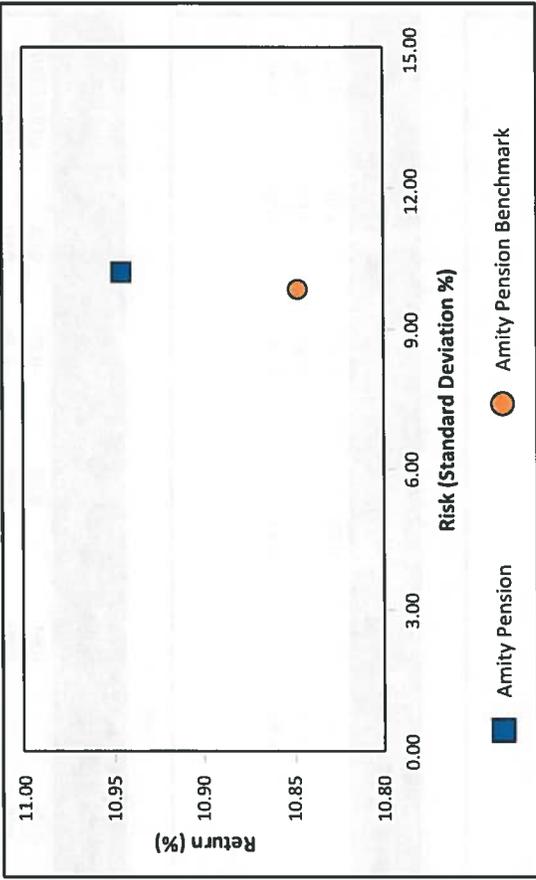
Amity Pension

As of March 31, 2021

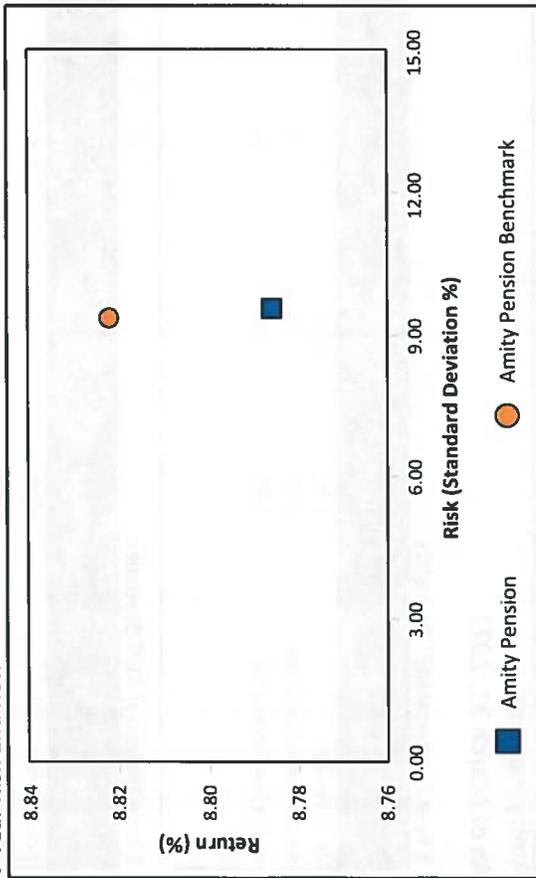
3 Year Risk and Return



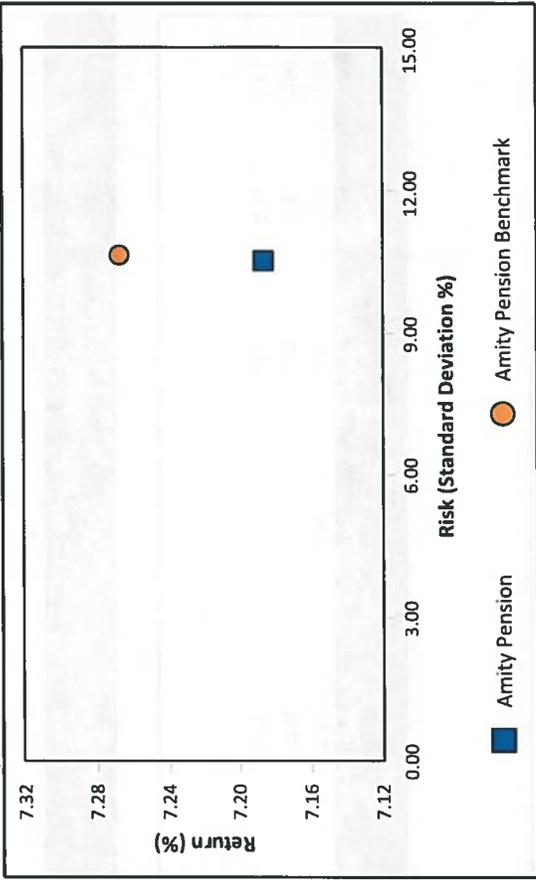
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



# MPT Statistics

Amity Pension

As of March 31, 2021

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Pension	11.39	12.62	8.18	0.80	0.14	0.86	1.00	1.03	-0.28
Amity Pension Benchmark	11.32	12.17	7.77	0.82	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.49	0.30	0.00	N/A	-0.82	12.30	0.17	-0.01	1.61

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Pension	10.95	10.19	6.53	0.95	0.18	0.71	1.00	1.03	-0.23
Amity Pension Benchmark	10.85	9.85	6.22	0.97	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.00	N/A	-0.97	9.94	0.11	-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	8.79	9.56	6.04	0.84	-0.02	0.65	1.00	1.02	-0.19
Amity Pension Benchmark	8.82	9.35	5.81	0.86	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.86	0.27	0.01	N/A	-0.86	9.41	0.04	-0.01	0.91

## Since Inception Historical MPT Statistics

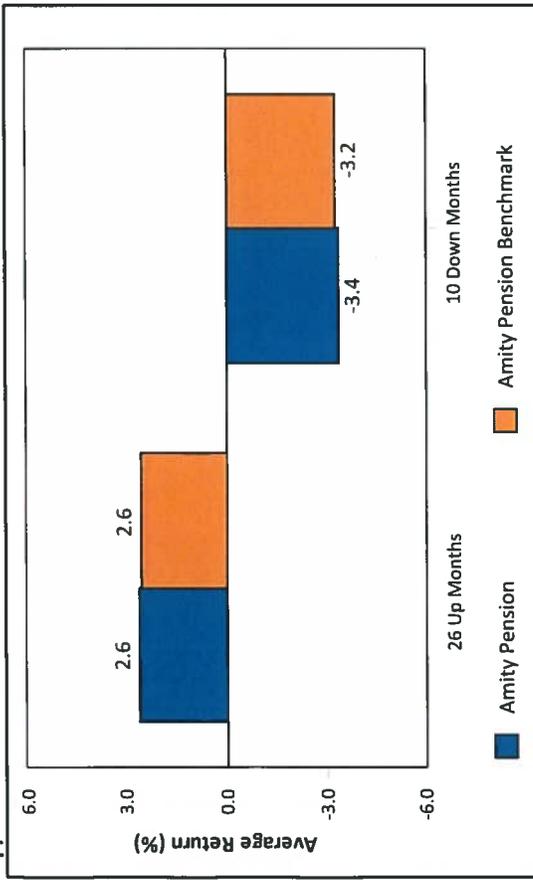
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Amity Pension	7.19	10.52	7.09	0.62	-0.09	0.94	0.99	0.99	0.02	01/01/2007
Amity Pension Benchmark	7.27	10.63	7.17	0.62	N/A	0.00	1.00	1.00	0.00	01/01/2007
90 Day U.S. Treasury Bill	0.94	0.42	0.01	N/A	-0.62	10.71	0.03	-0.01	1.00	01/01/2007

# Market Capture Report

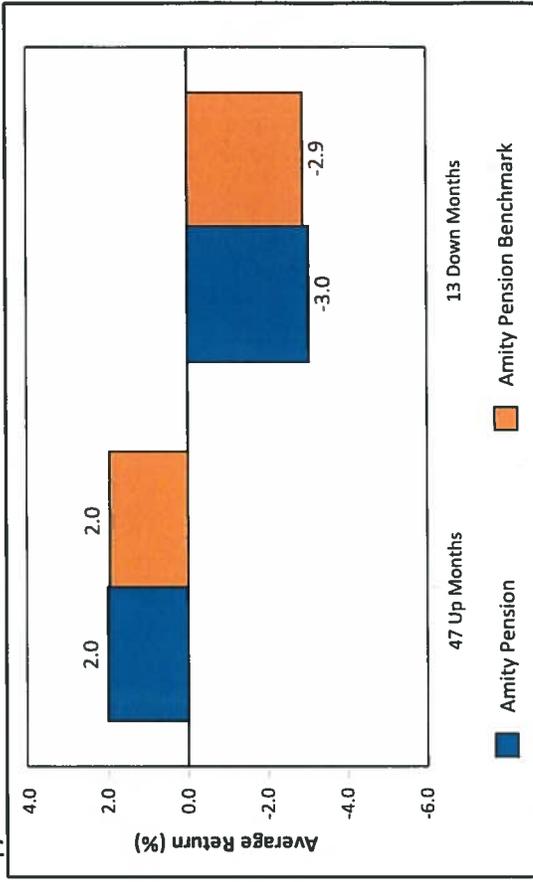
Amity Pension

As of March 31, 2021

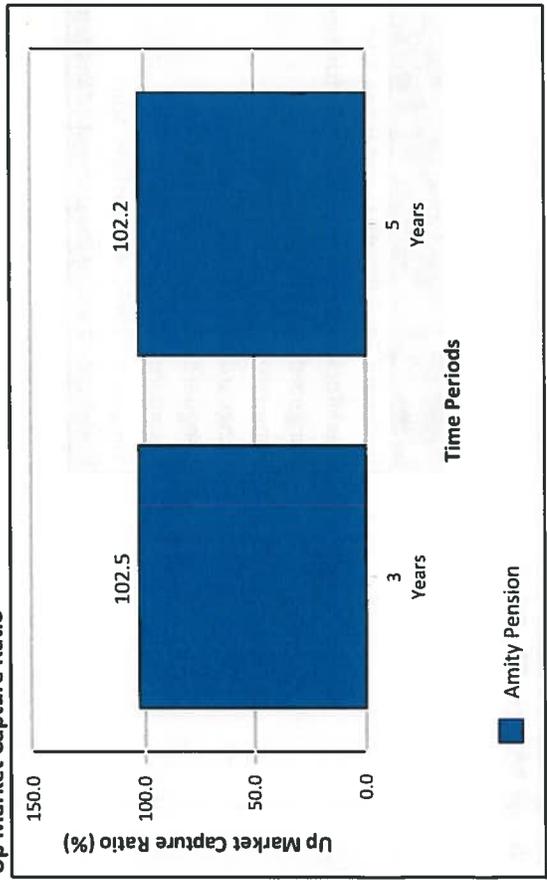
Up/Down Markets - 3 Years



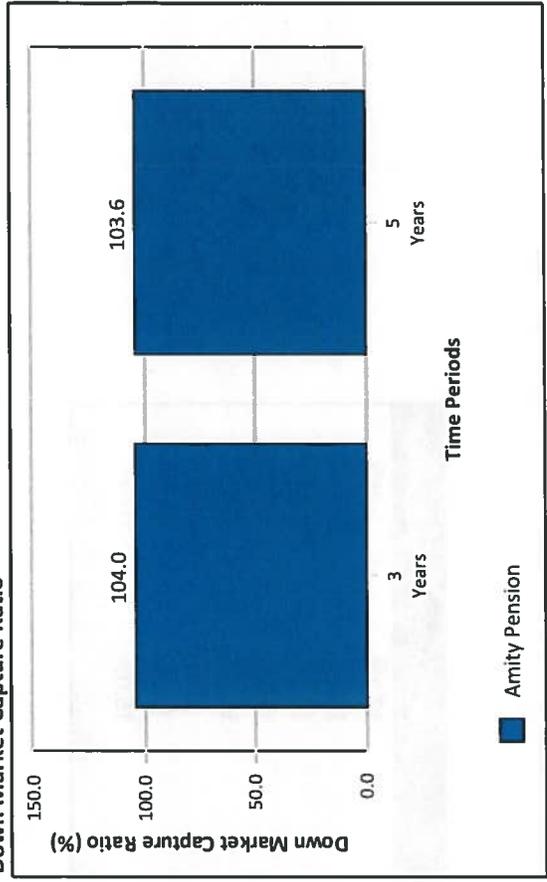
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



## Estimated Fee Analysis

As of March 31, 2021

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%
<b>Weighted Average Investment Management Fee</b>		<b>0.18%</b>

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

## Asset Allocation

Amity OPEB

As of March 31, 2021

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
<b>Amity OPEB</b>	<b>3,121,275</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>
<b>Short Term Liquidity</b>	<b>17,229</b>	<b>0.6</b>	<b>0.0</b>	<b>0.6</b>
Wells Fargo Government Money Market Fund I	17,229	0.6	0.0	0.6
<b>Fixed Income</b>	<b>1,218,843</b>	<b>39.0</b>	<b>40.0</b>	<b>-1.0</b>
Vanguard Short Term Inflation Protection Adm	304,944	9.8	10.0	-0.2
Vanguard Total Bond Market Index Adm	299,104	9.6	10.0	-0.4
BlackRock Strategic Income Opportunities K	614,795	19.7	20.0	-0.3
<b>Domestic Equity</b>	<b>1,264,207</b>	<b>40.5</b>	<b>40.0</b>	<b>0.5</b>
Vanguard 500 Index Adm	948,919	30.4	30.0	0.4
Vanguard Small Cap Index Adm	315,288	10.1	10.0	0.1
<b>International Equity</b>	<b>620,996</b>	<b>19.9</b>	<b>20.0</b>	<b>-0.1</b>
Vanguard Developed Markets Index Fund Adm	620,996	19.9	20.0	-0.1

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 March 31, 2021

### Account Reconciliation

	QTR	Since Inception	Inception Date
<b>Amity OPEB</b>			<b>12/01/2007</b>
Beginning Market Value	3,007,781	507,703	
Net Contributions	-656	901,485	
Total Gain/Loss	114,150	1,712,087	
Ending Market Value	3,121,275	3,121,275	

### Amity OPEB Benchmark Composition

Allocation Mandate	Weight (%)
<b>Oct-2017</b>	
BImbg. 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 Mar-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Amity OPEB</b>	<b>3.8</b>	<b>38.3</b>	<b>10.2</b>	<b>9.9</b>	<b>7.6</b>	<b>8.1</b>	<b>7.3</b>	<b>12/01/2007</b>
Amity OPEB Benchmark	2.7	33.9	10.0	9.8	7.6	8.0	6.3	
Difference	1.1	2.8	0.2	0.1	0.0	0.1	1.0	

### Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
<b>Amity OPEB</b>	<b>13.5</b>	<b>18.9</b>	<b>-5.0</b>	<b>14.2</b>	<b>6.8</b>	<b>0.2</b>	<b>4.5</b>	<b>15.5</b>
Amity OPEB Benchmark	13.0	19.6	-5.0	14.1	7.6	-0.5	5.1	15.0
Difference	0.5	-0.7	0.0	0.1	-0.8	0.7	-0.6	0.5

# Manager Performance Overview

Amity OPEB

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Short Term Liquidity</b>								
Wells Fargo Government Money Market Fund I	0.0	0.0	1.3	1.0	0.7	0.5	0.6	12/01/2007
90 Day U.S. Treasury Bill	0.0	0.1	1.5	1.2	0.9	0.6	0.7	
<b>Fixed Income</b>								
Fixed Income Composite Benchmark	-0.5	9.0	4.5	3.2	2.9	3.0	3.5	01/01/2009
Vanguard Short Term Inflation Protection Adm	1.1 (21)	6.9 (91)	3.7 (89)	2.6 (87)	1.9 (83)	N/A	1.8 (82)	10/01/2013
Bloomberg Barclays US TIPS 0-5 Year Index	1.1	6.9	3.8	2.7	2.0	N/A	1.8	
IM U.S. TIPS (MF) Median	-1.2	8.4	5.0	3.4	2.6	N/A	2.4	
Vanguard Total Bond Market Index Adm	-3.6 (88)	0.5 (94)	4.6 (63)	3.1 (69)	3.3 (51)	N/A	2.7 (62)	09/01/2012
Bimbg. Barc. U.S. Aggregate Index	-3.4	0.7	4.7	3.1	3.3	N/A	2.7	
IM U.S. Broad Market Core Fixed Income (MF) Median	-3.0	4.4	4.8	3.4	3.3	N/A	2.8	
BlackRock Strategic Income Opportunities K	0.2 (44)	14.2 (50)	4.8 (16)	N/A	N/A	N/A	4.4 (14)	10/01/2017
Bimbg. Barc. U.S. Aggregate Index	-3.4	0.7	4.7	N/A	N/A	N/A	3.7	
IM Alternative Credit Focus (MF) Median	0.1	14.1	3.4	N/A	N/A	N/A	3.2	
<b>Domestic Equity</b>								
Domestic Equity Composite Benchmark	7.3	64.0	16.6	16.3	13.1	13.4	15.0	01/01/2009
Vanguard 500 Index Adm	6.2 (57)	56.3 (44)	16.7 (29)	16.3 (24)	13.6 (16)	N/A	15.1 (19)	09/01/2012
S&P 500 Index	6.2	56.4	16.8	16.3	13.6	N/A	15.2	
IM U.S. Large Cap Core Equity (MF) Median	6.4	55.3	15.3	15.2	12.2	N/A	14.0	
Vanguard Small Cap Index Adm	10.2 (92)	87.7 (57)	15.0 (13)	15.5 (17)	11.2 (11)	N/A	14.3 (11)	09/01/2012
CRSP US Small Cap Spliced Index	10.2	87.7	14.9	15.6	11.2	N/A	14.3	
IM U.S. Small Cap Core Equity (MF) Median	15.3	90.3	11.9	13.4	9.5	N/A	12.5	

Returns for periods greater than one year are annualized.  
Returns are expressed as percentages.

## Manager Performance Overview

Amity OPEB

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>International Equity</b>	<b>4.0</b>	<b>50.8</b>	<b>6.6</b>	<b>9.6</b>	<b>5.5</b>	<b>6.1</b>	<b>7.9</b>	<b>01/01/2009</b>
<i>International Equity Composite Benchmark</i>	4.0	50.0	6.5	9.6	5.4	5.9	8.2	
<b>Vanguard Developed Markets Index Fund Adm</b>	<b>4.0 (45)</b>	<b>50.8 (32)</b>	<b>6.6 (23)</b>	<b>9.6 (23)</b>	<b>5.5 (24)</b>	<b>N/A</b>	<b>8.2 (20)</b>	<b>09/01/2012</b>
<i>FTSE Developed ex US Spliced Index</i>	4.0	50.0	6.5	9.3	5.3	N/A	8.0	
IM International Multi-Cap Core Equity (MF) Median	3.7	46.4	5.5	8.6	4.7	N/A	7.5	

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.

Returns for periods greater than one year are annualized.  
Returns are expressed as percentages.

