

MANCHESTER BOARD OF EDUCATION
REGULAR MEETING
Thursday, February 3, 2022
Lincoln Center - Hybrid: In-Person and Virtual Meeting
Please note that masks are required for those in attendance

Board of Education Meeting

7:00 P.M. - Lincoln Center

Public access to view meeting :

Live streaming on FaceBook: [Link to MPS Pride FaceBook Page](#)

Live at Silk City TV: [Link to Live at Silk City TV](#)

On demand after the meeting: [Link to on-demand after the meeting](#)

A. OPENING

- 1.) Call to order
- 2.) Pledge of Allegiance
- 3.) Board of Education Minutes - January 24, 2022 A - 3
- 4.) Budget Workshop Minutes - January 20, 2022 A - 4
- 5.) Budget Workshop Minutes - January 27, 2022 A - 5

B. COMMITTEE REPORTS

- 1.) Curriculum & Instruction Committee Meeting - January 24, 2022 B - 1

C. CONSENT CALENDAR

- 1.) Personnel Actions C - 1
- 2.) Budget Transfers C - 2
- 3.) Permission to apply for the State of Connecticut Public Educational and Governmental Programming and Education Technology Investment Account (PEGPETIA) Grant for the FY 21/22 in the amount of \$42,308.78 C - 3
- 4.) Establish an appropriation for the Title IV, Part A, Student Support and Academic Enrichment Grant for the FY 21/23 in the amount of \$148,559 C - 4
- 5.) Establish an appropriation for the American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER) for the FY 20/25 in the amount of \$15,480,800 C - 5
- 6.) Establish an appropriation for the Bilingual Grant for the FY 21/22 in the amount of 12,585 C - 6

D. REPORT FROM STUDENT REPRESENTATIVE

Leila Affini, Alexandra Hamza

E. PUBLIC PARTICIPATION

Residents who would like to participate remotely during public comment sessions must complete the [Request to Speak](#) form. Those in attendance must print their name and address on the sign-in sheet at the podium for accurate record keeping. In either case:

- State your name and address for the record. Students state name only.
- Three minute time limit.
- Written statements may be substituted for Board members if time runs out for the speaker.
- Inappropriate topics: Confidential information, personal issues and legal concerns. Please avoid derogatory and profane language.
- Immediate replies to questions/concerns should not be expected (although the Board Chair/Superintendent can do so at their discretion). However, questions of general interest can be submitted anytime using the '[Ask the Superintendent](#)' form

F. SUPERINTENDENT'S REPORT

- 1.) Superintendent's Recommended Budget 2022-23 - Matthew Geary, Superintendent of Schools F - 1

G. UNFINISHED BUSINESS

1. None

H. NEW BUSINESS

1. **Manchester High School Graduation**
Recommended Motion: Move to approve Wednesday, June 15, 2022, with a rain date of Thursday, June 16, 2022, as the Manchester High School Graduation date.
2. **Action on Board of Education Budget**
Recommended Motion: Move to approve the Board of Education budget in the amount of 122,422,774.93

I. PUBLIC PARTICIPATION

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- Three minute time limit.
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- Immediate replies to questions/concerns should not be expected (although the Board Chair/Superintendent can do so at their discretion). However, questions of general interest can be submitted anytime using the '[Ask the Superintendent](#)' form

J. COMMUNICATIONS - None

K. ITEMS FOR FUTURE AGENDAS
Topics for Superintendent's Report

Monday, February 14, 2022 Winter Data Update

Monday, February 28, 2022 Bowers Update
Update on Technology

Monday, March 14, 2022 Buckley Update

L. ADJOURNMENT

MANCHESTER BOARD OF EDUCATION

**Regular Meeting
January 24, 2022
Lincoln/Virtual**

PRESENT: Eissenthal, Kohls, Meggers, Mix, Ntem-mensah, Orsene, Pattacini, Patterson, Stefanovicz

ALSO PRESENT: Superintendent of Schools Geary, Deputy Superintendent Curriculum & Special Services Radikas, Director of Finance & Management Clancy, Director of Human Resources Sone-Moyano

ABSENT:

A. OPENING

A.1. & 2. Meeting Called to Order

Chairperson Pattacini called the meeting to order at 7:04 p.m. All in attendance participated in the Pledge of Allegiance to the Flag, led by Mr. Pattacini.

A.3. Approval of Minutes of Previous Meeting

APPROVED – Minutes Regular Meeting of the Board of Education of January 10, 2022. Secretary Patterson moved and Mr. Eissenthal seconded the motion.

8/0/1 – Voted in favor.

A.4. Approval of Minutes of Budget Workshop

APPROVED - Minutes Budget Workshop of January 13, 2022. Secretary Patterson moved and Ms. Mix seconded the motion.

9/0 - Voted in favor.

B. COMMITTEE REPORTS

B.1. Personnel and Finance Committee

Mr. Meggers reviewed that the last P&F Committee meeting was held on January 10, 2022. Committee Members in attendance were: Peter Meggers, Tracy Patterson, David Eisenthal, and Michael Orsene. Also in attendance was Superintendent Geary, Assistant Superintendent of Finance & Management Clancy and Purchasing Specialist, Heather Adams.

At that meeting, Ms. Clancy provided a summary review and pricing of two proposals received in response to the Request for Proposal that was issued for Student Transportation for a contract for the period from July 1, 2022 - June 30, 2025. The Committee agreed to present this information to the full Board of Education at the January 24, 2022 regular meeting and to request that they authorize the Superintendent, in conjunction with legal counsel, to enter into negotiations with one of the bidders.

C. CONSENT CALENDAR

Mr. Geary presented eight items on the Consent Calendar for Board approval.

C.1. Personnel Action

Details had already been provided to the Board members with their agenda.

C.2. Transfer of Funds

None.

C.3. Establish an appropriation for the Carl D. Perkins Career and Technical Education Secondary Basic Grant for the FY 21/22 in the amount of \$115,705

C.4. Establish an appropriation for the American Rescue Plan (ARP) - Individuals with Disabilities Act (IDEA) 611 Grant for the FY 21/23 in the amount of \$422,390

C.5. Establish an appropriation for the American Rescue Plan (ARP) - Individuals with Disabilities Act (IDEA) 619 Grant for the FY 21/23 in the amount of \$40,059

C.6. Establish an appropriation for the ESSER II Special Education Recovery Activities Grant for the FY 21/23 in the amount of \$120,000

C.7. Establish an appropriation for the ESSER II Bonus Special Populations Recovery Grant for the FY 21/23 in the amount of \$25,000

C.8. Establish an appropriation for the ESSER II Bonus Dyslexia Recovery Grant for the FY 21/23 in the amount of \$11,050

The Chairman called for a motion.

Secretary Patterson moved and Mr. Ntem-Mensah seconded the recommendation to adopt the Consent Calendar.

9/0 - Voted in favor.

D. STUDENT REPRESENTATIVE REPORT

Alexandra Hamza reported that the 2nd quarter and the 1st semester at Manchester High School came to a close today. Tomorrow will be the start of the 3rd quarter, with many students starting in new classes.

Winter sports are still ongoing. Sports like wrestling and basketball are having great seasons while still adhering to COVID restrictions. Spring sports, including tennis and golf, have begun their informational meetings.

In the music wing, some classes are preparing for the Midwinter concert - which will be on February 10th this year.

Students in the Student Equity Advisory Team have begun planning their Black History Month awareness lesson which will be played in all classrooms in February. This lesson includes a presentation and then a video put together by black people in the workforce including doctors, med students and teachers.

Today, students in Silk City, a cooking class at MHS, served ethnic foods to teachers and staff in a successful Food Truck Festival.

Finally, yearbook sales have begun at the high school. The yearbook club has been hard at work taking pictures and editing.

E. PUBLIC COMMENTS

Mr. Tom Stringfellow, 183 Hillstown Road, spoke about Columbus Day and an article in *American Archeology* magazine. He mentioned World War 2. Mr. Stringfellow noted that people of Latin or Hispanic heritage of different complexions are adopting Latinx as a non-binary term. Other news items Mr. Stringfellow touched on included racism, TikTok copycats in Enfield, eating disorders like anorexia and the Fentanyl overdose of a student in Hartford recently.

F. SUPERINTENDENT'S REPORT – PART I

F.1. Budget Update

Mr. Geary reviewed, in detail, the next section of the budget. There were no emailed questions sent after the last meeting.

Mr. Geary noted he is still working on the living wage information and will have it for the Thursday Budget Workshop. This evening he explained what Purchased Professional Services, Contracted Services and Other Purchased Services cover.

Mr. Geary clarified that outside the district we have about 25 paras that serve students in magnets, etc. at a cost of \$37-57,000 each.

The per pupil expenditures of Connecticut districts are ranked from low to high. At \$18,027.25 per pupil in Manchester, we are ranked 128/169 for spending.

Mr. Geary reviewed what is covered under the Purchased Professional Services line. This covers consultants, professional development, sports officials, other professional services, legal fees and SPED related services. Overall this line has increased 17.46%.

