

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge, Connecticut 06525

Dr. Jennifer P. Byars
Superintendent of Schools

AMITY REGIONAL BOARD OF EDUCATION REGULAR MEETING AGENDA

Monday, December 11 2023, 6:30 pm

25 Newton Road, Woodbridge, CT

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **OATH OF OFFICE FOR NEW BOARD OF EDUCATION MEMBERS**
4. **ELECTION OF OFFICERS**
5. **APPROVAL OF MINUTES**
 - a. Regular Meeting – November 13, 2023 [page 4](#)
 - b. Special Meeting – November 27, 2023 [page 9](#)
6. **STUDENT REPORT**
 - a. Monthly Report
7. **3 A's (Academics, Arts, Athletics) AND POG (Portrait of the Graduate) FOCUS PRESENTATION**
 - a. Readers Workshop and Portrait of the Graduate Reflection – Andrea Drewry
8. **PUBLIC COMMENT**
9. **BOWDAAC SPRING 2023 STUDENT SURVEY RESULTS PRESENTATION** – Jessica Simone
10. **AMITY 2023 SCHOOL CLIMATE SURVEY DATA PRESENTATION** – Peter Downhour [page 11](#)
11. **SUPERINTENDENT'S REPORT**
 - a. Personnel Report [page 21](#)
 - b. Superintendent Report [page 22](#)
12. **DISCUSSION AND POSSIBLE ACTION ON SETTING 2024-2025 SCHOOL CALENDAR** [page 27](#)
13. **DISCUSSION AND POSSIBLE ACTION ON SETTING DATE OF 2024 GRADUATION**
14. **CORRESPONDENCE**
15. **CHAIRMAN'S REPORT**
 - a. Committee Reports
 1. ACES
 2. CABE
 3. Communications
 4. Curriculum
 5. District Health and Safety
 6. Diversity, Equity, and Inclusion Executive Committee
 7. District Technology [page 29](#)
 - a. Monthly Report
 8. Facilities [page 30](#)
 - a. Monthly Report
 9. Finance
 - a. Discussion of Monthly Financial Statements [page 31](#)
 - b. Director of Finance and Administration Approved Transfers Under \$3,000 [page 61](#)
 - c. Discussion and Possible Action on Transfers Over \$3,000 [page 62](#)
 - d. Update of 2023-24 Budget Process [page 64](#)
 1. Preliminary 2024-2025 Budget Data

PLEASE POST

PLEASE POST

2. Important Budget Meeting Dates
10. Policy
 - a. Second Read
 1. Bylaw 9160 – Student Government Representatives to the Board of Education [page 67](#)
 2. Policy 5124 – Reporting to Parents [page 69](#)
 3. Discussion and Possible Action on Bylaw 9311 - Formulation, Adoption, Amendment of Policies [page 71](#)
 4. Policy 5141.231 - Administering Medication – Opioid Overdose Prevention [page 73](#)
 5. Policy 5141.3 - Health Assessments and Immunizations [page 75](#)
11. Personnel
16. **NEW BUSINESS**
17. **ITEMS FOR THE NEXT AGENDA – Due to Chairperson by December 31, 2023**
18. **ADJOURNMENT**



Jennifer P. Byars, Ed.D.
Superintendent of Schools

pc: Town Clerks Bethany, Orange, Woodbridge

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

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

AMITY REGIONAL SCHOOL DISTRICT NO. 5
BOARD OF EDUCATION
Bethany Orange Woodbridge



NORMS

BE RESPECTFUL

- Model civil discourse and discussion, respecting all viewpoints, welcoming ideas, and disagreeing with courtesy.
- Collaborate as a team.
- Listen actively and refrain from interruptions or side conversations.
- Respect each others' time by brevity of comment.
- Be fully present and mindful of the distractions caused by electronic devices.
- Grow and learn from each other.

HONOR THE POSITION

- Work within the Board's statutory and policy duties.
- Prepare for Board & Committee meetings by reading the packet prior to the meeting.
- Treat each student, parent, and stakeholder respectfully and assist them in following the designated chain of command.
- Be reflective, including conducting an annual Board self-evaluation.

REPRESENT THE BOARD WITH UNITY AND PRIDE

- Make decisions based on what is best for the collective student body of Amity Regional School District No. 5.
- Respect the professional expertise of the staff.
- Be flexible in response to challenges.
- Collaboratively engage in discussions and actions and once voted on, provide undivided support of Board decisions in both public and private.

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

Dr. Jennifer P. Byars
Superintendent of Schools

AMITY REGIONAL BOARD OF EDUCATION REGULAR MEETING AGENDA
Monday, November 13 2023, 6:30 pm
25 Newton Road, Woodbridge, CT

BOARD MEMBERS PRESENT

Christopher Browe, Paul Davis, Carla Eichler, Andrea Hubbard, Christina Levere-D’Addio (left at 8:10 p.m.), Dr. Carol Oladele, Patrick Reed, Donna Schuster (arrived at 7:06 p.m), Amy Tirollo, Dr. Jennifer Turner and Dr. K. Sudhir

BOARD MEMBERS ABSENT

Shannan Carlson, Sean Hartshorn

STUDENT BOARD MEMBERS PRESENT

Sam Bae and Sophia Messina

STAFF MEMBERS PRESENT

Theresa Lumas, Frank Purcaro

1. CALL TO ORDER

Chairperson Davis called the meeting to order at 6:31 p.m.

2. PLEDGE OF ALLEGIANCE

3. APPROVAL OF MINUTES

a. Regular Meeting – October 23, 2023

MOTION by Patrick Reed, SECOND by Amy Tirollo to approve October 23, 2023 minutes as submitted.

VOTES IN FAVOR, 10 (UNANIMOUS)

MOTION CARRIES

4. RECOGNITION OF OUTGOING BOARD OF EDUCATION MEMBERS

Presented by Amity Board of Education Chair Paul Davis

5. STUDENT REPORT

a. Monthly Report

Presented by Student Representatives Sam Bae and Sophia Messina

b. Student Request on School Calendar Holidays

Presented by Student Government representative Suhail Irshad

6. 3 A's (Academics, Arts, Athletics) AND POG (Portrait of the Graduate) FOCUS PRESENTATION

- a. Digital Photo Preservation Project – Lisa Toto, VPA Teacher, ARHS

7. PUBLIC COMMENT

Orange Parent: DEI is an important issue that should continue to be discussed. The speaker asks the Board to consider teacher retention and attracting new teachers, when considering the contract. Speaker shared a picture of the Boston School of medicine 1948. Speaker addresses diversity, or lack thereof, in the picture.

Woodbridge Resident: Addresses the crisis in Gaza. Speaker uses graphic specifics to describe the atrocities taking place in Gaza. Speaker suggests that there is increased anti-semitic rhetoric in the news today. Speaker goes on to suggest that DEI is anti-semitic and that ARHS must stop mainstreaming antisemitism through DEI.

Chairman Davis addresses comments made during public comment regarding ARHS, anti-semitism, and the Israeli/ Hamas conflict.

Dr. Sudhir was moved to say, for the record, that the public comment that was just made was pure hatred and was completely unacceptable for public comment and difficult to listen to.

Orange and Bethany Parents: Thank you to outgoing board members for their service over the years.

Orange Parent: With regard to the teacher contract, be mindful of teacher retention and attracting new teachers. Charges the board with protecting LGBTQ families against bullying and discrimination. Speaker emphasizes that support provides a safe place to learn.

Orange Parent: The speaker thanks the new board members and the outgoing board members. Speaker addresses a past Board of Ed meeting where a public speaker allegedly brought in an image that included a “naked image” of himself. Speaker asks the board to monitor public

comment presentations.

**8. AMITY EDUCATION ASSOCIATION 2024-2027 COLLECTIVE BARGAINING AGREEMENT
(Anticipated Executive Session)**

a. Discussion of Negotiated Collective Bargaining Agreement (Executive Session)

MOTION by Carla Eichler, SECOND by Christina Levere-D'Addio to enter Executive Session and invite Amity Region 5 Director of Finance Theresa Lumas and Amity Region 5 Assistant Superintendent of School Frank Purcaro.

VOTES IN FAVOR, 11 (UNANIMOUS)

MOTION CARRIES

The Board enters Executive Session at 7:31 p.m.

MOTION by Chris Browe, SECOND by Patrick Reed to exit Executive Session.

VOTES IN FAVOR, 11 (UNANIMOUS)

MOTION CARRIES

The Board exits Executive Session at 8:07 p.m.

b. Action on AEA Ratified Collective Bargaining Agreement

MOTION by Carla Eichler, SECOND by Dr. Sudhir to approve the AEA ratified collective Bargaining Agreement.

VOTES IN FAVOR, 10 (Browe, Eichler, Hubbard, Levere- Daddio, Oladele, Reed, Schuster, Sudhir, Tirollo, Dr. Turner).

ABSTAINED, 1 (Davis)

MOTION CARRIES

9. PRESENTATION OF 2024-2025 SCHOOL CALENDAR

10. DISCUSSION AND POSSIBLE ACTION ON 2024 BOARD OF EDUCATION REGULAR MEETING SCHEDULE

MOTION by Amy Tirollo, SECOND by Dr. Oladele to approve the 2024 Board of Education Regular Meeting Schedule.

VOTES IN FAVOR, 11 (UNANIMOUS)

MOTION CARRIES

11. SUPERINTENDENT'S REPORT (enclosures)

- a. Personnel Report
- b. Superintendent Report

12. CORRESPONDENCE

13. CHAIRMAN’S REPORT

a. Committee Reports

1. **ACES**
2. **CABE**
3. **Communications**
4. **Curriculum**
5. **District Health and Safety**
6. **Diversity, Equity, and Inclusion Executive Committee**
7. **District Technology**
 - a. **Monthly Report**
8. **Facilities**
 - a. **Monthly Report**
 - b. **Discussion and Possible Action on ARHS Library Media Center Project**

MOTION by Carla Eichler, SECOND by Chris Browe to approve the appointment of Silver Petrucelli and Associates at a base price of \$65,000 for the ARHS library media center renovation project.

VOTES IN FAVOR, 10 (UNANIMOUS)

MOTION CARRIES

MOTION by Chris Browe, SECOND by Carla Eichler to approve the appointment of Mr. Sean Rowland to Amity Regional School District School Building Committee.

VOTES IN FAVOR, 10 (UNANIMOUS)

MOTION CARRIES

MOTION by Amy Tirollo, SECOND by Andrea Hubbard to approve the appointment of Mr. Patrick Reed as the Amity Regional School District School Building Committee chairperson.

VOTES IN FAVOR, 10 (UNANIMOUS)

MOTION CARRIES

9. Finance

- a. **Discussion of Third Quarter 2023 Executive Summary Review of Amity Pension Fund, Sick and Severance Account, and OPEB Trust**
- b. **Discussion of Monthly Financial Statements**
- c. **Director of Finance and Administration Approved Transfers Under \$3,000**

Presented by Amity Region 5 Director of Finance Theresa Lumas

10. Policy

a. First Read

1. **Policy 5141.213 - Administering Medication – Opioid Overdose Prevention**

2. Policy 5141.3 - Health Assessments and Immunizations

11. Personnel

14. NEW BUSINESS

15. ITEMS FOR THE NEXT AGENDA – Due to Chairperson by November 30, 2023

16. ADJOURNMENT

Meeting was adjourned, without objection, at 8:58 p.m by Chairperson Davis.

Respectfully submitted,

Lisa Zaleski

Lisa Zaleski

BOE Recording Secretary

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

Dr. Jennifer P. Byars
Superintendent of Schools

AMITY REGIONAL BOARD OF EDUCATION SPECIAL MEETING MINUTES
Monday, November 27 2023, 6:00 pm
25 Newton Road, Woodbridge, CT

BOARD MEMBERS PRESENT

Christopher Browe (arrived 6:45 pm), Paul Davis, Carla Eichler, Sean Hartshorn, Andrea Hubbard, Patrick Reed, Dr. Jennifer Turner and Dr. K. Sudhir (arrived 6:06 pm)

BOARD MEMBERS ABSENT

Shannan Carlson, Christina Levere-D'Addio, Dr. Carol Oladele, Donna Schuster, Amy Tirollo

STUDENT BOARD MEMBERS PRESENT

Sam Bae and Sophia Messina

STAFF MEMBERS PRESENT

Dr. Byars, Theresa Lumas, Frank Purcaro, Thomas Brant, Andre Hauser, Steve Martoni, Kathy Burke, Jason Tracy, Ernest Goodwin

1. CALL TO ORDER

Chairperson Davis called the meeting to order at 6:01 p.m.

2. PLEDGE OF ALLEGIANCE

3. 2024-2025 BUDGET DEPARTMENTAL REQUESTS

- a. Director of Finance & Administration
- b. Brown & Brown – Medical Insurance Consultant
- c. Next Generation Accountability Data
- d. Middle School Principals
- e. High School Principal
- f. Assistant Superintendent
- g. Director of Pupil Services
- h. Director of Technology
- i. Director of Facilities
- j. Director of Athletics

PLEASE POST

PLEASE POST

4. ADJOURNMENT

Motion to adjourn by Mr. Hartshorn; meeting was adjourned, without objection, at 8:18 p.m. by Chairperson Davis.

Respectfully submitted,

Lisa Zaleski

Lisa Zaleski

BOE Recording Secretary



AMITY REGIONAL SCHOOL DISTRICT
BETHANY • ORANGE • WOODBRIDGE
25 Newton Road, Woodbridge, Connecticut 06525 (203) 397-4830

District/Schools Student Climate Survey Report

Spring 2023 Survey

Date: November 2023
Prepared by: Peter Downhour

Introduction:

The District-Wide School Climate Survey was conducted to assess the overall climate and perceptions of students. This summary highlights key findings, emphasizing that while the overall results are positive, there are specific areas that call for focused attention.

The survey, based on a comprehensive framework assessing School Connectedness, Peer Social Support, Adult Social Support, Cultural Acceptance, Character [Social/Civic Learning], Physical Environment, School Safety, and Order and Discipline, was conducted to understand the district as a whole and each school's climate and the effectiveness of fostering a positive and inclusive learning environment. This report presents information and insights derived from the survey. The results are from all three schools within the district and disaggregated data from each school with a focus on how different subgroups and underrepresented groups perceive the school's climate.

Methodology:

The survey was offered, electronically, to all students in the Spring of 2023 and 1,425 students across the district responded. For this report, we examined the 36 questions that are part of the Center on Positive Behavioral Interventions and Supports student climate survey. This survey was developed with support from the U. S. Department of Education's Office of Special Education Programs and the Office of Elementary and Secondary Education.

The survey questions are organized into eight subcategories. The subcategories are created by grouping questions. They are School Connectedness, Peer Social Support, Adult Social Support, Cultural Acceptance, Character [Social/Civic Learning], Physical Environment, School Safety, and Order and Discipline dimensions.¹ The questions are attached to the end of this report.

- *School Connectedness*, questions 1-5, is the students' perceptions of the degree to which they feel they fit in and are a part of the school

¹ Center on PBIS. (January 2022). School Climate Survey (SCS) Suite Manual. University of Oregon. www.pbis.org.

- *Peer Social Support*, questions 6-8, is the students' perceptions of the degree to which they feel they are engaged with and supported by peers in their school.
- *Adult Social Support*, questions 9-12, is the students' perceptions of the degree to which they feel they are engaged with and supported by adults in their school.
- *Cultural Acceptance*, questions 13-17, is the students' perceptions of the degree to which diverse cultural backgrounds are welcomed and celebrated by peers and adults in their school
- *Character [Social/Civic Learning]*, questions 18-23, is the students' perceptions of their own and their peers' character and character development at school.
- *Physical Environment*, questions 24-27, is the students' perceptions of maintenance of school grounds and resources.
- *School Safety*, questions 28-31, is the students' perceptions of their own safety at school
- *Order and Discipline*, questions 32-36, is the students' perceptions of the degree to which they feel their school has high expectations and sets clear rules for behavior.

Respondents were asked how strongly they agree with statements (questions). They can *Strongly disagree*(1), *Somewhat disagree*(2), *Somewhat agree*(3), *Strongly agree*(4) or skip the question. The responses are weighted, and the results are averaged giving a number between 1 and 4.

Amity's Goal:

While there are many ways to examine the data, we have identified 3.00 as our benchmark. Generally speaking, 3.00 or higher is in the "agree" range.²

District-Wide Findings:

The district-wide analysis shows a positive overall climate. Several subcategories are also at or above the district benchmark; Peer Social Support, Character, School Safety, and Order and Discipline. Cultural Acceptance, Adult Social Support, Physical Environment, School Connectedness are areas of opportunity. Attached to this report are four data tables with the specific results.