# Manager Investment Gain/Loss Summary

## Amity OPEB

	Market Value As of 01/01/2021	Net Flows	Return On Investment	Market Value As of 03/31/2021
<b>Short Term Liquidity</b>				
Wells Fargo Government Money Market Fund I	52,884	-35,656	1	17,229
<b>Total Short Term Liquidity</b>	<b>52,884</b>	<b>-35,656</b>	<b>1</b>	<b>17,229</b>
<b>Fixed Income</b>				
Vanguard Short Term Inflation Protection Adm	232,149	70,000	2,795	304,944
Vanguard Total Bond Market Index Adm	233,680	75,000	-9,576	299,104
BlackRock Strategic Income Opportunities K	514,273	100,000	522	614,795
<b>Total Fixed Income</b>	<b>980,102</b>	<b>245,000</b>	<b>-6,258</b>	<b>1,218,843</b>
<b>Domestic Equity</b>				
Vanguard 500 Index Adm	985,569	-95,000	58,350	948,919
Vanguard Small Cap Index Adm	363,073	-85,000	37,215	315,288
<b>Total Domestic Equity</b>	<b>1,348,642</b>	<b>-180,000</b>	<b>95,565</b>	<b>1,264,207</b>
<b>International Equity</b>				
Vanguard Developed Markets Index Fund Adm	626,154	-30,000	24,842	620,996
<b>Total International Equity</b>	<b>626,154</b>	<b>-30,000</b>	<b>24,842</b>	<b>620,996</b>
<b>Amity OPEB</b>	<b>3,007,781</b>	<b>-656</b>	<b>114,150</b>	<b>3,121,275</b>

## Market Value and Flows Summary

### Amity OPEB

#### Since Inception Ending March 31, 2021

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 March 31, 2021

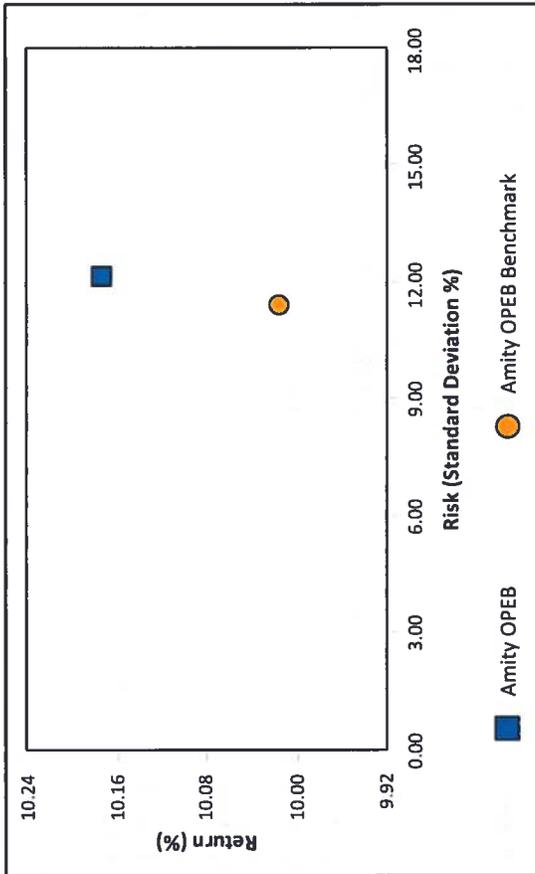
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Jun-2015	1,361,700	-9,018	-150	1,352,531	0.0
Sep-2015	1,352,531	174,338	-67,962	1,458,908	-4.8
Dec-2015	1,458,908	-665	42,569	1,500,812	2.9
Mar-2016	1,500,812	-664	15,299	1,515,446	1.0
Jun-2016	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
Mar-2021	3,007,781	-656	114,150	3,121,275	3.8

# Risk vs. Return

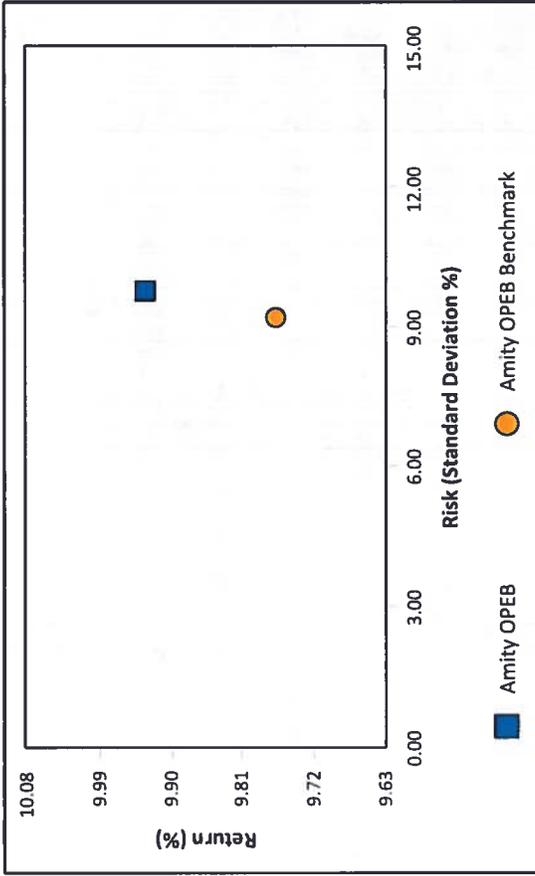
Amity OPEB

As of March 31, 2021

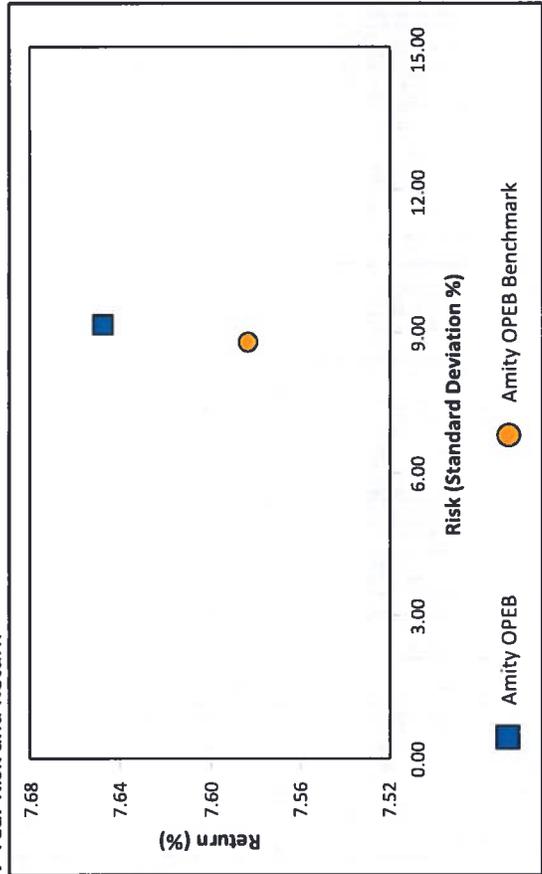
3 Year Risk and Return



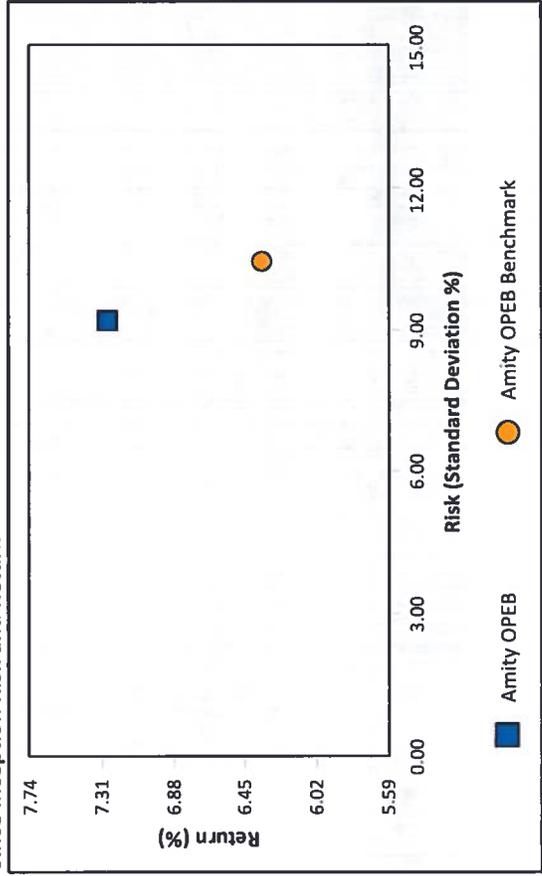
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



# MPT Statistics

Amity OPEB

As of March 31, 2021

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity OPEB	10.18	12.14	8.01	0.73	0.21	1.12	0.99	1.06	-0.39
Amity OPEB Benchmark	10.02	11.41	7.37	0.76	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.49	0.30	0.00	N/A	-0.76	11.54	0.18	-0.01	1.61

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity OPEB	9.93	9.77	6.38	0.89	0.22	0.94	0.99	1.06	-0.38
Amity OPEB Benchmark	9.77	9.19	5.88	0.93	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.00	N/A	-0.93	9.29	0.12	-0.01	1.28

## 7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity OPEB	7.65	9.14	5.90	0.76	0.11	0.87	0.99	1.04	-0.21
Amity OPEB Benchmark	7.58	8.76	5.54	0.78	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.86	0.27	0.01	N/A	-0.78	8.82	0.04	-0.01	0.90

## Since Inception Historical MPT Statistics

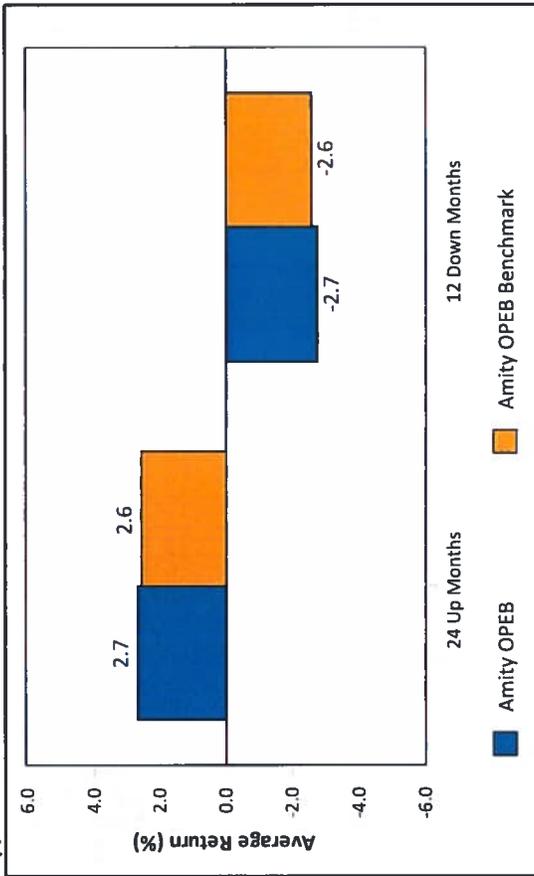
	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Amity OPEB	7.27	9.20	5.83	0.73	0.18	4.05	0.85	2.01	2.01	12/01/2007
Amity OPEB Benchmark	6.35	10.42	7.17	0.58	N/A	0.00	1.00	0.00	0.00	12/01/2007
90 Day U.S. Treasury Bill	0.66	0.28	0.01	N/A	-0.58	10.50	0.07	-0.01	0.71	12/01/2007

# Market Capture Report

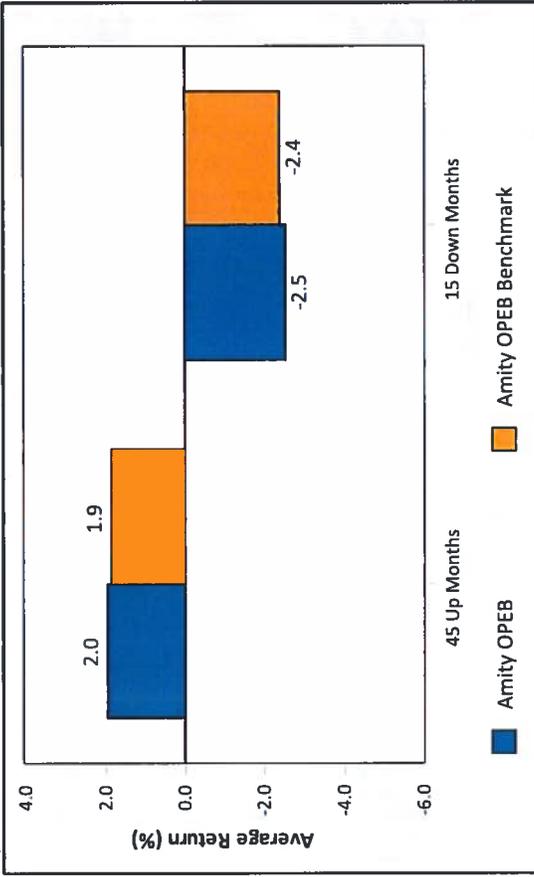
Amity OPEB

As of March 31, 2021

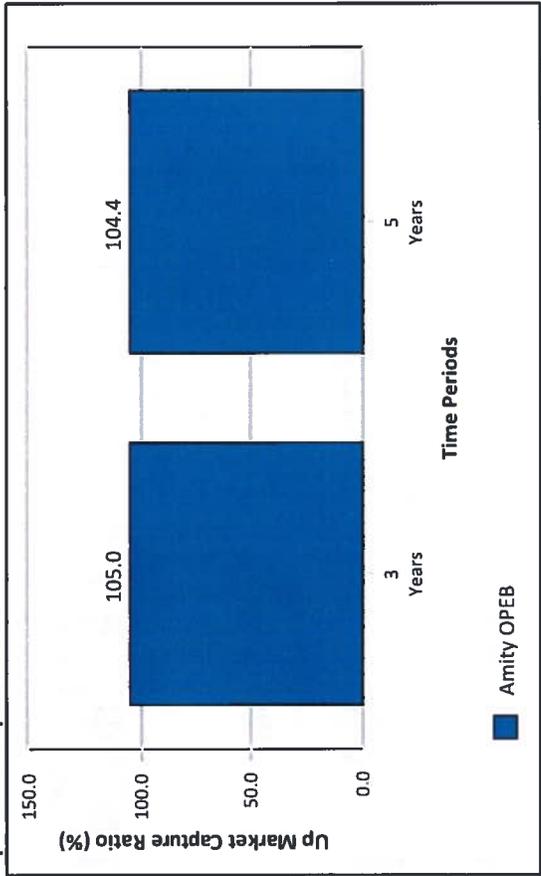
Up/Down Markets - 3 Years



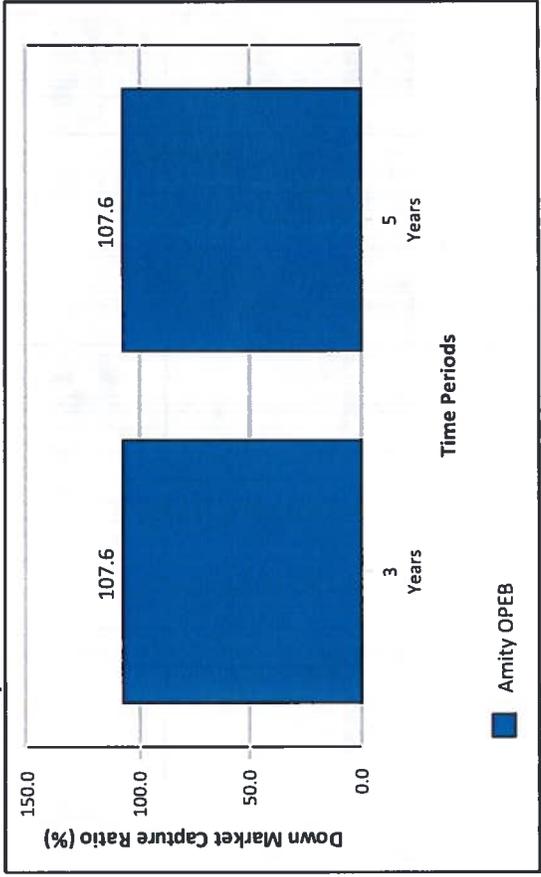
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



## Estimated Fee Analysis

As of March 31, 2021

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%
<b>Weighted Average Investment Management Fee</b>		<b>0.19%</b>

## Asset Allocation

Amity Sick & Severance

As of March 31, 2021

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
<b>Amity Sick &amp; Severance</b>	<b>793,376</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>
<b>Short Term Liquidity</b>	<b>2,612</b>	<b>0.3</b>	<b>0.0</b>	<b>0.3</b>
Wells Fargo Government Money Market Fund I	2,612	0.3	0.0	0.3
<b>Fixed Income</b>	<b>392,680</b>	<b>49.5</b>	<b>50.0</b>	<b>-0.5</b>
Vanguard Short-Term Government Bond Index Adm	177,437	22.4	22.5	-0.1
Vanguard Short Term Inflation Protection Adm	39,503	5.0	5.0	0.0
Vanguard Total Bond Market Index Adm	175,739	22.2	22.5	-0.3
<b>Domestic Equity</b>	<b>318,715</b>	<b>40.2</b>	<b>40.0</b>	<b>0.2</b>
Vanguard Total Stock Market Index Adm	318,715	40.2	40.0	0.2
<b>International Equity</b>	<b>79,370</b>	<b>10.0</b>	<b>10.0</b>	<b>0.0</b>
Vanguard Developed Markets Adm	79,370	10.0	10.0	0.0

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 March 31, 2021

### Account Reconciliation

	QTR	Since Inception	Inception Date
<b>Amity Sick &amp; Severance</b>			<b>01/01/2007</b>
Beginning Market Value	774,400	897,135	
Net Contributions	-598	-762,311	
Total Gain/Loss	19,574	658,552	
Ending Market Value	793,376	793,376	

### Amity Sick & Severance Benchmark Composition

Allocation Mandate	Weight (%)
<b>Mar-2014</b>	
Bloomberg Barclays U.S. TIPS Index	5.00
Bloomberg Barclays 1-3 Year Govt Index	22.50
Bimbg. 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 Mar-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Amity Sick &amp; Severance</b>	<b>2.5</b>	<b>16.2</b>	<b>28.8</b>	<b>10.2</b>	<b>9.4</b>	<b>7.5</b>	<b>7.6</b>	<b>6.5</b>	<b>01/01/2007</b>
Amity Sick & Severance Benchmark	2.1	15.1	28.0	9.8	9.0	7.4	7.5	6.4	
Difference	0.4	1.1	0.8	0.4	0.4	0.1	0.1	0.1	

### Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
<b>Amity Sick &amp; Severance</b>	<b>13.9</b>	<b>17.4</b>	<b>-3.1</b>	<b>12.2</b>	<b>6.1</b>	<b>0.3</b>	<b>6.0</b>	<b>14.5</b>
Amity Sick & Severance Benchmark	13.1	17.5	-3.1	11.7	6.4	0.5	6.1	13.9
Difference	0.8	-0.1	0.0	0.5	-0.3	-0.2	-0.1	0.6

# Manager Performance Overview

Amity Sick & Severance

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Short Term Liquidity</b>								
Wells Fargo Government Money Market Fund I	0.0	0.0	1.1	0.9	0.7	0.5	0.9	01/01/2007
90 Day U.S. Treasury Bill	0.0	0.1	1.5	1.2	0.9	0.6	0.9	
<b>Fixed Income</b>	<b>-1.6</b>	<b>1.1</b>	<b>3.7</b>	<b>2.4</b>	<b>2.3</b>	<b>2.3</b>	<b>2.1</b>	<b>01/01/2009</b>
Fixed Income Composite Benchmark	-1.7	1.2	3.9	2.6	2.5	2.5	2.4	
<b>Vanguard Short-Term Government Bond Index Adm</b>	<b>0.0 (32)</b>	<b>0.4 (64)</b>	<b>2.7 (37)</b>	<b>1.7 (39)</b>	<b>1.4 (39)</b>	<b>N/A</b>	<b>1.2 (35)</b>	<b>09/01/2012</b>
Bloomberg Barclays 1-3 Year Govt Index	-0.1	0.4	2.8	1.7	1.5	1.3	1.3	
IM U.S. Short Term Treasury/Govt Bonds (MF) Median	-0.2	0.8	2.6	1.5	1.4	1.2	1.1	
<b>Vanguard Short Term Inflation Protection Adm</b>	<b>1.1 (21)</b>	<b>6.9 (91)</b>	<b>3.7 (89)</b>	<b>2.6 (87)</b>	<b>1.9 (83)</b>	<b>N/A</b>	<b>1.8 (82)</b>	<b>10/01/2013</b>
Bloomberg Barclays US TIPS 0-5 Year Index	1.1	6.9	3.8	2.7	2.0	1.7	1.8	
IM U.S. TIPS (MF) Median	-1.2	8.4	5.0	3.4	2.6	2.8	2.4	
<b>Vanguard Total Bond Market Index Adm</b>	<b>-3.6 (88)</b>	<b>0.5 (94)</b>	<b>4.6 (63)</b>	<b>3.1 (69)</b>	<b>3.3 (50)</b>	<b>N/A</b>	<b>2.7 (58)</b>	<b>08/01/2012</b>
Bimbg. Barc. U.S. Aggregate Index	-3.4	0.7	4.7	3.1	3.3	3.4	2.7	
IM U.S. Broad Market Core Fixed Income (MF) Median	-3.0	4.4	4.8	3.4	3.3	3.5	2.9	
<b>Domestic Equity</b>	<b>6.4</b>	<b>62.7</b>	<b>17.1</b>	<b>16.7</b>	<b>13.4</b>	<b>13.8</b>	<b>15.4</b>	<b>01/01/2009</b>
Domestic Equity Composite Benchmark	6.4	62.8	17.1	16.7	13.4	13.8	15.4	
<b>Vanguard Total Stock Market Index Adm</b>	<b>6.4 (54)</b>	<b>62.7 (34)</b>	<b>17.1 (15)</b>	<b>16.7 (14)</b>	<b>13.4 (8)</b>	<b>N/A</b>	<b>15.2 (13)</b>	<b>09/01/2012</b>
CRSP US Total Market Spliced Index	6.4	62.8	17.1	16.7	13.4	13.8	15.3	
IM U.S. Multi-Cap Core Equity (MF) Median	6.6	59.8	14.0	14.3	11.2	11.9	13.7	

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 March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>International Equity</b>	<b>4.0</b>	<b>50.8</b>	<b>6.6</b>	<b>9.6</b>	<b>5.5</b>	<b>6.0</b>	<b>7.9</b>	<b>01/01/2009</b>
<i>International Equity Composite Benchmark</i>	4.0	50.0	6.5	9.3	5.3	5.9	8.1	
<b>Vanguard Developed Markets Adm</b>	<b>4.0 (45)</b>	<b>50.8 (32)</b>	<b>6.6 (23)</b>	<b>9.6 (23)</b>	<b>5.5 (24)</b>	<b>N/A</b>	<b>8.2 (20)</b>	<b>09/01/2012</b>
<i>FTSE Developed ex US Spliced Index</i>	4.0	50.0	6.5	9.3	5.3	5.9	8.0	
IM International Multi-Cap Equity (MF) Median	3.7	46.4	5.5	8.6	4.7	5.2	7.5	

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.