Contracted Services are what is needed to maintain our buildings, such as elevator and fire alarm systems, rental of copiers and other items related to Board operations.

Other Purchased Services are services other than educational services that support the operation of the school district, such as lawyers, therapists, audiologists and 1:1 paras. Special education related services include occupational therapy, speech, counseling, social work and billable psychology. This covers transportation, including special transportation, transportation to athletic fields and field trips as well as homeless transportation. Also covered in this section is interscholastic insurance, telephones and related communication equipment, library databases, postage, tuition for public and private, as well as other purchased services. You may access the full presentation online.

There has been a significant increase (up \$1,819,869.20) in special education costs from this year's budget. Currently we have 1262 students in magnets and Vo-Ag schools. Of those, 168 students receive special education or 504 services that Manchester is responsible for providing at a cost of about \$1.8million. There are 22 students out of 237 enrolled in Odyssey for which Manchester is also responsible at a cost of \$215k per year.

The number of students in private outplacements has remained pretty stable for the last several years, hovering at mid 50s to low 60s. For the 21-22 school year the tuition and related costs for the 56 students in private outplacements will be about \$3,762,791.

Mr. Geary explained the reimbursement formula for students and the projected reimbursement amount of \$1.7million.

Mr. Kohls was overwhelmed by the amount of information presented. He reiterated his written question about legal counsel, wondering why we don't cut costs by hiring an in-house attorney. Mr. Geary reviewed there are only two large educational firms in Connecticut, so we do not bid this service. In hiring in-house counsel, it would be hard to impossible to find someone that has such vast expertise in so many different fields as our current attorneys at Shipman &

Goodwin. We have utilized many different departments of their very large firm over the years.

Ms. Stefanovicz asked about EAP services (Employee Assistance Program). Mr. Geary reviewed that the services are available to all, though the utilization rate is not high. It is something used more after a crisis, such as a student death. We are investigating a more systemic route for the future.

Ms. Stefanovicz would like to know the demographics percentage of magnet student enrollment by grade.

Last, Ms. Stefanovicz asked as far as the per pupil expenditure of about \$18k per student, does that include our grant spending? Mr. Geary explained it includes some federal and state funding. Looking at surrounding towns we spend about \$600 less per pupil and looking at surrounding states we spend about \$2k less per pupil.

Mr. Eisenthal wondered how much of the increase in public tuition is related to special education type expenditures. Mr. Geary noted that of the over \$820k in public tuition currently, \$635k of that is special education costs. Mr. Eisenthal pointed out that these are uncontrollable costs we have to pay with no input or recourse. Mr. Geary agreed, noting we can discuss at a PPT where a child should be placed, but if a student requires services we cannot provide safely and educate them in district, the student is outplaced. We have many programs, including self-contained classes, autism classes and multi-handicapped classes to provide for the needs of many of our students, but sometimes children need a higher or more specialized level of care. These classrooms are located in buildings throughout the district, allowing disabled peers to mainstream some classes with non-disabled peers. This line can be very volatile, sometimes we have a family move to Manchester mid-year with a student already outplaced. That may mean that we do not even get excess cost reimbursement for that child, but still have to pay their tuition. Special Education is not adequately funded in Connecticut. Mr. Eisenthal is in favor of giving all students exactly what they need, but he wants people to see some of the costs that we have no control over.

Mr. Pattacini noted that the Special Education increase of \$1.8million is about a 20% increase in that line alone. We already operate the district in a cost effective manner and use grant funds. Mr. Geary noted that we always overspend on Special Education. If we were in a pre-Covid year at this point we would be freezing the budget. We are not doing that this year because we have Federal funds to help get us through.

Mr. Pattacini wondered if we have any forecast on the magnet tuition costs for next year. Mr. Geary stated we do not find out that information until about May, well after the budget has been established.

G. UNFINISHED BUSINESS

None.

H. NEW BUSINESS

H.1. Contract Negotiations for Student Transportation

Mr. Geary reviewed that we had two bids for student transportation and First Student had lower prices as well as a thoughtful plan to be responsive to the shortage of drivers. We previously had some issues with First Student, but we are hopeful that with their plan and a larger pool of drivers to pull from, we will have a better experience this time. We have worked closely with Dattco over the last four years. Though we have worked diligently, it has been very challenging. Parents are frustrated with the timeliness of communications and what the plan is going forward.

Ms. Stefanovicz wondered what Mr. Geary sees in the contract with First Student to make him think their communication would be better? Mr. Geary stated that part of the impact of the pandemic has been a driver shortage. First Student's plan for problem solving, including items such as having a yard manager and router that just work for Manchester, having a live person, not just dispatch, for after-hours issues were a few items. They also have plans to collapse bus routes and what that looks like. Ms. Stefanovicz hopes the transition goes smoothly. Next, Ms. Stefanovicz asked about the living wage issue impacting this contract. Mr. Geary stated that any increase to wages impacts our budget. He believes that First Student, because they are a larger

company, will have more access to drivers. In the past, approximately 90% of current drivers move over to the new company when changes are made. We need proactive people with ideas and Mr. Geary believes we have a better chance at that with First Student.

The Chair called for a motion.

Secretary Patterson moved for the Board of Education to approve the Superintendent, in conjunction with legal counsel, to enter into negotiations of a 3-year contract for student transportation for the period from July1 , 2022 -June 30, 2025 with First Student. Mr. Meggers seconded the motion.

9/0 - Voted in favor.

H.2. Review and Discussion of Bid Waiver for Simple Pack Mfg. & Packaging, LLC, as the provider of 100% biodegradable containers utilized in serving lunches to students in classrooms.

Mr. Pattacini explained that this item and the next item do not need a vote, they only need five Board members to sign the paperwork.

Mr. Geary stated we usually either use vendors on the state or federal list or go to bid. However, this company seems to be the only vendor that has 100% biodegradable containers to use in individual packaging of lunch. There has been an advantage to having lunch in classrooms versus the cafeteria and for \$12,000 a month we can use a product that is better for our environment. Board members did not have any further questions and Mr. Geary asked members to be sure to sign the paperwork before they leave this evening.

H.3. Review and Discussion of Bid Waiver for DatAvail Corporation

Mr. Geary reviewed that we are about to upgrade our student management system from eSchool to Infinite Campus. DatAvail Corporation has been identified as a preferred provider of data integration, database administration, and data migration services with 17 years of the experience and expertise necessary to complete the migration of our student information system data. Their experience includes work within our legacy student information system

(eSchool) and our new student information system (Infinite Campus). The combination of expertise, experience and resources that DatAvail Corporation possesses makes DatAvail Corporation uniquely qualified to complete the data migration and database setup in the limited amount of time available to complete the project for the start of the 2022-2023 school year. Mr. Geary explained that this company, DatAvail Corp., has done this type of work before, they have the expertise, and they can work within our timeline.

Ms. Stefanovicz recognized that using an expert saves money in the long run.

This paper also needs to be signed by 5 Board members this evening.

I. PUBLIC COMMENTS (Limited to items on tonight's agenda)

Mr. Tom Stringfellow, 183 Hillstown Road, supports the Consent Calendar. He recognizes the cost of Special Education services is necessary and that no students feel marginalized. Mr. Stringfellow pointed out that next week begins Black History Month. He recommended a book, *Speaking of Race*. Mr. Stringfellow believes all voices count. He attended the State Board of Education meeting last week. He spoke about farmers of color being discriminated against. Mr. Stringfellow passed along an article that might interest Dr. Radikas about technology in education. Last, he wished all good luck with the contract negotiations.

J. COMMUNICATIONS

None.

K. ITEMS FOR FUTURE AGENDAS

Thursday, February 3, 2022	Adoption of Budget
Monday, February 14, 2022	Winter Data Update Update on Student Behavioral Supports
Monday, February 28, 2022	Bowers Update Update on Technology

L. ADJOURNMENT

Mr. Pattacini called for a motion to adjourn.

Secretary Patterson moved and Mr. Orsene seconded the motion to adjourn the meeting.

9/0 - Voted in favor.

Adjournment 8:35 p.m.

Respectfully submitted,

Tracy Patterson
Board Secretary

MANCHESTER BOARD OF EDUCATION

BUDGET WORKSHOP

Thursday, January 20, 2022

6:00 p.m.

Lincoln Center/Virtual

PRESENT: Eisenthal, Kohls, Meggers, Mix, Ntem-Mensah, Orsene, Pattacini, Patterson, Stefanovicz

ALSO PRESENT: Superintendent of Schools Geary, Director of Finance & Management Clancy

ABSENT:

A. CALL TO ORDER

The meeting was called to order at 6:06 p.m. by Chris Pattacini, Chairperson.

B. PLEDGE OF ALLEGIANCE

Mr. Pattacini led everyone in the Pledge of Allegiance.