- **Positive Highlights:**
 - ▶ The results, generally, across the survey, including subcategories and different subgroups, are good. The results fall mostly in the "average" range. Average is being used here based on the national norm.
 - ▶ Respondents reported an overall positive climate. The score was at 3.07 which is up from 2.94 in 2022.
 - ▶ The group *Black or African American* saw large gains overall, going from a score of 2.67 in 2022 to 3.19 in 2023. This was also consistent across the subcategories as well.
- **Areas of Opportunity:**
 - ▶ Cultural Acceptance is below our desired 3.00 mark at 2.70 districtwide. This holds true in all three buildings, 2.88 at AMSB, 2.87 at AMSO and 2.65 at ARHS.

² We use the term "agree" and should note that there are a few questions that are inversely coded because the question is in the negative. Meaning a response of "strongly agree" would not be our goal. For example, consider the question: "I have felt unsafe at school or on my way to or from school."

- ▶ School Connectedness is an area of opportunity for us as well. The overall district result is 2.83. There are similar results in all three buildings, 3.00 at AMSB, 2.98 at AMSO and 2.81 at ARHS.
- ▶ The group *Hispanic or Lantine* is virtually unchanged, it was 2.94 in 2022 to and 2.92 in 2023.

Building-Specific Insights:

Detailed analyses were conducted for each of the three school buildings to identify building level details in the school climate. Buildings saw growth across subcategories and subgroups. Cultural acceptance in each building, while not at our desired goal of 3.00, saw improvements. Subgroups, *Nonbinary*, *Hispanic or Lantine*, *Lesbian/Gay/Bisexual*, *Two or More Races*, and *students with IEPs* saw improvements in overall scores and in many subcategories and remain as areas of opportunities.

Amity Regional High School:

Amity High School student climate is good. ARHS overall climate score is 3.01. Four of the eight subcategories — Peer Social Support, Character [Social/Civic Learning], School Safety, and Order and Discipline—have surpassed our 3.00 goal.

Amity Middle School Bethany:

Bethany Middle School student climate is good. AMSB overall climate score is 3.19. Seven of eight subcategories—School Connectedness, Peer Social Support, Adult Social Support, Character [Social/Civic Learning], Physical Environment, School Safety, and Order and Discipline—have surpassed our 3.00 goal.

Amity Middle School Orange:

Orange Middle School student climate is good. AMSO overall climate score is 3.21. Six subcategories—Peer Social Support, Adult Social Support, Character [Social/Civic Learning], Physical Environment, School Safety, and Order and Discipline—have surpassed our 3.00 goal.

Recommendations:

Based on the district-wide and building-specific findings, the following recommendations are proposed:

- Continue to actively engage with students and seek feedback from various sources, including surveys, student groups, and building-level forums.
- Consistently engage in the ongoing review and analysis of district and school data, ensuring alignment with the Board's core values and goals, the District Strategic Plan, and the Diversity, Equity, and Inclusion (DEI) Guiding Principles and goals. Implement strategic actions derived from this analysis to increase results in school climate.

- Reduce our reliance on our external consultants for conducting surveys and instead transition to an in-house staff-led approach.
- Continue to provide professional learning opportunities for staff, focusing on targeted areas to enhance support and contribute to the improvement of student climate. Foster a positive and inclusive environment through our strategic initiatives.

Conclusion:

The districtwide school climate survey has supplied valuable insights into the overall well-being and perceptions of students across the district. While the results are positive in many aspects, there are areas for growth and improvement. This report serves as a guide for district-wide and building-specific discussions and actions, ensuring a sustained commitment to fostering a positive, inclusive, and supportive learning environment for all. Continued collaboration and targeted efforts will contribute to the ongoing success of the district in maintaining and enhancing its positive school climate.

Data Tables Included:

School Climate and Sub-scale Ratings 2022 and 2023 - District (3.0)

School Climate and Sub-scale Ratings 2022 and 2023 - Amity High School (3.0)

School Climate and Sub-scale Ratings 2022 and 2023 - Amity Middle School Orange (3.0)

School Climate and Sub-scale Ratings 2022 and 2023 - Amity Middle School Bethany (3.0)

Addendum 1

Student Climate Survey Questions:

School Connectedness

- Q1 I like school.
- Q2 Most days I look forward to going to school.
- Q3 I feel like I fit in at my school.
- Q4 I feel successful at school.
- Q5 I feel connected to others at school.

Peer Social Support

- Q6 I get along with other students at school.
- Q7 I know a student at my school that I can talk to if I need help (e.g., homework, class assignments, projects).
- Q8 Students in my school are welcoming to new students.

Adult Social Support

- Q9 Teachers treat me with respect.
- Q10 Adults in this school treat all students with respect.
- Q11 All students are treated fairly by the adults in my school.
- Q12 Teachers treat all students fairly.

Cultural Acceptance

- Q13 Students at my school treat each other with respect.
- Q14 Students treat one another fairly.
- Q15 Students show respect to other students regardless of their academic ability.
- Q16 Students at this school are treated fairly by other students regardless of race, ethnicity, or culture.
- Q17 All students in my school are treated fairly, regardless of their appearance.

Character [Social/Civic Learning]

- Q18 I treat other students fairly.
- Q19 Doing the right thing is important to me.
- Q20 I am open towards different opinions and perspectives.
- Q21 I believe in helping others
- Q22 Honesty is an important trait to me.
- Q23 I show courtesy to other students.

Physical Environment

- Q24 My school building is well maintained.
- Q25 My textbooks [instructional materials] are up to date and in good condition.

Q26 Teachers in my school keep their classrooms clean and organized.

Q27 Students in my school take pride in keeping our school building (e.g., bathrooms, classrooms, lockers) in good condition.

School Safety

Q28 I have felt unsafe at school or on my way to or from school.

Q29 I have worried about students hurting me.

Q30 I have been concerned about my physical safety at school.

Q31 Students at my school fight a lot.

Order and Discipline

Q32 I feel my school has high standards for achievement.

Q33 My school has clear rules for behavior.

Q34 The behaviors in my classroom allow teachers to teach so I can learn.

Q35 Students are frequently recognized for good behavior.

Q36 I know an adult at school that I can talk with if I need help.

School Climate and Sub-scale Ratings 2022 and 2023 - District Wide (3.0)

	Overall			Peer			Cultural Acceptance			Order and Discipline			Safety			School Connectedness			Character			Physical Environment			Adult Social Support		
	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg
All Students	2.94	3.07	4.4%	3.32	3.23	-2.7%	2.83	2.70	-4.6%	3.03	3.03	0.0%	3.25	3.16	-2.8%	2.88	2.83	-1.7%	3.55	3.44	-3.1%	2.96	2.96	0.0%	2.90	2.98	2.8%
By Grade:																											
7th	3.05	3.29	7.9%	3.40	3.46	1.8%	3.00	3.02	0.7%	3.13	3.19	1.9%	3.36	3.39	0.9%	3.01	2.86	-5.0%	3.63	3.62	-0.3%	3.20	3.17	-0.9%	3.22	3.37	4.7%
8th	2.91	3.15	8.2%	3.27	3.35	2.4%	2.65	2.80	5.7%	2.93	3.13	6.8%	3.15	3.26	3.5%	2.81	2.93	4.3%	3.50	3.56	1.7%	3.05	3.02	-1.0%	3.13	3.15	0.6%
9th	2.94	3.04	3.4%	3.33	3.29	-1.2%	2.74	2.68	-2.2%	3.08	3.02	-1.9%	3.27	3.16	-3.4%	2.91	2.85	-2.1%	3.56	3.53	-0.8%	2.96	2.86	-3.4%	3.04	2.89	-4.9%
10th	2.88	3.01	4.5%	3.32	3.31	-0.3%	2.57	2.63	2.3%	3.01	2.99	-0.7%	3.13	3.06	-2.2%	2.76	2.84	2.9%	3.58	3.55	-0.8%	2.82	2.78	-1.4%	2.94	2.82	-4.1%
11th	2.87	3.00	4.5%	3.31	3.22	-2.7%	2.56	2.66	3.9%	3.01	3.03	0.7%	3.15	3.04	-3.5%	2.77	2.76	-0.4%	3.59	3.53	-1.7%	2.87	2.82	-1.7%	2.87	2.89	0.7%
12th	2.85	3.01	5.6%	3.26	3.21	-1.5%	2.56	2.58	0.8%	3.06	3.08	0.7%	3.09	3.12	1.0%	2.68	2.81	4.9%	3.59	3.55	-1.1%	2.83	2.82	-0.4%	2.74	2.80	2.2%
By Gender:																											
Male	2.92	3.11	6.5%	3.30	3.31	0.3%	2.84	2.85	0.4%	3.03	3.06	1.0%	3.34	3.24	-3.0%	2.88	2.93	1.7%	3.51	3.47	-1.1%	2.96	2.95	-0.3%	3.02	3.08	2.0%
Female	2.94	3.11	5.8%	3.37	3.36	-0.3%	2.58	2.70	4.7%	3.08	3.12	1.3%	3.11	3.16	1.6%	2.83	2.89	2.1%	3.68	3.66	-0.5%	2.94	2.92	-0.7%	2.93	2.96	1.0%
Nonbinary	2.68	2.76	3.0%	2.94	2.93	-0.3%	2.04	2.29	12.3%	2.84	2.82	-0.7%	2.66	2.90	9.0%	2.29	2.55	11.4%	3.48	3.25	-6.6%	2.71	2.70	-0.4%	2.71	2.64	-2.6%
Transgender	2.69	*		2.91	*		2.42	*		3.02	*		2.89	*		2.38	*		3.40	*		2.87	*		2.66	*	
Not Listed		2.66			2.82			2.23			2.72			2.90			2.43			3.18			2.54			2.43	
By Sexual Orientation:																											
Heterosexual	2.96	3.00	1.4%	3.38	3.20	-5.3%	2.77	2.75	-0.7%	3.07	3.03	-1.3%	3.30	3.00	-9.1%	2.92	2.95	1.0%	3.62	3.58	-1.1%	2.98	2.91	-2.3%	3.01	2.80	-7.0%
Lesbian/Gay/Bisexual	2.76	2.91	5.4%	3.05	3.11	2.0%	2.18	2.49	14.2%	2.95	2.93	-0.7%	2.65	2.98	12.5%	2.44	2.66	9.0%	3.50	3.46	-1.1%	2.72	2.77	1.8%	2.74	2.80	2.2%
By Race/Ethnicity:																											
Asian or Pacific Islander	2.92	3.13	7.2%	3.34	3.37	0.9%	2.61	2.73	4.6%	3.02	3.07	1.7%	3.28	3.27	-0.3%	2.87	2.99	4.2%	3.54	3.57	0.8%	2.96	2.98	0.7%	3.13	3.06	-2.2%
Black or African American	2.67	3.19	19.5%	3.10	3.39	9.4%	2.37	2.83	19.4%	2.79	3.16	13.3%	3.10	3.27	5.5%	2.44	2.88	18.0%	3.45	3.67	6.4%	2.65	3.10	17.0%	2.63	3.18	20.9%
Hispanic or Latinx	2.94	2.92	-0.7%	3.26	3.16	-3.1%	2.65	2.58	-2.6%	3.07	2.97	-3.3%	2.99	2.99	0.0%	2.85	2.61	-8.4%	3.66	3.41	-6.8%	2.93	2.81	-4.1%	2.91	2.81	-3.4%
White or Caucasian	2.94	3.10	5.4%	3.35	3.34	-0.3%	2.72	2.77	1.8%	3.07	3.10	1.0%	3.20	3.17	-0.9%	2.85	2.90	1.8%	3.62	3.57	-1.4%	2.96	2.92	-1.4%	2.98	2.99	0.3%
Two or More Races	2.86	3.01	5.2%	3.23	3.22	-0.3%	2.56	2.68	4.7%	2.98	2.98	0.0%	3.13	3.07	-1.9%	2.75	2.84	3.3%	3.53	3.48	-1.4%	2.89	2.86	-1.0%	2.84	2.85	0.4%
By Educational Service:																											
IEP	2.87	2.97	3.5%	3.21	3.15	-1.9%	2.62	2.55	-2.7%	2.99	3.02	1.0%	3.05	3.02	-1.0%	2.68	2.71	1.1%	3.54	3.48	-1.7%	2.88	2.81	-2.4%	2.87	2.88	0.3%

>3.00 Agree <3.0 Disagree

School Climate and Sub-scale Ratings 2022 and 2023 - Amity High School (3.0)

	Overall			Peer			Cultural Acceptance			Order and Discipline			Safety			School Connectedness			Character			Physical Environment			Adult Social Support		
	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg
All Students	3.00	3.01	0.3%	3.30	3.25	-1.5%	2.61	2.65	1.5%	3.03	3.03	0.0%	3.19	3.09	-3.1%	2.82	2.81	-0.4%	3.57	3.54	-0.8%	2.93	2.83	-3.4%	2.90	2.84	-2.1%
By Grade:																											
9th	2.91	3.04	4.5%	3.33	3.28	-1.5%	2.74	2.68	-2.2%	3.08	3.02	-1.9%	3.27	3.16	-3.4%	2.91	2.85	-2.1%	3.56	3.55	-0.3%	2.96	2.86	-3.4%	3.04	2.89	-4.9%
10th	2.88	3.00	4.2%	3.32	3.31	-0.3%	2.57	2.62	1.9%	3.01	2.99	-0.7%	3.13	3.06	-2.2%	2.76	2.84	2.9%	3.58	3.55	-0.8%	2.82	2.78	-1.4%	2.94	2.82	-4.1%
11th	2.87	3.00	4.5%	3.31	3.23	-2.4%	2.56	2.67	4.3%	3.01	3.04	1.0%	3.15	3.04	-3.5%	2.77	2.77	0.0%	3.59	3.54	-1.4%	2.87	2.82	-1.7%	2.87	2.99	4.2%
12th	2.85	3.00	5.3%	3.26	3.21	-1.5%	2.56	2.58	0.8%	3.06	3.07	0.3%	3.09	3.12	1.0%	2.68	2.81	4.9%	3.50	3.55	1.4%	2.83	2.82	-0.4%	2.74	2.80	2.2%
By Gender:																											
Male	2.91	3.04	4.5%	3.30	3.25	-1.5%	2.79	2.75	-1.4%	3.03	2.99	-1.3%	3.37	3.16	-6.2%	2.88	2.89	0.3%	3.51	3.45	-1.7%	2.89	2.87	-0.7%	3.02	2.98	-1.3%
Female	2.90	3.02	4.1%	3.34	3.32	-0.6%	2.50	2.61	4.4%	3.07	3.09	0.7%	3.03	3.07	1.3%	2.76	2.80	1.4%	3.67	3.65	-0.5%	2.87	2.81	-2.1%	2.84	2.79	-1.8%
Nonbinary	2.60	2.66	2.3%	2.94	2.76	-6.1%	1.88	1.87	-0.5%	2.72	2.80	2.9%	2.68	2.63	-1.9%	2.23	2.29	2.7%	3.48	3.74	7.5%	2.62	2.71	3.4%	2.46	2.46	0.0%
Transgender	2.69	*		2.92	*		2.32	*		2.85	*		3.00	*		2.32	*		3.40	*		2.87	*		2.66	*	
Not Listed		2.66			2.82			2.23			2.72			2.90			2.43			3.18			2.54			2.43	
By Sexual Orientation:																											
Heterosexual	2.93	3.07	4.8%	3.36	3.33	-0.9%	2.70	2.73	1.1%	3.07	3.05	-0.7%	3.26	3.17	-2.8%	2.88	2.89	0.3%	3.61	3.55	-1.7%	2.92	2.85	-2.4%	2.95	2.90	-1.7%
Lesbian/Gay/Bisexual	2.72	2.77	1.8%	3.01	2.94	-2.3%	2.14	2.27	6.1%	2.94	2.82	-4.1%	2.68	2.87	7.1%	2.36	2.51	6.4%	3.48	3.49	0.3%	2.68	2.63	-1.9%	2.70	2.45	-9.3%
By Race/Ethnicity:																											
Asian or Pacific Islander	2.90	3.07	5.9%	3.35	3.33	-0.6%	2.58	2.64	2.3%	3.06	3.04	-0.7%	3.26	3.20	-1.8%	2.81	2.93	4.3%	3.53	3.56	0.8%	2.91	2.91	0.0%	3.12	2.96	-5.1%
Black or African American	2.67	3.09	15.7%	3.23	3.28	1.5%	2.26	2.67	18.1%	2.79	3.06	9.7%	3.04	3.17	4.3%	2.45	2.77	13.1%	3.38	3.68	8.9%	2.59	2.98	15.1%	2.62	3.10	18.3%
Hispanic or Latinx	2.87	2.89	0.7%	3.21	3.06	-4.7%	2.53	2.64	4.3%	3.08	2.97	-3.6%	3.18	2.96	-6.9%	2.80	2.54	-9.3%	3.66	3.38	-7.7%	2.81	2.79	-0.7%	2.77	2.73	-1.4%
White or Caucasian	2.91	3.04	4.5%	3.32	3.30	-0.6%	2.67	2.70	1.1%	3.05	3.05	0.0%	3.16	3.09	-2.2%	2.82	2.83	0.4%	3.61	3.55	-1.7%	2.89	2.83	-2.1%	2.90	2.87	-1.0%
Two or More Races	2.82	2.93	3.9%	3.23	3.15	-2.5%	2.49	2.44	-2.0%	2.98	2.99	0.3%	3.13	3.09	-1.3%	2.70	2.75	1.9%	3.55	3.46	-2.5%	2.84	2.71	-4.6%	2.74	2.78	1.5%
By Educational Service:																											
IEP	2.86	2.95	3.1%	3.22	3.17	-1.6%	2.60	2.55	-1.9%	3.00	3.04	1.3%	3.04	2.94	-3.3%	2.67	2.69	0.7%	3.56	3.51	-1.4%	2.86	2.81	-1.7%	2.83	2.77	-2.1%
Adv Placement Honors	2.91	3.06	5.2%	3.36	3.35	-0.3%	2.57	2.62	1.9%	3.08	3.06	-0.6%	3.16	3.16	0.0%	2.81	2.92	3.9%	3.61	3.60	-0.3%	2.90	2.85	-1.7%	2.90	3.35	15.5%

