
TRUMBULL PUBLIC SCHOOLS

TRUMBULL, CONNECTICUT

Regular Meeting – Tuesday, September 14, 2021, 7:00 p.m.
Long Hill Administration Building

AGENDA

<https://us06web.zoom.us/j/88396296944?pwd=dW5wbXFRTjNpMVl1Z2VITzM3Q1hscz09>

Webinar ID: 883 9629 6944

Password: 786932

Join by telephone: (312) 626-6799 or (833) 548-0276 (Toll Free) / Webinar ID: 883 9629 6944

I. CALL TO ORDER

II. PRELIMINARY BUSINESS

- A. Correspondence – Mrs. Norcel
Correspondence may be sent to BoardofEd@trumbullps.org
- B. [Public Comment](#) – The Trumbull Public Schools Board of Education will be allowing public comment at the upcoming Board Meeting. If you are interested in speaking during the Public Comment portion of the meeting, [please use this form to signup](#). We will limit participants to the first **15** individuals that submit the form. Public comment will be limited to 2 minutes.
- C. Superintendent Report
- D. Board Chairman Report
- E. Student Board Representatives Report

III. REPORTS/ACTION ITEMS

- A. Bargaining Unit Contract Approvals – Atty. Floyd Dugas
 - CILU Supervisors
 - CILU Support
 - Paraprofessionals
- B. Approval Minutes – Regular Meeting, August 17, 2021 and Board Retreat August 17, 2021
- C. Personnel – Dr. Semmel
- D. Approval/Head Start Food Agreement – Mr. Hendrickson
- E. Enrollment Update – Dr. Semmel
- F. Reopening Plan – Dr. Semmel
- G. Policy Committee – Mr. Gallo
 - Approval/Second Reading – Dr. Iwanicki
 - 4111.1/Non-Discrimination in Employment
 - 0521/Non-Discrimination
- H. TPS Teacher & Administrator Evaluation Plans Based on CSDE Flexibilities 2021-2022 – Dr. Iwanicki
- I. August, 2021 Professional Learning Update – Dr. Iwanicki
- J. Finance Committee – Mr. Hendrickson
 - Financial Reports as of June 30, 2021
 - Transfers
 - Non-Lapsing Account
 - Middlebrook Roof Motion
- K. ELITE Off-Site Program – Dr. Hartman

IV. OTHER

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Mr. Floyd Dugas, Esq.

Agenda Item – III-A

Bargaining Unit/Contract Approvals

- Attorney Dugas will review the following contracts:
 - CILU Supervisors
 - CILU Support
 - Paraprofessionals

Recommendations:

- Motion: Move that the Board of Education approve the following contracts:
 - CILU Supervisors
 - CILU Support
 - Paraprofessionals

AGREEMENT

BETWEEN

TRUMBULL BOARD OF EDUCATION

AND

**TRUMBULL BOARD OF EDUCATION SUPERVISORS
CONNECTICUT INDEPENDENT LABOR UNION LOCAL #21**

(SUPERVISORS)

July 1, 2021 - June 30, 2024

TABLE OF CONTENTS

<u>TITLE</u>	<u>PAGE</u>
AGREEMENT	1
ARTICLE I PURPOSE	1
ARTICLE II RECOGNITION	1
ARTICLE III MANAGEMENT RIGHTS	1
ARTICLE IV NEGOTIATIONS	2
ARTICLE V GRIEVANCE PROCEDURE	2
ARTICLE VI SALARIES	4
ARTICLE VII PAYROLL DEDUCTIONS	4
ARTICLE VIII BENEFITS	5
ARTICLE IX CONDITIONS OF EMPLOYMENT	12
ARTICLE X REDUCTION IN FORCE	12
ARTICLE XI PRIOR PRACTICE	13
ARTICLE XII DISCIPLINE	13
ARTICLE XIII PENSION	14
ARTICLE XIV GENERAL PROVISIONS	14
ARTICLE XV SAFETY & HEALTH	16
ARTICLE XVI DURATION OF AGREEMENT	16
APPENDIX A 2021-2024 WAGE SCHEDULES	17

THIS AGREEMENT is made and entered into as of this ____ day of September, 2021 by and between the TRUMBULL BOARD OF EDUCATION (hereinafter referred to as the “Board”) and the CONNECTICUT INDEPENDENT LABOR UNION, LOCAL #21, TRUMBULL BOARD OF EDUCATION SUPERVISORS (hereinafter referred to as the “Union”).

ARTICLE I

PURPOSE

SECTION 1 The Agreement is negotiated under the Municipal Employees Relations Act (“MERA”) in order:

- a) To fix for its term the salaries and other conditions of employment provided herein, and
- b) To encourage and promote effective and harmonious working relationships between the Board and the Association.

SECTION 2 The Board and the Union accept the provisions of this Agreement as commitments which they will support cooperatively.

SECTION 3 Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of educational policy, the operating of the schools and the direction of the professional staff are vested exclusively in the Board acting by itself or through the Superintendent of Schools or his/her designee.

ARTICLE II

RECOGNITION

SECTION 1 In accordance with applicable provisions of the Connecticut General Statutes, the Board recognizes the Union as the exclusive bargaining representative of all supervisory employees of the Board as certified in ME-15,955 (hereinafter “Supervisors”);

ARTICLE III

MANAGEMENT RIGHTS

SECTION 1 This Agreement shall not limit or curtail the Board in any way in the exercise of the rights, powers and authority which the Board had prior to the effective date of this contract unless and only to the extent that provisions of this collective bargaining agreement curtail or limit such rights, powers, and authority and the rights, powers and authority generally vested in management, explicitly including but not limited to: the right to manage its operations; direct, select, decrease and increase the workforce, including hiring, promotion, demotion, transfer, suspension, discharge or layoff; the extent to which the facilities of any department thereof shall be operated, additions thereto, replacements, curtailments, or transfers thereof or portions thereof; removal of equipment; outside purchases or products or services; the scheduling of operations; the materials and equipment to be used; the right to introduce new and improved methods and facilities and to change existing methods and facilities; to maintain discipline and efficiency of employees, and to prescribe rules to that effect; to establish and change work standards and quality standards; determine the

qualifications of employees; regulate quality and quantity of production; and to run its various department efficiently. The Board shall have the right to subcontract any operation, function or task previously considered bargaining unit work, provided no current bargaining unit position is lost as a result thereof.

ARTICLE IV **NEGOTIATIONS**

SECTION 1 **Negotiation of a Successor Agreement**

Negotiations for a successor agreement shall be in accordance with the MERA.

SECTION 2 **Negotiations of Matters Not Covered by Terms of the Agreement**

This Agreement shall remain in effect during its term and shall not be modified, except as the result of negotiations over proposed modifications, which negotiations are consented to by both the Board and the Union. Additionally, any modification of this contract must be reduced to writing in the form of a contract addendum and signed by the authorized representatives of the parties.

ARTICLE V **GRIEVANCE PROCEDURE**

SECTION 1 **Definition of Grievance**

- a) A grievance is hereby defined as any written complaint by a member, a group of members or the Union alleging that a provision of this Agreement has been misapplied or violated.
- b) A “grievant” is a member or group of members, as herein defined, or the Union who files a grievance.

SECTION 2 **Purpose**

To secure at the lowest possible level solutions to problems which may arise. The proceedings shall be confidential and as informal as possible.

SECTION 3 **Procedure**

Step 1 A grievance must be filed within ten (10) days of the incident and shall be considered in the first instance by a conference between the member (grievant) and his immediate supervisor. During this conference, the grievant shall have the right to be accompanied by a representative of the Union.

Step 2 If the grievance is not settled within five (5) working days after Step 1 conference, the grievant may request a conference with the Superintendent or his/her designee. Such request for conference shall be made in writing and shall state the nature of the grievance, including the Article and Section of this Agreement alleged to have been

violated, if applicable. The request must be delivered to the Superintendent or his/her designee within ten (10) working days after the Step 1 conference, and the Superintendent or his/her designee shall meet with the grievant within ten (10) working days following receipt of the request. At this Step 2 conference, the grievant shall have the right to be accompanied by a representative of the Union and to present oral and written statements or arguments or the grievant shall have the right to be accompanied by legal counsel in the case of purported violations of criminal statutes or claims involving moral turpitude. The Superintendent or his/her designee shall answer the grievance in writing within fifteen (15) working days following receipt of the request.

Step 3

If the grievance is not settled in Step 2, the grievant may request a hearing before the Board of Education, but such request must be received by the Superintendent or his/her designee within five (5) working days after the receipt of the Superintendent's or his/her designee's answer. Such request must be made in writing and must state the grievance in the same manner as the Step 2 request. The Board of Education, or a delegation of Board members, shall meet with the grievant within fifteen (15) working days following receipt of this Step 3 request. At said meeting, the grievant shall have the right to be represented by legal counsel of his/her choice (at the employee's own expense), or by a representative of the Union, and to present oral and written statements or arguments and to call witnesses. The Superintendent or his/her designee shall also have the right to be represented by legal counsel and to present oral and written statements or arguments and to call witnesses. The Board of Education shall answer the grievance within two (2) weeks after the conclusion of the Step 3 meeting.

Step 4

If the Board of Education's decision is not satisfactory to the Union, the grievance may be submitted by the Union to the Connecticut State Board of Mediation and Arbitration within twenty (20) days after receipt of the decision. The Union shall also notify the Board of Education of said appeal.

The arbitrator shall have no power to add to, subtract from, amend, alter or delete any provision of the Agreement but shall only have the power to interpret the specific terms of this Agreement. The decision of the arbitrator shall be final and binding upon both parties; however, both parties shall have a right of appeal to the courts in accordance with proceedings under the Connecticut General Statutes.

The arbitrator's award shall be final and binding, provided nothing herein shall prevent the Board or the Union from attempting to modify, vacate, or enforce the award in court.

The arbitration hearing shall be held in private.

SECTION 4

Grievances involving more than one (1) member or the Union as an entity shall only be filed and processed by the Union.

Grievances filed by the Union shall be filed directly with the Superintendent or his/her designee at Step 2 and shall be submitted to him in writing, setting forth the Article and Section of this Agreement allegedly violated, if applicable, within ten (10) working days after the event giving rise to the grievance. Thereafter, the grievance shall be processed in accordance with the remaining provisions of Steps 2-4 in Section 3 of the Article.

SECTION 5

The grievant may be represented before the Board and in arbitration proceedings either by the Union or by legal counsel of his/her own choosing. However, if the grievant is represented by legal counsel, the Union shall have the right to be present and to insure that the contract is adhered to.

ARTICLE VI **SALARIES**

The salary schedule for the term of this Agreement is set forth in Appendix A.

ARTICLE VII **PAYROLL DEDUCTIONS**

SECTION 1 The Board agrees to deduct from the salary of each supervisor, who voluntarily submits to the Board written authorization to do so, monies for one or any number of the following: a) Dues or service fee for the Union; b) Guardian Life Insurance; c) Tax Sheltered Annuity Plan; d) United Fund; e) Teachers' Credit Union and/or Trumbull Municipal Employees Credit Union.

SECTION 2

a) Membership Dues

All supervisors who elect to join the Union shall sign and deliver to the Board and the Union, if they have not already done so, an authorization for the payroll deduction of Union membership dues.

The Board agrees to deduct such dues from the salaries of each of its supervisors who have submitted to the Board written authorization. Said authorization shall continue in effect from year to year unless such supervisor shall notify the Union in writing in the month of August of any year.

b) Indemnification

The Union agrees to defend, indemnify and hold harmless the Board against any and all expenses, liability suits or claims which arise under this Article and/or from the Board's action in compliance with the provisions of this Article including, but not limited to, any or all expenses involved in the termination of an employee pursuant to this Article.

SECTION 3

Each supervisor shall have the right to revise his/her authorization as circumstances dictate.

ARTICLE VIII BENEFITS

Eligibility for and the amount of benefits to be paid pursuant to any of the policies purchased in accordance with the provisions of this Section shall be determined by the terms of the particular policies. Disputes concerning the eligibility for or the amounts of benefits payable pursuant to said policies shall not be subject to the Grievance and Arbitration Procedure contained in this Agreement.

The employee shall be entitled to the following benefits:

SECTION 1 State Partnership Plan

Effective September 1, 2016, the plan in effect will be the State of Connecticut Partnership 2.0 Plan. In the event of: (1) a material change in the co-payment and/or deductible in the Partnership 2.0 Plan; (2) the State assesses any material surcharge or similar fee on top of the premiums charge for the Partnership Plan; or (3) the Partnership 2.0 Plan shall be terminated, the Parties agree to enter into mid-term bargaining regarding health insurance.

- a) Employees working less than 30 hours per week shall be eligible for single coverage.
- b) Participation in the group health insurance plan described above shall be voluntary. Employees will be eligible for benefits under said plan.
- c) The Board shall notify an employee of any change in said employee's insurance coverage or status when the Board receives such notice from the insurance carrier. Employees shall promptly notify the Board of any change in their personal status which has an effect upon their status or coverage under the insurance plan provided by the Board.
- d) In the event the Board decides to change carriers during the terms of this Agreement or to self-insure in whole or in part, the Board will provide the same coverages described above or their equivalent and will give the Union notice of its decision at least sixty (60) days in advance of its implementation.
- e) Retiring members will continue to receive the same medical insurance coverage then provided to bargaining unit members under any non-self-funded plan from the time of retirement to the age of 65 providing the retiree pays the full premiums, semi-annually in advance, at the group rate, subject to the carriers' approval.

SECTION 2 Employee Cost Shares

Employee cost shares for the Partnership 2.0 Plan shall be as follows:

7/1/2021	19%
7/1/2022	20%
7/1/2023	21%

SECTION 3 The State of Connecticut Partnership 2.0 Dental Plan or its equivalent, will be in effect on/after September 1, 2016.

SECTION 4 Life Insurance

Life Insurance in the amount of \$125,000 (employee only) for employees hired before January 1, 1997 and \$75,000 for employees on or after January 1, 1997.

SECTION 5 Flexible Spending Plan (FSA)

The employer will make available to the employee an Internal Revenue Code §125(a) plan (FSA), such that employee contributions towards health insurance will be treated as paid with pre-tax dollars. This plan, per IRS regulations, is not available if the employee elects the above HSA medical plan.

SECTION 6 Sick Leave

- a) For employees hired before January 1, 1997, sick leave shall be granted at the rate of eighteen (18) days per year for twelve-month employees and at the rate of sixteen and one-half days for eleven-month employees. Sick leave may be accumulated as follows: 227 days for employees earning 25 vacation days; 222 days for employees earning 20 vacation days; and 205 days for eleven-month employees. Employees hired on or after January 1, 1997 shall be granted sick leave at the rate of fifteen (15) days per year and may accumulate up to a maximum of 180 days.
- b) If the employee leaves and has worked for the Board for a minimum of ten (10) continuous years the employee shall receive 40% of the accumulated sick leave up to a maximum of one-hundred and fifty (150) days at a rate equal to what they are making at the time of departure. If the employee, at the time of leaving, is 60 years of age or more, than they need five (5) years of continuous employment with the board.

SECTION 7 Disability Insurance

- a) The Board agrees to provide a long-term disability policy (individual membership only). The Board shall pay all premiums attributable to this coverage subject to a maximum annual total expenditure of \$15,000.00. The Board shall give written notice to the Union of any premium which exceeds such limits. Within twenty (20) days after receipt of such notice all supervisors covered by this contract shall decide, acting as a single unit, whether they wish to: (a) Terminate the benefit; (b) Co-pay the portion of premiums which exceed the maximum on a pro-rata basis; or (c) Reduce the terms of the plan if benefit reductions are

available. Any savings realized as the result of actions taken pursuant to this Section shall be for the sole and exclusive benefit of the Board.

SECTION 8 Illness or Death in the Family

- a) For illness or death in the immediate family (parent, grandparent, sibling, spouse, child, step-child, step-parent, parent-in-law, brother and/or sister-in-law, grandchild) an employee shall be excused for absence for a maximum period of five (5) workdays without salary deduction per occurrence . In the event of the death of a brother-in-law, sister-in-law, or aunt, uncle, niece or nephew of the employee or spouse, or employee's child's biological parent, one (1) working day leave with pay shall be granted to the employee for the purposes of attending the funeral. Funeral leave may be granted for necessary travel by the Superintendent or his/her designee, not the exceed four (4) working days per occurrence. , These days shall not be deducted from the employee's available sick leave.
- b) Unpaid leave for illness or an employee or his immediate family members, or for the birth or adoption of a child, shall be granted in accordance with the Federal Family and Medical Leave Act.

SECTION 9 Personal Days

Personal leave days, including religious observances, shall be allowed up to a maximum of four (4) work days per year (non-cumulative) for twelve-month employees and up to a maximum of three (3) work days per year (non-cumulative) for eleven-month employees. Additional days may be allowed at the discretion of the Superintendent.

SECTION 10 Disability Leaves

a) Non-Compensable Illness or Injury

1. Application of Sick Leave Benefits Any employee who is disabled as the result of a physical condition, illness or injury for which he/she is not eligible for compensation under Workers' Compensation laws of the State of Connecticut, shall be eligible for the sick leave benefits set forth in Section 2 hereof for the period of such disability or until his/her accumulated sick leave has been exhausted, whichever occurs sooner.
2. Verification of Disability
 - (i) In any case of absence where an employee applies for sick leave benefits because of a physical condition, illness or injury causing disability, the employee shall supply the Board with his/her physician's statement attesting to the nature of the disability and the expected length of the period of disability. Such statements shall be in addition to the notice required pursuant to paragraph 3 below and shall be submitted to the Board as close as possible in time to the beginning of the period of disability and shall be based upon a physical examination of the employee by his/her physician at a time not remote from the beginning of the period of disability.

- (ii) The Board shall have the right to verify the nature and length of the disability, including but not limited to, the appointment of a physician of its own choosing to investigate the matter. The employee applying for such benefits shall cooperate with the Board in making such determination, including, but not limited to, allowing the physician appointed by the Board and competent in the medical area, to consult with the employee's own physician and to review whatever records, documents, charts, notes, data or other material relating to the condition, illness or injury giving rise to the disability, but under no circumstances shall the employee be required to submit to a physical examination by a doctor other than one of his/her own choice.

3. Notification

Any employee who is disabled or who anticipates being disabled shall notify the Board of his/her disability and the expected duration of his/her absence from school resulting therefrom as soon as possible after he/she learns of the disability or that the disability is anticipated and shall keep the Board apprised of any changes in his/her status in accordance with the following:

- (i) If the disability is one that could not have been anticipated, the employee, as soon as possible after the event giving rise to the disability occurs, shall notify the Superintendent as to the nature and expected duration of the disability.
- (ii) If the disability is one that can be anticipated (i.e., due to pregnancy or medical treatment, such as an operation which is scheduled in advance), the employee shall notify the Superintendent of the nature of the disability and the anticipated duration of the disability as soon as possible after the employee has learned of the event which will give rise to the disability. Thereafter, the employee will keep the Superintendent apprised promptly as to changes in status or anticipated duration of the disability.
- (iii) In any case where an employee is absent as a result of a disability, the employee shall notify the Board as promptly as to the date upon which his/her disability is expected to end and the date upon which he/she desires to return to work. Failure to notify the Superintendent of his/her intentions relating to his/her return to work in writing prior to the termination of his/her disability or failure to return to work within a reasonable period after the termination of his/her disability, shall relieve the Board of any obligation of returning the employee to active employment.
- (iv) Any notification referred to above shall be in writing.

(b) Workers' Compensation

Any employee who is disabled as a result of a physical condition, illness or injury for which he/she is eligible to receive Workers' Compensation Benefits shall be eligible, after the tenth (10th) workday of such disability, for the sick leave benefits set forth in Article VIII, Section 2, hereof on a prorated basis for the period of such disability, or one (1) year, or until his/her accrued sick leave has been exhausted, whichever occurs sooner. The amount of sick leave pay to be paid to the employee on a per diem basis will be determined by the ratio of the difference between the regular per diem salary rate (calculated as of his/her last day of work prior to his/her absence) and the amount he/she receives in per diem compensation benefits to his/her total regular per diem salary rate, so that the per diem Workers' Compensation benefit and the prorated per diem sick leave benefit, when added together, give the employee a total daily compensation equal to his/her last regular per diem salary rate calculated as of his/her last day worked.

SECTION 11 Leave of Absence

An employee requesting leave of absence without pay may be granted the same at the discretion of the Superintendent or his/her designee upon reasonable cause being given. Such leave shall not exceed six (6) months. During such leave of absence not in excess of thirty (30) days, insurance benefits will remain in effect.

Insurance benefits may be continued at the employee's cost in the case of leaves of absence in excess of thirty (30) days.

SECTION 12 Jury Duty

An employee who is required to serve on a jury before a state or federal court shall be granted leave for this purpose, and such leave shall not be deducted from sick leave or personal days. In lieu of his/her regular pay for the day, such employee shall receive a rate of pay for each day of jury service equal to the difference between his/her then current applicable salary calculated on a per diem basis and the pay he/she receives from the court as jury pay. In order to qualify for this pay, the employee shall notify the Superintendent immediately and in writing when he/she is notified that he/she is required to report for jury duty.

The employee shall return to work on any day he/she is released from jury duty with four (4) or more hours remaining in the workday.

SECTION 13 Military Leave

Military leave shall be granted to permanent employees or permanent part-time employees when required to serve on active reserve or on National Guard duty for a period not to exceed two (2) weeks. During this period, the employee shall be paid the difference, if any, between his/her regular pay and military pay. Time of military leave shall be included in computing seniority earned in the Board's service. Copies of orders for active duty shall be supplied to the Department Head if requested.

SECTION 14 Union Leave

- a) One (1) member of the Union may be designated to process grievances and other labor relations issues and such member and grievant(s) shall be granted leave of duty with full pay while engaged in processing said grievance, at each step of the procedure through arbitration.
- b) One (1) member of the Union may be granted leave of absence from duty without loss of pay to attend conventions, or other Union business, but said employee shall not be granted or entitled to reimbursement by the Board for any expenses incurred in travel or otherwise. Such leave shall be limited to five (5) days per year.
- c) During contract negotiations, the Union shall have the right to have two (2) members of its negotiating committee present for all meetings. When such meetings take place during scheduled work hours, they will be granted leave with full pay.

SECTION 15 Vacation

- a) Twelve month employees hired on or before June 30, 1999, will receive twenty (20) days of vacation annually without loss of pay. All other employees will receive fifteen (15) days of vacation annually without loss of pay. Any current employee (as of December, 1994) who receives more vacation shall continue to receive such vacation during their term of employment. Employees hired on or after July 1, 1999, shall be entitled to the following paid vacation leave:

1 to 5 years of service --	ten (10) days
5 to 10 years of service --	fifteen (15) days
After 10 years of service --	twenty (20) days
- b) Vacations may not be accumulated from year to year, except as set forth in paragraph (c) below. No employee may take a vacation until subsequent to the July 1st immediately following the effective date of his/her appointment to a supervisory position. Thereafter, vacations must be taken during the fiscal year (July 1 - June 30) at times acceptable to the Superintendent who shall make said determination in accordance with reasonable needs of the district.
- c) When an employee at the request of the Superintendent is required to relinquish all or part of his/her vacation for reasons of promotion, absence of an assistant, move to another building or similar reasons, then that portion of the vacation so relinquished shall be allowed to accrue to the next fiscal year. All vacation time shall be taken only after the approval of the Superintendent of Schools. In the event that all vacation time allowed to be accrued to the following year cannot be used, a maximum of one (1) week of pay at the employee's then current rate shall be granted in lieu thereof after the approval of the Superintendent.

Pro-rated vacation pay will be granted to employees who have completed one (1) year of service (calendar year employees) and four (4) years of service (school year employees) who voluntarily resign after given two (2) weeks' notice to the Board, or who are terminated for the convenience of the Board. No pro-rated vacation pay will be granted to an employee who is discharged for cause.

SECTION 16 Paid Holidays

Twelve-month employees shall have the following paid holidays:

New Years' Day	(January 1)
Martin Luther King Day	(Third Monday in January)
President's Day	(Third Monday in February)
Good Friday	
Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(First Monday in September)
Columbus Day	(Second Monday in October)
Yom Kippur	(If school is not in session)
Thanksgiving Day	(Fourth Thursday in November)
*Day after Thanksgiving	(Fourth Friday in November)
Christmas	(December 25) If this holiday falls on a Saturday, the following Monday shall be designated as the paid holiday.

A twelve-month employee who works on either Lincoln's Birthday or Veteran's Day will be credited with one floating holiday in a fiscal year to be used subject to management approval based on the needs of the employer.

*Except when specific needs are required as determined by the Superintendent, who shall give one week's notice to employees in advance of Thanksgiving. If the day is not taken as a holiday by direction of the Superintendent, the employee shall be granted another day as a holiday in lieu of the Day After Thanksgiving.

Whenever any holiday, of the above falls on a Saturday, it will be observed on the Friday preceding the holiday.

Whenever any of the above days not designated to occur on Monday fall upon a Sunday, and will be legally observed on the following Monday, then it will be recognized as a holiday.

SECTION 17 Travel Reimbursement

Employees shall be reimbursed for all reasonable expenses incurred through attendance at in-town and out-of-town professional and work-related activities as set forth in the Board's administrative regulations. The employees shall be reimbursed for the use of their automobiles at the rate set by the Internal Revenue Service for business mileage deductions.

ARTICLE IX
CONDITIONS OF EMPLOYMENT

SECTION 1 Work Year/Hours of Work

The hours and schedules of work for each bargaining unit member prior to the effective date of this Agreement shall continue to be each member's normal hours and schedules during the term of this contract.

ARTICLE X
REDUCTION IN FORCE

SECTION 1

In the event there is a reduction in or a proposed reduction in the number of employees or work hours, the employee with the least seniority in the affected classification will be laid off first. The President of the Union shall be notified at the same time the employee is notified of layoff.

SECTION 2

Employees shall be given at least two (2) weeks notice prior to the effective date of layoff. Additionally, recognizing the overall average age of the supervisors unit and re-employment prospects, the Board of Education shall pay four (4) weeks (base pay) as severance pay. The Board has the option to pay six (6) weeks (base pay) as severance in lieu of the two (2) weeks notice referenced above.

SECTION 3

Employees who are laid off under this Article shall have recall rights as follows:

- a) For a period of twenty-four (24) months, the affected employee shall have the right to be recalled to the job from which he/she was laid off, if a position should become vacant or be reinstated to a position in a lower job if qualified.

SECTION 4

As defined in this Article, seniority shall mean unbroken employment with the Board as an employee. The effective date of employment shall be determined by the appointment date contained in an employee's letter of appointment or contract. An employee's seniority shall continue to accrue while on the recall list.

ARTICLE XI

PRIOR PRACTICE

SECTION 1

- a) The Board agrees to continue in force for the duration of this Agreement, those benefits and privileges previously granted to and enjoyed by the members of the bargaining unit but which may not be specifically mentioned herein.
- b) This Agreement represents the full and complete Agreement between the parties with respect to all matters relative to rates of pay, hours of work and terms and conditions of employment. The parties agree that there has been full opportunity to bring up for negotiation any matter pertaining to rates of pay, hours of work and conditions of employment, and that no such matters will be brought up for negotiation during the term of this Agreement.
- c) The Board agrees it will not implement any unilateral changes in wages, hours of work or other conditions of employment during the term of this Agreement unless it first notifies the Union in writing and the Union has not requested to negotiate this change within thirty (30) days of such notice.

ARTICLE XII

DISCIPLINE

SECTION 1

All disciplinary action shall be applied in a fair and equitable manner and shall be consistent with the infraction for which disciplinary action is being applied.

Within forty-eight (48) hours of any suspension or discharge, the Board shall deliver to the Union President or designee and the employee a statement of the reason(s) for such discipline. Copy to the employee may be sent by certified mail.

Depending on the offense, disciplinary action may include, but not limited to, verbal and/or written warning, suspension without pay, and discharge. Progressive discipline shall be applied when appropriate provided, however, the parties recognize there may be circumstances that warrant summary suspension or termination. No employee shall be disciplined without just cause.

SECTION 2

Each employee shall have the right to see and review his or her personnel file upon request of the Superintendent. The Board shall provide one copy per year to each employee upon request of the contents of his/her personnel file at no cost to the employee. If an employee disagrees with any item in his/her personnel file the employee may submit a written reply which shall be attached to the objectionable item. Only disciplinary action which is in the employee's personnel file or of which he or she is otherwise aware, may be used for progressive disciplinary purposes.

SECTION 3

Each employee will be given copies of any evaluation reports placed in the employee's personnel file.

ARTICLE XIII **PENSION**

SECTION 1

For employees hired prior to July 1, 2013 will continue to be eligible for the Pension Plan for Town employees, which is made a part of this Agreement applicable to the above referenced employees, together with any amendments as may exist or as may be made during the term of this Agreement. The employee contribution rates for the Pension Plan shall be 5.5% effective July 1, 2021.

SECTION 2

Employees hired on or after July 1, 2013 shall not be eligible to participate in the Pension Plan for Town employees and instead shall be eligible to participate in the Board 401(a) Defined Contribution Plan.

ARTICLE XIV **GENERAL PROVISIONS**

SECTION 1

During the term of this Agreement, the Board shall furnish the Union upon request with an up-to-date list of bargaining unit employees. When a new employee is hired, the Board shall notify the Union and furnish the Union with the name, date of employment, position and rate of pay of the new employee. When the employment of an employee terminates, the Board shall notify the Union and furnish the name and date of termination of the employee.

SECTION 2

The Board shall provide a copy of this Agreement to each employee presently employed and to each new employee upon employment.

SECTION 3

If any Article or Section of this Agreement is declared invalid by a court of competent jurisdiction, said invalidity shall not affect the remaining provisions of this Agreement.

SECTION 4

There shall be no alteration, variation, no amendment of the terms and conditions of this Agreement, unless made and agreed to in writing by both parties. Any agreement must be approved by the Union membership and the Board in order to become effective.

SECTION 5

If there is any previously adopted policy, rule, or regulation of the Board which is in conflict with any provision of the Agreement, said Agreement provision shall prevail during the term of this Agreement.

SECTION 6

When an employee is required to use his/her own vehicle to perform Board business, he/she shall be reimbursed at the current IRS rate.

SECTION 7

The Union's business representative shall be permitted to visit specific job sites where bargaining unit members are employed provided such visits are at normal business hours and do not interfere with the operation of the department. It is agreed that the Union business representative will report to the Department head before talking to bargaining unit members.

SECTION 8

The Board shall provide bulletin board space for the Union for the posting of notices in the areas designated for such notices.

SECTION 9

Any employee who is required by the Board to attend any training or conferences shall be reimbursed for enrollment fees, meals (where applicable), travel and lodging (where applicable) in accordance with current Board policy.

SECTION 10

When the Board creates a new classification within the bargaining unit or extensively changes an existing job, the Board shall establish appropriate pay rates, if any, for such new or changed classification. Any dispute that may arise as a result shall be resolved through the grievance and arbitration procedure of this Agreement.

SECTION 11

Professional fees and licensing of employees which are required for Board employment shall be paid for by the Board.

ARTICLE XV
SAFETY & HEALTH

SECTION 1

The Board will comply with occupational safety and health standards (OSHA) as promulgated under State of Connecticut Statutes, Chapter 571.

ARTICLE XVI
DURATION OF AGREEMENT

The term of this Agreement shall be July 1, 2021 to June 30, 2024.

The Appendices attached hereto setting forth categories and wage rates shall constitute a part of this Agreement.

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto as of the date and year first above written.

TRUMBULL BOARD OF EDUCATION

CONNECTICUT INDEPENDENT
LABOR UNION, LOCAL #21

APPENDIX A

2021-2022 WAGE SCHEDULES

CILU SUPERVISORS

POSITION	2021-2022
Supervisor of Transportation	\$94,970
Supervisor Facilities/Maintenance	\$83,892
Manager of Food Service*	\$83,892
Manager of Technology	\$135,227
Assistant Business Manager	\$102,218
Human Resource Specialist	\$91,451

*Includes all stipends and an amount equal to 10 days vacation pay. Effective 7/1/08 this position shall become an 11-month position (222 day work year) with eleven (11) paid holiday, and five (5) paid vacation days.

2022-2023 WAGE SCHEDULES

CILU SUPERVISORS

POSITION	2022-2023
Supervisor of Transportation	\$96,869
Supervisor Facilities/Maintenance	\$85,570
Manager of Food Service*	\$85,570
Manager of Technology	\$137,932
Assistant Business Manager	\$104,262
Human Resource Specialist	\$93,280

*Includes all stipends and an amount equal to 10 days vacation pay. Effective 7/1/08 this position shall become an 11-month position (222 day work year) with eleven (11) paid holiday, and five (5) paid vacation days.

2023-2024 WAGE SCHEDULES

CILU SUPERVISORS

POSITION	2023-2024
Supervisor of Transportation	\$99,049
Supervisor Facilities/Maintenance	\$87,495
Manager of Food Service*	\$87,495
Manager of Technology	\$141,035
Assistant Business Manager	\$106,608
Human Resource Specialist	\$95,379

*Includes all stipends and an amount equal to 10 days vacation pay. Effective 7/1/08 this position shall become an 11-month position (222 day work year) with eleven (11) paid holiday, and five (5) paid vacation days.

AGREEMENT

BETWEEN THE

TRUMBULL BOARD OF EDUCATION

AND

**TRUMBULL BOARD OF EDUCATION SUPPORT STAFF
CONNECTICUT INDEPENDENT LABOR UNION LOCAL #21**

**(Support Staff)
July 1, 2021 – June 30, 2024**

Table of Contents

<u>Description</u>	<u>Page</u>
PREAMBLE	1
ARTICLE I - PURPOSE	1
ARTICLE II - RECOGNITION	1
ARTICLE III - MANAGEMENT RIGHTS	1
ARTICLE IV - NEGOTIATIONS.....	2
ARTICLE V - GRIEVANCE PROCEDURE.....	2
ARTICLE VI - SALARIES	4
ARTICLE VII - PAYROLL DEDUCTIONS.....	4
ARTICLE VIII - BENEFITS	5
ARTICLE IX - CONDITIONS OF EMPLOYMENT	12
ARTICLE X - NON-DISCRIMINATION	12
ARTICLE XI - SENIORITY/REDUCTION IN FORCE/PROBATIONARY PERIOD.....	12
ARTICLE XII - PRIOR PRACTICE.....	14
ARTICLE XIII - OVERTIME/CALL BACK	14
ARTICLE XIV - DISCIPLINE	15
ARTICLE XV - PENSION.....	16
ARTICLE XVI - GENERAL PROVISIONS	16
ARTICLE XVII - SAFETY & HEALTH.....	17
ARTICLE XVIII - DURATION OF AGREEMENT	17
APPENDIX A - SALARY SCHEDULE.....	18

PREAMBLE

THIS AGREEMENT is made and entered into as of the ____ day of September, 2021 by and between the TRUMBULL BOARD OF EDUCATION (hereinafter referred to as the “Board”) and the CONNECTICUT INDEPENDENT LABOR UNION, LOCAL #21, TRUMBULL BOARD OF EDUCATION SUPPORT STAFF (hereinafter referred to as the “Union”).

ARTICLE I - PURPOSE

SECTION 1

This Agreement is negotiated in order to:

- a) fix for its term the salaries and other conditions of employment provided herein and;
- b) encourage and promote effective and harmonious working relationships between the Board and the Union.

SECTION 2

The Board and the Union accept the provisions of this Agreement as commitments that they will support cooperatively.

SECTION 3

Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of educational policy, the operation of the schools and the direction of the professional staff are vested exclusively in the Board acting by itself or through the Superintendent of Schools or his/her designee.

ARTICLE II - RECOGNITION

SECTION 1

In accordance with applicable provisions of the Connecticut General Statutes, the Board recognizes the Union as the exclusive bargaining representative of all support staff of the Board as certified in ME- 16,045, (hereinafter, “Support Staff”).

ARTICLE III - MANAGEMENT RIGHTS

This Agreement shall not limit or curtail the Board in any way in the exercise of the rights, powers and authority which the Board had prior to the effective date of this contract unless and only to the extent that provisions of this collective bargaining agreement curtail or limit such rights, powers, and authority and the rights, powers and authority generally vested in management, explicitly including but not limited to: the right to manage its operations; direct, select, decrease and increase the workforce, including hiring, promotion, demotion, transfer,

suspension, discharge or layoff; the extent to which the facilities of any department thereof shall be operated, additions thereto, replacements, curtailments, or transfers thereof or portions thereof; removal of equipment; outside purchases of products or services; the scheduling of operations; the materials and equipment to be used; the right to introduce new and improved methods and facilities and to change existing methods and facilities; to maintain discipline and efficiency of employees, and to prescribe rules to that effect; to establish and change work standards and quality standards; determine the qualifications of employees; regulate quality and quantity of production; and to run its various departments efficiently. The Board shall have the right to subcontract any operation or task considered bargaining unit work provided no current bargaining unit position is lost as a result thereof.

ARTICLE IV - NEGOTIATIONS

Section 1 Negotiations of Matters Not Covered by Terms of the Agreement

This Agreement shall remain in effect during its term and shall not be modified, except as the result of negotiations over proposed modifications, which negotiations are consented to by both the Board and the Union. Additionally, any modification of this contract must be reduced to writing in the form of a contract addendum and signed by the authorized representatives of the parties.

ARTICLE V - GRIEVANCE PROCEDURE

SECTION 1 DEFINITION OF GRIEVANCE

- a) Grievance is defined as any written complaint by a member, a group of members or the Union alleging that a provision of this Agreement has been misapplied or violated.
- b) A “grievant” is a member or group of members, as herein defined, or the Union who files a grievance.

SECTION 2 PURPOSE

To secure at the lowest possible level, solutions to problems which may arise. The proceedings shall be confidential and as informal as possible.

SECTION 3 PROCEDURE

- Step 1** A grievance must be filed within ten (10) days of the incident giving rise to the grievance and shall be considered in the first instance by conference between the member (grievant) and his immediate supervisor. During this conference, the grievant shall have the right to be accompanied by a representative of the Union.
- Step 2** If the grievance is not settled within five (5) working days after the Step 1 conference, the grievant may request a conference with the Superintendent or his/her designee. Such request for conference shall be made in writing and shall state the nature of the grievance, including the Article and Section of this Agreement alleged

to have been violated, if applicable. The request must be delivered to the Superintendent or his/her designee within ten (10) working days after the Step 1 conference, and the Superintendent or his designee shall meet with the grievant within ten (10) working days following receipt of the request. At this Step 2 conference, the grievant shall have the right to be accompanied by a representative of the Union and to present oral and written statements or arguments or the grievant shall have the right to be accompanied by legal counsel in the case of purported violations of criminal statutes or claims involving moral turpitude. The Superintendent or his/her designee shall answer the grievance in writing within ten (10) days following receipt of the request.

Step 3 If the grievance is not settled in Step 2, the grievant may request a hearing before the Board of Education, but such request must be received by the Superintendent or his/her designee within five (5) working days after the receipt of the Superintendent's answer. Such request must be made in writing and must state the grievance in the same manner as the Step 2 request. The Board of Education, or a delegation of Board members, shall meet with the grievant within fifteen (15) working days following receipt of this Step 3 request. At said meeting, the grievant shall have the right to be represented by legal counsel of his/her choice, at the employees' own expense, or by a representative of the Union as set forth in Section 5(a), and to present oral and written statements or arguments and to call witnesses. The Superintendent shall also have the right to be represented by legal counsel and to present oral and written statements or arguments and to call witnesses. The Board of Education shall answer the grievance within two (2) weeks after the conclusion of the Step 3 meeting.

Step 4 If the Board of Education's decision is not satisfactory to the Union, the grievance may be submitted by the Union to the Connecticut State Board of Mediation and Arbitration within twenty (20) days after receipt of the decision. The Union shall also notify the Board of Education of said appeal. The parties agree to expedited grievance arbitration. The hearing shall be held within forty-five (45) days of filing with the Connecticut State Board of Mediation and Arbitration. In cases where both parties agree, a bench decision shall be made. Briefs shall be filed within fourteen (14) days of the close of the hearing, unless the parties mutually agreed not to file briefs, and a written decision rendered within fourteen (14) days thereafter. The panel mutually agreed to by the parties shall be Louis Pittocco. Grievances appealed to arbitration shall be heard on an alternating basis by the arbitrators named above.

If necessary, panel replacements or substitutes shall be mutually agreed to by the Board of Education and Union from a list of AAA arbitrators.

The arbitrator shall have no power to add to, subtract from, amend, alter or delete any provision of the Agreement but shall only have the power to interpret the specific terms of this Agreement. The decision of the Arbitrator shall be final and binding upon both parties; however, both parties shall have a right to appeal to the courts in accordance with proceedings under the Connecticut General Statutes.

Such panel shall be reviewed annually by the parties for renewal. If one party desires a change in the panel then such change shall be mutually agreed.

The arbitrator's authority will be limited to determining whether, by the allegations contained in the grievance, either the Board or an administrator acting within the scope of his or her authority, or both, violated a specific provision expressed in this Agreement.

The arbitrator's fee shall be paid by the non-prevailing party to the arbitration.

The arbitrator's award shall be final and binding, provided nothing herein shall prevent the Board or the Union from attempting to modify, vacate, or enforce the award in court.

The arbitration hearing shall be held in private.

SECTION 4

Grievances involving more than one (1) member or the Union as an entity shall only be filed and processed by the Union.

SECTION 5

The grievant may be represented before the Board and in arbitration proceedings either by the Union or by legal counsel of his/her own choosing. However, if the grievant is represented by legal counsel only, the Union shall have the right to be present to insure that the contract is adhered to.

ARTICLE VI - SALARIES

Appendix A contains Salary Schedules for the period 2021-2024.

ARTICLE VII - PAYROLL DEDUCTIONS

SECTION 1 DEDUCTIONS

The Board agrees to allow each employee up to five (5) voluntary salary deductions.

SECTION 2

(a) Membership Dues

All bargaining unit members who elect to join the Union shall pay in cash or sign and deliver to the board and the Union, if they have not already done so, an authorization for the payroll deduction of membership dues of the CILU. The Board agrees to deduct such dues from the salaries of each of its employees who have submitted to the Board written

authorization. Said authorization shall continue in effect from year to year unless such employee shall notify the Union in writing in the month of August of any year.

(b) Indemnification

The Union agrees to defend, indemnify and hold harmless the Board against any and all expenses, liability suits or claims which arise under this Article and/or from the Board's action in compliance with the provisions of this Article including, but not limited to, any or all expenses involved in the termination of an employee pursuant to this Article.

SECTION 3

Each employee shall have the right to revise his/her authorization as circumstances dictate.

ARTICLE VIII - BENEFITS

Eligibility for and the amount of benefits to be paid pursuant to any of the policies purchased in accordance with the provisions of this Section shall be determined by the terms of the particular policies. Disputes concerning the eligibility for or the amounts of benefits payable pursuant to said policies shall not be subject to the Grievance and Arbitration Procedure contained in this Agreement.