C. SUPERINTENDENT'S RECOMMENDED BUDGET

Mr. Geary reviewed that the budget was presented last week and this evening we will start a deep dive into the details of the budget. He reviewed the process, including dates for the next few weeks budget and Board meetings. Mr. Geary presented a full list of staff salaries for the 2022-2023 school year. He went line by line through the Bennet and Bower's staff as well as Central Office staff, explaining that each line represents a payment code, so some staff have more than one line (ie. part of their salary might be covered by a grant, or they could earn a stipend for heading a department etc.). Mr. Geary noted that the salaries presented represent those people that were in MPS at the end of December, with any contractual obligations added and any known retirements taken.

Mr. Geary explained that Adult Ed is funded 54% by the state and 46% by the Board budget.

Mr. Eisenthal asked about the Alliance Grant and confirmation that those funds are on top of the Board Budget. Mr. Geary agreed, all grant funds are on top of any Board of Education funding.

Mr. Pattacini asked about the ESSER II funds and ESSER III funds. Mr. Geary reviewed that the ESSER II funds must be spent by September 2023 and the ESSER III funds can be spent by the end of September 2024. Mr. Geary explained they have not divided the ESSER grants into separate lines and one will flow into the other. It is possible that some positions funded with the ESSER money will be phased out and others will make their way into the Board Budget eventually. Mr. Geary noted that there are no new positions funded by the Board of Education budget.

Mr. Geary reviewed benefits, Social Security costs as well as Town Pension and Defined Contribution, Unemployment, Certified and Non-certified Longevity bonuses as well as Sick Payout Liability. Both grant funding and a living wage comparison was also reviewed.

Mr. Geary reviewed that benefits can vary from someone that does not take our medical insurance, to someone on a family plan. The difference could be up to \$30,000. When teachers retire they typically have been on a family plan while new teachers are usually on a single or couple plan. While medical insurance plans have been rising about 6%, the difference in costs due to retirements and new hires, our line has only risen about 3%.

Ms. Patterson wondered if there was a standard when children can no longer be covered under their parent's insurance. Dental insurance for children ends at age 25 while medical insurance stops when the child turns 26. Ms. Patterson wondered if there were any stipulations about spouse coverage, say if they have coverage through their own employment, etc. Mr. Geary stated that all are eligible regardless of access to other policies.

Mr. Kohls wondered if student enrollment dropped, how would that influence the budget. Mr. Geary noted that it is not as easy as it sounds. While grant funding can change based on enrollment, our budget doesn't automatically drop if we have less students in the fall. We do receive a per pupil expenditure from the state of \$18,000 per student, but we are also responsible for paying tuition for magnet students, as well as providing for any special services they require. Basically some students take only a few thousand dollars to educate, while others take tens or hundreds of thousands of dollars.

Mr. Eisenthal asked if the health insurance enrollment followed the calendar year or the fiscal year and when is open enrollment. Mr. Geary clarified the numbers used are the numbers for the fiscal year 22-23. Our insurance year is July 1-June 30. We hold open enrollment in May but people can add and subtract members for specific reasons (such as marriage, birth, divorce, loss of other insurance) at any appropriate time.

Mr. Pattacini wondered if we have a sense of how many retirements to expect

this year. Mr. Geary stated that seven certified staff have put in their retirement notice, and three non-certified staff have as well. Certified staff typically given notice by January because it is in their contract to do so by January 1st in order to receive a full sick payout, if they qualify for it. Hires after 2000 no longer get that benefit.

Living wages were reviewed for surrounding towns. It was discussed how challenging it is finding and retaining food service workers, noon aides, and bus drivers, as well as paras.

Ms. Stefanovicz would like to see how the budget would be impacted if we decided to make all staff fall under the living wages of 1 adult/0 children. Mr. Geary will get that information. It was also suggested that we could estimate the number of people with larger families by looking at our medical insurance data.

D. Public Participation

None.

E. Closing Comments - Board Members

Ms. Stefanovicz felt the amount and depth of knowledge of Mr. Geary is incredible. Being fully versed in the ins and outs of a topic and providing the data to back it up at a high level is appreciated.

Mr. Pattaini agreed. He thanked Mr. Geary and Ms. Clancy for their work on the budget and he looks forward to more in-depth discussions.

Mr. Geary noted that Monday's Board meeting will be treated as a budget workshop for the most part.

F. ADJOURNMENT

The meeting was adjourned at 7:26 p.m.

Respectfully submitted,

Christopher Pattacini
Board Secretary

MANCHESTER BOARD OF EDUCATION

BUDGET WORKSHOP

Thursday, January 27, 2022

6:00 p.m.

Lincoln Center/Virtual

PRESENT: Eisenthal, Kohls, Meggers, Mix, Ntem-Mensah, Orsene, Pattacini, Patterson, Stefanovicz

ALSO

PRESENT: Superintendent of Schools Geary and Director of Finance & Management Clancy

ABSENT:

A. CALL TO ORDER

The meeting was called to order at 6:04 p.m. by Tracy Patterson, Chair of the Personnel & Finance Committee.

B. PLEDGE OF ALLEGIANCE

Ms. Patterson led everyone in the Pledge of Allegiance.

C. SUPERINTENDENT'S RECOMMENDED BUDGET

Mr. Geary reviewed that this is basically the third budget workshop. This evening he will review Capital Repairs; Capital Projects; Capital Plan; Utilities; Supplies; Vehicles; and Security Upgrades. He will also look at the Living Wage Goal Data requested by Ms. Stefanovicz. Mr. Geary's presentation is available for viewing on the website.

There were several questions emailed to Mr. Geary after the last meeting and the written answers include:

- **What are the costs for the health benefits for just the administrators? Out of the \$17million in health benefits, how much is attributed to the administrators and how much to certified teachers?** Mr. Geary presented a chart with all single, two-person and family plans for each group of staff. He noted that in addition to the cost of the portion of policy paid by the Board of Education, the

Board also contributes \$1000 to the HSA of those with single coverage and an additional \$1000 to those with two-person or family coverage.

- **Are any administrators receiving any additional benefits?** Mr. Geary reviewed that 52 administrators in the administrator union receive a \$1,500 annuity contribution; 3 non-affiliated administrators receive \$5,000 annuity contributions; 3 Deputy/Assistant Superintendents receive \$10,000 annuity contributions; and the Superintendent receives an \$18,500 annuity contribution per his contract.
- **Which employees received the \$388,000 in overtime pay in the 21-22 actual cost? What were the reasons for authorized overtime?** A wide variety of non-certified employees receive overtime due to various needs. Paraprofessionals, Behavior GTEchs, and Tutors have covered classrooms and served as bus monitors, lengthening their work day. Maintenance and custodial staff worked significant overtime at the end of summer due to the length of summer school. Those staff also worked overtime to complete building projects at MMA and to clean buildings where staff members are absent. Nurses and secretaries also have worked overtime to support significant contact tracing this year.
- **How many hall monitors will be employed in the next budget for \$282,000? Where are they located and are they authorized to write detentions? Why do we need hall monitors if we have security and SROs?** There are 4 hall monitors at Illing and 5 at MHS. They can write behavior referrals, but do not assign detentions. They work along with security staff and SROs to provide the necessary security for our large buildings.
- **How do you explain certified teachers making \$52,000 a year and custodians making \$55,000 a year with no Master's Degree?** Teachers advance on a salary schedule as their years of experience increase. The Board is entering contract negotiations with teachers and we continue to work to raise the salary of beginning teachers. At the same time, custodians and maintainers provide necessary and critical services in our schools.
- **What hourly rate is paid for legal services? Are legal services put out to competitive bid? Has the BOE considered hiring in-house legal services?** The hourly rates we pay range from \$210-\$435 for Shipman & Goodwin. The Board has not considered hiring in-house legal services as the multiple areas of expertise in educational law provided by the Shipman & Goodwin attorneys who advise the Board and the administration are critical in taking the proper steps that prevent litigation. They advise us and also contribute to contract negotiations.

Mr. Pattacini felt it would be helpful to understand what is currently funded in ESSER that we may want to keep long-term. Mr. Geary stated that ultimately as our Alliance Grant funding increases we will begin to move those items to the Alliance Grant line.

Mr. Geary reviewed the specifics of the Supplies and Utilities lines, noting that we have some supplies left from when we were not allowing students to share which will help going forward. He also noted that utility lines can be volatile but we were comfortable flat funding there based on recent bills.

Next, Equipment/Dues & Fees was reviewed. This includes items like chromebooks, which are replaced in three grades each year. K-2nd graders use I pads which have a four year replacement cycle. Last year laptops were donated to seniors, which made online learning easier. We also fund some of the replacement with grant funding.

Capital Projects is another line that is a percentage of the overall budget. Recently, we have had bonus Alliance funding to do many repairs that were needed. We always try to find creative ways to fund projects. With surplus ESSER monies we are doing air quality work, primarily at the high school.

Mr. Geary then reviewed the vehicle purchase plan and security upgrade line.

Regarding the living wage he explained the way he came up with figures, and that he used the paraprofessional group as an example. Overall, to increase the average salary to a single person/0 children living wage would be about a 20% increase. Other groups that would fall below the living wage in some instances would be food service workers and noon aides.