>3.00 Agree <3.0 Disagree

School Climate and Sub-scale Ratings 2022 and 2023 - Amity Middle School Orange (3.0)

	Overall			Peer Social Support			Cultural Acceptance			Order and Discipline			Safety			School Connectedness			Character			Physical Environment			Adult Social Support		
	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg
All Students	2.94	3.21	9.2%	3.32	3.39	2.1%	2.83	2.87	1.4%	2.95	3.16	7.1%	3.27	3.36	2.8%	2.95	2.98	1.0%	3.58	3.62	1.1%	3.20	3.05	-4.7%	3.19	3.22	0.9%
By Grade:																											
7th	3.09	3.34	8.1%	3.40	3.49	2.6%	3.12	2.99	-4.2%	3.11	3.23	3.9%	3.37	3.59	6.5%	2.99	3.13	4.7%	3.60	3.67	1.9%	2.23	3.20	43.5%	3.17	3.49	10.1%
8th	2.88	3.18	10.4%	3.31	3.41	3.0%	2.72	2.86	5.1%	2.84	3.14	10.6%	3.03	3.32	9.6%	2.88	2.94	2.1%	3.50	3.62	3.4%	3.18	3.01	-5.3%	3.31	3.14	-5.1%
By Gender:																											
Male	2.96	3.26	10.1%	3.26	3.43	5.2%	2.95	3.04	3.1%	2.95	3.20	8.5%	3.31	3.48	5.1%	2.93	3.02	3.1%	3.47	3.53	1.7%	2.27	3.08	35.7%	3.20	3.31	3.4%
Female	3.02	3.24	7.3%	3.50	3.49	-0.3%	2.83	2.85	0.7%	2.99	3.16	5.7%	3.35	3.35	0.0%	3.07	2.99	-2.6%	3.72	3.76	1.1%	3.21	3.07	-4.4%	3.24	3.21	-0.9%
Nonbinary	*	*		*	*		*	*		*	*		*	*		*	*		*	*		*	*		*	*	
Transgender	*	*		*	*		*	*		*	*		*	*		*	*		*	*		*	*		*	*	
Not Listed		2.90			2.92			3.11			2.25			2.93			2.75			3.39			3.39			2.73	
By Sexual Orientation:																											
Heterosexual	3.00	3.29	9.7%	3.43	3.50	2.0%	2.95	2.98	1.0%	2.99	3.22	7.7%	3.45	3.47	0.6%	3.08	3.05	-1.0%	3.64	3.67	0.8%	2.28	3.11	36.4%	3.16	3.32	5.1%
Lesbian/Gay/Bisexual	2.72	3.05	12.1%	2.97	3.44	15.8%	2.16	2.68	24.1%	2.85	3.00	5.3%	2.62	3.12	19.1%	2.48	2.90	16.9%	3.46	3.44	-0.6%	2.76	2.83	2.5%	2.78	3.02	8.6%
By Race/Ethnicity:																											
Asian or Pacific Islander	2.91	3.35	15.1%	3.24	3.54	9.3%	2.63	3.04	15.6%	2.85	3.22	13.0%	3.32	3.56	7.2%	3.12	3.12	0.0%	3.60	3.67	1.9%	3.27	3.25	-0.6%	3.15	3.49	10.8%
Black or African American	*	3.43		*	3.72		*	3.30		*	3.30		*	3.67		*	3.13		*	3.64		*	3.37		*	3.37	
Hispanic or Latinx	*	3.09		*	3.52		*	2.36		*	3.09		*	3.33		*	2.82		*	3.67		*	2.89		*	3.14	
White or Caucasian	3.02	3.20	6.0%	3.02	3.42	13.2%	2.92	2.93	0.3%	3.04	3.16	3.9%	3.34	3.34	0.0%	3.34	2.96	-11.4%	3.65	3.62	-0.8%	3.16	3.01	-4.7%	3.25	3.16	-2.8%
Two or More Races	2.87	3.19	11.1%	2.87	3.29	14.6%	2.82	2.78	-1.4%	2.88	3.15	9.4%	3.10	3.43	10.6%	3.10	2.96	-4.5%	3.47	3.58	3.2%	3.10	3.03	-2.3%	3.20	3.32	3.8%
By Educational Service:																											
IEP	2.72	2.99	9.9%	2.85	3.09	8.4%	2.59	2.56	-1.2%	2.61	2.99	14.6%	3.16	3.18	0.6%	2.82	2.76	-2.1%	3.55	3.38	-4.8%	3.18	2.95	-7.2%	3.11	2.98	-4.2%
Adv Placement/Honors	2.94	3.29	11.9%	3.36	3.51	4.5%	2.76	2.98	8.0%	2.88	3.21	11.5%	3.42	3.32	-2.9%	3.07	3.15	2.6%	3.62	3.66	1.1%	3.17	3.16	-0.3%	3.23	3.34	3.4%

>3.00 Agree <3.0 Disagree

School Climate and Sub-scale Ratings 2022 and 2023 - Amity Middle School Bethany (3.0)

	Overall			Peer Social Support			Cultural Acceptance			Order and Discipline			Safety			School Connectedness			Character			Physical Environment			Adult Social Support		
	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg	2022	2023	chg
All Students	3.02	3.19	5.6%	3.34	3.27	-2.1%	2.84	2.88	1.4%	3.13	3.13	0.0%	3.27	3.27	0.0%	2.95	3.00	1.7%	3.58	3.55	-0.8%	3.20	3.10	-3.1%	3.19	3.23	1.3%
By Grade:																											
7th	3.04	3.27	7.6%	3.40	3.46	1.8%	2.95	3.04	3.1%	3.13	3.18	1.6%	3.37	3.33	-1.2%	2.99	3.08	3.0%	3.60	3.61	0.3%	2.23	3.17	42.2%	3.17	3.33	5.0%
8th	2.97	3.13	5.4%	3.22	3.30	2.5%	2.55	2.75	7.8%	3.07	3.12	1.6%	3.03	3.22	6.3%	2.88	2.94	2.1%	3.50	3.51	0.3%	3.18	3.04	-4.4%	3.31	3.17	-4.2%
By Gender:																											
Male	3.01	3.21	6.6%	3.33	3.38	1.5%	3.00	3.02	0.7%	3.07	3.14	2.3%	3.31	3.30	-0.3%	2.93	2.97	1.4%	3.47	3.53	1.7%	2.27	3.06	34.8%	3.20	3.24	1.3%
Female	3.07	3.26	6.2%	3.45	3.44	-0.3%	2.80	2.88	2.9%	3.19	3.19	0.0%	3.35	3.34	-0.3%	3.07	3.11	1.3%	3.72	3.64	-2.2%	3.21	3.18	-0.9%	3.24	3.32	2.5%
Nonbinary	*	2.86		*	3.13		*	2.08		*	2.88		*	2.80		*	2.70		*	3.30		*	3.00		*	3.05	
Transgender	*	*		*	*		*	*		*	*		*	*		*	*		*	*		*	*		*	*	
Not Listed		2.91			3.08			2.48			2.97			2.73			2.69			3.31			3.05			2.94	
By Sexual Orientation:																											
Heterosexual	3.08	3.26	5.8%	3.47	3.43	-1.2%	3.02	3.00	-0.7%	3.17	3.16	-0.3%	3.45	3.36	-2.6%	3.08	3.06	-0.6%	3.63	3.59	-1.1%	2.28	3.14	37.7%	3.27	3.29	0.6%
Lesbian/Gay/Bisexual	2.79	3.17	13.6%	3.02	3.34	10.6%	2.30	2.77	20.4%	2.93	3.18	8.5%	2.62	3.22	22.9%	2.48	2.75	10.9%	3.50	3.56	1.7%	2.76	3.01	9.1%	2.86	3.26	14.0%
By Race/Ethnicity:																											
Asian or Pacific Islander	3.02	3.26	7.9%	3.41	3.41	0.0%	2.83	2.93	3.5%	2.94	3.12	6.1%	3.32	3.38	1.8%	3.12	3.21	2.9%	3.60	3.59	-0.3%	3.27	3.16	-3.4%	3.15	3.27	3.8%
Black or African American	*	3.27		*	3.42		*	2.92		*	3.32			3.25		*	2.97		*	3.69		*	3.25		*	3.38	
Hispanic or Latinx	3.19	2.85	-10.7%	3.24	3.12	-3.7%	3.00	2.65	-11.7%	3.26	2.87	-12.0%	2.64	2.72	3.0%	3.03	2.65	-12.5%	3.64	3.25	-10.7%	3.39	2.81	-17.1%	3.43	2.72	-20.7%
White or Caucasian	3.06	3.25	6.2%	3.44	3.42	-0.6%	2.86	2.91	1.7%	3.21	3.22	0.3%	3.34	3.32	-0.6%	2.97	3.06	3.0%	3.65	3.61	-1.1%	3.26	3.17	-2.8%	3.24	3.27	0.9%
Two or More Races	2.97	3.13	5.4%	3.28	3.31	0.9%	2.71	2.89	6.6%	3.08	3.05	-1.0%	3.10	3.19	2.9%	2.91	2.91	0.0%	3.47	3.47	0.0%	3.10	2.99	-3.5%	3.20	3.23	0.9%
By Educational Service:																											
IEP	3.00	2.99	-0.3%	3.39	3.09	-8.8%	2.80	2.56	-8.6%	3.17	2.99	-5.7%	3.16	3.18	0.6%	2.82	2.76	-2.1%	3.55	3.38	-4.8%	3.11	2.95	-5.1%	3.11	2.98	-4.2%
Adv Placement Honors	3.01	3.29	9.3%	3.40	3.51	3.2%	2.84	2.98	4.9%	3.01	3.21	6.6%	3.42	3.32	-2.9%	3.07	3.15	2.6%	3.62	3.66	1.1%	3.23	3.16	-2.2%	3.23	3.34	3.4%

>3.00 Agree <3.0 Disagree

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



Dr. Jennifer P. Byars
Superintendent of Schools

jennifer.byars@amityregion5.org
203.392.2106

December 11, 2023

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

NEW HIRES-CERTIFIED:

- Amity Regional High School:
Theresa Mautner – F/T English Teacher – Theresa brings to Amity 16 years of experience as an English Language Arts Teacher, a Math Teacher and a Department Chair. Holding a dual certification, she most recently taught Math and Language Arts at North Branford Public Schools. Theresa earned her Bachelor’s Degree in English Literature from Trinity College and her Master’s Degree in English Education from NY-Teacher’s College, Columbia University.
- Amity Regional Middle School – Bethany: NONE
- Amity Regional Middle School – Orange: NONE

NEW HIRES-BENCH/LONG TERM SUBSTITUTES: NONE

NEW HIRES-NON-CERTIFIED:

Andrew Campbell – Part-Time 2nd Shift Custodian; Amity Middle School-Bethany

NEW HIRES-COACHES:

Geoff Millenson – Girls Ski Coach – 2023-24 Winter Season – Amity Regional High School
Brendan Moss – Assistant Baseball Coach – 2024 Spring Season – Amity Regional High School

TRANSFERS:

Michael Sibarium – FT 2nd Shift Custodian shared position at Amity Middle School-Bethany & Orange to the position of F/T 2nd Shift Custodian at Amity Regional High School, effective 12/27/2023.

RESIGNATIONS:

Christian Allard – English Teacher – Amity Regional High School, eff. 12/06/2023
Craig Bruno – Varsity Football Coach ~ Amity Regional High School, eff. 11/24/2023

RETIREMENTS: NONE

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge, Connecticut 06525



Dr. Jennifer P. Byars
Superintendent of Schools

jennifer.byars@amityregion5.org
203.392.2106

Superintendent's Report – December 2023

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

Enhance the efficient and effective use of resources.

Foster a supportive climate for students and adults.

Instruction

Medical Careers Fair: One of the post-secondary goals at Amity is to make sure that all students graduate with a meaningful and actionable plan for life after high school. In the past two years the Career Center has gone above and beyond to make sure that students are exposed to the career options in the skilled trades. Last year, the Career Center staff instituted a new event, Trades Week, and this year they added our first Medical Careers Fair designed to foster, promote, and teach students about alternative careers in the healthcare industry. Representatives from 13 area health career organizations met with students during lunches and the student response to the presenters was excellent.

Annual Recent Alumni Panel: On Wednesday, November 22, 2023, ARHS hosted the annual Alumni Panel for students in grades 11 and 12. Ten graduates from the Classes of 21, 22, and 23 met with each grade for a class period to talk about how Amity helped prepare them for life in college. They also discussed what has been most surprising and most rewarding for them in college, and what advice they have for our current students in successfully planning for life after high school.

Vaping Presentation: AMSB will hold two separate student presentations on the topic of vaping, sponsored by Woodbridge Youth Services and BOWDAAC. Presenter Trisha Dhal has done work in our community and others in the past, and her information is timely and relevant as our students face the inevitable pressures and personal choices that surround this topic.

Sexual Harassment and Consent Lessons: The Milford Rape Crisis Center is in the process of presenting to each of the four academic teams at AMSO. The 7th grade presentation focuses on sexual harassment and knowing the different forms of sexual harassment. The 8th grade students focused on the concept of consent as it relates to sexually based offenses.

Expanding Dual Credit Enrollment Offerings: High school department chairs and leadership from the counseling department met twice with a state-wide consultant this month to identify high school courses that may be eligible for dual credit offerings in conjunction with state colleges and universities. The district was awarded grant funding to increase opportunities for students to earn college-level credit while in high school and this month's meetings represent the initial step in that process.

Learning Walks: The second year of Instructional Learning Walks focused on collecting observational evidence of the Portrait of the Graduate within classrooms which is actively taking place throughout the district. Weekly classroom visits have been expanded this past month to include assistant principals and

teachers in each of the schools. As of Dec 1, 2023, 56 classroom visits have been conducted across all content areas.

Honor Society Inductions: Congratulations to the ARHS students who were inducted into the National English Honor Society on November 9, 2023, and the Tri-M Music Honor Society on November 14, 2023!

Parent Conferences: The Amity Regional School District held its third session of parent conferences on December 6, 2023. We appreciate the time parents took to come into our schools, meet with our teachers, and hear about their student's progress in our schools.

CMEA Auditions: Over 15 AMSO students participated in the CMEA auditions on December 2, 2023. Students in the band and orchestra who are selected will have the opportunity to perform alongside other talented musicians from around the state.

Middle School Naviance Lessons: The AMSO 7th grade students met with their counselor to do an inventory on Learning and Productivity in our Naviance program. Students will be using Naviance throughout their years at Amity. They were able to complete a self-assessment, which identified their different styles of learning and provided different recommendations to help with learning and productivity.

LMS Technology Workshops: The AMSO Library Media Specialist (LMS) ran a series of technology workshops for all students throughout November. The workshops were focused on helping students learn how to access their Outlook accounts and other Microsoft applications available to them on Microsoft 365.

MTSS & Intervention: Teachers and support staff throughout the district met this month to discuss the district's Multi-tiered Systems of Support (MTSS) for students. The major topics discussed at the meeting included: identifying and supporting high school students in need of reading interventions, the tiered intervention processes at each of the schools, and building MTSS plans within the state's new CT-SEDS database.

Professional Learning Day: A district-wide professional learning day was held on the afternoon of December 7, 2023. Teachers had the opportunity to attend a variety of content specific sessions. A sample of the sessions that were offered included: building inquiry-based activities for social studies, NGSS assessments and intervention for science, reading strategies for world language, questioning strategies for deepening thinking in mathematics, and vertical curriculum alignment for ELA.

BOWA Curriculum Leaders Meeting: The monthly meeting of curriculum leaders from the BOWA district was held to discuss Reader's Workshop, social studies curriculum alignment, EL student populations, and intervention and support processes. Future meetings are scheduled throughout the year to promote an open dialogue and consistency in practice within the K-12 BOWA school systems.