SECTION 1 State Partnership Plan

Effective September 1, 2016, the plan in effect will be the State of Connecticut Partnership 2.0 Plan. In the event of: (1) a material change in the co-payment and/or deductible in the Partnership 2.0 Plan; (2) the State assesses any material surcharge or similar fee on top of the premiums charge for the Partnership Plan; or (3) the Partnership 2.0 Plan shall be terminated, the Parties agree to enter into mid-term bargaining regarding health insurance.

- a) Employees working less than 30 hours per week shall be eligible for single coverage.
- b) Participation in the group health insurance plan described above shall be voluntary. Employees will be eligible for benefits under said plan.
- c) The Board shall notify an employee of any change in said employee's insurance coverage or status when the Board receives such notice from the insurance carrier. Employees shall promptly notify the Board of any change in their personal status which has an effect upon their status or coverage under the insurance plan provided by the Board.
- d) In the event the Board decides to change carriers during the terms of this Agreement or to self-insure in whole or in part, the Board will provide the same coverages described above or their equivalent and will give the Union notice of its decision at least sixty (60) days in advance of its implementation.

- e) Retiring members will continue to receive the same medical insurance coverage then provided to bargaining unit members under any non-self-funded plan from the time of retirement to the age of 65 providing the retiree pays the full premiums, semi-annually in advance, at the group rate, subject to the carriers' approval.

SECTION 2 Employee Cost Shares

Employee cost shares for the Partnership 2.0 Plan shall be as follows:

7/1/21	18%
7/1/22	19%
7/1/23	20%

SECTION 3

The State of Connecticut Partnership 2.0 Dental Plan or its equivalent, will be in effect on/after September 1, 2016.

SECTION 4 LIFE INSURANCE

Life Insurance in the amount of \$15,000 (employee only). Employees who currently receive life insurance in the amount equal to their annual salary shall continue to receive such benefit while a member of this bargaining unit

SECTION 5 FLEXIBLE SPENDING PLAN (FSA)

The employer will make available to the employee an Internal Revenue Code § 125(a) plan (FSA), such that employee contributions towards health insurance will be treated as paid with pre-tax dollars.

SECTION 6 SICK LEAVE

- a) Calendar year employees shall earn fifteen (15) days per year sick leave, cumulative to 150.
- b) School year employees shall earn ten (10) days per year sick leave, cumulative to one hundred (100) days.
- c) Employees shall be notified at the beginning of the school year, and not later than October 1, of accumulated sick days.
- d) Employees may take the aforementioned leaves in accordance with the following procedures:
 - 1. A physician's certificate may be required in the case of extended absences (more than 5 days) or in a case where repeated absences show a pattern of possible abuse.
 - 2. Illness in the immediate family. The immediate family shall include mother, father, sister, brother, daughter or son (including in-laws), wife or husband.

SECTION 7 Illness or Death in the Family

- a) For illness or death in the immediate family (parent, grandparent, sibling, spouse, child, step-child, step-parent, parent-in-law, brother and/or sister-in-law, grandchild) an employee shall be excused for absence for a maximum period of five (5) workdays without salary deduction per occurrence. In the event of the death of an aunt, uncle, niece or nephew of the employee or spouse, or employee's child's biological parent, one (1) working day leave with pay shall be granted to the employee for the purposes of attending the funeral. Funeral leave may be granted for necessary travel by the Superintendent or his/her designee, not to exceed four (4) working days per occurrence. . These days shall not be deducted from the employee's available sick leave.
- b) Unpaid leave for illness or an employee or his immediate family members, or for the birth or adoption of a child, shall be granted in accordance with the Federal Family and Medical Leave Act.

SECTION 8 Personal Days

- a) Full-year employees shall be entitled to three (3) days per year for personal leave, non-cumulative.
- b) School-year employees shall be entitled to two (2) days per year for personal leave, non-cumulative.

SECTION 9 Disability Leaves

- a) Non-Compensable Illness or Injury

1. Application of Sick Leave Benefits

Any employee who is disabled as the result of a physical condition, illness or injury for which he/she is not eligible for compensation under Workers' Compensation laws of the State of Connecticut, shall be eligible for the sick leave benefits set forth in Section 1 hereof commencing on the fifteenth (15) day and continuing for the period of such disability or until his/her accumulated sick leave has been exhausted, whichever occurs sooner.

2. Verification of Disability

- (i) In any case of absence where an employee applies for sick leave benefits because of a physical condition, illness or injury causing disability, the employee shall supply the Board with his/her physician's statement attesting to the nature of the disability and the expected length of the period of disability. Such statements shall be in addition to the notice required pursuant to paragraph 3 below and shall be submitted to the Board as close as possible in time to the beginning of the period of disability and shall be based upon a physical examination of the employee by his/her physician at a time not remote from the beginning of the period of disability.

- (ii) The Board shall have the right to verify the nature and length of the disability, including but not limited to, the appointment of a physician of its own choosing to investigate the matter. The employee applying for such benefits shall cooperate with the Board in making such determination, including, but not limited to, allowing the physician appointed by the Board and competent in the medical area, to consult with the employee's own physician and to review whatever records, documents, charts, notes, data or other material relating to the condition, illness or injury giving rise to the disability, but under no circumstances shall the employee be required to submit to a physical examination by a doctor other than one or his/her own choice.

3. Notification

- (i) Any employee who is disabled or who anticipates being disabled shall notify the Board of his/her disability or anticipated disability and the expected duration of his/her absence from school resulting therefrom as soon as possible after he/she learns of the disability or that the disability is anticipated and shall keep the Board apprised of any changes in his/her status in accordance with the following:
- (ii) If the disability is one that could not have been anticipated, the employee, as soon as possible after the event giving rise to the disability occurs, shall notify the Superintendent as to the nature and expected duration of the disability.
- (iii) If the disability is one that can be anticipated (i.e., due to pregnancy or medical treatment, such as an operation which is scheduled in advance), the employee shall notify the Superintendent of the nature of the disability and the anticipated duration of the disability as soon as possible after the employee has learned of the event which will give rise to the disability. Thereafter, the employee will keep the Superintendent apprised promptly as to changes in status or anticipated duration of the disability.
- (iv) In any case where an employee is absent as a result of a disability, the employee shall notify their supervisor as promptly as possible as to the date upon which his/her disability is expected to end and the date upon which he/she desires to return to work. Failure to notify their supervisor of his/her intentions relating to his/her return to work in writing prior to the termination of his/her disability or failure to return to work within a reasonable period after the termination of his/her disability, shall relieve the Board of any obligation of returning the employee to active employment.
- (v) Any notification referred to above shall be in writing.

b) Workers' Compensation

Any employee who is disabled as the result of a physical condition, illness or injury for which he/she is eligible to receive Workers' Compensation Benefits shall be eligible for the sick leave benefits set forth in Article VIII, Section 2, hereof, after a fifteen (15) day waiting period on a prorated basis for the period of such disability, or one (1) year or until his/her accrued sick leave has been exhausted, whichever occurs sooner. The amount of sick leave pay to be paid to the employee on a per diem basis will be determined by the ratio of the difference between the regular per diem salary rate, so that the per diem Workers' Compensation benefit and the prorated per diem sick leave benefit, when added together, give the employee a total daily compensation equal to his/her last regular per diem salary rate calculated as of his/her last day worked.

SECTION 10 Leave of Absence

Employees may request a leave of absence without pay for illness, after accumulated sick leave, or for personal reasons (excluding vacation time), not to exceed ninety (90) work days, by submitting a written request to their supervisor in accordance with the following procedures:

- a) Request for leave of absence shall be submitted to their supervisor and will include a statement of the reason therein.
- b) Any employee who is on leave of absence without pay shall not be paid for any holiday during the period of the absence nor shall seniority, vacation, contract leave and longevity payment be cumulative.
- c) Any employee who returns within the specified leave period shall not have broken service and, therefore, retains seniority and does not forfeit unused vacation time and unused leave.
- d) Upon return to duty, within the specified leave period, said employee will be reinstated in his/her former position or equivalent one.
- e) Leave may be granted at the discretion of their supervisor, but should not be withheld unreasonably.

SECTION 11 Jury Duty

An employee who is required to serve on a jury before a state or federal court shall be granted leave for this purpose, and such leave shall not be deducted from sick leave or personal days. In lieu of his/her regular pay for the day, such employee shall receive a rate of pay for each day of jury service equal to the difference between his/her then current applicable salary calculated on a per diem basis and the pay he/she receives from the court as jury pay. In order to qualify for this pay, the employee shall notify the Superintendent immediately and in writing when he/she is notified that he/she is required to report for jury duty. The employee shall return to work on any day he/she is released from jury duty with four (4) or more hours remaining in the work day.

SECTION 12 Military Leave

Military Leave shall be granted to permanent employees or permanent part-time employees when required to serve on active reserve or on National Guard duty for a period not to exceed two (2) weeks. During this period, the employee shall be paid the difference, if any, between his/her regular pay and military pay. Time of military leave shall be included in computing seniority earned in the Town's service. Copies of orders for active duty shall be supplied to the Department Head if requested.

SECTION 13 Union Leave

- a) One (1) member of the Union may be designated to process grievances and other labor relations issues and such member and grievant(s) shall be granted leave of duty with full pay while engaged in processing said grievance, at each step of the procedure through arbitration.
- b) One (1) member of the Union may be granted leave of absence from duty without loss of pay to attend conventions, or other Union business, but said employee shall not be granted or entitled to reimbursement by the Board for any expenses incurred in travel or otherwise. Such leave shall be limited to five (5) days per year.
- c) During contract negotiations, the Union shall have the right to have three (3) members of its negotiating committee present for all meetings. When such meetings take place during scheduled work hours, they will be granted leave with full pay.

SECTION 14 Vacation

- a) Calendar Year positions:
 1. Two (2) weeks vacation with pay after the first and through the fifth year of service.
 2. Three (3) weeks vacation with pay after the fifth and through the eleventh year of service.
 3. Four (4) weeks vacation with pay after the eleventh year of service.
 4. Vacation pay shall be computed by multiplying the employee's negotiated weekly salary by the number of weeks vacation to which the employee is entitled.
- b) The following schedule shall apply for school year employees hired before January 1, 1997:
 1. Seven (7) days vacation with pay after the first and through the fifth year of service.
 2. Ten (10) days vacation with pay after the fifth through the eleventh year of service.
 3. Twelve days (12) vacation with pay after the eleventh year of service.
- c) Employees in school year positions hired on or after January 1, 1997 shall not be entitled to vacation benefits.
- d) Employees will take vacation in accordance with the procedures set forth below:

1. Employees working out of schools shall take vacation time during school recesses.
2. Employees in offices other than schools may take vacations at a time that is mutually convenient to the supervisor and the employee.
3. During vacation periods of calendar year employees, temporary replacement from outside sources, or volunteer school year employees, will be employed for office staffed by one (1) bargaining unit member if the administration considers it necessary to keep such offices open which the respective administrator is also on vacation.
4. No employee shall take a vacation five (5) work days prior to the teachers' first work day of the school year and five work days following the teachers' last work day of the school year.
5. Pro-rated vacation pay will be granted to employees who have completed one (1) year of service (calendar year employees) and four (4) years of service (school year employees) who voluntarily resign after giving two (2) weeks' notice to the Board, or who are terminated for the convenience of the Board. No pro-rated vacation pay will be granted to an employee who is discharged for cause.

SECTION 15 Paid Holidays

a) Twelve-month employees shall have the following paid holidays:

New Year's Day	(January 1)
Martin Luther King Day	(Third Monday in January)
President's Day	(February 12)
Good Friday	
Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(First Monday in September)
Columbus Day	(Second Monday in October)
Thanksgiving Day	(Fourth Thursday in November)
Day After Thanksgiving	(Fourth Friday in November)
Christmas	(December 25) If this holiday falls on a Saturday, the following Monday shall be designated as the paid holiday.

Twelve-month employees who work on Lincoln's Birthday and Veteran's Day will be credited with two (2) floating holidays (one for Lincoln's Birthday and one for Veteran's Day) to be used during the fiscal year, subject to management approval based on the needs of the Employer.

School year employees shall have the following paid holidays:

Martin Luther King Day
 President's Day
 Good Friday Memorial Day Labor Day
 Columbus Day Veteran's Day Thanksgiving Day

Day After Thanksgiving
Christmas Day.

School year employees who work on Lincoln's Birthday will be credited with a floating holiday to be used during the fiscal year, subject to management approval based on the needs of the Employer.

- b) When one of the above listed holidays falls on a Saturday, the holiday shall be observed on the Friday preceding, unless schools are open to pupil attendance, in which instance employees shall work and be given another day off during the fiscal year at a time mutually agreeable to the Board and employee.
- c) Whenever any of the above days not designated to occur on a Monday fall upon a Sunday, and will be legally observed on the following Monday, then it will be recognized as a holiday.
- d) If one of the above holidays falls on a day when school is in session, employees shall be provided with an alternative day off which shall be agreed upon between the parties.

ARTICLE IX - CONDITIONS OF EMPLOYMENT

SECTION 1 Hours of Work

The hours and schedules of work for each bargaining unit member prior to the effective date of this Agreement shall continue to be each member's normal hours and schedules during the term of this contract.

SECTION 2 Travel Reimbursement

Employees shall be reimbursed for all reasonable expenses incurred through attendance at in-town and out-of-town professional and work-related activities as set forth in the Board's administrative regulations. The employees shall be reimbursed for the use of their automobiles at the rate set by the Internal Revenue Service for business mileage deductions.

ARTICLE X - NON-DISCRIMINATION

Neither party to this Agreement shall discriminate against any employee in accordance with applicable state and federal laws.

ARTICLE XI - SENIORITY/REDUCTION IN FORCE/PROBATIONARY PERIOD

SECTION 1 Vacancies

Notice of any bargaining unit vacancy in the system, stating title, wage group and job description, shall be sent to the President of the Union at least two (2) weeks in advance of the closing date for applications. The above time may be waived upon agreement of both parties.

- a) When a promotional vacancy exists, the procedure for selecting an applicant shall be based upon required qualifications, satisfactory performance, an interview with the prospective supervisor and seniority.
- b) Unsuccessful applicants from within the system shall be notified in writing of the supervisor's decision and reason therein prior to interviewing applicants from outside sources.
- c) Appointments shall be subject to a three (3) month trial period, at which time their supervisor shall submit an evaluation or recommendation for permanent appointment to the Superintendent.
- d) Former employees shall retain step placement if reappointed within one (1) year, providing they had a satisfactory evaluation at the time of leaving and can demonstrate satisfactory proficiency in the position's requirements. An employee's seniority will be broken for the following reasons only: resignation or retirement.

SECTION 2 Reduction in Force

- a) When a reduction in bargaining unit personnel occurs any employee so displaced shall have the opportunity to fill a vacancy provided said displaced employee meets the qualifications of the vacant position.
- b) In the event no vacancy exists in the bargaining unit, the displaced employee will have the opportunity to bump into a lower paid position occupied by a less senior employee.
- c) During reductions and the implementing of the displacement procedure, an employee who does not choose to implement the bumping procedure may elect to be placed on recall. This request must be in writing to their supervisor within two (2) work days.
- d) Bumping as herein provided is subject to the employee being qualified to perform the work in the position bumped.
- e) Qualifications will be determined by the Superintendent, his/her decision shall not be arbitrary or capricious.

SECTION 3 Seniority

- a) Seniority, for purposes of vying for positions for reasons of layoff, reduction and/or abolishment of position(s) is defined as the total years of service in the employ of the Board since the most recent hire date in accordance with 1.(d) above.
- b) In the event of recall, all benefits for purposes of seniority, vacation, longevity and prior unused accumulated sick leave shall be reinstated provided the recall takes place within two (2) calendar years.

- c) Employees shall be recalled in reverse order of layoff for positions for which they are qualified.

SECTION 4 Probationary Period

Employees shall be considered probationary during their first ninety (90) workdays of employment. During such probationary period the employee shall not attain seniority rights under this Agreement, and such probationary employee will be subject to discharge by the Board of Education, without access to the Grievance Procedure. At the successful completion of the probationary period, seniority shall be retroactive to the commencement of employment.

ARTICLE XII - PRIOR PRACTICE

SECTION 1

- a) The Board of Education agrees to continue in force for the duration of this Agreement, for those benefits and privileges, previously granted to and enjoyed by the members of the bargaining unit but which may not be specifically mentioned herein.
- b) This Agreement represents the full and complete Agreement between the parties with respect to all matters relative to rates of pay, hours of work and terms and conditions of employment. The parties agree that there has been full opportunity to bring up for negotiation any matter pertaining to rates of pay, hours of work and conditions of employment, and that no such matters will be brought up for negotiation during the term of this Agreement.
- c) The Board agrees it will not implement any unilateral changes in wages, hours of work or other conditions of employment during the term of this Agreement unless it first notifies the Union in writing and the Union has not requested to negotiate this change within thirty (30) days of such notice.

ARTICLE XIII - OVERTIME/CALL BACK

SECTION 1 Overtime

- a) Payment of hours actually worked in excess of eight (8) in any work day and hours worked in excess of forty (40) in any week (Monday through Sunday) shall be made at one and one-half (1 1/2) times the hourly rate of the employee. Overtime must be approved in advance by their supervisor.
- b) Except where Saturday is part of the regular work schedule, payment for time worked on Saturday shall be one and one-half (1 1/2) times the employee's hourly rate regardless of whether the employee has worked in excess of forty (40) hours in the preceding Monday through Friday period.

- c) Except where Sunday is part of the regular work schedule, payment for time worked on Sunday shall be at two (2) times the employee's hourly rate regardless of whether the employee has worked in excess of forty (40) hours in the preceding Monday through Saturday period.
- d) Compensatory time may be substituted for overtime pay upon the mutual agreement of the employee and the Superintendent or his/her designee. Compensatory time shall be used within thirty (30) days of the date on which it was earned, and in accordance with applicable law, or shall be paid out to the employee at the applicable overtime rate.
- e) When an employee is called in for work outside of his/her normal hours by the Superintendent or designee, he/she shall be paid a minimum of three (3) hours at the applicable overtime rate. This provision should apply once in any one calendar day. If a call back occurs more than once in any calendar day, overtime shall be paid for all hours worked. Call back is defined as overtime which is not contiguous to the regular work hours. Regularly scheduled meeting are also exempt from call back provision and shall be paid at the applicable overtime rate.

ARTICLE XIV - DISCIPLINE

All disciplinary action shall be applied in a fair and equitable manner and shall be consistent with the infraction for which disciplinary action is being applied.

Within five (5) work days of any suspension or discharge, the Board shall deliver to the Union President or designee and the employee a statement of the reason(s) for such discipline. Copy to the employee may be sent by certified mail.

Depending on the offense, disciplinary action may include, but not be limited to, verbal and/or written warning, suspension without pay, and discharge. Progressive discipline shall be applied when appropriate provided however the parties recognize there may be circumstances that warrant summary suspension or termination. No employee shall be disciplined without just cause.

Each employee shall have the right to see and review his or her personnel file upon request with the Superintendent. The Board shall provide one copy per year to each employee upon request of the contents of his/her personnel file at no cost to the employee. If an employee disagrees with any item in his/her personnel file the employee may submit a written reply which shall be attached to the objectionable item. Only disciplinary action which is in the employee's personnel file or of which he or she is otherwise aware, may be used for progressive disciplinary purposes. Each employee will be given copies of any evaluation reports placed in the employee's personnel file.

Disciplinary action, whether verbal, written warnings, or any other types of action, shall not be considered for purposes of progressive discipline after (1) year, provided a similar infraction has not occurred within the one year period.

ARTICLE XV - PENSION

SECTION 1

For employees hired prior to July 1, 2013 will continue to be eligible to participate in the Pension Plan for Town employees, which is made a part of this Agreement applicable to the above referenced employees, together with any amendments as may exist or as may be made during the term of this Agreement. The employee contribution rates for the Pension Plan shall be 5.5% effective July 1, 2022.

SECTION 2

Employees hired on or after July 1, 2013 shall not be eligible for the Pension Plan for Town employees and instead will be eligible to participate in the Board 401(a) Defined Contribution plan.

ARTICLE XVI - GENERAL PROVISIONS

SECTION 1

During the term of this Agreement, the Board shall furnish the Union upon request with an up-to-date list of bargaining unit employees. When a new employee is hired, the Board shall notify the Union and furnish the Union with the name, date of employment, position and rate of pay of the new employee. When the employment of an employee terminates, the Board shall notify the Union and furnish the name and date of termination of the employee.

SECTION 2

The Board shall provide a copy of this Agreement to each employee presently employed and to each new employee upon employment.

SECTION 3

If any Article or Section of this Agreement is declared invalid by a court of competent jurisdiction, said invalidity shall not affect the remaining provisions of this Agreement.

SECTION 4

There shall be no alteration, variation, no amendment of the terms and conditions of this Agreement, unless made and agreed to in writing by both parties. Any agreement must be approved by the Union membership and the Board of Education in order to become effective.

SECTION 5

If there is any previously adopted policy, rule or regulation or the Board which is in conflict with any provision of the Agreement, said Agreement provision shall prevail during the term of this Agreement.

SECTION 6

The Union's business representative shall be permitted to visit specific job sites where bargaining members are employed provided such visits are at normal business hours and do not

interfere with the operation of the department. It is agreed that the Union business representative will report to the Department Head before talking to bargaining unit members.

SECTION 7

The Board shall provide bulletin board space for the Union for the posting of notices in the areas designated for such notices.

SECTION 8

Any employee who is required by the Board to attend any training or conferences shall be reimbursed for enrollment fees, meals (where applicable) in accordance with current Board policy.

SECTION 9

When the Board creates a new classification within the bargaining unit or extensively changes an existing job, the Board shall establish appropriate pay rates, if any, for such new or changed classification. Any dispute that may arise as a result shall be resolved through the grievance and arbitration procedure of this Agreement.

SECTION 10

Professional fees and licensing of employees which are required for Board employment shall be paid for by the Board.

ARTICLE XVII - SAFETY & HEALTH

The Trumbull Board of Education will comply with occupational safety and health standards (OSHA) as promulgated under State of Connecticut Statutes, Chapter 571.

ARTICLE XVIII - DURATION OF AGREEMENT

The term of this Agreement shall be effective July 1, 2021 to June 30, 2022

The Appendices attached hereto setting forth categories and wage rates shall constitute a part of this Agreement.

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto as of the date and year first above written.

TRUMBULL BOARD OF EDUCATION

CONNECTICUT
INDEPENDENT
LABOR UNION, LOCAL #21

By: _____
Lucinda Timpanelli
Chairperson

By: _____
President

Date: _____

Date: _____

APPENDIX A - SALARY SCHEDULE

		2021-2022				
% Increase		2.0% plus Step				
Classification				Step 1	Step 2	Step 3
		Yearly Rate				
Technician 1				\$64,719.29	\$66,040.73	\$67,388.72
Technician 2				\$74,551.10	\$76,072.33	\$77,625.17
Technician 3				\$79,887.45	\$81,484.58	\$83,114.57
Technician 4				\$93,468.63	\$95,376.83	\$97,322.96
Coordinator of Health & Parent Involvement/Social Services				\$61,182.93	\$62,431.55	\$63,705.66
Human Resources Generalist				\$74,378.83	\$75,866.40	\$77,383.73
		Hourly Rate				
Data Support Specialist				\$33.60		
District/ Curriculum Support Specialist				\$34.27	\$34.97	\$35.65

		2022-2023				
% Increase		2.0% plus Step				
Classification				Step 1	Step 2	Step 3
		Yearly Rate				
Technician 1				\$66,013.68	\$67,361.54	\$68,736.49
Technician 2				\$76,042.12	\$77,593.78	\$79,177.67
Technician 3				\$81,485.20	\$83,114.27	\$84,776.28
Technician 4				\$95,338.00	\$97,284.37	\$99,269.42
Coordinator of Health & Parent Involvement/Social Services				\$62,406.59	\$63,680.18	\$64,979.77
Human Resources Generalist				\$75,866.41	\$77,383.73	\$78,931.40
		Hourly Rate				
Data Support Specialist				\$34.27		
District/ Curriculum Support Specialist				\$34.96	\$35.67	\$36.36

		2023-2024				
% Increase		2.25% plus Step				
Classification				Step 1	Step 2	Step 3
		Yearly Rate				
Technician 1				\$67,498.99	\$68,877.17	\$70,283.06
Technician 2				\$77,753.07	\$79,339.64	\$80,959.17
Technician 3				\$83,318.62	\$84,984.34	\$86,683.75
Technician 4				\$97,483.11	\$99,473.27	\$101,502.98
Coordinator of Health & Parent Involvement/Social Services				\$63,810.74	\$65,112.98	\$66,441.81
Human Resources Generalist				\$77,573.40	\$79,124.86	\$80,707.36
		Hourly Rate				
Data Support Specialist				\$35.04		
District/ Curriculum Support Specialist				\$35.75	\$36.47	\$37.18

COLLECTIVE BARGAINING AGREEMENT

By and Between

TRUMBULL BOARD OF EDUCATION

and the



**UNITED PUBLIC SERVICE EMPLOYEES UNION
Trumbull BOE Paraeducators and Health Aides
Local 424 - Unit 89**

July 1, 2021 to June 30, 2025

TABLE OF CONTENTS

PAGE

Article 1	RECOGNITION	1
Article 2	GRIEVANCE PROCEDURE.....	1
Article 3	NO STRIKE/NO LOCKOUT.....	3
Article 4	PROBATION.....	3
Article 5	RESIGNATIONS	3
Article 6	INSURANCE & HEALTH BENEFITS	3
Article 7	SENIORITY, LAYOFF AND RECALL.....	5
Article 8	LEAVES OF ABSENCE (PAID).....	6
Article 9	LEAVE OF ABSENCE (UNPAID)	8
Article 10	WORKING HOURS/DAYS.....	9
Article 11	CONTRACT INTERPRETATION	9
Article 12	SAVING CLAUSE.....	9
Article 13	SCOPE OF AGREEMENT	10
Article 14	WAGES	10
Article 15	UNION SECURITY AND DUES	10
Article 16	BULLETIN BOARDS/MAIL	11
Article 17	MILEAGE.....	11
Article 18	MANAGEMENT RIGHTS	11
Article 19	SCHOOLS CLOSE FOR EMERGENCIES	12
Article 20	JURY DUTY	12
Article 21	ASSIGNMENT.....	13
Article 22	PENSION PLAN	14
Article 23	LONGEVITY	14
Article 24	DURATION.....	14

Article 25	NEGOTIATIONS OVER A SUCCESSOR AGREEMENT.....	15
Article 26	AMERICANS WITH DISABILITY ACT	15
Article 27	HEALTH AND SAFETY	15
Article 28	PERSONNEL FILES	15
Article 29	FAMILY MEDICAL LEAVE ACT (FMLA)	15
Article 30	DISCIPLINARY ACTION/DISMISSAL	15
APPENDIX A	17

Article 1
RECOGNITION

- 1.1 The Trumbull Board of Education, hereinafter called the "Board," recognizes the United Public Service Employees Union - Local 424 - Unit 89, hereinafter called the "Union", for the purposes of professional negotiation as the exclusive representative for all paraeducators and health aides working twenty (20) and more hours per week, but excluding supervisors and all other employees of the Trumbull Board of Education, in the unit for the purposes of and with all the rights and privileges as provided by this Agreement.
- 1.2 The Union accepts such recognition and agrees to represent equally all employees without regard to membership or participation in, or association with the activities of, the Union or any other employee organization and to continue to admit to membership without qualification other than payment of normal dues and fees and employment by the Board.
- 1.3 It is the intent and purpose of the parties hereto that their agreements promote and improve the quality of work and provide for orderly professional negotiation between the Board and Union, and secure prompt and fair disposition of grievances so as to promote influences upon the operation of the school program.

Article 2
GRIEVANCE PROCEDURE

2.1 Definitions

- A. A "grievance" is a claim that a specific provision of this Agreement has been violated.
- B. The term "days", except where otherwise indicated, means working days.
- C. In instances where reference is made to the Superintendent or a specific employer, it shall be understood that such reference can mean his/her designated representative also.

2.2 Purposes

- A. The purposes of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise, affecting the welfare or working conditions of employees.
- B. Any group and/or the Union shall have the right at any time to present any grievance to such persons and through such channels as are designated for that purpose in the Article.

2.3 Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.

2.4 Informal Procedures

If an employee and/or the Union feels that she/he may have a grievance, she/he shall first discuss the matter with his/her immediate supervisor, and if not resolved, then with his/her principal or designee, in an effort to resolve the problem informally.

2.5 Formal Procedure

A. Level One - School Principal

1. If an aggrieved person and/or the Union is not satisfied with disposition of the problem through informal procedures, she/he may submit the claim as a formal grievance in writing to her/his principal or designee. A grievance must be submitted as a formal grievance within fifteen (15) working days of the event giving rise to the grievance. A meeting shall be scheduled within fifteen (15) working days of receipt of such grievance.
2. The principal or supervisor shall, within ten (10) working days, render a decision and the reasons therefore in writing to the aggrieved person, with a copy to the Union President.

B. Level Two - Superintendent of Schools

1. In the event that such aggrieved employee and/or the Union is not satisfied with the disposition of the grievance at Level One, or in the event that no decision has been rendered within ten (10) working days after presentation of the grievance, he or she and/or the Union may submit the written grievance to the Superintendent within fifteen (15) days of the Level One response.
2. The Superintendent of Schools shall represent the administration/management at this level of the grievance procedure. Within fifteen (15) working days after receipt of this written grievance by the Superintendent, the Superintendent shall meet with the aggrieved person and/or the Union in an effort to resolve it. The aggrieved person may be accompanied by a representative of the Union.

C. Level Three

1. In the event the grievant and the Union are not satisfied with the disposition of the grievance at Level Two and wishes to proceed further she/he and/or the Union shall, within ten (10) working school days and/or work days after receipt of the Superintendent's answer, send to the American Arbitration Association by United States mail, postage prepaid and certified, return receipt requested, with a copy to the Superintendent, a request for arbitration in accordance with the Voluntary Rules for Labor Arbitration of the American Arbitration Association, provided that the Arbitrator's award, except for suspensions and discharges, and issues having a direct monetary or economic impact shall be advisory, unless the Board and the grievant and the Union have agreed, prior to the submission of the issue to the Arbitrator, to accept a final and binding award. The cost of Arbitration shall be borne equally by the Board and the Union.

Article 3
NO STRIKE/NO LOCKOUT

- 3.1 Pursuant to Connecticut General Statute §7-467 (Municipal Employees Relations Act), all employees included in this Agreement shall not hinder the Board's operations and the Employer agrees not to lockout said employees.

Article 4
PROBATION

- 4.1 All new appointments shall be subject to a probationary period of ninety (90) working days and shall have no seniority rights or recourse for grievance during this period, but shall be subject to all other provisions of this Agreement. During such probationary period, it shall be the sole responsibility of the Board to evaluate performance. During the probationary period an employee may be dismissed with or without cause and without recourse to the grievance and arbitration provisions of this Agreement.

Article 5
RESIGNATIONS

- 5.1 Written notice of resignation should be filed with the Central Office Staff member in charge of personnel at least two (2) weeks in advance of separation. This notice should include a statement of the reasons for this action.
- 5.2 An employee who resigns in good standing shall be entitled to earned pay up to and including the last day of work.

Article 6
INSURANCE & HEALTH BENEFITS

- 6.1 As used in this Agreement, the term "group insurance" shall apply to employees regularly scheduled to work thirty (30) hours or more, and shall include the following:

- 6.2 The State of Connecticut Partnership 2.0 Plan, a summary of which plan is available at www.osc.ct.gov/ctpartner/index.html. In the event of: (1) a material change in the co-payment and/or deductible in the Partnership 2.0 Plan; (2) the State assess any material surcharge or similar fee on top of the premiums charge for the Partnership Plan; or (3) the Partnership 2.0 Plan shall be terminated; the Parties agree to enter into mid-term bargaining regarding health insurance.
- 6.3 Dental Coverage (dependent coverage to age 26) shall be provided under the State Partnership 2.0 “Unlimited Maximum” dental plan option. The employee must notify the Business Office when a change in dependent status occurs.
- 6.4 Vision Care under the health plan described in Section 6.2.
- 6.5 The Board shall provide the benefits listed in 6.2 through 6.4, subject to the employee making the following contributions:

Contract Year	Individual	Two Personal/Family
2021-22	15.0%	19.5%
2022-23	15.5%	20.0%
2023-24	16.0%	20.0%
2024-25	16.5%	20.5%

- 6.6 The Board shall implement an I.R.C. §125(a) plan which shall allow employee contributions to be treated on a pre-tax basis.
- 6.7 Eligibility for the amount of benefits to be paid pursuant to any of the policies purchased in accordance with the provisions of this Section shall be determined by the terms of the particular policies. Disputes concerning the eligibility for or the amounts of benefits payable pursuant to said policies shall not be subject to the Grievance and Arbitration Procedure contained in this Agreement.
- 6.8 Employees who opt out, i.e. waive health insurance coverage, shall be entitled to the following payment so long as the Partnership 2.0 Plan is the plan offered to bargaining unit members:

Single	\$ 600
Two Person	\$ 875
Family	\$1,250

Employees who are covered under any Trumbull Board of Education or Town of Trumbull health plan through their spouse or parent shall not be eligible for the above payment.

- 6.9 The Board shall provide the insurances listed in Sections 6.1 through 6.4 provided, however, that the Board may substitute for said insurances any plan by the present or any other carrier which offers benefits equal to or better than those offered by said insurances.
- 6.10 For employees regularly scheduled to work 20 hours or more per week the Board shall contribute 100% of the premium cost for \$30,000 life insurance. Employees may purchase additional life insurance at the group rates.
- 6.11 The Board agrees to reimburse employee up to \$250 for the cost to replace eyeglasses damaged or destroyed during the performance of their duties.

Article 7

SENIORITY, LAYOFF AND RECALL

- 7.1 The employer shall prepare a list of all employees covered under this Agreement showing their seniority in length of service with the employer and deliver the same to the Union on or about October 15th of each year. The seniority list shall be posted on the bargaining unit bulletin board also.
- 7.2 For the purposes of this article, there shall be four classifications pertaining to the bumping procedure:
1. 30-hours per week or more paraeducators
 2. 30-hours per week or more health aides
 3. 20-29s hours per week paraeducators
 4. 20-29 hours per week health aides
- 7.3 If a bargaining unit position(s) is eliminated by the Board in any classification identified above, the employee with the least seniority in the affected classification shall be subject to lay-off first.
- The employee subject to lay-off or reduced in hours from 30 or more hours to less than 30 hours, may “bump” the least senior employee in an equal or lower classification provided the “bumped” employee has less seniority and the “bumping” employee has the ability and qualifications to satisfactorily perform the work-as determined by the Superintendent or his/her designee.
- 7.4 Laid-off employees shall have recall rights and shall have first opportunity to return to a vacant position for a maximum period of eighteen (18) months from the effective date of lay-off. Employees with recall rights will be recalled in reverse order of lay-off, to the first vacant position available, for which they are qualified to perform as deemed by the Superintendent or his/her designee, irrespective to the classifications listed in 7.2.
- 7.5 If upon recall the employee fails to report to work within five (5) working days after receipt of a certified letter notifying them of the vacancy, said employee shall forfeit all recall rights.

- 7.6 During reductions described in 7.1 through 7.4 and the implementation of such, an employee who does not choose to implement the displacement procedure may elect to be placed on recall. This request must be made in writing to the Superintendent or his/her designee within two (2) working days.
- 7.7 For the purpose of this Article, seniority shall be defined as an employee's continuous length of service in the bargaining unit, measured from said employee's most recent date of hire or rehire.
- 7.8 In the event of recall, all benefits for purposes of seniority, longevity and prior unused accumulated sick leave shall be reinstated provided the recall takes place within the eighteen (18) months recall period.
- 7.9 Notwithstanding 7.1 through 7.4, in the event of a lay-off or reduction in force, the Unit President, Vice-President, Secretary and Treasurer (maximum of 5) shall have superseniority in his/her same or lower classification provided that he/she is qualified to perform the work, as deemed by the Superintendent or his/her designee.

For the purposes of this section only, the five (5) above officers' names shall be submitted to the Board in writing by the Union.

- 7.10 Notice of any vacancy in the bargaining unit covered by this Agreement shall be posted for each member of the Trumbull Paraeducators and Health Aides to see with a copy sent to the local Unit President via email, at least two (2) weeks in advance of the closing date for applications unless this timeline is mutually waived in writing. The notice shall state the job title, job description, and the current wage.
- 7.11 When a promotional vacancy exists, the procedure for selecting an applicant shall be based upon required qualifications, satisfactory performance, and an interview with the prospective supervisor and seniority. Final determination will be made by the Superintendent or his/her designee.
- 7.12 Unsuccessful applicants from within the system shall be notified in writing of the Supervisor's decision and reason therein prior to interviewing applicants from outside sources.

Article 8

LEAVES OF ABSENCE (PAID)

- 8.1 Illness
- 8.1.1 Thirty-hour or more employees shall earn paid sick leave at the rate of thirteen (13) days per school year, cumulative to one hundred twenty-five (125) days.

- 8.1.2 Twenty-hour to twenty-nine hour employees shall earn paid sick leave at the rate of seven (7) days per school year, cumulative to one hundred (100) days.
- 8.1.3 Employees shall be permitted up to five (5) days of absence without loss of pay to be deducted from their respective per year sick leave allowance in any school year for illness of an immediate family member (husband, wife, father, mother, child or other family member living in employee's domicile).
- 8.1.4. Paid sick leave may only be used for bona fide illness or injury. Absences that the Board feels that it has reasons to believe are not due to a bona fide illness or medical disability, such as where the absences are frequent or continuous or demonstrate a pattern, and the absent Paraeducator/Health Aide makes a claim for sick leave day or sick leaves days for said period of absence the Board shall retain the right to verify the reason for the absence, including but not limited to, requiring the Paraeducator/Health Aide to submit a doctor's certificate.

In addition, a Paraeducator/Health Aide shall be required to present a doctor's note on the 6th day, after any absence of 5 or more consecutive days, if requested.

8.2 Personal

- 8.2.1 Thirty-hour or more employees may be granted two (2) days personal leave in any one school year, unless said employee has completed two consecutive years of service, after which 3 days of personal leave may be granted in any one school year.

Twenty hour to twenty-nine hour employees may be granted two (2) days personal leave in any one school year.

Effective July 1, 2005, employees shall be granted two (2) additional personal days in lieu of the Veteran's Day and Lincoln's Birthday holidays.

8.3 BEREAVEMENT LEAVE

- 8.3.1 All employees may be granted paid leave up to five (5) days for each occurrence of a death of a spouse, child, brother, sister or parent. Employees may be granted paid leave up to three (3) days for each occurrence of a death of the employee's mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents or grandchild. Such leave shall be for the purpose of attending the wake and funeral, only between the day of death and the day of the funeral.

8.4 PAID HOLIDAYS

- 8.4.1 Thirty hours or more employees on the active payroll shall receive the following as paid holidays:

Labor Day (if school is in session)
Columbus Day
Thanksgiving
Day after Thanksgiving
Christmas Day
New Year's Day
Martin Luther King Day
Presidents' Day
Good Friday
Memorial Day
Yom Kippur (provided it falls on a regular school day and school is not in session)

Twenty-hour to twenty-nine hour employees on the active payroll shall receive the following as paid holidays:

Labor Day (if school is in session)
Thanksgiving
Christmas Day
New Year's Day
Martin Luther King Day
Presidents' Day
Memorial Day
Yom Kippur (provided it falls on a regular school day and school is not in session)

8.5 UNION LEAVE

- 8.5.1 A written list of the officers, Negotiating Committee members, and Union Stewards shall be furnished to the Board immediately after their designation, and the Union must notify the Board promptly of any changes. Twice a year, two Union officers shall receive unpaid time off to attend Union training seminars.
- 8.5.2 A Union officer shall be granted leave without loss of pay for attending meetings that are scheduled during normal work hours.

Article 9 LEAVE OF ABSENCE (UNPAID)

Any request for an unpaid leave of absence may be granted by the Superintendent in his discretion. The request and the response shall be in writing.

The period of leave shall be without unemployment compensation and insurance benefits. However, employees may continue insurances at their own expense.

The period of leave shall not count as regular service toward accrued sick days and seniority, but any accumulated sick days and seniority prior to the leave shall be reinstated upon the employee's return.

If an employee is placed on the recall list during the period of leave, the Superintendent's only responsibility is to recall said employee in accordance with the recall procedures herein.

The decision of the Superintendent or his designee, shall be final and said decision shall not be subject to the grievance and arbitration procedure.

Article 10

WORKING HOURS/DAYS

- 10.1 Working hours for paraeducators and health aides may vary from twenty to thirty or more hours per week, depending upon the needs of the assignment.
- 10.2 In the regular course of events, working hours for an assignment will be made as soon as the needs for the assignment are known.
- 10.3 The school district may reassign paraeducators and health aides in the best interest of the school district as needed. If such assignment results in a reduction of hours of a person working 30 or more hours to less than 30 hours, the employee may exercise his/her rights under Article 7, Section 3 of this Agreement. If an employee is reassigned, said employee shall receive a minimum of two (2) weeks written notice.
- 10.4 In the event an employee's weekly hours are reduced, the employee's wages shall be reduced accordingly; however, the employee shall retain the right to continue insurances under the same conditions enjoyed at the greater number of hours per week.
- 10.5 Any make-up days shall be applied immediately following the previous "last day," and shall be consecutive week days with no week days in between.

Article 11

CONTRACT INTERPRETATION

This Agreement may be altered or modified only by mutual agreement of the parties hereto and neither party shall request or demand any provision which will in any manner, abrogate the understanding set forth herein.

Article 12

SAVING CLAUSE

In the event that any Article, Section, or portion of this Agreement is declared invalid by agreement, statute, or legal process, then such specific Article, Section, or portion specified to be invalid shall be deleted. However, the remainder of this Agreement shall

remain effective. Upon a determination of invalidity, either party shall have the right to initiate negotiation upon that Article, Section or portion.

Article 13

SCOPE OF AGREEMENT

It is understood by both parties to this Agreement that this Agreement is an expression of policies and procedures which will continue the good relations established between the Board and the Union. This Agreement does not limit or restrict, in any way, the Board or bind the administration of the schools, or any duly authorized representative of the Board, in the discharge of duties and responsibilities as prescribed by the Board. The parties agree that all side letters, memorandum of agreements, memorandum of understandings, and all other agreements remain in force and shall be attached to the collective bargaining agreement. Any such agreement not attached to this Agreement shall be null and void.