Overall, the 21-22 budget was \$122,422,774.93. The proposed 22-23 budget is \$117,774,174. This represents an increase of \$4,648,600.93 or 3.95%. Mr. Geary reminded us that of that increase, about \$1.8 million is an increase in Special Education and about \$450,000 represents an increase in transportation costs. The rest of the increase are contractual obligations as we try to stay competitive in the education world.

The plan is to answer questions both this evening and at the start of the next Board Meeting on February 3rd. Hopefully we will be able to pass the budget that evening as it has to be given to the town by February 14th. If we are unable to pass the budget on the 3rd we would be on a tight timeline as our next Board meeting is not until the day the budget is due to the Town Manager, 2/14.

Mr. Eisenthal mentioned the \$700,000 increase in the health insurance line, noting that while we have done a good job controlling those costs, that is a budget buster. He wondered how utilities are paid for. Mr. Geary noted we encumber the full amount and adjust the encumbrance as needed. This is done every month or two.

Ms. Stefanovicz wondered if the "21-22 actual" numbers were an estimate of

what we will spend this year. Mr. Geary stated that some of the number comes from known items and the rest are estimated.

Ms. Stefanovicz wondered if it was possible to use ESSER funds to pay for something like the need for additional classrooms at Bennet and Illing due to the pandemic necessitating smaller class sizes. Mr. Geary thought we could possibly make a case for that.

Ms. Stefanovicz asked how we pay for overages in lines. Mr. Geary noted that we sometimes have to freeze the budget around this time of year and move money from other lines. This year, with the addition of federal funding, we were able to avoid a budget freeze.

Ms. Stefanovicz referred to a road bond mentioned by Mr. Geary, asking for more details. Mr. Geary reviewed that the Board of Education had asked early last winter for the town to add the bleacher replacements to the road bond they were looking to fund. The need for replacement bleachers had to do mostly with capacity (for events like graduation). The Town Manager agreed to add that funding request, but ultimately the Director's cut it from their bond.

Ms. Stefanovicz thought the living wage information was fantastic. She would love to start working to move towards this goal. Currently the minimum pay for a para is about \$13/hr. The living wage for a single adult with no children is \$15.30/hr. She wondered what it would look like if we simply moved everyone up the difference (ie \$2.30). Mr. Geary noted that the teacher's contract allows for some flexibility to account for experience in bringing in new teachers, but the other contracts are a simple step advancement. We do not want to create a large gap between the second to last and last step.

It was noted that the minimum wage in Connecticut will jump to \$14/hr. on July 1st and then June 1, 2023 it will become \$15/hr.

Mr. Kohls does not feel \$435/hr. is reasonable for attorney's fees. He feels we could get an experienced attorney in-house for less money. Mr. Geary disagreed, noting that we use the Shipman & Goodwin attorneys for many different reasons, including labor relations, contract negotiations, personnel matters, covid-related issues, and special education support among some of them. To find one attorney well versed in all of those topics would be impossible. It could be very costly in the end. Mr. Geary pointed out that the teacher's contract is going to be negotiated this year. Four Board members are on the team for negotiations and it will provide a feel for how much an attorney provides during negotiations. Mr. Kohls just wants to save money where it can be saved.

Ms. Patterson wondered how covid might impact the utility line in 22-23 as well as having a net zero school online for the first time. Mr. Geary stated that

utilities are tricky to predict. In the 19-20 year, when we closed, we did use less energy. We have not considered how the net zero building will impact us because it takes time to get a building up and running to see the real numbers. Ms. Clancy added that we are also undergoing a Town lighting efficiency project which is replacing all bulbs in town buildings with LED lights. This will provide even more savings.

Ms. Patterson asked about the cost of broken chromebooks and ipads, along with lost cords and such. Mr. Geary noted we do not charge parents for replacing such items. Those types of things are funded under the computer equipment line though, not here. Next, she asked about the dues and fees. Mr. Geary noted that district memberships, such as to NEASC, are paid with this line, as well as field trip admissions.

Ms. Patterson asked for clarification of the number of lines per administrator. Mr. Geary clarified one administrator may cover several lines as their salary may be partially funded in grants, they may receive a stipend for a doctoral degree, etc.

Mr. Geary again reviewed the budget timeline and stated that we need to know tonight, or February 3rd, where we are in terms of the recommended budget as we need to prepare the final budget to give to the General Manager by February 14th.

D. Public Participation

Mr. Tom Stringfellow, 183 Hillstown Road, welcomed Mr. Ntem-Mensah to the Board. He enjoyed the report on the budget. Regarding school safety he mentioned ransomware and malware. He touched on the Hartford overdose of a student, wondering if Narcan was available to have in schools to prevent such a death from occurring here. Mr. Stringfellow mentioned other medical conditions, TikTok copycat vandalism events and childcare costs. He asked parents to lead by example and not threats. Last, Mr. Stringfellow recommended a book, *Uncomfortable Conversations with a Black Man*.

E. Closing Comments - Board Members

Ms. Stefanovicz is a proponent of second chances and liked Mr. Stringfellow's recommendation of Narcan. Mr. Geary stated they were already investigating this possibility pre-pandemic and are working on it. Ms. Stefanovicz is also hoping for some creative ways to give a little higher wage for those low-income earners. She prefers no programs get cut in favor of this though.

Mr. Kohls was disconcerted that a Hartford child died of a overdose. Children are growing up in a challenging environment. This budget talk is new territory for him. He wondered if we can start at a zero budget and work up, is that practical? Mr. Geary noted some lines can start at zero, but for others that is not

practical or realistic. It also represents a small percentage of the overall budget and would be time consuming to do and would tighten our flexibility. Mr. Geary explained to Mr. Kohls that it is our job to say what we need to run the district properly and the Board of Directors then say what the taxpayers can afford. At that point, if our budget is cut, we get down to the nitty gritty and find ways to cut here and there without major impact if possible.

Mr. Pattacini noted the budget process is on a timeline and we need to adopt this budget next week on February 3rd. We need to give feedback and work towards adoption as a group. Mr. Pattacini thanked the administration for their work. Every year the Superintendent looks at how to best support the needs of our students and finds creative and efficient ways to maximize our grant funds. We do not want to derail this excellent budget or ignore the Superintendent's expertise. I support this budget and I ask the other members of the Board to work with the Board of Directors to help them understand our needs and priorities.

Mr. Geary also pointed out that there is a reevaluation of property going on and a new mill rate is being considered. There are additional unknowns due to this. Nobody wants taxes to rise. Mr. Geary thanked Mrs. Clancy and her staff, the department heads, and other administrators who have worked hard on this budget.

F. ADJOURNMENT

The meeting was adjourned at 7:17 p.m.

Respectfully submitted,

Tracy Patterson
Chair, Personnel and Finance Committee

C&I Subcommittee Minutes
January 24, 2022

In attendance: Richard Kohl, Peter Meggers, Kwasi Ntem-Mensah, Tracy Patterson, Amy Radikas , Diane Burns, Beth Hayes, Shardae Shipman, and Josh Steffenson.

Items discussed:

An overview of the Office of Curriculum and Special Services was provided. The overview included an introduction of the Directors of Teaching and Learning. Each director provided a brief overview of their specific content responsibilities, grade levels, and oversight.

- Humanities: English Language Arts, Reading, Social Studies, World Language and other assigned areas
- STEAM: Math and Science
- Career and Technical Education (CTE): Business, Technology, Family Consumer Science, and Health Care Careers

The district's online platform for curriculum, Unit Planner, was reintroduced. The platform holds curricular units, assessments and online resources for teachers to access. Units are revised throughout the year by teams of teachers that consider priority standards, relevant materials and ongoing professional development.

Directors offered content specific examples of the work being done to strengthen vertical alignment (PK-12) to ensure all students are engaged in relevant teaching and learning experiences and opportunities at the secondary level to support college career pathway program articulations.

Next meeting scheduled for Monday, March 14, 2022

Meeting adjourned at 6:40 p.m.
Respectfully submitted,
Dr. Amy F. Radikas

PERSONNEL ACTIONS**APPOINTMENTS**

Mr. Philip Horsman to be a Preschool Teacher at the Manchester Preschool Center. Mr. Horsman received his Bachelor of Science in Early Childhood Education from Gordon College and currently resides in Suffield. It is recommended that his appointment be approved effective January 24, 2022 (Bachelor's / Step 2.5, \$50,699.00).

RESIGNATIONS

Mr. Gregory Bannon, Social Studies Teacher at Manchester Middle Academy has submitted his letter of resignation effective end of day on January 28, 2022. Mr. Bannon has been with Manchester Public Schools since January 3, 2022. It is recommended that his resignation be accepted.

Ms. Arlene Martin, Special Education Teacher at Bowers Elementary School has submitted her letter of resignation effective end of day on February 3, 2022. Ms. Martin has been with Manchester Public Schools since August 24, 2020. It is recommended that her resignation be accepted.

Mrs. Nicole Sprague, Kindergarten Teacher at Buckley Elementary School has submitted her letter of resignation effective June 30, 2022. Mrs. Sprague has been with Manchester Public Schools since February 18, 2016. It is recommended that her resignation be accepted.