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

## Manager Investment Gain/Loss Summary

### Amity Sick & Severance

	Market Value As of 01/01/2021	Net Flows	Return On Investment	Market Value As of 03/31/2021
<u>Short Term Liquidity</u>				
Wells Fargo Government Money Market Fund I	210	2,402	-	2,612
<b>Total Short Term Liquidity</b>	<b>210</b>	<b>2,402</b>	<b>-</b>	<b>2,612</b>
<u>Fixed Income</u>				
Vanguard Short-Term Government Bond Index Adm	144,582	33,000	-145	177,437
Vanguard Short Term Inflation Protection Adm	34,114	5,000	389	39,503
Vanguard Total Bond Market Index Adm	154,738	27,000	-5,999	175,739
<b>Total Fixed Income</b>	<b>333,434</b>	<b>65,000</b>	<b>-5,755</b>	<b>392,680</b>
<u>Domestic Equity</u>				
Vanguard Total Stock Market Index Adm	356,727	-60,000	21,988	318,715
<b>Total Domestic Equity</b>	<b>356,727</b>	<b>-60,000</b>	<b>21,988</b>	<b>318,715</b>
<u>International Equity</u>				
Vanguard Developed Markets Adm	84,029	-8,000	3,341	79,370
<b>Total International Equity</b>	<b>84,029</b>	<b>-8,000</b>	<b>3,341</b>	<b>79,370</b>
<b>Amity Sick &amp; Severance</b>	<b>774,400</b>	<b>-598</b>	<b>19,574</b>	<b>793,376</b>

## Market Value and Flows Summary

### Amity Sick & Severance

Since Inception Ending March 31, 2021

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

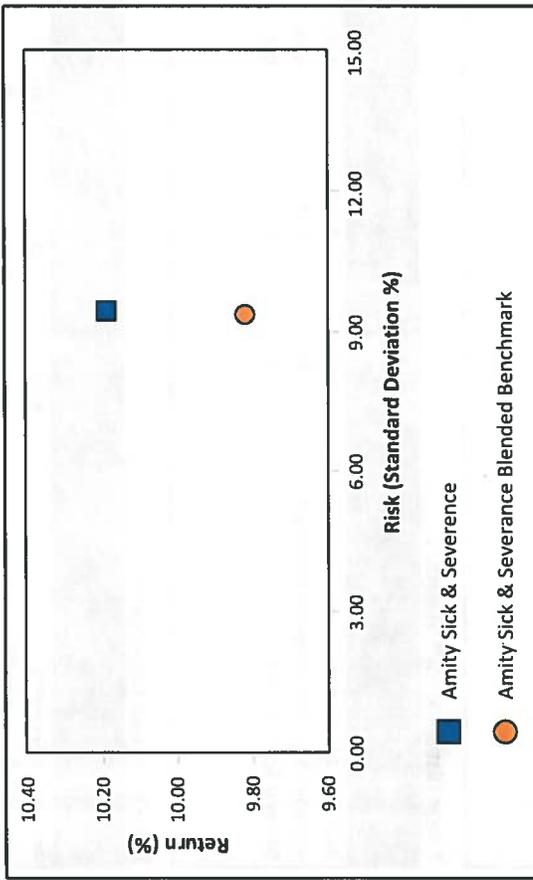
Since Inception Ending March 31, 2021

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
Mar-2021	774,400	-598	19,574	793,376	2.5

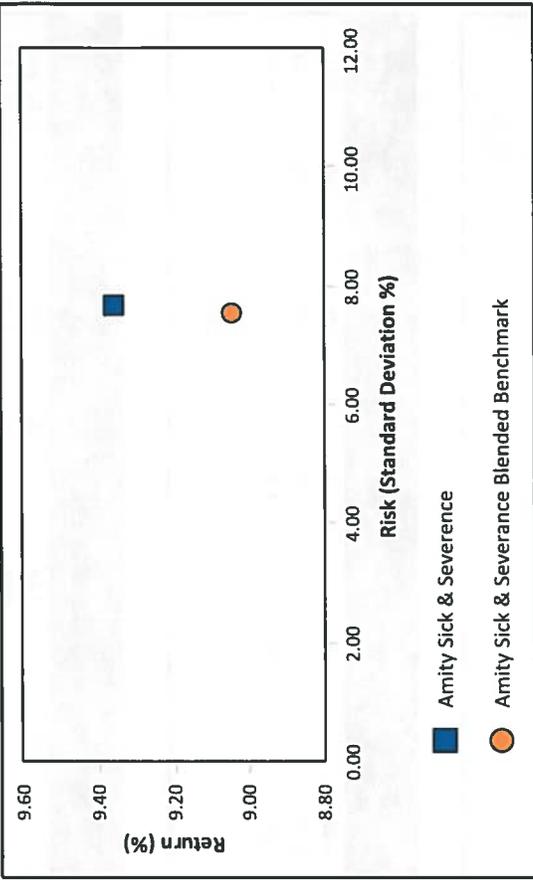
# Risk vs. Return

Amity Sick & Severance  
As of March 31, 2021

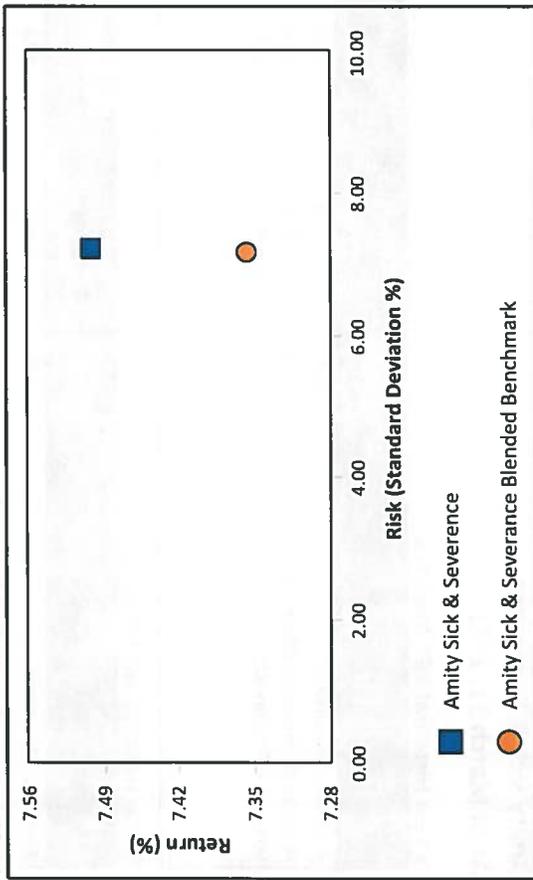
3 Year Risk and Return



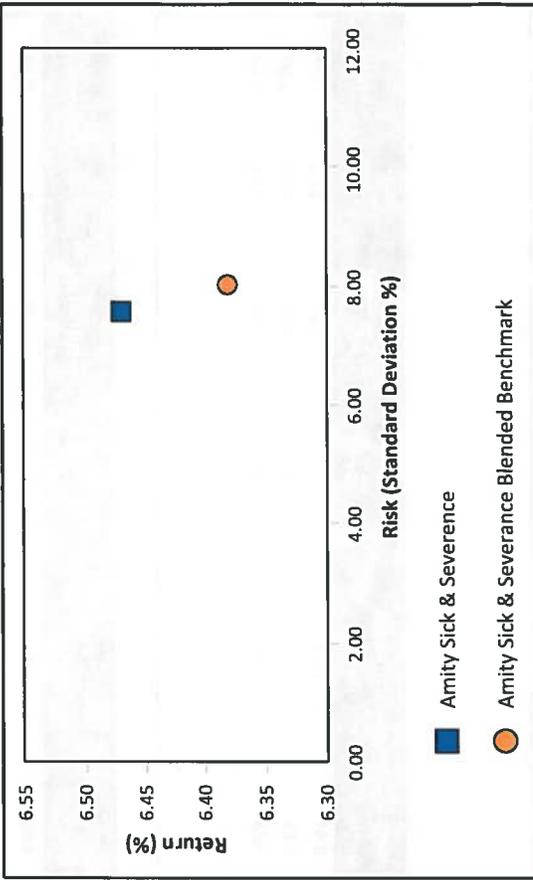
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



# MPT Statistics

Amity Sick & Severance  
As of March 31, 2021

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Sick & Severance	10.19	9.43	5.81	0.91	0.51	0.67	1.00	1.01	0.27
Amity Sick & Severance Blended Benchmark	9.82	9.33	5.76	0.88	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.49	0.30	0.00	N/A	-0.88	9.45	0.16	-0.01	1.62

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Sick & Severance	9.36	7.66	4.69	1.05	0.51	0.59	0.99	1.01	0.19
Amity Sick & Severance Blended Benchmark	9.04	7.55	4.62	1.02	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.00	N/A	-1.02	7.64	0.10	-0.01	1.28

## 7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Amity Sick & Severance	7.50	7.22	4.38	0.92	0.26	0.54	0.99	1.00	0.11
Amity Sick & Severance Blended Benchmark	7.36	7.18	4.34	0.90	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.86	0.27	0.01	N/A	-0.90	7.23	0.03	-0.01	0.91

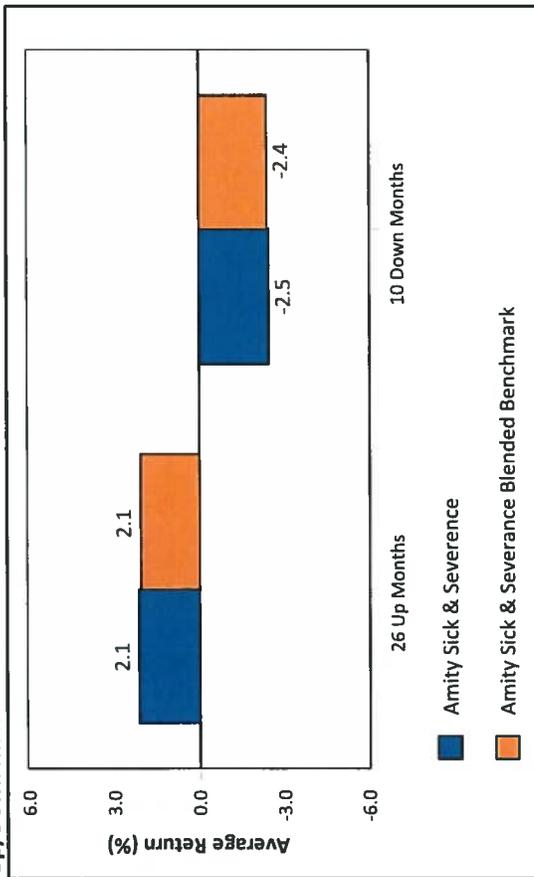
## Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Amity Sick & Severance	6.47	7.57	4.92	0.74	0.04	1.14	0.98	0.94	0.47	01/01/2007
Amity Sick & Severance Blended Benchmark	6.38	8.01	5.30	0.69	N/A	0.00	1.00	1.00	0.00	01/01/2007
90 Day U.S. Treasury Bill	0.94	0.42	0.01	N/A	-0.69	8.08	0.02	-0.01	0.99	01/01/2007

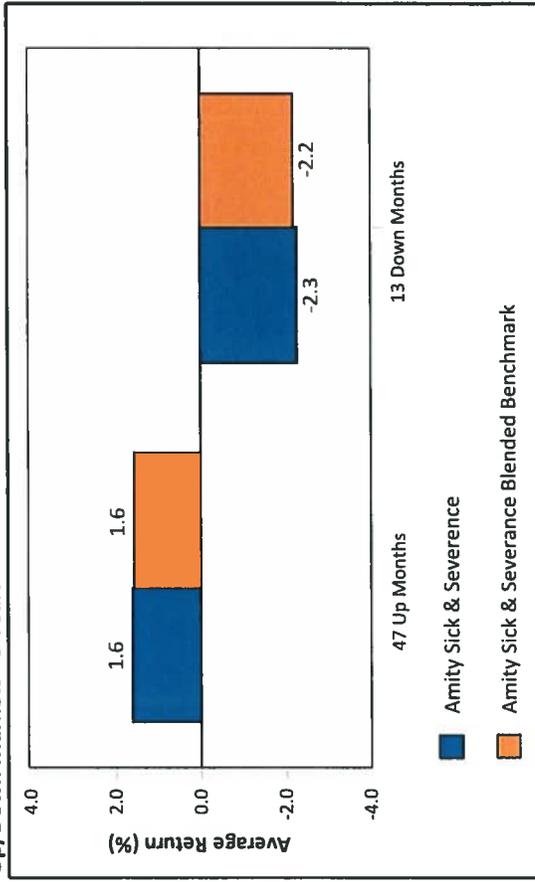
# Market Capture Report

Amity Sick & Severance  
As of March 31, 2021

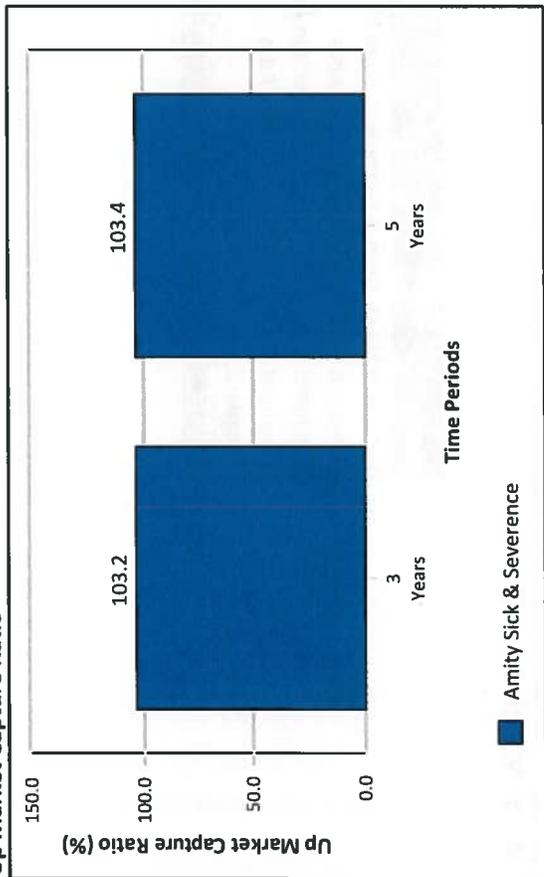
Up/Down Markets - 3 Years



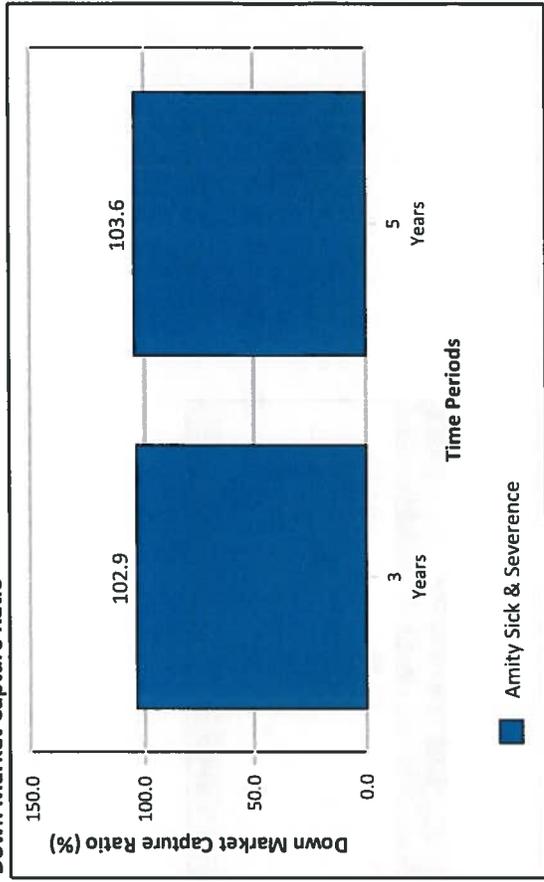
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



## Estimated Fee Analysis

As of March 31, 2021

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%
<b>Weighted Average Investment Management Fee</b>		<b>0.05%</b>

# Benchmark Composition

Amity OPEB Benchmark

As of March 31, 2021

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>Oct-2017</b>			
Bimbg. Barc. U.S. Aggregate Index	30.0	Bimbg. 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
<b>Jan-2014</b>			
Bimbg. 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		
<b>Sep-2013</b>			
Bimbg. 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		
<b>Jun-2013</b>			
Bimbg. 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		
<b>Sep-2012</b>			
Bimbg. 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 March 31, 2021

Allocation Mandate	Weight (%)
<b>Oct-2017</b>	
Blmbg. Barc. U.S. Aggregate Index	75.0
Bloomberg Barclays US TIPS 0-5 Year Index	25.0
<b>Sep-2013</b>	
Blmbg. Barc. U.S. Aggregate Index	50.0
Bloomberg Barclays US TIPS 0-5 Year Index	50.0
<b>Mar-1997</b>	
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 March 31, 2021

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

## Benchmark Composition

Amity OPEB International Equity Hybrid Composite

As of March 31, 2021

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

# Benchmark Composition

Amity Pension Benchmark

As of March 31, 2021

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>Mar-2014</b>			
Bimbg. Barc. U.S. Aggregate Index	35.0	Bimbg. 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
<b>Jun-2013</b>			
Bimbg. 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		
<b>Sep-2012</b>			
Bimbg. 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 March 31, 2021

Allocation Mandate	Weight (%)
<b>Mar-2014</b>	
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
<b>Sep-2012</b>	
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
<b>Mar-1997</b>	
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 March 31, 2021

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

# Benchmark Composition

Amity Sick & Severance Blended Benchmark

As of March 31, 2021

Allocation Mandate	Weight (%)
<b>Mar-2014</b>	
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
<b>Jun-2013</b>	
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
<b>Sep-2012</b>	
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
<b>Nov-2009</b>	
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
<b>Mar-1997</b>	
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 March 31, 2021

Allocation Mandate	Weight (%)
<b>Nov-2009</b>	
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
<b>Mar-1997</b>	
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 March 31, 2021

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

## Benchmark Composition

Amity S&S International Equity Hybrid Composite  
As of March 31, 2021

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

# 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@fiducient.com](mailto:compliance@fiducient.com).

## ASSET CLASS REPRESENTATIONS

All material and information is intended for Fiducient Advisors L.L.C. business only. Any use or public dissemination outside firm business is prohibited. Information is obtained from a variety of sources which are believed though not guaranteed to be accurate. Any forecast represents future expectations and actual returns, volatilities and correlations will differ from forecasts. Past performance does not indicate future performance. This presentation does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice.

When referencing asset class returns or statistics, the following indices are used to represent those asset classes, unless otherwise notes. Each index is unmanaged and investors can not actually invest directly into an index:

**TIPS:** Bloomberg Barclays Global Inflation-Linked: U.S. TIPS Total Return Index Unhedged  
**Municipals 5-Year:** Bloomberg Barclays Municipal Bond 5 Year (4-6) Total Return Index Unhedged USD  
**Core Bond:** Bloomberg Barclays US Agg Total Return Value Unhedged USD  
**High Yield Municipals:** Bloomberg Barclays Muni High Yield Total Return Index Value Unhedged USD  
**High Yield:** Bloomberg Barclays US Corporate High Yield Total Return Index Value Unhedged USD  
**Foreign Bond:** Bloomberg Barclays Global Aggregate ex-USD Total Return Index Value USD (50/50 blend of hedged and unhedged)  
**EM Debt (unhedged):** J.P. Morgan GBI-EM Global Diversified Composite Unhedged USD  
**U.S. Large Cap:** S&P 500 Total Return Index  
**U.S. Small Cap:** Russell 2000 Total Return Index  
**International Developed:** MSCI EAFE Net Total Return USD Index  
**Emerging Markets:** MSCI Emerging Markets Net Total Return USD Index  
**World:** MSCI ACWI Net Total Return USD Index  
**U.S. Equity REITS:** FTSE Nareit Equity REITs Total Return Index USD  
**S&P Real Assets:** S&P Real Assets Total Return Index  
**Commodities:** Bloomberg Commodity Total Return Index  
**Hedge Funds:** Hedge Fund Research HFRI Fund of Funds Composite Index  
**Balanced:** 3% TIPS, 33% Core Bond, 4% High Yield, 2% Foreign Bond, 2% EM Debt (unhedged), 18% U.S. Large Cap, 6% U.S. Small Cap, 16% International, 8% Emerging Markets, 5% U.S. Equity REITS, 3% Commodities  
**U.S.:** MSCI USA Net Total Return USD Index  
**China:** MSCI CHINA Net Total Return USD Index  
**Japan:** MSCI Japan Net Total Return USD Index  
**Germany:** MSCI Germany Net Total Return USD Index  
**India:** MSCI India Net Total Return USD Index  
**United Kingdom:** MSCI UK Net Total Return USD Index  
**France:** MSCI France Net Total Return USD Index  
**Italy:** MSCI Italy Net Total Return USD Index  
**Brazil:** MSCI Brazil Net Total Return USD Index  
**Canada:** MSCI Canada Net Total Return USD Index

## 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 those 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 those 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 (excluding the United States) and 23 Emerging 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 US) and 23 Emerging Markets countries. With 4,368 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.
- **Fund Specific Broad Real Asset Benchmarks:**
  - **DWS Real Assets:** 30%; Dow Jones Brookfield Infrastructure Index, 30%; FTSE EPRA/NAREIT Developed Index, 15%; S&P Global Natural Resources Index, 10%; Barclays U.S. Treasury Inflation Notes Total Return Index
  - **PIMCO Inflation Response Multi Asset Fund:** 45%; Barclays U.S. TIPS, 20% Bloomberg Commodity Index, 15%; JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
  - **Principal Diversified Real Assets:** 35% BBGBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
  - **Wellington Diversified Inflation H:** 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Barclays US TIPS 1 – 10 Year Index
- **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.
- **HFRI 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 HFRI 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 US 1-5Yr Gov/Cr Fit 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 US 5-10Yr Gov/Cr Fit 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 Fit 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 Fit 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/Barron's 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/Barron's 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/Barron's 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/Barron's 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, 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 beaten 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

Fiduciant Advisors 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 Fiduciant Advisors 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 Fiduciant Advisors' 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 Fiduciant Advisors' 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 Fiduciant Advisors 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 Fiduciant Advisors or your custodian immediately.

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



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**Theresa Lumas**  
**Director of Finance and Administration**  
[terry.lumas@amityregion5.org](mailto:terry.lumas@amityregion5.org)

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

To: Dr. Jennifer Byars, Superintendent of Schools

From: Theresa Lumas, Director of Finance and Administration

Re: Award of Contracts of \$35,000 or More

Date: May 5, 2021

**Fiscal Year 2020-21**

**1. Technology:**

The District issued an RFP for 800 devices for students in grade 7 (current lease is expiring) and grade 12 students who are scheduled for devices as the final phase of the 1:1 implementation. Only 1 vendor submitted a proposal on a comparable product. The District is not interested in the product since it is relatively new to the market, reliability is untested, and is twice the cost of the ACER device the District is seeking. We learned the device we desire and leased last year, will be replaced in September. The supply is limited and the new devices will be about 5% higher and not available for the start of the school year. The Technology Department is very pleased with the performance of the ACER device and the repair response. We can secure 784 devices to meet our needs by utilizing a consortium bid – Massachusetts Higher Education Consortium-MHEC. Whalley Computer Associates and Lenovo their financing partner to provide the product and the lease terms. The District has worked with both vendors and had positive experiences. The District has secured \$57,000 in ESSER II funding and the remaining \$55,010 is requested from EOY funds.

**Amity Finance Committee:**  
***Move to recommend the Amity Board of Education...***

**Amity Board of Education:**  
***Move to ...***

***award the 1:1 student device lease to Whalley Computer Associates of Massachusetts, at the bid price of \$346,920.00 (\$319.00 per device with extended service of \$123.50 per device).***

## **Fiscal Year 2021-22**

### **1. Copiers and Printers:**

The Amity Regional School District No. 5 and Xerox Corporation entered into a 60-month lease agreement in November 2016, utilizing the CREC/PEPPM Bid Contract Award to procure its current copier fleet. The CREC/PEPPM Bid Contract Award continues to be available to all school districts in the state of Connecticut and the Xerox proposal was developed using the pricing from that award. This would meet the Board's purchasing policy.

The current lease plan is for 24 Xerox copiers and supplies for 100 district owned and networked printers. The copier units are on a pool plan. The current cost for all 24 Xerox copiers is \$140,547.80 per year. In addition, we have a laser printer management program covering our printers which includes all service and supplies @ \$40,340.76 per year. The total for both programs is \$180,888.60 per year. District staff has been working with Xerox representatives to reevaluate our usage data and current printing structure now that we will be completing our 1:1 implementation. A team of District employees including building administrators walked the buildings to confirm current equipment and locations. This mapping was the basis to review the proposed changes from printer to copiers and/or locations. The proposed mapping was shared with school administrators in March.