Article 14

WAGES

- 14.1 Wages payable to employees during the 2021-22, 2022-23, 2023-24, 2024-25 school years are set forth in Appendix A (retroactive to July 1, 2021).
- 14.2 It is understood that there are no other wage increases required of the Board during the contract period, unless mutually agreed upon by the parties.
- 14.3 Employees shall be paid in 22 equal bi-weekly payments commencing on the first week (Friday) in September and continuing in consecutive bi-weekly payments.
- 14.4 Effective and retroactive to July 1, 2021, Health Aides shall receive a one dollar and fifty cent (\$1.50) per hour stipend.
- 14.5 Elite Stipend: Effective and retroactive to July 1, 2015, shall be \$1.50. The stipend shall only be paid when the employee is driving students.
- 14.6 SRP Stipend: Effective and retroactive to July 1, 2015, shall be \$3.25; effective July 1, 2017, it shall increase to \$3.50.
- 14.7 All wages shall be paid via direct deposit.

Article 15

UNION SECURITY AND DUES

- 15.1 During the life of this Agreement, an employee retains the freedom of choice whether or not to become or remain a member of the Union.

- 15.2 Union dues shall be deducted by the Employer from the paycheck of each employee who signs and remits to the Employer a voluntary authorization form. Such deduction shall be discontinued upon written request of an employee thirty (30) days in advance.
- 15.3 For new hires, the Board shall provide the Union President the following information within ten (10) days of the day of hire: (1) full name, (2) job classification, (3) work location/department, (4) wage rate, (5) email address, and (6) mailing address.
- 15.4 The Employer shall deduct an agency service fee from the paycheck of each employee who voluntarily signs an authorization.
- 15.5 The amount of dues or agency service fee deducted under this Article, together with a list of employees, shall be remitted to UPSEU within a week after the payroll period in which such deduction is made together with a list of employees for whom any such deduction is made.
- 15.6 The Union agrees to defend, indemnify, and hold harmless the Trumbull Board of Education and the Town of Trumbull against all claims, demands, suits, or any other form of liability which may arise by reason of any action taken in reference to any portion of Article 15.0 Union Security and Dues.

Article 16

BULLETIN BOARDS/MAIL

The Union may utilize the existing bulletin board space to post vacancies, news and announcements relating to pertinent union activities. Any personal/confidential correspondence shall be sent by either electronic mail (email) or regular/U.S. Mail and shall not be placed in the employee's school mailbox.

Article 17

MILEAGE

Employees who must travel between schools as part of their assignment, shall be reimbursed for the use of their automobiles at the rate set by the Internal Revenue Service for business mileage deductions for the applicable calendar year.

Article 18

MANAGEMENT RIGHTS

The Union agrees that the management of the schools and the direction of the working force shall be in the sole discretion and is the sole responsibility of the Board, and agrees that all management rights, except as specifically limited by any of the express provision of the Agreement, are reserved and retained by the Board. All management functions and responsibilities which are not expressly modified or restricted by a specific provision of this Agreement are retained and vested exclusively in the Board, including without limitation, but not limited to: the right to establish and administer policies and procedures

related to the services, education, training, operations; to direct and schedule the working force; to hire, promote, transfer lay off and recall employees to work; to reprimand, suspend, discharge or otherwise discipline employees; to determine the number of employees and the duties to be performed; to maintain the efficiency of employees; to establish, expand, reduce, alter, consolidate or abolish any job classification, department, operation or service; to determine staffing patterns and areas worked; to control and regulate the use of facilities, supplies, equipment and other property of the school; to reassign tasks between employees; to determine the number, location and operation of divisions, departments of the school; to determine the assignment of work, the qualifications required and the size and composition of the work force; to discontinue, reorganize or combine any department, branch or unit of operations with any consequent reduction or other changes in the work force or work assignment; to introduce new or improved methods or facilities regardless of whether or not the same cause a reduction in the work force; to make, change or eliminate work rules, regulations, policies, and practices provided the same do not conflict with the explicit terms of this Agreement; to subcontract bargaining unit work provided no present member loses her position; and otherwise generally to manage, attain and maintain full efficiency and optimum services.

Article 19

SCHOOLS CLOSE FOR EMERGENCIES

- 19.1 When schools close for snow, ice or other emergency, employees will be excused or dismissed in accordance with the procedures:
 - 19.1.1 When schools are closed because of inclement weather or emergencies, employees shall not report to work and they shall not be paid.
 - 19.1.2 When schools have delayed openings, employees are expected to report at the new opening time. Employees shall suffer no loss of pay.
 - 19.1.3 When schools are dismissed early for inclement weather or any emergency and an announcement of such has been made by the Superintendent, employees are expected to remain until dismissed by their supervisors and the employees shall suffer no loss of pay.
 - 19.1.4 In the event there is an early dismissal on the last two days of the school year, employees shall be released without loss of pay in exchange for which they must attend a professional development day within three days prior to the start of the school year. In addition, the Board may require employees to attend an additional professional development day for which they shall be compensated. The Board shall consider any and all professional development topics provided by the Union.

Article 20

JURY DUTY

An employee who is required to serve on a jury before a state or federal court shall be granted leave for this purpose and such leave shall not be deducted from a sick leave or

personal days. Such employee shall receive a rate of pay for each day of jury service equal to the difference between his/her then current applicable wage calculated on a per diem basis and the pay s/he receives from the court as jury pay. In order to qualify for this pay, the employee shall notify the Superintendent immediately and in writing when s/he is notified that s/he is required to report for jury duty.

Article 21 ASSIGNMENT

- 21.1 The assignment of employees within the school system is the responsibility of the Superintendent of Schools. In making assignment the reasonable requests of the employee concerned shall be considered.
- 21.2 The school district may reassign employees in the best interest of the school district as needed. If such assignment results in a reduction of hours of a person working 30 or more hours to less than 30 hours the employee may exercise his/her rights under Article 7, Section 3 of this Agreement.
- 21.3 Employees shall be notified as to whether they will have a position for the next school year by the end of the current school year, and the Board shall endeavor to make assignments and notify employees by the end of the current school year.

Employees whose positions are funded through various titles and grants shall be notified of the ensuing school year's assignment as soon as practicable.
- 21.4 Changes in assignments between schools (i.e. from an elementary school to the middle school or from the middle school to the High School) shall not be effected or announced without the employee being given notification and the opportunity for a personal conference. Following such conference, if the employee wishes to contest the change, he/she may file an appeal with the Superintendent. The Superintendent or designee will review the circumstances and issue a decision, which decision shall be final and binding upon the employee.
- 21.5 Employees who wish a transfer to another assignment shall file a written statement of such desire with the Superintendent or her/his designee not later than May 15. Such statement shall include the assignment and school to which the employee wishes to be transferred.
- 21.6 Bargaining unit members shall be required to fill in and/or perform the duties of a home health aide when requested. When a paraeducator fills in for a Home Health Aide, they will receive a stipend of \$1.75 per hour. In no case will they receive less than one (1) hour of stipend pay. If a Home Health Aide is available at the same location, it shall not be mandatory that paraeducators do Home Health aide work.

Article 22 PENSION PLAN

- 22.1 Employees hired prior to July 1, 2013, having 12 months of continuous service with the Board as of July 1 shall be eligible to participate, via contributory deductions to be made by the Board from the employee's paycheck, subject to the latter's written authorization, in the Town of Trumbull Retirement Plan.
- 22.2 Employees shall contribute towards the cost of the pension plan as follows:
- Effective and retroactive to 7/1/15 – 5.5%
 - Effective 7/1/16 – 6.0%
 - Effective 7/1/17 – 6.5%
- 22.3 Employees who retire under the Town's Pension Plan currently in effect, shall have their benefits computed as provided for in the plan as determined in a separate collective bargaining agreement between the Town of Trumbull and UPSEU.
- 22.4 Employees hired on or after July 1, 2013, shall not be eligible for the Town pension plan described in paragraphs a-c above; rather, they shall be eligible to participate in the Board's Defined Contribution Plan.

Article 23 LONGEVITY

Each paraeducator hired on or before June 30, 2000, who has ten (10) or more years of consecutive service shall receive a payment according to the following:

- after 10 years of service - \$250
- after 15 years of service - \$300
- after 20 years of service - \$375
- after 25 years of service - \$525

Paraeducators hired after June 30, 2000 shall not be eligible for this benefit.

- 23.1 An employee eligible for longevity leaving the employment of the Board shall be entitled to payment on a pro-rated basis of longevity due in the current year. In the event of the death of the employee, said longevity shall be made to the surviving spouse or estate of the employee.

Article 24 DURATION

The provisions of this Agreement shall be effective as noted herein and shall continue in force through June 30, 2025.

Article 25
NEGOTIATIONS OVER A SUCCESSOR AGREEMENT

The parties agree to commence negotiations for a successor Agreement upon the written request of the Union pursuant to the Municipal Employees Relations Act (MERA).

Article 26
AMERICANS WITH DISABILITY ACT

The Union shall cooperate with the Board of Education with regard to the Board's obligations under the Americans with Disabilities Act of 1990.

Article 27
HEALTH AND SAFETY

- 27.1 Should an employee find himself/herself in what he/she deems an unsafe situation, he/she shall immediately notify the classroom teacher and the building administrator.
- 27.2 A joint safety committee shall be formed by the employer and the Union, and said committee shall meet upon request of either party to review safety and health issues and make recommendations.

Article 28
PERSONNEL FILES

- 28.1 The Board of Education shall permit each employee to inspect, and receive a copy at no cost to the employees, his/her personnel files.

Article 29
FAMILY MEDICAL LEAVE ACT (FMLA)

- 29.1 The District shall comply with Federal FMLA..

Article 30
DISCIPLINARY ACTION/DISMISSAL

All disciplinary action, including suspensions and dismissals, shall be for just cause only.

The parties encourage informal discussion between the supervisor and employee when discipline is being considered.

IN WITNESS WHEREOF, the parties hereto have set their hands this ____day of September, 2021

UPSEU
TRUMBULL PARAEDUCATORS &
HEATH AIDES

TRUMBULL BOARD OF EDUCATION

Kevin Boyle, Jr., UPSEU President

Lucinda Timpanelli, Board Chair

Johanna Simmel, Unit 89, President

Dr. Martin J. Semmel, Superintendent

APPENDIX A

WAGES FROM 7/1/21-6/30/2025

		7/1/21 to 6/30/22 (retroactive to 7/1/21)	7/1/22 to 6/30/23	7/1/23 to 6/30/24	7/1/24-6/30/25
	GWI	2.25%	2%	2.25%	2%
Step	1	\$ 16.56	<i>Eliminate Step 1</i>	<i>\$ Eliminated</i>	<i>Eliminated</i>
	2	\$ 17.56	\$ 17.91	\$ 18.31	<i>\$ Eliminated</i>
	3	\$ 18.12	\$ 18.48	\$ 18.90	\$ 19.28
	4	\$ 19.49	\$ 19.88	\$ 20.33	\$ 20.74
	5	\$ 20.91	\$ 21.33	\$ 21.81	\$ 22.25
	6	\$ 22.33	\$ 22.78	\$ 23.29	\$ 23.76

NOTES:

For the duration of the contract, there shall be no step movement.

MEMORANDUM OF AGREEMENT

RECITALS:

- A. The Trumbull Board of Education runs a program previously referred to as the "SRP" program.
- B. The Board utilizes the applied behavior analysis (ABA) teaching methodology for students with intensive special needs..
- C. In connection with the ABA methodology, paraeducators working with children with intensive special needs may be required to perform certain additional duties and responsibilities, including: (1) recording student data in a systematic manner, (2) be trained in and utilize the ABA methodology, (3) when appropriate make home visits to train parents to help transfer skills learned in school to the home, and (4) be available in July and August to work with students using the ABA methodology.
- D. The Board has agreed to pay paraeducators performing these additional duties and responsibilities a stipend on the terms and conditions set forth below.

NOW, THEREFORE, the parties agree as follows:

- 1. Paraeducators working with children utilizing the ABA methodology shall:
 - Work under the direction and guidance of a special education teacher and BCBA.
 - Support students who require Applied Behavior Analysis (ABA) strategies, which may include Discrete Trial Training (DTT).
 - Demonstrate program procedures and follow or implement program recommendations.
 - Provide directed learning experiences, perform ABA related clerical duties and perform related work as required, in the school environment.
 - Be able to work at more than one location..
 - Attend monthly staff trainings.
 - Demonstrate program procedures and follows or implements program recommendations with fidelity.
 - Be available during the months of July and August to work with assigned students. (In the event Paraeducator is needed during the summer, notice shall be given by June 1st).
 - Performs associated clerical duties and related work as required.
- 2. Paraeducators working with children and performing the above described additional duties shall be paid a stipend of \$3.50, in addition to their regular wage, for any hours worked in which they are performing these additional duties or attending such monthly training
- 3. Any vacancies or openings shall be posted in accordance with the contract, and training shall be provided at Board expense.
- 4. Any paraeducator initially training in the ABA methodology who feels she is unable to carry out the duties of the job, will be allowed to transfer into any vacant position for which they are qualified in accordance with the contract.
- 5.. This agreement shall be without prejudice and not precedent setting as to future negotiations.
- 6. The Director of Pupil Personnel Services will determine whether an employee is performing the duties described above, and thus entitled to such stipend. In the event the Union raises issue or concern, the PPS Director shall work in concert with the Union to discuss and resolve such issue.

UPSEU
TRUMBULL PARAEDUCATORS &
HEATH AIDES

Kevin Boyle, Jr., UPSEU President

Johanna Simmel, Unit 89, President

TRUMBULL BOARD OF EDUCATION

Lucinda Timpanelli, Board Chair

Dr. Martin J. Semmel, Superintendent

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Dr. Semmel

Agenda Item – III-B

Approval/Minutes

- Board Retreat of August 17, 2021
- Regular Meeting – August 17, 2021

Recommendation:

Approve the minutes of the above noted meetings.

Trumbull Board of Education

Trumbull Public Schools

Board Retreat

Tuesday, August 17, 2021, 4:00 p.m.

Cooperative Educational Services

40 Lindeman Drive, Trumbull

Minutes

The Trumbull Board of Education met at Cooperative Educational Services at 40 Lindeman Drive, Trumbull, Connecticut for a Board Retreat.

Members present:

L. Timpanelli, Board Chairman

J. Norcel, Board Secretary

S. Kerr

M. Petitti

A. Squicciarro

M. Ward

Members absent:

Tim Gallo, Vice Chairman

The meeting began at 4:00 p.m. The Board of Education reviewed and discussed the 2021-2022 District Goals. Mr. Nicholas Caruso from Connecticut Association of Boards of Education (CABE) was also present and reviewed and discussed BOE protocols.

The meeting adjourned at 5:45 p.m.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Regular Meeting – August 17, 2021
Long Hill Administration Building

The Trumbull Board of Education met via video/audio conferencing for a Regular Meeting.

Members present:

L. Timpanelli, Board Chairman
T. Gallo, Vice Chairman (virtual)
J. Norcel, Board Secretary
S. Kerr
M. Petitti
A. Squicciarro
M. Ward

Members absent:

Agenda Item I—Call to Order

The meeting was called to order at 7:00 p.m.

Agenda Item II—Preliminary Business

A. Salute to the Flag - The Public Session began with a salute to the Flag.

B. Recognition – Mr. Marcellino Petroccio, a finalist for National High School Football Coach of the Year
Trumbull High School Head Football Coach Marce Petroccio was selected by the NHSACA (National High School Athletics Coaches Association) as one of 8 finalists in the United States at the 55th annual National Awards Banquet in Lincoln, Nebraska, on July 29, 2021.

The Board unanimously congratulated and commended Coach Petroccio on this great honor.

C. Correspondence – Mrs. Norcel read the following correspondence:

The Board received numerous emails on unmasking students, making mask wearing optional and to follow the science of the CDC and Department of Public Health. Sandy Vallati, Tom Dalgas, Angelique Feaster, Laura Citarello, Tara Figueroa, Amanda Pinto, Tina Facey, Ellie Grosso, Diane Autore, Lynn Brown, Natalie Morales, Emily Rackoff, Nadine Ford, Catherine Pulliam, Christine El Eris, Haley McCarthy wrote about the conduct at the July 13th BOE meeting and support adult training in equity. Correspondence was also received by Lynn Brown, Diane Autore and Matthew Bracksieck as members of the District Equity Leadership Team (DELT) and shared progress made at THS this year. Christa Watson wrote about feeling unsafe to attend a BOE meeting. Jean-Marie Lohse, Kathi Eigenrauch and Eric Czumble wrote against CRT. Gloria Manna sent correspondence about the Ally program and concerns regarding BLM. Also, the Board received many emails from parents regarding class size at Booth Hill grade 3, Frenchtown grade 3 and Daniels Farm grade 4. UPSEU representative Colleen Ezzo wrote on behalf of paraeducators and health aides to request mask wearing through November 30, 2021.

D. Public Comment

The following people spoke during Public Comment:

Judith de Graffenried and Lisa Waldo spoke against wireless microwave radiation and its effects; Lynn Brown as a member of DELT in support of equity training; Tara Figueroa stated the progress made in social justice; Challa Flemming supports diversity partnership; Brett Gustafson, Wayne Winston and Ellie Grosso supported equity training; Ruth Fontilla and Noah Rossi in support of mask wearing; Patricia Kelly stated that masks should be up to the parents and supports remote learning; Melissa and David Steeves spoke against mask wearing and CRT; Michael Ganino spoke on behalf of vaccines and Ashley Gaudiano spoke in support of class size and choice in mask wearing.

E. Superintendent Report

Dr. Semmel discussed the need for hiring another 3.0 FTE teacher positions to add to three sections of classes and 0.3 Art, 0.25 Physical Education, and 0.25 Music positions to accommodate enrollment. He conveyed that SERC will present at a future Board meeting as they are currently working on in-person safety protocols. He reported that the Summer Explorations programs were a success. Even though masks were still required, 45 students in five separate reading programs as well as elective courses and credit recovery courses were all positive. Technology Department is prepared with fully functional Chromebooks for the upcoming school year. Welcome to the new Director of Operations on Monday, August 23rd and new Human Resources Director on September 1st.

F. Board Chairman Report

Board Chair Lucinda Timpanelli reported that she attended the Unified Cheer Banquet on August 12th and thanked Lily for the decorations. She stated that all transfers must be voted on by the Board of Education and brought forth by the Business Director and Superintendent. She reported that the Board attended a Retreat at Cooperative Educational Services (CES) in Trumbull with Mr. Nicholas Caruso of Connecticut Association of Boards of Education (CABE) to review district goals and Board protocols, and possible new policies.

Mrs. Timpanelli had a moment of remembrance for Lorraine Smith, after whom the Board Room is named. Mrs. Smith was the former Assistant Superintendent of the Trumbull Board of Education in the late 1980's-1990's who recently passed away.

G. Teacher Board Representative Report

Mr. John Mastrianni read the report on behalf of Teacher Board Rep Nick Banks

Teachers are looking forward to the new school year, despite the uncertainties due to the pandemic. We all hope that the State Board of Education and Governor Lamont outlines the plans for the 2021-2022 school year. We would also like to welcome all the recent hires and say goodbye to many of our friends and colleagues who have retired or moved on over the summer.

Agenda Item III—Reports/Action Items

A. Approval Minutes:

- Regular Meeting, July 13, 2021

It was moved (Norcel) and seconded (Squicciarro) to approve the Board of Education minutes of the Regular Meeting of July 13, 2021, as presented. Vote: Unanimous in favor.

- Special Meeting/Executive Session, July 13, 2021
It was moved (Squicciarro) and seconded (Norcel) to approve the Board of Education minutes of the Special Meeting/Executive Session of July 13, 2021 as presented. Vote: Unanimous in favor.
- Special Meeting/Executive Session, July 23, 2021
It was moved (Norcel) and seconded (Petitti) to approve the Board of Education minutes of the Special Meeting/Executive Session of July 23, 2021 as presented. Vote: In favor Timpanelli, Gallo, Petitti, Ward, Norcel, and abstain Squicciarro and Kerr. Motion passes.

B. Personnel – Dr. Semmel

Dr. Semmel presented the following appointments:

Arganese, Rodney; MA (\$64,423) TESOL teacher at secondary level.
 Berte, Isabel; BA/4 (\$53,657) special education teacher at Jane Ryan Elementary School.
 Biegen, Mathew; MA/5 (\$60,572) math teacher at Trumbull High School.
 Bruzinski, Katherine; MA/10 (\$71,111) science teacher at Hillcrest Middle School.
 Colucci, Jennifer; 6/10 (\$76,037) literacy consultant at Middlebrook Elementary School.
 Conigliaro, Amanda; MA/4 (\$58,734) math teacher at Hillcrest Middle School.
 Cote, David; (\$130,000 - unaffiliate position) Director of Operations at the Long Hill Administration Building, effective August 23, 2021.
 Dushay, Mary; MA/4 (\$58,734) science teacher at Trumbull High School.
 Ekstrom, Casandra; MA/5 (\$60,572) grade 1 teacher at Middlebrook Elementary School.
 Elkins, Justin; 6/14 (\$85,513) music teacher at Madison Middle School.
 Garoffolo, Zachary; MA/9 (\$68,952) math teacher at Trumbull High School.
 Gatto, Julia; MA/4 (\$58,734) grade 4 teacher at Frenchtown Elementary School.
 Heagney, Elizabeth; 6/15 (\$88,060) literacy consultant at Frenchtown Elementary School.
 Hibson, Robert; 6/19 (\$99,033) technology integration specialist at Trumbull High School.
 Hoette, Carolyn; MA/18 (\$90,995) special education elementary teacher/departement chairperson.
 Holohan, William, 6/6 (\$67,188) math teacher at Madison Middle School.
 Kahn, Ruth; MA/6 (\$62,468) math teacher at Trumbull High School.
 Kopec, Mallory; MA/4 (\$58,734) grade 2 teacher at Frenchtown Elementary School.
 McGillicuddy, Danielle; MA/4 (\$58,734) grade 4 teacher at Frenchtown Elementary School.
 Moore, Bridget; 6/10 (\$76,037) social worker at Trumbull High School.
 Natal, Michaela, 6/4 (\$63,357) speech language pathologist district wide.
 Nichols, Emily (\$71,676 - unaffiliate position) BCBA, district wide.
 Palamara, Joseph; MA/4 (\$58,734) French teacher at Trumbull High School.
 Plitnick, Kayla; 6/4 (\$63,357) speech language pathologist at Hillcrest Middle School.
 Powell, Stacey; MA/10 (\$71,111) math specialist at Middlebrook Elementary School.
 Scavacini, Joann; MA/4 (\$58,734) math teacher at Hillcrest Middle School.
 Suto, Brian; MA/4 (\$46,987) (.8) music teacher at Frenchtown Elementary School.
 Sweeney, Erin; MA/11 (\$36,668) (.5) special education teacher at Booth Hill Elementary School.
 Taylor, Dawn; 6+15/18 (\$99,057) school psychologist at Madison Middle School.
 Tedesco, Robyn; 6/14 (\$85,513) math specialist at Daniels Farm Elementary School.
 Villano, Delores; MA/6 (\$62,468) math teacher at Trumbull High School.

Williams, Regina; (\$130,00 - unaffiliate position) Director of Human Resources at the Long Hill Administration Building, effective September 1, 2021.
Wilson, Melanie; MA/11 (\$73,336) special education teacher at Frenchtown Elementary School.
Woodruff, Kimberly; 6/6 (\$67,188) grade 1 teacher Frenchtown Elementary School.

The Board unanimously accepted the above.

Dr. Semmel presented the following certified resignations/retirements:

Ciborowski, Nancy; math teacher at Trumbull High School since August 2003, retiring effective August 3, 2021.

Cohen, Hanna; district speech/language psychologist since August 2006, resigning effective August 15, 2021.

Darrow, Brian; math teacher at Trumbull High School since August 2018, resigning effective August 20, 2021.

Hayes, Michelle; special education teacher/middle school department chairperson since August 2007, resigning effective September 3, 2021.

Held, Wendy; art teacher (.2) at the Trumbull Early Childhood Education Center since September 2020, resigning effective July 29, 2021.

LoCoco, Andrea; special education teacher at Frenchtown Elementary School since August 2019, resigning effective July 21, 2021.

Ruber, Ethan; special education teacher at Madison Middle School since February 1995, retiring effective August 16, 2021.

Turtoro, Martha; math teacher at Trumbull High School since August 2004, retiring effective August 25, 2021.

A motion was made (Gallo) and seconded (Kerr) to accept the above resignations/retirements as presented. Vote: Unanimous in favor.

C. Annual Report to the First Selectman

Dr. Semmel presented the 2020-2021 Annual Report to the First Selectman to the full Board for their approval. Once approved, the report will then be forwarded to the office of the First Selectman. The Board commented this was a well-done report.

It was moved (Kerr) and seconded (Ward) to approve the 2020-2021 Annual Report to the First Selectman as presented. Vote: Unanimous in favor.

D. 2021-2022 Enrollment Update – Dr. Semmel

Dr. Semmel presented the current enrollment numbers and stated this continues to change daily. In anticipation of increasing enrollment, he recommended that the Board include a motion to hire 3.0 FTE teacher positions and additional special positions (0.3 Art, 0.25 PE, and 0.25 Music) to accommodate incoming students. Mr. Hendrickson explained the funding for these can either come from the Non-Lapsing account, turnover from retirements (budgeted \$300,000 for teacher turnover) and the savings from the hiring of new teachers at a lower step.

It was moved (Norcel) and seconded (Ward) to approve the hiring of 3 new FTE elementary positions as presented. Vote: Unanimous in favor.

It was also moved (Kerr) and seconded (Norcel) to approve an additional 0.3 Art; 0.25 PE; and 0.25 Music positions as proposed. Vote: Unanimous in favor.

E. Reopening Update – Dr. Semmel

Dr. Semmel reported that Governor Lamont confirmed Executive Order 13A continuation of mask wearing inside schools and municipal buildings through September 30, 2021. There is no requirement for outdoor mask wearing. The CIAC declared that all sports are up and running for the fall and there is no outdoor mask wearing required. The indoor sports such as volleyball will require mask wearing. Marching band program has finished up their 2nd week and will be performing Friday, August 20th at 6:45 p.m. at THS.

It was determined that requirements for disinfecting have been modified. Although bathrooms will still be disinfected thoroughly, high touch areas can be cleaned with soap and water. Lunch shifts will be as normal as possible. Quarantine requirements per DPH directive have also been modified but are still challenging. The CSDE endorses in-person learning. There will be no remote learning. If a child is quarantined, teachers will provide missed materials to students as with any other missed time due to illness. If 15 or more days are missed, homebound instruction will be implemented.

F. District Goal Setting

Dr. Semmel presented the 2021-2022 District Goals of Trumbull Public Schools.

Mrs. Timpanelli stated they are detailed and comprehensive and were reviewed at the Board Retreat with CABA feedback and revisions.

It was moved (Norcel) and seconded (Ward) to approve 2021-2022 District Goals of the Trumbull Public Schools as presented. Vote: Unanimous in favor.

G. Policy Committee Report – Mr. Gallo

Policies, First Reading - Dr. Iwanicki presented the following for first reading:

- 4111.1 Non-Discrimination in Employment – This policy will include verbiage on respectful and open world for natural hair which is in line with Public Act no. 21-2.
- 0.521/Non-Discrimination

It was unanimously agreed to bring these policies back to the full Board for second reading and approval at a future Board meeting.

H. Finance Committee Report – Mr. Hendrickson

Mr. Hendrickson reported that the Year End financials for the Town of Trumbull are done in September and therefore, the BOE Year End will be done at the next BOE meeting, September 14th, to be in line with the Town. He will provide detail from an upcoming BOE Finance Committee meeting to be held on September 2nd.

Adjournment

Board Members gave unanimous consent to adjourn the Public Session at 8:56 p.m.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, September 14, 2021

Dr. Semmel

Agenda Item III-C

Personnel

Appointments – Certified

The following staff were appointed for the 2021-22 school year:

Broderick, Erin; MA/5 (\$60,572) grade 3 teacher at Booth Hill Elementary School.

DeCesare, Kaeli; MA/4 (\$58,734) grade 4 teacher at Frenchtown Elementary School.

Ferrante, Mariah; 6/4 (\$63,357) social worker at secondary level schools.

****Marzulli, Samantha****; MA/4 (\$58,734) grade 1 teacher at Jane Ryan Elementary School.

O'Hara, Nicole; MA/11 (\$73,336) kindergarten teacher at Daniels Farm Elementary School.

Riecker, Natalie; MA/6 (\$62,468) kindergarten teacher at Tashua Elementary School.

Romano, Isabella; BA/4 (\$53,657) literacy consultant at Frenchtown Elementary School.

Smith, Lauren; MA/11 (\$73,336) grade 3 teacher at Jane Ryan Elementary School.

Watts, Megan; BA/6 (\$57,137) kindergarten teacher at Booth Hill Elementary School.

Recommendation:

Receive and file.

Resignations – Certified

Bayer, Alison; special education teacher (.5) at The Early Childhood Education Center since August 2019, resigning effective September 15, 2021.

Ceccolini, Jaclyn; grade 3 teacher at Booth Hill Elementary School since August 2009, resigning effective August 31, 2021.

Magazine, Kristin; special education teacher/departments chairperson at Trumbull High School since August 2012, resigning effective September 15, 2021.

Recommendation:

Accept.

*Designated teacher shortage area

**THS Graduate

***Trumbull Resident

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Mr. Paul Hendrickson

Agenda Item – III-D

Head Start Food Service Agreement

- Attached is the annual agreement between Trumbull / Monroe Head Start program and the Trumbull Board of Education Food Service Department, which will furnish meals to that joint program. Board approval is needed for compliance with the Child and Adult Care Food Program (CACFP).

Recommendations:

- Review and approve the Agreement
- Motion: Move that the Board of Education approve the annual agreement between the Trumbull / Monroe Head Start program and the Trumbull Board of Education Food Service Department which will furnish meals to that joint program.

Trumbull Public Schools / Trumbull Food Services
6254 Main Street
Trumbull CT, 06611
203-452-4500
2021/2022

AGREEMENT TO FURNISH FOOD SERVICE BETWEEN THE CHILD AND ADULT CARE FOOD PROGRAM (CACFP) INSTITUTION AND THE BOARD OF EDUCATION (BOE)

This agreement is entered into by and between the Trumbull Board of Education and
Board of Education

Trumbull/Monroe Head Start . The Trumbull Board of Education agrees to
CACFP Institution *Board of Education*

furnish meals to Trumbull/Monroe Head Start for the following per meal rates:
CACFP Institution

Breakfast	\$ <u>1.97</u>
Lunch	\$ <u>3.66</u>
Snack(s)	\$ <u>1.00</u>

If applicable, include the types and amounts of any charges paid to the Board of Education in addition to the per meal price: _____

The additional charge must be included in the budget on the *ED-099 Schedule A Application and Management Plan* and be reported as part of the costs on the monthly claim for reimbursement.

Site(s) covered by this agreement include (list below or attach a list of sites):

- | | |
|--------------------------------------|----------|
| 1. <u>Trumbull/Monroe Head Start</u> | 5. _____ |
| 2. _____ | 6. _____ |
| 3. _____ | 7. _____ |
| 4. _____ | 8. _____ |

It is further agreed that Trumbull Board of Education will assure that (check one option):
Board of Education

☒ Meals meet the CACFP meal pattern requirements and that the Board of Education will maintain complete and accurate records, including menus, amount of food prepared and number of meals provided daily;

OR

☐ The School district has been approved by the Office of Child Nutrition to use the nutrient standard menu planning (NuMenus) option to prepare meals (breakfast and lunch) for CACFP participants aged two and above. Meals for children under two and snacks for all ages will be planned using the appropriate CACFP meal patterns. In addition:

- A nutrient analysis will be provided to the CACFP sponsor for all weekly menus and;
- weekly menus will meet the established level of nutrients and calories for the appropriate age group.

Menus must be provided to the institution prior to the month served and the record of the number of meals delivered must be reported to the institution at the end of the month.

Meals served **SHALL NOT** be claimed under any of the following programs on the reimbursement claim form (ED-103): National School Lunch Program, School Breakfast Program, Special Milk Program and/or After-School Snack Program.

Revenue from this agreement **SHALL** be considered income to the National School Lunch Program, School Breakfast Program, Special Milk Program and/or After-School Snack Program.

Allocation of U. S. Department of Agriculture (USDA) commodities for the National School Lunch Program does not include meals prepared for the Child and Adult Care Food Program.

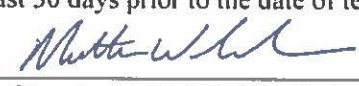
The Trumbull Board of Education agrees also to retain records for three years or until
Board of Education
the resolution of any outstanding audit findings and upon request, to make all accounts and records pertaining to the program available to representatives of the administering agency for audit or administrative review.

This agreement shall be effective from 8/31/2021 to 6/30/2022
Date Date

It may be terminated by notice in writing by either party at least 30 days prior to the date of termination.


Signature of Board of Education Official

Superintendent
Title
8/27/2021
Date


Signature of CACFP Institution Official

Principal
Title
8/25/21
Date

A copy of the signed agreement must be forwarded to the School Lunch Director and to the State Agency.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Dr. Semmel

Agenda Item – III-E

2021-2022 Enrollment Update

Dr. Semmel will present updated data related to student enrollment.

Recommendation:

Review and discuss.



Trumbull Board of Education
September 14, 2021

2021-22 Planning Updates: Student Enrollment

*Martin J. Semmel, Ed.D.
Superintendent*

Enrollment K-5: Booth Hill

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	83	5	
Grade 1	87	4	
Grade 2	84	4	
Grade 3	78	4	
Grade 4	90	4	
Grade 5	90	4	
TOTAL	512	25	

Class Size Guidelines

Kindergarten: 20 students / section

Grades 1-2: 22 students / section

Grades 3-5: 25 students / section

Enrollment K-5: Daniels Farm

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	78	4	
Grade 1	71	4	
Grade 2	84	4	
Grade 3	98	4	
Grade 4	76	4	
Grade 5	114	5	
TOTAL	521	25	

Class Size Guidelines

Kindergarten: 20 students / section

Grades 1-2: 22 students / section

Grades 3-5: 25 students / section

Enrollment K-5: Frenchtown

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	89	5	
Grade 1	92	5	
Grade 2	99	5	
Grade 3	72	4	
Grade 4	95	4	
Grade 5	85	4	
TOTAL	532	27	

Class Size Guidelines

Kindergarten: 20 students / section

Grades 1-2: 22 students / section

Grades 3-5: 25 students / section

Enrollment K-5: Jane Ryan

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	73	4	
Grade 1	73	4	
Grade 2	60	3	
Grade 3	93	4	
Grade 4	57	3	
Grade 5	79	4	
TOTAL	435	22	

Class Size Guidelines

Kindergarten: 20 students / section

Grades 1-2: 22 students / section

Grades 3-5: 25 students / section

Enrollment K-5: Middlebrook

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	83	5	
Grade 1	77	4	
Grade 2	95	5	
Grade 3	73	3	
Grade 4	97	4	
Grade 5	81	4	
TOTAL	506	25	

Class Size Guidelines

Kindergarten: 20 students / section

Grades 1-2: 22 students / section

Grades 3-5: 25 students / section

Enrollment K-5: Tashua

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	66	4	
Grade 1	52	3	
Grade 2	69	4	
Grade 3	83	4	
Grade 4	73	3	
Grade 5	68	3	
TOTAL	411	21	

Class Size Guidelines

Kindergarten: 20 students / section

Grades 1-2: 22 students / section

Grades 3-5: 25 students / section

Grades K-5: Summary

Grade	Enrolled students	Scheduled sections	Analysis
Kindergarten	472	27	
Grade 1	452	24	
Grade 2	491	25	
Grade 3	497	23	
Grade 4	488	22	
Grade 5	517	24	
TOTAL	2,917	145	

Grades K-5

Summary Year to Year

Grade	Enrolled 6/18/21	Enrolled 9/8/21	Current Net Gain/Loss
Booth Hill	497	512	15
Daniels Farm	519	521	2
Frenchtown	515	532	17
Jane Ryan	409	435	26
Middlebrook	501	506	5
Tashua	412	411	-1
TOTAL ELEMENTARY	2,853	2,917	64

Grades 6 - 12

Summary Year to Year

Grade	Enrolled 6/18/21	Enrolled 9/8/21	Current Net Gain/Loss
Hillcrest	749	740	-9
Madison	773	798	25
THS	2,182	2,193	11
TOTAL SECONDARY	3,704	3,731	27

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Dr. Semmel

Agenda Item – III-F

Trumbull School Reopening Plan Update

Dr. Semmel will update the Board of Education with information on the reopening of Trumbull Public Schools.

Recommendation:

Review

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education

Regular Meeting – September 14, 2021

Dr. Iwanicki

Agenda Item – III-G

Second Reading
Policies for Approval

Dr. Iwanicki will review with the Board two policies:
4111.1 Non-Discrimination in Employment and 0521
Non-Discrimination by the Policy Committee.

Recommendation:

Approval of the Policies

4111.1/Non-Discrimination in Employment

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: **4000**
CATEGORY: **Personnel – Certified and
Non-Certified**
POLICY CODE: **4111.1/Non-Discrimination in
Employment**

NON-DISCRIMINATION IN EMPLOYMENT

Policy Statement

The Trumbull Board of Education is an equal opportunity employer. The Trumbull Board of Education will not discriminate in its employment on the basis of race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, present or past history of mental disability, intellectual disability, learning disability or physical disability, including but not limited to, blindness), genetic information, status as a veteran, or any other basis prohibited by Connecticut State and/or Federal nondiscrimination laws. No qualified person shall be subjected to discrimination in employment under any program of the Trumbull Board of Education.

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

The Superintendent will continually evaluate employment policies and practices in terms of this policy and will report to the Board the results of such evaluation. When appropriate, the Superintendent will recommend any changes of policies and practices to eliminate the effects of any discrimination. In reviewing employment practices in terms of this policy, the Superintendent shall, as needed, call upon the advice and counsel of a Committee on Employment Policies.

The Board of Education shall establish regulations to ensure that the district recruit, employ, promote, and implement the hiring of qualified staff of diversity at all levels of employment. Recruitment methods include, but are not limited to: urban newspapers, national magazines, recruitment companies which specialize in minority educators, and the broadening and encouragement of internships to diverse groups of people.

The Superintendent will communicate the contents of this policy and its attendant regulations to employees and applicants for employment.

Adopted: 2/24/1976

4111.1/Non-Discrimination in Employment

Revised: 10/1979, 10/1981, 11/1988, 4/1993,
2/3/1998, 4/29/2003, 2/10/2004, 9/18/2007,
9/1/2015, 2/13/2018, 8/10/2021

References

- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
- Connecticut Public Act 21-2, “An Act Creating a Respectful and Open World for Natural Hair,” as of March 4, 2021
- Connecticut Public Act 17-127, “An Act Concerning Discriminatory Practices against Veterans . . . “
- Connecticut General Statutes §46a-60
- Trumbull Board of Education Policy Code 0521: Non-Discrimination
- Trumbull Board of Education Policy Code 4000.1: Affirmative Action

Regulations

1. The Assistant Superintendent has the responsibility for supervising this policy and regulations while all administrators and supervisors in the employ of the Board of Education have the responsibility for administering this policy and its regulations.
2. The Assistant Superintendent will be responsible for including in any printed materials used in the recruitment or application phases of the process of hiring new employees the statement that the Trumbull Board of Education is an Equal Opportunity Employer. He/she shall distribute such material without discrimination on the basis of race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, present or past history of mental disability, intellectual disability, learning disability or physical disability, including but not limited to, blindness), genetic information, status as a veteran, or any other basis prohibited by Connecticut State and/or Federal non-discrimination laws.
3. By means of newspaper ads and by posting in appropriate places in all buildings, the Superintendent will annually inform all employees and employee bargaining units about this policy, its attendant regulations, as well as the name, office address, and telephone number of the administrator responsible for administering this policy and its attendant regulations.
4. The Assistant Superintendent shall, as needed, appoint and chair a Committee on Employment Policies. This Committee shall be comprised of no more than five (5) members which shall as reasonably as possible be representative of all employee categories including, but not limited to, race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, (including but not limited to, present or past history of mental disability, intellectual disability, learning disability or physical disability, including but not limited to, blindness), genetic information, status as a veteran, or any other basis prohibited by Connecticut State and/or Federal non-discrimination laws. This committee shall review employment policies and practices in terms of this policy.
5. This Committee shall follow the established complaint procedures. The resolution of complaints is encouraged at the earliest stage.
6. Complaint Procedures
 - A. Employees shall discuss the complaint with their immediate supervisors with the hope of resolving the matter. Supervisors may seek assistance from other sources, including Central Office administration.
 - B. If the employee is not satisfied with the proposed resolution of the matter by his/her supervisor, the employee shall file, in writing, a discrimination complaint with the Assistant Superintendent. As much as practical under the circumstances, complaints will be maintained confidentially on a need-to-know basis. A complaint shall be acknowledged in writing within three (3) business days. It shall be investigated, and the

4111.1/Non-Discrimination in Employment

complainant informed of the findings and recommendations, within twenty (20) business days of receipt of the complaint. In the unusual circumstance when an investigation cannot be concluded within twenty (20) business days, it shall be concluded as soon as possible.

- C. If a complainant is not satisfied with the findings and/or recommendations, he/she may request, within ten (10) business days of the receipt of the decision of the Assistant Superintendent, a hearing before the Superintendent. Such request shall be in writing and shall state the reasons the complainant is not satisfied. The Superintendent shall meet with the complainant within ten (10) business days of receipt of the complaint and shall respond, in writing, within ten (10) business days of the hearing.
- D. A complainant may, if desired or if dissatisfied with action taken at the local level, report the grievance directly to the United States Department of Education Office of Civil Rights.
- E. At the conclusion of the investigation, all written complaints, investigating notes and other documents, other than any discipline dispensed, shall be maintained in a secure file, separate and apart from the personnel files of the parties involved.

Appendix

Title VI issues (Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin) can be reported to the Assistant Superintendent, who will serve as the District's Title VI coordinator, at (203) 452-4348, Trumbull Public Schools, 6254 Main Street, Trumbull, CT, 06611.

Title IX issues (Education Amendments of 1972 prohibits discrimination based on sex in education programs or activities) can be reported to the Assistant Superintendent, who will serve as the District's Title IX coordinator, at (203) 452-4348, Trumbull Public Schools, 6254 Main Street, Trumbull, CT, 06611.

United States Department of Education Office of Civil Rights
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Telephone: (617) 289-0111
Fax: (617) 289-0150
TTY: (800) 877-8339 E-mail:
OCR.Boston@ed.gov
<http://www.ed.gov/ocr>

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: 0000
CATEGORY: Purposes – Goals – Objectives
POLICY CODE: 0521/Non-Discrimination

NON-DISCRIMINATION

Policy Statement

The Trumbull Public Schools shall promote non-discrimination and an environment free of harassment based upon an individual's race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, blindness), genetic information, status as a veteran, or any other basis prohibited by Connecticut State and/or Federal non-discrimination laws. The District provides equal access to the Boy Scouts, Girl Scouts, and other designated youth groups.