Mr. Steven A. Tierinni, Special Education Teacher at Highland Park Elementary School has submitted his letter of resignation effective end of business on February 4, 2022. Mr. Tierinni has been with Manchester Public Schools since August 29, 2016. It is recommended that his resignation be accepted.

LEAVE OF ABSENCES

Town of Manchester
Board of Education

To: Manchester Board of Education
From: Mr. Matthew Geary, Superintendent of Schools
Subject: Transfer of Funds
Date: December 14, 2021

Background: In accordance with Board of Education Policy 3160, Transfer of Funds between Categories, I am requesting the Board approve the following transfers in the FY 2021-2022 Budget.

Discussion/Analysis: Transfer from Illing Middle School Physical Education Repair in the amount of \$300.00. Transfer to Illing Middle School Physical Education Instructional Supplies and Materials in the amount of \$300.00

Financial Impact: None

Other Board/Commission Action: None

Recommendation: The Superintendent of Schools recommends that the Board of Education approve these transfers in the FY 2021-2022 Budget.

Matthew Geary

Matthew Geary
Superintendent of Schools
Manchester, Connecticut
February 3, 2022

**Manchester Public Schools
Manchester, Connecticut**

TO: Accounting Department

School/Department: Illing Middle School

Date of Request: 01/11/2022

Approver: Idelisa Torres

Date Approved: 01/21/2022

JUSTIFICATION (Required Field): To cover additional funding needed in Illing for Physical Education Instructional Supplies and Materials

<u>SUBJECT:</u> <u>TRANSFER BUDGET MONIES FROM ONE LINE ACCOUNT TO ANOTHER</u>

DECREASE - In whole dollars only:

\$ 300.00 Account # **134 53100 5435** Description: **PE Equipment Repair**

\$ _____ Account # _____ Description:

\$ _____ Account # _____ Description:

\$300.00 TOTAL DECREASE

INCREASE - In whole dollars only:

\$ 300.00 Account # **134 53100 5611** Description: **PE Instr. Supplies & Materials**

\$ _____ Account # _____ Description:

\$ _____ Account # _____ Description:

\$ 300.00 TOTAL INCREASE (Must match total decrease)

Accounting Department Only

Board Approval Needed: Yes X No ____

Date of Board Approval: _____

Date Transfer Completed: _____ Name: _____

Town of Manchester
Board of Education

To: Manchester Board of Education

From: Matthew Geary, Superintendent of Schools

Subject: FY 2021-22: Permission to apply for the State of Connecticut Public Educational and Governmental Programming and Education Technology Investment Account (PEGPETIA) Grant Program

Date: January 24, 2022

Background:

Manchester Public Schools have demonstrated a record of excellence in technology education and we are requesting state of the art equipment for our studio and auditorium facilities. The PEGPETIA Grant will improve and expand education and career guidance systems for Manchester's youth. The grant is funded by the State of Connecticut.

Discussion/Analysis:

Funds will be used to:

1. Enhance student experiences in the Performing Arts and Communications (PAC) Academy at Manchester High School where students work and learn in spaces and courses that are dedicated to helping them find exposure, expertise, agency and voice: having access to industry standard equipment helps these students to gain meaningful and rich experiences in documenting and producing media.
2. Provide experiences that help ensure that students are exposed to specific career-based competencies, which will prepare them for a transition to a technologically-advanced employment workplace.
3. Support specific developmental initiatives through funding for instructional programs, supplies and equipment for grades 9-12 in the aforementioned areas.

Financial Impact: None to the Board of Education

Proposed Budget for the 2021-22 School Year: \$42,308.78

Other Board/Commission Action: None

Recommendations: The Superintendent recommends that the Board of Education give permission to apply for the FY2022 Public Educational and Governmental Programming and Education Technology Investment Account (PEGPETIA) Grant Program



Matthew Geary
Superintendent of Schools
Manchester, CT
February 3, 2022

**Town of Manchester
Board of Education**

To: Manchester Board of Education
From: Matthew Geary, Superintendent of Schools
Subject: Appropriation for Title IV, Part A, Student Support and Academic Enrichment Grant, FY 2021-2023
Date: January 28, 2022

Background:

The Connecticut State Department of Education has awarded FY 2021-2023 funding under the Title IV, Part A, Student Support and Academic Enrichment Grant. This grant will be used to improve student's academic achievement.

Discussion/Analysis:

The FY 21/23 grant will be used for:

- Provide all students with access to a well-rounded education
- Improve school conditions for student learning
- Improve the use of technology in order to improve the academic achievement and digital literacy of all students

Financial Impact:

None

Other Board/Commission Action:

None

Recommendations:

The Superintendent recommends that the Board of Education request the Board of Directors to establish an appropriation for the FY 21-23 Title IV, Part A, Student Support and Academic Enrichment Grant in the amount of \$148,559.

Attachments:

Award letter

Matthew Geary

Matthew Geary
Superintendent of Schools
February 3, 2022

STATE OF CONNECTICUT

DEPARTMENT OF EDUCATION

GRANT AWARD NOTIFICATION

1 Grant Recipient

Manchester School District

DUNS Number: 789457756

4 Award Information

Grant Type: FEDERAL

Statute: Subpart 1, Title IV, Part A of the ESEA, SSAE Prog

CFDA #: 84.424A

SDE Project Code: SDE000000000002

Grant Number: 077-000 12060-22854-2022-82079-170002

2 Grant Title

Title IV Part A

5 Award Period

7/1/2021 - 6/30/2023

3 Education Staff**Program Manager:**

Lynn Nauss Cipriano (860) 713-6457

Payment & Expenditure Inquiries:

Jeff Lindgren (860) 713-6624

6 Authorized Funding

Grant Amount: \$148,559.00

Funding Status: Final

7 Terms and Conditions of Award

This grant is contingent upon the continuing availability of funds from the grant's funding source and the continuing eligibility of the State of Connecticut and your town/agency to receive such funds.

Fiscal and other reports relating to this grant must be submitted as required by the granting agency. Written requests for budget revisions for expenditures made between July 1, 2021 and June 30, 2022 must be received at least 60 days prior to the expiration of the grant period but no later than May 1, 2022. For grants awarded for two-year periods beginning July 1, 2021, final second-year budget revision requests covering the entire two-year period must be received no later than February 1, 2023. The grantee shall provide for an audit acceptable to the granting agency in accordance with the provisions of Sections 7-394a and 7-396a of the Connecticut General Statutes.

The grant may be terminated upon 30 days written notice by either party. In the event of such action, all remaining funds shall be returned in a timely fashion to the granting agency.

This grant has been approved.

1/25/2022

John Frassinelli - CSDE Management Approver

Town of Manchester
Board of Education

To: Manchester Board of Education
From: Matthew Geary, Superintendent of Schools
Subject: Appropriation for FY 20/25 American Rescue Plan ESSER Funds
Date: January 28, 2022

Background: The American Rescue Plan's Elementary and Secondary School Emergency Relief (ARP ESSER) fund provides relief for Pre-K-12 schools to reopen safely and address the academic, social, emotional, and mental health needs of their students.

Discussion/Analysis: These funds will allow schools to invest in mitigation strategies to get students back in the classroom and remain there, and to address the impact the pandemic has had on students - especially those disproportionately impacted by the pandemic.

Financial Impact: None.

Other Board/Commission Action: None.

Recommendations: The Superintendent recommends that the Board of Education request the Board of Directors establish an appropriation for the FY 20/25 American Rescue Plan ESSER Funds in the amount of \$15,480,800.

Attachments: Award Letter.

Matthew Geary

Matthew Geary
Superintendent of Schools
Manchester, Connecticut
February 3, 2022

STATE OF CONNECTICUT

DEPARTMENT OF EDUCATION

GRANT AWARD NOTIFICATION

1 Grant Recipient

Manchester School District

DUNS Number: 789457756**4 Award Information****Grant Type:** FEDERAL**Statute:** PL ARP OF 2021, PUBLIC LAW 117-2 N/A AMERICAN RESCUE
PLAN ACT OF 2021**CFDA #:****SDE Project Code:** SDE000000000002**Grant Number:** 077-000 12060-29636-2021-82079-**2 Grant Title**

ARP ESSER Funds

5 Award Period

3/13/2020 - 9/30/2024

3 Education Staff**Program Manager:**Lynn Nauss Cipriano (860) 713-
6457**6 Authorized Funding****Grant Amount:** \$15,480,800.00**Payment & Expenditure Inquiries:**

Jeff Lindgren (860) 713-6624

Funding Status: Final**7 Terms and Conditions of Award**

This grant is contingent upon the continuing availability of funds from the grant's funding source and the continuing eligibility of the State of Connecticut and your town/agency to receive such funds.

Fiscal and other reports relating to this grant must be submitted as required by the granting agency. Requests for budget revisions for expenditures made between July 1, 2021 and June 30, 2022 must be submitted at least 60 days prior to the expiration of the fiscal year but no later than May 1, 2022. Final budget revisions covering the entire award period must be submitted at least 60 days prior to the expiration of the grant period but no later than July 30, 2023. Budget revisions submitted after this date are accepted at the discretion of the ARP HCY II Funds Program Manager. The grantee shall provide for an audit acceptable to the granting agency in accordance with the provisions of Sections 7-394a and 7- 396a of the Connecticut General Statutes.