The proposed lease plan is for 25 new Xerox copiers, buy out 3 copiers in nurses office, and supplies for 20 district owned and networked printers. The annual cost of the proposed upgrade is \$143,151.12 per year, or **\$37,737.48 per year**. This would be a five-year lease.

The installation of the new Xerox equipment would begin once school dismisses for summer recess. The implementation includes Xerox picking up all the existing Xerox equipment and any printers we wish to discard.

I recommend the Amity Finance Committee and the Amity Board of Education authorized the Director of Finance to sign the new lease agreement.

#### **Amity Finance Committee:**

***Move to recommend the Amity Board of Education...***

#### **Amity Board of Education:**

***Move to...***

***authorize the Director of Finance to sign the Xerox contract for copiers, the laser printer management program, and the PaperCut Print Management solution, for the monthly charge of \$11,929.26 for the period of June 6, 2021 through June 5, 2027.***

### **2. Student Accident Insurance:**

The District requested proposals for Student Accident Insurance Coverage. Two proposals were submitted. The prices were \$33,500 for Interscholastic Sports, including Student Activities, and \$2,910 for Catastrophic Accident Coverage on one proposal and \$62,792 inclusive on the second proposal.

We have experience with both agencies. Our insurance consultant reviewed both proposals and confirmed the lowest bidder coverage meets our bid specifications and industry standards.

**Amity Finance Committee:**

*Move to recommend the Amity Board of Education...*

**Amity Board of Education:**

*Move to ...*

*award the Student Accident Insurance bid to H.D. Segur Insurance of Wallingford, CT at the bid price of \$33,000 for Interscholastic Sports, including Student Activities and \$2,910 for Catastrophic Accident Coverage..*

**3. Facilities Amity Middle School-Orange field:**

The field at Amity Middle School-Orange is scheduled for maintenance to improve drainage. The field had drain systems installed more than 15 years ago but is now experiencing regular periods of standing water in several areas, particularly during the spring months. Poor drainage conditions often render the field unusable by physical education classes or middle school sports. Mr. Kevin Capecelatro of Sports Turf of CT, our current groundskeeper, has developed options to improve field conditions. Option #1 -Adding a clay infill to the field will absorb water and improve drainage. The field will be aerated and 60 tons of infill will be applied to the field for \$42,900. Option #2 - Replacing the current drainage system. This option requires excavation, gravel fill, and piping and is over the budget for the project at \$68,100. The Administration is recommending Option #1 of aeration and infill at \$42,900 for materials and labor. Both options include \$3,900 to address depressed and highly saturated areas. The Administration is also requesting the bid requirement be waived and Sports Turf be awarded the project. Mr. Capecelatro's knowledge of the field is a valuable asset to a successful project. Mr. Capecelatro described both options to the facilities committee this month.

**Amity Finance Committee:**

*Move to recommend the Amity Board of Education...*

**Amity Board of Education:**

*Move to ...*

*award the field drainage project at Amity Middle School-Orange to Sports Turf of CT at a price of \$42,900.00.*

**Capital Nonrecurring Funds**

**1. Facilities – High School Roof:**

Tremco completed inspections of the roofs at all three schools. I am requesting the contract for repairs and restoration of various sections of the high school roof be awarded to TREMCO for \$395,141.40 and the Board waive the bid process. This contract would restore the 22 sections of roof scheduled for replacement/restoration in 2022 and include a 5-year warranty. This warranty will have the option to be extended again. Roof sections E, F, J, M, U will be restored with a seamless membrane over

existing rubber material increasing the thickness to 80 mil. Safety walkways will be installed where needed and the crumbling capstones will be wrapped with flashing creating a metal-capped look. These five sections will have a 20 year warranty. This contract would address all areas identified in the report for the high school. The funds would come from Capital Nonrecurring Account which the Board appropriated \$495,482. The middle school roof reports identify access and drainage needs and are still under review.

**Amity Finance Committee:**

***Move to recommend the Amity Board of Education...***

**Amity Board of Education:**

***Move to ...***

***award the roofing restorations and repairs to Tremco Industries for \$395,141.40.***

**AMITY REGIONAL SCHOOL DISTRICT NO. 5**  
**Bethany Orange Woodbridge**  
**25 Newton Road, Woodbridge Connecticut 06525**  
**(203) 397-4811**



*Dr. Jennifer P. Byars*  
*Superintendent of Schools*

*Dr. Marie McPadden*  
*Director of Curriculum*  
*& Staff Development*

*H. Thomas Brant*  
*Director of Pupil Services*

*Theresa Lumas*  
*Director of Finance*  
*& Administration*

*Steve Martoni*  
*Director of Facilities*

To: Theresa Lumas, Director of Finance and Administration  
From: Kathleen Kovalik, Assistant Director of Finance and Administration  
Date: April 30, 2021  
Re: Health Food Program Statement for July 1, 2021 through June 30, 2022

Each year the Board of Education has to confirm its participation in the Health Foods program from the State of Connecticut. By participating in this program the District receives payments from the State. In the current fiscal year the District has received \$11,344.00. If the District does not participate in the program, it would not receive these funds. However, the District would still be required to follow the same guidelines as they are issued from the federal government, which provides over \$100,000 of support to the nutrition program. Below are the motions I recommend the AFC and Board of Education to make.

**Amity Finance Committee:** Motion to recommend to the Amity Board of Education:

1. Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2021, through June 30, 2022. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.
2. The board of education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held.
3. The board of education or governing authority will allow the sale to students of beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the beverages are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting or extracurricular activity. The "school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held, and must be the same place as the beverage sales.

**Amity Board of Education:**

1. Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2021, through June 30, 2022. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.
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**AMITY REGIONAL SCHOOL DISTRICT NO. 5**  
**Bethany Orange Woodbridge**  
**25 Newton Road, Woodbridge Connecticut 06525**



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**Theresa Lumas**  
**Director of Finance and Administration**  
[terry.lumas@amityregion5.org](mailto: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: Capital Projects FY 2020-21 Change Order and Budget Transfer  
Date: April 11, 2021

**Stadium Project Change Order #1a:**

The Administration presented 4 enhancement options to the Facilities Committee in August of 2020 for inclusion in the stadium project. The Administration recommended 2 of the 5 options and the Facilities Committee approved the request. The recommended change order is for conduits to 8 field locations and poles on home side for cameras totaling \$11,133.00 was not brought to the full Board once the project was put on hold last year. Options not recommended including additional GFCI conduits to 8 other areas, conduits on visitor side for speakers and cameras, all totaling \$43,162.

**Motions for Change Order #1a:**

**For the Amity Finance Committee:**

*Recommend the Amity Board of Education approve...*

**For the Amity Board of Education:**

*Move to approve –*

*Change order 1a to include electrical conduits, trenching and backfill to Comboxes (8) and empty conduits to home side poles for cameras totaling \$11,133.00.*

**Motions for Budget Transfer:**

**For the Amity Finance Committee:**

*Recommend the Amity Board of Education approve ...*

**For the Amity Board of Education:**

*Move to approve...*

*A transfer from Bond Contingency Account to the Athletic Project Account. Add empty conduits to 8 locations and to the home side poles for cameras at the stadium at Amity High School.*

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
17-00-15-0053-5720	Bond Contingency	\$11,133	
17-00-15-0047-5720	Athletic Projects		\$11,133

**Stadium Project Change Order #1:**

There is an increase in some of the materials in the stadium project due to the delay in the project. The increases are for the track materials, fencing, curbing, field base, electrical, and field equipment. The facilities committee reviewed and approved the change order.

**Motions for Change Order:**

**For the Amity Finance Committee:**

*Recommend the Amity Board of Education approve...*

**For the Amity Board of Education:**

*Move to approve –*

*Change order #1 for price increases of \$59,060.13.*

**Motions for Budget Transfer:**

**For the Amity Finance Committee:**

*Recommend the Amity Board of Education approve ...*

**For the Amity Board of Education:**

*Move to approve...*

*A transfer from Bond Contingency Account to the Athletic Project Account to cover the price increases change order #1.*

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
17-00-15-0053-5720	Bond Contingency	\$59,061	
17-00-15-0047-5720	Athletic Projects		\$59,061

**Facilities Project - Engineering Costs – HVAC -**

The District used the engineering costs listed in the 2016 report to estimate the engineering costs for the HVAC projects. There is an additional \$10,000 needed to cover engineering costs through the second phase of the HVAC projects.

**Motions for Budget Transfer:**

**For the Amity Finance Committee:**

*Recommend the Amity Board of Education approve ...*

**For the Amity Board of Education:**

***Move to approve...***

***A transfer from Bond Contingency Account to the HVAC Project Account for increased engineering costs.***

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
17-00-15-0053-5720	Bond Contingency	\$10,000	
17-00-15-0048-5720	HVAC Projects		\$10,000

The balance in the project contingency account will be \$309,432 if all budget transfers are approved. There will be another change order for the stadium project for increased mobilization costs due to the Stop Work Order.

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

LINE	CATEGORY	COLUMN 1 2019-2020 ACTUAL	COLUMN 2 2020-2021 BUDGET	COLUMN 3 MAR 2021 FORECAST	COLUMN 4 CHANGE INCR./(DECR.)	COLUMN 5 APR 2021 FORECAST	COLUMN 6 VARIANCE OVER/(UNDER)	COL 7 FAV 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	153,323	163	153,486	(94,831)	UNF
3	OTHER STATE GRANTS	758,946	731,653	1,084,849	0	1,084,849	353,196	FAV
4	MISCELLANEOUS INCOME	70,134	43,750	23,160	0	23,160	(20,590)	UNF
5	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
6	<b>TOTAL REVENUES</b>	<b>49,719,188</b>	<b>50,784,509</b>	<b>51,022,121</b>	<b>163</b>	<b>51,022,284</b>	<b>237,775</b>	<b>FAV</b>
7	SALARIES	25,967,645	27,168,752	26,867,357	(18,342)	26,849,015	(319,737)	FAV
8	BENEFITS	5,141,056	6,186,149	5,898,559	(134,707)	5,763,852	(422,297)	FAV
9	PURCHASED SERVICES	7,565,040	9,450,642	9,114,207	6,280	9,120,487	(330,155)	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	2,884,109	(74,729)	2,809,380	(98,594)	FAV
12	EQUIPMENT	771,215	134,053	286,156	0	286,156	152,103	UNF
13	IMPROVEMENTS / CONTINGENCY	222,666	305,940	132,999	0	132,999	(172,941)	FAV
14	DUES AND FEES	110,508	177,164	144,389	0	144,389	(32,775)	FAV
15	TRANSFER ACCOUNT	495,482	0	507,844	0	507,844	507,844	UNF
16	<b>TOTAL EXPENDITURES</b>	<b>47,768,411</b>	<b>50,784,509</b>	<b>50,289,455</b>	<b>(221,498)</b>	<b>50,067,957</b>	<b>(716,552)</b>	<b>FAV</b>
17	<b>SUBTOTAL</b>	<b>1,950,777</b>	<b>0</b>	<b>732,666</b>	<b>221,661</b>	<b>954,327</b>	<b>954,327</b>	<b>FAV</b>
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	<b>NET BALANCE / (DEFICIT)</b>	<b>1,986,234</b>	<b>0</b>	<b>732,666</b>	<b>221,661</b>	<b>954,327</b>	<b>954,327</b>	<b>FAV</b>

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**

LINE	CATEGORY	COLUMN 1 2019-2020 ACTUAL	COLUMN 2 2020-2021 BUDGET	COLUMN 3 MAR 2021 FORECAST	COLUMN 4 CHANGE INCR./DECR.)	COLUMN 5 APR 2021 FORECAST	COLUMN 6 VARIANCE OVER/(UNDER)	COL 7
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	<b>MEMBER TOWN ALLOCATIONS</b>	<b>48,627,967</b>	<b>49,760,789</b>	<b>49,760,789</b>	<b>0</b>	<b>49,760,789</b>	<b>0</b>	<b>FAV</b>
5	ADULT EDUCATION	3,748	3,042	3,042	0	3,042	0	FAV
6	PARKING INCOME	20,865	32,000	22,532	1,944	24,476	(7,524)	UNF
7	INVESTMENT INCOME	52,292	35,000	3,500	0	3,500	(31,500)	UNF
8	ATHLETICS	25,300	22,000	5,500	(5,500)	0	(22,000)	UNF
9	TUITION REVENUE	133,936	129,675	99,249	3,719	102,968	(26,707)	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	<b>OTHER REVENUE</b>	<b>262,141</b>	<b>248,317</b>	<b>153,323</b>	<b>163</b>	<b>153,486</b>	<b>(94,831)</b>	<b>UNF</b>
13	OTHER STATE GRANT	0	0	0	0	0	0	FAV
14	SPECIAL EDUCATION GRANTS	758,946	731,653	1,084,849	0	1,084,849	353,196	FAV
15	<b>OTHER STATE GRANTS</b>	<b>758,946</b>	<b>731,653</b>	<b>1,084,849</b>	<b>0</b>	<b>1,084,849</b>	<b>353,196</b>	<b>FAV</b>
16	RENTAL INCOME	18,177	14,000	25	0	25	(13,975)	UNF
17	INTERGOVERNMENTAL REVENUE	32,884	4,750	4,750	0	4,750	0	FAV
18	OTHER REVENUE	19,073	25,000	18,385	0	18,385	(6,615)	UNF
19	TRANSFER IN	0	0	0	0	0	0	FAV
20	<b>MISCELLANEOUS INCOME</b>	<b>70,134</b>	<b>43,750</b>	<b>23,160</b>	<b>0</b>	<b>23,160</b>	<b>(20,590)</b>	<b>UNF</b>
21	<b>BUILDING RENOVATION GRANTS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>FAV</b>
22	<b>TOTAL REVENUES</b>	<b>49,719,188</b>	<b>50,784,509</b>	<b>51,022,121</b>	<b>163</b>	<b>51,022,284</b>	<b>237,775</b>	<b>FAV</b>

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

LINE	CATEGORY	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2019-2020 ACTUAL	2020-2021 BUDGET	MAR 2021 FORECAST	CHANGE INCR./(DECR.)	APR 2021 FORECAST	VARIANCE OVER/(UNDER)	
1	5111-CERTIFIED SALARIES	21,243,071	22,123,005	21,875,160	(18,342)	21,856,818	(266,187)	FAV
2	5112-CLASSIFIED SALARIES	4,724,574	5,045,747	4,992,197	0	4,992,197	(53,550)	FAV
3	<b>SALARIES</b>	<b>25,967,645</b>	<b>27,168,752</b>	<b>26,867,357</b>	<b>(18,342)</b>	<b>26,849,015</b>	<b>(319,737)</b>	<b>FAV</b>
4	5200-MEDICARE - ER	354,550	393,384	393,106	(19,727)	373,379	(20,005)	FAV
5	5210-FICA - ER	293,447	315,690	301,803	(22,190)	279,613	(36,077)	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	3,971,562	(97,938)	3,873,624	(356,301)	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	4,627	50,399	3,119	UNF
10	5275-DISABILITY INSURANCE	10,277	10,529	10,958	521	11,479	950	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	124,787	0	124,787	4,563	UNF
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	11,431	0	11,431	4,000	UNF
16	5291-CLOTHING ALLOWANCE	1,438	2,000	2,000	0	2,000	0	FAV
17	<b>BENEFITS</b>	<b>5,141,056</b>	<b>6,186,149</b>	<b>5,898,559</b>	<b>(134,707)</b>	<b>5,763,852</b>	<b>(422,297)</b>	<b>FAV</b>
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	1,930,745	55,010	1,985,755	226,396	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	3,105,991	(13,630)	3,092,361	(452,536)	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	3,274,438	(35,100)	3,239,338	(207,160)	FAV
26	5590-OTHER PURCHASED SERVICES	181,818	99,307	238,348	0	238,348	139,041	UNF
27	<b>PURCHASED SERVICES</b>	<b>7,565,040</b>	<b>9,450,642</b>	<b>9,114,207</b>	<b>6,280</b>	<b>9,120,487</b>	<b>(330,155)</b>	<b>FAV</b>

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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**

LINE	CATEGORY	COLUMN 1 2019-2020 ACTUAL	COLUMN 2 2020-2021 BUDGET	COLUMN 3 MAR 2021 FORECAST	COLUMN 4 CHANGE INCR./(DECR.)	COLUMN 5 APR 2021 FORECAST	COLUMN 6 VARIANCE OVER/(UNDER)	COLUMN 7 COL 7 FAV 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	<b>DEBT SERVICE</b>	<b>4,559,210</b>	<b>4,453,835</b>	<b>4,453,835</b>	<b>0</b>	<b>4,453,835</b>	<b>0</b>	<b>FAV</b>
31	5410-UTILITIES, EXCLUDING HEAT	620,438	709,866	653,219	(53,729)	599,490	(110,376)	FAV
32	5420-REPAIRS, MAINTENANCE & CLEANING	774,787	761,354	841,099	0	841,099	79,745	UNF
33	5611-INSTRUCTIONAL SUPPLIES	311,910	366,196	298,605	0	298,605	(67,591)	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	58,000	0	58,000	15,300	UNF
36	5621-NATURAL GAS	47,475	67,173	67,173	(21,000)	46,173	(21,000)	FAV
37	5627-TRANSPORTATION SUPPLIES	96,789	124,202	124,202	0	124,202	0	FAV
38	5641-TEXTS & DIGITAL RESOURCES	291,630	63,778	84,473	0	84,473	20,695	UNF
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	<b>SUPPLIES (INCLUDING UTILITIES)</b>	<b>2,935,589</b>	<b>2,907,974</b>	<b>2,884,109</b>	<b>(74,729)</b>	<b>2,809,380</b>	<b>(98,594)</b>	<b>FAV</b>
42	5730-EQUIPMENT - NEW	332,148	70,947	167,510	0	167,510	96,563	UNF
43	5731-EQUIPMENT - REPLACEMENT	439,067	63,106	118,646	0	118,646	55,540	UNF
44	<b>EQUIPMENT</b>	<b>771,215</b>	<b>134,053</b>	<b>286,156</b>	<b>0</b>	<b>286,156</b>	<b>152,103</b>	<b>UNF</b>
45	5715-IMPROVEMENTS TO BUILDING	160,841	55,940	79,495	0	79,495	23,555	UNF
45a	5715-FACILITIES CONTINGENCY	100,000	100,000	100,000	0	100,000	0	FAV
45b	TRSF. FROM FACILITIES CONTINGENCY	(100,000)	0	(100,000)	0	(100,000)	(100,000)	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	(96,496)	0	(96,496)	(96,496)	FAV
48	<b>IMPROVEMENTS / CONTINGENCY</b>	<b>222,666</b>	<b>305,940</b>	<b>132,999</b>	<b>0</b>	<b>132,999</b>	<b>(172,941)</b>	<b>FAV</b>
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	90,654	0	90,654	(15,000)	FAV
52	<b>DUES AND FEES</b>	<b>110,508</b>	<b>177,164</b>	<b>144,389</b>	<b>0</b>	<b>144,389</b>	<b>(32,775)</b>	<b>FAV</b>
53	<b>5856-TRANSFER ACCOUNT</b>	<b>495,482</b>	<b>0</b>	<b>507,844</b>	<b>0</b>	<b>507,844</b>	<b>507,844</b>	<b>UNF</b>
54	<b>ESTIMATED UNSPENT BUDGETS</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>FAV</b>
55	<b>TOTAL EXPENDITURES</b>	<b>47,768,411</b>	<b>50,784,509</b>	<b>50,289,455</b>	<b>(221,498)</b>	<b>50,067,957</b>	<b>(716,552)</b>	<b>FAV</b>

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**



APRIL 2021

2020-2021 FORECAST

**OVERVIEW**

*The projected unspent fund balance for this fiscal year is \$954,327 FAV previously, \$732,666 FAV, which appears on page 1, column 6, and line 20. The forecast does not yet include the use of the fund balance available to support all of the end-of-year purchases for items removed from the fiscal year 2021-2022 budget request but does now include 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 \$237,775 FAV previously \$237,612 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, \$7,524 UNF, previously \$9,468 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%
February	.398%	.150%

March	.398%	.129%
April	.398%	.120%

**LINE 8 on Page 2: ATHLETICS:**

*The forecast estimates a 100% reduction due to limited fan participation for all seasons, \$22,000 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 \$26,707 UNF previously \$30,426 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, *\$353,196 FAV previously, \$211,091 FAV. Changes to student placement since the most recent SEDAC-G filing of expenses favorably affects the tuition line now but not the current reimbursement revenue. Due to reporting cycles timelines, the reduction in review will affect the budget for next year, fiscal year 2021-22. This unfortunately creates a surplus in the current revenue budget and a deficit in revenue for fiscal year 2021-22 (assuming no new outplacements occur).*

**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, *\$13,975 UNF previously, \$13,975 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, \$6,615 UNF previously, \$6,615 FAV.*

**EXPENDITURES BY CATEGORY**

The projected yearend balance of expenditures is *\$716,552 FAV previously \$495,054 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 positions 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 \$266,187 FAV, previously \$247,845 FAV. The forecast reflects turnover savings year-to-date of \$98,552 unfilled coaching and activity positions for the fall and winter due to COVID restrictions, \$38,660 FAV, less coverage costs with remote work \$15,590 FAV, less in homebound tutoring costs of \$32,000, \$36,534 FAV for unpaid LOAs, \$32,395 FAV in substitute costs, and \$12,456 FAV less for degree changes.***

**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 changes due to FAV, staff vacancies, including delay of student help desk rollout, of \$21,809 FAV, contract settlements and overtime estimates for the year reduced by \$31,741, due to no in-person events after school, net \$53,550 FAV, previously \$53,550 FAV.***

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

The forecast is based on the actual expenditures for current staff, ***\$56,082 FAV*** due lower payroll expenses outlined under certified and classified salaries.