Resources

Chinese ECE Expansion: World Languages Department Chair Xia Feng gave a presentation at the UCONN ECE Chinese Instructors workshop on December 1, 2023 on developing college-level Chinese curriculum for high school students. Her work is being used as a model by UCONN, and starting next year, ARHS will offer UCONN ECE Chinese 1114 for Chinese IV students and 3210 and 3211 for our AP and Chinese V students. This means that Amity High School students can earn 10 UCONN Chinese credits while in high school, and some of these courses can be counted towards UConn's Chinese major or minor.

Amity Alumni Guest Speakers: Over the past month, Amity students have had several opportunities to hear from alumni guest speakers about their lives after graduation. Recent events included:

- Performing arts students had the opportunity to hear from and work with the two lead actors from the original Broadway production of *Mean Girls* (ARHS 2024 spring musical) thanks to Black Rock Theater (directed by Amity 2010 grad Connor Deane) and the Jamie Hulley Arts Foundation.
- 2013 Amity graduate Sabrina Brier, who has gone on to become a successful performer, writer, and social media celebrity spoke to more than 50 students from several different classes, discussing how brand deals work, and how she thoughtfully plans the content she publishes on social media.
- Tyler Jennes, ARHS Class of 2017, is an assistant comic book editor and showrunner's assistant for the upcoming Amazon Prime original series *Wytches*. Tyler worked with ARHS students enrolled in The Graphic Novel elective, who recently began working on their own original comics as part of their final project. Tyler provided the class with general drawing and storytelling recommendations before viewing students' work individually and providing them with one-on-one commentary and feedback. Tyler also presented to larger groups of English and art classes in which he discussed his experiences working in both the comics and television industries.

On-Site College Acceptance Days: We have held several events recently where college admissions officers reviewed and interviewed our Seniors, then offered them immediate acceptance to their schools. Participating schools and the number of Seniors granted on-site acceptance included:

- Quinnipiac University: 17 students
- Southern Connecticut State University: 14 students
- Central Connecticut State University: 6 students
- Western Connecticut State University: 8 students
- University of New Haven: 14 students

Testing Accommodations Webinar for Parents: On December 11, 2023, the Pupil Services and Counseling Departments hosted a webinar on Testing Accommodations for Standardized Assessments including College Board and ACT. The webinar was geared to parents whose students may be eligible for accommodations, but who may not be aware of how to best support their children or how to request them. The recorded webinar is available on the school district website.

Staff Attend NYASP: Tom Brant, Pupil Services Director, presented at the New York Association of School Psychologists (NYASP) Annual Conference in Saratoga Springs, NY. Mr. Brant and colleagues from Meriden Public Schools and Connecticut Central School District presented on *Supporting Students With School Refusal: From Functional Assessment to Intervention*. Additionally, Amity School Psychologists, Eric Bacik and Clare Collins, attended the three-day conference.

ARHS Heads to NAEA National Convention: ARHS Art teacher Lisa Toto's proposal for the presentation *Voice, Vision and Purpose - Authentic Experiences with Art*, was accepted for inclusion in the program for the 2024 NAEA National Convention, taking place April 4-6, 2023 in Minneapolis.

Signs of Suicide Screening: Amity Middle School Bethany (November 28th) and Orange (November 14) 7th grade students participated in the *SOS Signs of Suicide* prevention program during the month of November. *SOS Signs of Suicide* is a prevention-based program that is empirically proven to reduce the likelihood of suicide through educational and screening components. In total, over 280 students participated across our middle schools. Of those screened, 10 students indicated significant concerns regarding thinking about or attempting suicide. In total, 51 total students were individually followed up with by mental health staff. Mental health staff from all three buildings were available to meet with

students on the days of screening. This is the fourth year of implementation of the *SOS Signs of Suicide* Program with 9th grade students being screened this week (December 11-14th).

Climate

Amity Military Wall of Honor Dedication on Veterans' Day: To better recognize the military service of Amity graduates, a group of our faculty, staff, and students have been working all fall to create the Amity Veterans Wall of Honor. It took the efforts of many to create the display, and a big thank-you goes out to faculty and staff members Andrea Santos (Army veteran), Miguel Pickering (Army veteran), Peter Downhour (Navy veteran), Ed Rostowsky, Carl Teravainen, Lisa Toto, Jessica Zamachaj, Paula Vallie, and the CTE students who all had a part in the design and creation of the project. We unveiled and dedicated the permanent display on Veterans' Day for an audience that included faculty, staff, and graduate veterans and family members, and the staff and students involved in the project. You can watch the dedication ceremony, which was livestreamed on Facebook and Instagram, at this link: https://fb.watch/od_jMyUw0H/

Holiday Bear: The Amity Teachers, Staff, and Administrators participated in our annual event of giving – Holiday Bear. This year, our collective Amity employees sponsored 42 children (up from last year's 34 children). The nominated students from Shepard Glen Elementary School and Helen Street Elementary School received toys, coats, gift cards, clothes, and a variety items from their wish lists. We had so many elves this year, but special recognition goes to Head Elf Wendy Carrafiello who organized, orchestrated, and encouraged the participation of our teams and individual employees in giving.

Spirit Week and Homecoming: The Amity Student Government organized theme days for each day of Spirit Week. Spirit Week wrapped up with the Freshman Tailgate cookout hosted by Link Crew before our home football game on November 17, 2023, followed by our Homecoming Dance on November 18, 2023 for 900 students.

Annual Powder Puff Game: The annual Flag Football game took place at home on November 20, 2023. It was a cold night, but our team and coaches did a great job playing in front of an enthusiastic crowd.

Link Crew Ice Cream Social: The Link Crew 9th grade transition program hosted the annual Ninth Grade Ice Cream Social for our Freshmen on November 8, 2023, after school in the cafeteria. At this end-of-the-marking period event, all ninth graders shared free ice cream sundaes and an opportunity to chat with their Link Leaders and other friends.

Supporting Student Growth in Community Service: The students and staff in Spartan Academy donated food to the Human Services Department for the town of Woodbridge. Additionally, they volunteered time in the pantry to support the mission of the pantry.

AMSB Student of the Month: AMSB held its monthly Student of the Month breakfast on November 30, 2023 and celebrated with close to 40 students. Teachers select one student a month to recognize for their citizenship, behavior, or academic achievement and the students are treated to breakfast in our cafeteria.

AMSB Staff Member(s) of the Month: In a home-grown program run by staff for staff, each month the staff at AMSB vote to select a staff member deserving of recognition from their peers. This month the staff unanimously selected our food service staff as the employees of the month. Congratulations to Candie Kader, Justina Cortigiano, and Lauren Evans.

AMSB Pep Rally and Spirit Day: AMSB will hold its final spirit day and pep rally of 2023 on Friday December 22, 2023. Students and staff will be encouraged to wear their funniest or ugliest sweater as we stay warm and have a little fun before heading off to winter break!

Cookie Decorating: Woodbridge Youth Services held a cookie decorating gathering after school on December 8, 2023 at AMSB. Students spent time making colorful and tasty creations while spending time laughing and enjoying each other's company on a Friday afternoon! We appreciate these partnerships with our community Youth Services leaders.

AMSO Skate Night: The PTSO sponsored a Skate Night for AMSO students. Over 150 students enjoyed an evening together on the ice. The money raised by the PTSO will help offset the cost of upcoming field trips for 7th and 8th grade.

Thanksgiving Food Collection: The AMSO student council collected over 500 food items for the local food bank in time for the Thanksgiving Holiday.



Amity Regional School District No. 5

2024-2025 District Calendar



Draft V1 11.13.2023

Date	Event or Holiday
August 20	Prof. Dev. - Teachers Only
August 21	Prof. Dev. - Teachers Only
August 22	Prof. Dev. - Teachers Only
August 26	First Day of School - Students <i>Early Dismissal</i>
August 27	Students <i>Early Dismissal</i>
September 2	Labor Day - No School
September 5	Back to School Night - ARHS - Grades 9&12
September 10	Back to School Night - Middle Schools
September 11	Back to School Night - ARHS - Grades 10&11
September 20	Early Dismissal - Professional Learning
October 3	Rosh Hashhanah - No School
October 14	Columbus/Indigenous Peoples Day - No School
October 17	Early Dismissal - Professional Learning
November 5	Prof. Dev. - Teachers Only
November 6	Parent Conferences - Middle Schools
November 7	Parent Conferences - High School
November 13	Parent Conferences - High School
November 14	Parent Conferences - Middle Schools
November 27	Early Dismissal
November 28, 29	Thanksgiving - No School
December 4	Parent Conferences - MS/HS - <i>Early Dismissal</i>
December 5	Early Dismissal - Professional Learning
December 20	Early Dismissal
December 23 - January 1	Holiday Recess
January 9	Early Dismissal - Professional Learning
January 20	Martin Luther King, Jr. Day - No School
February 5	Parent Conferences - Middle School
February 6	Early Dismissal - Professional Learning
February 12	Parent Conferences - High Schools
February 13	Parent Conferences - Middle Schools
February 17-21	Winter Recess
March 13	Early Dismissal - Professional Learning
April 14-17	Spring Recess
April 18	Good Friday
April 24	Early Dismissal - Professional Learning
May 26	Memorial Day - No School
June 10	Last Day of School - Students

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2024-2025

If emergency closings extend beyond June 30, 2025, then any additional days will be taken from Spring Recess, beginning with April 14, 2025. Amity Regional High School Graduation is traditionally held on the actual last day of school for students. Total Days For Students = 181; Total Days For Teachers = 185



Amity Regional School District No. 5

2024-2025 District Calendar



Draft V2 12.11.2023

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2024-2025

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December 2023

Nov. Ticket Summary

Tickets addressed and closed: 158

Tickets open: 8

HS Student Help Desk

Students helped: 398

Amity Regional School
District No. 5

25 Newton Road

Woodbridge, CT 06525

Phone: 203-397-4817

Fax: 203-397-4864



Amity Regional School District No. 5

Technology Department Monthly Report

Completed Projects:

- The Student Led Helpdesk at the High School is currently fully staffed

Projects in process:

- Installing 2 additional vape sensors in student restrooms
 - Cable has been run and terminated
 - Awaiting arrival of the sensors
- Working with vendor to secure 3 more doors around the District with S2 card readers; PO has been created; control and communication cables have been pulled; awaiting arrival of hardware components
 - Central office
 - Records room
 - District Technology Office
- All weather stadium data and power installation
 - Anchor cabinets and run final conduit between junction boxes and cabinets was completed in late November; just need to pull fiber between the cabinets
 - Need to run power to cabinets to support the climate control units and power needs of the switches
- Doing a full audit of the registration process through PowerSchool to be followed by an update to address any inefficiencies in the current system
- The process to migrate all District security cameras to the new Axis camera management system has begun.
 - Bethany Middle School is complete
 - Orange Middle School wire pulling is complete, camera installation is ongoing
 - The HS is ongoing and is currently operating approximately 90% on the new system and 10% on the legacy system
- Beginning the Budget building process for Technology needs in the District
 - Meeting with building and department representatives to discuss technology needs
 - Identifying District level technology needs and initiatives
 - Addressing submitted budget requests
 - Building an initial District Technology budget for the start of the District Budget work

CLEAN

SAFE

HEALTHY

SCHOOLS

Amity Regional School
District No. 5

25 Newton Road

Woodbridge, CT 06525

Phone: 203-397-4817

Fax: 203-397-4864



Amity Regional School District No. 5

Facilities Department Monthly Report

Completed Projects:

- The lecture hall at ARHS is complete, all the punch list items have been addressed.
- The gym floor repair at AMSO is complete. A complete refinish is planned for next summer.
- New shot clocks were installed in the ARHS gym by our in house electrician and building maintainer.
- Power was run from the press box to the IT cabinets under the home and visitor side bleachers at ARHS. New junction boxes and conduits were also added for additional runs of fiber for the IT department.
- Both variable frequency drives on the chillers at ARHS were refurbished by TRANE.
- Electrical contactors for the chiller at AMSB were replaced by TRANE.
- A leaking discharge pipe for the fire pump at AMSO was repaired by our fire protection contractor.
- Restriping and renumbering of parking spaces as well as repainting of speed bumps, fire lanes, and curbing at ARHS was completed.

Projects in Process:

- Re-lamping the Bethany indoor fixtures is still in progress with approximately 10% left to complete. Unlike AMSO, the majority of the fixtures at AMSB need to be re-wired prior to re-lamping.
- All of the failed parking lot light fixtures at ARHS have been replaced. We are working on scheduling lift rentals around the weather to finish replacing the remaining fixtures.
- A sewage ejector pump at AMSO is in need of being rebuilt. Hungerfords pumps are working on ordering the materials and once they are in, a day will be scheduled to pull the pump and rebuild it.
- Classic Turf has repaired some warranty items on the track at ARHS.
- All snow removal equipment is being gone through and prepped for the winter season.
- Filter changes on all air handlers District Wide is underway.
- The test header piping for the fire pump at AMSB is scheduled to be redone this month.

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2023-2024**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2022-2023	2023-2024	OCT 23	CHANGE	NOV 23	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	MEMBER TOWN ALLOCATIONS	52,349,608	53,388,441	53,388,441	0	53,388,441	0	FAV
2	OTHER REVENUE	260,077	162,413	286,953	0	286,953	124,540	FAV
3	OTHER STATE GRANTS	550,251	965,905	911,035	0	911,035	(54,870)	UNF
4	MISCELLANEOUS INCOME	48,328	36,000	36,000	0	36,000	0	FAV
5	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
6	TOTAL REVENUES	53,208,264	54,552,759	54,622,429	0	54,622,429	69,670	FAV
7	SALARIES	28,162,899	29,742,117	29,501,541	(930)	29,500,611	(241,506)	FAV
8	BENEFITS	6,022,653	6,540,201	6,678,537	0	6,678,537	138,336	UNF
9	PURCHASED SERVICES	8,634,134	9,863,306	9,744,830	94,866	9,839,696	(23,610)	FAV
10	DEBT SERVICE	4,485,716	4,417,942	4,417,942	0	4,417,942	0	FAV
11	SUPPLIES (INCLUDING UTILITIES)	2,890,187	3,333,435	3,353,241	0	3,353,241	19,806	UNF
12	EQUIPMENT	248,752	82,530	80,930	0	80,930	(1,600)	FAV
13	IMPROVEMENTS / CONTINGENCY	164,921	373,500	355,294	0	355,294	(18,206)	FAV
14	DUES AND FEES	159,130	199,728	199,728	0	199,728	0	FAV
15	TRANSFER ACCOUNT	1,066,995	0	0	0	0	0	FAV
16	TOTAL EXPENDITURES	51,835,386	54,552,759	54,332,043	93,936	54,425,979	(126,780)	FAV
17	SUBTOTAL	1,372,878	0	290,386	(93,936)	196,450	196,450	FAV
18	PLUS: CANCELLATION OF PRIOR YEAR'S ENCUMBRANCES	47,518	0	0	0	0	0	FAV
19	DESIGNATED FOR SUBSEQUENT YEAR'S BUDGET:	0	0	0	0	0	0	FAV
20	NET BALANCE / (DEFICIT)	1,420,396	0	290,386	(93,936)	196,450	196,450	FAV

Column 7: FAV=Favorable Variance

Revenues: At or OVER budget, Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2023-2024**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2022-2023	2023-2024	OCT 23	CHANGE	NOV 23	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	BETHANY ALLOCATION	8,791,370	9,317,351	9,075,014	6,085	9,081,099	(236,252)	UNF
1a	PRIOR YEAR CREDIT BETHANY	126,909		242,337		236,252	236,252	
2	ORANGE ALLOCATION	26,011,943	26,103,744	25,388,481	18,002	25,406,483	(697,261)	UNF
2a	PRIOR YEAR CREDIT ORANGE	356,031		715,263		697,261	697,261	
3	WOODBIDGE ALLOCATION	16,834,358	17,967,346	17,504,540	11,643	17,516,183	(451,163)	UNF
3a	PRIOR YEAR CREDIT WOODBRIDGE	228,997		462,806		451,163	451,163	
4	MEMBER TOWN ALLOCATIONS	52,349,608	53,388,441	53,388,441	0	53,388,441	0	FAV
6	ADULT EDUCATION	4,754	4,000	4,000	0	4,000	0	FAV
7	PARKING INCOME	31,143	32,400	32,400	0	32,400	0	FAV
8	INVESTMENT INCOME	82,951	20,000	80,000	0	80,000	60,000	FAV
9	ATHLETICS	33,727	24,000	24,000	0	24,000	0	FAV
10	TUITION REVENUE	85,402	58,613	124,453	0	124,453	65,840	FAV
11	TRANSPORTATION INCOME	22,100	23,400	22,100	0	22,100	(1,300)	UNF
12	TRANSPORTATION BOWA AGREEMENT	0	0	0	0	0	0	FAV
13	OTHER REVENUE	260,077	162,413	286,953	0	286,953	124,540	FAV
14	OTHER STATE GRANT	0	0	0	0	0	0	FAV
15	SPECIAL EDUCATION GRANTS	550,251	965,905	911,035	0	911,035	(54,870)	UNF
16	OTHER STATE GRANTS	550,251	965,905	911,035	0	911,035	(54,870)	UNF
17	RENTAL INCOME	32,938	18,000	18,000	0	18,000	0	FAV
18	INTERGOVERNMENTAL REVENUE	1,872	0	0	0	0	0	FAV
19	OTHER REVENUE	13,518	18,000	18,000	0	18,000	0	FAV
20	TRANSFER IN	0	0	0	0	0	0	FAV
21	MISCELLANEOUS INCOME	48,328	36,000	36,000	0	36,000	0	FAV
22	BUILDING RENOVATION GRANTS	0	0	0	0	0	0	FAV
23	TOTAL REVENUES	53,208,264	54,552,759	54,622,429	0	54,622,429	69,670	FAV