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

In keeping with the requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment, and promotion of personnel; in educational opportunities and services provided to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relationships within the schools and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX, and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted in, or participated in an investigation, proceeding, or hearing. The ADA further prohibits anyone from coercing, intimidating, threatening, or interfering with an individual for exercising the rights guaranteed under the Act.

Adopted: 3/28/2017
Revised: 2/13/2018, 8/10/2021

References

- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
- Connecticut Public Act 17-127, “An Act Concerning Discriminatory Practices against Veterans . . . ”
- Connecticut Public Act 21-2, “An Act Creating a Respectful and Open World for Natural Hair,” as of March 4, 2021
- Trumbull Board of Education Policy Code 4000.1: Affirmative Action
- Trumbull Board of Education Policy Code 4111.1: Non-Discrimination in Employment
- Trumbull Board of Education Policy Code 4118.112: Sexual Harassment
- Trumbull Board of Education Policy Code 5131.4: Sexual Harassment of Students
- Trumbull Board of Education Policy Code 6121: Non-Discrimination in Instruction/Classroom
- Trumbull Board of Education Policy Code 6161.1: Selection of Instructional Material

TRUMBULL PUBLIC SCHOOLS

Policy Review- 2nd Reading

September 14, 2021

Susan Iwanicki, Ed.D

Assistant Superintendent

Public Act No. 21-2

Act Creating a Respectful and Open World for Natural Hair

This legislation makes it an illegal practice to (1) discriminate based on a person's hair texture and protective hairstyle in employment, public accommodations, housing, credit practices, union membership, and state agency practices or (2) deprive any person of any rights secured or protected by the Connecticut Constitution or the United States Constitution.

It does so by specifying that the term "race" includes ethnic traits historically associated with race, including hair texture and protective hairstyles. Under the Act "protective hairstyles" include wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.

It adds this protection to those afforded under the existing human rights law under the jurisdiction of the Commission on Human Rights and Opportunities (CHRO). CHRO has the authority to investigate complaints of discriminatory practices. The Act also applies to the laws that govern the awarding of agency, municipal public works, and quasi-public agency project contracts. This Act became effective upon passage. It was signed into law on March 4, 2021.

Committee Discussion

- Has implications for both non-discrimination of employees, but of students as well
- Committee review revealed a past practice to edit both non-discrimination policies
- 4111.1/Non-Discrimination in Employment and 0521/Non-Discrimination

Suggested Language to Add to Policies

- “Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.”
- Also add to statute references and updated revision date.
- Would be added to both 4111.1/Non-Discrimination in Employment and 0521/Non-Discrimination

Board Discussion and Questions



Thank you!

Visual Credits

Presentation template by [Slidesgo](#)

Icons by [Flaticon](#)

Images & infographics by [Freepik](#)

Author introduction slide photo created by **katemangostar** - Freepik.com

Big image slide photo created by **jcomp** - Freepik.com

Text & Image slide photo created by **rawpixel.com** - Freepik.com

Text & Image slide photo created by **Freepik**

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education

Regular Meeting – September 14, 2021

Dr. Iwanicki

Agenda Item – III-H

TPS Teacher and Administration Evaluation Plans
Based on CSDE Flexibilities Update

Dr. Iwanicki will update the Board on the Evaluation Plans for Teachers and Administration based on the Flexibilities of CSDE for 2021-2022.

Recommendation:

Review, Approve, and Discuss

TRUMBULL PUBLIC SCHOOLS

Teacher & Administrator Evaluation 2021-2022

September 14, 2021

Susan Iwanicki, Ed.D

Assistant Superintendent

New State Flexibilities Model

- Follows same format as last year's state guidance
- Asks this year for both teachers and administrators to have a Summative Rating
- The percentages follow what TPS has used historically in both our Teacher & Administrator Evaluation Plans

TEVAL- 3 Adjustments

(1) Goals and IAGD objectives for this year should focus on supporting social and emotional learning and the overall well-being of staff and students, equitable learning opportunities for all students, culturally responsive teaching and learning practices, academic achievement, and engagement with families. There should be at least one student learning goal and at least two indicators of accomplishment.

(2) All tenured teachers will participate in two informal observations and one review of practice.

(3) Because of the adjustment directly above, the typical three-year cycle for tenured teachers will continue to be paused this year. Thus, a teacher on Year 2 of the cycle in 2019-20 will go to Year 3 of the cycle in 2022-23.

NOTES:

- © There are no observation adjustments for non-tenured teachers. As usual, non-tenured teachers will have a minimum of **three formal observations** over the course of the year.
- © Summative ratings will be in place for all teachers this year as stated in both Flexibilities Model 2021-2022 and the TPS Teacher Supervision, Evaluation, Professional Learning Plan (TEVAL)

Admin EVAL

(1) Goals and IAGD objectives for this year should focus on supporting the health, safety, and social and emotional well-being, of staff and students, ensuring equity for the most vulnerable of our students and their families, mastery-based learning, or developing systematic approaches to incorporating social and emotional practices and/or culturally responsive practices into the teaching and learning process. There should be at least two student learning goal and at least two indicators of accomplishment for each goal.

(2) All tenured administrators will participate in two school site observations and two artifact reviews.

- © There are no observation adjustments for non-tenured administrators. As usual, non-tenured administrators will have a minimum of **four school site observations** over the course of the year.
- © Summative ratings will be in place this year for all administrators as stated in both Flexibilities Model 2021-2022 and the TPS Administrator Supervision, Evaluation, Professional Learning Plan.

Board Discussion and Questions



Thank you!

Visual Credits

Presentation template by [Slidesgo](#)

Icons by [Flaticon](#)

Images & infographics by [Freepik](#)

Author introduction slide photo created by **katemangostar** - Freepik.com

Big image slide photo created by **jcomp** - Freepik.com

Text & Image slide photo created by **rawpixel.com** - Freepik.com

Text & Image slide photo created by **Freepik**

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Dr. Iwanicki

Agenda Item – III-I

Professional Learning Update

Dr. Iwanicki will update the Board on the Professional Learning that took place during the month of August 2021.

Recommendation:

Review and Discuss

TRUMBULL PUBLIC SCHOOLS

TPS August Professional Learning Update

September 14, 2021
Susan Iwanicki, Ed.D
Assistant Superintendent

3-day Schedule

Collaboratively Created

- Committee formed this summer of administration and teacher leaders
- Considered goals by district and school as well as new curriculum
- Instructional and academic needs as a result of COVID
- Areas that would support school and district culture moving forward

Elementary Focus

- Goal setting, teaching and learning with new curriculum
- Navigating new Math, social studies, and science curriculum
- Reviewing curriculum, pacing, and planning strategies for implementation
- Making resources accessible for teachers
- Continuing to support students with positive psychology and PBIS
- Using and discussing assessments K-5, iReady
- Supporting the whole child with specialized services (PPS/EL)

Middle School Focus

- Goal setting across departments
- Pacing, using and discussing progress monitoring and assessments by subject
- Strategic use of iReady
- Examining whole school data
- Supporting the whole child with specialized services (PPS/EL)
- Continuing to support students with positive psychology and PBIS

High School Focus

- Exploring High Leverage Strategies & goal setting across departments
- Discussing effective instructional strategies for standards and planning implementation
- Prioritizing learning standard(s) and use of assured formative and/or summative assessments- department to bring to 1st PLC meeting
- Addressing students not making progress
- Continuing to support students with positive psychology
- Supporting the whole child with specialized services (PPS/EL)

Other Highlights

- Dr. Rickler - School Avoidance
- All staff included in Convocation; reordering of days
 - Paraprofessional and Teacher of the Year
 - Faculty Musical Performance
- Balanced School based and District led time
- More communication across schools about agenda

Feedback from Teachers

- “It was beneficial to learn about the new curriculums being implemented. It allowed our grade levels time to review resources.” – Elementary teacher
- “I appreciated the time to analyze data, discuss instructional needs with colleagues, changes to best practices for this school year.” – Middle School Teacher
- “Working with our department to create common assessments was excellent.” – THS Teacher
- “The department sessions that focused us on the grade level assessment we helpful. Hopefully, this will lead to the development of a department goal for our teacher goal setting.” – THS Teacher

More Feedback from Teachers

- “I would have liked more time in my classroom on the third day.”
– Elementary teacher
- “I would like more online professional development so I can go back and review concepts if needed.”
– Middle School Teacher
- “Keep valuing teacher mental health in professional development days.”
– THS Teacher

Board Discussion and Questions

9



Thank you!

Visual Credits

Presentation template by [Slidesgo](#)

Icons by [Flaticon](#)

Images & infographics by [Freepik](#)

Author introduction slide photo created by **katemangostar** - Freepik.com

Big image slide photo created by **jcomp** - Freepik.com

Text & Image slide photo created by **rawpixel.com** - Freepik.com

Text & Image slide photo created by **Freepik**

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Mr. Paul Hendrickson

Agenda Item – III-J

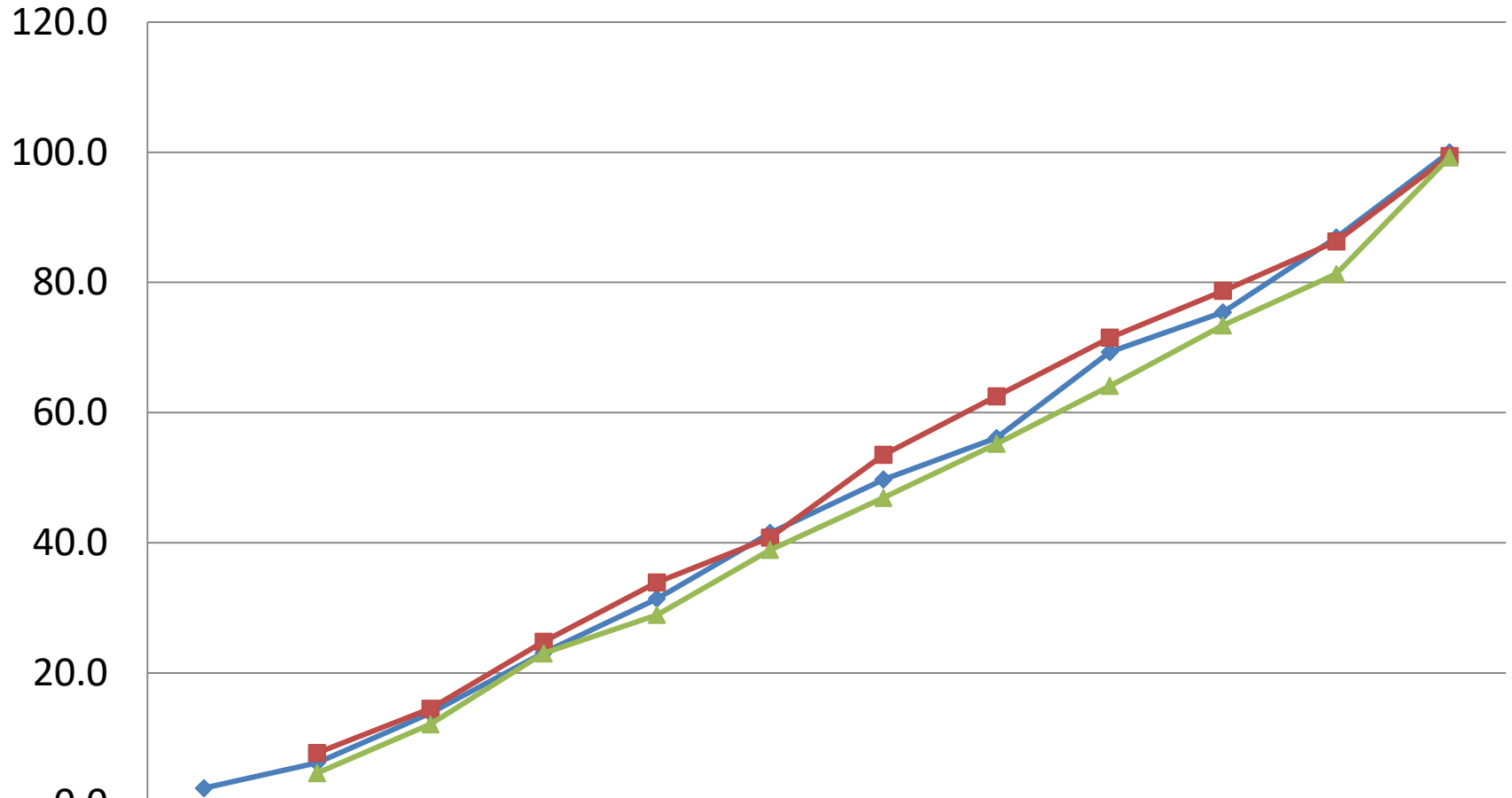
Finance Committee Report

- Mr. Hendrickson will review the yearend financials which will include the items below:
- End of Year transfers
- Non-Lapsing Account
- Food Services transfer
- Mr. Hendrickson will also present the Educational Specifications for the Middlebrook Elementary School Roof Replacement Project.

Recommendations:

- **Motions:**
- Move that the Board of Education approve the yearend financial report including the yearend transfers as presented.
- Move that the Board of Education request that the Board of Finance place the yearend financial surplus of \$901,412.97 in the non-lapsing account.
- Move that the Board of Education approve the transfer of \$500,000 from the Food Services' cash account to the "Due to Town" account.
- Move that the Board of Education approve the Education Specifications for the Middlebrook Elementary School Roof Replacement Project as presented.

Cumulative Total Board of Education Budget % By Month



	J	A	S	O	N	D	J	F	M	A	M	J
2018-19	2.3	6.2	13.8	23.1	31.4	41.5	49.7	56.1	69.3	75.4	86.9	100.0
2019-20		7.7	14.5	24.8	33.9	40.8	53.5	62.5	71.5	78.7	86.3	99.4
2020-21		4.6	12.1	23.0	28.9	38.9	46.9	55.2	64.1	73.4	81.3	99.2

Trumbull B.O.E. as of June 30, 2021

ACCOUNT DESCRIPTION	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
001 BOE GENERAL FUND	109,025,882	108,124,469	-	901,413	97
009 TOWN ACCOUNTS FUND	1,399,881	1,133,600	-	266,281	88
200 GRANTS FUND	5,826,486	4,772,130	-	1,054,356	82
205 SPECIAL REVENUE FUND	101,970	1,158,433	-	(1,056,464)	1,086
210 SCHOOL LUNCH FUND	-	2,442,533	-	(2,442,533)	100
300 SCHOLARSHIP FUND	-	6,000	-	(6,000)	100
Grand Total	116,354,219	117,637,166	-	(1,282,948)	99

EDUCATIONAL SPECIFICATIONS
ROOF REPLACEMENT PROJECT
MIDDLEBROOK ELEMENTARY SCHOOL
220 Middlebrooks Ave., Trumbull, CT 06606

September 10, 2021

1. PROJECT RATIONALE

The long-range plan for the Middlebrook Elementary School in Trumbull, CT calls for a complete replacement of all the roof areas at the school. The overall roof area is approximately 57,000 square feet. The current roofing systems being replaced is over 20 years old and includes a four-ply graveled surfaced built-up asphalt roof over a layer of 1" to 2" perlite insulation which is over a layer of 1.5" phenolic insulation and approximately 50% is over metal deck and 50% over concrete deck. There is a small portion of the roof that is approximately 4,400 square feet that was more recently replaced and currently consists of adhered EPDM over 1.5" ISO insulation over a metal deck. There is also another small area that is approximately 1,500 square feet with asphalt shingles. Based on the age of the overall roofing system, the roof has exceeded its life expectancy and a full replacement is required at this time.

2. LONG-RANGE PLAN

The long-range plan for the school facilities in Trumbull, CT calls for provision of a safe and appropriate learning environment. In order to maintain this environment, it is necessary for the Trumbull Public Schools to replace the roof at the Middlebrook Elementary School. The Trumbull Public Schools Facilities Department intends on establishing a maintenance plan which will include regularly scheduled inspections.

The Trumbull Public Schools plans to continue to utilize the Middlebrook Elementary School in its current capacity, and with appropriate maintenance, as an elementary school for at least the next twenty years.

3. **THE PROJECT**

The Trumbull Public Schools proposes the following components for its roof replacement project:

- Remove all roofing materials down to the structural deck and dispose of all materials in appropriate manner. Tests have indicated that there are no asbestos containing materials.
- Replacing or repairing any excessively damaged metal roof deck or concrete roof deck.
- Replace any rotted wood blocking.
- Install new insulation to comply with current energy codes and to provide a minimum of ¼” per foot slope.
- Raise all rooftop equipment and plumbing vents as required for new increased insulation.
- Raise all through-wall flashing and masonry weep holes as require for new increased insulation.
- Install new roofing system which will be a 60 mil fully adhered EPDM roof on majority of building with asphalt shingles on small 1,500 SF roof area.
- Replace existing gutters and downspouts where applicable.
- Replace all existing roof drains and provide overflow drains and/or scuppers.
- Install new metal fascia as required to match heights of new insulation.

Current space: The Middlebrook Elementary School includes the following instructional and support spaces: general classrooms, kindergartens, library/media center, computer lab, gymnasium, music room, art room, special education classrooms, special education resource rooms, cafeteria, nurse’s office, kitchen, conference rooms, school administration’s offices, custodial services, storage, and boiler room.

Construction: No major construction will impact any of these spaces. Limited ceiling areas will be removed and replaced as required to install new piping for new overflow drains.

Final space: See *Current space* above.

FF&E: None.

4. **BUILDING SYSTEMS**

Security: Not applicable.

Public Address: Not applicable.

Technology: Not applicable.

Phone System: Not applicable.

Clocks: Not applicable.

5. **INTERIOR BUILDING ENVIRONMENT**

Acoustics: Not Applicable.

Lighting: Not Applicable.

HVAC: Roof-top units will be raised and re-set as required for new increased insulation during the roof replacement.

Plumbing: Roof drains will be replaced and new overflow drains will be installed with new piping as required.

Windows/Doors: Not applicable.

6. **SITE DEVELOPMENT**

Site Acquisition:	Not applicable.
Parking:	Not applicable.
Drives:	Not applicable.
Walkways:	Not applicable.
Outdoor Athletic Facilities:	Not applicable.
Landscaping:	Not applicable.
Site Improvements:	Not applicable.

7. **CONSTRUCTION BONUS REQUESTS**

The Middlebrook Elementary School does house some of the special programs eligible for a school construction bonus.

School Readiness:	C.G.S. 10-285a(e)--Not applicable.
Lighthouse Schools:	C.G.S. 10-285a(f)--Not applicable.
CHOICE:	C.G.S. 10-285a(g), as amended--Applicable.
-Open Choice:	C.G.S. 10-285a(g), as amended--Applicable
Full-day Kindergarten:	C.G.S. 10-285a(h)--Applicable.
Reduced Class Size:	C.G.S. 10-285a(h)--Not applicable.
Regional Vo-Ag Center:	C.G.S. 10-65--Not applicable.
Interdistrict Magnet School:	C.G.S. 10-264h--Not applicable.
Interdistrict Cooperative School:	C.G.S. 10-158a--Not applicable.
Regional Special Education Center:	C.G.S. 10-76e--Not applicable.

8. **COMMUNITY USES**

The Middlebrook Elementary School is designed to facilitate activities during the school hours, before and after school hours, and throughout the calendar year including the following:

- Adult Education may be offered in the evenings
- YMCA day care services may be provided before and after school
- PTO may use the media center and conference rooms for meetings before and after school; as well, note that they have an office and storage space within the building
- The Recreation Department may use the gymnasium for activities evenings when it is not being used by the students
- Voting may take place in the gymnasium before, during, and after school for various town elections and referendums
- Summer Enrichment Programs may be held here
- Neighborhood and City-wide Community Meetings may take place in the evenings
- Boy and Girl Scout programs may be run here after school as well as several other youth clubs
- Community Choral performances and productions may take place during summer evenings at the school

Trumbull Board of Education Expense vs Budget Summary
Report for the Period Ended 6/30/2021

<u>Object Description</u>	<u>Code</u>	<u>Revised</u>	<u>Expended</u>	<u>Committed/ Estimates</u>	<u>Available/ (Over)</u>	<u>% Spent or Committed</u>
<u>Salaries</u>	<u>100</u>					
Admin/Supervisors		\$4,494,640	\$4,355,958	(\$0)	\$138,682	97%
Teachers		\$51,860,340	\$52,072,072	\$0	(\$211,732)	100%
Custodians/Maintenance		\$3,719,323	\$3,662,721	\$0	\$56,602	98%
Tech Support		\$485,788	\$482,285	\$0	\$3,503	99%
Admin Support		\$2,669,611	\$2,715,029	\$0	(\$45,418)	102%
Paras & Aides		\$4,596,115	\$3,840,839	(\$0)	\$755,276	84%
Substitutes		\$1,305,000	\$945,520	(\$0)	\$359,480	72%
Coaches & Advisors		\$617,761	\$646,082	\$0	(\$28,321)	105%
Salaries Other		\$1,508,109	\$1,329,937	(\$0)	\$178,172	88%
Misc Salary Items		\$1,589,125	\$1,542,286	\$0	\$46,839	97%
Salaries Total		\$72,845,812	\$71,592,730	\$0	\$1,253,082	98%
<u>Benefits</u>	<u>200</u>					
Health Insurance		\$15,134,198	\$15,368,026	\$0	(\$233,828)	102%
FICA		\$1,727,214	\$1,735,472	(\$0)	(\$8,258)	100%
Other Insurance		\$352,175	\$314,049	\$0	\$38,126	89%
Unemployment		\$162,128	\$72,128	\$0	\$90,000	44%
Benefits Other		\$217,000	\$186,511	\$0	\$30,489	86%
Benefits Total		\$17,592,715	\$17,676,186	\$0	(\$83,471)	100%
<u>Services-Prof & Technical</u>	<u>300</u>					
Legal		\$299,000	\$186,412	(\$0)	\$112,588	62%
Service Contracts		\$474,080	\$360,442	(\$0)	\$113,638	76%
Consultants		\$415,500	\$442,551	\$0	(\$27,051)	107%
Other Prof Services		\$456,192	\$413,171	\$0	\$43,021	91%
Services-Prof & Technical Total		\$1,644,772	\$1,402,577	(\$0)	\$242,195	85%
<u>Services-Property</u>	<u>400</u>					
Utilities		\$1,285,000	\$1,167,619	(\$0)	\$117,381	91%
Repairs & Svc Fees		\$382,200	\$267,250	\$0	\$114,950	70%
Copiers		\$255,000	\$254,912	(\$0)	\$88	100%
Other Purch'd Property Svcs		\$104,000	\$96,675	\$0	\$7,325	93%
Services-Property Total		\$2,026,200	\$1,786,456	(\$0)	\$239,744	88%
<u>Services-Purchased Other</u>	<u>500</u>					
Transportation		\$5,049,988	\$4,315,755	(\$0)	\$734,233	85%
Communications		\$268,000	\$287,750	(\$0)	(\$19,750)	107%
Postage		\$40,000	\$25,227	\$0	\$14,773	63%
Advertising		\$1,700	\$1,307	\$0	\$393	77%
Interns		\$296,400	\$251,450	\$0	\$44,950	85%
Tuition		\$4,529,505	\$4,847,790	(\$0)	(\$318,285)	107%
Printing		\$13,200	\$9,360	\$0	\$3,840	71%
Other Purch'd Svcs		\$303,672	\$225,845	\$0	\$77,827	74%
Services-Purch'd Other Total		\$10,502,465	\$9,964,484	(\$0)	\$537,981	95%
<u>Supplies</u>	<u>600</u>					
Supplies-Teaching		\$632,970	\$649,224	\$0	(\$16,254)	103%
Supplies-Office		\$115,150	\$78,995	(\$0)	\$36,155	69%
Supplies-Custodial		\$198,000	\$183,848	\$0	\$14,152	93%
Supplies-Maintenance		\$297,500	\$314,800	\$0	(\$17,300)	106%
Text & Workbooks		\$379,815	\$543,854	\$0	(\$164,039)	143%
Subscriptions		\$307,780	\$304,303	\$0	\$3,477	99%

Trumbull Board of Education Expense vs Budget Summary
Report for the Period Ended 6/30/2021

<u>Object Description</u>	<u>Code</u>	<u>Revised</u>	<u>Expended</u>	<u>Committed/ Estimates</u>	<u>Available/ (Over)</u>	<u>% Spent or Committed</u>
Testing Materials		\$120,600	\$160,728	\$0	(\$40,128)	133%
Books & A/V		\$5,000	\$27,263	(\$0)	(\$22,263)	545%
Software		\$231,000	\$231,300	(\$0)	(\$300)	100%
Energy		\$405,000	\$432,533	(\$0)	(\$27,533)	107%
Other Supplies		\$36,985	\$38,136	\$0	(\$1,151)	103%
Supplies	Total	\$2,729,800	\$2,964,984	(\$0)	(\$235,184)	109%
<u>Property</u>	<u>700</u>					
Office Equipment		\$0	\$0	\$0	\$0	#DIV/0!
Office Furniture		\$0	\$2,865	\$0	(\$2,865)	#DIV/0!
Classroom Equipment		\$851,804	\$979,415	(\$0)	(\$127,611)	115%
Classroom Furniture		\$1,200	\$1,823	\$0	(\$623)	152%
Bldg Equipment		\$68,947	\$35,424	(\$0)	\$33,523	51%
Bldg Improvements		\$544,000	\$373,524	(\$0)	\$170,476	69%
Other Equipment		\$9,500	\$0	\$0	\$9,500	0%
Property	Total	\$1,475,451	\$1,393,052	(\$0)	\$82,399	94%
<u>Other Objects</u>	<u>800</u>					
Dues, Fees and Memberships		\$206,667	\$1,343,544	(\$0)	(\$1,136,877)	650%
Other Objects		\$2,000	\$456	\$0	\$1,544	23%
Other Objects	Total	\$208,667	\$1,344,001	(\$0)	(\$1,135,334)	644%
<u>Miscellaneous</u>	<u>900</u>					
Other-Ant Surpl/Excess Cst		\$0	\$0	\$0	\$0	#DIV/0!
Miscellaneous	Total	\$0	\$0	\$0	\$0	#DIV/0!
COVID Total		0	\$900,914	\$0	(\$900,914)	#DIV/0!
Report Total less COVID		\$109,025,882	\$107,223,555	\$0	\$1,802,327	98%
Munis Report Total		\$109,025,882	\$108,124,469	\$0	\$901,413	99%

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
Salaries							
Admin/Supervisors							
01902320-51115	Super-Admin-Superintendent	\$223,147	\$0	\$223,147	\$250,959	\$0	(\$27,812)
01402320-51114	Asst Super-Admin-Asst Superintendent	\$0	\$0	\$0	\$3,966	\$0	(\$3,966)
01922530-51125	Asst Super-Dir Digital Learning	\$150,767	\$0	\$150,767	\$150,767	\$0	\$0
01412210-51114	Curr Dir-Admin-Director	\$339,319	\$0	\$339,319	\$203,741	(\$0)	\$135,578
01882700-51125	Trans-Admin-Manager	\$65,137	\$0	\$65,137	\$69,401	\$0	(\$4,264)
01912520-51113	Bus Off-Admin-Business Administrator	\$165,134	\$0	\$165,134	\$153,332	\$0	\$11,802
01912520-51129	Bus Off-Admin-Acctg Manager	\$82,127	\$0	\$82,127	\$85,182	\$0	(\$3,055)
01422520-51125	Tech-Admin-Manager	\$132,575	\$0	\$132,575	\$132,575	(\$0)	(\$0)
01822230-51125	Facilities-Admin-Director/Managers	\$112,997	\$0	\$112,997	\$112,997	(\$0)	(\$0)
01822230-51141	Facilities-Admin-Manager OT	\$0	\$0	\$0	\$0	\$0	\$0
01011200-51114	PPS-Admin-Director/Coordinator	\$338,749	\$0	\$338,749	\$278,569	(\$0)	\$60,180
01011000-51113	TECEC-Admin-Admin Salaries	\$119,019	\$0	\$119,019	\$119,019	(\$0)	\$0
01512400-51113	BHES-Admin-Principal	\$174,967	\$0	\$174,967	\$174,967	\$0	\$0
01522400-51113	FTES-Admin-Principal/Asst Principal	\$174,967	\$0	\$174,967	\$174,967	\$0	\$0
01532400-51113	DFES-Admin-Principl	\$174,967	\$0	\$174,967	\$174,967	\$0	\$0
01542400-51113	MBES-Admin-Principal	\$174,967	\$0	\$174,967	\$178,332	\$0	(\$3,365)
01552400-51113	JRES-Admin-Principal	\$174,967	\$0	\$174,967	\$191,585	\$0	(\$16,618)
01582400-51113	TSES-Admin-Principal	\$174,967	\$0	\$174,967	\$174,967	\$0	\$0
01412210-51113	D/W-Elem Asst Principal	\$0	\$0	\$0	\$0	\$0	\$0
01612400-51113	HMS-Admin-Principal/Asst Principal	\$324,902	\$0	\$324,902	\$324,902	\$0	\$0
01622400-51113	MMS-Admin-Principal/Asst Principal	\$336,632	\$0	\$336,632	\$336,632	(\$0)	\$0
01711006-51114	THS-Ag Science-Director	\$50,000	\$0	\$50,000	\$74,998	\$0	(\$24,998)
01712400-51113	THS-Admin-Principals	\$842,668	\$0	\$842,668	\$827,468	(\$0)	\$15,200
01711019-51114	Sports-Sports General-Director	\$161,665	\$0	\$161,665	\$161,665	\$0	\$0
01741200-51113	Continuing Ed-Admin-Administrator	\$0	\$0	\$0	\$0	\$0	\$0
	Admin/Supervisors Total	\$4,494,640	\$0	\$4,494,640	\$4,355,958	(\$0)	\$138,682
Teachers							
01802320-51119	Super-Personnel-Teacher Xtra Time	\$0	\$0	\$0	\$5,166	\$0	(\$5,166)
01402320-51116	Asst Super-Admin-Teacher Stipends	\$0	\$0	\$0	\$0	\$0	\$0
01402320-51118	Asst Super-L/W-Prof Devt Prep	\$0	\$0	\$0	\$0	\$0	\$0
01402320-51200	Asst Super-Admin-Teacher Mentors	\$4,000	\$0	\$4,000	\$3,264	\$0	\$736
01402210-51110	Curr Dir-D/W-ELL Teachers	\$464,335	\$0	\$464,335	\$530,989	(\$0)	(\$66,654)
01411250-51110	Curr Dir-D/W-TAG Teachers	\$112,786	\$0	\$112,786	\$112,786	\$0	\$0
01412210-51111	Curr Dir-D/W-Program Leaders	\$344,826	\$0	\$344,826	\$372,816	(\$0)	(\$27,990)
01412210-51117	Curr Dir-D/W-Teacher Training	\$50,000	\$0	\$50,000	\$10,487	\$0	\$39,513
01412210-51118	Curr Dir-D/W-Prof Devt Prep	\$30,000	\$0	\$30,000	\$34,488	\$0	(\$4,488)
01412210-51119	Curr Dir-Admin-Curriculum Writing	\$50,000	\$0	\$50,000	\$39,113	\$0	\$10,887
01912520-51196	D/W-Admin-Retirement/LOA Savings	\$30,000	\$0	\$30,000	\$0	\$0	\$30,000
01912520-51197	D/W-Admin-Degree Changes	\$164,234	\$0	\$164,234	\$0	\$0	\$164,234
01011200-51118	PPS-L/W-Curriculum Writing	\$2,460,615	(\$215,000)	\$2,245,615	\$0	\$0	\$2,245,615
01011200-51119	PPS-L/W-Teacher Xtra Time	\$24,000	\$0	\$24,000	\$23,932	\$0	\$68
01021201-51119	PPS-After School-Teacher Salaries	\$205,407	\$0	\$205,407	\$0	\$0	\$205,407
01062140-51111	PPS-L/W-Psychologists	\$1,798,929	\$0	\$1,798,929	\$1,717,454	\$0	\$81,475
01072110-51111	PPS-L/W-Social Workers	\$998,443	\$0	\$998,443	\$1,254,179	\$0	(\$255,736)
01082150-51111	PPS-L/W-Speech & Language	\$1,120,783	\$0	\$1,120,783	\$1,247,969	\$0	(\$127,186)
01161200-51110	PPS-SPED-Elementary Teachers	\$1,757,089	\$0	\$1,757,089	\$1,589,699	\$0	\$167,390
01231200-51110	PPS-SPED-Middle School Teachers	\$1,135,017	\$0	\$1,135,017	\$1,221,053	(\$0)	(\$86,036)
01331200-51110	PPS-SPED-THS Teachers	\$1,753,731	\$0	\$1,753,731	\$1,977,187	\$0	(\$223,456)
01371200-51118	PPS-ESY-Teacher salaries	\$0	\$0	\$0	\$190,070	\$0	(\$190,070)
01011000-51110	TECEC-Classroom-Teachers	\$644,298	\$0	\$644,298	\$644,297	\$0	\$1
01121200-51111	TECEC-Classroom-Specialists	\$85,316	\$0	\$85,316	\$144,347	(\$0)	(\$59,031)
01511001-51110	BHES-Classroom-Teachers	\$1,928,107	\$0	\$1,928,107	\$2,228,681	\$0	(\$300,574)
01511002-51110	BHES-Classroom-Specialists	\$324,452	\$0	\$324,452	\$381,612	(\$0)	(\$57,160)
01512220-51110	BHES Library-Teachers-Salaries	\$90,430	\$0	\$90,430	\$90,430	(\$0)	(\$0)
01521001-51110	FTES-Classroom-Teachers	\$2,083,459	\$0	\$2,083,459	\$2,380,927	\$0	(\$297,468)
01521002-51110	FTES-Classroom-Specialists	\$832,276	\$0	\$832,276	\$738,258	\$0	\$94,018
01522220-51110	FTES Library-Teachers-Salaries	\$98,231	\$0	\$98,231	\$98,231	\$0	(\$0)
01531001-51110	DFES-Classroom-Teachers	\$1,817,232	\$0	\$1,817,232	\$2,456,303	\$0	(\$639,071)
01531002-51110	DFES-Classroom-Specialists	\$576,758	\$0	\$576,758	\$537,858	\$0	\$38,900
01532220-51110	DFES Library-Teachers-Salaries	\$77,782	\$0	\$77,782	\$77,782	\$0	(\$0)
01541001-51110	MBES-Classroom-Teachers	\$2,158,404	\$0	\$2,158,404	\$2,366,843	(\$0)	(\$208,439)
01541002-51110	MBES-Classroom-Specialists	\$542,928	\$0	\$542,928	\$641,627	(\$0)	(\$98,699)
01542220-51110	MBES Library-Teachers-Salaries	\$112,786	\$0	\$112,786	\$112,786	\$0	\$0
01551001-51110	JRES-Classroom-Teachers	\$1,881,158	\$0	\$1,881,158	\$1,951,478	(\$0)	(\$70,320)
01551002-51110	JRES-Classroom-Specialists	\$412,296	\$0	\$412,296	\$467,235	(\$0)	(\$54,939)

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
01552220-51110	JRES Library-Teachers-Salaries	\$112,786	\$0	\$112,786	\$112,786	\$0	\$0
01581001-51110	TES-Classroom-Teachers	\$1,832,900	\$0	\$1,832,900	\$1,755,619	(\$0)	\$77,281
01581002-51110	TES-Classroom-Specialists	\$540,109	\$0	\$540,109	\$410,083	(\$0)	\$130,026
01582220-51110	TES Library-Teachers-Salaries	\$0	\$0	\$0	\$85,274	\$0	(\$85,274)
01611001-51110	HMS-Classroom-Teacher Salaries	\$3,397,957	\$0	\$3,397,957	\$3,629,947	\$0	(\$231,990)
01611016-51110	HMS-Music-Teacher Salaries	\$329,509	\$0	\$329,509	\$331,648	(\$0)	(\$2,139)
01611019-51110	HMS-PE/Health-Teacher Salaries	\$379,668	\$0	\$379,668	\$381,249	\$0	(\$1,581)
01612120-51110	HMS-Guidance-Teacher Salaries	\$266,290	\$0	\$266,290	\$279,214	\$0	(\$12,924)
01612220-51110	HMS-Library-Teacher Salaries	\$95,899	\$0	\$95,899	\$95,899	\$0	\$0
01612400-51110	HMS-Admin-Teacher Xtra days	\$0	\$0	\$0	\$0	\$0	\$0
01621001-51110	MMS-Classroom-Teacher Salaries	\$4,053,035	\$0	\$4,053,035	\$4,098,731	(\$0)	(\$45,696)
01621016-51110	MMS-Music-Teacher Salaries	\$306,105	\$0	\$306,105	\$308,244	\$0	(\$2,139)
01621019-51110	MMS-PE/Health-Teacher Salaries	\$387,100	\$0	\$387,100	\$391,912	\$0	(\$4,812)
01622120-51110	MMS-Guidance-Teacher Salaries	\$280,901	\$0	\$280,901	\$293,825	\$0	(\$12,924)
01622220-51110	MMS-Library-Teacher Salaries	\$98,757	\$0	\$98,757	\$98,757	\$0	(\$0)
01622400-51110	MMS-Admin-Teacher Xtra days	\$0	\$0	\$0	\$2,292	\$0	(\$2,292)
01711001-51110	THS-Classroom-Teacher Salaries	\$10,503,485	\$0	\$10,503,485	\$10,743,315	\$0	(\$239,830)
01711003-51110	THS-Admin-Detention Duty	\$0	\$0	\$0	\$0	\$0	\$0
01711006-51110	THS-Ag Science-Teachers Salaries	\$529,101	\$0	\$529,101	\$576,636	\$0	(\$47,535)
01711016-51110	THS-Music-Teacher Salaries	\$251,383	\$0	\$251,383	\$300,099	(\$0)	(\$48,716)
01711019-51110	THS-PE/Health-Teacher Salaries	\$682,026	\$0	\$682,026	\$771,232	\$0	(\$89,206)
01711022-51110	THS-Alternate School-Teachers Salaries	\$259,874	\$0	\$259,874	\$386,375	(\$0)	(\$126,501)
01711028-51110	THS-Admin-Teacher Xtra Tme	\$212,608	\$0	\$212,608	\$0	\$0	\$212,608
01712120-51110	THS-Guidance-Teacher Salaries	\$1,217,659	\$0	\$1,217,659	\$1,286,779	(\$0)	(\$69,120)
01712220-51110	THS-Library-Teacher Salaries	\$168,080	\$0	\$168,080	\$82,806	\$0	\$85,274
	Teachers Total	\$52,075,340	(\$215,000)	\$51,860,340	\$52,072,072	\$0	(\$211,732)

Custodians/Maintenance

01842610-51140	Facilities-Custodial-Salaries	\$2,730,899	\$0	\$2,730,899	\$2,728,068	\$0	\$2,831
01842610-51141	Facilities-Custodial-Custodial OT	\$54,273	\$0	\$54,273	\$82,224	\$0	(\$27,951)
01842610-51142	Facilities-Custodial-School OT	\$88,811	\$0	\$88,811	\$30,370	\$0	\$58,441
01842610-51143	Facilities-Snow Removal-Salaries	\$20,723	\$0	\$20,723	\$17,465	\$0	\$3,258
01842610-51145	Facilities-Custodial- Custodial Support	\$5,921	\$0	\$5,921	\$6,802	\$0	(\$881)
01842610-51149	Facilities-Custodial-Custodial Night Diff	\$9,868	\$0	\$9,868	\$6,917	\$0	\$2,951
01852620-51140	Facilities-Maintenance-Salaries	\$740,938	\$0	\$740,938	\$762,040	(\$0)	(\$21,102)
01852620-51141	Facilities-Maintenance-Maint OT	\$41,445	\$0	\$41,445	\$15,229	\$0	\$26,216
01852620-51142	Facilities-Maintenance-Security Checks	\$0	\$0	\$0	\$0	\$0	\$0
01852620-51145	Facilities-Maintenance-Summer Help	\$26,445	\$0	\$26,445	\$13,605	\$0	\$12,840
	Custodians/Maintenance Total	\$3,719,323	\$0	\$3,719,323	\$3,662,721	\$0	\$56,602

Tech Support

01422220-51124	Tech-Dist A/V/Ch 17-Technician	\$0	\$0	\$0	\$0	\$0	\$0
01422520-51129	Tech-Admin-Other Technical	\$479,788	\$0	\$479,788	\$456,910	\$0	\$22,878
01422520-51141	Tech-Admin-Xtra Time/Help	\$6,000	\$0	\$6,000	\$25,375	\$0	(\$19,375)
	Tech Support Total	\$485,788	\$0	\$485,788	\$482,285	\$0	\$3,503

Administrative Support

01802320-51115	Super-Personnel-Support Staff	\$162,520	\$0	\$162,520	\$166,559	(\$0)	(\$4,039)
01802320-51131	Super-Personnel-Support Staff-10 Mth	\$42,845	\$0	\$42,845	\$44,529	\$0	(\$1,684)
01802320-51135	Super-Personnel-Clerical Xtra Time	\$0	\$0	\$0	\$3,800	\$0	(\$3,800)
01902310-51136	Super-BOE-Secy-BOE Mtgs	\$4,500	\$0	\$4,500	\$3,150	\$0	\$1,350
01902320-51130	Super-Admin-Support Staff	\$136,124	\$0	\$136,124	\$150,014	\$0	(\$13,890)
01902320-51135	Super-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$646	\$0	(\$646)
01402320-51130	Asst Super-Admin-Secy 12 Mth	\$87,660	\$0	\$87,660	\$72,758	\$0	\$14,902
01402320-51135	Asst Super-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$431	\$0	(\$431)
01922530-51135	Asst Super-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01412210-51130	Curr Dir-Admin-Secy 12 Mth	\$51,813	\$0	\$51,813	\$53,684	(\$0)	(\$1,871)
01412210-51135	Curr Dir-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01882700-51130	Trans-Admin-Secy 12 Mth	\$94,646	\$0	\$94,646	\$101,590	\$0	(\$6,944)
01882700-51131	Trans-Admin-Secy 10 Mth	\$0	\$0	\$0	\$0	\$0	\$0
01882700-51135	Trans-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$2,215	\$0	(\$2,215)
01912520-51130	Bus Off-Admin-Support 12 Mth	\$323,515	\$0	\$323,515	\$272,108	(\$0)	\$51,407
01912520-51135	Bus Off-Admin-Support-Clerical Xtra Time	\$0	\$0	\$0	\$4,958	\$0	(\$4,958)
01422520-51130	Tech-Admin-Secy 12 Mth	\$60,050	\$0	\$60,050	\$62,248	\$0	(\$2,198)
01822230-51130	Facilities-Admin-Secy 12 Mth	\$122,896	\$0	\$122,896	\$127,354	\$0	(\$4,458)
01011200-51130	PPS-Admin-Secy 12 Mth	\$117,648	\$0	\$117,648	\$121,159	\$0	(\$3,511)
01011200-51135	PPS-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01011000-51130	TECEC-Admin-Secy 12 Mth	\$0	\$0	\$0	\$0	\$0	\$0