**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 80.6% of claims, previously 81.5% of claims. The forecast projects the account that 40% of the current claims balance, \$356,301 of \$900,122 will not be spent. Claim payments lag about 90 days.***

**CLAIMS OF CURRENT EMPLOYEES AND RETIREES**

<b>MONTH</b>	<b>2020-2021 ACTUAL</b>	<b>2020-2021 BUDGET</b>	<b>VARIANCE</b>	<b>2019-2020 ACTUAL</b>	<b>2018-2019 ACTUAL</b>
<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>	\$ 409,279	\$ 453,630	\$ (44,351)	\$ 370,672	\$ 418,110
<i>DEC*</i>	\$ 489,999	\$ 484,052	\$ 5,947	\$ 403,126	\$ 334,678
<i>JAN</i>	\$ 253,077	\$ 354,535	\$ (101,458)	\$ 348,820	\$ 331,129
<i>FEB</i>	\$ 259,775	\$ 307,567	\$ (47,792)	\$ 124,317	\$ 384,149
<i>MAR</i>	\$ 255,965	\$ 389,184	\$ (133,219)	\$ 276,832	\$ 363,660
<i>APR</i>	\$ 304,485	\$ 343,398	\$ (38,913)	\$ 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
<b>TOTALS</b>	\$ 3,751,103	\$ 4,651,225	\$ (900,122)	\$ 3,490,831	\$ 3,895,033

**ACTUAL/FORECAST CLAIMS AS A PERCENTAGE OF EXPECTED CLAIMS**

<b>2016-2017 ACTUAL</b>	<b>2017-2018 ACTUAL</b>	<b>2018-2019 ACTUAL</b>	<b>2019-2020 FORECAST</b>	<b>2020-2021 FORECAST</b>
85.2%	72.1%	92.2%	84.1%	<b>80.6%</b>

**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. *November & December Claims and Fees adjusted to record rebate credit postings.*

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

<b>MONTH</b>	<b>2020-2021 ACTUAL</b>	<b>2020-2021 BUDGET</b>	<b>VARIANCE</b>	<b>2019-2020 ACTUAL</b>	<b>2018-2019 ACTUAL</b>
<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>	\$ 56,242	\$ 41,539	\$ 14,703	\$ 59,406	\$ 71,815
<i>DEC*</i>	\$ 55,608	\$ 37,299	\$ 18,309	\$ 62,365	\$ 70,016
<i>JAN</i>	\$ 11,403	\$ 36,807	\$ (25,404)	\$ 73,157	\$ 78,786
<i>FEB</i>	\$ 94,489	\$ 36,239	\$ 58,250	\$ 57,592	\$ 66,033
<i>MAR</i>	\$ 80,240	\$ 32,198	\$ 48,042	\$ 58,624	\$ 38,918
<i>APR</i>	\$ 54,687	\$ 36,879	\$ 17,808	\$ 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
<b>TOTALS</b>	<b>\$ 637,408</b>	<b>\$ 539,887</b>	<b>\$ 97,521</b>	<b>\$ 726,582</b>	<b>\$ 794,113</b>

**LINE 9 on Page 3: 5260-LIFE INSURANCE:**

*The forecast is based on the actual staff, \$3,119 UNF, previously \$1,508 FAV.*

**LINE 10 on Page 3: 5275-DISABILITY INSURANCE:**

*The forecast is based on the current staff, \$950 UNF, previously, \$429 UNF.*

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

*The current forecast projects this account will be \$4,563 UNF previously neutral.*

**LINE 15 on Page 3: 5290-UNEMPLOYMENT:**

The forecast estimates the account may run \$4,000 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. *\$4,000 UNF previously, \$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 continue to be higher, approximately \$82,000 UNF over budget and a transfer is requested for a 1:1 device*

lease this month, total for these line items is forecasted at \$226,396 UNF previously \$171,386 UNF.

**LINE 21 on Page 3: 5440-RENTALS:**

*The forecast estimate is these accounts will be \$15,776 under budget due to less rentals mainly for sports restricted during COVID-19. This includes pool rentals, van rentals, and off-site turf field rentals for practices.*

**LINE 22 on Page 3: 5510-PUPIL TRANSPORTATION:**

Special Education Transportation is projecting a \$326,437 FAV, previously, \$254,937 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 40% or \$125,919 FAV, previously \$183,969 FAV projection for a total projection of \$452,536 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 cyber-insurance 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 \$207,160 FAV previously \$172,060 FAV variance.* The forecast is based on current students and their placements.

Tuition for the vo-ag schools has a projected variance of \$53,197 FAV previously \$53,197 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
<b>Totals</b>	<b>11</b>	<b>16</b>	<b>16</b>	<b>15</b>	<b>21</b>	<b>17(17)</b>

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, \$128,035 FAV previously \$92,935 UNF. There are more outplaced students who recently returned back to District in-house programs or moved out of 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	6(6)
Private SPED	27	20	22	18	29	27(28)
Totals	35	28	33	26	38	33(34)

**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 was approved in February. *The current estimate is a \$156,175 deficit in food services. The District was able to secure \$21,928 in ESSER II grant funding towards this deficit. There will be another transfer request in June to cover the updated estimated loss.*

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

Debt service is \$54,962 over budget 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 now projected to be under budget, \$67,500 FAV. Nine months of invoices have been received and are lower than expected. The lower usage is due to limited evening*

activities and several weeks of remote learning. The assumption considers the scheduled increase usage, increased occupants, and warmer weather will result in more typical usage in the spring.

**ELECTRICITY (KILOWATT HOURS)**

MONTH	2020-2021 FORECAST	2020-2021 BUDGET	VARIANCE	2019-2020 ACTUAL	2018-2019 ACTUAL
<i>JUL</i>	<i>254,686</i>	261,716	<i>(7,030)</i>	306,744	104,580
<i>AUG</i>	<i>299,439</i>	292,794	<i>6,645</i>	298,187	152,275
<i>SEP</i>	<i>285,993</i>	308,389	<i>(22,396)</i>	255,198	314,178
<i>OCT</i>	<i>248,089</i>	282,314	<i>(34,225)</i>	294,827	271,919
<i>NOV</i>	<i>238,583</i>	260,774	<i>(22,191)</i>	243,754	249,759
<i>DEC</i>	<i>240,912</i>	260,198	<i>(19,286)</i>	250,944	247,237
<i>JAN</i>	<i>249,595</i>	268,460	<i>(18,865)</i>	266,227	274,992
<i>FEB</i>	<i>243,774</i>	269,090	<i>(25,316)</i>	251,802	263,959
<i>MAR</i>	<i>246,886</i>	256,461	<i>(9,575)</i>	217,683	248,762
<i>APR</i>	<i>254,711</i>	260,337	<i>(5,626)</i>	232,983	262,037
MAY	246,095	246,095	-	145,568	276,658
JUN	223,240	223,240	-	239,032	91,898
Totals	<b>3,032,003</b>	<b>3,189,868</b>	<b>(157,865)</b>	<b>3,002,949</b>	<b>2,758,254</b>

Note: 2019-2020 Actual Kilowatt Hours during COVID shutdown 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 project to be \$2,000 FAV.*

The budget for water is \$47,800. *The forecast is projects a savings of \$35,000 FAV previously \$15,000 FAV.* Nine months of usage has been invoiced and costs are lower than expected. The lower usage is due to limited evening activities and several weeks of remote learning. The assumption considers the scheduled increase usage and increased occupants.

Sewer costs are budgeted at \$31,000; costs are projected to be \$24,623. *The forecast is \$6,376 FAV previously \$6,647 FAV.*

DEGREE DAYS

There are 3,851 degree days to date compared to 3,943 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. *A transfer was approved in February for snow removal. Snow removal for March was \$3,300 bringing the total to \$93,825 year-to-date or \$26,325 UNF over budget.*

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

These accounts may be over budget, though it is difficult to estimate how much at this time. We are increasing the percentage of outdoor airflow into the HVAC system per CDC recommendations. The actual temperatures for the winter months will greatly influence the need for additional heating fuel. *These accounts are now projected to be \$5,700 FAV, previous neutral.. A budget transfer is requested to top off the oil tank at Bethany Middle School using funds left on the high school natural gas line. There has not been a significant stretch of low temperatures and with the reduced occupancy in the evenings and remote learning days, the forecast slightly favorable.*

**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, \$33,303 FAV previously \$50,803 FAV as grants reimbursements were charged to appropriate accounts.

**LINE 42 on Page 4: 5730-EQUIPMENT - NEW:**

*The forecast reflects purchasing devices for support staff to work remotely. Many of the staff have managed to utilize chrome books from computer labs. These devices are not robust enough for many of the operational programs to run. These devices are for administrative assistants and paras. Current estimate if 37 devices at \$900 per device, totaling \$33,300 UNF. \$63,263 UNF was previously approved and transferred for COVID-19 related equipment needs. The account will be \$96,563 UNF if this request is approved. The device request will be brought to May or June meeting.*

**LINE 43 on Page 4: 5731-EQUIPMENT REPLACEMENT:**

*The forecast reflects the estimated costs of \$20,000 UNF for student devices that will be unreturnable at the end of the first 3-year lease cycle. The administration is working with the lease company to determine the fair market value of replacement items. The damaged devices will be retained in-house and utilized for parts in repairing other devices. The devices for the administrative staff are near the end of their useful life. The forecast estimates 20 devices at \$1,777 per device, totaling \$35,540 UNF. Requests will be brought to May or June meeting. This account will be \$55,540 UNF if transfer are approved.*

**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. A transfer was approved in March for snow removal for \$23,025 UNF. *The balance in the facility contingency is zero after the transfer requested was approved in April for the cooling tower piping of \$23,555.*

**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. A budget transfer was approved in February for food services for \$75,000 to cover

losses in the food service program. *A transfer was approved in April for science textbooks for \$3,996. The balance is contingency is \$53,504.*

**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.*

**LINES 52 on page 4: 5810 DUES AND FEES:**

*The forecast estimates \$15,000 FAV in unspent dues and fees. Many entrance fees were reduced or waived during virtual programs. There were less athletic tournaments fees to pay.*

**COVID-19 EXPENDITURES:** *Currently expenditures related to preparing for reopening in the COVID-19 environment are estimated at \$1,361,969 total, \$1,221,406 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 another budget transfer requested this month for \$58,994. The remaining \$222,469 left in the 15% encumbrance reserve will likely have to be released back the special education accounts in which it is being held. \$183,345 was released back to the original accounts in technology and facilities to cover expenses. 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. Districts are strongly encouraged to identified new costs in response to 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. This funding was approved on Friday, April 9, 2021. A possible third ESSER grant is in formulation at the State level.*

**LINE 53 on page 4: 5856 TRANSFER ACCOUNT:** *The forecast projects 1%, \$507,844 of the operating budget will be available for transfer into the Capital Nonrecurring Account. The State Legislature may increase the amount to 2% of the operating budget. The item will be presented after the final balance for the FY21 is confirmed at the August 2021 meeting.*

## APPENDIX A

### COST SAVINGS AND EFFICIENCIES FOR FISCAL YEAR 2020-2021

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**TOTAL ANNUAL SAVINGS TO-DATE OF: \$128,708**

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**\$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.

**\$300 DMV fees:** The Facilitites staff reviewed motor vehicles fees for registering our vehicles and obtained a waiver as a municipal agency.

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).

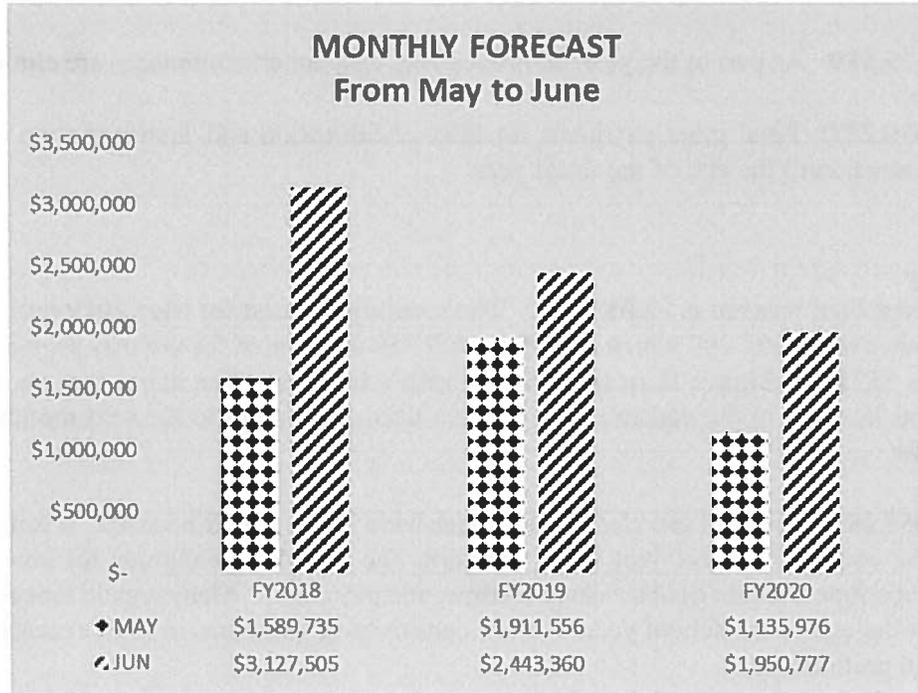
Revenues can be most impacted by decisions made at the State level for Special Education and Transportation grants. We have seen the reimbursement rate change in mid-year.

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 30<sup>th</sup> 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,

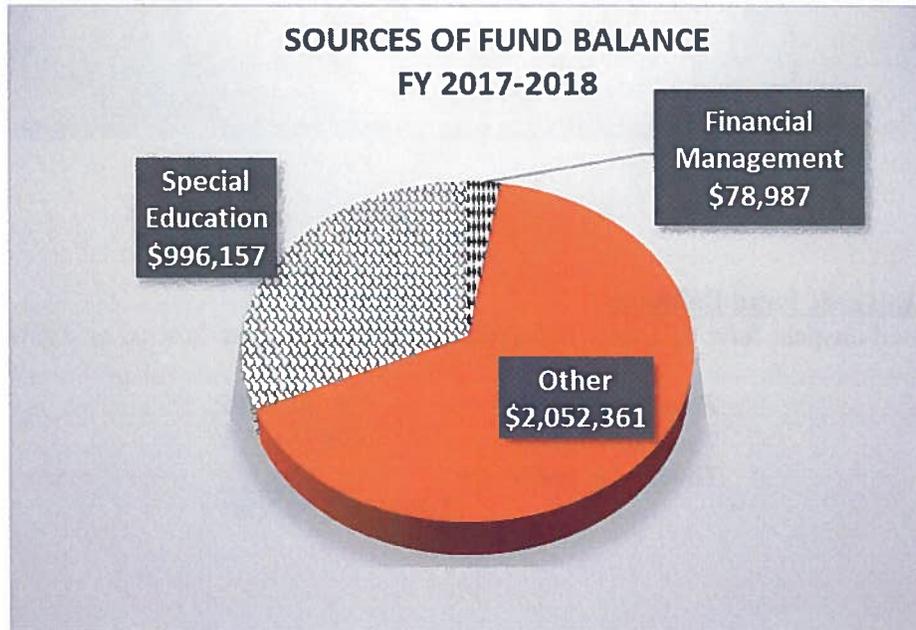
summer work costs, substitute costs, degree changes and homebound services were less than anticipated.

**\$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.

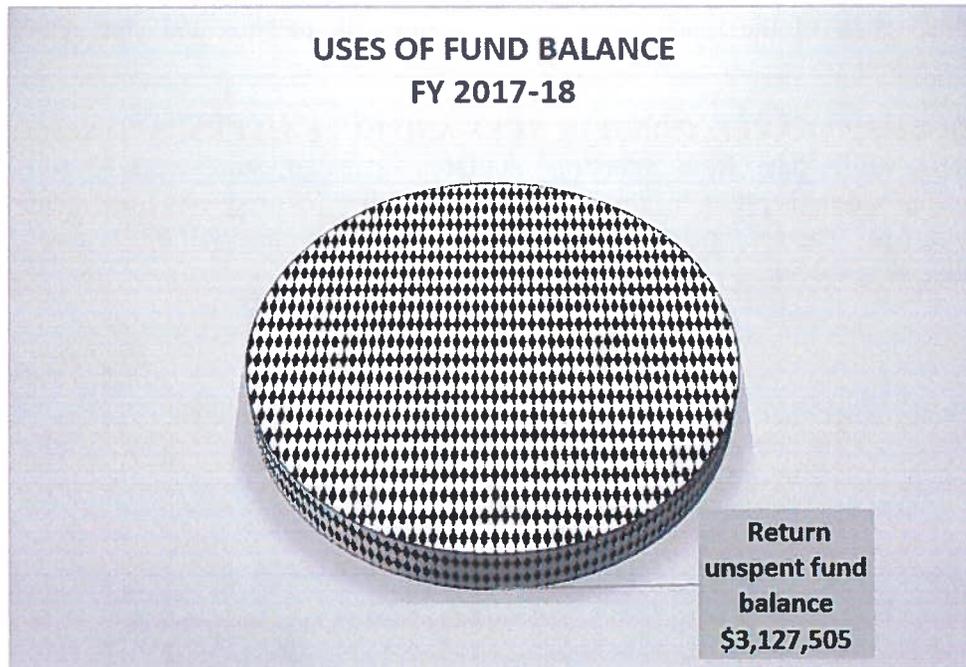
The primary sources of the fund balance are shown graphically below:



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 30<sup>th</sup> 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>\$50,776</i>
<i>Total</i>	<i>\$166,245</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.

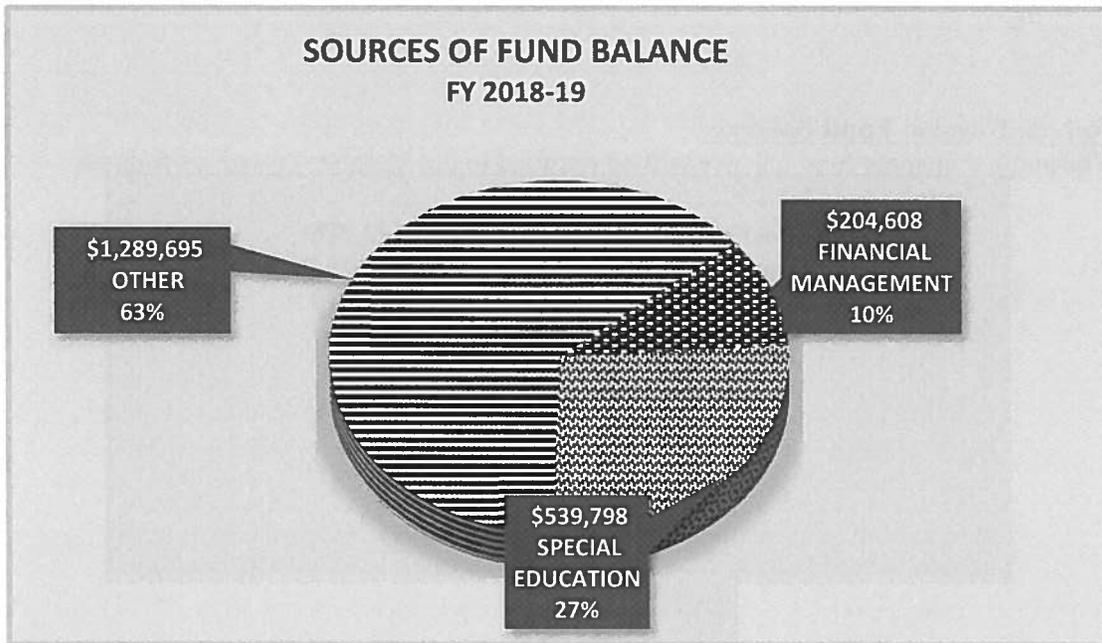
**\$378,012 REVENUE:** The Special Education Grant was higher than budgeted by \$224,297 based on actual special education costs and a higher reimbursement rate. The interest earned on the District's accounts was \$100,966 more than budgeted as interest rates were higher than budgeted. These accounts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

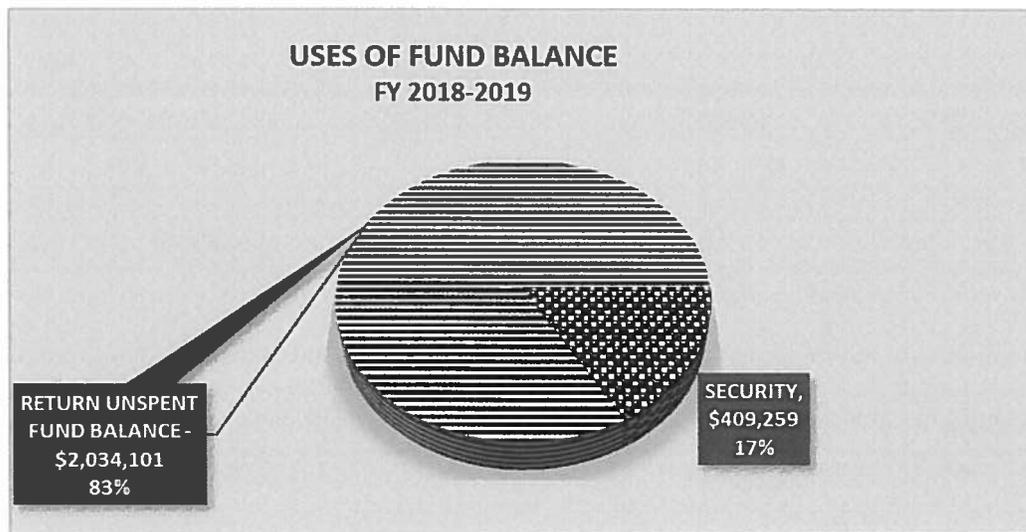
The primary sources of the fund balance are shown graphically below:



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 30<sup>th</sup> 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, after 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 exceeded 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.