Column 7: FAV=Favorable Variance

Revenues: At or OVER budget, Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2023-2024**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2022-2023	2023-2024	OCT 23	CHANGE	NOV 23	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	5111-CERTIFIED SALARIES	23,216,292	24,354,524	24,144,448	9,070	24,153,518	(201,006)	FAV
2	5112-CLASSIFIED SALARIES	4,946,607	5,387,593	5,357,093	(10,000)	5,347,093	(40,500)	FAV
3	SALARIES	28,162,899	29,742,117	29,501,541	(930)	29,500,611	(241,506)	FAV
4	5200-MEDICARE - ER	390,667	432,831	432,831	0	432,831	0	FAV
5	5210-FICA - ER	309,143	341,251	341,251	0	341,251	0	FAV
6	5220-WORKERS' COMPENSATION	136,272	178,436	158,561	0	158,561	(19,875)	FAV
7	5255-MEDICAL & DENTAL INSURANCE	3,915,076	4,364,277	4,488,063	0	4,488,063	123,786	UNF
8	5860-OPEB TRUST	267,232	265,890	265,890	0	265,890	0	FAV
9	5260-LIFE INSURANCE	47,172	63,986	59,986	0	59,986	(4,000)	FAV
10	5275-DISABILITY INSURANCE	11,528	12,062	12,062	0	12,062	0	FAV
11	5280-PENSION PLAN - CLASSIFIED	725,924	726,430	726,430	0	726,430	0	FAV
12	5281-DEFINED CONTRIBUTION RETIREMENT PLAN	173,968	144,838	178,463	0	178,463	33,625	UNF
13	5282-RETIREMENT SICK LEAVE - CERT	0	0	0	0	0	0	FAV
14	5283-RETIREMENT SICK LEAVE - CLASS	0	0	0	0	0	0	FAV
15	5284-SEVERANCE PAY - CERTIFIED	0	0	0	0	0	0	FAV
16	5290-UNEMPLOYMENT COMPENSATION	44,491	8,000	10,600	0	10,600	2,600	UNF
17	5291-CLOTHING ALLOWANCE	1,181	2,200	4,400	0	4,400	2,200	UNF
18	BENEFITS	6,022,653	6,540,201	6,678,537	0	6,678,537	138,336	UNF
19	5322-INSTRUCTIONAL PROG IMPROVEMENT	16,211	60,750	60,750	0	60,750	0	FAV
20	5327-DATA PROCESSING	133,292	148,943	148,943	0	148,943	0	FAV
21	5330-PROFESSIONAL & TECHNICAL SRVC	2,305,289	2,129,048	2,129,048	0	2,129,048	0	FAV
22	5440-RENTALS - LAND, BLDG, EQUIPMENT	100,905	117,846	117,846	0	117,846	0	FAV
23	5510-PUPIL TRANSPORTATION	3,453,836	3,931,690	3,900,182	72,432	3,972,614	40,924	UNF
24	5521-GENERAL LIABILITY INSURANCE	274,546	308,963	290,994	0	290,994	(17,969)	FAV
25	5550-COMMUNICATIONS: TEL, POST, ETC.	85,631	114,805	114,805	0	114,805	0	FAV
26	5560-TUITION EXPENSE	2,186,995	2,963,731	2,894,732	22,434	2,917,166	(46,565)	FAV
27	5590-OTHER PURCHASED SERVICES	77,429	87,530	87,530	0	87,530	0	FAV
28	PURCHASED SERVICES	8,634,134	9,863,306	9,744,830	94,866	9,839,696	(23,610)	FAV

Column 7: FAV=Favorable Variance

Revenues: At or OVER budget, Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2023-2024**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2022-2023	2023-2024	OCT 23	CHANGE	NOV 23	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
28	5830-INTEREST	788,835	523,986	523,986	0	523,986	0	FAV
29	5910-REDEMPTION OF PRINCIPAL	3,696,881	3,893,956	3,893,956	0	3,893,956	0	FAV
30	DEBT SERVICE	4,485,716	4,417,942	4,417,942	0	4,417,942	0	FAV
31	5410-UTILITIES, EXCLUDING HEAT	591,847	710,802	710,802	0	710,802	0	FAV
32	5420-REPAIRS, MAINTENANCE & CLEANING	651,502	773,846	792,052	0	792,052	18,206	UNF
33	5611-INSTRUCTIONAL SUPPLIES	331,437	405,738	405,738	0	405,738	0	FAV
34	5613-MAINTENANCE/CUSTODIAL SUPPLIES	178,468	240,320	240,320	0	240,320	0	FAV
35	5620-OIL USED FOR HEATING	49,050	64,900	64,900	0	64,900	0	FAV
36	5621-NATURAL GAS	97,149	115,245	115,245	0	115,245	0	FAV
37	5627-TRANSPORTATION SUPPLIES	140,980	188,515	188,515	0	188,515	0	FAV
38	5641-TEXTS & DIGITAL RESOURCES	144,702	131,085	131,085	0	131,085	0	FAV
39	5642-LIBRARY BOOKS & PERIODICALS	20,185	20,550	20,550	0	20,550	0	FAV
40	5690-OTHER SUPPLIES	238,030	246,699	246,699	0	246,699	0	FAV
41	5695-OTHER SUPPLIES-TECHNOLOGY	446,838	435,735	437,335	0	437,335	1,600	UNF
42	SUPPLIES (INCLUDING UTILITIES)	2,890,187	3,333,435	3,353,241	0	3,353,241	19,806	UNF
43	5730-EQUIPMENT - NEW	45,678	1,000	1,000	0	1,000	0	FAV
44	5731-EQUIPMENT - REPLACEMENT	56,170	5,000	5,000	0	5,000	0	FAV
45	5732-EQUIPMENT - TECH - NEW	66,582	2,030	2,030	0	2,030	0	FAV
46	5733-EQUIPMENT - TECH - REPLACEMENT	80,322	74,500	72,900	0	72,900	(1,600)	FAV
47	EQUIPMENT	248,752	82,530	80,930	0	80,930	(1,600)	FAV
48	5715-IMPROVEMENTS TO BUILDING	123,835	29,500	29,500	0	29,500	0	FAV
48a	5715-FACILITIES CONTINGENCY	100,000	100,000	100,000	0	100,000	0	FAV
48b	TRSF. FROM FACILITIES CONTINGENCY	(100,000)	0	(18,206)	0	(18,206)	(18,206)	FAV
49	5720-IMPROVEMENTS TO SITES	41,086	94,000	94,000	0	94,000	0	FAV
50	5850-DISTRICT CONTINGENCY	150,000	150,000	150,000	0	150,000	0	FAV
50a	TRSF. FROM CONTINGENCY TO OTHER ACCTS.	(150,000)	0	0	0	0	0	FAV
50c	IMPROVEMENTS / CONTINGENCY	164,921	373,500	355,294	0	355,294	(18,206)	FAV

Column 7: FAV=Favorable Variance

Revenues: At or OVER budget, Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FOR FY 2023-2024**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2022-2023	2023-2024	OCT 23	CHANGE	NOV 23	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
51	5580-STAFF TRAVEL	17,858	24,650	24,650	0	24,650	0	FAV
52	5581-TRAVEL - CONFERENCES	51,783	66,380	66,380	0	66,380	0	FAV
53	5810-DUES & FEES	89,489	108,698	108,698	0	108,698	0	FAV
54	DUES AND FEES	159,130	199,728	199,728	0	199,728	0	FAV
55	5856-TRANSFER ACCOUNT	1,066,995	0	0	0	0	0	FAV
55a	ESTIMATED UNSPENT BUDGETS		0	0	0	0	0	FAV
56	TOTAL EXPENDITURES	51,835,386	54,552,759	54,332,043	93,936	54,425,979	(126,780)	FAV
56								
Note:	RESTRICTED - RETURN TO TOWNS	1,420,396						

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES & EXPENDITURES BY CATEGORY
FINANCIAL ANALYSIS
FOR THE FISCAL YEAR 2022-2023**



November 2023

2023-2024 FORECAST

OVERVIEW

The projected unspent fund balance for this fiscal year is \$196,450 FAV, previously \$290,386 FAV, which appears on page 1, column 6, and line 20. The unspent funds from fiscal year 2023, once audited (\$1,372,878 plus \$47,518 unspent encumbrance FY22) will be deducted from the town allocations in March 2024. This administration may request up to 2% of any available surplus as an end-of-year transfer. The appropriation request to the capital and non-recurring account is shown on line 55 of the Excel file. The District is legally allowed to transfer with Board approval up to 2% or \$1,091,054 of the current budget if funds become available. The item will be presented after the final balance for FY24 is confirmed at the August 2024 meeting.

REVENUES BY CATEGORY

The projected yearend balance of revenues is **\$69,670, FAV, previously \$69,670 FAV** which appears on page 2, column 6, line 23.

LINE 1a, 2a, and 3a on Page 2: PRIOR YEAR CREDIT:

The line is for the unspent funds from FY23. Unspent funds of \$1,420,396 FAV will be credited to the member towns' March allocations. This is comprised of \$1,372,878 of unspent funds in FY23 and unliquidated encumbrances from FY22 of \$47,518. ***The town allocations will be reduced in March 2024.***

LINE 6 on Page 2: ADULT EDUCATION:

The forecast is based on historical data of State payments. ***The forecast is neutral.***

LINE 7 on Page 2: PARKING INCOME:

The forecast is based on the budget developed on actual payments. ***The forecast is neutral.***

LINE 8 on Page 2: INVESTMENT INCOME:

The forecast is based on the budget developed. ***Interest rates are still trending higher so the forecast is \$60,000 FAV, previously \$60,000 FAV.***

<u>Month</u>	<u>M&T Bank</u>	<u>State Treasurer's Investment Fund</u>
July 2023	.40%	5.18%
August 2023	.40%	5.47%
September 2023	.40%	5.52%
October 2023	.40%	5.55%

LINE 9 on Page 2: ATHLETICS:

The forecast is based on the budget developed on historical payments. *The forecast is neutral.*

LINE 10 on Page 2: TUITION REVENUE:

The budget is based on five tuition students, three at a reduced employee rates. **Full tuition rate is \$21,058.** The actual tuition charged is higher (\$916 per year). Eight tuition students are enrolled, including three at reduced employee rates. *The forecast is \$65,840 FAV previously \$65,840 FAV including \$2,666 from the rate change.*

LINE 11 on Page 2: TRANSPORTATION INCOME:

The forecast is based on projected State payments and enrollment for magnet school transportation budgeted. *The forecast is \$1,300 UNF based on current data, previously \$1,300 UNF.*

LINE 15 on Page 2: SPECIAL EDUCATION GRANTS:

The current projection is based on budgeted costs for placements and transportation. The budget assumes a 80% reimbursement rate. The State passed legislation in June 2023 which increased the reimbursement rate to 85% but still capped at 73% reimbursement. *Current expenses and this formula impacts the budget \$54,870 UNF, previously \$54,870 UNF.*

LINE 17 on Page 2: RENTAL INCOME:

The forecast is based on the budget developed on estimated payments for the fiscal year. *The forecast is neutral.*

LINE 19 on Page 2: OTHER REVENUE:

The forecast is based on the budget developed on historical payments. *The forecast is neutral.*

EXPENDITURES BY CATEGORY

The projected yearend balance of expenditures is *\$126,780 FAV, previously \$220,716 FAV* which appears on page 5, column 6, line 56.

LINE 1 on Page 3: 5111-CERTIFIED SALARIES:

The forecast is based on budget. There are still vacant positions. Turnover on positions filled to date exceeds the turnover estimates by **\$201,076 FAV**, previously \$198,147 FAV. The forecast reflects 4 unpaid leaves of absences year-to-date, \$59,114 FAV and \$15,598 UNF in additional stipends and coverage costs.

LINE 2 on Page 3: 5112-CLASSIFIED SALARIES:

The forecast is based on budget. Turnover on positions filled to date exceeds the turnover estimates by **\$40,500 FAV**, previously \$20,198.

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

The forecast is based on budget.

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

The workers' compensation premium is less than budgeted. The renewal policy is **\$19,875 FAV** less than budgeted. We are provided the maximum premium number during the fiscal year and at the time of renewal, July 1, the final premium is calculated. **Total savings YTD \$19,875 FAV.**

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

The following charts are included to track how the District's actual claims are comparing against the expected claims. How claims are running for the year has always been a common question, so the charts for claims and fees are shown monthly. However, claims are one piece of the medical budget line shown in the Excel file. Fees, employee contributions, grant funding, employer contributions to employee HSA accounts and reserve funding are other factors built into the Medical and Dental Insurance Budget. The claims chart in the Word document will not equal the Excel line since it is only one factor of the data comprising the medical budget. Certainly a significant factor which is why it is given in detail below. ***Our insurance consultants monitor claims closely and currently estimate the current claim costs and number of high cost claimants will exceed the budget for this year. Claims are forecasted to be over budget by \$123,786.***

The projected monthly budget is based on an average of five years of claims.

CLAIMS OF CURRENT EMPLOYEES AND RETIREES

MONTH	2023-2024 ACTUAL	2023-2024 BUDGET	VARIANCE	2022-2023 ACTUAL	2021-2022 ACTUAL
<i>JUL*</i>	\$ 364,829	\$ 349,192	\$ 15,637	\$ 34,837	\$ 530,877
<i>AUG</i>	\$ 641,037	\$ 488,191	\$ 152,846	\$ 798,616	\$ 405,635
<i>SEP</i>	\$ 412,377	\$ 448,507	\$ (36,130)	\$ 551,212	\$ 364,327
<i>OCT</i>	\$ 508,930	\$ 368,111	\$ 140,819	\$ 297,594	\$ 341,109
<i>NOV</i>	\$ 541,882	\$ 431,134	\$ 110,748	\$ 306,068	\$ 324,557
<i>DEC</i>	\$ 573,078	\$ 573,078	\$ -	\$ 435,108	\$ 767,843
<i>JAN</i>	\$ 368,880	\$ 368,880	\$ -	\$ 311,328	\$ 320,277
<i>FEB</i>	\$ 267,455	\$ 267,455	\$ -	\$ 190,062	\$ 176,127
<i>MAR</i>	\$ 347,465	\$ 347,465	\$ -	\$ 313,582	\$ 263,761
<i>APR</i>	\$ 313,538	\$ 313,538	\$ -	\$ 222,547	\$ 328,046
<i>MAY</i>	\$ 328,529	\$ 328,529	\$ -	\$ 486,004	\$ 183,944
<i>JUN</i>	\$ 328,369	\$ 328,369	\$ -	\$ 302,891	\$ 371,250
TOTALS	\$ 4,996,368	\$ 4,612,447	\$ 383,921	\$ 4,249,849	\$ 4,377,753

ACTUAL/FORECAST CLAIMS AS A PERCENTAGE OF EXPECTED CLAIMS

18816

2019-2020 ACTUAL	2020-2021 ACTUAL	2021-2022 ACTUAL	2022-2023 ACTUAL	2023-2024 FORECAST
84.1%	75.8%	97.3%	93.6%	108.3%

***Incomplete billing cycle in July 23**

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

MONTH	2023-2024 ACTUAL	2023-2024 BUDGET	VARIANCE	2022-2023 ACTUAL	2021-2022 ACTUAL
<i>JUL</i>	\$ 44,555	\$ 35,310	\$ 9,245	\$ 30	\$ 14,068
<i>AUG</i>	\$ 54,176	\$ 59,210	\$ (5,034)	\$ 83,030	\$ 74,642
<i>SEP</i>	\$ 53,028	\$ 48,804	\$ 4,224	\$ 61,858	\$ 46,923
<i>OCT</i>	\$ 52,666	\$ 50,627	\$ 2,039	\$ 47,063	\$ 47,049
<i>NOV</i>	\$ 53,732	\$ 49,695	\$ 4,037	\$ 50,445	\$ 39,556
DEC	\$ 52,414	\$ 52,414	\$ -	\$ 52,888	\$ 51,770
JAN	\$ 42,568	\$ 42,568	\$ -	\$ 25,978	\$ 48,349
FEB	\$ 62,028	\$ 62,028	\$ -	\$ 46,388	\$ 81,821
MAR	\$ 51,394	\$ 51,394	\$ -	\$ 74,389	\$ 34,780
APR	\$ 46,919	\$ 46,919	\$ -	\$ 43,145	\$ 37,237
MAY	\$ 50,422	\$ 50,422	\$ -	\$ 47,499	\$ 41,664
JUN	\$ 41,342	\$ 41,342	\$ -	\$ 18,816	\$ 44,118
TOTALS	\$ 605,244	\$ 590,733	\$ 14,511	\$ 551,529	\$ 561,977

LINE 9 on Page 3: 5260-LIFE INSURANCE:

The forecast is based on forecasted actual costs, \$4,000 FAV, previously \$4,000 FAV

LINE 10 on Page 3: 5275-DISABILITY INSURANCE:

The forecast is based on budget.