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
01011000-51131	TECEC-Admin-Secy 10 Mth	\$47,013	\$0	\$47,013	\$48,862	\$0	(\$1,849)
01011000-51135	TECEC-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01512400-51130	BHES-Admin-Secy 12 Mth	\$60,050	\$0	\$60,050	\$62,248	\$0	(\$2,198)
01512400-51131	BHES-Admin-Secy 10 Mth	\$33,076	\$0	\$33,076	\$36,972	\$0	(\$3,896)
01512400-51135	BHES-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01522400-51130	FTES-Admin-Secy 12 Mth	\$60,450	\$0	\$60,450	\$62,648	\$0	(\$2,198)
01522400-51131	FTES-Admin-Secy 10 Mth	\$36,447	\$0	\$36,447	\$40,420	\$0	(\$3,973)
01522400-51135	FTES-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01532400-51130	DFES-Admin-Secy 12 Mth	\$60,650	\$0	\$60,650	\$62,848	\$0	(\$2,198)
01532400-51131	DFES-Admin-Secy 10 Mth	\$36,599	\$0	\$36,599	\$40,572	(\$0)	(\$3,973)
01532400-51135	DFES-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01542400-51130	MBES-Admin-Secy 12 Mth	\$60,650	\$0	\$60,650	\$62,848	\$0	(\$2,198)
01542400-51131	MBES-Admin-Secy 10 Mth	\$33,076	\$0	\$33,076	\$36,972	\$0	(\$3,896)
01542400-51135	MBES-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01552400-51130	JRES-Admin-Secy 12 Mth	\$60,650	\$0	\$60,650	\$62,848	\$0	(\$2,198)
01552400-51131	JRES-Admin-Secy 10 Mth	\$35,739	\$0	\$35,739	\$39,220	(\$0)	(\$3,481)
01552400-51135	JRES-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01582400-51130	TES-Admin-Secy 12 Mth	\$60,050	\$0	\$60,050	\$62,248	\$0	(\$2,198)
01582400-51131	TES-Admin-Secy 10 Mth	\$31,064	\$0	\$31,064	\$34,919	(\$0)	(\$3,855)
01582400-51135	TES-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01612120-51131	HMS-Guidance-Secy 10 Mth	\$47,013	\$0	\$47,013	\$48,862	\$0	(\$1,849)
01612400-51130	HMS-Admin-Secy 12 Mth	\$60,550	\$0	\$60,550	\$62,958	\$0	(\$2,408)
01612400-51131	HMS-Admin-Secy 10 Mth	\$44,676	\$0	\$44,676	\$36,672	\$0	\$8,004
01612400-51135	HMS-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01622120-51131	MMS-Guidance-Secy 10 Mth	\$48,622	\$0	\$48,622	\$49,820	\$0	(\$1,198)
01622400-51130	MMS-Admin-Secy 12 Mth	\$60,500	\$0	\$60,500	\$62,698	\$0	(\$2,198)
01622400-51131	MMS-Admin-Secy 10 Mth	\$44,676	\$0	\$44,676	\$48,862	\$0	(\$4,186)
01622400-51135	MMS-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01711006-51131	THS-Ag Science-Secy 10 Mths	\$36,334	\$0	\$36,334	\$37,232	(\$0)	(\$898)
01711006-51135	THS-Ag Science-Secy Xtra Time	\$0	\$0	\$0	\$597	\$0	(\$597)
01712120-51130	THS-Guidance-Secy 12 Mths	\$173,243	\$0	\$173,243	\$179,112	\$0	(\$5,869)
01712220-51131	THS-Library-Secy 10 Mths	\$24,211	\$0	\$24,211	\$26,182	\$0	(\$1,971)
01712400-51130	THS-Admin-Secy 12 Mth	\$118,657	\$0	\$118,657	\$122,963	\$0	(\$4,306)
01712400-51131	THS-Admin-Secy 10 Mth	\$139,776	\$0	\$139,776	\$143,926	(\$0)	(\$4,150)
01712400-51135	THS-Admin-Clerical Xtra Time	\$0	\$0	\$0	\$0	\$0	\$0
01711022-51131	THS-Alternate School-Secy 10 Mths	\$0	\$0	\$0	\$0	\$0	\$0
01713201-51131	Sports-Sports General-Secy 10 Mths	\$48,622	\$0	\$48,622	\$49,820	\$0	(\$1,198)
01713201-51135	Sports-Sports Gen-Clerical Xtra Time	\$3,000	\$0	\$3,000	\$4,500	\$0	(\$1,500)
01741200-51130	Continuing Ed-Admin-Secy	\$0	\$0	\$0	\$0	\$0	\$0
	Administrative Support Total	\$2,669,611	\$0	\$2,669,611	\$2,715,029	\$0	(\$45,418)
Paras & Aides							
01011200-51120	PPS-L/W-Instructional Paras	\$2,077,243	\$0	\$2,077,243	\$1,803,698	\$0	\$273,545
01011200-51121	PPS-D/W-Para Xtra Time	\$206,000	\$0	\$206,000	\$93,099	\$0	\$112,901
01011200-51122	PPS-L/W-ABA Paras	\$1,051,777	\$0	\$1,051,777	\$1,035,940	(\$0)	\$15,837
01032130-51128	PPS-L/W-Health Aides	\$81,760	\$0	\$81,760	\$81,700	\$0	\$60
01371200-51122	PPS-ESY-ABA Paras	\$72,000	\$0	\$72,000	\$37,396	\$0	\$34,604
01371200-51128	PPS-ESY-Health Aides	\$8,500	\$0	\$8,500	\$0	\$0	\$8,500
01371200-51129	PPS-ESY-Para	\$47,000	\$0	\$47,000	\$1,313	\$0	\$45,687
01412210-51120	PPS-D/W-Para Training	\$14,250	\$0	\$14,250	\$256	\$0	\$13,994
01011000-51120	TECEC-Classroom-Paras	\$169,555	\$0	\$169,555	\$164,141	\$0	\$5,414
01011000-51122	TECEC-Classroom-ABA Paras	\$229,559	\$0	\$229,559	\$228,594	(\$0)	\$965
01511001-51120	BHES-Classroom-Instructional Aides	\$64,639	\$0	\$64,639	\$26,023	(\$0)	\$38,616
01512400-51120	BHES-Admin-Paras	\$18,744	\$0	\$18,744	\$16,827	(\$0)	\$1,917
01521001-51120	FTES-Classroom-Instructional Aides	\$73,641	\$0	\$73,641	\$21,427	(\$0)	\$52,214
01522400-51120	FTES-Admin-Paras	\$34,194	\$0	\$34,194	\$35,677	\$0	(\$1,483)
01531001-51120	DFES-Classroom-Instructional Aides	\$55,816	\$0	\$55,816	\$29,034	(\$0)	\$26,782
01532400-51120	DFES-Admin-Paras	\$20,954	\$0	\$20,954	\$21,003	(\$0)	(\$49)
01541001-51120	MBES-Classroom-Instructional Aides	\$70,216	\$0	\$70,216	\$23,146	\$0	\$47,070
01542400-51120	MBES-Admin-Paras	\$9,215	\$0	\$9,215	\$10,543	(\$0)	(\$1,328)
01551001-51120	JRES-Classroom-Instructional Aides	\$46,251	\$0	\$46,251	\$23,372	(\$0)	\$22,879
01552400-51120	JRES-Admin-Paras	\$19,173	\$0	\$19,173	\$16,750	\$0	\$2,423
01581001-51120	TES-Classroom-Instructional Aides	\$58,724	\$0	\$58,724	\$21,230	\$0	\$37,494
01582400-51120	TES-Admin-Paras	\$19,564	\$0	\$19,564	\$17,187	\$0	\$2,377
01612400-51120	HMS-Admin-Admin Para	\$11,672	\$0	\$11,672	\$12,914	\$0	(\$1,242)
01612220-51120	HMS-Library-Paras	\$0	\$0	\$0	\$0	\$0	\$0
01622400-51120	MMS-Admin-Admin Para	\$45,853	\$0	\$45,853	\$46,513	\$0	(\$660)
01622220-51120	MMS-Library-Paras	\$0	\$0	\$0	\$0	\$0	\$0
01712400-51120	THS-L/W-Paras	\$89,815	\$0	\$89,815	\$73,057	\$0	\$16,758
	Paras & Aides Total	\$4,596,115	\$0	\$4,596,115	\$3,840,839	(\$0)	\$755,276

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
Substitutes							
01802320-51117	Super-Personnel-Substitute Teachers	\$904,000	\$0	\$904,000	\$767,296	\$0	\$136,704
01802320-51129	Super-Personnel-Substitute Paras	\$326,000	\$0	\$326,000	\$118,894	(\$0)	\$207,106
01802320-51139	Super-Personnel-Substitute Secys	\$25,000	\$0	\$25,000	\$10,797	(\$0)	\$14,203
01802320-51140	Facilities-Admin-Substitutes	\$50,000	\$0	\$50,000	\$48,533	\$0	\$1,467
	Substitutes Total	\$1,305,000	\$0	\$1,305,000	\$945,520	(\$0)	\$359,480
Coaches & Advisors							
01613202-51116	HMS-Activities-Advisors	\$29,250	\$0	\$29,250	\$18,578	\$0	\$10,672
01623202-51116	MMS-Activities-Advisors	\$29,250	\$0	\$29,250	\$24,897	\$0	\$4,353
01711016-51116	THS-Music-Directors	\$22,307	\$0	\$22,307	\$0	\$0	\$22,307
01713202-51116	THS-Activities-Advisors	\$92,542	\$0	\$92,542	\$109,298	\$0	(\$16,756)
01713201-51116	Sports-Sports General-Coaches	\$444,412	\$0	\$444,412	\$13,129	\$0	\$431,283
01723301-51116	Sports-Baseball-Coaches	\$0	\$0	\$0	\$18,218	\$0	(\$18,218)
01723302-51116	Sports-Basketball-Coaches	\$0	\$0	\$0	\$38,666	\$0	(\$38,666)
01723303-51116	Sports-Field Hockey-Coaches	\$0	\$0	\$0	\$17,029	\$0	(\$17,029)
01723304-51116	Sports-Football-Coaches	\$0	\$0	\$0	\$45,730	\$0	(\$45,730)
01723305-51116	Sports-Ice Hockey-Coaches	\$0	\$0	\$0	\$32,717	\$0	(\$32,717)
01723306-51116	Sports-Lacrosse-Coaches	\$0	\$0	\$0	\$35,479	\$0	(\$35,479)
01723307-51116	Sports-Soccer-Coaches	\$0	\$0	\$0	\$36,436	\$0	(\$36,436)
01723308-51116	Sports-Swimming-Coaches	\$0	\$0	\$0	\$19,630	\$0	(\$19,630)
01723309-51116	Sports-Tennis-Coaches	\$0	\$0	\$0	\$21,566	\$0	(\$21,566)
01723310-51116	Sports-Indoor Track-Coaches	\$0	\$0	\$0	\$23,792	\$0	(\$23,792)
01723311-51116	Sports-Volleyball-Coaches	\$0	\$0	\$0	\$26,768	\$0	(\$26,768)
01723312-51116	Sports-Wrestling-Coaches	\$0	\$0	\$0	\$19,333	\$0	(\$19,333)
01723313-51116	Sports-Outdoor Track-Coaches	\$0	\$0	\$0	\$38,666	\$0	(\$38,666)
01723314-51116	Sports-Softball-Coaches	\$0	\$0	\$0	\$17,029	\$0	(\$17,029)
01723315-51116	Sports-Gymnastics-Coaches	\$0	\$0	\$0	\$11,154	\$0	(\$11,154)
01723316-51116	Sports-Golf-Coaches	\$0	\$0	\$0	\$11,898	\$0	(\$11,898)
01723317-51116	Sports-Cross Country-Coaches	\$0	\$0	\$0	\$26,768	\$0	(\$26,768)
01723318-51116	Sports-Cheerleading-Coaches	\$0	\$0	\$0	\$19,704	\$0	(\$19,704)
01723319-51116	Sports-Weight Training-Coaches	\$0	\$0	\$0	\$19,597	\$0	(\$19,597)
	Coaches Total	\$444,412	\$0	\$444,412	\$493,309	\$0	(\$48,897)
	Coaches & Advisors Total	\$617,761	\$0	\$617,761	\$646,082	\$0	(\$28,321)
Salaries Other							
01401201-51117	Asst Super-L/W-Tutors Homebound	\$100,000	\$0	\$100,000	\$20,726	\$0	\$79,274
01401203-51117	Asst Super-L/W-Tutors Tutorial	\$45,000	\$0	\$45,000	\$23,869	(\$0)	\$21,131
01401204-51117	Asst Super-L/W-Tutors Expulsions	\$15,000	\$0	\$15,000	\$0	\$0	\$15,000
01922530-51129	Asst Super-Info Svcs-Oth Non-Certified	\$0	\$0	\$0	\$0	\$0	\$0
01412210-51129	Curr Dir-D/W-Other Non-Certified	\$70,928	\$0	\$70,928	\$73,523	\$0	(\$2,595)
01822230-51127	Facilities-D/W-Security Guards	\$684,643	\$0	\$684,643	\$651,850	\$0	\$32,793
01822230-51128	Facilities-D/W-Security Guards OT	\$60,000	\$0	\$60,000	\$47,970	\$0	\$12,030
01882700-51150	Bus Monitors	\$0	\$0	\$0	\$0	\$0	\$0
01032130-51123	PPS-L/W-OT/PT Therapists	\$519,038	\$0	\$519,038	\$506,579	(\$0)	\$12,459
01331200-51126	PPS-SPED-Work Experience	\$5,500	\$0	\$5,500	\$1,392	\$0	\$4,108
01512400-51121	BHES-Admin-Lunch Aides	\$0	\$0	\$0	\$0	\$0	\$0
01522400-51121	FTES-Admin-Lunch Aides	\$0	\$0	\$0	\$0	\$0	\$0
01532400-51121	DFES-Admin-Lunch Aides	\$0	\$0	\$0	\$0	\$0	\$0
01542400-51121	MBES-Admin-Lunch Aides	\$0	\$0	\$0	\$0	\$0	\$0
01552400-51121	JRES-Admin-Lunch Aides	\$0	\$0	\$0	\$0	\$0	\$0
01582400-51121	TES-Admin-Lunch Aides	\$0	\$0	\$0	\$0	\$0	\$0
01711006-51129	THS-Ag Science-Misc Salaries	\$8,000	\$0	\$8,000	\$4,028	\$0	\$3,972
01741200-51110	Continuing Ed-Classroom Instructors	\$0	\$0	\$0	\$0	\$0	\$0
	Salaries Other	\$1,508,109	\$0	\$1,508,109	\$1,329,937	(\$0)	\$178,172
Misc Salary Items							
01912520-51198	D/W-Admin-Retiree Payments	\$307,998	\$0	\$307,998	\$292,286	\$0	\$15,712
01912520-51199	D/W-Admin-Reserve For Negotiations	\$1,448,751	(\$167,624)	\$1,281,127	\$1,250,000	\$0	\$31,127
	Misc Salary Items Total	\$1,756,749	(\$167,624)	\$1,589,125	\$1,542,286	\$0	\$46,839
	Salaries Total	\$73,228,436	(\$382,624)	\$72,845,812	\$71,592,730	\$0	\$1,253,082
Benefits							

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
<u>Health Insurance</u>							
01912520-52002	Benefits-Health & Dental	\$19,410,284	\$0	\$19,410,284	\$19,495,960	\$0	(\$85,676)
01912520-52009	Benefits-Health Premium Share	(\$4,276,086)	\$0	(\$4,276,086)	(\$4,127,934)	(\$0)	(\$148,152)
	Health Insurance Total	\$15,134,198	\$0	\$15,134,198	\$15,368,026	\$0	(\$233,828)
<u>FICA</u>							
01912520-52001	Benefits-FICA	\$1,727,214	\$0	\$1,727,214	\$1,735,472	(\$0)	(\$8,258)
	FICA	\$1,727,214	\$0	\$1,727,214	\$1,735,472	(\$0)	(\$8,258)
<u>Other Insurance</u>							
01912520-52004	Benefits-Disability Insurance	\$22,000	\$0	\$22,000	\$18,810	\$0	\$3,190
01912520-52003	D/W-Admin-Medical Waiver	\$220,175	\$0	\$220,175	\$191,277	\$0	\$28,898
01912520-52005	Benefits-Life Insurance	\$110,000	\$0	\$110,000	\$103,962	(\$0)	\$6,038
	Other Insurance Total	\$352,175	\$0	\$352,175	\$314,049	\$0	\$38,126
<u>Unemployment</u>							
01912520-52006	D/W-Admin-Unemployment	\$162,128	\$0	\$162,128	\$72,128	\$0	\$90,000
	Unemployment Total	\$162,128	\$0	\$162,128	\$72,128	\$0	\$90,000
<u>Benefits Other</u>							
01912520-52008	Benefits-Administrative Fees	\$17,000	\$0	\$17,000	\$13,529	\$0	\$3,471
01912520-52010	Benefits-TBOE 401a Contribution	\$200,000	\$0	\$200,000	\$172,982	\$0	\$27,018
	Benefits Other Total	\$217,000	\$0	\$217,000	\$186,511	\$0	\$30,489
	Benefits Total	\$17,592,715	\$0	\$17,592,715	\$17,676,186	\$0	(\$83,471)
<u>Legal</u>							
01902310-53308	Super-BOE-Legal-Reg Ed	\$105,200	\$0	\$105,200	\$113,263	(\$0)	(\$8,063)
01011200-53308	PPS-Admin-Legal SPED	\$193,800	\$0	\$193,800	\$73,149	\$0	\$120,651
	Legal Total	\$299,000	\$0	\$299,000	\$186,412	(\$0)	\$112,588
<u>Service Contracts</u>							
01922530-53302	Asst Super-Info Svcs-Dbase Students	\$176,080	\$0	\$176,080	\$163,878	\$0	\$12,202
01882700-53303	Trans-Admin-Software Support	\$7,000	\$0	\$7,000	\$7,126	\$0	(\$126)
01922530-53301	Bus off-Admin-Prof Purch'd Svcs	\$116,000	\$0	\$116,000	\$81,665	\$0	\$34,335
01422520-53305	Tech-Admin-Maintenance Contracts	\$45,000	\$0	\$45,000	\$20,364	\$0	\$24,636
01011200-53300	PPS-Admin-Prof Purch'd Services	\$75,000	\$0	\$75,000	\$24,217	\$0	\$50,783
01052130-53305	PPS-Health Services-Service Contracts	\$55,000	\$0	\$55,000	\$63,192	(\$0)	(\$8,192)
	Service Contracts Total	\$474,080	\$0	\$474,080	\$360,442	(\$0)	\$113,638
<u>Consultants</u>							
01011200-53230	PPS-L/W-Consultants	\$200,500	\$215,000	\$415,500	\$442,551	\$0	(\$27,051)
	Consultants Total	\$200,500	\$215,000	\$415,500	\$442,551	\$0	(\$27,051)
<u>Other Professional Services</u>							
01011000-53301	PPS-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01902310-53300	Super-BOE-Professional Services	\$24,000	\$0	\$24,000	\$25,351	\$0	(\$1,351)
01412210-53300	Curr Dir-D/W-Other Professional Svcs	\$19,000	\$0	\$19,000	\$10,236	\$0	\$8,764
01882700-53300	Transportation-Professional Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01912520-53300	Bus Off-Admin-Professional Svcs	\$1,500	\$0	\$1,500	\$0	\$0	\$1,500
01912520-53310	Bus Off-Admin-Athletic Insurance	\$65,000	\$23,192	\$88,192	\$88,192	\$0	\$0
01422214-53300	Tech-L/W-Other Professional Svcs	\$5,100	\$0	\$5,100	\$1,871	\$0	\$3,229
01422220-53300	Tech-Dist AV/Ch17-Other Prof Svcs	\$3,300	\$0	\$3,300	\$0	\$0	\$3,300
01422520-53300	Tech-Admin-Other Professional Svcs	\$15,000	\$0	\$15,000	\$3,821	\$0	\$11,179
01512400-53301	BH-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01522400-53301	FT-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01532400-53301	DF-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01542400-53301	MB-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01552400-53301	JR-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01582400-53301	TA-Police Services	\$0	\$0	\$0	\$0	\$0	\$0
01613202-53301	HMS-Activities-Police	\$700	\$0	\$700	\$576	\$0	\$124

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
01623202-53301	MMS-Activities-Police	\$700	\$0	\$700	\$1,152	\$0	(\$452)
01711016-53300	THS-Music-Other Professional Svcs	\$43,500	\$0	\$43,500	\$40,349	\$0	\$3,151
01712120-53220	THS-Guidance-Career Guidance	\$1,000	\$0	\$1,000	\$1,502	\$0	(\$502)
01712400-53301	THS-Admin-Police Services	\$65,000	\$0	\$65,000	\$89,712	\$0	(\$24,712)
01713201-53300	Sports-Sports GeneralL-Purch'd Svcs	\$189,200	\$0	\$189,200	\$150,410	\$0	\$38,790
01723301-53300	Sports-Baseball-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723302-53300	Sports-Basketball-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723304-53300	Sports-Field Hockey-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723304-53300	Sports-Football-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723305-53300	Sports-Ice Hockey-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723306-53300	Sports-Lacrosse-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723307-53300	Sports-Soccer-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723308-53300	Sports-Swimming-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723312-53300	Sports-Wrestling-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723315-53300	Sports-Gymnastics-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723317-53300	Sports-Cross Country-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01723318-53300	Sports-Cheerleading-Purch'd Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01852647-53300	Facilities-Bldg Improvement-Oth Prof Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01741200-53300	Continuing Ed-Admin-In Service	\$0	\$0	\$0	\$0	\$0	\$0
	Other Professional Services Total	\$433,000	\$23,192	\$456,192	\$413,171	\$0	\$43,021
	Services-Professional & Technical Total	\$1,406,580	\$238,192	\$1,644,772	\$1,402,577	(\$0)	\$242,195
Services Property							
Utilities							
01842611-54101	Facilities-D/W-Electricity	\$1,160,000	\$0	\$1,160,000	\$1,051,729	\$0	\$108,271
01842611-54105	Facilities-D/W-Water	\$125,000	\$0	\$125,000	\$115,890	(\$0)	\$9,110
	Utilities Total	\$1,285,000	\$0	\$1,285,000	\$1,167,619	(\$0)	\$117,381
Repairs & Service Fees							
01422214-54300	Tech-L/W-Repairs & Svc Fees	\$1,000	\$0	\$1,000	\$381	\$0	\$619
01422220-54300	Tech-Dist AV/Ch17-Repairs & Svc Fees	\$950	\$0	\$950	\$0	\$0	\$950
01422520-54300	Tech-Admin-Repairs & Svc Fees	\$750	\$0	\$750	\$0	\$0	\$750
01842610-54300	Facilities-Custodial-Repairs	\$15,000	\$0	\$15,000	\$4,091	\$0	\$10,909
01852622-54300	Facilities-Snow Removal-Repairs & Svc Fees	\$20,000	\$0	\$20,000	\$6,940	\$0	\$13,060
01852623-54300	Facilities-Vehicles-Repairs & Svc Fees	\$14,000	\$0	\$14,000	\$6,740	\$0	\$7,260
01852625-54300	Facilities-Grounds-Repairs & Svc Fees	\$35,000	\$0	\$35,000	\$6,699	\$0	\$28,301
01852631-54300	Facilities-Maintenance-Repairs & Svc Fees	\$36,000	\$0	\$36,000	\$59,176	\$0	(\$23,176)
01852632-54300	Facilities-Inside Maint-Repairs & Svcs Fees	\$25,000	\$0	\$25,000	\$2,905	\$0	\$22,095
01852633-54300	Facilities-Electrical-Repairs & Svc Fees	\$40,000	\$0	\$40,000	\$63,148	(\$0)	(\$23,148)
01852633-54301	Facilities-Security-Service Contracts	\$0	\$0	\$0	\$0	\$0	\$0
01852639-54300	Facilities-HVAC-Repairs & Svc Fees	\$100,000	\$0	\$100,000	\$56,522	\$0	\$43,478
01852644-54300	Facilities-Plumbing-Repairs & Svc Fees	\$25,000	\$0	\$25,000	\$12,445	\$0	\$12,555
01852645-54300	Facilities-Roofting-Repairs & Svc Fees	\$50,000	\$0	\$50,000	\$35,411	\$0	\$14,589
01852647-54300	Facilities-Bldg Improve-Repairs & Svc Fees	\$15,000	\$0	\$15,000	\$10,482	\$0	\$4,518
01852648-54300	Facilities-IAQ-Repairs & Svc Fees	\$0	\$0	\$0	\$975	\$0	(\$975)
01052130-54300	PPS-Health Svcs-Repairs & Svc Fees	\$2,000	\$0	\$2,000	\$940	\$0	\$1,060
01711006-54300	THS-Ag Science-Repairs & Svc Fees	\$2,500	\$0	\$2,500	\$395	\$0	\$2,105
	Repairs & Service Fees Total	\$382,200	\$0	\$382,200	\$267,250	\$0	\$114,950
Copiers							
01902320-54409	D/W-Admin-Copiers	\$255,000	\$0	\$255,000	\$254,912	(\$0)	\$88
	Copiers Total	\$255,000	\$0	\$255,000	\$254,912	(\$0)	\$88
Other Purchased Property Services							
01882700-54900	Trans-Admin-Purch'd Property Svcs	\$500	\$0	\$500	\$96	\$0	\$404
01842610-54103	Facilities-Custodial-Trash/Recycling	\$50,000	\$0	\$50,000	\$46,385	(\$0)	\$3,615
01842610-54202	Facilities-Custodial-Cleaning	\$3,900	\$0	\$3,900	\$3,964	\$0	(\$64)
01852631-54301	Facilities-Maint-Oth Prof Purch'd Svcs	\$25,000	\$0	\$25,000	\$29,430	\$0	(\$4,430)
01512400-54900	BHES-Admin-Other Purch'd Svcs	\$300	\$0	\$300	\$0	\$0	\$300
01522400-54900	FTES-Admin-Other Purch'd Svcs	\$300	\$0	\$300	\$0	\$0	\$300
01532400-54900	DFES-Admin-Other Purch'd Svcs	\$300	\$0	\$300	\$0	\$0	\$300
01542400-54900	MBES-Admin-Other Purch'd Svcs	\$300	\$0	\$300	\$0	\$0	\$300
01552400-54900	JRES-Admin-Other Purch'd Svcs	\$300	\$0	\$300	\$0	\$0	\$300
01582400-54900	TES-Admin-Other Purch'd Svcs	\$300	\$0	\$300	\$0	\$0	\$300

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
01611016-54900	HMS-Music-Other Purch'd Property Svcs	\$1,200	\$0	\$1,200	\$283	\$0	\$917
01612400-54900	HMS-Classroom-Other Purch'd Svcs	\$1,700	\$0	\$1,700	\$684	\$0	\$1,016
01621016-54900	MMS-Music-Other Purch'd Property Svcs	\$1,200	\$0	\$1,200	\$220	\$0	\$980
01622400-54900	MMS-Classroom-Other Purch'd Svcs	\$1,700	\$0	\$1,700	\$505	\$0	\$1,195
01711001-54900	THS-Classroom-Other Purch'd Property Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01711014-54900	THS-Industrial Arts-Other Purch'd Prop Svcs	\$0	\$0	\$0	\$0	\$0	\$0
01711016-54201	THS-Music-Uniform Cleaning	\$0	\$0	\$0	\$0	\$0	\$0
01711006-54900	THS-Ag Science-Other Purch'd Prop Svcs	\$3,000	\$0	\$3,000	\$3,184	\$0	(\$184)
01713201-54200	Sports-Sports General-Cleaning Svcs	\$14,000	\$0	\$14,000	\$11,924	\$0	\$2,077
	Other Purch'd Property Services Total	\$104,000	\$0	\$104,000	\$96,675	\$0	\$7,325
	Services Property Total	\$2,026,200	\$0	\$2,026,200	\$1,786,456	(\$0)	\$239,744
Services Purchased-Other							
Transportation							
01882700-55101	Trans-Admin-Reg Buses	\$2,374,588	(\$129,693)	\$2,244,895	\$2,082,614	(\$0)	\$162,281
01882700-55102	Trans-Admin-ACE Trips	\$3,000	\$0	\$3,000	\$0	\$0	\$3,000
01882700-55105	Trans-Admin-SPED-Summer Buses	\$160,000	\$0	\$160,000	\$18,664	\$0	\$141,336
01882700-55109	Trans-Admin-Fuel	\$200,000	\$0	\$200,000	\$182,542	(\$0)	\$17,458
01882700-55809	Trans-Admin-Field Trips	\$0	\$0	\$0	\$134	\$0	(\$134)
01882701-55101	Trans-Admin-SPED In District	\$1,239,877	\$0	\$1,239,877	\$1,342,826	(\$0)	(\$102,949)
01882701-55105	Trans-Admin-SPED Out of District	\$796,337	\$0	\$796,337	\$432,427	(\$0)	\$363,910
01882701-55108	Trans-Admin-Monitors	\$248,000	\$0	\$248,000	\$228,984	\$0	\$19,016
01711006-55809	THS-Ag Science-Transportation	\$2,629	\$0	\$2,629	\$250	\$0	\$2,379
01711016-55809	THS-Music-Transportation	\$15,000	\$0	\$15,000	\$0	\$0	\$15,000
01711022-55809	THS-Alternate School-Field Trips	\$1,250	\$0	\$1,250	\$0	\$0	\$1,250
01713202-55807	THS-Activities-Competitions	\$40,000	\$0	\$40,000	\$1,066	\$0	\$38,934
01713201-55809	THS-Activities-Sports	\$99,000	\$0	\$99,000	\$26,247	(\$0)	\$72,753
01723301-55809	Sports-Baseball-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723302-55809	Sports-Basketball-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723303-55809	Sports-Field Hockey-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723304-55809	Sports-Football-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723305-55809	Sports-Ice Hockey-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723306-55809	Sports-Lacrosse-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723307-55809	Sports-Soccer-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723308-55809	Sports-Swimming-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723309-55809	Sports-Tennis-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723310-55809	Sports-Indoor Track-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723311-55809	Sports-Volleyball-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723312-55809	Sports-Wrestling-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723313-55809	Sports-Outdoor Track-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723314-55809	Sports-Softball-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723315-55809	Sports-Gymnastics-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723316-55809	Sports-Golf-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723317-55809	Sports-Cross Country-Buses	\$0	\$0	\$0	\$0	\$0	\$0
01723318-55809	Sports-Cheerleading-Buses	\$0	\$0	\$0	\$0	\$0	\$0
	Sports Transportation Total	\$99,000	\$0	\$99,000	\$26,247	(\$0)	\$72,753
	Transportation Total	\$5,179,681	(\$129,693)	\$5,049,988	\$4,315,755	(\$0)	\$734,233
Communications							
01422520-55903	Tech-Admin-Telephone Cell	\$32,000	\$0	\$32,000	\$33,362	\$0	(\$1,362)
01422520-55904	Tech-Admin-Telephone LAN	\$81,000	\$0	\$81,000	\$99,519	(\$0)	(\$18,519)
01422520-55907	Tech-Admin-WAN Communications	\$155,000	\$0	\$155,000	\$154,869	(\$0)	\$131
	Communications Total	\$268,000	\$0	\$268,000	\$287,750	(\$0)	(\$19,750)
Postage							
01902320-55900	Super-Admin-Postage	\$40,000	\$0	\$40,000	\$25,227	\$0	\$14,773
	Postage Total	\$40,000	\$0	\$40,000	\$25,227	\$0	\$14,773
Advertising							
01912520-55903	Bus Off-Admin-Advertising	\$1,700	\$0	\$1,700	\$1,307	\$0	\$393
	Advertising Total	\$1,700	\$0	\$1,700	\$1,307	\$0	\$393
Interns							

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
01401000-55503	TECEC-Classroom-Interns	\$0	\$0	\$0	\$0	\$0	\$0
01511001-55500	BHES-Classroom-Interns	\$31,200	\$0	\$31,200	\$31,300	\$0	(\$100)
01521001-55500	FTES-Classroom-Interns	\$31,200	\$0	\$31,200	\$31,300	\$0	(\$100)
01531001-55500	DFES-Classroom-Interns	\$31,200	\$0	\$31,200	\$55,650	\$0	(\$24,450)
01541001-55500	MBES-Classroom-Interns	\$31,200	\$0	\$31,200	\$15,650	\$0	\$15,550
01551001-55500	JRES-Classroom-Interns	\$31,200	\$0	\$31,200	\$31,125	\$0	\$75
01581001-55500	TES-Classroom-Interns	\$31,200	\$0	\$31,200	\$31,125	\$0	\$75
01611001-55500	HMS-Classroom-Interns	\$31,200	\$0	\$31,200	\$19,475	\$0	\$11,725
01621001-55500	MMS-Classroom-Interns	\$31,200	\$0	\$31,200	\$35,825	\$0	(\$4,625)
01401000-55502	THS-Classroom-Interns	\$46,800	\$0	\$46,800	\$0	\$0	\$46,800
	Interns Total	\$296,400	\$0	\$296,400	\$251,450	\$0	\$44,950
Tuition							
01402320-55600	Asst Super-Admin-Tuition	\$204,568	\$12,222	\$216,790	\$440,758	\$0	(\$223,968)
01396110-55600	PPS-L/W-Tuition Outplaced	\$4,312,715	\$1,000,000	\$5,312,715	\$4,407,032	(\$0)	\$905,683
01396110-55600	PPS-EXCESS COST REFUND(ECR)	\$0	(\$1,000,000)	(\$1,000,000)	\$0	\$0	(\$1,000,000)
	Tuition Total	\$4,517,283	\$12,222	\$4,529,505	\$4,847,790	(\$0)	(\$318,285)
Printing							
01902320-55905	Super-Admin-Printing	\$250	\$0	\$250	\$544	\$0	(\$294)
01402320-55906	Asst Super-Admin-Printing	\$300	\$0	\$300	\$300	\$0	\$0
01412210-55906	Curr Dir-Admin-Printing	\$1,500	\$0	\$1,500	\$907	\$0	\$593
01011200-55906	PPS-Admin-Printing	\$500	\$0	\$500	\$385	\$0	\$115
01011000-55906	TECEC-Admin-Printing	\$400	\$0	\$400	\$298	\$0	\$103
01612400-55906	HMS-Classroom-Printing	\$0	\$0	\$0	\$0	\$0	\$0
01622400-55906	MMS-Classroom-Printing	\$0	\$0	\$0	\$0	\$0	\$0
01711006-55906	THS-Ag Science-Printing	\$1,500	\$0	\$1,500	\$0	\$0	\$1,500
01712400-55906	THS-Admin-Printing	\$8,000	\$0	\$8,000	\$6,927	\$0	\$1,073
01713202-55906	THS-Activities-Printing	\$750	\$0	\$750	\$0	\$0	\$750
	Printing Total	\$13,200	\$0	\$13,200	\$9,360	\$0	\$3,840
Other Purchased Services							
01802130-55900	Super-Personnel-Other Purch'd Svcs	\$82,000	\$0	\$82,000	\$114,883	\$0	(\$32,883)
01401203-55801	Asst Super-L/W-Mileage	\$20,000	\$0	\$20,000	\$3,086	\$0	\$16,914
01922530-55804	Asst Super-Info Svcs-Oth Purch Svcs	\$11,000	\$0	\$11,000	\$9,520	\$0	\$1,480
01422520-55804	Tech-Admin-Mileage	\$4,000	\$0	\$4,000	\$2,099	\$0	\$1,901
01822230-55910	Facilities-Admin-Other Purch'd Svcs	\$13,500	\$0	\$13,500	\$12,965	\$0	\$535
01842610-55803	Facilities-Admin-Mileage	\$1,200	\$0	\$1,200	\$2,156	\$0	(\$956)
01852632-55910	Facilities-Inside Maint-Other Purch'd Svcs	\$1,500	\$0	\$1,500	\$0	\$0	\$1,500
01011200-55801	PPS-D/W-Mileage	\$15,000	\$0	\$15,000	\$3,933	\$0	\$11,067
01011000-55900	TECEC-Admin-Other Purch'd Prop Svcs	\$700	\$0	\$700	\$0	\$0	\$700
01712400-55901	THS-Admin-Other Purch'd Svcs	\$2,400	\$0	\$2,400	\$0	\$0	\$2,400
01802320-55800	Super-Personnel-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01902310-55800	Super-BOE-Professional Devt	\$1,400	\$0	\$1,400	\$130	\$0	\$1,270
01902320-55800	Super-Admin-Professional Devt	\$5,000	\$0	\$5,000	\$7,840	\$0	(\$2,840)
01402320-55800	Asst Super-Admin-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01412210-55800	Curr Dir-Admin-Professional Devt	\$80,911	\$0	\$80,911	\$23,682	\$0	\$57,229
01412210-55802	Curr Dir-Admin-Prof Devt Admin	\$10,000	\$0	\$10,000	\$1,828	\$0	\$8,172
01882700-55800	Trans-Admin-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01912520-55800	Bus Off-Admin-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01422520-55800	Tech-Admin-Professional Devt	\$3,150	\$0	\$3,150	\$100	\$0	\$3,050
01822230-55800	Facilities-Admin-Professional Devt	\$1,000	\$0	\$1,000	\$187	\$0	\$813
01011200-55800	PPS-Admin-Professional Devt	\$0	\$0	\$0	\$668	\$0	(\$668)
01011000-55800	TECEC-Admin-Professional Devt	\$750	\$0	\$750	\$0	\$0	\$750
01512400-55800	BHES-Admin-Professional Devt	\$881	\$0	\$881	\$389	\$0	\$492
01522400-55800	FTES-Admin-Professional Devt	\$881	\$0	\$881	\$0	\$0	\$881
01532400-55800	DFES-Admin-Professional Devt	\$881	\$0	\$881	\$0	\$0	\$881
01542400-55800	MBES-Admin-Professional Devt	\$881	\$0	\$881	\$0	\$0	\$881
01552400-55800	JRES-Admin-Professional Devt	\$740	\$0	\$740	\$0	\$0	\$740
01582400-55800	TES-Admin-Professional Devt	\$740	\$0	\$740	\$274	\$0	\$466
01612400-55800	HMS-Admin-Professional Devt	\$830	\$0	\$830	\$830	\$0	\$0
01622400-55800	MMS-Admin-Professional Devt	\$830	\$0	\$830	\$0	\$0	\$830
01711001-55800	THS-Classroom-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01711011-55800	THS-Foreign Lang-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01712400-55800	THS-Admin-Professional Devt	\$3,500	\$0	\$3,500	\$1,275	\$0	\$2,225
01741200-55800	Continuing Ed-Admin-Professional Devt	\$0	\$0	\$0	\$0	\$0	\$0
01741200-55900	Continuing Ed-Other Purch'd Svcs	\$25,000	\$15,000	\$40,000	\$40,000	\$0	\$0

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
	Other Purchased Services Total	\$288,672	\$15,000	\$303,672	\$225,845	\$0	\$77,827
	Services Purchased-Other Total	\$10,604,936	(\$102,471)	\$10,502,465	\$9,964,484	(\$0)	\$537,981
<u>Supplies</u>							
<u>Supplies Teaching</u>							
01412214-56111	Curr Dir-D/W-Classroom Supplies	\$100,000	\$0	\$100,000	\$248,404	\$0	(\$148,404)
01011200-56111	PPS-Classroom-Classroom Supplies	\$30,000	\$0	\$30,000	\$35,294	(\$0)	(\$5,294)
01011000-56111	TECEC-Classroom-Classroom Supplies	\$12,000	\$0	\$12,000	\$11,762	(\$0)	\$238
01511001-56111	BHES-Classroom Supplies	\$26,642	\$0	\$26,642	\$25,737	\$0	\$905
01512220-56901	BHES-Library-Supplies	\$2,500	\$0	\$2,500	\$2,816	(\$0)	(\$316)
01521001-56111	FTES-Classroom Supplies	\$27,249	\$0	\$27,249	\$15,190	(\$0)	\$12,059
01522220-56901	FTES-Library-Supplies	\$2,500	\$0	\$2,500	\$945	(\$0)	\$1,555
01531001-56111	DFES-Classroom Supplies	\$28,297	\$0	\$28,297	\$27,319	(\$0)	\$978
01532220-56901	DFES-Library-Supplies	\$2,500	\$0	\$2,500	\$417	(\$0)	\$2,083
01541001-56111	MBES-Classroom Supplies	\$28,187	\$0	\$28,187	\$17,594	\$0	\$10,593
01542220-56901	MBES-Library-Supplies	\$2,500	\$0	\$2,500	\$1,534	\$0	\$966
01551001-56111	JRES-Classroom Supplies	\$21,292	\$0	\$21,292	\$12,252	\$0	\$9,040
01552220-56901	JRES-Library-Supplies	\$2,500	\$0	\$2,500	\$2,366	\$0	\$134
01581001-56111	TES-Classroom Supplies	\$23,333	\$0	\$23,333	\$15,629	(\$0)	\$7,704
01582220-56901	TES-Library-Supplies	\$2,500	\$0	\$2,500	\$2,281	\$0	\$219
01611001-56111	HMS-Classroom-Classroom Supplies	\$30,954	\$0	\$30,954	\$15,931	\$0	\$15,023
01611016-56111	HMS-Music-Classroom Supplies	\$2,500	\$0	\$2,500	\$1,149	\$0	\$1,351
01611019-56111	HMS-PE/Health-Classroom Supplies	\$2,000	\$0	\$2,000	\$1,077	\$0	\$923
01612220-56111	HMS-Library-Supplies	\$1,900	\$0	\$1,900	\$1,110	\$0	\$790
01621001-56111	MMS-Classroom-Classroom Supplies	\$35,046	\$0	\$35,046	\$22,981	(\$0)	\$12,065
01621016-56111	MMS-Music-Classroom Supplies	\$2,500	\$0	\$2,500	\$935	\$0	\$1,565
01621019-56111	MMS-PE/Health-Classroom Supplies	\$2,000	\$0	\$2,000	\$1,196	\$0	\$804
01622220-56901	MMS-Library-Supplies	\$1,900	\$0	\$1,900	\$857	\$0	\$1,043
01711001-56111	THS-Classroom-Classroom Supplies	\$35,000	\$0	\$35,000	\$6,054	\$0	\$28,946
01711002-56112	THS-Art-Supplies	\$17,500	\$0	\$17,500	\$10,562	(\$0)	\$6,938
01711003-56112	THS-Business Ed-Supplies	\$2,100	\$0	\$2,100	\$2,532	\$0	(\$432)
01711006-56112	THS-Ag Science-Supplies	\$31,000	\$0	\$31,000	\$27,152	\$0	\$3,848
01711010-56112	THS-Language Arts-Supplies	\$3,250	\$0	\$3,250	\$2,013	\$0	\$1,237
01711011-56112	THS-Foreign Language-Supplies	\$5,750	\$0	\$5,750	\$2,319	\$0	\$3,431
01711013-56112	THS-Home Economics-Supplies	\$16,000	\$0	\$16,000	\$13,167	\$0	\$2,833
01711014-56112	THS-Industrial Arts-Supplies	\$16,000	\$0	\$16,000	\$16,879	\$0	(\$879)
01711015-56112	THS-Mathematics-Supplies	\$2,250	\$0	\$2,250	\$299	\$0	\$1,951
01711016-56112	THS-Music-Supplies	\$6,620	\$0	\$6,620	\$3,590	\$0	\$3,030
01711019-56112	THS-PE/Health-Supplies	\$4,000	\$0	\$4,000	\$829	\$0	\$3,171
01711022-56112	THS-Alternate School-Supplies	\$850	\$0	\$850	\$0	\$0	\$850
01711027-56112	THS-Science-Supplies	\$12,000	\$0	\$12,000	\$1,959	\$0	\$10,041
01711028-56112	THS-Social Studies-Supplies	\$800	\$0	\$800	\$0	\$0	\$800
01712120-56112	THS-Guidance-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01712220-56901	THS-Library-Supplies	\$3,000	\$0	\$3,000	\$2,820	(\$0)	\$180
01712221-56112	THS-Audio Visual-Supplies	\$500	\$0	\$500	\$0	\$0	\$500
01712400-56116	THS-Admin-Supplies	\$13,550	\$0	\$13,550	\$4,495	\$0	\$9,055
01713201-56112	Sports-Sports General-Supplies	\$72,000	\$0	\$72,000	\$89,780	\$0	(\$17,780)
01723301-56112	Sports-Baseball-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723302-56112	Sports-Basketball-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723303-56112	Sports-Field Hockey-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723304-56112	Sports-Football-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723305-56112	Sports-Ice Hockey-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723306-56112	Sports-Lacrosse-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723307-56112	Sports-Soccer-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723309-56112	Sports-Tennis-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723311-56112	Sports-Volleyball-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723312-56112	Sports-Wrestling-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723313-56112	Sports-Outdoor Track-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723314-56112	Sports-Softball-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723316-56112	Sports-Golf-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723317-56112	Sports-Cross Country-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
01723318-56112	Sports-Cheerleading-Supplies	\$0	\$0	\$0	\$0	\$0	\$0
	Sports Supplies Total	\$72,000	\$0	\$72,000	\$89,780	\$0	(\$17,780)
01741200-56110	Continuing Ed-Teaching Supplies	\$0	\$0	\$0	\$0	\$0	\$0
	Supplies Teaching Total	\$632,970	\$0	\$632,970	\$649,224	\$0	(\$16,254)