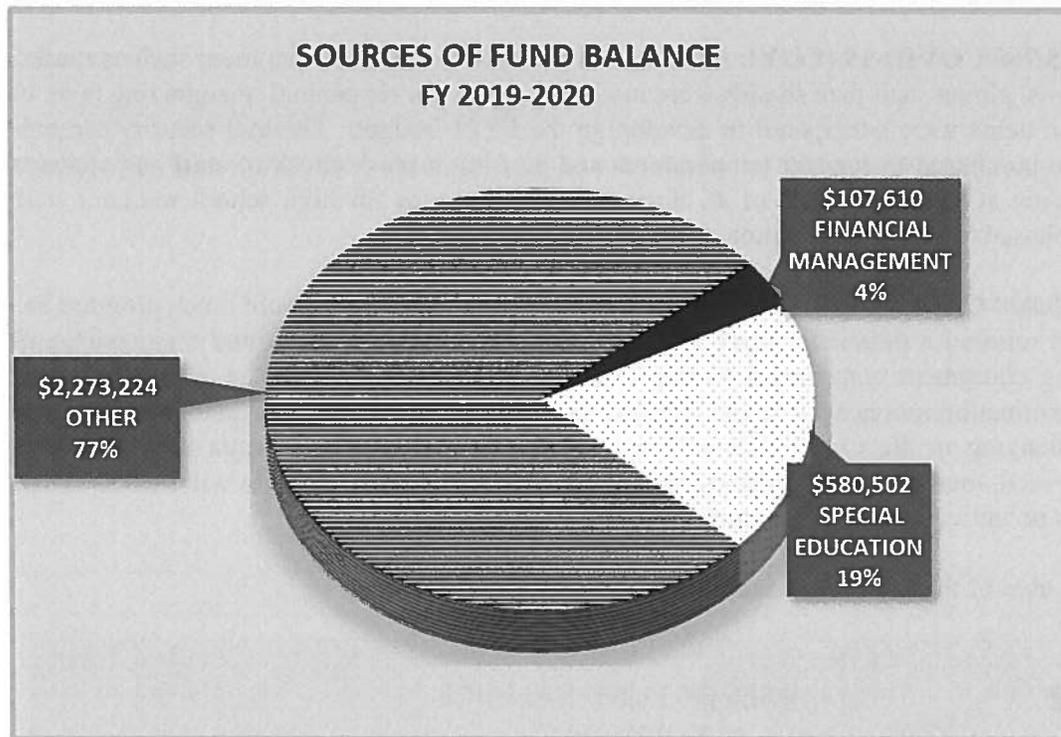
**\$93,339 UTILITIES (OTHER):** A mild winter combined with fuel cell operating properly to supply heat generated savings of \$17,731 FAV. Electricity usage was down due to the reduced occupancy in buildings, \$70,089 FAV.

**\$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):**

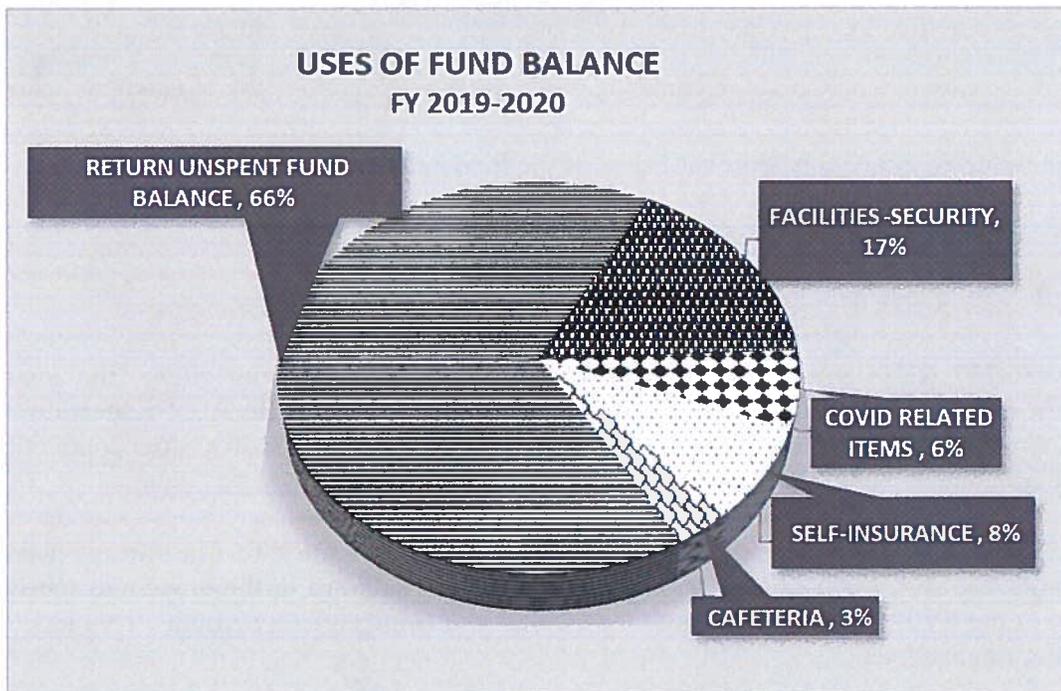
**\$229,311 SELF-INSURANCE FUNDING. (EOY):** The suspension of routine exams, diagnostic tests, dental appointments, and non-emergency surgeries reduced the medical claims for the final quarter of FY20. It is anticipated that once the State reopens the missed procedures will be scheduled, as well as 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	\$ 600,371
<b>Total</b>	<b>\$1,950,777</b>

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

<b>MONTH/YR</b>	<b>JNL#</b>	<b>ACCOUNT NUMBER &amp; DESCRIPTION</b>	<b>AMOUNT</b>	<b>DESCRIPTION</b>
<b>JUL</b>				
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
<b>SEPT</b>				
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
<b>OCT</b>				
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
<b>NOV</b>				
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
<b>DEC</b>				
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
<b>JAN</b>				
2021-Jan	17	04-12-1206-5580 STAFF TRAVELS	(225.00)	MEMBERSHIP RENEWAL ASHA DUES
2021-Jan	18	04-13-2190-5810 DUES & FEES	225.00	MEMBERSHIP RENEWAL ASHA DUES
2021-Jan	69	01-13-2220-5330 OTHER PROFESSIONAL & TECH SRVC	(483.00)	Supplies for Tinker Space
2021-Jan	69	01-13-2220-5690 OTHER SUPPLIES	483.00	Supplies for Tinker Space
<b>FEB</b>				
2021-Feb	17	03-11-3202-5810 DUES & FEES	(124.00)	HUDL price increase
2021-Feb	17	03-11-3202-5590 OTHER PURCHASED SERVICES	124.00	HUDL price increase
2021-Feb	19	03-13-2220-5810 DUES & FEES	(34.00)	Unused dues and conferences
2021-Feb	19	03-13-2220-5690 OTHER SUPPLIES	34.00	to cover database shortfall
2021-Feb	20	01-11-1014-5611 INSTRUCTIONAL SUPPLIES	(42.00)	Cengage Learning price increas
2021-Feb	20	01-11-1014-5641 TEXTBOOKS	42.00	Cengage Learning price increas
2021-Feb	92	01-14-2700-5510 PUPIL TRANSPORTATION	(665.00)	Social Studies Amistad Program
2021-Feb	92	01-11-1014-5611 INSTRUCTIONAL SUPPLIES	665.00	Social Studies Amistad Program
<b>MARCH</b>				
2021- Mar	6	05-13-2212-5581 TRAVEL - CONFERENCES	(701.00)	Courageous Conversations PD
2021-Mar	6	05-13-2212-5322 INSTRUCTIONAL PROG IMPROVEMENT	701.00	Courageous Conversations PD
2021-Mar	7	01-11-1005-5611 INSTRUCTIONAL SUPPLIES	(180.00)	Behaviorial Incentive Program
2021-Mar	7	01-11-1005-5690 OTHER SUPPLIES	180.00	Behaviorial Incentive Program
2021-Mar	8	01-11-1010-5330 OTHER PROFESSIONAL & TECH SRVC	(257.00)	online audio studio subscripti
2021-Mar	8	01-11-1010-5690 OTHER SUPPLIES	257.00	online audio studio subscripti
2021-Mar	26	02-13-2220-5611 INSTRUCTIONAL SUPPLIES	(886.00)	Media Center Books
2021-Mar	26	02-13-2220-5642 LIBRARY BOOKS & PERIODICALS	886.00	Media Center Books

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

2021-Mar	26	02-13-2220-5690 OTHER SUPPLIES	(1394.00)	Media Center Books
2021-Mar	26	02-13-2220-5642 LIBRARY BOOKS & PERIODICALS	1394.00	Media Center Books
2021-Mar	168	05-14-2310-5810 DUES & FEES	240.00	Membership fees increased
2021-Mar	168	05-14-2320-5810 DUES & FEES	(240.00)	Membership fees increased
2021-Mar	203	05-13-2213-5590 OTHER PURCHASED SERVICES	(748.00)	Years of Service Gifts
2021-Mar	203	05-13-2213-5690 OTHER SUPPLIES	748.00	Years of Service Gifts
2021-Mar	224	03-11-1001-5581 TRAVEL - CONFERENCES	(206.00)	no travel funds need for suppl
2021-Mar	224	03-11-1001-5611 INSTRUCTIONAL SUPPLIES	206.00	no travel funds need for suppl
2021-Mar	225	03-11-1001-5730 EQUIPMENT - NEW	(200.00)	funds needed for instr supplie
2021-Mar	225	03-11-1001-5611 INSTRUCTIONAL SUPPLIES	200.00	funds needed for instr supplie
2021-Mar	226	03-11-1001-5810 DUES & FEES	(425.00)	funds needed for instr supply
2021-Mar	226	03-11-1001-5611 INSTRUCTIONAL SUPPLIES	425.00	funds needed for instr supply
2021-Mar	243	03-13-2220-5810 DUES & FEES	(336.00)	Cancelled conference
2021-Mar	243	03-13-2220-5611 INSTRUCTIONAL SUPPLIES	336.00	Additional supplies
2021-Mar	244	03-13-2220-5330 OTHER PROFESSIONAL & TECH SRVC	(1000.00)	Cancelled speakers
2021-Mar	244	03-13-2220-5642 LIBRARY BOOKS & PERIODICALS	1000.00	Book purchase
2021-Mar	278	05-13-2213-5580 STAFF TRAVEL	(2000.00)	Yrs Service, Excellence, Retir
2021-Mar	278	05-13-2213-5690 OTHER SUPPLIES	(2000.00)	Yrs Service, Excellence, Retir
2021-Mar	309	02-13-2130-5690 OTHER SUPPLIES	(1.00)	PRICE INCREASE ON MEMBERSHIP
2021-Mar	309	02-13-2130-5810 DUES & FEES	1.00	PRICE INCREASE ON MEMBERSHIP
2021-Mar	313	03-11-1010-5810 DUES & FEES	(62.00)	Additional supplies needed
2021-Mar	313	03-11-1010-5611 INSTRUCTIONAL SUPPLIES	62.00	Additional supplies needed
2021-Mar	323	03-11-1011-5330 OTHER PROFESSIONAL & TECH SRVC	(425.00)	PURCHASE ADD'L CLASSRM SUPPLY
2021-Mar	323	03-11-1011-5611 INSTRUCTIONAL SUPPLIES	425.00	PURCHASE ADD'L CLASSRM SUPPLY
2021-Mar	324	03-11-1010-5330 OTHER PROFESSIONAL & TECH SRVC	(1396.00)	baby grand extensive repair
2021-Mar	324	03-11-1010-5420 REPAIRS,MAINTENANCE & CLEANING	1396.00	baby grand extensive repair
2021-Mar	331	03-11-1010-5330 OTHER PROFESSIONAL & TECH SRVC	(345.00)	For Bass Repairs
2021-Mar	331	03-11-1010-5420 REPAIRS,MAINTENANCE & CLEANING	345.00	For Bass Repairs
2021-Apr	333	03-11-1001-5611 INSTRUCTIONAL SUPPLIES	(600.00)	camera need for photo instead
2021-Apr	333	03-11-1001-5730 EQUIPMENT - NEW	600.00	camera need for photo instead
2021-Mar	334	03-11-1010-5611 INSTRUCTIONAL SUPPLIES	(155.00)	bass repair needed for strings
2021-Mar	334	03-11-1010-5420 REPAIRS,MAINTENANCE & CLEANING	155.00	bass repair needed for strings
<b>APRIL</b>				
2021-Apr	11	01-13-2120-5590 OTHER PURCHASED SERVICES	(30.00)	registration conference fee
2021-Apr	11	01-13-2120-5810 DUES & FEES	30.00	registration conference fee
2021-Apr	12	01-11-1014-5810 DUES & FEES	(120.00)	DVD's & Books
2021-Apr	12	01-11-1014-5641 TEXTBOOKS	(112.00)	DVD's & Books
2021-Apr	12	01-11-1014-5611 INSTRUCTIONAL SUPPLIES	232.00	DVD's & Books
2021-Apr	13	04-13-2140-5730 EQUIPMENT - NEW	2250.00	LAPTOPS - PPS COORDINATORS
2021-Apr	13	04-12-6116-5510 PUPIL TRANSPORTATION	(2250.00)	LAPTOPS - PPS COORDINATORS
2021-Apr	14	04-12-2150-5690 OTHER SUPPLIES	412.00	GUIDED THERAPY EVERYDAY SPEECH
2021-Apr	14	04-12-6116-5510 PUPIL TRANSPORTATION	(412.00)	GUIDED THERAPY EVERYDAY SPEECH
2021-Apr	16	04-13-2190-5690 OTHER SUPPLIES	1000.00	PROTOCOLS FOR STUDENT TESTING

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2021-Apr	16	04-12-6116-5510 PUPIL TRANSPORTATION	(1000.00) PROTOCOLS FOR STUDENT TESTING
2021-Apr	27	03-11-1017-5611 INSTRUCTIONAL SUPPLIES	(12.00) item for brady center
2021-Apr	27	03-11-1017-5330 OTHER PROFESSIONAL & TECH SRVC	12.00 item for brady center
2021-Apr	51	04-13-2140-5611 INSTRUCTIONAL SUPPLIES	(324.00) LAPTOPS FOR COORDINATORS
2021-Apr	51	04-13-2140-5730 EQUIPMENT - NEW	324.00 LAPTOPS FOR COORDINATORS
2021-Apr	113	05-13-2212-5322 INSTRUCTIONAL PROG IMPROVEMENT	4800.00 Correct Acct on JE 2021-10-107
2021-Apr	113	05-13-2212-5330 OTHER PROFESSIONAL & TECH SRVC	(4800.00) Correct Acct on JE 2021-10-107
2021-Apr	121	05-14-2350-5581 TRAVEL - CONFERENCES	(1785.00) TRANSF. RAPTOR RENEWAL
2021-Apr	121	05-14-2350-5690 OTHER SUPPLIES	1785.00 TRANSF. RAPTOR RENEWAL
2021-Apr	168	03-13-2400-5580 STAFF TRAVEL	(2000.00) purchase of cameras,art equipm
2021-Apr	168	03-11-1001-5730 EQUIPMENT - NEW	2000.00 purchase of cameras,art equipm
2021-Apr	169	03-13-2400-5580 STAFF TRAVEL	(600.00) purchase of film equipment
2021-Apr	169	03-11-1017-5730 EQUIPMENT - NEW	600.00 purchase of film equipment
2021-Apr	171	05-14-2320-5550 COMMUNICATIONS: TEL,POST,ETC.	1160.00 Legal Notices posted in papers
2021-Apr	171	05-14-2320-5580 STAFF TRAVEL	(1160.00) Legal Notices posted in papers
2021-Apr	183	01-13-2400-5581 TRAVEL - CONFERENCES	(125.00) Reimbursmt staff meeting lunch
2021-Apr	183	01-14-2219-5690 OTHER SUPPLIES	125.00 Reimbursmt staff meeting lunch

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



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**Theresa Lumas**  
**Director of Finance and Administration**  
[terry.lumas@amityregion5.org](mailto: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 of \$3,000 or More 2021-2021  
Date: May 5, 2021

I recommend the Amity Finance Committee and Board of Education approve the following budget transfer(s) of over \$3,000:

**Standard year end budget transfers:**

During the end of year processing, we will need to make a number of budget transfers to salary and benefit accounts and to pay other standard charges (e.g., special education expenditures; utilities; etc.). The exact amount of these budget transfers will depend on the final invoices. These budget transfers are part of the normal closing process.

**Amity Finance Committee:**

***Move to recommend the Amity Board of Education authorize –***

**Amity Board of Education:**

***Move to authorize –***

***... the Director of Finance and Administration to make the necessary budget transfers to salary and benefit accounts and to pay other standard charges. These budget transfers may exceed \$3,000. The Director of Finance and Administration will report all budget transfers made to the Amity Finance Committee and Amity Board of Education.***

**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](mailto: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: March 31, 2021

**1. Technology:**

The District issued an RFP for 800 devices for students in grade 7 (current lease expiring) and grade 12 students who are scheduled for devices as the final phase of the 1:1 implementation. Only 1 vendor submitted a proposal on a comparable product. The District is not interested in the product since it is relatively new to the market, reliability is untested and is twice the cost of the ACER device the District is seeking. We learned the device we desire and leased last year, will be replaced in September. The supply is limited and the new devices will be about 5% higher and not available for the start of the school year. The Technology Department is very pleased with the performance of the ACER device and the repair response. We can secure 784 devices to meet our needs by utilizing a consortium bid – MHEC. Whalley Computer Associates and Lenovo their financing partner to provide the product and the lease terms. The District has worked with both vendors and had positive experiences. The District has secured \$57,000 in ESSER II funding and the remaining \$55,010 is requested from EOY funds.

**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 to cover the leasing of 800 devices.*

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
05-15-2512-5255	Medical	\$55,010	
05-14-2350-5330	Professional Technical Services		\$55,010

**2. Facilities:**

The natural gas accounts are below budget and the fuel oil account is fully expended. The District plans to top off the fuel tank at Bethany Middle School. The estimate cost is \$15,300 for 7,500

gallons at \$2.05. I am requesting the funds be transferred from the high school natural gas line to the middle school fuel oil account.

**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 to cover the cost of filling the fuel tank at Bethany Middle School.*

<b>ACCOUNT NUMBER</b>	<b>ACCOUNT NAME</b>	<b>FROM</b>	<b>TO</b>
03-14-2600-5621	Natural Gas	\$15,300	
01-14-2600-5620	Fuel Oil		\$15,300

ORG	ORG/PER	ACCOUNT	ACCOUNT DESCRIPTION	DESCRIPTION	APPROP	ORIGINAL APPROP	TRANSFRS/ADJISMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCE	BUDGET	AVAILABLE BUDGET	VENDOR NAME	COMMENT
00150047	00150047	17-00-15-0047-5720	IMPROVEMENTS TO SITES	Athletics	3,167,960	3,167,960	87,400	3,255,360	1,532,623.52	1,772,736.5	-	-	FIELDTURF	ATHLETIC TURF
2,021	3	80	09/01/2020	API	115998	115998		175,500.00					FIELDTURF	ATHLETIC TURF
2,021	4	119	10/07/2020	API	116784	116784		173,250.00					FIELDTURF	ATHLETIC TURF
2,021	4	185	10/26/2020	API	117441	117441		35,199.90					FIELDTURF	ATHLETIC TURF
2,021	4	185	12/04/2020		API	251145		500.00					J & M LANDSCAPING	Service - Field 3 Project
2,021	4	185	10/26/2020	API	117441	117441		35,199.90					FIELDTURF	ATHLETIC TURF
2,021	9	304	03/30/2021	API	117441	117441		434,691.00					FIELDTURF	ATHLETIC TURF
00150048	00150048	17-00-15-0048-5715	IMPROVEMENTS TO BUILDINGS	HVAC	1,830,630	1,830,630	43,698	1,874,328	678,282.72	1,196,270.00	(2,224.72)		SAV-MOR COOLING & HEATING INC	
2,020	12	79	5/22/2020	API	241814	241814		14,725.00					SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	1	140	07/17/2020	API	241814	241814		196,555.00	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	3	184	09/01/2020	API	241814	241814		275,321.91	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	3	184	09/01/2020	API	241814	241814		50,416.67	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	3	4	09/01/2020	API	241814	241814		80,199.00	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	5	298	12/09/2020	API	241814	241814		1,662.50	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	10		04/30/2021	API	251440	251440		21,330.00	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	7	37	01/07/2021	API	241814	241814		33,072.64	Y				SAV-MOR COOLING & HEATING INC	SERVICE - CONTRACT - AMITY HIG
2,021	11		05/04/2021	API	250900	250900		5,000.00	Y				VANZELM ENGINEERS	SERVICES HVAC
00150049	00150049	17-00-15-0049-5715	IMPROVEMENTS TO BUILDINGS	Chillers	140,000	140,000	-3,178	136,822	136,822.00	0.00	-		FRAME BUILDING SERVICES	SERVICE - Contract HVAC
2,021	3	40	09/01/2020	API	329846	241572	115945	136,822.00	Y					
00150050	00150050	17-00-15-0050-5715	IMPROVEMENTS TO BUILDINGS	Paving	600,000	600,000	0	600,000	270,514.80	0.00	329,485.20		B & W PAVING & LANDSCAPING, LLC	SERVICE - PARKING LOT
2,021	3	184	09/01/2020	API	372188	242291	116171	270,514.80						
00150051	00150051	17-00-15-0051-5330	OTHER PROFESSIONAL & TECH SRVC	COI	108,018	108,018	-39,156	68,862	68,862.12	0.00	-		S & P RATINGS	ANALYTICAL SERVICES WITH U
2021/01/0000	07/17/2020	API			250130	250130		15,500.00					DAY PITNEY LLP	PROFESSIONAL SERVICES-BOND
2021/01/0000	07/17/2020	API			250133	250133		21,700.00					TECHNIQUE PRINTERS I	FINAL OFFICIAL STATEMENT - FINANCIAL ADVISORY
2021/01/0001	07/17/2020	API			250139	250139		394.52					HILLTOPSECURITIES	FEES, D
2021/01/0001	07/17/2020	API			250188	250188		26,000.00					US BANK	CERTIFYING, REGISTRAR, TRA
2021/02/0000	08/03/2020	API			250131	250131		4,000.00					ARIZENT	ONLINE LEGAL AD- NOTICE OF
2021/03/0000	09/01/2020	API			250454	250454		500.00					IPREO, LLC	BOND ISSUE 2020 \$6,570,000
2021/05/0000	11/09/2020	API			250958	250958		767.60						
00150052	00150052	17-00-15-0052-5715	IMPROVEMENTS TO BUILDINGS	Acoustics	245,000	245,000	0	245,000	2,150.00	4,350.00	238,500.00		COTE ACOUSTICAL CONS	SERVICE - PROJECT ACOUSTIC
2021/04/0001	10/07/2020	API			250798	250798		2,150.00						

ORG	ORG/PER	ACCOUNT	ACCOUNT DESCRIPTION	DESCRIPTION	ORIGINAL APPROP	TRANSFERS/ADJSTMS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCE	AVAILABLE BUDGET	VENDOR NAME	COMMENT
		17 -00-15-	IMPROVEMENTS									
		0053-5715	TO BUILDINGS	Contingency	478,392	-88,764	389,628	0.00	0.00	389,627.88		
			Total Bond		6,570,000	0	6,570,000	2,689,255	2,925,356.48	955,388.36		
			Projects									

## Personnel – Certified

### Evaluation and Support Program

The Amity Regional School District No. 5 (ARSD) Board of Education (Board) believes that good teaching is the most important element in a sound educational program. Student learning is directly affected by teacher competence; therefore, teacher evaluation shall be accomplished using a teacher evaluation plan, which demonstrates a clear link between teacher evaluation, professional development, and improved student learning.