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

The forecast is based on *preliminary estimates are \$33,265 UNF, previously \$33,265 UNF. As staff retires and new staff is hired, the costs on this line increases.*

LINE 16 on Page 3: 5290-UNEMPLOYMENT:

The forecast is based on budget. *Preliminary estimates are \$2,600 UNF.*

LINE 21 on Page 3: 5330-PROFESSIONAL TECHNICAL SERVICES:

The forecast is based on budget.

LINE 22 on Page 3: 5440-RENTALS:

The forecast is based on budget.

LINE 23 on Page 3: 5510-PUPIL TRANSPORTATION:

Special Education Transportation continues to fluctuate to meet student enrollment and needs. The number of students transported each month as well as the facilities students are transported to each month varies. The change month-to-month reflects students who exited programs early and lower than budgeted expenses for some students. *The forecast for these*

accounts is based on current student services. The transportation accounts are \$40,924 FAV, previously \$31,508 FAV. The Pupil Services Director was able to combine a run with one of the elementary districts and save some costs on the run. A few of the vocational school runs came in slightly under budget.

LINE 24 on Page 3: 5521-GENERAL LIABILITY INSURANCE: Various liability policies, including medical professional, public bond and cyber insurance renewed under budget, while Student Accident insurance renewed over budget. Cyber insurance is under budget by \$13,730 FAV due to the steps the District has taken to increase security measures, including adding a cyber-technician. **Account is \$17,969 FAV.**

LINE 25 on Page 3: 5550-COMMUNICATION: TEL, POST, ETC:
The forecast is based on budget.

LINE 26 on Page 3: 5560-TUITION EXPENSE:
Special Education tuition is under review as student enrollment and needs are not finalized for the start of the year. *The forecast for these accounts is \$45,803 FAV previously, \$68,999 FAV for the FY24 school year based on actual student placements and services.* Outplaced tuition rates are higher than budgeted in most cases.

Tuition for the Vo-Ag schools is \$44,701 FAV, previously \$44,701 FAV.

	FY19-20 ACTUAL	FY20-21 ACTUAL	FY21-22 ACTUAL	FY22-23 ACTUAL	FY23-24 BUDGET	FY23-24 FORECAST
Sound	6	5	3	3	5	3(3)
Trumbull	4	3	1	3	4	3(3)
Nonnewaug	5	7	9	7	8	7(7)
Common Ground Charter HS	0	1	1	3	3	2(2)
Fairchild Wheeler	0	0	0	0	2	0
Emmett O'Brien	0	0	0	2	0	1(1)
Hill Career Magnet	0	0	0	1	0	1(1)
Wintergreen Magnet	0	0	1	0	0	0
Marine Science Magnet HS	0	0	0	1	0	0(0)
Eli Whitney Tech	0	0	0	0	0	0
Engineering Science Magnet	0	0	0	0	1	0

Highville Charter School	0	0	0	0	0	0
Totals	15	16	15	20	23	17(17)

ECA is \$1,102 UNF, previously \$1,102 UNF.

	FY19-20 ACTUAL	FY20-21 ACTUAL	FY21-22 ACTUAL	FY22-23 ACTUAL	FY23-24 BUDGET	FY23-24 FORECAST
ECA	21	16	18	19	19	19

Public (ACES) and private out-of-district placements are \$1,864 FAV, previously \$25,400 FAV.

	FY19-20 ACTUAL	FY20-21 ACTUAL	FY21-22 ACTUAL	FY22-23 ACTUAL	FY23-24 BUDGET	FY23-24 FORECAST
Public SPED	8	6	10	9	9	9(9)
Private SPED	18	27	20	16	20	19(20)
Totals	26	33	30	25	29	28(29)

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

The 2023-2024 budget for electricity assumes the use of 3,377,000 kilowatt hours at an average price of 0.07988 or a cost of \$620,567 with delivery charges. Forecast is neutral.

The budget for propane is \$4,635. *The forecast is neutral.*

The budget for water is \$57,600. *The forecast is neutral.*

Sewer costs are budgeted at \$28,000. *The forecast is neutral.*

ELECTRICITY (KILOWATT HOURS)

MONTH	2023-2024 FORECAST	2023-2024 BUDGET	VARIANCE	2022-2023 ACTUAL	2021-2022 ACTUAL
<i>JUL</i>	275,363	281,681	<i>(6,318)</i>	325,263	296,292
<i>AUG</i>	339,333	310,955	28,378	350,459	321,023
<i>SEP</i>	295,827	320,370	<i>(24,543)</i>	294,292	314,756
<i>OCT</i>	250,944	293,269	<i>(42,325)</i>	252,949	272,755
NOV	271,376	271,376	-	252,160	256,208
DEC	272,340	272,340	-	245,784	259,994
JAN	286,676	286,676	-	262,051	257,539
FEB	282,404	282,404	-	259,362	271,979
MAR	266,509	266,509	-	249,254	255,631
APR	274,626	274,626	-	250,112	255,629
MAY	261,987	261,987	-	264,292	277,953
JUN	254,807	254,807	-	287,285	296,900
Totals	3,332,192	3,377,000	(44,808)	3,293,263	3,336,659

DEGREE DAYS

There are 1,790 degree days to date as opposed to 1,821 last year.

LINE 32 on Page 4: 5420-REPAIRS & MAINTENANCE: The forecast is projected to be over budget, **\$18,206 UNF**, previously neutral. Two transfers were approved in October to cover repairs to the fire pump (\$11,106) and the chiller (\$7,100) at Amity Middle School-Bethany.

LINE 34 on Page 4: 5613-MAINTENANCE SUPPLIES: *The forecast is projected to be neutral.*

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

The budget for natural gas is \$115,245 and the budget for oil is \$3.05 per gallon, and \$63,400 annually. *The forecast is projected to be neutral.*

LINE 41 on Page 4: 5695-OTHER SUPPLIES- TECHNOLOGY:

The forecast is projected to be **\$1,600 UNF**, previously neutral. Some prices for equipment were under budget while some software prices were overbudget.

LINE 43 on Page 4: 5730-EQUIPMENT -NEW:

The forecast is projected to be neutral.

LINE 44 on Page 4: 5731-EQUIPMENT -REPLACEMENT:

The forecast is projected to be neutral.

LINE 46 on Page 4: 5730-EQUIPMENT –TECHNOLOGY-REPLACEMENT:

The forecast is projected to be **\$1,600 FAV**, previously neutral. Some prices for equipment were under budget while some software prices were overbudget.

LINE 48a on Page 4: 5715-FACILITIES CONTINGENCY:

The budget includes a \$100,000 contingency for unplanned, necessary facility expenditures. The forecast assumes these funds will be entirely used. Two transfers were approved in October to cover repairs to the fire pump (\$11,106) and the chiller (\$7,100) at Amity Middle School-Bethany. *The balance in the facilities contingency accounts will be \$81,794 after approved transfers.*

LINE 50 on Page 4: 5850-CONTINGENCY:

The budget includes a \$150,000 contingency for unplanned, necessary expenditures. The forecast assumes these funds will be entirely used.

LINE 55 on Page 5: 5856-TRANSFER:

This line is used to identify funds for the Capital and Nonrecurring Account transfers. The District is legally allowed to transfer with Board approval up to 2% or \$1,091,054 of the current budget. The item will be presented after the final balance for the FY24 is confirmed at the August 2024 meeting.

LINE 1a, 2a, and 3a on Page 2: PRIOR YEAR CREDIT:

The line is for the unspent funds from FY23. Unspent funds of \$1,420,396 FAV will be credited to the member towns' March allocations. This is comprised of \$1,372,878 of unspent funds in FY23 and unliquidated encumbrances from FY22 of \$47,518. *The town allocations will be reduced in March 2024.*

APPENDIX A

COST SAVINGS AND EFFICIENCIES FOR FISCAL YEAR 2023-2024

TOTAL ANNUAL SAVINGS TO-DATE OF: \$199,030

\$7,119- Cable Advisory Grant: The Director of Technology applied for funds to purchase a new projector for the Brady Center. The Brady Center is an alternate space for conducting/broadcasting Board meetings. This meets the grant criteria.

\$18,446 E-Rate Credits: The District's application for E-Rate credits is submitted. The amount will reflect discounted invoices for the CEN – state provided internet connection.

\$59,706 Pegpetia Grant: The District's application for Pegpetia funds was approved. The District used these funds for camcorders, cases, wireless signal transmitter and intercom system, and channel amplifier for live event coverage in the broadcast journalism production curriculum.

\$74,433 Emergency Connectivity Fund (EFC) Grant: The District's application for EFC funds was approved. The Administration plans to use these funds toward the ARHS Library renovation. This grant was a reimbursement grant for 12 months of lease services of student devices offered during the pandemic.

\$27,500 Transportation: Mr. Brant coordinated with one of our elementary districts to share the cost of bussing to an outplacement facility.

\$11,826 Furniture: Ms. Lumas coordinated with other District's through Connecticut Association of School Business Officials (CASBO) to purchase used classroom desks and chairs for the high school and one of the middle schools. 54 desks were purchased for \$540. Desks were budgeted at \$229 per desk but removed during the budget process in order to reduce the budget.

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

- Energy Savings Initiatives for the past decade
<http://www.amityregion5.org/boe/sub-committees/finance-committee>
- District recognized CQIA Innovation Prize for Fostering a District Culture of Maximizing Cost Savings and Efficiencies
<http://www.amityregion5.org/boe/sub-committees/finance-committee2>
- Fiscal Year 2022-23- \$42,565 <https://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2021-22- \$78,854 <https://www.amityregion5.org/boe/sub-committees/finance-committee>

- Fiscal Year 2020-2021 - \$128,708 <https://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2019-2020 - \$43,497 <https://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2018-2019 - \$52,451 <https://www.amityregion5.org/boe/sub-committees/finance-committee>

- Fiscal Year 2017-2018 – \$746,688 <https://www.amityregion5.org/boe/sub-committees/finance-committee>

- Fiscal Year 2016-2017 – \$595,302 <http://www.amityregion5.org/boe/sub-committees/finance-committee>

- Fiscal Year 2015-2016 – \$125,911 <http://www.amityregion5.org/boe/sub-committees/finance-committee>
- Fiscal Year 2014-2015 – \$139,721 <http://www.amityregion5.org/boe/sub-committees/finance-committee>

APPENDIX B

MONTHLY FORECASTS: PURPOSE, METHODOLOGY, HISTORICAL

PURPOSE & METHODOLOGY:

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

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

Two of the three past fiscal years were significantly impacted by the COVID-19 pandemic. School operations were halted or modified and not at 100% for either year. The District staff took many steps to reserve the general operating budget to meet the demands and brace for the unknown costs. Nearly one million dollars was held from accounts to prepare for operations in fiscal year 2021. Grant funding from State and Federal sources became available during the year. These funds were used to offset unexpected costs and plan for the future costs. Some of the funds do not expire until September 2024. The administration is planning to use funds as required by grant guidelines while limiting the impact to future budgets. The most recent fiscal year, 2022, also reflects an increase from May to June forecast but is offset by an increase to the Capital Nonrecurring Account request from 1% to 2%.

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

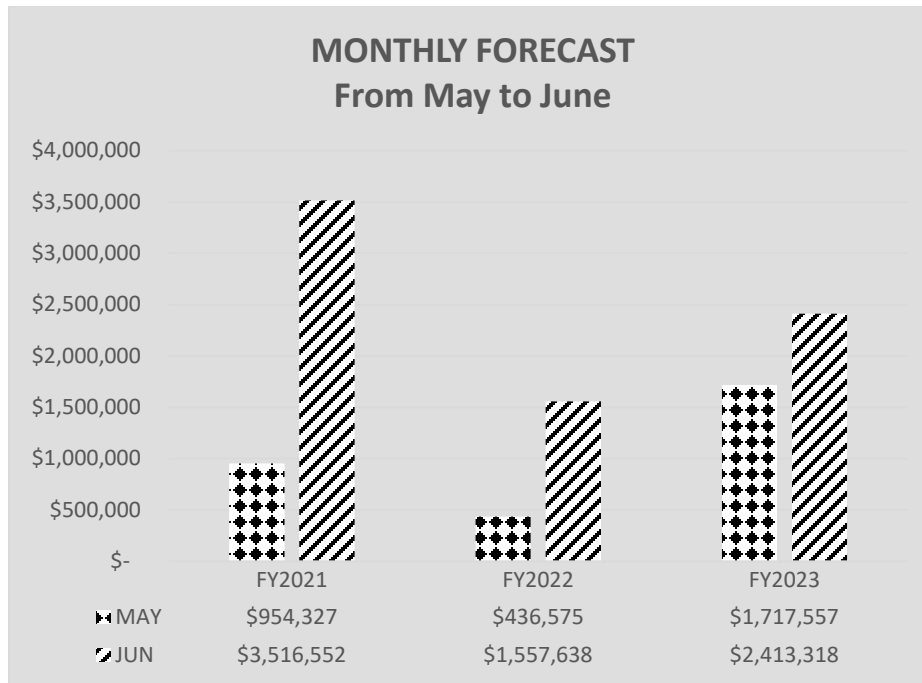
Revenues can be most impacted by decisions made at the State level for Special Education and Transportation grants. We have seen the reimbursement rate change in mid-year.

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

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

HISTORICAL:

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



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

FY2021:

The audited fund balance for 2020-2021 is \$2,483,748 after designating \$185,600 for items cut from the FY22 budget, \$339,360 for end of year purchases (security and technology) and \$507,844 proposed for capital nonrecurring account. ***The change is \$2,991,592 higher than the prior month's forecast.*** *The major reasons for the significant increase in the yearend fund balance was the continuing unsettled environment of the COVID-19 global pandemic. The changes from one month to the next month are summarized as follows:*

- **\$609,645:** Medical & dental claims were lower and the assumption is it is due to the COVID-19 global pandemic. Routine office visits and medical tests may not have resumed to normal levels. Since we are self-insured, actual claims are not known until the end of the fiscal year.
- **\$260,880** Purchased services were lower due to the COVID-19 global pandemic. There were fewer athletic contests, which reduced the annual number of game day

staff and officials paid. Less costs were incurred for special education than anticipated.

- **\$147,390:** Transportation and fuel costs for busses were lower due to the COVID-19 global pandemic. There were no field trips or late runs during the year. As the schools edged toward operating at 100% it was difficult to predicate if transportation needs would increase in May and June. There were also a reduced number of athletic trips. The fuel bills from the member towns are not finalized until mid-July. The final invoices were less than allotted.
- **\$111,272:** Instructional supplies and maintenance supplies were lower due to the COVID-19 global pandemic. Consumable materials could not be utilized in the remote learning environment so there was a significant decrease in food for culinary, lumber and other raw materials for technology education and science lab materials. Grant funding became available to reimburse \$96,980 of cleaning supplies.

FY2022:

The audited fund balance is \$628,463. ***This surplus from prior year was credited to the member towns March allocation payment for FY23.*** The monthly forecast for May 2022 projected a fund balance of \$436,575 which included \$516,982 designated for the capital non-recurring account (CNR). The change is **\$1,121,063 higher than the prior month's forecast including the increase from 1% to 2% to CNR.** The major reasons for the increase in the yearend fund balance from one month to the next month were, as follows:

- **\$102,543:** Certified and classified salaries were lower than forecasted. It is not until the end of the fiscal year when we know the actual expenditures for coverages, substitutes, leaves of absences, overtime, and pay docks. Many unpaid leaves occur at the end of the school year. We use conservative estimates in the forecasts based on past history. Overtime and substitute needs are greatest in the final months of the school year due to many extracurricular activities. We hired more in-house substitutes to offset outside agency costs and it proved to be effective.
- **\$33,278:** Medical insurance claims and associated costs were \$27,846 lower than expected. Since we are self-insured, actual claims are not known until the end of the fiscal year. Payroll taxes, life insurance and defined contribution payments were less based on vacant positions.
- **\$344,647** Purchased services were lower than forecasted. This included \$57,363 lower transportation and rental costs for athletics. Transportation needs are partially determined by a team's advancement in tournament play during the year and are difficult to gage. Athletics rentals of all weather fields at other location for teams' practice experience was not needed and other facility rentals were lower than anticipated. Special education transportation and tuition were also \$259,748 lower due to unexpected changes in outplacements, fewer unanticipated services than budgeted and unfilled positions in the department.