The grant may be terminated upon 30 days written notice by either party. In the event of such action, all remaining funds shall be returned in a timely fashion to the granting agency.

This grant has been approved.

12/3/2021

John Frassinelli - CSDE Management Approver

**Town of Manchester
Board of Education**

To: Manchester Board of Education
From: Matthew Geary, Superintendent of Schools
Subject: Item for Appropriation Bilingual Grant for FY 2021/22
Date: January 31, 2022

Background: The Connecticut State Department of Education has awarded funding under the Bilingual Education Grant FY 2021-2022. This grant will be used to support children identified as English Language Learners (ELL) in our schools.

Discussion/Analysis: The FY 2021-2022 Bilingual Education Grant will be used to purchase materials to support the language and transition needs of Bilingual students at each school and support parental activities for ELL students and families.

Financial Impact: None

Other Board/Commission Action: None

Recommendations: The Superintendent of Schools recommends that the Board of Education requests the Board of Directors establish an appropriation for the FY 2021-22 Bilingual Education grant in the amount of \$12,585.

Attachments: Award Letter

Matthew Geary

Matthew Geary
Superintendent of Schools
February 3, 2022

STATE OF CONNECTICUT

DEPARTMENT OF EDUCATION

GRANT AWARD NOTIFICATION

1 Grant Recipient

Manchester School District

DUNS Number: 789457756

4 Award Information

Grant Type: STATE

Statute: C.G.S.10-17a-h

CFDA #:

SDE Project Code: SDE000000000002

Grant Number: 077-000 11000-17042-2022-82079-170002

2 Grant Title

State Bilingual Grant

5 Award Period

7/1/2021 - 6/30/2022

3 Education Staff**Program Manager:**

Megan Alubicki Flick (860) 713-6786

Payment & Expenditure Inquiries:

Jeff Lindgren (860) 713-6624

6 Authorized Funding

Grant Amount: \$12,585.00

Funding Status: Final

7 Terms and Conditions of Award

This grant is contingent upon the continuing availability of funds from the grant's funding source and the continuing eligibility of the State of Connecticut and your town/agency to receive such funds.

Fiscal and other reports relating to this grant must be submitted as required by the granting agency. Written requests for budget revisions for expenditures made between July 1, 2021 and June 30, 2022 must be received at least 60 days prior to the expiration of the grant period but no later than May 1, 2022. For grants awarded for two-year periods beginning July 1, 2021, final second-year budget revision requests covering the entire two-year period must be received no later than February 1, 2023. The grantee shall provide for an audit acceptable to the granting agency in accordance with the provisions of Sections 7-394a and 7-396a of the Connecticut General Statutes.

The grant may be terminated upon 30 days written notice by either party. In the event of such action, all remaining funds shall be returned in a timely fashion to the granting agency.

This grant has been approved.

1/31/2022

Melissa Hickey - CSDE Management Approver



Manchester Public Schools

Board of Education
Recommended
Budget
2022-2023



Mission

Manchester Public Schools will engage ***all*** students in the highest quality 21st century education preschool through graduation. Through an active partnership with students, school personnel, families and community, the Manchester Public Schools will create safe, inclusive schools where equity is the norm and excellence is the goal. All students will be prepared to be lifelong learners and contributing members of society.

Mission of Manchester Public Schools



Equity

Equity is achieved when student outcomes are not predicated by gender, race, ethnicity, first language, sexual orientation, class, or special needs and where all students reach a level of efficacy and competence that supports a rewarding and productive life. This requires elimination of the inequities that contribute to disproportionate learning and achievement by students of certain social groups while ensuring students are prepared for a productive and meaningful life.

Connecticut Center for School Change

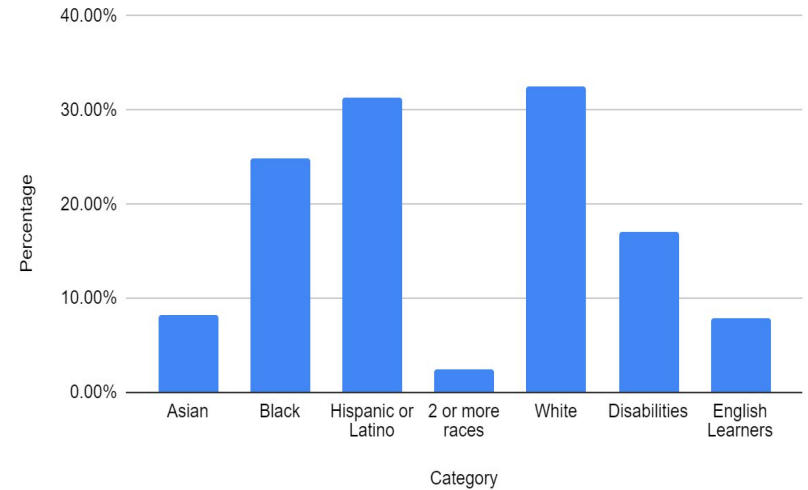


Student Profile

Manchester Public Schools is a diverse and inclusive community serving 6220 students:

- 8.2% of students identify as Asian
- 24.8% of students identify as Black
- 31.4% of students identify as Hispanic or Latino
- 2.4% of students identify as two or more races
- 32.5% of students identify as White
- 17% of students have disabilities
- 7.9% are English Learners
- Over 60 different languages are spoken
- 55.3% of students eligible for SNAP benefits

Manchester Public Schools Demographic Data



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Goals

All students will:

- Achieve mastery in literacy and numeracy as articulated in the Common Core.
- Demonstrate the skills and competencies required for success in learning and work beyond school.
- Demonstrate personal responsibility, character, cultural understanding, and ethical behavior.

District and building level faculty and staff will:

- Develop capacity through reflection, professional learning opportunities including coaching, job embedded professional development, and participation in workshops, and support from school leaders and colleagues over time.
- Build relationships based on trust through listening, welcoming, respecting individual differences, and allowing for shared decision making with parents, families, and other stakeholders.



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Blueprint: 2021-2024



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The Future of Learning

Today we are not just looking for problem solvers. We are looking for problem-finders, people with diverse interests — art, literature, science, anthropology — who can identify things that people want before people even know they want them.

In the future, postsecondary education will be a hybrid ecosystem of company platforms, colleges and local schools, whose goal will be to create the opportunity for lifelong radical reskilling. Radical reskilling means I can take a front-desk hotel clerk and turn him into a cybersecurity technician. I can take an airline counter agent and turn her into a data consultant.

Today, companies like Infosys, IBM or AT&T are all creating cutting-edge in-house universities — Infosys is building a 100-acre campus in Indianapolis designed to provide their employees and customers not just in-case learning' — material you might or might not need to master the job at hand — but just-in-time learning,' offering the precise skills needed for the latest task.

Ravi Kumar, President, Infosys



Reimagine

Grade	Demonstration of Learning
12th Solving Problems <i>What is my post-secondary plan?</i> <i>What problems do I need to solve in order to make it a reality?</i> <i>What challenges in our world am I prepared to pursue?</i>	Benchmark Artifact: Problem Solving Task Senior Story - Personal Narrative - Presentation of Student Profile and VoG Artifacts - Reflection on Strengths, Interests, Areas for Growth - Presentation of Post-Secondary Plan
11th Thinking Critically <i>How do I create arguments rooted in evidence and reasoning?</i>	Benchmark Artifact: Crafting an Argument Benchmark Artifact: Reading Reflection or Choice Artifact Mock Interview
10th Developing Interests and Passions <i>What issues am I passionate about?</i> <i>What issues in the world make me want to rant?</i> <i>How does this inform my decisions, future plans and career ideas?</i>	Benchmark Artifact: Communication Task - Rant Reverse Job Shadow
9th Questioning <i>What am I wondering about myself, high school, my course content, my community, the world, my future?</i>	Student Profile - Freshman Seminar Final Exam Benchmark Artifact: Inquiry Task Benchmark Artifact: Reading reflection
K - 8th	Narrative, Informational, Argumentative Writing Reading Reflection Benchmark Artifact: Problem Solving Task

Reading Reflection:

What book from this year has prompted you to ask the most questions about the world? What are they? Why is this important to you?