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
Supplies Office							
01902320-56110	Super-Admin-Office Supplies	\$5,000	\$0	\$5,000	\$3,201	\$0	\$1,799
01422214-56900	Tech-L/W-Parts	\$14,000	\$0	\$14,000	\$4,846	\$0	\$9,154
01422520-56900	Tech-Admin-Parts	\$6,150	\$0	\$6,150	\$4,254	\$0	\$1,896
01402320-56110	Asst Super-Admin-Office Supplies	\$500	\$0	\$500	\$259	\$0	\$241
01412210-56110	Curr Dir-Admin-Office Supplies	\$4,000	\$0	\$4,000	\$2,553	\$0	\$1,447
01912520-56110	Bus Off-Admin-Office Supplies	\$12,000	\$0	\$12,000	\$9,733	\$0	\$2,267
01422520-56110	Tech-Admin-Office Supplies	\$1,150	\$0	\$1,150	\$1,197	\$0	(\$47)
01822230-56110	Facilities-Admin-Office Supplies	\$4,000	\$0	\$4,000	\$7,246	\$0	(\$3,246)
01011200-56110	PPS-Admin-Office Supplies	\$600	\$0	\$600	\$527	(\$0)	\$73
01011000-56110	TECEC-Admin-Office Supplies	\$5,000	\$0	\$5,000	\$4,304	\$0	\$696
01052130-56110	PPS-Health Services-Supplies	\$6,500	\$0	\$6,500	\$8,047	(\$0)	(\$1,547)
01512400-56110	BHES-Admin-Office Supplies	\$5,328	\$0	\$5,328	\$2,948	\$0	\$2,380
01522400-56110	FTES-Admin-Office Supplies	\$5,450	\$0	\$5,450	\$2,051	(\$0)	\$3,399
01532400-56110	DFES-Admin-Office Supplies	\$5,659	\$0	\$5,659	\$3,851	(\$0)	\$1,808
01542400-56110	MBES-Admin-Office Supplies	\$5,637	\$0	\$5,637	\$7,928	\$0	(\$2,291)
01552400-56110	JRES-Admin-Office Supplies	\$4,259	\$0	\$4,259	\$1,226	\$0	\$3,033
01582400-56110	TES-Admin-Office Supplies	\$4,667	\$0	\$4,667	\$3,232	\$0	\$1,435
01612400-56110	HMS-Admin-Office Supplies	\$8,000	\$0	\$8,000	\$2,550	\$0	\$5,450
01622400-56110	MMS-Admin-Office Supplies	\$8,000	\$0	\$8,000	\$5,913	\$0	\$2,087
01712400-56110	THS-Admin-Office Supplies	\$5,000	\$0	\$5,000	\$2,628	(\$0)	\$2,372
01712221-56900	THS-Audio Visual-Parts & Maintenance	\$4,250	\$0	\$4,250	\$500	\$0	\$3,750
01741200-56117	Continuing Ed-Office Supplies	\$0	\$0	\$0	\$0	\$0	\$0
	Supplies Office Total	\$115,150	\$0	\$115,150	\$78,995	(\$0)	\$36,155
Supplies Custodial							
01842610-56130	Facilities-Custodial-Supplies	\$198,000	\$0	\$198,000	\$183,848	\$0	\$14,152
	Supplies Custodial Total	\$198,000	\$0	\$198,000	\$183,848	\$0	\$14,152
Supplies Maintenance							
01852622-56134	Facilities-Snow Removal-Supplies	\$12,000	\$1,000	\$13,000	\$12,938	\$0	\$62
01852623-56134	Facilities-Vehicles-Supplies	\$16,000	\$0	\$16,000	\$29,866	(\$0)	(\$13,866)
01852625-56134	Facilities-Grounds-Supplies	\$30,000	\$0	\$30,000	\$12,835	(\$0)	\$17,165
01852631-56134	Facilities-Maintenance-Supplies	\$2,000	\$0	\$2,000	\$1,382	\$0	\$618
01852632-56134	Facilities-Inside Maintenance-Supplies	\$37,000	\$0	\$37,000	\$34,523	\$0	\$2,477
01852633-56134	Facilities-Electrical-Supplies	\$62,000	\$0	\$62,000	\$19,931	\$0	\$42,069
01852639-56134	Facilities-HVAC-Supplies	\$55,000	\$0	\$55,000	\$133,148	\$0	(\$78,148)
01852644-56134	Facilities-Plumbing-Supplies	\$35,000	\$0	\$35,000	\$36,469	\$0	(\$1,469)
01852645-56134	Facilities-Roofing-Supplies	\$500	\$0	\$500	\$1,576	\$0	(\$1,076)
01852648-56134	Facilities-Indoor Air Quality-IAQ-Supplies	\$12,000	\$0	\$12,000	\$9,627	\$0	\$2,373
01852623-56133	Facilities-Vehicles-Gas/Diesel	\$35,000	\$0	\$35,000	\$22,505	\$0	\$12,495
	Supplies Maintenance Total	\$296,500	\$1,000	\$297,500	\$314,800	\$0	(\$17,300)
Text & Workbooks							
01412210-56411	Curr Dir-D/W-Text & Workbooks	\$78,000	\$0	\$78,000	\$333,436	\$0	(\$255,436)
01011200-56411	PPS-Admin-Text & Workbooks	\$4,300	\$0	\$4,300	\$32	\$0	\$4,268
01011000-56411	TECEC-Classroom-Text & Workbooks	\$1,150	\$0	\$1,150	\$1,232	(\$0)	(\$82)
01511001-56411	BHES-Classroom-Text & Workbooks	\$33,674	\$0	\$33,674	\$27,229	\$0	\$6,445
01521001-56411	FTES-Classroom-Text & Workbooks	\$34,555	\$0	\$34,555	\$12,643	(\$0)	\$21,912
01531001-56411	DFES-Classroom-Text & Workbooks	\$36,077	\$0	\$36,077	\$35,828	\$0	\$249
01541001-56411	MBES-Classroom-Text & Workbooks	\$35,916	\$0	\$35,916	\$33,007	\$0	\$2,909
01551001-56411	JRES-Classroom-Text & Workbooks	\$25,908	\$0	\$25,908	\$11,724	\$0	\$14,184
01581001-56411	TES-Classroom-Text & Workbooks	\$28,870	\$0	\$28,870	\$13,797	\$0	\$15,073
01611001-56411	HMS-Classroom-Text & Workbooks	\$13,000	\$0	\$13,000	\$6,146	\$0	\$6,854
01621001-56411	MMS-Classroom-Text & Workbooks	\$13,000	\$0	\$13,000	\$2,933	\$0	\$10,067
01621016-56411	MMS-Music-Text & Workbooks	\$0	\$0	\$0	\$0	\$0	\$0
01711003-56411	THS-Business Ed-Text & Workbooks	\$8,876	\$0	\$8,876	\$4,267	\$0	\$4,609
01711006-56411	THS-Ag Science-Text & Workbooks	\$4,000	\$0	\$4,000	\$254	\$0	\$3,746
01711010-56411	THS-Language Arts-Text & Workbooks	\$21,329	\$0	\$21,329	\$18,736	\$0	\$2,593
01711011-56411	THS-Foreign Language-Text & Workbooks	\$9,800	\$0	\$9,800	\$8,811	(\$0)	\$989
01711015-56411	THS-Mathematics-Text & Workbooks	\$8,360	\$0	\$8,360	\$8,373	\$0	(\$13)
01711019-56411	THS-PE/Health-Text & Workbooks	\$0	\$0	\$0	\$0	\$0	\$0
01711022-56411	THS-Alternate School-Text & Workbooks	\$0	\$0	\$0	\$0	\$0	\$0
01711027-56411	THS-Science-Text & Workbooks	\$9,800	\$0	\$9,800	\$9,773	\$0	\$27
01711028-56411	THS-Social Studies-Text & Workbooks	\$13,200	\$0	\$13,200	\$15,633	\$0	(\$2,433)
01741200-56411	Continuing Ed-Textbooks	\$0	\$0	\$0	\$0	\$0	\$0
	Text & Workbooks Total	\$379,815	\$0	\$379,815	\$543,854	\$0	(\$164,039)

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
Subscriptions							
01902310-56425	Super-BOE-Periodicals	\$0	\$0	\$0	\$0	\$0	\$400
01902320-56425	Super- Admin-Periodicals	\$700	\$0	\$700	\$676	\$0	\$24
01412210-56425	Curr Dir-Admin-Periodicals	\$300	\$0	\$300	\$0	\$0	\$300
01412214-56426	Cur Dir-D/W-Online Subscriptions	\$235,000	\$57,210	\$292,210	\$292,210	\$0	\$0
01882700-56425	Trans-Admin-Periodicals	\$0	\$0	\$0	\$0	\$0	\$0
01422520-56425	Tech-Admin-Periodicals	\$0	\$0	\$0	\$30	\$0	(\$30)
01822230-56425	Facilities-Admin-Periodicals	\$0	\$0	\$0	\$134	\$0	(\$134)
01011200-56425	PPS-Admin-Periodicals	\$500	\$0	\$500	\$1,362	\$0	(\$862)
01512220-56425	BHES-Library-Periodicals	\$1,245	\$0	\$1,245	\$1,249	(\$0)	(\$3)
01522220-56425	FTES-Library-Periodicals	\$1,245	\$0	\$1,245	\$700	\$0	\$545
01532220-56425	DFES-Library-Periodicals	\$1,245	\$0	\$1,245	\$0	\$0	\$1,245
01542220-56425	MBES-Library-Periodicals	\$1,245	\$0	\$1,245	\$1,047	\$0	\$198
01552220-56425	JRES-Library-Periodicals	\$1,245	\$0	\$1,245	\$1,234	\$0	\$11
01582220-56425	TES-Library-Periodicals	\$1,245	\$0	\$1,245	\$1,028	\$0	\$217
01612220-56425	HMS-Library-Periodicals	\$2,000	\$0	\$2,000	\$1,221	\$0	\$779
01622220-56425	MMS-Library-Periodicals	\$2,000	\$0	\$2,000	\$1,345	\$0	\$655
01712220-56425	THS-Library-Periodicals	\$2,100	\$0	\$2,100	\$2,068	\$0	\$32
01712400-56425	THS-Admin-Periodicals	\$500	\$0	\$500	\$0	\$0	\$500
	Subscriptions Total	\$250,570	\$57,210	\$307,780	\$304,303	\$0	\$3,477
Testing Materials							
01412210-56904	Curr Dir-D/W-Testing Materials	\$90,000	\$0	\$90,000	\$71,260	\$0	\$18,740
01011200-56904	PPS-L/W-Testing Materials	\$27,000	\$0	\$27,000	\$86,692	\$0	(\$59,692)
01011000-56904	TECEC-Classroom-Testing Materials	\$3,000	\$0	\$3,000	\$2,742	\$0	\$259
01712120-56903	THS-Guidance-Testing Materials	\$600	\$0	\$600	\$33	\$0	\$567
	Testing Materials Total	\$120,600	\$0	\$120,600	\$160,728	\$0	(\$40,128)
Books & A/V							
01512220-56420	BHES-Library-Books & Media	\$0	\$0	\$0	\$2,000	\$0	(\$2,000)
01522220-56420	FTES-Library-Books & Media	\$0	\$0	\$0	\$1,820	\$0	(\$1,820)
01532220-56420	DFES-Library-Books & Media	\$0	\$5,000	\$5,000	\$6,828	(\$0)	(\$1,828)
01542220-56420	MBES-Library-Books & Media	\$0	\$0	\$0	\$1,998	\$0	(\$1,998)
01552220-56420	JRES-Library-Books & Media	\$0	\$0	\$0	\$1,997	\$0	(\$1,997)
01582220-56420	TES-Library-Books & Media	\$0	\$0	\$0	\$1,965	\$0	(\$1,965)
01612220-56420	HMS-Library-Books & Media	\$0	\$0	\$0	\$2,995	(\$0)	(\$2,995)
01622220-56420	MMS-Library-Books & Media	\$0	\$0	\$0	\$2,857	\$0	(\$2,857)
01712220-56420	THS-Library-Books & Media	\$0	\$0	\$0	\$4,803	\$0	(\$4,803)
	Books & A/V Total	\$0	\$5,000	\$5,000	\$27,263	(\$0)	(\$22,263)
Software							
01412210-56118	Curr Dir-D/W Software	\$5,000	\$0	\$5,000	\$5,386	\$0	(\$386)
01422214-56118	Tech-L/W-Software	\$172,000	\$54,000	\$226,000	\$225,914	(\$0)	\$86
01712120-56118	THS-Guidance-Software	\$0	\$0	\$0	\$0	\$0	\$0
	Software Total	\$177,000	\$54,000	\$231,000	\$231,300	(\$0)	(\$300)
Energy							
01842611-56201	Facilities-D/W-Heating Oil	\$0	\$0	\$0	\$0	\$0	\$0
01842611-56202	Facilities-D/W-Natural Gas	\$405,000	\$0	\$405,000	\$432,533	(\$0)	(\$27,533)
	Energy Total	\$405,000	\$0	\$405,000	\$432,533	(\$0)	(\$27,533)
Other Supplies							
01422214-56117	Tech-L/W-Computer Supplies	\$700	\$0	\$700	\$651	\$0	\$49
01422220-56117	Tech-Dist AV/Chan 17-Supplies	\$500	\$0	\$500	\$480	\$0	\$20
01422220-56900	Tech-Dist AV/Ch17-Parts	\$6,700	\$0	\$6,700	\$17,169	\$0	(\$10,469)
01613202-56119	HMS-Activities-Supplies	\$4,100	\$0	\$4,100	\$576	\$0	\$3,524
01623202-56119	MMS-Activities-Supplies	\$4,100	\$0	\$4,100	\$1,272	\$0	\$2,828
01712400-56270	THS-Admin-Security Supplies	\$2,000	\$0	\$2,000	\$1,306	\$0	\$694
01712400-56907	THS-Admin-Graduation	\$15,000	\$0	\$15,000	\$16,683	\$0	(\$1,683)
01713203-56906	THS-Activities-Fees, Awards & Supplies	\$3,885	\$0	\$3,885	\$0	\$0	\$3,885
01882700-56270	Transportation-Bus Supplies	\$0	\$0	\$0	\$0	\$0	\$0
	Other Supplies Total	\$36,985	\$0	\$36,985	\$38,136	\$0	(\$1,151)
	Supplies Total	\$2,612,590	\$117,210	\$2,729,800	\$2,964,984	(\$0)	(\$235,184)

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
Property							
Office Equipment							
01822230-57301	Facilities-Admin-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01612400-57301	HMS-Admin-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01622400-57301	MMS-Admin-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
	Office Equipment Total	\$0	\$0	\$0	\$0	\$0	\$0
Office Furniture							
01902520-57308	Bus Off-Admin-Office Furniture	\$0	\$0	\$0	\$0	\$0	\$0
01712400-57308	THS-Admin-Office Furniture	\$0	\$0	\$0	\$700	\$0	(\$700)
01052130-57304	SPED-Health Services Furniture	\$0	\$0	\$0	\$2,166	\$0	(\$2,166)
	Office Furniture Total	\$0	\$0	\$0	\$2,865	\$0	(\$2,865)
Classroom Equipment							
01412210-57301	Curr Dir-D/W-Equipment Instructional	\$20,000	\$0	\$20,000	\$30,066	\$0	(\$10,066)
01421001-57310	Tech-Classroom-Computer Equipment	\$593,360	\$0	\$593,360	\$782,332	(\$0)	(\$188,972)
01422214-57301	Tech-L/W-Computer Equipment	\$13,550	\$0	\$13,550	\$14,063	(\$0)	(\$513)
01422220-57301	Tech-Dist AV/Ch17-Equipment Instructional	\$33,500	\$0	\$33,500	\$30,192	\$0	\$3,308
01032130-57303	PPS-L/W-Equipment Instructional	\$15,000	\$0	\$15,000	\$23,533	(\$0)	(\$8,533)
01011000-57301	TECEC-Classroom-Instructional Equipment	\$4,000	\$0	\$4,000	\$5,543	\$0	(\$1,543)
01511001-57301	BHES-Classroom-Equipment Instructional	\$2,500	\$0	\$2,500	\$950	\$0	\$1,550
01512220-57302	BHES-Library-Equipment Instructional	\$2,167	\$0	\$2,167	\$2,118	\$0	\$49
01521001-57301	FTES-Classroom-Equipment Instructional	\$2,500	\$0	\$2,500	\$644	\$0	\$1,856
01522220-57302	FTES-Library-Equipment Instructional	\$2,167	\$0	\$2,167	\$750	(\$0)	\$1,417
01531001-57301	DFES-Classroom-Equipment Instructional	\$2,500	\$0	\$2,500	\$3,681	\$0	(\$1,181)
01532220-57302	DFES-Library-Equipment Instructional	\$2,167	\$0	\$2,167	\$1,032	\$0	\$1,135
01541001-57301	MBES-Classroom-Equipment Instructional	\$2,500	\$0	\$2,500	\$256	\$0	\$2,244
01542220-57302	MBES-Library-Equipment Instructional	\$2,167	\$0	\$2,167	\$2,693	\$0	(\$526)
01551001-57301	JRES-Classroom-Equipment Instructional	\$2,500	\$0	\$2,500	\$0	\$0	\$2,500
01552220-57302	JRES-Library-Equipment Instructional	\$2,166	\$0	\$2,166	\$2,052	\$0	\$114
01581001-57301	TES-Classroom-Equipment Instructional	\$2,500	\$0	\$2,500	\$1,734	\$0	\$766
01582220-57302	TES-Library-Equipment Instructional	\$2,166	\$0	\$2,166	\$1,618	(\$0)	\$548
01611001-57301	HMS-Classroom-Equipment Instructional	\$3,400	\$0	\$3,400	\$723	\$0	\$2,677
01611016-57301	HMS-Music-Equipment Instructional	\$3,300	\$0	\$3,300	\$1,350	\$0	\$1,950
01612220-57302	HMS-Library-Equipment Instructional	\$1,700	\$0	\$1,700	\$972	\$0	\$728
01621001-57301	MMS-Classroom-Equipment Instructional	\$3,400	\$0	\$3,400	\$1,447	\$0	\$1,953
01621016-57301	MMS-Music-Equipment Instructional	\$3,300	\$0	\$3,300	\$1,916	\$0	\$1,384
01622220-57302	MMS-Library-Equipment Instructional	\$1,700	\$0	\$1,700	\$818	\$0	\$882
01711001-57301	THS-Classroom-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01711002-57301	THS-Art-Equipment Instructional	\$2,000	\$0	\$2,000	\$500	\$0	\$1,500
01711003-57301	THS-Business Ed-Equipment Instructional	\$250	\$0	\$250	\$0	\$0	\$250
01711006-57301	THS-Ag Science-Equipment Instructional	\$969	\$0	\$969	\$7,451	(\$0)	(\$6,482)
01711011-57301	THS-Foreign Language-Equipment Instructional	\$5,600	\$0	\$5,600	\$5,599	\$0	\$1
01711013-57301	THS-Home Economics-Equipment Instructional	\$1,500	\$0	\$1,500	\$2,419	\$0	(\$919)
01711014-57301	THS-Industrial Arts-Equipment Instructional	\$1,000	\$0	\$1,000	\$882	\$0	\$118
01711016-57301	THS-Music-Equipment Instructional	\$32,000	\$0	\$32,000	\$4,885	\$0	\$27,115
01711019-57301	THS-PE/Health-Equipment Instructional	\$2,000	\$0	\$2,000	\$1,932	\$0	\$68
01711027-57301	THS-Science-Equipment Instructional	\$8,500	\$0	\$8,500	\$0	\$0	\$8,500
01712220-57302	THS-Library-Equipment Instructional	\$775	\$0	\$775	\$530	\$0	\$245
01712221-57301	THS-Audio Visual-Equipment Instructional	\$3,000	\$0	\$3,000	\$0	\$0	\$3,000
01712400-57301	THS-Admin-Equipment	\$0	\$0	\$0	\$616	\$0	(\$616)
01713201-57301	Sports-Sports General-Equipment Instructional	\$70,000	\$0	\$70,000	\$44,118	\$0	\$25,882
01723307-57301	Sports-Soccer-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01723308-57301	Sports-Swimming-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01723309-57301	Sports-Tennis-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01723311-57301	Sports-Volleyball-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01723313-57301	Sports-Outdoor Track-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01723315-57301	Sports-Gymnastics-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
	Classroom Equipment Total	\$851,804	\$0	\$851,804	\$979,415	(\$0)	(\$127,611)
Classroom Furniture							
01852651-57301	Facilities-Building Improvement-Furniture	\$1,200	\$0	\$1,200	\$0	\$0	\$1,200
01511001-57308	BHES-Classroom-New Furniture	\$0	\$0	\$0	\$0	\$0	\$0
01521001-57308	FTES-Classroom-New Furniture	\$0	\$0	\$0	\$247	(\$0)	(\$247)
01531001-57308	DFES-Classroom-New Furniture	\$0	\$0	\$0	\$834	\$0	(\$834)
01541001-57308	MBES-Classroom-New Furniture	\$0	\$0	\$0	\$247	\$0	(\$247)

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
01551001-57308	JRES-Classroom-New Furniture	\$0	\$0	\$0	\$247	(\$0)	(\$247)
01581001-57308	TES-Classroom-New Furniture	\$0	\$0	\$0	\$247	\$0	(\$247)
01611001-57308	HMS-Classroom-New Furniture	\$0	\$0	\$0	\$0	\$0	\$0
01621001-57308	MMS-Classroom-New Furniture	\$0	\$0	\$0	\$0	\$0	\$0
	Classroom Furniture Total	\$1,200	\$0	\$1,200	\$1,823	\$0	(\$623)
<u>Building Equipment</u>							
01842610-57301	Facilities-Custodial-Equipment	\$5,000	\$0	\$5,000	\$5,645	(\$0)	(\$645)
01852622-57307	Facilities-Snow Removal-Equipment	\$5,000	\$0	\$5,000	\$8,452	\$0	(\$3,452)
01852623-57307	Facilities-Vehicles-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01852625-57307	Facilities-Grounds-Equipment	\$16,685	\$0	\$16,685	\$5,724	\$0	\$10,961
01852632-57307	Facilities-Inside Maintenance-Equipment	\$1,000	\$0	\$1,000	\$113	\$0	\$887
01852633-57307	Facilities-Electrical-Equipment	\$2,500	\$0	\$2,500	\$731	\$0	\$1,769
01852639-57307	Facilities-HVAC-Equipment	\$19,762	\$0	\$19,762	\$12,958	\$0	\$6,804
01852644-57307	Facilities-Plumbing-Equipment	\$1,000	\$0	\$1,000	\$1,802	(\$0)	(\$802)
01852648-57307	Facilities-IAQ-Equipment	\$0	\$0	\$0	\$0	\$0	\$0
01852654-57340	Facilities-Maintenance-Vehicle	\$18,000	\$0	\$18,000	\$0	\$0	\$18,000
	Building Equipment Total	\$68,947	\$0	\$68,947	\$35,424	(\$0)	\$33,523
<u>Building Improvements</u>							
01842611-57202	Facilities-Project Lease Pymts	\$524,000	\$0	\$524,000	\$310,724	(\$0)	\$213,276
01852651-57202	Facilities-Building Improvement-Projects	\$20,000	\$0	\$20,000	\$62,800	\$0	(\$42,800)
	Building Improvements Total	\$544,000	\$0	\$544,000	\$373,524	(\$0)	\$170,476
<u>Other Equipment</u>							
01422520-57301	Tech-Admin-WAN Equipment	\$9,500	\$0	\$9,500	\$0	\$0	\$9,500
	Other Equipment Total	\$9,500	\$0	\$9,500	\$0	\$0	\$9,500
	Property Total	\$1,475,451	\$0	\$1,475,451	\$1,393,052	(\$0)	\$82,399
<u>Other Objects</u>							
<u>Dues, Fees and Memberships</u>							
01912520-58310	Redemption of Principal on Loans	\$0	\$126,028	\$126,028	\$1,049,289	\$0	(\$923,261)
01912520-58320	Interest on Loans	\$0	\$3,665	\$3,665	\$134,422	\$0	(\$130,757)
01902320-58900	Super-Admin-Dues & Fees	\$13,000	\$0	\$13,000	\$16,501	\$0	(\$3,501)
01402210-58900	Instructional-Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0
01402320-58900	Asst Super-Admin-Dues & Fees	\$1,100	\$0	\$1,100	\$5,469	\$0	(\$4,369)
01412210-58900	Curr Dir-Admin-Dues & Fees	\$4,000	\$0	\$4,000	\$2,026	\$0	\$1,974
01882700-58900	Trans-Admin-Dues & Fees	\$375	\$0	\$375	\$0	\$0	\$375
01912520-58900	Bus Off-Admin-Dues & Fees	\$7,000	\$0	\$7,000	\$96,209	\$0	(\$89,209)
01422520-58900	Tech-Admin-Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0
01822230-58900	Facilities-Admin-Dues & Fees	\$800	\$0	\$800	\$610	\$0	\$190
01011200-58900	PPS-Admin-Dues & Fees	\$2,000	\$0	\$2,000	\$693	\$0	\$1,307
01011000-58900	TECEC-Admin-Dues & Fees	\$700	\$0	\$700	\$721	\$0	(\$21)
01512400-58900	BHES-Admin-Dues & Fees	\$550	\$0	\$550	\$528	\$0	\$22
01522400-58900	FTES-Admin-Dues & Fees	\$550	\$0	\$550	\$239	\$0	\$311
01532400-58900	DFES-Admin-Dues & Fees	\$550	\$0	\$550	\$208	\$0	\$342
01542400-58900	MBES-Admin-Dues & Fees	\$550	\$0	\$550	\$0	\$0	\$550
01552400-58900	JRES-Admin-Dues & Fees	\$550	\$0	\$550	\$89	\$0	\$461
01582400-58900	TES-Admin-Dues & Fees	\$550	\$0	\$550	\$189	(\$0)	\$361
01612400-58900	HMS-Admin-Dues & Fees	\$900	\$0	\$900	\$344	\$0	\$556
01622400-58900	MMS-Admin-Dues & Fees	\$900	\$0	\$900	\$839	\$0	\$61
01711006-58900	THS-Ag Science-Dues & Fees	\$899	\$0	\$899	\$645	\$0	\$254
01711019-58900	THS-PE/Health-Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0
01712120-58900	THS-Guidance-Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0
01712220-58900	THS-Library-Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0
01712400-58900	THS-Admin-Dues & Fees	\$10,000	\$0	\$10,000	\$10,844	\$0	(\$844)
01713201-58900	Sports-Sports General-Dues & Fees	\$32,000	\$0	\$32,000	\$23,680	\$0	\$8,320
01741200-58900	Cont Ed-Admin-Dues & Fees	\$0	\$0	\$0	\$0	\$0	\$0
	Dues, Fees and Memberships Total	\$76,974	\$129,693	\$206,667	\$1,343,544	(\$0)	(\$1,136,877)
<u>Other Objects</u>							
01912520-58904	D/W-Admin-Bad Debt Expense	\$2,000	\$0	\$2,000	\$456	\$0	\$1,544
	Other Objects Total	\$2,000	\$0	\$2,000	\$456	\$0	\$1,544

Trumbull Board of Education Expense vs Budget Detail
Report for the Period Ended 6/30/2021

Account #	Account Description	Budget			Expended	Committed/ Estimates	Available/ (Over)
		Original	Transfers	Revised			
	Other Objects Total	\$78,974	\$129,693	\$208,667	\$1,344,001	(\$0)	(\$1,135,334)
Other Uses of Funds							
Miscellaneous							
01412210-59000	Curr-District Wide Support	\$0	\$0	\$0	\$0	\$0	\$0
01912520-59000	Bus Office-Admin-Anticipated Surplus	\$0	\$0	\$0	\$0	\$0	\$0
01912520-59001	Bus Office-Excess Cost Reim	\$0	\$0	\$0	\$0	\$0	\$0
	Miscellaneous Total	\$0	\$0	\$0	\$0	\$0	\$0
	Report Total	\$109,025,882	\$0	\$109,025,882	\$108,124,469	\$0	\$901,413
COVID Expenses reflected in above expended							
01011200-53230 -COVID	CONSULTANT				\$134,747	\$0	(\$134,747)
01011200-56111 -COVID	SUPPLIES - GENERAL CLASSROOM				\$9,694	\$0	(\$9,694)
01052130-56110 -COVID	SUPPLIES				\$1,023	\$0	(\$1,023)
01331200-51110 -COVID	TEACHERS-CLASSROOM				\$1,935	\$0	(\$1,935)
01401203-51117 -COVID	SUBSTITUTE TEACHERS,TUTORS				\$654	\$0	(\$654)
01402320-51114 -COVID	DIRECTOR				\$666	\$0	(\$666)
01421001-57310 -COVID	EQUIPMENT-COMPUTER				\$561,923	\$0	(\$561,923)
01422214-56900 -COVID	PARTS, MAINTENANCE				\$630	\$0	(\$630)
01422214-57301 -COVID	EQUIPMENT-COMPUTER				\$2,353	\$0	(\$2,353)
01422520-51141 -COVID	CUST./MAINT. - OT - SCHOOL				\$15,391	\$0	(\$15,391)
01422520-56110 -COVID	SUPPLIES				\$347	\$0	(\$347)
01422520-56900 -COVID	PARTS, MAINTENANCE				\$2,072	\$0	(\$2,072)
01521001-57308 -COVID	FURNITURE				\$247	\$0	(\$247)
01541001-56111 -COVID	SUPPLIES - GENERAL CLASSROOM				\$1,990	\$0	(\$1,990)
01541001-57308 -COVID	FURNITURE				\$247	\$0	(\$247)
01551001-57308 -COVID	FURNITURE				\$247	\$0	(\$247)
01581001-57308 -COVID	FURNITURE				\$247	\$0	(\$247)
01611016-56111 -COVID	SUPPLIES - GENERAL CLASSROOM				\$142	\$0	(\$142)
01612400-56110 -COVID	SUPPLIES				\$90	\$0	(\$90)
01712400-56110 -COVID	SUPPLIES				\$15	\$0	(\$15)
01712400-57308 -COVID	FURNITURE				\$700	\$0	(\$700)
01713201-56112 -COVID	SUPPLIES				\$2,381	\$0	(\$2,381)
01802320-51117 -COVID	SUBSTITUTE TEACHERS,TUTORS				\$79,535	\$0	(\$79,535)
01802320-51129 -COVID	OTHER NON-CERTIFIED				\$48,220	\$0	(\$48,220)
01802320-51139 -COVID	SUBSTITUTE TEACHERS,TUTORS				\$856	\$0	(\$856)
01842610-51140 -COVID	CUST./MAINT. - OT - SCHOOL				\$625	\$0	(\$625)
01842610-51141 -COVID	CUST./MAINT. - OT - SCHOOL				\$2,379	\$0	(\$2,379)
01842610-51149 -COVID	CUST./MAINT. - OT - SCHOOL				\$1,983	\$0	(\$1,983)
01842610-56130 -COVID	SUPPLIES - CUSTODIAL				\$9,748	\$0	(\$9,748)
01852620-51141 -COVID	CUST./MAINT. - OT - SCHOOL				\$214	\$0	(\$214)
01852631-54300 -COVID	REPAIRS, SERVICE FEES				\$7,575	\$0	(\$7,575)
01852639-56134 -COVID	PARTS AND SUPPLIES-MAINTENANCE				\$8,227	\$0	(\$8,227)
01852639-57307 -COVID	EQUIPMENT				\$3,400	\$0	(\$3,400)
01852644-56134 -COVID	PARTS AND SUPPLIES-MAINTENANCE				\$410	\$0	(\$410)
	COVID Total				900,914	\$0	(\$900,914)
	Report Total less COVID	\$109,025,882	\$0	\$109,025,882	\$107,223,555	\$0	\$1,802,327
	Munis Report Total	\$109,025,882	\$0	\$109,025,882	\$108,124,469	\$0	\$901,413

	Trumbull Board of Education				
	Town 009 Accounts				
	7/1/20 to 6/30/21				
Org#	Description	Budget	Expenditures	Encumbrances	Balance
09002611	Electricity	24,000	24,000	-	-
09005000	Community Services-Custodian Reg Pay	2,000	-	-	2,000
09005000	Community Services-Custodian OT Pay	78,657	11,894	-	66,763
09006001	Non Public Schools - Teachers	164,593	163,175	0	1,418
09006200	Community Services - HC Pool Employee	58,712	60,901	0	(2,189)
09006200	Community Services - HC Pool Supplies	25,000	5,240	(0)	19,760
09007001	Non Public Transportation-Admin	18,805	17,189	(0)	1,616
09007001	Non Public Transportation-Secretary	12,550	21,023	(0)	(8,473)
09007001	Non Public Transportation-Bus Routes	1,015,564	830,178	(0)	185,386
	Total Town 009 Fund	1,399,881	1,133,600	(0)	266,281

Trumbull Board of Education					
Student Activity Detail Report					
Object #	Account Name	As of 7/1/20	Increase	Decrease	As of 6/30/21
20251	BOOTH HILL SCHOOL	2,235	3,556	2,621	3,170
20253	DANIELS FARM	502	-	-	502
20825	FINGERPRINTING/BACKGROUND CHK	(540)	2,942	2,416	(13)
20252	FRENCHTOWN SCHOOL	3,642	3,547	4,097	3,092
20550	GENERAL FUND	2,050	1,715	855	2,910
20152	HILLCREST MIDDLE SCHOOL	15,932	5,118	6,065	14,986
20255	JANE RYAN SCHOOL	899	-	488	411
20156	MADISON MIDDLE SCHOOL	12,098	4,642	12,438	4,303
20068	MATH HONOR SOCIETY	1,046	360	-	1,406
20254	MIDDLEBROOK SCHOOL	4,203	1,927	1,489	4,641
20258	TASHUA SCHOOL	8,534	2,367	4,833	6,069
20628	THS A.V. CLUB	172	-	-	172
20611	THS ACADEMIC DECATHLON	3,168	-	-	3,168
20709	THS ALTERNATE METHODS OF PYMNT	(38)	-	-	(38)
20604	THS BAND	967	-	-	967
20606	THS BEST BUDDIES	693	944	350	1,287
20130	THS BOOK STORE	3,306	-	63	3,243
20711	THS BOYS BASKETBALL	40	-	-	40
20727	THS BOYS INDOOR TRACK	2,277	-	-	2,277
20715	THS BUSINESS ED. ENTREPRENEUR	999	-	-	999
20646	THS CHEERLEADING	1,875	2,717	1,236	3,356
20614	THS CHORAL GROUP	5	-	-	5
20163	THS Class of 2016	2,759	-	-	2,759
20164	THS Class of 2017	5,344	-	-	5,344
20165	THS Class of 2018	8,098	-	-	8,098
20166	THS Class of 2019	2,292	-	-	2,292
20167	THS Class of 2020	19,735	-	3,483	16,251
20168	THS Class of 2021	10,578	27,865	29,359	9,085
20169	THS Class of 2022	500	330	-	830
20170	THS Class of 2023	-	621	-	621
20609	THS CREATIVE MINDS	2,278	350	55	2,573
20603	THS DECA (MARKETING EDUCATION)	9,586	4,310	6,104	7,792
20637	THS ETHICS CLUB	103	-	281	(178)
20647	THS FASHION CLUB	390	-	-	390
20620	THS FRENCH CLUB	1,003	-	50	953
20617	THS FUTURE BUSINESS LEADERS	3,224	225	585	2,864
20710	THS GIRLS BASKETBALL	4,778	3,850	2,014	6,614
20718	THS GIRLS CROSS COUNTRY	22	-	-	22
20726	THS GIRLS INDOOR TRACK	192	-	370	(178)
20732	THS GIRLS OUTDOOR TRACK	1,270	-	-	1,270
20733	THS GIRLS TENNIS	553	4,527	2,019	3,061
20712	THS GLOW CLUB	83	-	-	83
20719	THS GOLF	567	-	-	567
20643	THS GRADUATION - CAP & GOWNS	6,966	20,565	16,924	10,608
20713	THS GRAPHIC DESIGN	214	-	-	214
20714	THS GYMNASTICS	-	1,603	-	1,603
20599	THS HISTORY HONOR SOCIETY	-	700	229	471
20607	THS HOME ECON. CLUB	2	-	-	2
20622	THS IN/OUT	4,750	1,175	2,492	3,432
20640	THS INTERACT CLUB	102	-	45	57
20615	THS ITALIAN CLUB	189	1,371	572	988
20605	THS KEY CLUB	477	-	-	477
20613	THS LATIN CLUB	6	138	-	144
20101	THS LIBRARY CLUB	3,224	263	-	3,487
20645	THS LINK CREW LEADERS	2,948	14,035	1,960	15,023
20608	THS LOST TEXTBOOKS	5,950	893	723	6,120
20621	THS MISCELLANEOUS	4,509	4,235	5,656	3,087
20728	THS MOCK TRIAL	161	-	-	161
20032	THS MODEL CONGRESS	4,931	-	1,124	3,807
20639	THS MODEL U.N. CLUB	1,902	-	-	1,902
20707	THS NATIONAL HONOR SOCIETY	2,220	1,140	2,068	1,292
20133	THS NEWSPAPER	108	50	50	108
20082	THS ORCHESTRA	742	-	-	742
20702	THS PEER LEADERS	412	-	-	412
20703	THS PEER MEDIATION CLUB	3,499	-	-	3,499
20110	THS PINK RIBBON	1,357	-	-	1,357
20708	THS POETRY	785	-	-	785
20644	THS ROBOTICS CLUB	1,623	-	-	1,623
20630	THS SKI CLUB	58	-	-	58
20631	THS SOAR	2,800	-	-	2,800
20625	THS SODA MACHINE	476	91	-	567
20624	THS SPANISH CLUB	1,398	-	335	1,063
20510	THS STUDENT COUNCIL	7,032	315	1,976	5,371
20629	THS SUNSHINE FUND	2,992	220	2,100	1,112
20632	THS SWIMMING	546	-	192	354
20641	THS THESPIAN SOCIETY	8,109	17,228	11,447	13,890
20139	THS TRILLIUM YEARBOOK	10,165	7,751	1,924	15,992
20190	THS VO-AG FARM	19,329	19,209	13,188	25,350
20180	THS VO-AG FUTURE FARMERS	1,392	-	-	1,392
20633	THS WE THE PEOPLE	52	-	-	52
20627	THS WORLD LANGUAGE HONOR SOCIETIES	61	1,911	-	1,972
20642	THS YOUTH TO YOUTH	1,052	-	-	1,052
20810	TRUMBULL FOOTBALL ALUMNI ASSOC.	1,000	-	-	1,000
Total Student Activity Fund		240,960	164,806	144,273	261,493

SPID	Ends	Org#	Trumbull Board of Education Grants	Budget	Expense	Encumbrance	Balance available as of 6/30/2021
20977	June	2009010	IDEA Part B Sec 611	1,489,122	1,338,467	-	150,655
20977	June	2009011	IDEA Part B Sec 611-NP	49,683	36,029	-	13,653
20983	June	2009450	IDEA Part B Sec 619	40,292	34,909	-	5,383
20679	June	2009140	Title I	229,089	135,616	-	93,473
20679	June	2009141	Title I NP	1,673	-	-	1,673
20858	June	2009480	Title II-A	86,825	56,393	-	30,432
20858	June	2009481	Title II-A NP	58,876	10,818	-	48,058
20868	June	2009080	Title III-A	32,664	28,011	-	4,654
20868	June	2009081	Title III-A NP	15,112	1,720	-	13,392
20873	June	2009300	Title IV-A	20,132	9,100	-	11,032
20873	June	2009301	Title IV-A NP	6,639	483	-	6,156
17047	June	2009521	Excess Cost Grant - ECR	-	271,944	-	(271,944)
29561	12/30/2020	2009700	CRF - Coronavirus Relief Fund	2,147,602	2,121,741	-	25,861
29571	9/30/2022	2009110	ESSER - Public Schools	127,339	127,339	-	-
29571	9/30/2022	2009112	ESSER - Non Public Schools	31,418	14,400	-	17,018
29571	9/30/2023	2009120	ESSER II	765,715	258	-	765,457
20977	9/30/2021	2009710	SPED Stipend-COVID 19	20,000	573	-	19,427
n/a	2/28/2021	2009440	FFA Grant for Growing	997	997	-	-
12552	June	2009302	Team Mentors	-	3,011	-	(3,011)
n/a	Sept	2009350	Headstart (10/1/20-9/30/21)	407,818	336,425	-	71,393
n/a	June	2009509	Local Prevention Council	5,663	5,663	-	-
n/a	N/A	2009603	PEGPETIA	64,700	64,700	-	-
20742	June	2009470	Perkins	60,011	57,420	-	2,591
n/a	10/30/2021	2009505	TPAUD-DFC (10/31/20-10/30/21)	155,116	109,639	-	45,477
n/a	June	2009507	TPAUD-Opiod Prevention	10,000	6,474	-	3,526
			Total Grant Fund	5,826,486	4,772,130	-	1,054,356