- **\$83,850:** Electrical and water consumption was lower than anticipated. Instructional supplies were less than anticipated.
- **(\$516,982) Capital and Nonrecurring (CNR) Account:** The positive variances above were offset by increasing the CNR request from 1% to 2% based on new information regarding the carrying over of fund balances. The Board approved \$929,175 or 1.80% in August 2022.

FY2023:

The unaudited fund balance is \$1,372,878 with an allocation of 2% or \$1,066,995 appropriated to Capital and Nonrecurring Account . The monthly forecast for May 2023 projected a fund balance of \$650,562. The change is **\$740,761 higher than the prior month's forecast**. The major reasons for the increase in the yearend fund balance from one month to the next month were, as follows:

- **\$142,314:** Certified and classified salaries were lower due to the staff turnover and vacancies impacting the District all year. Current staff covered additional classes, additional substitutes and consultants were hired to cover vacant positions.
- **\$141,038** Purchased services were over budget but less than anticipated. Outside consultants were contracted to provide some services for the vacant positions but not to the extent expected. Legal services and athletic services were less than anticipated.
- **\$146,772:** There continued to be changes in special education transportation needs and the final number of athletic trips was less than anticipated.
- **\$80,178:** Repairs and maintenance costs were down with the bulk being from snow removal being nearly \$30,000 under budget.
- **\$28,861:** Communication costs were lower due to savings from the E-rate grant and less postage needed due to the digital communications.
- **\$45,780:** Renewals for insurance policies due in June came in under budget including student accident and cyber insurance. Steps the District has taken to improve its digital security has resulted in lower premiums.
- **\$93,482:** Special Education tuition charges were less than budgeted due to changes in students' services and/or attendance in programs.

APPENDIX C

RECAP OF 2020-2021

Return Unspent Fund Balance:

The cancellation of 2019-2020 encumbrances of \$352,364 will be returned to the Member Towns. We encumber funds for goods and services received by June 30th but not yet billed. The final quarter of FY20 was a period of shut down making it difficult to determine the need for open orders and there was a substantial amount of unemployment claims in dispute. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance. Once the audit is final for 2020-21, the funds will be returned.

<i>Bethany</i>	<i>\$ 64,680</i>
<i>Orange</i>	<i>\$179,241</i>
<i>Woodbridge</i>	<i><u>\$108,444</u></i>
<i>Total</i>	<i>\$352,364</i>

The audited fund balance for 2020-2021 is \$2,483,748 after designating \$187,600 for items cut from the FY22 budget, \$339,360 for end of year purchases (security and technology) and \$507,844 approved for capital nonrecurring account. These source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 578,763

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$128,708. Grant money was applied for and awarded to offset the cost of the CEN for savings of \$27,440, \$49,245 Pegpetia Grant for course equipment and supplies, \$28,339 for polycarbonate dividers manufactured in-house. \$968,619 was withheld in general fund accounts in preparation for operating in a pandemic environment. These funds were redistributed as needed and it was difficult to predict all throughout the year how much funds would be needed to keep schools open. The District operating under many scenarios, remote, hybrid, shortened days and full days. All operations were subject to constant change during the year making forecasting difficult.

\$194,873 SALARIES (FINANCIAL MANAGEMENT): The administration worked closely with bargaining units to develop options for remote work to keep all staff employed. The administration hired an additional number of bench subs including college students (allowed under executive order) to maintain our own pool of substitutes rather than contracting for more outside services.

\$255,182 GRANTS AWARDS (FINANCIAL MANAGEMENT): The administration closely tracked expenses related to the pandemic and applied for funding under various grants. \$255,182 of expenses were credited to the general operation and charged to appropriate grants.

SPECIAL EDUCATION:

\$1, 078,971

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a number of reasons. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement. Transportation budget was \$488,891 FAV and the tuition budget was \$240,380 FAV.

\$349,700 REVENUE (SPECIAL EDUCATION): The Special Education Grant was higher than budgeted by \$349,700 based on actual special education costs and a higher reimbursement rate. The interest earned on the District's accounts was \$31,662 less than budgeted as interest rates were less than budgeted. Building rental and athletics events generated no income due to COVID-19 pandemic and offset the gain in special education revenue.

OTHER: **\$ 1,858,818**

\$1,315,946 MEDICAL (OTHER): The net balance of the medical account was under budget. Claims and fees were significantly lower than budgeted, \$1,125,718, amounting to only 75.8% of expected claims. The assumption is members were still hesitant to get routine care because of the pandemic. There were some other savings with other components of the account including employer contributions to HSA accounts, retiree payments, and employee co-share contributions.

\$212,213 TRANSPORTATION (OTHER): Transportation costs including fuel were reduced since no late busses were offered during the year, fewer athletic trips and no field trips requiring bus services were scheduled due to the pandemic.

\$192,377 SUPPLIES: Instructional supplies and maintenance supplies were underbudget. The teaching staff adjusted purchases for remote and hybrid learning. \$96,980 was reimbursed through grants.

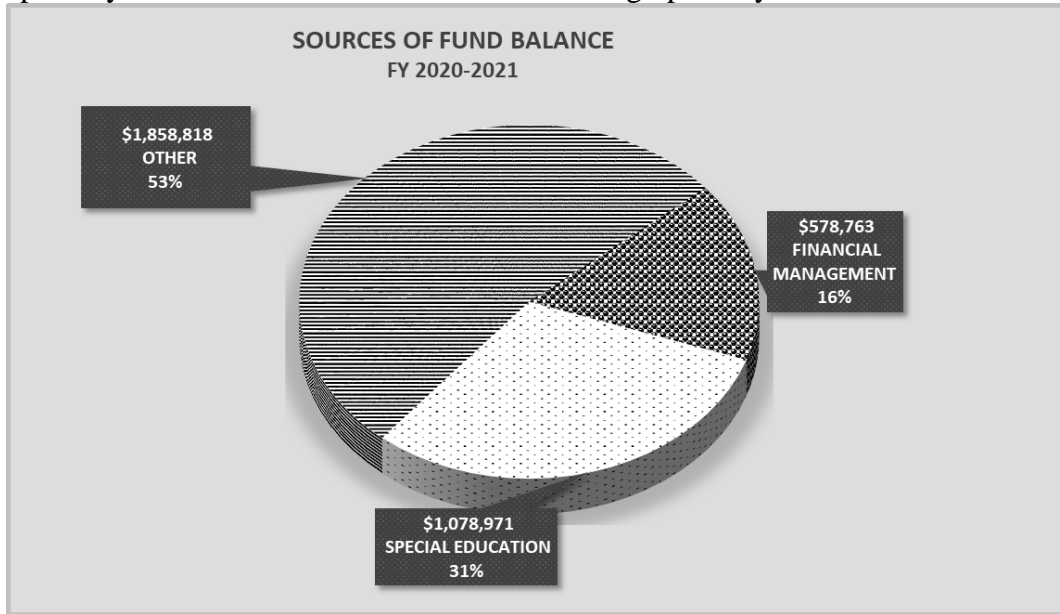
\$111,272 UTILITIES (OTHER): The buildings did not operate under full capacity for most of the year and there were no building rentals, limited evening activities and many more outside events.

\$102,300 PROFESSIONAL TECHNICAL SERVICES (OTHER): Athletic services were reduced for officials and game day workers and special education services were less than budgeted. These savings were offset by higher legal costs.

\$96,312 STAFF TRAVEL, CONFERENCES AND DUES & FEES (OTHER): Staff travel was not necessary with remote options and many in-person conferences cancelled. Mileage payments for staff traveling between buildings and travel and accommodations for out of District travel were not needed during the school year. Less entry fees for athletics also reduced fees.

Some of these savings were offset by COVID purchases.

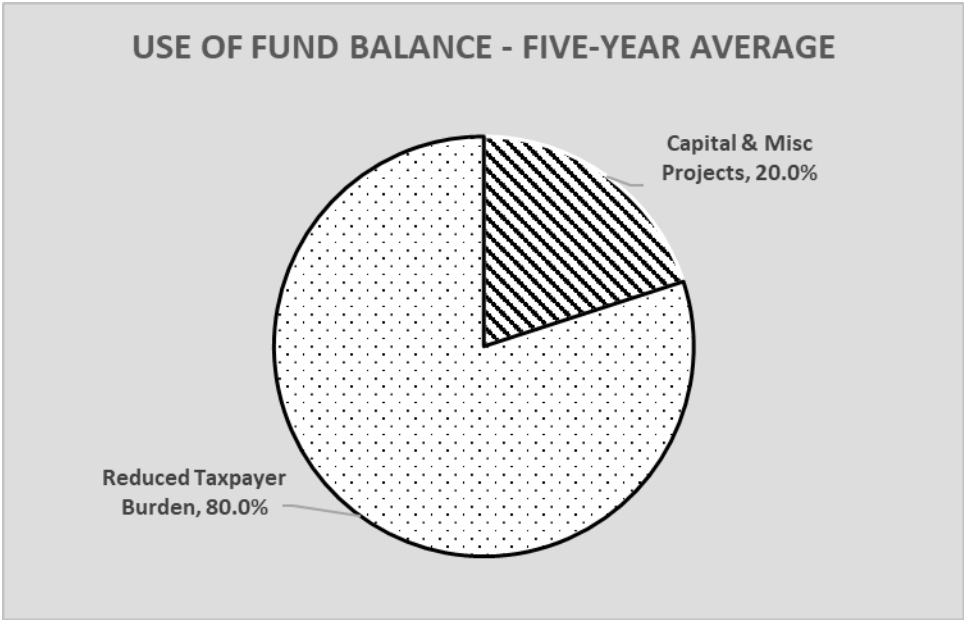
The primary sources of the fund balance are shown graphically below:



The use of the fund balance was designated as follows:

1. **\$187,600** was designated in items removed from the 21-22 budget
2. **\$339,360** was designated for security and technology items eligible for grant reimbursement.
3. **\$507,844** approved for capital nonrecurring projects to offset future budgets.
4. **\$2,483,748** - Return of unspent fund balance upon audit completion.

The uses of the fund balance are shown graphically below:



Return Unspent Fund Balance:

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

<i>Town of Bethany</i>	<i>\$ 449,260</i>
<i>Town of Orange</i>	<i>\$1,248,034</i>
<i>Town of Woodbridge</i>	<i><u>\$ 786,454</u></i>
<i>Total</i>	<i>\$2,483,748</i>

APPENDIX D

RECAP OF 2021-2022

Unspent Encumbrances Balance:

The cancellation of 2020-2021 encumbrances of \$83,471 was subtracted from the Towns' March 2023 allocation payment. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance.

The audited fund balance for 2021-2022 is \$628,463 plus \$929,175 designated for capital non-recurring projects. The source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 363,859

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$25,376. Grant money was applied for and awarded to offset the cost of the CEN for savings of \$17,376. \$8,000 of maintenance work done by in-house staff rather than hiring contractors. The District saved \$132,839 on insurances by bidding contracts, utilizing self-insurance funding rather than fully insured, switching to a 401(a) retirement plan, and fully funding OPEB. The District was not fully staffed the entire year and the many vacancies resulted in a surplus, \$205,644. A portion of these funds were transferred to cover outside consultants to cover services, a portion of the funds were utilized in hiring more bench (internal) subs rather than using an outside agency, and some funds remained unspent.

SPECIAL EDUCATION (NET)

\$ 883,882

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a number of reasons. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement. A new program was established in FY22 for the middle school and its counterpart is budget for the high school in the FY23 school year. The Districts revenue derived from these changes in special education services decreased by \$182,187 which is not reflected above.

OTHER:

\$ 309,897

\$138,547 SALARIES (OTHER): "Turnover savings" from replacing teachers and other staff who retired or resigned is over budget and savings from unpaid leaves-of-absence. There were a significant vacancies during the year creating variances from the budget. The administration utilized many methods to address the vacancies including overtime, temporary staff, and outside agencies. Some positions went unfilled for a period of time despite our recruitment efforts. The District was not fully staffed at any point during the

school year. More in-house teaching substitutes were hired which reduced our costs with an outside agency and provided more stability. An outside agency was utilized to cover vacant para positions.

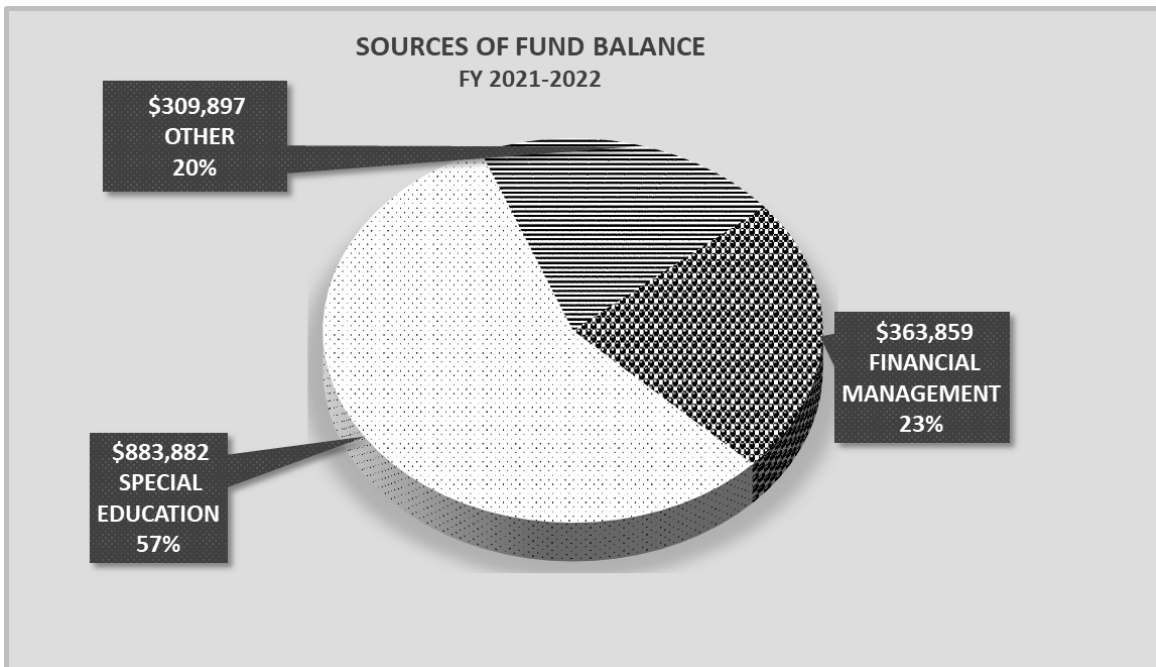
\$18,429 PURCHASED SERVICES (OTHER): Other purchased services accounts were under budget collectively by \$8,666 due to less printed materials and catered events. Data processing was under budget by \$9,763 as the administration consolidated onboarding software options at a reduced cost.

\$57,082 SUPPLIES (OTHER): Instructional supplies and transportation fuel were underbudget. Purchases for consumables was less than budgeted. Repairs and maintenance were overbudget but offset by utilities and maintenance supplies which were underbudget. These areas were reviewed during the 2022-2023 budget process and will be reviewed again during the upcoming budget process.

\$40,537 RENTALS (OTHER): Athletic rentals were down \$12,500 due to lower rentals of other facilities for teams to practice on all weather fields. Special education rental of lease space was \$28,000 lower than anticipated as the University of New Haven provided space gratis and Albertus Magnus did not have a second classroom available.

\$52,080 STAFF TRAVEL, CONFERENCES AND DUES & FEES (OTHER): Many conferences are held virtually as well as some in-district meetings. This results in lower registration fees and travel costs. Several students were award scholarships to attend conferences and contests offsetting the entrance fees..