The submission of ARSD's evaluation plans for SDE review and approval, including flexibility requests, shall take place no later than the annual deadline set by the Connecticut State Department of Education (CSDE).

"Teacher" or "Administrator" for purposes of evaluation shall include each professional employee of the Board, below the rank of Superintendent, who holds a certificate or permit issued by the State Board of Education.

Appraisal of teaching performance should serve three purposes:

1. To raise the quality of instruction and educational services to the children of our community resulting in improved student learning.
2. To raise the standards of the teaching profession as a whole.
3. To aid the individual teacher to grow professionally, linking district-wide teacher evaluation and professional development plans.

Evaluation of teacher performance must be a cooperative, continuing process designed to improve student learning and the quality of instruction. The Superintendent shall annually evaluate or cause to be evaluated all certified employees in accordance with the teacher evaluation and support program, developed through mutual agreement with the Professional Development and Evaluation Committee (PDEC) for ARSD. The PDEC members share the responsibility for developing effective evaluation procedures and instruments and for the development and maintenance of professional standards and attitudes regarding the evaluation process. The required union representation on such committee shall include at least one representative from each of the teachers' and administrators' unions.

The Board shall adopt and implement a teacher evaluation and support program. Such teacher evaluation and support program shall be developed through mutual agreement with the PDEC. If unable to attain mutual agreement, the Board and the PDEC shall consider adopting by mutual agreement the State Board of Education (SBE) adopted model teacher evaluation and support program without any modification. Further, if the Board and the PDEC fail to agree on the SBE model, the Board will use its statutory authority to adopt and implement a teacher evaluation program of its choice, provided such program is consistent with the SBE adopted guidelines.

The system-wide program for evaluating the instructional process and all certified personnel is viewed as one means to improve student learning and insure the quality of instruction. The evaluation plan shall include, but need not be limited to, strengths, areas needing

## **Personnel – Certified**

### **Evaluation and Support Program**

improvement, strategies for improvement, and multiple indicators of student academic growth. Further, claims of failure to follow the established procedures of such teacher evaluation and support program shall be subject to the grievance procedure in collective bargaining agreements negotiated subsequent to July 1, 2004.

The Superintendent and all employees whose administrative and supervisory duties equal at least 50% of their time shall include a minimum of fifteen hours of training in the evaluation of teachers, pursuant to Section 10-151b, as part of the required professional development activity during each five-year period for reissuance of their professional educator certificate.

The Superintendent shall annually evaluate or cause to be evaluated each teacher and administrator in accordance with the teacher evaluation and support program and may conduct additional formative evaluations toward producing an annual summative evaluation.

In the event that a teacher or an administrator does not receive a summative evaluation during the school year, such individual shall receive a rating of "not rated" for that year.

By dates determined by the CSDE, the Superintendent shall report to the Commissioner of Education on the implementation of the teacher evaluation and support program and other requirements as determined by the State Department of Education.

### **Improvement and Remediation Plans**

The PDEC will develop as part of the teacher evaluation and support program a process for teacher improvement and remediation that:

1. Is differentiated by the level of identified need and/or stage of development;
2. Identifies resources, support, and other strategies to be provided to address documented deficiencies;
3. Contains a timeline for implementing such measures;
4. Provides success indicators; and
5. Is developed in consultation with the teacher and his/her union representative

### **Evaluation Training**

The Superintendent or his/her designee, prior to any evaluation conducted under the teacher evaluation and support program, shall conduct training programs for all evaluators and orientation for all ARSD teachers regarding the ARSD's teacher evaluation and support program. Such training shall provide instruction to evaluators regarding how to conduct proper performance evaluations prior to conducting an evaluation under the teacher evaluation and support program. The orientation for each teacher shall be completed before a teacher receives an evaluation under the teacher evaluation and support program.

## **Personnel – Certified**

### **Evaluation and Support Program**

#### **Implementation Plan**

The Board recognizes that the State Board of Education (SBE) utilizes a flexible plan for the implementation of Connecticut's Educator Evaluation and Support System.

The submission of the ARSD's evaluation plans for the CSDE's review and approval, including flexibility requests, shall take place by annual deadlines set by the Connecticut State Department of Education.

#### **Complementary Observers**

The primary evaluator for most teachers will be the school principal or assistant principal who will be responsible for the overall evaluation process, including assigning summative ratings. ARSD may also decide to use complementary observers to assist the primary evaluator. Complementary observers are certified educators who may have specific content knowledge, such as department heads or curriculum coordinators. Complementary observers shall be fully trained as evaluators in order to be authorized to serve in this role.

Primary evaluators will have sole responsibility for assigning final summative ratings. Both primary evaluators and complementary observers must demonstrate proficiency in conducting standards-based observations.

#### **Dispute-Resolution Process**

In accordance with the requirement in the "Connecticut Guidelines for Teacher Evaluation and Professional Development" in establishing or amending the local teacher evaluation plan, the Board shall include a process for resolving disputes in cases where the evaluator and teacher cannot agree on goals/objectives, the evaluation period, feedback, or the professional development plan.

When such agreement cannot be reached the issue in dispute may be referred for resolution to a subcommittee of the Professional Development and Evaluation Committee (PDEC). Per the ARSD Teacher Evaluation and Support Plan this subcommittee shall be comprised of the Director of Curriculum and Staff Development, President of the Amity Education Association (AEA) or designee, and two neutral people mutually selected by the Director of Curriculum and Staff Development and the President of the AEA. In the event the designated committee does not reach a unanimous decision, the issue shall be considered by the Superintendent whose decision shall be binding. This provision is to be utilized in accordance with the specified processes and parameters regarding goals/objectives, evaluation period, feedback, and professional development contained in the document entitled "Connecticut Guidelines for Educator Evaluation."

## Personnel – Certified

### Evaluation and Support Program

#### Data Management

Annually ARSD's Professional Development and Evaluation Committee will review the user experiences and efficiency of the District's data management system/platform to be used by teachers and administrators to manage the evaluation plans.

#### Audit

The Board, if selected, will participate as required in an audit of its evaluation program conducted by the State Department of Education.

All teachers teaching in public schools at the elementary, middle, and high school levels (including special education teachers) must be determined to be an "effective educator," as defined in the Every Student Succeeds Act. To be determined an "effective educator" a teacher must meet state certification and licensure criteria.

The reauthorized Individuals with Disabilities Act (IDEA) identifies special education teachers as teachers who must demonstrate competency in the core academic subjects that they teach.

ARSD evaluates a teacher's subject-matter competency in the core academic content areas based on the Common Core of Teaching (CCT) using both of the following:

- A. foundational skills and competencies; and
- B. the discipline-based professional standards.

(cf. 4111 - Recruitment and Selection)

Legal Reference: Connecticut General Statutes  
10-145b Teaching certificates.  
10-151a Access of teacher to supervisory records and reports in personnel file.  
10-151b Evaluation by superintendent of certain educational personnel. (amended by PA 04-137, P.A. 10-111, P.A. 12-116, PA 12-2 (June Special Session), PA 13-245, PA 15-5 (June Special Session)  
10-151c Records of teacher performance and evaluation not public records.  
10-220a(b) In-service training. Professional development. Institutes for educators. Cooperative and beginning teacher programs, regulations.  
PA 11-135 An Act Concerning Implementation Dates for Secondary School Reform.

Approved:

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Woodbridge, CT  
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**Personnel – Certified**

**Evaluation and Support Program**

PA 12-116 An Act Concerning Education Reform (as amended by PA 13-145 An Act Concerning Revisions to the Reform Act of 2012.)  
Connecticut Guidelines for Educator Evaluation, adopted by the State Board of Education, June 27, 2012.  
Connecticut's System for Educator Evaluation and Development (SEED) state model evaluation system.  
"Flexibility to Guidelines for Educator Evaluation" adopted by Connecticut State Board of Education, February 6, 2014  
34 C.F.R. 200.55 Federal Regulations.  
PL 114-95 Every Student Succeeds Act, §9213

## Personnel – Certified

### Administrative Leave/Non-Renewal/Suspension

#### Non-Renewal – Non-tenured Teachers

The contract for employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated below:

- a. Inefficiency, incompetence, or ineffectiveness;
- b. Insubordination against reasonable rules of the Board of Education (Board);
- c. Moral misconduct;
- d. Disability as shown by competent medical evidence;
- e. Elimination of the position to which the teacher was appointed or loss of a position to another teacher in accordance with C.G.S 10—151(d)(5); or
- f. Other due and sufficient cause.

A teacher shall be deemed ineffective, if said teacher is rated with a holistic summative evaluation score of 0.0 to 2.0 for that specific academic year. Otherwise, the contract of such teacher shall be continued into the next school year, unless such teacher receives a written notice by May 1st in one school year that such contract will not be renewed for the following year.

Prior to obtaining tenure a certified employee's contract may be non-renewed, provided that the employee is notified in writing prior to May 1st by the Superintendent. A teacher so notified may request, no later than three (3) calendar days after such teacher receives such notice of non-renewal, a written statement of the reasons for non-renewal of the contract; and Amity Regional School District No. 5 (ARSD) will furnish such a statement no later than four (4) calendar days of the receipt of the request. The teacher may also file with the Board no later than ten (10) calendar days of receipt of the notice of non-renewal for a hearing before the Board or, if indicated in such request designated by the Board, before a single impartial hearing officer chosen by the teacher and the Superintendent. The hearing shall commence no later than fifteen (15) calendar days after receipt of such request, unless an extension not to exceed fifteen (15) calendar days is mutually agreed upon.

A teacher who has not attained tenure shall not be entitled to a hearing concerning non-renewal, if the reason for such non-renewal is either elimination of position or loss of position to another teacher. The Board shall rescind a non-renewal decision, only if the Board finds such decision to be arbitrary and capricious.

## Personnel – Certified

### Administrative Leave/Non-Renewal/Suspension

#### Non-Renewal – Tenured Teachers

The contract of employment of a teacher who has attained tenure shall be continued from school year to school year, except that it may be terminated at any time for one or more of the following reasons:

- a. Inefficiency, incompetence, or ineffectiveness;
- b. Insubordination against reasonable rules of the Board of Education;
- c. Moral misconduct;
- d. Disability, as shown by competent medical evidence;
- e. Elimination of the position to which the teacher was appointed or loss of a position to another teacher, in accordance with C.G.S 10—151(d)(5); or
- f. Other due and sufficient cause.

A tenured teacher shall in general be deemed ineffective if said teacher is rated with a holistic summative evaluation score of 0.0 to 2.0 for that specific academic year.

#### Suspension

A certified employee may be suspended by the Board for an alleged or actual violation of any of the reasons for termination in C.G.S. 10-151(c) or 10-151(d) when insufficient cause for dismissal is considered to exist or may be suspended pending Board or legal action for dismissal of the employee on charges of violation of one or more of said causes for termination. The Superintendent may suspend an employee pending Board action when, in the opinion of the Superintendent, continuation of the employee in the position presents a clear danger to the students, staff, property, or reputation of ARSD or to the employee.

Legal Reference: Connecticut General Statutes  
[10-151\(b\)](#) Employment of teachers. Definitions. Tenure, etc. (as amended by P.A. [12-116](#), An Act Concerning Educational Reform)  
[10-151\(c\)](#) Employment of teachers. (as amended by P.A. [11-136](#), An Act Concerning Minor Revisions to the Education Statutes.)  
 PA 95-58 An Act Concerning Teacher Evaluations, Tenure and Dismissal.  
 PA 97-247 An Act Concerning Revisions to the Education Statutes.  
 Connecticut Guidelines for Educator Evaluation adopted by the State Board of Education, June 27, 2012  
 Connecticut’s System for Educator Evaluation and Development (SEED)  
 Shanbrom v. Orange Board of Education, 2 Conn. L. Rpts. 396, 398 (1990)  
 Americans with Disabilities Act

## **Personnel – Certified/Non-Certified**

### **Suspension**

It is the policy of the Amity Regional School District No, 5 (ARSD) Board of Education (Board) to use due process and comply with relevant portions of the collective bargaining agreement when disciplining and/or dismissing employees.

### **Progressive Discipline**

Staff members will be disciplined according to the severity and frequency of the conduct at issue. Discipline may be in the form of verbal reprimand, written reprimand, plan of assistance, or suspension depending on the circumstances of each case.

1. **Verbal Reprimand:** The administrator will hold a conference with the employee. He/she will outline the nature of the problem and listen to any comments from the employee. The administrator will indicate compliance with specified procedures or cessation of certain conduct is required and future consequences if directives are ignored.
2. **Written Reprimand:** The administrator will hold a conference with the employee. The employee may have a representative present. The administrator will outline the nature of the problem and listen to any comments from the employee or his/her representative. The administrator will indicate compliance with specified procedures or cessation of certain conduct is required and future consequences if directives are ignored. A "letter of reprimand" shall be written and placed in the employee's personnel file pursuant to provisions in Board policy or the collective bargaining agreement. Legal counsel is to be attained prior to the issuance of any written reprimand.
3. **Plan of Assistance:** Performance deficiencies may require a written plan of assistance to aid improvement. The plan of assistance will incorporate the following elements:
  - a. A written description of the problem or problems to be corrected;
  - b. The method or methods which will be used to correct the problem;
  - c. The length of time during which improvement or correction must occur; and
  - d. Frequency and type of supervision to be provided.

The administrator will hold a conference with the employee to discuss the plan. The employee may have a representative present. The administrator will explain the plan of assistance and listen to any comments from the employee or his/her representative. The plan of assistance will be implemented as written or modified and implemented as modified.

## **Personnel – Certified/Non-Certified**

### **Suspension**

#### **Suspension without Pay**

Employees may be suspended without pay as a disciplinary measure for misconduct detrimental to ARSD. Before invoking a suspension without pay the Superintendent will conduct a hearing to determine whether the facts warrant such a suspension. The employee may have a representative present at the hearing.

Following are examples of actions that are considered misconduct. This list is representative only and not to be considered inclusive:

- possessing, using, manufacturing, distributing, or dispensing any illegal drugs or alcohol while on duty on or off district property;
- interfering with other employees in the discharge of their duties;
- fighting or deliberately harming another;
- disregard for the safety of a fellow employee or student;
- being absent without approval;
- refusing to follow a supervisor's instructions and directions (insubordination);
- destroying school property intentionally;
- using obscene language which is unsuitable in the school setting;
- possessing weapons on school property without proper authorization; and
- behaving in any inappropriate manner to the extent of adversely affecting the employee's ability to perform his/her work.

#### **Suspension with Pay**

The Board authorizes the Superintendent to suspend an employee with pay during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the best interests of ARSD or pending a hearing to suspend a teacher without pay. The Superintendent shall meet with the teacher to present the allegations and give the teacher an opportunity to refute the charges. The teacher will be told the dates and times the suspension will begin and the conditions under which it will end.

The requirement of policy 5141.4 pertaining to allegations of child abuse by a school employee will be followed as it relates to suspension.

An employee may be suspended pending the outcome of a dismissal hearing.

(cf. 5141.4 - Reporting of Child Abuse, Neglect and Sexual Assault)

Policy adopted:

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, CT

## **Personnel – Certified/Non-Certified**

### **Nondiscrimination/Equal Employment Opportunity**

#### **Nondiscrimination**

In compliance with regulations of Title VII of the Civil Rights Act 1964, Title IX of the Education Amendments of 1972 as amended, Section 504 of the Rehabilitation Act of 1973, the Civil Rights Act of 1987, and the American With Disabilities Act, the Amity Regional School District No. 5 (ARSD) Board of Education (Board) adopts the following Equal Employment Opportunity and Equal Education Opportunity Policies.

#### **Equal Employment Opportunity**

Both federal and state law prohibits discriminatory practices in hiring and employment. The Board prohibits discriminatory acts in all ARSD matters dealing with employees and applicants for positions and requires equal employment opportunities for all employees and applicants. As an equal opportunity employer, ARSD Board does not discriminate on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, sexual orientation, genetic information, gender identity or expression, disability (including pregnancy), status as a Veteran, or any classification protected by state or federal law regarding any individual who can perform the essential functions of the job with or without reasonable accommodations physical disability (including blindness) or other disability (except in the case of a bona fide occupational qualification or need).

#### **Sexual Harassment and Other Forms of Harassment**

Sexual harassment or any other form of harassment based on protected class status (including but not limited to race sex, color, national origin, religion or disability) will not be tolerated in ARSD. The Board strictly forbids any form of harassment by students, personnel, individuals under contract, or volunteers subject to the control of the Board. Employees who engage in harassment will be subject to discipline, up to and including termination of employment.

#### **Sexual Harassment**

Sexual harassment is defined as unwelcome conduct of a sexual nature, whether verbal or physical, including but not limited to: advances or requests for sexual favors; insulting or degrading sexual remarks or conduct; or threats or suggestions that an employee's submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's employment, is used as the basis for employment decisions affecting such individual, or such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Examples of sexual harassment include but are not limited to:

1. Pressure for sexual activity.
2. Repeated remarks with sexual or sexually demeaning implications.

## **Personnel – Certified/Non-Certified**

### **Nondiscrimination/Equal Employment Opportunity**

3. Unwelcome or inappropriate touching.
4. Suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning an individual's employment status, benefits, duties or work assignments.

### **Harassment Based On Other Protected Class Status**

For purposes of this policy harassment of an employee based on protected class status other than sexual harassment consists of verbal or physical conduct when the harassing conduct is so severe, persistent, or pervasive that it affects an employee's ability to work or creates an intimidating, threatening, or abusive work environment; the harassing conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work; or the harassing conduct otherwise adversely affects an individual's work performance.

### **Title IX, Title VI and Section 504 Coordinators**

Questions, complaints, and other matters concerning harassment will normally be handled by ARSD's Title IX, Title VI, and Section 504 Coordinators. The names and contact information for these individuals (Nondiscrimination Coordinators) will be posted annually on the ARSD website. The Director of Pupil Personnel Services shall be responsible for identifying these individuals annually. Questions, complaints, and other matters including but not limited to investigations may be referred directly to The Director of Pupil Personnel Services.

### **Complaint Procedure**

Employees who believe they have been victims of sexual or other forms of harassment are encouraged to promptly report such claims. Complaints will be investigated, and corrective action will be taken as appropriate. Confidentiality, both of the complainant and the accused, will be respected by all persons involved consistent with the Board's legal obligations and the necessity to investigate the allegations. Reprisals or retaliation as a result of the reporting of charges of harassment will not be tolerated. Reporting claims of harassment will not affect an individual's employment status, benefits, duties, or work assignments.

An employee who believes that he/she has been subjected to behavior that could constitute sexual or other forms of harassment should whenever possible immediately inform the alleged harasser that his/her behavior is unwelcome and unacceptable and that such behavior must stop immediately. It is recognized, however, that the responsibility for ending the harassment rests with the harasser, not the victim. If it is not possible for the employee subjected to such behavior to immediately inform the alleged harasser that the alleged conduct is unwelcome and unacceptable, then the matter should be reported to the designated Nondiscrimination Coordinators; and ARSD may take immediate steps at its discretion to protect the complainant, reporter, students, or others pending completion of an investigation.

## **Personnel – Certified/Non-Certified**

### **Nondiscrimination/Equal Employment Opportunity**

Employees who believe they have been subjected to sexual or other forms of harassment may request an informal meeting with their immediate supervisor, unless the supervisor is the alleged harasser. In that event the employee may request a meeting with the appropriate supervisor in the next level of management. The purpose of such a meeting will be to discuss the allegations and appropriate remedial action. The supervisor will provide a written report of the incident including the remedial action to be taken to the designated Non-discrimination Coordinators or other appropriate administrator.

If the complaint is not resolved through the informal meeting described above, the supervisor will encourage the employee to file a written complaint with the Director of Pupil Personnel Services on the form provided for this purpose. If the Director of Pupil Personnel Services is the alleged harasser, the complaint should be forwarded directly to the Superintendent or his/her designee. Normally, complaints should be made immediately or as soon after the act of harassment as possible. The complaint should state the name of the complainant and the date of the complaint, the date of the alleged harassment, the name or names of the harasser or harassers, where such harassment occurred, and a statement of the circumstances constituting the alleged harassment.

Any employee who makes an oral complaint of harassment will be provided a copy of this policy and a complaint form and will be encouraged to submit a written complaint. Failure to provide a written complaint will not, however, preclude investigation and attempted remediation, if necessary, of the complaint. All complaints are to be forwarded immediately to the designated Nondiscrimination Coordinator unless that individual is the alleged harasser, in which case the complaint should be forwarded directly to the Superintendent or his/her designee.

### **Investigation**

As soon as possible after the receipt of a complaint the designated Non-discrimination Coordinator or other personnel as appropriate shall commence an investigation. The investigation should normally include consultation with all individuals reasonably believed to have relevant information including the complainant; the alleged harasser or harassers, any witnesses to the conduct, and any victims of similar conduct if known.

The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process the due process rights of the alleged harasser will be upheld.

At the conclusion of the investigation the investigator shall provide a written report to the Superintendent or other appropriate personnel summarizing the results of the investigation and recommended disposition of the matter. If there is reasonable cause to believe that sexual or another form of harassment has occurred, the Superintendent or his/her designee shall take all reasonable steps to ensure that the harassment ceases and will not reoccur up to and

## **Personnel – Certified/Non-Certified**

### **Nondiscrimination/Equal Employment Opportunity**

including termination of the employment of the harasser or harassers.

If the complainant is not satisfied with the resolution of his/her complaint, he/she can appeal to the Board. The appeal must include a copy of the original complaint, the specific action or inaction being appealed, and a proposed resolution.