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Strengths Based Student Profile

- Strengths and Evidence
- Knowledge of Self
- Belonging
- Self-efficacy
- Openness to New Learning
- Growth mindset
- Contributions to Community
- Cultural / Global Competence

NAME Academy Email Address Mailing Address Phone Number		MANCHESTER HIGH SCHOOL CLASS OF ###	
		I DREAM TO ONE DAY... (Describe a goal, passion, or dream you hope to fulfill one day. Think of a mission and the reason why you are working hard each day at MHS)	
MY STRENGTHS ARE... • Critical Thinking • Problem Solving • Creative and Innovative Thinking • Collaboration • Communication • Self-Direction and Process Monitoring • Cultural / Global Competence These are our capacities from our vision of a graduate student, which do you think are your greatest strength? Many of these capacities can you evidence with some proud of while here at MHS?		AS EVIDENCED BY... • • For each of the capacities you choose to include on to have evidence or an example of how you have shown student. Some questions to think about are... 1. When is a time you've done / built something proud of? 2. When have you solved a problem in school / you do this? 3. What are some things you've done at this school launch a career or hobby? 4. Describe a time you made a difference for another? 5. How have you made MHS a better place?	
WHO I AM...			
IN MY CLASSES/SCHOOL • ... • ... • ... Use this space to list your academic achievements/accomplishments at MHS school activities, clubs, sports teams, etc. Showcase times when you have been a leader to your peers!		IN MY HOME/COMMUNITY • ... • ... • ... Use this space to highlight community service you have done for others, or learning you have completed, work experience, job shadows, internships.	
WHO KNOWS ME BEST...			
Name Relationship Email Address Phone Number (Optional) (Academic Reference)	Name Relationship Email Address Phone Number (Optional) (Academic/External Reference)	Name Relationship Email Address Phone Number (Optional) (External / Extracurricular Reference)	



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Wordle™

The New York Times

Wordle was acquired from its creator, Josh Wardle, a software engineer in Brooklyn, for a price “in the low seven figures,” The Times said. The company said the game would initially remain free to new and existing players.

Budget Priorities

- Ensure wages allow for adequate staffing at all schools that ensures:
 - additional individual and small group intervention and acceleration needed as a result of lost learning time
 - flexible times and spaces to support intervention and acceleration within and outside the traditional school day
 - support for students who are struggling socially, emotionally and / or behaviorally
- Support resources needed to prioritize curriculum standards in preparation for 2022-23
- Ensure necessary instructional resources and materials, including appropriate technology are in place to support teaching and learning equitably across the district
- Support the health and wellness of all Manchester Public Schools faculty, staff, students, and families
- Ensure necessary resources are available to support strategic recruitment and retention of candidates representative of student demographics of Manchester Public Schools
- Provide resources to continue race and equity work through professional learning, reflective practice, and curriculum development



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Summary of Recent Budgets

Year	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Amount	\$109,147,246	\$110,897,460	\$111,730,227	\$113,406,180	\$116,531,237	\$117,774,174	\$117,774,174
Percent Increase	2.5%	1.6%	.75%	1.5%	2.8%	1.1%	0%



Important Factors

- Economic Impact of Pandemic
 - Staffing shortage
 - Rising Wages
 - Supply Chain Issues
 - Inflation
- Alliance / ECS Funding - 10 year phase-in should result in an additional \$1,500,000 (*CT Finance Project*)
- ESSER 2 Federal Relief Package - \$6,888,207
- ESSER 3 Federal Relief Package - \$15,480,800
- Savings from 2020-21
- COVID-19 related Factors



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Education Funding in Connecticut

- Alliance District program was established in 2012 when Governor Malloy signed Public Act 12-116, An Act Concerning Educational Reform, into law.
- *A central part of our effort to improve public education is to make sure that districts that need the most help are getting the extra support they need, and that's exactly what the Alliance District programs does. With this additional funding, districts are doing everything from focusing on early literacy to adding full-day kindergarten. It's a huge step forward, one that is led at local level to the benefit of every child in that district.*
(Governor Malloy)

Year	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Manchester	\$1,343,579	\$2,592,535	\$3,857,041	\$4,245,648	\$3,821,324	\$3,821,324	\$4,317,896	\$5,936,857	\$7,632,378	\$9,133,576



Education Funding in Connecticut

Alliance districts are predominantly situated in the Connecticut communities in need of support as reflected by nearly all economic indicators including: per capita income; adjusted equalized net grand list per capita; equalized mill rate; per capita aid to children receiving Temporary Family Assistance program benefits; and unemployment rate

Alliance districts are serving 42% of Connecticut's children (220,894) including:

- 65% of Connecticut's 224,000 low-income students
- 76% of CT's 40,000 English Learners (EL) students
- 63% of CT's 252,653 Students of Color



Education Funding in Manchester

Year	Estimate Town ECS	Estimate MPS ECS Alliance	Increase
2019	30,619,100	\$4,317,896	
2020	30,619,100	\$5,936,857	\$1,618,961
2021	30,619,100	\$7,632,367	\$1,695,510
2022	30,619,100	\$9,133,576	\$1,501,209
2023	30,619,100	\$10,634,785	\$1,501,209
2024	30,619,100	\$12,135,994	\$1,501,209
2025	30,619,100	\$13,637,203	\$1,501,209
2026	30,619,100	\$15,138,412	\$1,501,209
2027	30,619,100	\$16,639,621	\$1,501,209
2028	30,619,100	\$18,140,830	\$1,501,209



Education Funding in Manchester

Year	Estimate Town ECS	Estimate MPS ECS Alliance	Increase	Federal Funds
2019	30,619,100	\$4,317,896		
2020	30,619,100	\$5,936,857	\$1,618,961	
2021	30,619,100	\$7,632,367	\$1,695,510	\$1,540,381
2022	30,619,100	\$9,133,576	\$1,501,209	\$6,888,207
2023	30,619,100	\$10,634,785	\$1,501,209	\$5,156,644
2024	30,619,100	\$12,135,994	\$1,501,209	\$5,156,644
2025	30,619,100	\$13,637,203	\$1,501,209	\$5,156,644*
2026	30,619,100	\$15,138,412	\$1,501,209	
2027	30,619,100	\$16,639,621	\$1,501,209	
2028	30,619,100	\$18,140,830	\$1,501,209	

* ARP ESSER Funds must be obligated by September 30, 2024



Summary of Recent Budgets

Year	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Amount	\$109,147,246	\$110,897,460	\$111,730,227	\$113,406,180	\$116,531,237	\$117,774,174	\$117,774,174
Percent Increase	2.5%	1.6%	.75%	1.5%	2.8%	1.1%	0%



Supplement vs. Supplant

Supplement means to build upon or add to; Supplant means to replace or take the place of.

Federal law prohibits recipients of federal funds from replacing local funds with federal funds.



Minimum Budget Requirement (MBR)

- Connecticut's MBR prohibits a municipality from budgeting less for education than it did the previous year, unless it meets specific exceptions. Towns whose local public school districts are Alliance Districts are not permitted to reduce educational expenditures and are not eligible for any of the MBR exceptions.
- The MBR was implemented to prevent towns from reducing their local spending on education and using state aid for education as a replacement for local funds, as well as to prevent towns from using state funds targeted for education for other purposes.



Minimum Budget Requirement (MBR)

- If a town fails to meet its MBR, the state can withhold the town's Education Cost Sharing (ECS) funds in the amount of two times the difference between the town's MBR and what the town actually budgeted for education.



Key Cost Drivers

Budget Increases

Salaries	\$2,300,000
Health Insurance	\$ 700,000
Transportation	\$ 400,000
<u>Special Education Placements</u>	<u>\$1,800,000</u>
Total	\$5,200,000

Budget Reductions

Subs	\$100,000
Supplies	\$100,000
Professional Learning	\$160,000
<u>Other</u>	<u>\$190,000</u>
Total	\$550,000

Net Increase: \$4,600,000



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Summary of 2022-23 Budget Requests

ADOPTED 2021-22 BUDGET	117,774,174.00
PROPOSED 2022-23 BUDGET	122,422,774.93
PROPOSED BUDGET INCREASE	4,648,600.93
PROPOSED PERCENT INCREASE	3.95%



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About the Budget

Objects- Object codes represent the categories (i.e. certified salaries, professional development, instructional supplies, vehicles, etc.) we use to build a budget.

Locations- Locations are places where teaching and learning and related activities take place (schools, central office, magnet schools (tuition))

Programs- Programs are essentially departments (ie. Language Arts, Math, Family and Consumer Science, Music etc.)