Trumbull Board of Education								
Special Revenue BOE Programs								
7/1/20 to 6/30/21						Fund Balance(Deficit) as of		
Org#	Description	Revenues	Operating Transfer In (Out) also reflected in Revenue (Expense)	Expenditures	Encumbrances	Revenues over (under) Expenditures includes Operating Transfers	7/1/20	6/30/21
2051660	ACE Foundation	-	-	-	-	-	58	58
2059530	Agriscience	-	-	978	-	(978)	14,367	13,389
2051121	Athletics	285,089	-	211,942	(0)	73,147	(5,356)	67,791
2052651	Building Use	(25)	-	4,989	-	(5,014)	26,650	21,636
2051650	Continuing Ed	75,978	-	51,694	0	24,284	(24,625)	(342)
2051100	Driver's Education	(230)	-	3,373	0	(3,603)	17,989	14,386
2051717	Elementary Strings/Band	217,895	180,422	195,149	0	22,745	-	22,745
2056230	Guidance/Testing	639	-	469	-	170	9,922	10,092
2059360	Head Start Food	11,311	-	9,420	-	1,891	2,065	3,956
2059240	Interdistrict (TECEC*/REACH*/IIP*)	481,870	195,000	363,436	(0)	118,434	(55,429)	63,005
2059540	Madison Grant	-	-	-	-	-	368	368
2059520	Magnet Transportation	14,300	-	-	-	14,300	58,500	72,800
2059490	Miscellaneous	-	-	-	-	-	2,401	2,401
2059460	Open Choice	130,790	-	22,257	0	108,533	131,606	240,139
2051019	PE Day	-	-	-	-	-	247	247
2051200	SBCH-PPS Medicaid Program	57,312	-	70,742	0	(13,430)	(14,632)	(28,062)
2055904	Rebates	107,718	-	104,714	-	3,005	58,580	61,584
2051600	Summer Explorations	176,321	-	61,751	0	114,570	(133,903)	(19,333)
2052221	Take Home Device Insurance	37,226	-	15,076	-	22,151	11,322	33,472
2057100	THS AP Testing	7,959	-	7,276	-	683	18,788	19,471
2051380	THS Auditorium	19,578	19,578	-	-	19,578	(19,578)	-
2059400	THS Connections	-	-	-	-	-	1,125	1,125
2059450	THS Culinary Kitchen Catering	615	-	2,242	0	(1,627)	9,613	7,985
2055400	THS Musical	64,198	35,000	31,144	-	33,054	(15,115)	17,939
2059510	Typical or Troubled Grant	-	-	-	-	-	643	643
2056207	Used Book Sales	-	-	-	-	-	2,145	2,145
2055213	Voluntary Insurance	-	-	1,782	(0)	(1,782)	4,221	2,439
	Total Special Revenue Fund	1,688,543	430,000	1,158,433	(0)	530,110	101,970	632,079
	* TECEC-Trumbull Early Childhood Education Center							
	* REACH-Regional Educational Academic and Counseling Help							
	* IIP-Interim Instructional (transition) Program							

School Lunch Financials for 2020-2021 School Year - FUND 210																										
	7/31/2020 YTD	7/31/2020 Month	8/31/2020 YTD	8/31/2020 Month	9/30/2020 YTD	9/30/2020 Month	10/31/2020 YTD	10/31/2020 Month	11/30/2020 YTD	11/30/2020 Month	12/31/2020 YTD	12/30/2020 Month	1/31/2021 YTD	1/31/2021 Month	2/28/2021 YTD	2/28/2021 Month	3/31/2021 YTD	3/31/2021 Month	4/30/2021 YTD	4/30/2021 Month	5/31/2021 YTD	5/31/2021 Month	6/30/2021 YTD	6/30/2021 Month		
Balance Sheet																										
Assets:																										
Cash	1,008,379		1,010,324		1,017,590		951,577		937,382		952,552		977,172		1,009,999		581,462		672,362		875,735		944,518			
Receivables	50,754		49,625		91,565		167,847		216,631		250,970		352,858		437,140		608,224		670,286		693,797		619,820			
Inventory	46,979		46,979		67,194		67,194		67,194		67,194		67,194		67,194		67,194		67,194		67,194		39,725			
Prepaid Expense	-		-		-		-		-		-		-		-		-		-		-		-			
Due From Others	-		-		-		-		-		-		-		-		-		-		-		-			
Total Assets:	1,106,111		1,106,928		1,176,348		1,186,618		1,221,207		1,270,715		1,397,224		1,514,332		1,256,880		1,409,842		1,636,726		1,604,063			
Liabilities:																										
Accounts Payable	-		-		72,414		56,709		64,264		64,826		95,861		118,864		147,455		151,771		144,921		-			
Deferred Revenue	134,259		134,259		134,977		134,147		134,378		133,800		133,483		132,591		131,971		130,461		127,338		122,156			
Due to Town	1,613,413		1,626,962		1,725,835		1,943,309		2,027,013		2,173,522		2,289,519		2,393,024		2,028,717		2,195,834		1,052,642		1,192,869			
Reserve for Encumbrances																							52,711			
Total Liabilities:	1,747,672		1,761,221		1,933,226		2,134,164		2,225,655		2,372,148		2,518,863		2,644,479		2,308,143		2,478,065		1,324,901		1,367,736			
Fund Balances:	(641,561)		(654,293)		(756,878)		(947,547)		(1,004,449)		(1,101,432)		(1,121,639)		(1,130,146)		(1,051,264)		(1,068,223)		311,825		236,327			
Statement of Revenues, Expenditures and Changes in Fund Balances																										
Revenue/increases:																										
Food Sales/Charges for Service	-	-	1,985	1,985	9,570	7,585	16,857	7,287	21,484	4,626	25,330	3,847	32,369	7,038	38,472	6,103	51,299	12,828	65,353	14,054	85,907	20,554	98,399	12,491		
Intergovernmental	-	-	-	-	39,773	39,773	115,532	75,759	202,055	86,523	312,179	110,124	496,792	184,613	704,071	207,279	1,053,362	349,291	1,341,236	287,874	1,702,469	361,233	1,930,508	228,040		
Other Income/Interest		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Intergovernmental (Town) Transfer		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,250,000	1,250,000	1,250,000	-		
Increases		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total revenue/increases	-	-	1,985	1,985	49,344	47,359	132,390	83,046	223,539	91,149	337,509	113,971	529,161	191,651	742,543	213,382	1,104,661	362,118	1,406,589	301,928	3,038,376	1,631,787	3,278,907	240,531		
Expenses/decreases																										
Wages	2,636	2,636	14,206	11,570	80,106	65,900	187,883	107,777	270,135	82,252	377,576	107,441	456,691	79,115	521,621	64,930	617,949	96,328	721,352	103,404	822,377	101,024	925,868	103,492		
FICA	202	202	1,056	854	4,809	3,754	10,877	6,067	15,546	4,669	22,302	6,756	26,778	4,476	30,251	3,473	35,499	5,248	41,289	5,790	46,890	5,602	52,506	5,615		
Medical	39,132	39,132	40,745	1,614	69,948	29,202	173,073	103,125	169,638	(3,435)	201,466	31,828	233,634	32,168	272,966	39,332	306,646	33,680	378,811	72,165	378,325	(486)	409,393	31,068		
Other Expenses	(455)	(455)	(944)	(1,399)	8,291	7,347	10,060	1,769	12,414	2,354	15,112	2,698	18,491	3,379	19,665	1,174	22,896	3,231	23,372	476	25,726	2,353	27,875	2,149		
Supplies	-	-	40	40	6,116	6,076	13,002	6,886	15,957	2,955	19,502	3,545	23,178	3,676	23,813	635	28,506	4,693	37,247	8,741	43,789	6,542	50,936	7,147		
Cost of Food	-	-	-	-	36,906	36,906	84,996	48,090	136,173	51,177	188,219	52,046	277,261	89,043	385,768	108,507	525,576	139,808	668,607	143,031	805,310	136,704	921,355	116,045		
Equipment/Capital	-	-	-	-	-	-	-	-	8,079	8,079	14,719	6,640	14,719	-	18,557	3,838	18,806	249	4,087	(14,719)	4,087	-	54,600	50,513		
Intergovernmental Transfer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Decreases	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Expenditures/increases	41,514	41,514	55,103	12,679	206,175	149,185	479,890	273,715	627,941	148,051	838,895	210,954	1,050,753	211,858	1,272,643	221,890	1,555,878	283,236	1,874,765	318,887	2,126,504	251,739	2,442,533	316,029		
Incr/(Decr) in fund balances before operating transfers	(41,514)		(53,118)		(156,832)		(347,500)		(404,402)		(501,386)		(521,592)		(530,100)		(451,217)		(468,176)		911,872		836,374			
Operating Transfers in/(out)	-		-		-		-		-		-		-		-		-		-		-		-			
Incr/(Decr) in fund balances after operating transfers	(41,514)		(53,118)		(156,832)		(347,500)		(404,402)		(501,386)		(521,592)		(530,100)		(451,217)		(468,176)		911,872		836,374			
Fund Balances:																										
Beginning of year	(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)		(600,047)			
End of period	(641,561)		(653,165)		(756,878)		(947,547)		(1,004,449)		(1,101,432)		(1,121,639)		(1,130,146)		(1,051,264)		(1,068,223)		311,825		236,327			
Months Revenue Control	-		1,985		48,488		83,046		91,149		113,971		191,651		213,382		362,118		301,928		1,631,787		240,531			
Month Expenditure Control	41,514		13,589		151,072		273,715		148,051		210,954		211,858		221,890		283,235		318,887		251,739		263,318			
Profit (Loss) for the month	(41,514)		(11,604)		(102,585)		(190,668)		(56,902)		(96,984)		(20,207)		(8,507)		78,883		(16,959)		1,380,048		(22,787)			
Balances? yes/off by	Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes			

School Lunch Financials As of June 30, 2021 - FUND 210

Balance Sheet as of 6/30	Budget	6/30/21 School Lunch	Encumbered	Available/ (Over)	6/30/20 School Lunch	YTY Diff.	% Change
Assets:							
Cash		944,518			942,262	2,257	0.24%
Receivables		619,820			116,871	502,949	430.35%
Inventory		39,725			46,979	(7,254)	-15.44%
Prepaid Expense		-			-		
Due From Others		-			-		
Total Assets:		1,604,063			1,106,111	497,952	45.02%
Liabilities:							
Accounts Payable		-			167	(167)	
Deferred Revenue		122,156			134,259	(12,103)	-9.01%
Due to Town		1,192,869			1,571,732	(378,863)	-24.10%
Reserve for Encumbrance		52,711			-	52,711	
Total Liabilities:		1,367,736			1,706,158	(338,422)	-19.84%
Fund Balances:		236,327			(600,047)	836,373	-139.38%
Statement of Revenues, Expenditures and Changes in Fund Balances for the 10 months ended 6/30							
Revenue/increases:							
Food Sales/Charges for Service		98,399	-	(98,399)	1,363,236	(1,264,837)	-92.78%
Intergovernmental		1,930,508	-	(1,930,508)	407,596	1,522,912	373.63%
Other Income/Interest		-			-	-	
Intergovernmental (Town) Transfer		1,250,000			-	1,250,000	
Increases		-			-	-	
Total revenue/increases		3,278,907	-	(2,028,907)	1,770,832	1,508,075	85.16%
Expenses/decreases							
Wages		925,868	-	(925,868)	1,019,529	(93,660)	-9.19%
FICA		52,506	-	(52,506)	56,922	(4,416)	-7.76%
Medical		409,393	-	(409,393)	420,036	(10,643)	-2.53%
Other Expenses		27,875	-	(27,875)	44,855	(16,981)	-37.86%
Supplies		50,936	-	(50,936)	52,356	(1,420)	-2.71%
Cost of Food		921,355	-	(921,355)	683,224	238,131	34.85%
Equipment/Capital		54,600	-	(54,600)	8,387	46,213	551.01%
Intergovernmental Transfer		-			-	-	
Decreases		-			-	-	
Total Expenditures/Increases		2,442,533	-	(2,442,533)	2,285,308	157,225	6.88%
Incr/(Decr) in fund balances before operating transfers		836,374			(514,476)	1,350,850	-262.57%
Operating Transfers in/(out)		-			-	-	
Incr/(Decr) in fund balances after operating transfers		836,374			(514,476)	1,350,850	-262.57%
Fund Balances:							
Beginning of year		(600,047)			(85,571)	(514,476)	601.23%
End of period		236,327			(600,047)	836,373	-139.38%
Months Revenue Control		240,531			22,061		
Months Exp Control		263,318			129,096		
Profit (Loss) for the month		(22,787)			(107,035)	84,248	-78.71%

Trumbull Board of Education Scholarship Details 7/1/20 to 6/30/21						
				Fund Balance as of 6/30/21		
Account Name	Revenues	Expenditures	Net Rev(Exp)	Permanent Restricted	Unrestricted	Total
Brewster	9	-	9	1,685	187	1,872
Peter Burke	41	500	(459)	-	7,915	7,915
K. Capobianco	10	200	(190)	-	1,833	1,833
Donna Cassidy	62	1,500	(1,438)	-	11,410	11,410
Citizenship/Holdsworth	2	400	(398)	-	39	39
Mary Curtiss	35	400	(365)	-	6,950	6,950
S. Dick Electronics	54	-	54	10,000	1,091	11,091
Education	1,000	1,000	-	-	-	-
Ran Grinnell	5	-	5	-	1,089	1,089
Clare Hampford	19	-	19	-	3,876	3,876
G. Hartz	0	-	0	-	10	10
Klein/ Danaher	16	-	16	-	3,229	3,229
Lorimer	0	-	0	-	78	78
Dr. Gloria Maina	3	-	3	-	555	555
Frances S. Mallett	1,505	1,000	505	-	1,161	1,161
Loretta McDougall	64	-	64	-	13,167	13,167
Karen Mraz	297	500	(203)	-	9,341	9,341
National Merit	3	-	3	-	535	535
PHNA	44	-	44	8,000	1,001	9,001
Ralph Pascale	2	-	2	-	510	510
Jill Resnick	81	500	(419)	-	16,348	16,348
R. Rossomando	30	-	30	5,190	945	6,135
Dick Seaman	47	-	47	-	4,533	4,533
R. Simses	14	-	14	2,500	302	2,802
R. Stowe	12	-	12	2,200	266	2,466
Trumbull High	5	-	5	-	1,109	1,109
Jennie N. Villano	1	-	1	-	211	211
Zink	54	-	54	10,000	1,094	11,094
Total Scholarship Fund	3,414	6,000	(2,586)	39,575	88,787	128,362

Trumbull Public Schools

Proposed Fiscal Year End June 30, 2021 Transfers

FROM:

Org	Object	Account Name	Transfer
01011200	51118	PPS - L/W - Curriculum Writing	(1,200,000.00)
01882701	55105	Trans-Admin-SPED Out of District	(177,176.16)
01882700	55105	Trans-Admin-SPED-Summer Buses	(141,336.00)
Total			(1,518,512.16)

TO:

Org	Object	Account Name	Transfer
01402320	58900	Asst Super-Admin-Dues & Fees	4,368.52
01852639	56134	Facilities-HVAC-Supplies	29,795.11
01011200	56904	PPS-L/W-Testing Materials	40,694.33
01412214	56111	Curr Dir-D/W-Classroom Supplies	50,712.85
01912520	52002	Benefits - Health & Dental	85,675.98
01912520	58900	Bus Off-Admin-Dues & Fees	89,208.78
01912520	58320	Interest on Loans	130,756.54
01412210	56411	Curr Dir-D/W-Text & Workbooks	164,039.05
01912520	58310	Redemption of Principal on Loans	923,261.00
Total			1,518,512.16

EDUCATIONAL SPECIFICATIONS
ROOF REPLACEMENT PROJECT
MIDDLEBROOK ELEMENTARY SCHOOL
220 Middlebrooks Ave., Trumbull, CT 06606

September 10, 2021

1. PROJECT RATIONALE

The long-range plan for the Middlebrook Elementary School in Trumbull, CT calls for a complete replacement of all the roof areas at the school. The overall roof area is approximately 57,000 square feet. The current roofing systems being replaced is over 20 years old and includes a four-ply graveled surfaced built-up asphalt roof over a layer of 1" to 2" perlite insulation which is over a layer of 1.5" phenolic insulation and approximately 50% is over metal deck and 50% over concrete deck. There is a small portion of the roof that is approximately 4,400 square feet that was more recently replaced and currently consists of adhered EPDM over 1.5" ISO insulation over a metal deck. There is also another small area that is approximately 1,500 square feet with asphalt shingles. Based on the age of the overall roofing system, the roof has exceeded its life expectancy and a full replacement is required at this time.

2. LONG-RANGE PLAN

The long-range plan for the school facilities in Trumbull, CT calls for provision of a safe and appropriate learning environment. In order to maintain this environment, it is necessary for the Trumbull Public Schools to replace the roof at the Middlebrook Elementary School. The Trumbull Public Schools Facilities Department intends on establishing a maintenance plan which will include regularly scheduled inspections.

The Trumbull Public Schools plans to continue to utilize the Middlebrook Elementary School in its current capacity, and with appropriate maintenance, as an elementary school for at least the next twenty years.

3. **THE PROJECT**

The Trumbull Public Schools proposes the following components for its roof replacement project:

- Remove all roofing materials down to the structural deck and dispose of all materials in appropriate manner. Tests have indicated that there are no asbestos containing materials.
- Replacing or repairing any excessively damaged metal roof deck or concrete roof deck.
- Replace any rotted wood blocking.
- Install new insulation to comply with current energy codes and to provide a minimum of ¼” per foot slope.
- Raise all rooftop equipment and plumbing vents as required for new increased insulation.
- Raise all through-wall flashing and masonry weep holes as require for new increased insulation.
- Install new roofing system which will be a 60 mil fully adhered EPDM roof on majority of building with asphalt shingles on small 1,500 SF roof area.
- Replace existing gutters and downspouts where applicable.
- Replace all existing roof drains and provide overflow drains and/or scuppers.
- Install new metal fascia as required to match heights of new insulation.

Current space: The Middlebrook Elementary School includes the following instructional and support spaces: general classrooms, kindergartens, library/media center, computer lab, gymnasium, music room, art room, special education classrooms, special education resource rooms, cafeteria, nurse’s office, kitchen, conference rooms, school administration’s offices, custodial services, storage, and boiler room.

Construction: No major construction will impact any of these spaces. Limited ceiling areas will be removed and replaced as required to install new piping for new overflow drains.

Final space: See *Current space* above.

FF&E: None.

4. **BUILDING SYSTEMS**

Security: Not applicable.

Public Address: Not applicable.

Technology: Not applicable.

Phone System: Not applicable.

Clocks: Not applicable.

5. **INTERIOR BUILDING ENVIRONMENT**

Acoustics: Not Applicable.

Lighting: Not Applicable.

HVAC: Roof-top units will be raised and re-set as required for new increased insulation during the roof replacement.

Plumbing: Roof drains will be replaced and new overflow drains will be installed with new piping as required.

Windows/Doors: Not applicable.

6. **SITE DEVELOPMENT**

Site Acquisition:	Not applicable.
Parking:	Not applicable.
Drives:	Not applicable.
Walkways:	Not applicable.
Outdoor Athletic Facilities:	Not applicable.
Landscaping:	Not applicable.
Site Improvements:	Not applicable.

7. **CONSTRUCTION BONUS REQUESTS**

The Middlebrook Elementary School does house some of the special programs eligible for a school construction bonus.

School Readiness:	C.G.S. 10-285a(e)--Not applicable.
Lighthouse Schools:	C.G.S. 10-285a(f)--Not applicable.
CHOICE:	C.G.S. 10-285a(g), as amended--Applicable.
-Open Choice:	C.G.S. 10-285a(g), as amended--Applicable
Full-day Kindergarten:	C.G.S. 10-285a(h)--Applicable.
Reduced Class Size:	C.G.S. 10-285a(h)--Not applicable.
Regional Vo-Ag Center:	C.G.S. 10-65--Not applicable.
Interdistrict Magnet School:	C.G.S. 10-264h--Not applicable.
Interdistrict Cooperative School:	C.G.S. 10-158a--Not applicable.
Regional Special Education Center:	C.G.S. 10-76e--Not applicable.

8. **COMMUNITY USES**

The Middlebrook Elementary School is designed to facilitate activities during the school hours, before and after school hours, and throughout the calendar year including the following:

- Adult Education may be offered in the evenings
- YMCA day care services may be provided before and after school
- PTO may use the media center and conference rooms for meetings before and after school; as well, note that they have an office and storage space within the building
- The Recreation Department may use the gymnasium for activities evenings when it is not being used by the students
- Voting may take place in the gymnasium before, during, and after school for various town elections and referendums
- Summer Enrichment Programs may be held here
- Neighborhood and City-wide Community Meetings may take place in the evenings
- Boy and Girl Scout programs may be run here after school as well as several other youth clubs
- Community Choral performances and productions may take place during summer evenings at the school

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – September 14, 2021

Dr. Semmel, Dr. Hartman

Agenda Item – III-K

ELITE Off-Site Program

Dr. Tammy Hartman and Ms. Barbara Beaman will share the proposed lease agreement for the off-site ELITE Program to be voted on for approval. This site will serve as a community hub for the program and an employability training platform for students in the form of a preowned Bookstore Café.

Recommendation:

Review, discuss and approve a five-year lease between Trumbull Center, LLC and the Town of Trumbull for the ELITE Off-Site Program

LEASE

THIS LEASE, dated the _____ day of _____, 2021, (the "Effective Date") between **Trumbull Center, LLC**, of 935 White Plains Road, Suite 208, Trumbull, Connecticut 06611, hereinafter referred to as the "Landlord", and the **Town of Trumbull**, a Connecticut municipal corporation having an address of 5866 Main Street, Trumbull, Connecticut, 06611 acting on behalf of the Town of Trumbull Board of Education, hereinafter referred to as the "Tenant",

WITNESSETH: That the Landlord hereby demises and Leases unto the Tenant, and the Tenant hereby hires and takes from the Landlord, for the term and upon the rentals hereinafter specified, the Premises described as follows: approximately 2,500 square feet of retail space located on the second floor of property known as 2 Daniels Farm Road, situated in the Town of Trumbull, County of Fairfield and State of Connecticut, as more specifically shown as Units 8 and 9 on Schedule A attached hereto and made a part hereof, hereinafter collectively referred to as the "Premises" or "Demised Premises".

TERM: The term of this demise shall be for five years and the period from the Effective Date hereof through October 31, 2021, such that the termination date of this Lease shall be October 31, 2026.

RENT: The base rent for the demised term shall be payable without set-off or deduction of any kind monthly in advance on the first day of each calendar month for the term hereof, in installments as follows:

- (a) From the Effective Date through October 31, 2021, base rent shall be abated;
- (b) from November 1, 2021 through October 31, 2022, \$3,958.33 per month;
- (c) from November 1, 2022 through October 31, 2023, \$4,077.08 per month;

{01528571.DOCX Ver. 1}1

(d) from November 1, 2023 through October 31, 2024, \$4,200.00 per month;

(e) from November 1, 2024 through October 31, 2025, \$4,325.00 per month;

(f) from November 1, 2025 through October 31, 2026, \$4,454.17 per month,

together with additional rental as specified hereinafter, at the office of the Landlord or as may be otherwise directed by the Landlord in writing. Rent for any partial month shall be pro-rated. (See schedule C attached)

Tenant shall pay to Landlord the first month's rent hereof of \$3,958.33 upon the execution of this Lease.

Tenant's Additional Rent payments and Tenant's responsibility to pay for utilities servicing the Demised Premises shall commence as of the Effective Date.

THE ABOVE LETTING IS UPON THE FOLLOWING CONDITIONS:

Article 1
PEACEFUL POSSESSION

1.01 - The Landlord covenants that the Tenant, on paying the said rental and performing the covenants and conditions in this Lease contained, shall and may peaceably and quietly have, hold and enjoy the Demised Premises for the term aforesaid.

Article 2
USE

2.01 - The Tenant covenants and agrees to use the Demised Premises as a retail book store selling new and used books and other items commonly sold therein and such other ancillary uses related thereto, including but not limited to vocational training to develop independent and workplace skills for special education students of the Trumbull Public Schools (the "Tenant's Use"). Tenant agrees not to use or permit the Premises to be used for any other purpose without the prior written consent of the Landlord endorsed hereon which consent shall

{01528571.DOCX Ver. 1}2

not be unreasonably conditioned, withheld or delayed by Landlord. The Landlord specifically acknowledges and agrees that Tenant's Use shall include the sale of coffee, tea and similar hot and cold drink items. Tenant's Use shall also include the sale of prepackaged snacks, baked goods and similar items provided the same are prepared off the Demised Premises. Further, Tenant shall not use the Premises primarily for the sale of bagels, as a drugstore, or for any use which would compete with other tenants in the said Shopping Center. Landlord covenants and agrees Tenant's Use of the Demised Premises does not compete with any other existing tenants in the said Shopping Center and that Tenant shall not be considered in violation of this non-compete provision in regards to any future tenants in the Shopping Center that may operate a retail book store.

Article 3
DEFAULT IN PAYMENT OF RENT; ABANDONMENT OF PREMISES

3.01 - The Tenant shall, without any previous demand therefor, pay to the Landlord, or its agent, the said rent at the times and in the manner above provided. In the event of the non-payment of said rent, or any installment thereof, at the time and in the manner above provided, and if the same shall remain in default for ten (10) days after Landlord's notice to Tenant of non-payment (such notice being required, however, not more than twice in any twelve month period), or if the Tenant shall be dispossessed for non-payment of rent, the Landlord may deem the same an Event of Default hereunder, and shall be entitled to any and all remedies as set forth in Article 15 hereof. The Tenant agrees to pay, as additional rent, all reasonable attorney's fees and other expenses incurred by the Landlord in enforcing any of the obligations under this Lease.

Article 4
{01528571.DOCX Ver. 1}3

SUBLETTING AND ASSIGNMENT

4.01 - The Tenant shall not sub-let the Demised Premises nor any portion thereof, nor shall this Lease be assigned by the Tenant without the prior written consent of the Landlord, which consent may not be unreasonably withheld, delayed or conditioned by Landlord, provided said use is authorized by Section 2.01. Further, the Tenant may not assign or sublease for use of the Premises as a Chinese restaurant, Japanese restaurant, Pizza Restaurant, bagel shop, or a fast-food/take-out restaurant, or any other prohibited use pursuant to Article 2. Landlord may charge Tenant a reasonable fee not to exceed \$2,500.00, for its costs and expenses for reviewing and processing the foregoing.

4.02 - If Landlord consents to any sublease of the Premises, or any part thereof, Tenant shall in consideration therefore pay to Landlord, as additional rent, 100% of any amount received by Tenant in excess of the rent hereunder.

Article 5 **CONDITION OF PREMISES**

5.01 – The Tenant has examined the Demised Premises, and accepts them in their present condition and without any representations on the part of the Landlord or its agents as to the present or future condition of the said Premises. The Tenant shall keep the Demised Premises in good condition, and shall redecorate, paint and renovate the said Premises as may be necessary to keep them in repair and in good appearance. The Tenant shall quit and surrender the Premises at the end of the demised term in as good condition as the reasonable use thereof will permit. The Tenant shall be permitted to expand and renovate the bathroom, but shall not make any other alterations, additions, or improvements to said Premises without the prior written consent of the Landlord, which consent may not be unreasonably withheld, delayed or conditioned by Landlord. All erections, alterations, additions and improvements,
{01528571.DOCX Ver. 1}4

whether temporary or permanent in character, which may be made upon the Premises either by the Landlord or the Tenant, except furniture or movable trade fixtures installed at the expense of the Tenant, shall be the property of the Landlord and shall remain upon and be surrendered with the Premises as a part thereof at the termination of this Lease, without compensation to the Tenant. The Tenant further agrees to keep said Premises and all parts thereof in a clean and sanitary condition and free from trash, inflammable material and other objectionable matter. Notwithstanding the Landlord's requirements set forth in Section 27.01 (iv), the Tenant further agrees to keep the areas in front of the Demised Premises clean and free from obstructions. Landlord provides snow and ice removal at the Shopping Center; however, when such services have not been provided and the Demised Premises is open for business or employees are present, Tenant shall take steps to remove snow and ice from the second floor balcony area immediately adjacent to the entrance to the Demised Premise during Tenant's hours of operation or when Tenant's employees are present.

Article 6 **MECHANICS' LIENS**

6.01 - In the event that any mechanics' lien is filed against the Premises as a result of alterations, additions or improvements made by the Tenant, Tenant shall cause the lien to be discharged as against the Premises within thirty (30) days after request by Landlord to remove the lien. If bond is filed and the lien is discharged, Tenant shall not be obligated to discharge the lien by payment. The Landlord, at its option, after thirty (30) days' notice to the Tenant, may deem the same an Event of Default, as set forth in Article 15 hereof, and/or may pay the said lien, without inquiring into the validity thereof, and the Tenant shall forthwith reimburse the Landlord the total expense incurred by the Landlord in discharging the said lien, as additional rent hereunder.

{01528571.DOCX Ver. 1}5

Article 7
GLASS

7.01 - The Tenant agrees to replace at the Tenant's expense any and all glass that may become broken in and on the Demised Premises, except as may be caused by the negligence, intentional acts or omissions of the Landlord (or Landlord's agents, contractors or employees).

Article 8
LIABILITY OF LANDLORD

8.01 – The Landlord shall not be responsible for the loss of or damage to the Demised Premises or to property, or injury to persons, occurring in or about the Demised Premises, by reason of any existing or future condition, defect, matter or thing in said Demised Premises or the property of which the Premises are a part, or for the acts, omissions or negligence of other persons or tenants in and about the said property. The Tenant agrees to indemnify and save the Landlord harmless from all claims and liability for losses of or damage to property, or injuries to persons occurring in or about the Demised Premises, other than those caused by the negligence, intentional acts or omissions of Landlord (or Landlord's licensees, agents, contractors or employees).

8.02 - During the term of this Lease Agreement and all options, renewals or extensions thereof, the Tenant shall at all times indemnify Landlord for, defend Landlord against, and save Landlord harmless from, any liability, loss, cost, injury, damage or other expense whatsoever that may occur or be claimed by or with respect to any person(s) or property on or about the Demised Premises and resulting directly or indirectly from the use, misuse, occupancy, possession or unoccupancy of the Demised Premises by the Tenant or any subtenants or other persons claiming through or under the Tenant or its agents, employees, licensees, invitees,

guests or such other persons, or from the condition of the Demised Premises. The Tenant shall, at its sole cost and expense, defend against any and all such actions, claims and demands and shall indemnify the Landlord for all costs, expenses and liabilities it may incur in connection therewith. The Landlord shall not in any event whatsoever be liable for any injury or damage to the Demised Premises or to the Tenant or to any subtenants or other persons claiming through or under Tenant or their respective agents, employees, licensees, invitees, guests or to other person(s) or to any property of any such person(s), except for injury or damage resulting from a negligent, intentional act or omission of Landlord (or Landlord's licensees, agents, contractors or employees). The Tenant shall not make any claim or demand upon or institute any action against the Landlord as a result of such injury or damage.

8.03 - Landlord and Landlord's agents, representatives and employees shall not be liable for any damage to the property of the Tenant or of others, nor for the loss of or damage to any property of the Tenant by theft or otherwise. Landlord and Landlord's agents, representatives and employees shall not be liable for any injury or damage to persons or property resulting from fire, explosion, falling plaster, steam, gas, electricity, water, rain or snow, or leaks from any part of the building or from the pipes or plumbing works or from the roof, street or subsurface or from any other place or by dampness or by any other cause whatsoever; nor shall Landlord and Landlord's agents, representatives and employees be liable for any damage caused by any other tenants or persons.

8.04 - Tenant shall reimburse and compensate Landlord as additional rent within thirty (30) days after rendition of a statement for all expenditures made concerning damages or fines sustained or incurred by the Landlord due to nonperformance or noncompliance with or breach or failure to observe any term, covenant or condition of this Lease Agreement or of any

{01528571.DOCX Ver. 1}7

applicable law, rule or regulation upon Tenant's part to be kept, observed, performed or complied with.

8.05 - The Tenant shall give immediate notice to the Landlord in case of accidents in or around the Demised Premises and of defects therein or in any fixtures or equipment.

Article 9 **SERVICES AND UTILITIES**

9.01 - Utilities and services furnished to the Demised Premises for the benefit of the Tenant shall be provided and paid for as follows: water by the Tenant; gas by the Tenant; electricity by the Tenant; heat by the Tenant; refrigeration by the Tenant; hot water by the Tenant; water and sewer use by Tenant; sewer assessment by the Tenant; air conditioning by the Tenant; trash removal by the Tenant in a dumpster to be provided by Landlord as a common expense charged as Additional Rent.

9.02 - It is the intention of the parties hereto to create a pure net Lease Agreement.

9.03 - The Landlord shall not be liable for any interruption or delay in any of the above services for any reason, except for injury or damage resulting from a negligent, intentional act or omission of Landlord (or Landlord's licensees, agents, contractors or employees).

Article 10 **RIGHT TO INSPECT AND EXHIBIT**

10.01 - The Landlord, or its agents, shall have the right to enter the Demised Premises at reasonable hours in the day or night to examine the same, or to run telephone or other wires, or to make such repairs, additions or alterations as it shall deem necessary for the safety, preservation or restoration of the improvements, or for the safety or convenience of the occupants or users thereof (there being no obligation, however, on the part of the Landlord to make any such repairs, additions or alterations), or to exhibit the same to prospective
{01528571.DOCX Ver. 1}8

purchasers and put upon the property a suitable "For Sale" sign. For twelve months prior to the expiration of the demised term, the Landlord, or its agents, may similarly exhibit the Premises to prospective tenants, and may place the usual "To Let" signs thereon.

Article 11
OBSERVATION OF LAWS, ETC.

11.01 – Landlord represents, to the best of Landlord's knowledge, that the Demised Premises comply with all laws, ordinances, rules and regulations of the Federal, State, County and Municipal authorities applicable to the Demised Premises. The Tenant agrees to observe and comply with all laws, ordinances, rules and regulations of the Federal, State, County and Municipal authorities applicable to the business to be conducted by the Tenant in the Demised Premises. The Tenant agrees not to do or permit anything to be done in said Premises, or keep anything therein, which will increase the rate of fire insurance premiums on the improvements or any part thereof, or on property kept therein, or which will obstruct or interfere with the rights of other tenants, or conflict with the regulations of the Fire Department or with any insurance policy upon said improvements or any part thereof. In the event of any increase in insurance premiums resulting from the Tenant's occupancy of the Premises, or from any act or omission on the part of the Tenant, the Tenant agrees to pay said increase in insurance premiums on the improvements or contents thereof as additional rent.

Article 12
SIGNS

12.01 - No sign, advertisement or notice shall be affixed to or placed upon any part of the Demised Premises by the Tenant, except in such manner, and of such size, design and color as shall be approved in advance in writing by the Landlord, which consent may not be unreasonably withheld, delayed or conditioned by Landlord. All signs approved by the Landlord

{01528571.DOCX Ver. 1}9

must be erected by the Tenant in complete conformance with all applicable laws and ordinances.

Article 13
SUBORDINATION, APPROVAL AND ATTORNMENT

13.01 - The Landlord reserves the right and privilege to subject and subordinate this Lease, and all renewals, modifications, extensions, consolidations and replacements thereof, at all times to the lien of any mortgage or mortgages now or hereafter placed upon Landlord's interest in the Demised Premises (the holder of any such mortgage hereinafter referred to as "mortgagee"). This Lease shall be subject to, and is hereby subordinated to, all present and future mortgages.

13.02 - Tenant covenants and agrees to execute and deliver, upon demand and in no event later than ten (10) business days after request, such further instrument or instruments subordinating this Lease on the foregoing basis to the lien of any such mortgage or mortgages as shall be desired by the Landlord and any mortgagees or proposed mortgagees (which instruments shall contain reasonable non-disturbance clauses). Landlord shall request from the holder of the mortgage or mortgages, and make reasonable efforts to secure, a standard non-disturbance agreement in favor of the Tenant.

13.03 - Tenant shall, in the event of the sale or assignment of Landlord's interest in the Demised Premises, or in the event of any proceedings brought for the foreclosure of any mortgage covering the Demised Premises, attorn to and recognize such purchaser or mortgagee as Landlord under this Lease and in any such events, the Landlord named herein shall not thereafter be liable on this Lease. This shall not relieve the Landlord of liability for its acts prior to said assignment.

Article 14
{01528571.DOCX Ver. 1}10

RULES AND REGULATIONS

14.01 - The rules and regulations regarding the Demised Premises, affixed to this Lease, if any, as well as any other and further reasonable rules and regulations which shall be made by the Landlord, shall be observed by the Tenant and by the Tenant's employees, agents and customers. The Landlord reserves the right to rescind any presently existing rules applicable to the Demised Premises, and to make such other and further reasonable rules and regulations as, in its judgment, may from time to time be desirable for the safety, care and cleanliness of the Premises, and for the preservation of good order therein, which rules, when so made and notice thereof given to the Tenant, shall have the same force and effect as if originally made a part of this Lease.

14.02 - No pets (except service animals) shall be allowed on the Demised Premises at any time.

Article 15 **TENANT'S DEFAULT**

15.01 - The following shall be defined and deemed as an "Event of Default":

(i) If the Tenant fails to pay required installments of rent or additional rent within ten (10) days of the due date of the same, after the expiration of any notice and cure period; or

(ii) If the Tenant shall default in the performance or observance of any other term, covenant or condition to be performed or observed by Tenant under this Lease and if Tenant shall fail to cure said default within thirty (30) days after receipt of notice of said default from Landlord, or if said default shall reasonably require longer than thirty (30) days to cure, if Tenant shall fail to commence to cure said default within thirty (30) days after receipt of notice thereof and

{01528571.DOCX Ver. 1}11

continuously prosecute the curing of the same to completion with due diligence;
or

(iii) If there shall be a default on the Tenant's part under any other lease covering other premises demised by Landlord to Tenant or to any Guarantor hereof, or under a lease which is guaranteed by any Guarantor hereof; or

(iv) If Tenant shall make an assignment of Tenant's property for the benefit of creditors or shall commence the institution of any proceedings relating to Tenant or Tenant's property under any bankruptcy or insolvency laws of any jurisdiction or shall petition to any court for, or consent to, the appointment of a receiver, trustee or assignee of Tenant or any part of Tenant's property; or

(v) If Tenant shall be declared bankrupt or insolvent according to law; or

(vi) If any bankruptcy or insolvency proceedings shall be commenced against Tenant and shall not be dismissed within sixty (60) days thereafter; or

(vii) If a receiver, trustee or assignee shall be appointed without the consent of Tenant in any bankruptcy or insolvency proceedings for Tenant or the property of Tenant and shall not be discharged within ninety (90) days thereafter;
or

(viii) If Tenant shall be liquidated or dissolved, or shall begin proceedings toward Tenant's liquidation or dissolution, or shall, in any manner, permit the divestiture of substantially all of Tenant's assets; or

(ix) If, as a result of any failure by Tenant to perform or observe any of the terms, covenants or conditions to be performed or observed by Tenant under this Lease, a breach or default shall have occurred and be continuing under any

{01528571.DOCX Ver. 1}12

superior lease or mortgage.

The word "Tenant" as used in the preceding subsections of this Article shall mean the then holder of the Tenant's interest in this Lease hereunder and/or any Guarantor(s) and/or other persons who or which are liable for Tenant's obligations under this Lease. The words "Landlord" and "Tenant" as used in subparagraph (iii) of this Article shall mean any person, firm or entity controlled by, under common control with, or controlling the Landlord or the "Tenant" (as defined in the preceding sentence) under this Lease, respectively; and for the purposes of interpreting this sentence the word "control" shall be deemed to mean capable of directing the business activities and direction of such person, firm or entity. Any defaults in Tenant's liabilities or obligations under this Lease occasioned by any acts or failures to act by any persons having or claiming any right, title and interest in or to the Demised Premises by, through or under Tenant, shall be deemed the default of Tenant hereunder. If this Lease is terminated pursuant to this Article, Tenant waives the benefit of any laws exempting property from liability for rent or for debt, and the service of any notice which may be required by any laws.

15.02 - In the case of the occurrence of any Event of Default hereinbefore provided the Landlord shall have the immediate right of reentry and may remove all persons and property from the Demised Premises by summary proceedings, and all sums due hereunder including, but not limited to, Base Rent, from the date of the Event of Default until the end of the term or the end of any exercised option period shall immediately, at Landlord's option, be due in full from Tenant to Landlord. In addition, in the event of the occurrence of any Event of Default (whether or not Landlord shall elect to reenter or to take possession pursuant to legal proceedings or pursuant to any notice provided for by statute) (a) Landlord shall have the right

{01528571.DOCX Ver. 1}13

to terminate, at Landlord's option, either the right to possession under this Lease or the Lease itself, by giving written notice to Tenant and upon the giving of said notice, the right to possession shall cease and/or this Lease and the term hereof and any options or extensions shall cease and expire on the date set forth in said notice as if said date were the expiration date originally set forth herein; and/or (b) Landlord may from time to time, whether or not this Lease or the right to possession be terminated, make such alterations and repairs as may be reasonably necessary in order to re-let the Premises or any part(s) thereof for such term or terms (which may extend beyond the term of this Lease) and at such rental(s) and upon such other terms and conditions as Landlord in Landlord's sole discretion may deem advisable; upon each such re-letting all rentals received by the Landlord from such re-letting shall be applied as follows: (i) to the payment of any indebtedness (other than rents due hereunder) of Tenant to Landlord; (ii) to the payment of any costs and expenses of such reletting, including, without limitation, brokerage fees (at no greater than customary rates in the area in which the Premises is located) and reasonable attorney's fees and of the cost of such alterations and repairs; (iii) to the payment of rents due and unpaid hereunder; (iv) the residue, if any, shall be held by Landlord and applied in payment of future rents and other payments required to be made by Tenant hereunder as the same may become due and payable hereunder, with the right reserved to Landlord to bring such action(s) or proceeding(s) for the recovery of any deficits remaining unpaid without being obliged to await the end of the term for a final determination of Tenant's account; and the commencement or maintenance of any one or more actions shall not bar Landlord from bringing other or subsequent actions for further accruals pursuant to the provisions of this Article.