Following a finding of harassment victims may be periodically interviewed by the appropriate supervisor as necessary to ensure that the harassment has not reoccurred and that no retaliation has occurred. Such review will continue for a period of time deemed appropriate by the Nondiscrimination Coordinator and/or the Superintendent.

### **Posting and Training**

A copy of this policy should be provided to all employees upon hire. The Board shall post in a prominent and accessible location in each school building information concerning the illegality of sexual or other forms of harassment and remedies available to victims of harassment. The Board shall provide training and education to all new supervisory employees within six months of their assumption of a supervisory position. Such training shall include information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment.

### **Alternate Complaint Procedures**

In addition to filing a harassment complaint through the procedures set forth in this policy, an employee may choose to exercise other options including but not limited to filing a complaint with an outside agency or filing a private lawsuit. A charge of harassment may be investigated by the Connecticut Commission on Human Rights and Opportunities, 90 Washington Street, Hartford, Connecticut 06106 (telephone number 566-3350; TDD number 566-2301). Connecticut law requires that a formal written complaint be filed with the Commission within 180 days of the date when the alleged harassment occurred.

(cf. 5145.5/4118.112 - Prohibition Against Sexual Harassment)

Legal Reference: Connecticut General Statutes

10-153 Discrimination on account of marital status.

46a-51 Definitions

46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127)

46a-60 Discriminatory employment practices prohibited.

P.A. 11-55 An Act Concerning Discrimination

Federal Law

Policy approved:

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

**Personnel – Certified/Non-Certified**

**Nondiscrimination/Equal Employment Opportunity**

Title VII of the Civil Rights Act 1964

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

American Disability Act of 1989, as amended by the ADA Amendments Act of 2008

Chalk v. The United States District Court of Central California.

Title IX of the Education Amendments of 1972.

Civil Rights Act of 1987.

Title IX Final Rule, May 6, 2020

The Vietnam's Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

## Personnel – Certified/Non-Certified

### Recruitment and Selection

The Amity Regional School District No. 5 (ARSD) Board of Education (Board) desires the Superintendent to develop and maintain a recruitment program designed to attract and hold the best possible personnel who are "effective teachers" as defined by federal and state law in ARSD schools. All ARSD teachers and administrators must meet applicable state certification and licensure requirements, including any requirements for certification obtained through alternate routes to certification.

The Board recognizes the ~~heterogeneity~~ diversity of the people who live in the school district and believes that this characteristic should have an important bearing on all aspects of the ARSD activities. The Board believes it is especially important that this ~~heterogeneity~~ diversity of population be recognized in the recruitment and assignment of personnel.

~~To this end,~~ the Board shall develop and implement a written plan for minority staff recruitment. The administration is directed to make a serious effort to see that the recruitment procedures of ARSD produce a total staff representative of the total population of the District and that the assignment procedures of ARSD bring to each school staff members representative of the population represented by the student membership in each local school.

The schools shall engage in fair and sound personnel practices in the appointment of all ARSD employees. The administration shall be responsible for establishing recruitment, selection, and appointment procedures.

The Superintendent shall ~~e~~insure that ARSD is in compliance with the provisions of Title I and the Every Student Succeeds Act. Manuals and handbooks shall comply with federal law as to the qualifications for instructional personnel. Parents/guardians of students in Title I schools shall be informed annually at the beginning of each school year of their right to request information about whether their child's teacher has met state qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction; is teaching under emergency or other provisional status through which state qualifications or licensing criteria have been waived; and is teaching in the field of discipline of the certification of the teacher. The qualifications of services provided by paraprofessionals shall also be provided. Timely notices shall also be provided to parents/guardians that the student has been assigned or has been taught in a Title I school for 4 or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

### Hiring of Retired Teachers

A **retired** teacher receiving benefits from the Teachers Retirement Board (TRB) may be reemployed by the Board for up to one full school year in a position: (1) designated by the Commissioner of Education as a subject shortage area or (2) at a school located in a priority school district for the school year in which the teacher is being employed. Such employment may be for up to one full school year. Such reemployment may be extended for an additional school year, provided the Board: (a) submits a written request for approval to the Teachers'

## Personnel – Certified/Non-Certified

### Recruitment and Selection

Retirement Board; (b) certifies that no qualified candidates are available prior to the reemployment of such teacher; and (c) indicates the type of assignment to be performed, the anticipated date of rehire, and the expected duration of the assignment.

The forty-five percent limitation applies as described below, if the retired teacher described in this paragraph works in excess of two years in either a subject shortage area and/or in a school in a priority school district.

The salary of such teacher shall be fixed at an amount at least equal to that paid other teachers in ARSD with similar training and experience for the same type of service.

Except as indicated in the first paragraph in this section a certified educator receiving retirement benefits from the Teachers Retirement Board (TRB) may not be employed in a certified position receiving compensation paid out of public money appropriated for school purposes, except that such educator may be employed in such a position and receive no more than forty-five percent of the maximum salary level for the assigned position. Any certified educator who receives in excess of such amount shall reimburse the Board for the amount of such excess. Fringe benefits offered by ARSD, if taken by the employed retired individuals, are included in the maximum compensation. The individual can continue to pay TRB for health insurance as a retired member in the same manner as prior to the post-retirement employment. Health insurance from the Board is not legally required to be offered.

Legal Reference: Connecticut General Statutes  
[10-151](#) Employment of teachers. Notice and hearing on termination of contract. (as amended by P.A. 12-16 An Act Concerning Educational Reform)  
[10-153](#) Discrimination on account of marital status.  
[10-183v](#) Reemployment of teachers, as amended by PA 10-111, An Act Concerning Education Reform in Connecticut and P.A. 16-91, An Act Making Changes to the Teacher's Retirement System, and PA 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes and PA 18-42 An Act Concerning a Provision Concerning Reemployment of Certain Teachers.  
[10-220](#) Duties of Boards of Education. (as amended by PA 98-252)  
[46a-60](#) Discriminatory employment practices prohibited.  
34 C.F.R. 200.55 Federal Regulations  
P.L. 114-95 Every Student Succeeds Act, S.1177-55, 56

**Personnel – Certified/Non-Certified****Minority Recruitment Plan**

The Amity Regional School District No. 5 (ARSD) Board of Education (Board) recognizes that fundamental to a quality education is the need to provide students with an opportunity to interact with students and educators from different racial, ethnic, and economic backgrounds.

The Board believes that a skillful and diverse staff contributes significantly to high quality, engaging learning environments, predicated on a climate of inclusion. To this end the Board directs the Superintendent to enact a planning process for the recruitment of a diverse staff.

(cf. 4111 – Recruitment and Selection)

Legal Reference: Connecticut General Statutes  
 10-4a(3) Educational interests of state identified.  
 10-151 Employment of teachers. Notice and hearing on termination of contract.  
 10-153 Discrimination on account of marital status.  
 10-220(a) Duties of Boards of Education. (as amended by PA 18-34) 46a-60 Discriminatory employment practices prohibited.  
 PA 16-41 An Act Concerning the Recommendations of the Minority Teacher Recruitment Task Force.  
 PA 18-34 An Act Concerning Minority Teacher Recruitment and Retention. PA 19-74 An Act Concerning Minority Teacher Recruitment and Retention.

## Instruction

### Title 1 Parent and Family Engagement

The Board of Education (Board) recognizes that parental and family involvement and engagement is vital to achieve maximum educational growth for students participating in the Amity Regional School District No. 5 (ARSD) Title I program. Therefore, in compliance with federal law, ARSD will meet with parents/guardians to provide information regarding their school's participation in the Title I program and its requirements.

The Superintendent or his/her designee is directed to ensure equivalence among schools in teachers, administrators, and other staff and in the provision of curriculum materials and instructional supplies.

The Board directs the Superintendent to ensure that each of the ARSD schools participating in the Title I program meets annually with the parents/guardians of students receiving Title I services. Parents/guardians of participating students will be informed of their right to be involved in the development of ARSD's parental and family engagement policy, overall District Title I plan, and the school-parent compacts.

In cooperation with parents/guardians and family the ARSD's policy, plan, and compact will be reviewed annually and updated periodically as determined necessary to meet the changing needs of parents/guardians and the schools and distributed to parents/guardians of participating students in an understandable and uniform format and to the extent practicable in a language the parents can understand.

The Superintendent is directed to develop administrative regulations as necessary to implement this policy and meet the requirements of law.

(cf. 1110.1 - Parent Involvement)

(cf. 6161.3 - Comparability of Services)

Legal Reference: Connecticut General Statutes  
 10-220(c) Duties of boards of education.  
 Improving America's Schools Act, P.L. No. 103-382, Sec. 1112  
 Local Education Agency Plans.  
 Title I of the Elementary and Secondary Education Act, 20 U.S.C.  
 §6301- 6514  
 20 U.S.C. §6318, as amended by Every Student Succeeds Act, P.L. 114-95  
 §1010 (2015).  
 20 U.S.C. §7801 – Definitions.

Policy approved:

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## Personnel – Certified/Non-Certified

### Nepotism: Employment of Relatives

Notwithstanding the customary recruitment, selection, and appointment practices outlined in other Amity Regional School District No. 5 (ARSD) Board of Education (Board) policies, the following guidelines shall govern conflict of interest in staff employment:

For the purposes of this policy an “**immediate family member**” includes a spouse, a domestic partner of a civil union, another person cohabitating with the person in a conjugal relationship that is not a legal marriage, children, an individual who fills or has filled the role of a parent, siblings, immediate in-laws, others considered to be members of the household and living under the same roof, or any person for whom a Board member or ARSD employee is the primary caregiver. Individuals who are related by marriage shall include same-sex marriages as legally recognized in the state of Connecticut.

#### Relatives of Board Members

1. No immediate family member of a Board member shall be appointed to a full-time position within ARSD, unless such action is deemed to be in the best interests of ARSD, in which case a majority vote of the Board (excluding the related Board member) is required to approve the appointment.
2. However, immediate family members of a Board member may be employed for a limited term or on a short-term basis (e.g., substitute teaching, coaching, summer positions) through a competitive process among other persons who are eligible for the position.
3. Persons otherwise related by blood or marriage (i.e., not an immediate family member) to a Board member may be employed following full disclosure of the relationship by the Board member in a public meeting. The Board member shall refrain from participating in any discussion and/or vote on the relative’s employment.
4. ARSD employees who were employed prior to the election of a relative to the Board are exempt from the provisions of this policy.

#### Relatives of Administrators

1. No immediate family member of an Administrator (i.e., Superintendent, Director of Pupil Services, Building Principals, Assistant Principals, Coordinators of Pupil Services, and other District Office Administrators) shall be appointed to a full-time position within ARSD unless such action is deemed to be in the best interests of ARSD, in which case a majority vote of the Board is required to approve the appointment.
2. However, immediate family members of an Administrator may be employed for a limited term or on a short-term basis (e.g., substitute teaching, coaching, summer positions) through a competitive process among other persons who are eligible for the position.
3. ARSD employees who were employed prior to the appointment of a relative as an Administrator are exempt from the provisions of this policy. However, an ARSD employee who is an immediate family member of an Administrator shall not serve in a position that is in a line relationship involving immediate supervision and evaluation of that position by the Administrator.

Policy approved:

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
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**Personnel – Certified/Non-Certified**

**Nepotism: Employment of Relatives**

**Relatives of District Employees**

Members of the same immediate family may be employed in the same department or work location when approved in writing by the Superintendent and only under such terms and conditions as specified by the Superintendent. However, an employee shall not be appointed to a position that places him or her in a direct line to supervise or be supervised by an immediate family member.

In the appointment and selection of new employees ARSD shall adhere to this policy. All current supervisor/employee relationships established prior to the adoption of this revised policy will not be affected by this policy, so long as they remain in present assignments. It is the intent of these rules to avoid any situation where there can arise a conflict of interest or the perception of a conflict of interest either on the part of the member of the Board or a member of the administrative staff.

(cf 9270 – Board Member Conflict of Interest)

Legal Reference: Connecticut General Statutes  
Section 7-479 – Conflicts of interest.  
Section 46b-38nn – Equality of benefits, protections, and responsibilities (civil unions).  
Section 46b-38oo – Applicability of statuses to civil unions and parties to a civil union.  
10-153a et seq. – Teacher Negotiation Act.  
7-467 et seq. – Municipal Employees Relations Act.  
United States vs. Windsor, U.S. 133 S. Ct. 2675 (2013).

Policy approved:

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

## Students

### Prohibition Against Sexual Harassment

The Amity Regional School District No. 5 (District or ARSD) recognizes that sexual harassment, including sexual assault, is unlawful sex discrimination. The Board of Education (Board) prohibits sex discrimination/sexual harassment in the District's education program or activities. Education program or activity includes locations, events, or circumstances over which the school exercises substantial control over both the respondent (alleged perpetrator of sexual harassment) and the context in which the sexual harassment occurs. In addition to occurring on school grounds, sexual harassment may potentially occur off campus, in places or situations where athletic and extracurricular activities occur, on field trips, on the school bus, at school-related conferences or through use of school technology.

Schools shall respond to sexual harassment occurring in the District's education program or activities for which they have "actual knowledge." "Actual knowledge" means notice of sexual harassment or an allegation of sexual harassment brought to the attention of the Title IX Coordinator, any official of the school who has authority to institute corrective measures on the behalf or the school, as well as to any other employee of an elementary and secondary school.

Sexual harassment may take the form of student-on-student, employee-on-student, employee-on-employee, student-on-employee sexual harassment, or may be perpetrated against students or employees by third parties under the control of the District. Students who engage in proven sexual harassment may be subject to discipline, up to and including expulsion. Employees who engage in proven sexual harassment may be subject to disciplinary action, up to and including termination, as well as other action required under the law.

### Definition of Sexual Harassment for the Purposes of Title IX

Sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

- (i) A school employee conditioning an education benefit or service on participation in unwelcome sexual conduct (i.e. quid pro quo)
- (ii) Unwelcome conduct that a reasonable person would determine as so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity;
- (iii) "Sexual assault" as defined in 20 U.S.C. 1092 (f)(6)(A)(v)(the Clery Act), "dating violence" as defined 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(3) (the Violence Against Women Act (VAMA)).

## **Students**

### **Prohibition Against Sexual Harassment**

Examples of sexual harassment may include, but are not limited to:

- pressure for sexual activity
- repeated remarks with sexual or sexually demeaning implications
- unwelcome or inappropriate touching
- sexual assault
- suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning a student's grades or academic standing or an employee's employment status
- telling lewd jokes or sharing stories about sexual experiences – even if not directed at you but done in your presence to cause you discomfort
- sending unwanted suggestive or lewd emails, letters, or other communications or sharing images of a sexual nature around the workplace or displaying posters, items, or screensavers of a sexual nature
- repeatedly asking for dates despite being rebuffed
- making sexually offensive gestures or facial expressions
- dating violence or stalking

### **Other Definitions**

‘Complainant’ is defined as a person who is alleged to be the victim of conduct that could constitute sexual harassment.

“Respondent” is defined as a person who is alleged to be the perpetrator of conduct that could constitute sexual harassment.

“Supportive measures” are defined as non-disciplinary, non-punitive, individualized services, offered as appropriate and without charge to a complainant or respondent before or after the filing of a formal complaint or where no complaint has been filed.

### **Title IX Coordinator**

The Superintendent of Schools designates and authorizes the Coordinator of Pupil Services to be the District's Title IX Coordinator. This individual shall be given the title of and be referred to as the Title IX Coordinator and is responsible for ensuring compliance across the school district with Title IX, corresponding state law, and applicable board policy concerning sex discrimination/sexual harassment.

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### **Prohibition Against Sexual Harassment**

Applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees, and all unions shall be notified of the name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator.

The Title IX Coordinator's contact information shall be posted on the District's website and included in student and employee handbooks and published in other locations as deemed appropriate.

### **Reporting Sexual Harassment**

Any person, including, but not limited to, students, their parents or guardians, employees, bystanders or third parties (whether or not the person is the alleged victim), may report sex sexual harassment, including sexual assault, occurring in the District's education program or activities. Reporting may occur in person, by mail, by telephone or by electronic mail, using the contact information provided for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Reports may be made at any time including during non-business hours.

A formal complaint is defined as a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against an individual and requesting that the school investigate the alleged sexual harassment. In an instance where the Title IX Coordinator signs the complaint, the Title IX Coordinator is not a party to the complaint nor is such action taken on behalf of the complainant.

The Title IX Coordinator will make forms available for both informal reports and formal complaints of sexual harassment. Additionally, such forms will be posted on the District's website. Informal reports are permissible and may be brought by any person. However, only a complainant and the District's Title IX Coordinator may file a formal complaint. All formal complaints will be investigated. Supportive measures shall be offered to a complainant with or without the filing of a formal complaint.

There is no time limit on a complainant's decision to file a formal complaint, but complainants are encouraged to promptly report incidents of sexual harassment and/or to file a formal complaint.

## **Students**

### **Prohibition Against Sexual Harassment**

#### **Response including Supportive Measures**

Any school employee with actual knowledge of sex discrimination/sexual harassment shall promptly inform the District's Title IX Coordinator. The failure to do so may be grounds for disciplinary action.

Upon actual knowledge of sexual harassment, the Title IX Coordinator will promptly contact the complainant to advise and discuss with the complainant: 1.) the availability of supportive measures with or without the filing of a formal complaint, 2.) the right to file a formal complaint, and 3.) how to file a formal complaint.

A complainant, as well as a respondent, shall be offered free, individualized "supportive measures" (e.g. counseling, course-related adjustments, modification of work or class schedules, escort services, increased security/monitoring of certain areas, mutual restrictions on contact between the parties) designed to restore or preserve equal access to education with or without a formal complaint. These, as well as other measures, may be part of a final remedy.

Upon filing a formal complaint, the complainant will be provided with a copy of this policy and its grievance procedures.

Written notice shall be provided to the respondent and the complainant advising that a formal complaint has been filed. The respondent shall be entitled to a presumption of innocence during investigation of the complaint. Both parties will be treated fairly throughout the investigation and shall be entitled to an unbiased investigator who has not prejudged the matter being investigated.

Complaints that fail to allege a violation of Title IX shall be dismissed without investigation. This does not preclude the school administration from investigating or addressing the underlying conduct under relevant codes of conduct or board policy.

#### **Emergency Removal/Administrative Leave**

An emergency removal of a respondent from the education program or activity is permissible, provided that the District conducts an individualized safety and risk analysis and determines that emergency removal is necessary in order to protect a student or other individual from an immediate threat to physical health or safety and notice and an opportunity to challenge the decision is provided. This does not modify any rights under the Individuals with Disabilities

## **Students**

### **Prohibition Against Sexual Harassment**

Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act (ADA).

An employee-respondent may be placed on administrative leave during the pendency of a grievance process.

### **Informal Resolution**

At any point in the formal complaint process the Districtwide Title IX Coordinator, in his/her discretion, may offer to facilitate an informal resolution option such as mediation or restorative justice.

Both parties must give voluntary, informed written consent.

Either party has a right to withdraw consent at any time, in which case the formal investigation shall proceed.

The informal resolution process shall not be available if the complainant/victim is a student and the respondent is an employee.

### **Grievance Procedures**

The District will promptly and thoroughly investigate all formal complaints of sexual harassment in accordance with established grievance procedures.

District grievance procedures shall be established in the form of a regulation accompanying this policy.

The grievance procedure shall be used for the reporting and investigation of and response to a formal complaint of sexual harassment in the District's education program and activities against a person in the United States.

The District's grievances procedures shall be designed to comply with the regulation under Title IX as promulgated by the U.S. Department of Education, as it may be amended from time to time. Among other required provisions, the grievance procedures shall establish standards for fairness and equity including a requirement that the decision-maker not be the same individual as the Title IX Coordinator or the investigator, explain how to file a complaint, address required notice, set out timelines for various components of the investigation and adjudication process,

## **Students**

### **Prohibition Against Sexual Harassment**

establish and explain grounds for the dismissal of a complaint and provide and explain the appeal process available to both parties, include a presumption of innocence for the respondent, state the evidence standard to be used to determine responsibility, and require objective evaluation of all available evidence.

### **Training**

Training shall be provided to Title IX personnel in accordance with the regulation under Title IX as promulgated by the U.S. Department of Education, as it may be amended from time to time. Additional training may be provided to all school employees as deemed advisable.

Training materials used to train Title IX personnel shall be posted on the District's website.

### **Prohibition Against Retaliation**

Retaliation against any party, witness, or other participant to the grievance process is prohibited. Retaliation may form a basis for a complaint under this policy. The charging of a person with a code of conduct violation based upon a person making a materially false statement in bad faith in an investigation is not considered retaliatory.

### **Dissemination, Posting, and Discussion of Policy**

This policy, along with its accompanying regulation/grievance procedure, shall appear in the Student Handbook, be discussed with students at least annually and more often as needed, be posted in prominent and accessible locations in each school building and in the Board of Education offices, and be published on the District's website along with the name/title and contact information for the Title IX Coordinator.

### **Record Keeping**

The District must keep records related to reports of alleged sexual harassment for a minimum of seven years including investigation records, disciplinary sanctions, remedies, appeals, and records of any action taken including supportive measures. Additionally, Districts must also keep for a minimum of seven years any materials used to train Title IX Coordinators, investigators, decision-makers, and any employee designed to facilitate an informal process.

## Students

### Prohibition Against Sexual Harassment

#### Alternate Complaint Procedures

In addition, or as an alternative to the filing of a sex discrimination/sexual harassment complaint through the District's grievance procedure, a person may choose to file a complaint with the Office for Civil Rights of the United States Department of Education.

#### Statement of Protected Rights

Application of this policy and its grievance procedure shall not be interpreted to restrict rights protected under the U.S. Constitution, including the right to free speech, to be free from self-incrimination, and to due process of law.

Legal References: Connecticut General Statutes

10-15c Discrimination in public schools prohibited. School attendance by five-year-olds.

United States Constitution, Article XIV.

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, *et seq.*

Title IX of the Education Amendments of 1972, 34 C.F.R. 106.1, *et seq.*

Title IX Regulation, 34 C.F.R. Part 106

20 U.S.C. 1092 (f)(6)(A)(v)

34 U.S.C. 12291 (a)(8), (a)(10), (a)(36)

*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992)

*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)

*Davis v. Monroe County Bd. Of Educ.*, 526 U.S. 629 (1999)