5100 - Salaries

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5110	CERTIFIED ADMINISTRATORS	5,057,824.00	5,070,768.73	5,248,245.64	190,421.64	3.63%
5111	CERTIFIED SALARIES	41,729,412.00	41,521,844.50	42,975,109.06	1,245,697.06	2.90%
5112	NON-CERTIFIED SALARIES	12,683,704.00	12,687,270.87	13,131,325.35	447,621.35	3.41%
5115	HOURLY EMPLOYEES	2,700,000.00	2,831,953.76	2,931,072.14	231,072.14	7.88%
5117	TUTORS	554,574.00	566,594.80	586,425.62	31,851.62	5.43%
5118	PARAPROFESSIONALS	4,232,588.00	4,253,834.25	4,402,718.45	170,130.45	3.86%
5120	HALL MONITORS	226,034.00	247,821.09	256,494.83	30,460.83	11.88%
5122	BUILDING SUBSTITUTES	285,000.00	285,000.00	293,550.00	8,550.00	2.91%
5124	CERT. DEGREE CHANGES	0.00	0.00	100,000.00	0	0.00%
5130	OVERTIME	300,000.00	388,900.57	300,000.00	0.00	0.00%
5100	TOTAL	67,769,136.00	67,853,988.57	70,224,941.08	2,355,805.08	3.48%



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5200 - Benefits

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5210	LIFE INSURANCE	127,143.00	124,652.42	133,156.00	6,013.00	4.52%
5220	SOCIAL SECURITY	2,321,913.00	2,321,912.63	2,376,160.00	54,247.00	2.28%
5230	TOWN PENSION	2,090,198.00	0.00	2,048,999.00	-41,199.00	-2.01%
5235	DEFINED CONTRIBUTION	685,213.00	387,631.35	752,301.00	67,088.00	8.92%
5240	TUITION REIMBURSEMENT	165,000.00	103,409.84	100,000.00	-65,000.00	-65.00%
5250	UNEMPLOYMENT COMP.	60,000.00	60,000.00	50,000.00	-10,000.00	-20.00%
5270	HEALTH & MAJ. MED.	16,561,532.00	16,530,991.27	17,249,912.00	688,380.00	3.99%
5280	MAN. SELF INS. PROG. MSIP	1,490,589.00	1,490,589.00	1,528,163.00	37,574.00	2.46%
5290	CERTIFIED-ACCUM. SICK	100,000.00	23,851.13	100,000.00	0.00	0.00%
5291	NON-CERT. ACCUM. SICK	100,000.00	21,083.06	100,000.00	0.00	0.00%
5292	CERTIFIED LONGEVITY	24,700.00	20,814.30	21,550.00	-3,150.00	-14.62%
5293	NON-CERT. LONGEVITY	35,100.00	28,532.78	32,400.00	-2,700.00	-8.33%
5200	TOTAL	23,761,388.00	21,113,467.78	24,492,641.00	731,253.00	3.08%



5300 - Purchased Professional Services

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5320	CONSULTANTS	160,000.00	40,432.70	60,000.00	-100,000.00	-166.67%
5330	PROFESSIONAL DEVELOPMENT	91,387.00	28,535.27	50,000.00	-41,387.00	-82.77%
5335	LEGAL FEES	220,000.00	388,000.00	250,000.00	30,000.00	12.00%
5340	OTHER PROFESSIONAL SERVIC	1,182,725.00	1,509,952.82	1,450,000.00	267,275.00	18.43%
5341	SPORTS OFFICIALS	56,715.00	53,207.00	55,069.25	-1,645.76	-2.99%
5342	SPED RELATED SERVICES	579,388.00	824,904.29	824,904.29	245,516.29	29.76%
5300	TOTAL	2,290,215.00	2,845,032.08	2,689,973.54	399,758.54	17.46%



5400 - Contracted Services

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5421	DISPOSAL SERVICES	141,000.00	140,000.00	140,000.00	-1,000.00	-0.71%
5430	CONTRACTED SERVICES	225,298.00	221,404.63	225,298.00	0.00	0.00%
5431	CONTRACTED REPAIRS	41,600.00	49,049.89	41,600.00	0.00	0.00%
5432	CONTRACTED SUBS	996,400.00	855,783.48	900,000.00	-96,400.00	-10.71%
5435	REPAIR OF EQUIPMENT	135,908.00	127,275.97	135,908.00	0.00	0.00%
5440	RENTALS	381,734.00	330,401.92	341,965.99	-39,768.01	-11.63%
5400	TOTAL	1,921,940.00	1,723,915.89	1,784,771.99	-137,168.01	-7.14%



5500 - Other Purchased Services

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5510	REGULAR TRANSPORTATION	2,855,857.00	2,773,487.62	2,995,366.63	139,509.63	4.66%
5511	SPECIAL TRANSPORTATION	2,685,751.00	2,931,856.89	3,166,405.44	480,654.44	15.18%
5512	TRANSPORTATION FIELD/ATHL	228,528.00	182,920.59	175,000.00	-53,528.00	-30.59%
5513	HOMELESS TRANSPORTATION	158,646.00	50,925.00	50,000.00	-108,646.00	-217.29%
5500	TOTAL	5,928,782.00	5,939,190.10	6,386,772.07	457,990.07	7.72%



5500 - Other Purchased Services

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5529	INTERSCHOLASTIC INSURANCE	29,500.00	27,218.00	28,170.63	-1,329.37	-4.72%
5530	TELEPHONE/COMMUN.	143,359.00	158,149.03	143,359.00	0.00	0.00%
5532	COMM RELATED EQUIP	15,232.00	7,994.94	15,232.00	0.00	0.00%
5535	LIBRARY DATA BASES	55,432.00	46,194.81	55,258.00	-174.00	-0.31%
5540	PRINTING/ADVERTISING	56,560.00	10,979.31	40,000.00	-16,560.00	-41.40%
5541	POSTAGE	40,256.00	30,411.47	40,000.00	-256.00	-0.64%
5561	TUITION-PUBLIC	3,602,113.00	4,110,116.18	4,110,116.18	508,003.18	12.36%
5563	TUITION-PRIVATE	2,366,948.00	2,840,471.76	2,840,471.76	473,523.76	16.67%
5564	INSTRUCTIONAL SERVICES	1,396,391.00	1,346,942.82	1,396,942.00	551.00	0.04%
5580	TRAVEL/LODGING	100,303.00	71,363.85	73,861.58	-26,441.42	-35.80%
5590	OTHER PURCHASED SERV	1,419,471.00	1,283,221.35	1,328,134.10	-91,336.90	-6.88%
5500	TOTAL	9,225,565.00	9,933,063.52	10,071,545.25	845,980.25	9.17%



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5600 -Supplies

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5608	CAPITAL REPAIR	412,210.00	243,408.02	412,210.00	0.00	0.00%
5610	GENERAL SUP & MAT	307,776.00	291,834.78	307,776.00	0.00	0.00%
5611	INSTRUCTIONAL SUP & MAT	570,799.00	526,408.02	500,000.00	-70,799.00	-14.16%
5612	COMPUTER SUP & MAT	200,334.00	159,371.44	200,334.00	0.00	0.00%
5613	MAINTENANCE SUPPLIES	355,401.00	286,046.70	397,500.00	42,099.00	10.59%
5615	TESTING	54,630.00	34,282.07	40,000.00	-14,630.00	-36.58%
5616	ATHLETIC SUPPLIES	63,390.00	19,811.33	60,000.00	-3,390.00	-5.65%
5617	CUSTODIAL SUP & MAT	304,568.00	227,777.11	331,250.00	26,682.00	8.05%
5618	GROUNDS BEAUTIFICATION	27,434.00	31,277.97	25,000.00	-2,434.00	-9.74%
5600	TOTAL	2,296,542.00	1,820,217.44	2,274,070.00	-22,472.00	-0.98%



5600 - Utilities

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5621	HEAT ENERGY	541,787.00	541,787.00	565,000.00	23,213.00	4.11%
5622	ELECTRICITY	1,476,752.00	1,478,343.31	1,400,000.00	-76,752.00	-5.48%
5623	WATER	111,862.00	118,395.34	118,000.00	6,138.00	5.20%
5626	GASOLINE	308,423.00	232,253.57	280,000.00	-28,423.00	-10.15%
5600	TOTAL	2,438,824.00	2,370,779.22	2,363,000.00	-75,824.00	-3.11%



5600 - Supplies

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5641	TEXTBOOKS	25,162.00	5,657.28	20,000.00	-5,162.00	-25.81%
5642	LIBRARY BOOKS	77,368.00	52,305.18	77,368.00	0.00	0.00%
5643	PERIODICALS	17,370.00	3,708.63	17,370.00	0.00	0.00%
5650	MEDICAL SUPPLIES	50,413.00	16,577.86	52,000.00	1,587.00	3.05%
5651	SOFTWARE LIC/FEES	89,147.00	71,700.33	85,000.00	-4,147.00	-4.88%
5680	OFFICE SUPPLIES	184,794.00	87,725.19	184,794.00	0.00	0.00%
5600	TOTAL	444,254.00	237,674.47	436,532.00	-7,722.00	-1.74%



5700 / 5800 - Equipment / Dues & Fees

OBJECT	ACCOUNT DESCRIPTION	21-22 Revised	21-22 Actual	22-23 Supt Rec	Diff	Percent
5732	VEHICLES	150,000.00	125,237.24	150,000.00	0.00	0.00%
5734	COMPUTER EQUIP.	588,871.00	1,372,759.37	588,871.00	0.00	0.00%
5736	CAP PROJ	706,645.00	837,295.04	706,645.00	0.00	0.00%
5739	SECURITY UPGRADES	95,500.00	18,789.52	95,500.00	0.00	0.00%
5810	DUES/FEES	157,512.00	68,030.11	157,512.00	0.00	0.00%
5700/5800	TOTAL	1,698,528.00	2,422,111.28	1,698,528.00	0.00	0.00%



Summary of 2022-23 Budget Requests

ADOPTED 2021-22 BUDGET	117,774,174.00
PROPOSED 2022-23 BUDGET	122,422,774.93
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PROPOSED PERCENT INCREASE	3.95%



Questions



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