15.03 - If this Lease or the right of Possession is terminated pursuant to this Article,

{01528571.DOCX Ver. 1}14

Tenant waives the benefit of any Laws exempting property from liability for rent or for debt. In case of the occurrence of any Event of Default hereinbefore provided, the Landlord shall have the immediate right of re-entry and may remove all persons and property from the Premises by summary proceedings, lawful force or otherwise.

15.04 - If such rental received from such reletting during any month be less than that to be paid during that month by Tenant hereunder, Tenant shall pay any such deficiency to Landlord. Such deficiency shall be calculated and paid monthly subject to Landlord's right of action(s) or proceeding(s) as aforesaid. No such reentry or taking possession of the Demised Premises by Landlord shall be construed as an election on Landlord's part to terminate this Lease or right to possession unless a written notice of such intention be given to Tenant or unless the termination thereof be decreed by a court of competent jurisdiction.

15.05 - Notwithstanding any such reletting without termination, Landlord may at any time thereafter elect to terminate this Lease or the right to possession for such previous breach, in addition to any other remedies Landlord may have at law. Should Landlord at any time terminate this Lease or Tenant's right to possession for any breach, in addition to any other remedies Landlord may have, Landlord may recover from Tenant all damages Landlord may incur by reason of such breach as damages for loss of the bargain and not as a penalty, including the cost of recovering the Demised Premises, reasonable attorney's fees and costs.

The rights and remedies whether herein or anywhere else in this Lease provided shall be cumulative, and the exercise of any one right or remedy shall not preclude the exercise of or act as a waiver of any other right or remedy of Landlord hereunder, or which may be existing at law, or in equity or by statute or otherwise.

In addition to the foregoing, Tenant, and its successors and assigns, shall at all times

{01528571.DOCX Ver. 1}15

indemnify Landlord for, defend Landlord against and save Landlord harmless from any liability, loss, cost, injury, damage or other expense or risk whatsoever to third parties, directly or indirectly, arising out of, resulting from or otherwise in connection with (i) the failure for any reason on the part of Tenant to perform, observe or comply with any of the covenants, conditions and obligations under this Lease to be performed, observed or complied with by Tenant, and/or (ii) the failure for any reason of any representation, warranty or covenant given by Tenant in connection with the execution of this Lease by Landlord to be materially true, complete and accurate.

15.06 - Notwithstanding anything to the contrary set forth herein, and in addition to all rights and remedies afforded Landlord herein, in the event any payment of rent is not received by Landlord within ten (10) days after the due date of the same, Tenant shall pay to Landlord a late charge of five (5%) percent of said overdue payment in order to defray the anticipated costs and damages and lost opportunities which the Landlord is likely to incur.

Article 16 **NOTICES**

16.01 - All notices and demands, legal or otherwise, incidental to this Lease, or the occupation of the Demised Premises, shall be in writing. If the Landlord or its agent desires to give or serve upon the Tenant any notice or demand, it shall be sufficient to send a copy thereof by certified mail, addressed to the Tenant c/o First Selectman, Town of Trumbull, 5866 Main Street, Trumbull, CT 06611 and c/o Superintendent of Schools, Trumbull Board of Education, 6254 Main Street, Trumbull, CT 06611. Notices from the Tenant to the Landlord shall be sent by certified mail or delivered to the Landlord at the place hereinbefore designated for the payment of rent, or to such party or place as the Landlord may from time to time designate in writing.

{01528571.DOCX Ver. 1}16

Article 17
BANKRUPTCY, ETC.

17.01 - It is further agreed that if at any time during the term of this Lease the Tenant shall make any assignment for the benefit of creditors, or be deemed insolvent or bankrupt according to law, or if a receiver shall be appointed for the Tenant, then the Landlord may, at its option, terminate this Lease, exercise of such option to be evidenced by notice to that effect served upon the assignee, receiver, trustee or other person in charge of the liquidation of the property of the Tenant or the Tenant's estate, but such termination shall not release or discharge any payment of rent payable hereunder and then accrued, or any liability then accrued by reason of any agreement or covenant herein contained on the part of the Tenant, or the Tenant's legal representatives.

Article 18
HOLDING OVER BY TENANT

18.01 - In the event that the Tenant shall remain in the Demised Premises after the expiration of the term of this Lease without having executed a new written lease with the Landlord, such holding over shall not constitute a renewal or extension of this Lease. The Landlord may, at its option, elect to treat the Tenant as one who has not removed at the end of his term, and thereupon be entitled to all the remedies against the Tenant provided by law in that situation, or the Landlord may elect, at its option, to construe such holding over as a tenancy from month to month, subject to all the terms and conditions of this Lease, except as to duration thereof, and in that event the Tenant shall pay monthly use and occupancy in advance at twice the rate provided herein as effective during the last month of the demised term, representing a liquidated sum agreed by the Landlord and Tenant to represent, as the parties look forward, costs and damages to Landlord contemplated to be incurred due to Tenant

holding over, plus all additional rent provided herein.

Article 19
EMINENT DOMAIN; CONDEMNATION

19.01 - If the property or any part thereof wherein the Demised Premises are located shall be taken by public or quasi-public authority under any power of eminent domain or condemnation, this Lease, at the option of the Landlord, shall forthwith terminate and the Tenant shall have no claim or interest in or to any award of damages for such taking.

Article 20

Intentionally Omitted

Article 21
DELIVERY OF LEASE

21.01 - No rights are to be conferred upon the Tenant until this Lease has been signed by the Landlord, and an executed copy of the Lease has been delivered to the Tenant.

Article 22
LEASE PROVISIONS NOT EXCLUSIVE

22.01 - The rights and remedies contained herein are not intended to be exclusive but as additional to all rights and remedies the Landlord would otherwise have by law.

Article 23
LEASE BINDING ON SUCCESSORS, ETC.

23.01 - All of the terms, covenants and conditions of this Lease shall inure to the benefit of and be binding upon the respective successors and assigns of the parties hereto. However, in the event of the death of the Tenant, if an individual, the Landlord may, at its option, terminate this Lease by notifying the executor or administrator of the Tenant at the Demised Premises.

Article 24
TENANT'S OBLIGATION TO PERFORM

{01528571.DOCX Ver. 1}18

24.01 - This Lease and the obligation of Tenant to pay rent hereunder and perform all of the other covenants and agreements hereunder on part of Tenant to be performed shall in no way be affected, impaired or excused because Landlord is unable to supply or is delayed in supplying any service expressly or impliedly to be supplied or is unable to make, or is delayed in making any repairs, additions, alterations or decorations or is unable to supply or is delayed in supplying any equipment or fixtures if Landlord is prevented or delayed from so doing by reason of governmental preemption in connection with a National Emergency declared by the President of the United States, any epidemic or pandemic, or in connection with any rule, order or regulation of any department or subdivision thereof of any governmental agency or by reason of the conditions of supply and demand which have been or are affected by war.

24.02 - _____Notwithstanding any contrary provision contained in this Lease, Tenant and Landlord, respectively, shall not be in default of this Lease if either is unable to fulfill, or is delayed in fulfilling, any of its obligations hereunder, or is prevented or delayed from fulfilling its obligations as a result of natural disasters, catastrophic events, casualties to persons or properties, war, governmental preemption in a local, state or national emergency; pandemic (including COVID-19); unavailability of labor or materials; strikes or similar work stoppages; enactment of a law, rule or regulation or a change in existing laws, rules or regulations which prevents any party's ability to perform its respective obligations under this Lease; actions by other persons beyond the exclusive control of the party claiming hindrance or delay, suits or other challenges seeking to stop, hinder or delay development or construction of all or any portion of the Demised Premises; or the inability to obtain or delays in obtaining governmental permits or approvals (each, a **"Force Majeure Event"**). If a party, in good faith, believes that a hindrance or delay has occurred as a result of a Force Majeure Event, it shall give prompt

{01528571.DOCX Ver. 1}19

written notice to the other party of the nature of such hindrance or delay, its effect upon such party's performance under this Lease, the action needed to avoid the continuation of such hindrance or delay, and the adverse effects that such hindrance or delay then has or may have in the future on such party's performance and such party shall automatically be provided with a one-day extension for each day of delay resulting from the applicable Force Majeure Event ("**Force Majeure Extension**"). Notwithstanding notification of a claim of the occurrence of a Force Majeure Event and the resulting hindrance or delay suffered by one Party, such request shall not: (a) alleviate the impaired party from using good faith, commercially reasonable efforts to continue with the performance required by it hereunder or (b) affect, impair or excuse the other party from the performance of its obligations hereunder unless, as a result of the occurrence of the Force Majeure Event its performance is impossible, impractical or unduly burdensome or expensive, or cannot effectively be accomplished without the cooperation of the party claiming delay or hindrance. The occurrence of a Force Majeure Event and the resulting hindrance or delay: (i) shall automatically extend all related and/or impacted timelines and/or deadlines provided in this Lease and the party claiming such extension shall provide written notice to the other of the applicable dates to be extended, (ii) may constitute a change in the obligations of the parties or compensation, for example, and may result in the need to modify this Lease accordingly and the parties shall use good faith, commercially reasonable efforts to agree upon such alternative. Notwithstanding anything to the contrary set forth in this Article 24, Tenant shall remain responsible for the payment of Rent and Additional Rent at all times during the Term, and the occurrence of a Force Majeure Event shall not be cause for Rent and Additional Rent to be delayed, suspended or waived, the same to be due and payable as if the Force Majeure Event did not happen.

{01528571.DOCX Ver. 1}20

Article 25
AMENDMENTS; CAPTIONS

25.01 - This instrument may not be changed orally. No subsequent alteration, amendment, change or addition to this Lease shall be binding upon either party unless in writing by the party to be charged.

25.02 - All captions contained herein are for reference purposes only and are not binding or all inclusive.

Article 26
TENANT'S REMEDY

26.01 - Provided Landlord has procured all insurances required to be obtained on Landlord's part pursuant to this Lease Agreement. Tenant's sole and exclusive remedy against Landlord for any alleged Landlord breach or violation of this Lease Agreement or for any other loss or damage that Tenant may claim the Landlord is responsible for under and by virtue of this Lease Agreement and Tenant's use and occupancy of the Demised Premises, shall be, at Landlord's option, Landlord's assignment (subject to the consent and approval of all applicable insurers and mortgagees) to Tenant of the applicable portion of Landlord's insurance proceeds, and/or a cash payment by Landlord of any adjudicated sum to satisfy such loss or damage, and/or Landlord's assignment to Tenant of Landlord's interest in the Premises. It is specifically acknowledged that Tenant may not look to the Landlord personally for damages in connection with this Lease.

26.02 - Any claim, demand, right, or defense by Tenant that arises out of this Lease or the negotiations that preceded this Lease shall be barred unless Tenant commences an action thereon, or interposes a defense by reason thereof, within twelve (12) months after the date

Tenant receives notice of the inaction, omission, event, or action that gave rise to such claim, demand, right, or defense. Tenant acknowledges and understands, after having consulted with its legal counsel that the purpose of the foregoing sentence is to shorten the period within which Tenant would otherwise have to raise such claims, demands, rights, or defenses under applicable laws.

26.03 - In no event shall Tenant have the right to terminate this Lease as a result of Landlord's default and Tenant's remedy shall be limited to those remedies specifically set forth in this Article 26.

Article 27 **ADDITIONAL RENT**

27.01 - The Landlord and Tenant agree that the rent hereinbefore stated on Page 1 is a minimum rent subject to the periodic increase, if any, as hereinafter provided. In addition thereto, the Tenant shall pay its pro rata share (determined by the proportion the square footage the Tenant occupies bears to the total square footage of the Buildings located in the Shopping Center known as 900-970 White Plains Road and 2 Daniels Farm Road, Trumbull, CT, whereon the Demised Premises are located, acknowledged to currently be two and six tenths (2.6%) percent) of the following:

(i) All real property taxes levied by the municipality in which the premises are located and all other municipal assessments and other governmental charges that may at any time during the term hereof be taxed, levied, assessed or imposed upon the Demised Premises and/or the Buildings or improvements located within the Shopping Center known as 900-970 White Plains Road and 2 Daniels Farm Road, Trumbull, CT, in which the Demised Premises are a part including, but not limited to, fire district taxes.

{01528571.DOCX Ver. 1}22

(ii) All of the Landlord's insurance policies covering the property which the Demised Premises is a part and all common areas including, but not limited to, Landlord's liability insurance; fire and casualty (special form and "extended coverage") insurance; sprinkler insurance; boiler insurance and loss of rent insurance, to the extent the same are or will become applicable. The Landlord represents that its current cost is based on the standard rating for comparable buildings as determined by the insurance underwriter of the Landlord. In addition, in the event Tenant's use of the Demised Premises alters or increases the rating for the building containing the Demised Premises, Tenant must pay 100% of said increase.

(iii) All electricity, gas, sewer usage and assessment charges and other public utility charges, including water, heat, air conditioning, electricity, etc. and maintenance of the same for the common areas of the property of which the Demised Premises is a part. As set forth in Article 9 hereof, Tenant shall be responsible for all of the electricity, gas and other public utility charges, including water, heat, air conditioning, electricity, etc. and maintenance of the same for the Demised Premises. In the event all or some of said utility systems for the Demised Premises are not separately metered and charged directly to the Tenant by the utility involved, the Tenant agrees to pay its proportionate share of said utilities for the Demised Premise as well as for the common areas. The Landlord shall not be liable for any interruption or delay in any of the above services for any reason.

(iv) All of Landlord's reasonable costs and maintenance of the

{01528571.DOCX Ver. 1}23

building and Shopping Center in which the Demised Premises are located and parking area, walkways, common areas, truck serviceways, loading areas, and the like. As used herein, said costs and maintenance shall include the total reasonable cost and expense incurred by the Landlord in operating, managing, equipping, repairing, replacing and maintaining the land and the building and Shopping Center in which the Demised Premises are located, including but not limited to the reasonable cost of landscaping and gardening, storm drainage systems and other utility systems, fire protection and security guard services and/or alarm systems, costs of general liability with general aggregate amount & per occurrence limit and property damage insurance, repairs, parking lot stripping, sanitary control, lighting, removal of snow, trash, rubbish, garbage and other refuse, policing of the common facilities and a reasonable management fee of fifteen (15%) percent of the above referenced costs.

(v) All costs related to procuring (and keeping in full force and effect) a service/maintenance contract concerning the heating, ventilation and air conditioning system servicing the building in which the Demised Premises is a part. In the event said service/maintenance contract pertains to the Demised Premises only, as opposed to the building of which the Demised Premises are a part or is shared with a limited number of tenants within the building, the Tenant agrees to pay 100% of the cost of said contract or its pro rata share, as applicable.

Whenever Tenant shall submit to Landlord any affidavit, agreement, plan or other document for Landlord's consent or approval, and Landlord shall require the review, advise or opinion of Landlord's counsel, architect, engineer or other representative or agent of Landlord

{01528571.DOCX Ver. 1}24

as to the form or substance thereof, Tenant shall pay the reasonable fee of such advisor.

Landlord's demand upon Tenant for reimbursement or direct payment of such fees and disbursements shall be deemed "Additional Rent" under this Agreement.

Notwithstanding the foregoing, "Additional Rent" shall exclude: (i) refinancing charges; (ii) principal, interest or late penalty payments on loans secured by mortgages on the Shopping Center or any part thereof; (iii) any superior lease payments; (iv) depreciation or amortization of any capital improvements; (v) costs and expenses incurred in connection with leasing space in the Shopping Center, including, without limitation, leasing commissions, (vii) legal fees for the preparation and negotiation of leases; (viii) costs resulting from Landlord's default under this Lease or any other lease in the Shopping Center; (ix) fines or penalties incurred due to Landlord's violation of applicable governmental or quasi-governmental laws, codes, statutes; rules, regulations, ordinances, permits, approvals, licenses and requirements (to the extent compliance therewith is Landlord's responsibility hereunder); (x) costs actually covered by Landlord's insurance to the extent that payment is actually received by Landlord, but not excluding the amount of any deductible; (xi) items which are the direct responsibility of any tenant (other than Tenant hereunder) or are caused by the intentional or negligent acts of any such tenant, its agents or licensees and the costs of which are recovered from such tenant; (xii) the cost of construction for any additional rentable space in the Shopping Center; (xiii) notwithstanding any contrary provisions of the Lease, any costs arising from the presence of hazardous substances now existing in or about the Shopping Center including, without limitation, hazardous substances in the ground water or soil, not placed in the Shopping Center by Tenant; (xiv) the cost of capital improvements to the extent they upgrade or improve the Shopping Center as opposed to the maintenance, repair and replacement of

existing items which have worn out or are outdated, or are required by governmental authority, or necessary repairs, all of which are properly included in Additional Rent; (xv) any charges for Landlord's income taxes, franchise taxes or similar taxes on Landlord's business; (xvi) unless due to the intentional or negligent acts or omissions of Tenant, Tenant's employees, guests or invitees, the cost of any repair made by Landlord because of the total or partial destruction of the Demised Premises or the Shopping Center, including any costs or expenses due to a flood, earthquake or similar catastrophic event, or the condemnation of a portion of the Demised Premises or the Shopping Center; (xvii) any costs related to the replacement of structural portions of the Shopping Center (i.e. foundation, exterior walls, supporting walls and support columns); and (xviii) any costs or expenses due to the negligence of Landlord or any of Landlord's employees, agents or contractors.

27.02 - In addition to the above, the Tenant further agrees to pay all personal property taxes attributed to the Tenant's use of the Demised Premises and all license fees arising out of the conduct of Tenant's business on the Demised Premises.

27.03 – Tenant shall pay additional rent payments in estimated monthly payments as determined by Landlord. At Landlord's option, some or all of said additional rent payments shall be paid promptly by the Tenant upon receipt of bills from the Landlord for same. Failure to pay within said ten (10) day period shall constitute a default under the terms of this Agreement and the Landlord shall be entitled to all remedies provided by law and provided in this Lease Agreement for a default or breach of this Lease.

At Landlord's option, Tenant may pay the additional rent payments on a monthly basis.

27.04 - All addition rental payments payable under this Article shall be payable without setoff or deduction of any kind.

27.05 - Landlord, in Landlord's sole option, may estimate the yearly Additional Rent, in advance, and require Tenant to pay, in equal monthly installments, in advance, Additional Rent on the first day of each calendar month. If at any time during any year it shall appear that Landlord has underestimated Tenant's proportionate share amount, Landlord may re-estimate and may bill Tenant for any deficiency which may have accrued during such year and thereafter the monthly installment payable by Tenant shall also be adjusted. At the end of each year, Landlord shall determine the actual costs for the year. Any overpayment or deficiency in Tenant's payment of its proportionate share shall be adjusted between Landlord and Tenant, and Landlord and Tenant hereby agree that Tenant shall pay Landlord or Landlord shall credit to Tenant's account, or, if such adjustment is at the end of the term, pay Tenant, as the case may be, within thirty (30) days of the aforesaid notification to Tenant, such amount to effect such adjustment. The failure of Landlord to provide such notification shall not relieve Tenant of its obligations hereunder.

Article 28 **TENANT'S INSURANCE**

28.01 - During the term of this Lease Agreement and all options, renewals or extensions thereof, the Tenant, at Tenant's sole cost and expense, and for the mutual benefit of Landlord and Tenant, (naming the Landlord as "additional named insured "and" loss payee" with a written acknowledgment from Tenant's insurance company that Landlord is not responsible for any premium payments), shall carry and maintain the following types of insurances in the amounts specified. Such insurance shall not contain any clause which would result in the insured thereunder being required to carry insurance in an amount equal to a minimum specific percentage of the full replacement cost of the property in order to prevent the insured from becoming a co-insurer of any loss under such policy. The insurances shall be:

{01528571.DOCX Ver. 1}27

(i) An insurance policy insuring all of Tenant's equipment, fixtures, motors, machinery, installed in the buildings and all improvements, alterations, rebuildings, replacements and additions thereto, in an amount no less than 100% of the full insurable value thereof (based upon replacement costs) with such insurance to provide for unqualified replacement cost claim recovery. This "special form" multi-peril ("All Risk") hazard insurance policy shall protect against loss or damage by fire and by other risks now or hereafter embrace by "special form" and "extended coverage".

(ii) An insurance policy insuring against loss or damage from leakage of sprinkler systems if now or hereafter installed in the Demised Premises in such amount as the Landlord may reasonably require and insuring against loss or damage by explosion of steam boiler, air-conditioning, equipment, pressure vessels or similar apparatus, or machinery, now or hereafter installed with the Demised Premises in such limits with respect to any one accident as may reasonably be requested by Landlord from time to time but not less than \$100,000.00.

(iii) A commercial general liability and a general liability with general aggregate amount & per occurrence liability insurance policy written on an "occurrence basis" protecting against claims for personal injury including death or property damage with such limits as may be reasonably requested by Landlord from time to time but not less than \$1,000,000.00/\$2,000,000.00 combined single limit with respect to personal injury or death to any one or more persons and \$250,000.00 for property damage.

(iv) Fire, legal liability insurance protecting against any loss or damage on, about or relating to the Demised Premises, with limits of not less than \$250,000.00.

(v) Building code/law insurance protecting against any loss caused by, resulting from, contributed to or aggravated by enforcement of any local or state ordinance or law regulating the construction, repair or demolition of buildings or structures. It is the intent of this coverage to protect the insured from loss arising out of any changes in the building codes/laws effecting the use or reconstruction of the building.

(vi) Such other insurance and in such amounts as may, from time to time, reasonably be required by any of Landlord's mortgagees.

28.02 - All of said insurances shall be written by an insurance carrier reasonably acceptable to the Landlord. All of the aforementioned policies and insurance shall name the Landlord as named insured or loss payee, as the case may be. The Tenant shall deliver certificates of said insurances, duly executed from the carrier furnishing the same, and evidence of payment of the premium of such policy or policies, within fifteen (15) days from the date of the execution of this Lease Agreement. Said certificates of said insurance policies shall provide a clause requiring the insurance carrier to notify the Landlord at least ten (10) days in advance of the effective date of any reduction in or cancellation of the policy.

28.03 – Intentionally Omitted.

28.04 - It is understood and agreed that the above-referenced insurance policies may be so-called "blanket policies" covering other locations operated by the Tenant, its affiliates or subsidiaries, provided such blanket policies otherwise comply with the provisions of this Article

and provided further that such policies shall provide for a reserved amount thereunder with respect to the Demised Premises so as to assure that the amount of insurance required by the provisions of this Article will be available notwithstanding any losses with respect to other property covered by such blanket policies. Any blanket policies with multiple insureds shall contain the following provision: "Loss or damage, if any, under this policy, shall be payable to the building lessor named on the first page of this policy as to the interest of said lessor only therein, and shall not be invalidated by any act or neglect of the lessee, sublessee, or the like of the within described property, nor by the occupation of the premises for purposes more hazardous than are permitted by this policy."

28.05 - Each of Landlord and Tenant hereby releases the other from any and all liability or responsibility (to the other or anyone claiming through or under them by way of subrogation or otherwise) for any loss or damage to property caused by fire or any of the extended coverage or supplementary contract casualties, even if such fire or other casualty shall have been caused by the fault or negligence of the other party, or anyone for whom such party may be responsible, provided, however, that this release shall be applicable and in force and effect only with respect to loss or damage occurring during such time as the releasor's policies shall contain a clause or endorsement to the effect that any such release shall not adversely affect or impair said policies or prejudice the right of the releasor to recover thereunder. Each of Landlord and Tenant agrees that its policies will include such a clause or endorsement so long as the same shall be obtainable without extra cost, or if extra cost shall be charged therefor, so long as the other party pays such extra cost. If extra cost shall be chargeable therefor, each party shall advise the other thereof and of the amount of the extra cost, and the other party, at its election, may pay the same, but shall not be obligated to do so.

Article 29
FIRE AND CASUALTY DAMAGE AND
RESTORATION OF THE DEMISED PREMISES

29.01 - The Landlord shall, throughout the term of this Lease Agreement and any extensions and renewals thereof, with Tenant paying Tenant's proportionate share of the same as set forth in Article 29 hereof, obtain and maintain in full force and effect a multi-peril type hazard insurance policy covering the Demised Premises providing fire and extended coverage insurance insuring the Demised Premises against loss or damage by fire and against loss or damage by other risks now hereafter embraced by "special form" and "extended coverage", so-called. Said policy shall be either a "replacement cost" or an "actual cash value" policy.

29.02 - In the event the building in which the Demised Premises is located shall be damaged by fire or other casualty and less than 50% thereof shall be rendered partially untenable, unless the damage occurs within the last two (2) years of the term of this Lease the Landlord shall, at Landlord's own cost and expense, proceeding with all reasonable dispatch, cause the damage to be repaired and the monthly rental shall be abated proportionately (provided, however, if such damage or destruction is due to the fault or neglect of the Tenant or Tenant's agents, employees, visitors or licensees, without prejudice to any other rights and remedies of the Landlord and without prejudice to the rights of subrogation of Landlord's insurer, there shall be no abatement of rent) as to the portion of the Demised Premises rendered untenable. In the event the Demised Premises shall be damaged by fire or other casualty and shall be rendered partially untenable during the last two (2) years of the term of this Lease, the Landlord may, at Landlord's option, proceeding with all reasonable dispatch, elect to repair such damage at Landlord's own and cost and expense and the monthly

rental shall be abated proportionately (provided, however, if such damage or destruction is due to the fault or neglect of the Tenant or Tenant's agents, employees, visitors or licensees, without prejudice to any other rights and remedies of the Landlord and without prejudice to the rights of subrogation of Landlord's insurer, there shall be no abatement of rent) as to the portion of the Demised Premises rendered untenable, or if Landlord is not going to repair then either Tenant or Landlord may terminate this Lease by giving the other party written notice of termination within thirty (30) days from the date of such occurrence, and the monthly rental shall be abated as to the untenable portion until the date of termination, when the final adjustment of rent shall occur.

In the event the building in which the Demised Premises is contained shall be damaged by fire or other casualty and fifty (50%) percent or more thereof shall be rendered untenable by reason of such occurrence, regardless of the time remaining in the term of this Lease, the Landlord may, at Landlord's own cost and expense, proceeding with all reasonable dispatch, cause such damage to be repaired and the monthly rental shall abate (provided, however, if such damage or destruction is due to the fault or neglect of the Tenant or Tenant's agents, employees, visitors or licensees, without prejudice to any other rights and remedies of the Landlord and without prejudice to the rights of subrogation of Landlord's insurer, there shall be no abatement of rent) until the Demised Premises have been restored and rendered tenantable, or Landlord may at its option terminate this Lease by giving Tenant written notice of termination within sixty (60) days from the date of such occurrence and, in the event of such termination, the monthly rental shall be adjusted as of the date of such occurrence. Notwithstanding any contrary provision contained herein, in the event the Demised Premises shall be damaged by fire or other casualty and shall be rendered untenable by reason of

such occurrence, and the Landlord cannot repair said damage within one hundred eighty (180) days, the Tenant may at its option terminate this Lease, regardless of the time remaining in the term of this Lease.

29.03 - In the event the Landlord elects or shall be obligated to repair or restore any damage or destruction as aforesaid, the scope of work shall be limited to the building and leasehold improvements in effect on the commencement date of this Lease, subject, however, to zoning laws and building codes then in existence; and the Tenant shall forthwith replace and/or fully repair and restore all of the Tenant's signs, trade fixtures, equipment, display cases, inventory and other property originally provided by Tenant. In no event shall the Landlord's monetary obligations hereunder exceed insurance proceeds actually received by Landlord from all applicable insurance policies. In the event that Landlord's mortgagees elect to apply the insurance proceeds to principal payments under their respective Promissory Notes and Mortgage Deeds, the Landlord shall be relieved of all obligations to rebuild, notwithstanding anything to the contrary as set forth above.

29.04 - The Landlord shall have no obligation to restore fixtures, improvements or other property of the Tenant.

29.05 - The Tenant shall immediately notify the Landlord in case of fire or other damage to the Demised Premises and shall promptly assist Landlord in Landlord's filing proofs of loss with the relevant insurance companies.

Article 30

REPAIRS AND MAINTENANCE OF THE DEMISED PREMISES

30.01 - Tenant agrees, at Tenant's sole cost and expense, to make all necessary or required non-structural repairs, replacements and improvements to the Demised Premises (the "Non-Structural Work") , and agrees to maintain the Demised Premises in good order and condition.

{01528571.DOCX Ver. 1}33

Said Non-Structural Work shall include, but shall not be limited to, repairs, replacements and improvements to the non-load-bearing walls of the Demised Premises; to the ceilings; to the floor coverings; to the non-structural portions of the window frames, window sashes, doors and door frames; to the sewerage, utility and sprinkler fixtures and equipment which service the Demised Premises exclusively; and to the electrical, heating, ventilation and air conditioning systems which service the Demised Premises exclusively. Notwithstanding the foregoing, the cost of labor and materials associated with any item of Non-Structural Work other than improvements made by or on behalf of Tenant (for example, the bathroom renovations) that exceeds the sum of \$10,000.00 shall be considered capital in nature and shall be amortized over the useful life of the improvement measured in years (the "Amortized Cost") and the Tenant shall be responsible to pay only the Amortized Cost of the Non-Structural Work. *For example, if the air conditioning system at the Demised Premises needs to be replaced at a cost of \$10,000 and the useful life of the air conditioning system is 20 years, then the Amortized Cost to be paid by the Tenant will be \$500.00 for each year remaining in the term of the Lease.* Non-structural Work to improvements made by or on behalf of Tenant shall not be amortized and shall be paid by Tenant as and when incurred.

Tenant further agrees to keep the Demised Premises in a neat and clean condition and to maintain the Demised Premises in good order, condition and repair. Notwithstanding the foregoing, the Tenant agrees to make all required replacements and improvements to the Demised Premises, structural or otherwise, necessitated by any act of negligence or default under this Lease of Tenant and Tenant's agents, employees, and/or invitees. All repairs, restorations, replacements and improvements shall, to the extent possible, be at least equivalent in quality to the original work or property replaced, as the case may be. Tenant shall

not commit or suffer to be committed any waste upon or about the Demised Premises.

30.02 – Except to the extent caused by the negligence, willful misconduct or omissions of the Landlord, its employees, agents, contractors or licensees, Landlord shall not be liable for any damage occasioned by failure to keep the Demised Premise and/or the building in which the Demised Premises are located in repair and shall not be liable for any damage done or occasioned by or from plumbing, gas, water, steam or other pipes or sewage or water coming into the premises or the bursting, leaking or running of any tank, washstands, water closets, pipes and the like in, about or upon the Demised Premise and/or adjoining and/or contiguous premises and/or the building of which the Demised Premises are now a part or for damages occasioned by water, snow or ice being upon or coming through the roof or otherwise or for any damages arising from the acts or negligence of Co-tenants and/or occupants of the same building of which the Demised Premises are a part or occupants of adjoining and/or contiguous property and/or the respective servants, agents, customers and/or invitees of any of them.

30.03 – Except to the extent caused by the negligence, willful misconduct or omissions of the Landlord, its employees, agents, contractors or licensees, Landlord and Landlord's agents, representatives and employees shall not be liable for any damage to the property of the Tenant or of others, nor for the loss of or damage to any property of the Tenant by theft or otherwise. Landlord and Landlord's agents, representatives and employees shall not be liable for any injury or damage to persons or property resulting from fire, explosion, falling plaster, steam, gas, electricity, water, rain or snow, or leaks from any part of the building or from the pipes or plumbing works or from the roof, street or subsurface or from any other place or by dampness or by any other cause whatsoever; nor shall Landlord and Landlord's agents, representatives and employees be liable for any damage caused by any other tenants or

persons.

Article 31
Intentionally Omitted

Article 32
COMPLIANCE WITH LAWS

32.01 – If Tenant receives notice of any violation of law, ordinance, rule, order, or regulation applicable to the Demised Premises, it shall give prompt notice thereof to Landlord. Tenant shall, at its expense, comply with all laws, orders, ordinances and regulations of federal, state, county and municipal authorities having jurisdiction of the Demised Premises and with any direction made pursuant to law of any public officer or officers which shall, with respect to the occupancy, use or manner of use of the Demised Premises or to any abatement of nuisance caused by Tenant, impose any violation, order or duty upon Landlord or Tenant arising from Tenant's occupancy, use or manner of use of the Demised Premises or any installations made therein by or at Tenant's request or required by reason of a breach of any of Tenant's covenants or agreements hereunder.

Article 33
ENVIRONMENTAL STATUS

33.01 – During the term of this Lease and any modifications or extensions of the Lease, Tenant shall permit no discharge, spillage, uncontrolled loss, seepage or filtration of hazardous waste including, without limitation, asbestos onto the Demised Premises or the property of the Landlord of which it is a part. Any such discharge, spillage, uncontrolled loss, seepage or filtration shall be cleaned up by Tenant in accordance with procedures satisfactory to the Commissioner of Environmental Protection of the State of Connecticut and to Landlord.

33.02 – Tenant shall provide Landlord with copies of any notifications to the

{01528571.DOCX Ver. 1}36

Commissioner of Environmental Protection or any other governmental regulatory agency submitted or required to be submitted by Tenant respecting the Demised Premises. Tenant shall immediately notify Landlord of the contents of any oral report Tenant is required to make or makes to the Connecticut State Police, the Connecticut Department of Environmental Protection or any other state agency with respect to any discharge, spillage, uncontrolled loss, seepage or filtration of hazardous waste on the Demised Premises.

Article 34
TENANT'S AUTHORITY

34.01 – The Landlord and Tenant expressly acknowledge and agree that Tenant's obligations under the Lease shall be expressly conditioned upon and subject to the following approvals (the "Governmental Approvals"):

- a. Town Council Approval. An approval of this Lease by the Town of Trumbull Town Council (the "Town Council Approval") which Town Council Approval shall be a condition of Tenant's obligations hereunder; and
- b. Planning & Zoning Commission/Conn. Gen. Stat. § 8-24 Review. A positive vote and report approving the lease of the Premises and this Lease by and from the Trumbull Planning & Zoning Commission (the "Planning & Zoning Approval") which Planning & Zoning Approval shall be a condition of the Tenant's obligations hereunder.

In the event that the Tenant is unable to obtain the Governmental Approvals by October 31, 2021, then Tenant or Landlord may terminate this Lease by written notice to the other and upon such notice, this Lease shall terminate and be null and void and all further rights remedies and obligations of the parties hereto shall cease, except those which expressly survive the termination or expiration of this Lease.

{01528571.DOCX Ver. 1}37

Article 35
OPTION TO RENEW

35.01 - Provided the Tenant is not in default under this Lease Agreement or any modifications or extensions thereof, the Landlord grants the Tenant one (1) five (5)-year option to renew the Lease on the same terms and conditions as contained herein, except that the amount of the annual base rental for the Option Term shall be increased by three (3%) percent per year. Said option to renew this Lease Agreement shall be exercised by written notice from Tenant to Landlord not less than one (1) year prior to the expiration of the original term, WITH TIME BEING OF THE ESSENCE, in which event the successive term shall begin on the date of expiration of the then existing term.

Article 36
MISCELLANEOUS

36.01 - Waiver. No consent or waiver, express or implied, by either party to or of any breach of any covenant, condition, or duty of the other party shall be construed as a consent or waiver to or of any other breach of the same or any other covenant, condition, or duty to be observed by the other party.

36.02 - Commission. Landlord and Tenant each warrant and represent that there were no real estate brokers or agents involved in this transaction.

36.03 - Successors and Assigns. All the terms, covenants and conditions of this Lease shall be binding upon and inure to the benefit of legal representatives, successors, and assigns of Landlord and Tenant.

36.04 - Severability. Landlord and Tenant agree that in the event any term, covenant, or condition herein contained is held to be invalid or void by any court of competent jurisdiction, the

invalidity of such term, covenant, or conditions shall in no way affect any other term, covenant, or conditions herein contained.

36.05 – No Recording of Lease. This Lease shall not be recorded, either independently or as an exhibit, schedule, annex, or addendum to any other document.

36.06 - Governing Law. This Lease shall in all respects be governed by, and construed in accordance with, the laws of the State of Connecticut applicable to agreements made and to be performed entirely within such State, including all matters of construction, validity and performance.

36.07 - No Accord and Satisfaction. The acceptance by either party hereto of any sums from the other party (whether as Rent or otherwise) in amounts which are less than the amounts due and payable by such other party hereunder is not intended, nor shall it be construed, to constitute an accord and satisfaction of any dispute between such parties regarding sums due and payable hereunder, unless the party accepting the payment specifically acknowledges it as such in writing.

36.08 - No Merger. There shall be no merger of this Lease or of any leasehold or subleasehold estate hereby or thereby created with the fee estate or any other leasehold or subleasehold estate or any other estate or interest or ownership interest in the Premises or any part thereof by reason of the fact that the same person, firm, corporation or other entity may acquire or own or hold, directly or indirectly, (a) this Lease or any leasehold or subleasehold estate created hereby or thereby or any interest in this Lease or in any such leasehold or subleasehold estate and (b) the fee estate or any other leasehold or subleasehold estate or other estate or interest or ownership interest in the Premises or any part thereof, and this Lease shall not be terminated for any cause except as expressly provided herein.

36.09 - Expenses. Each party hereto will pay its own expenses in connection with negotiating and entering into this Lease, including without limitation its own legal fees and expenses. Whenever this Lease provides for the reimbursement by Tenant of costs and expenses of Landlord or any other party, then such reimbursement obligation shall be limited to actual, out-of pocket third-party costs and expenses. Tenant shall pay all costs incurred by Landlord for approval or execution of any document (such as a sublease or estoppel document) including, but not limited to, Landlord's reasonable attorney's fees.

36.10 – End of Term Condition. Upon termination of this Lease, Tenant agrees to leave the Demised Premises in as good a condition as it found them, normal wear and tear accepted.

36.11 – No Waiver. The receipt by Landlord of Rent, with knowledge of the breach of any covenant hereof, shall not be deemed a waiver of such breach and no waiver by the Landlord of any provision hereof shall be deemed to have been made unless expressed in writing and signed by the Landlord.

36.11 – Waste. The Tenant agrees to empty waste containers every day.

Article 37 **PARKING**

37.01 – Tenant, Tenant's guests and employees may, in common with others, utilize the common parking at the Shopping Center. In the event that the Landlord designates an area to be used by the Tenant and its employees for parking, the Tenant and its employees shall not park cars in the parking spaces provided for customers on property of which the demised premises are a part, or in alleys, driveways, or service courts serving the other occupants of the Landlord. The Landlord has the right to inform the Tenant and its employees where to park. All loading and unloading of goods shall be made by way of the rear entrance whenever such

{01528571.DOCX Ver. 1}40

is feasible. Further, the Tenant shall not permit any overnight parking. The Tenant agrees to abide by such reasonable other regulations, which are not in conflict with the Lease as may be promulgated by the Landlord. Tenant agrees to pay a \$100.00 parking fine for each parking violation of an employee, agent or assignee who does not park in the designated parking area established by the Landlord. Payment must be made within fifteen (15) days of the violation or the fine will be doubled.

Article 38 **LATE CHARGES**

38.01 - The Landlord shall be entitled to a service charge of five (5%) percent of the overdue amount in the event any amount due under any terms of this Lease is not paid within ten (10) days of the due date. Said service charge shall continue to be charged until the full amount due is fully paid. In the event that the service charge is not charged for any reason, any unpaid rent shall bear interest at the rate of twelve (12%) percent per annum.

Article 39 **ALTERATIONS TO CENTER**

39.01 - Landlord reserves the right at any time and from time to time (a) to make or permit changes or revisions in its plan for the Shopping Center known as 900-970 White Plains Road and 2 Daniels Farm Road, Trumbull, Connecticut, including additions to, subtractions from, rearrangements of, alterations of, modifications of or supplements to the buildings areas, sidewalks, parking areas, driveways or other Common Areas, (b) to construct other buildings or improvements in the Shopping Center and to make alterations thereof or additions thereto and to build additional stories on any such building or buildings and to build adjoining same and (c) to make or permit changes or revisions in the Shopping Center, including additions thereto, and to convey portions of the Shopping Center to others for the purpose of constructing

thereon other buildings or improvements, including additions thereto and alterations thereof. Landlord shall have the exclusive right to use all or any part of the roof of the Premises for any purpose; to erect additional stories or other structures over all or any part of the Premises; to erect in connection with the construction hereof temporary scaffolds and other aids to construction on the exterior Premises, provided that access to the Premises shall not be denied; and to install, maintain, use, repair and replace within the Premises pipes, ducts, conduits, wires and all other mechanical equipment serving other parts of the Shopping Center, the same to be in locations within the Premises as will not unreasonably deny Tenant's use thereof. Landlord may make any use it desires of the side or rear walls of the Premises, provided that such shall not encroach on the interior Premises. Tenant agrees to give Landlord access to the Premises for the purposes of this paragraph 39. Notwithstanding any contrary provisions contained herein, said alterations, construction and revisions shall not unreasonably interfere with Tenant's use and enjoyment of the Premises. In the event said alterations, construction and revisions materially interfere with Tenant's use and enjoyment of the Premises, Tenant shall have the right to terminate the Lease.

Article 40 **Landlord's Right To Relocate Tenant**

40.01 – Landlord should have the right to relocate the Demised Premises (to another location within the Shopping Center) at any time after the Commencement Date provided that:

(i) Landlord shall notify Tenant, in writing, of its exercise of the right to relocate the Demised Premises, such notice to specify the location and size of the relocated Demised Premises; (ii) after Landlord shall have advised Tenant that Landlord has completed the construction of the

{01528571.DOCX Ver. 1}42

relocated Demised Premises, Tenant shall have thirty (30) days within which to complete the move to the relocated Demised Premises and open for business therein; (iii) Landlord shall pay all reasonable costs and expenses of Tenant's move to the relocated Demised Premises; (iv) the square footage of the relocated Demised Premises shall not deviate from that of the original Demised Premises by more than ten (10%); (v) the interior finish and fixtures of the relocated Demised Premises shall be comparable to the interior finish of the original demised Premises at the time of Landlord's notice of its intent to relocate Tenant; (vi) all Minimum Rent and Additional Rent shall abate from the time Tenant closes for business in the original Demised Premises until the time Tenant opens for business in the relocated Demised Premises, but in no event shall such abatement exceed ninety (90) days; and (vii) the rent and other charges based on square footage shall remain the same. Tenant's failure to comply with this Section shall be a default enabling Landlord to pursue any default remedies reserved unto Landlord under terms of this Lease.

IN WITNESS WHEREOF, the said Parties have hereunder set their hands and seals
the day and year first above written.

Witness:

**TRUMBULL CENTER, LLC,
Landlord**

By _____

Duly Authorized

**TENANT
TOWN OF TRUMBULL**, a municipal
corporation acting on behalf of the Town of
Trumbull Board of Education

By _____

Duly Authorized

SCHEDULE A FLOOR PLAN

{01528571.DOCX Ver. 1}45