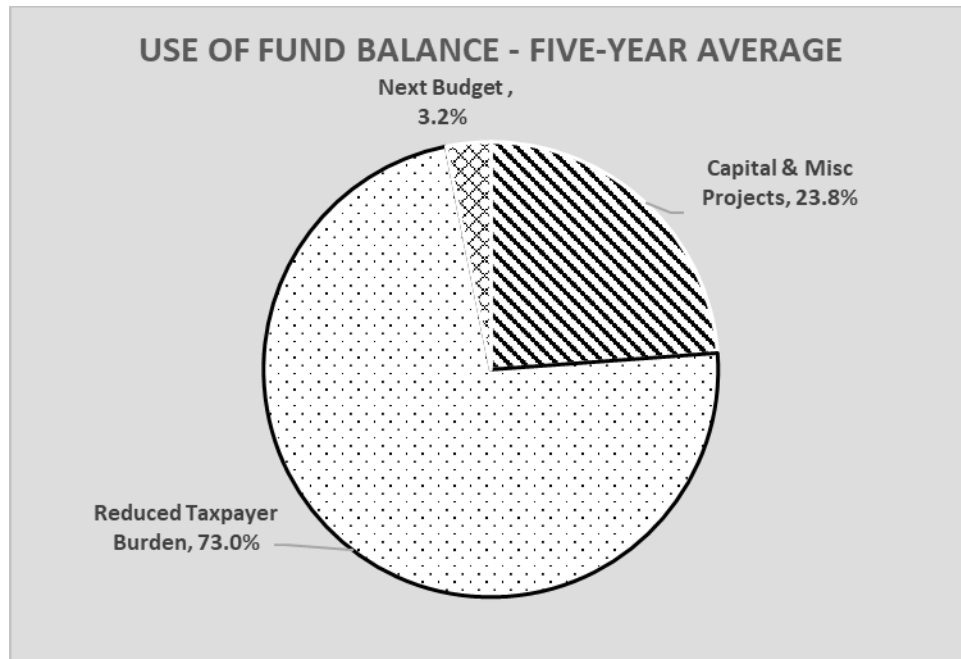
The primary sources of the fund balance are shown graphically below:



The use of the fund balance is proposed as follows:

1. **\$929,175 - 1.80%** designated to Capital Nonrecurring Reserve
2. **\$628,463** – Reduced Towns’ allocation payments in March 2023

The uses of the fund balance are shown graphically below:



Carry Over Funds:

The Board of Education approved 1.80% or \$929,175 of the FY22 surplus transferred to the Capital Nonrecurring Reserve, the audited balance is \$628,463. The FY21 unspent encumbrances and unspent funds from FY22 will be subtracted from the Towns’ March 2023 allocation payments.

APPENDIX E

RECAP OF 2022-2023

Unspent Encumbrances Balance:

The cancellation of 2021-2022 encumbrances of \$47,518 will be added to the fund balance credited to the member towns in March of 2024. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance.

The unaudited fund balance for 2022-2023 is \$1,372,878 plus \$1,066,995 designated for capital non-recurring projects. The source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 352,350

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$42,565. Grant money was applied for and awarded to offset the cost of the CEN and cameras for the lecture hall for savings of \$31,565. At least \$11,000 of maintenance work done by in-house staff rather than hiring contractors. The District saved \$43,242 on insurances by bidding contracts and implementing additional security measures to obtain a more favorable premium for cyber insurance. The long range planning of replacing HVAC units and VFD's and the decreased number of instructional computer labs has had a favorable impact on the electricity usage of \$117,857. Instructional and custodial supplies were underspent by \$82,210 combined as staff only requested what was needed. Repairs and maintenance costs were lower due to excellent preventative maintenance and in-house repairs by \$50,000.

SPECIAL EDUCATION :

\$ 1,764,799

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a variety of reasons including moving out of the District or returning to District programs. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement. Programs established in FY22 for the middle school and its counterpart for the high school in the FY23 school year help keep out of district costs down. The Districts receives revenue directly correlated to special education services and that revenue decreased by \$294,610 which is not reflected above.

OTHER:

\$ 287,004

\$430,900 SALARIES (OTHER): "Turnover savings" from replacing teachers and other staff who retired or resigned is over budget and savings from unpaid leaves-of-absence. There were a significant number of vacancies during the year creating variances from the budget. The administration utilized many methods to address the vacancies including overtime, temporary staff, and outside agencies. Some positions went unfilled for a period

of long periods of time despite our recruitment efforts. More in-house teaching substitutes were hired which reduced our costs with an outside agency and provided more stability. An outside agency was utilized to cover vacant para positions. The District was not fully staffed the entire year and the many vacancies resulted in a surplus, \$676,158. A portion of these funds were transferred to cover outside consultants to cover services, a portion of the funds were utilized in hiring more bench (internal) subs rather than using an outside agency, (\$241,695) and some funds remained unspent.

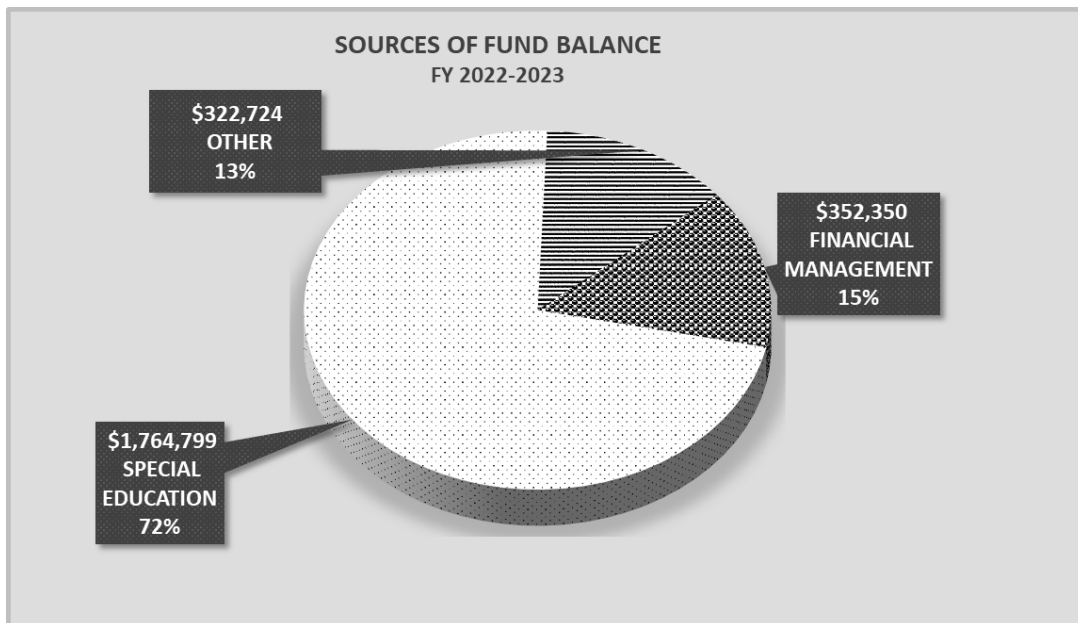
\$103,184 MEDICAL: The medical account was under budget \$103,184 due to the high staff turnover.

\$29,875 REPAIRS AND MAINTENANCE: Snow removal was under budget \$29,875 due to a mild winter.

\$41,328 STAFF TRAVEL, CONFERENCES AND DUES & FEES (OTHER): Many conferences are held virtually as well as some in-district meetings. This results in lower registration fees and travel costs. Several students were award scholarships to attend conferences and contests offsetting the entrance fees.

(\$294,783) UNPLANNED EXPENSES: The savings noted above were offset by unplanned expenses. The OPEB trust was fully funded to restore the original budget request as recommended by the actuaries, \$111,758; Unemployment costs were \$20,825 higher than anticipated and purchases for new security cameras and the required software to utilize the cameras, a new burnisher, scoreboard, replacing obsolete robots for the robotics program, and a new auto lift account for \$162,200 additional purchases.

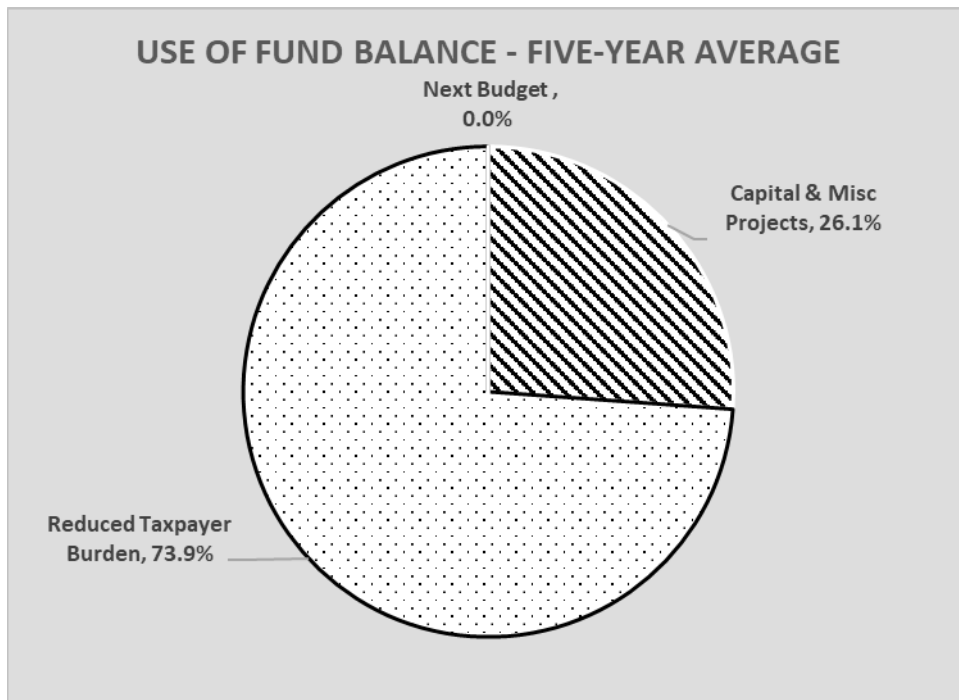
The primary sources of the fund balance are shown graphically below:



The use of the fund balance is proposed as follows:

1. **\$1,066,995 - 2.0%** approved for designation to Capital Nonrecurring Reserve
2. **\$1,372,878** – Credit of unspent fund balance to member towns upon audit completion in March 2024.

The uses of the fund balance are shown graphically below:



Unspent Funds:

The Board of Education approved 2.0% or \$1,066,995 of the FY23 surplus transferred to the Capital Nonrecurring Reserve. The unaudited balance is \$1,372,878. The FY22 unspent encumbrances of \$47,518 and unspent funds from FY23 will be credited to the member towns March allocation in 2024.

Amity Regional School District No. 5 - Budget Transfers 2023-2024

MONTH/YR	JNL#	ACCOUNT NUMBER & DESCRIPTION	AMOUNT	DESCRIPTION
JUL				
Jul-23	6	1 -03-14-2600-5420 REPAIRS,MAINTENANCE & CLEANING	\$ (415.00)	SchoolDude Software Price Inc
Jul-23	6	1 -05-14-2660-5695 TECHNOLOGY SUPPLIES	\$ 415.00	SchoolDude Software Price Inc
Jul-23	104	1 -02-11-1006-5641 TEXTBOOKS	\$ 910.00	World Language Workbooks
Jul-23	104	1 -02-11-1006-5611 INSTRUCTIONAL SUPPLIES	\$ (910.00)	World Language Workbooks
AUG				
SEPT				
Sep-23	99	1 -02-13-2400-5420 REPAIRS,MAINTENANCE & CLEANING	\$ 200.00	REPAIR OF WALKIE TALKIES
Sep-23	99	1 -02-13-2400-5590 OTHER PURCHASED SERVICES	\$ (200.00)	REPAIR OF WALKIE TALKIES
Sep-23	104	1 -03-14-2600-5613 MAINTENANCE/CUSTODIAL SUPPLIES	\$ (929.00)	File Cabinet
Sep-23	104	1 -05-14-2600-5731 EQUIPMENT - REPLACEMENT	\$ 929.00	File Cabinet
Sep-23	110	1 -05-13-2212-5111 CERTIFIED SALARIES	\$ (150.00)	ISTE
Sep-23	110	1 -05-13-2212-5810 DUES & FEES	\$ 150.00	ISTE
Sep-23	120	1 -01-14-2350-5732 EQUIPMENT-TECHNOLOGY-NEW	\$ (800.00)	Price Adjustments
Sep-23	120	1 -01-14-2350-5695 TECHNOLOGY SUPPLIES	\$ 800.00	Price Adjustments
Sep-23	120	1 -02-14-2350-5732 EQUIPMENT-TECHNOLOGY-NEW	\$ (800.00)	Price Adjustments
Sep-23	120	1 -02-14-2350-5695 TECHNOLOGY SUPPLIES	\$ 800.00	Price Adjustments
Sep-23	122	1 -05-13-2213-5322 INSTRUCTIONAL PROG IMPROVEMENT	\$ (405.00)	PD MS Social Studies text
Sep-23	122	1 -05-13-2212-5322 INSTRUCTIONAL PROG IMPROVEMENT	\$ 405.00	PD MS Social Studies text
Sep-23	135	1 -02-14-2350-5695 TECHNOLOGY SUPPLIES	\$ (800.00)	media program supplies/software
Sep-23	135	1 -01-14-2350-5695 TECHNOLOGY SUPPLIES	\$ 800.00	media supply/software
OCT				
Oct-23	19	1 -01-13-2220-5330 OTHER PROFESSIONAL & TECH SRVC	\$ (114.00)	CLC Membership Dues
Oct-23	19	1 -01-13-2220-5810 DUES & FEES	\$ 114.00	CLC Membership Dues
Oct-23	21	1 -02-13-2220-5330 OTHER PROFESSIONAL & TECH SRVC	\$ (114.00)	CLC Membership Dues
Oct-23	21	1 -02-13-2220-5810 DUES & FEES	\$ 114.00	CLC Membership Dues
Oct-23	36	1 -03-11-1014-5810 DUES & FEES	\$ 5.00	Cover CT SS dues increase
Oct-23	36	1 -03-11-1014-5611 INSTRUCTIONAL SUPPLIES	\$ (5.00)	Cover CT SS dues increase
Oct-23	38	1 -03-11-1006-5810 DUES & FEES	\$ 150.00	CTCOLT conference
Oct-23	38	1 -03-11-1006-5641 TEXTBOOKS	\$ (150.00)	CTCOLT conference
Oct-23	41	1 -03-13-2220-5642 LIBRARY BOOKS & PERIODICALS	\$ (17.00)	Transfer to cover dues
Oct-23	41	1 -03-13-2220-5810 DUES & FEES	\$ 17.00	Transfer to cover dues
NOV				
Nov-23	14	1 -04-12-2151-5330 OTHER PROFESSIONAL & TECH SRVC	\$ (1,500.00)	PMT TRAINING FOR STAFF
Nov-23	14	1 -04-13-2190-5581 TRAVEL - CONFERENCES	\$ 1,500.00	PMT TRAINING FOR STAFF
Nov-23	15	1 -04-12-6110-5560 TUITION EXPENSE	\$ (1,102.00)	ECA TUITION
Nov-23	15	1 -04-12-6117-5560 TUITION EXPENSE	\$ 1,102.00	ECA TUITION

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



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

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

To: Jennifer Byars, Ed. D., Superintendent of Schools
From: Theresa Lumas, Director of Finance and Administration
Re: Budget Transfers over \$3,000 for FY 2023-2024
Date: November 25, 2023

Facilities:

Mr. Martoni is requesting a transfer to cover the costs to purchase two new backpack vacuums for the high school. The current vacuum has a battery that will no longer charge. The cost of a new battery is \$1,300 whereas we can purchase a different brand of backpack vacuum with an additional battery for \$1,800. We have two backpacks currently and they are the same age. The battery on the second unit will likely stop charging soon.

Motions:

For the Amity Finance Committee:

Recommend the Amity Board of Education approve...

For the Amity Board of Education:

Move to approve –

the following budget transfers to cover the cost of two backpack vacuums.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
03-14-2600-5613	Custodial Supplies	\$3,700	
05-14-2600-5731	Equipment-Replacement		\$3,700

Special Education:

Mr. Brant, Director of Pupil Services is requesting two transfers this month to cover the changes in public and private outplacements tuition and transportation.

Motions:

For the Amity Finance Committee:

Recommend the Amity Board of Education approve...

For the Amity Board of Education:

Move to approve –

the following budget transfer for the changes in public and private outplacements tuition and transportation services provided.

ACCOUNT NUMBER	ACCOUNT NAME	FROM	TO
04-12-6110-5510	Tuition – Public Out	\$47,700	
04-12-6130-5510	Tuition – Private Out		\$47,700
04-12-6110-5560	Tuition – Public Out	\$26,450	
04-12-6130-5560	Tuition – Private Out		\$26,450

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



TO: Dr. Jennifer Byars, Superintendent of Schools
 FROM: Theresa Lumas, Director of Finance & Administration
 DATE: December 1, 2023
 RE: 2024-2025 Budget Update

The initial budget requests from staff and department leaders came in at an increase of 5.84% or \$3,185,790 over the current year’s budget. The budget workshop with the administrative team in November provided an opportunity to review the requests from each department and hear the rationale for the requests. Follow-up meetings with each department took place over the past two weeks. Another budget workshop is scheduled for December 12th. Revisions are made by assessing priorities and needs. The goal is to reduce the budget request while complying with unfunded mandates and maintain an excellent educational system. The budget request will be reduced again after the workshop and follow up meetings.

The driving factors in the initial requests are salaries, technology, staffing requests, benefits, and inflation for standard purchases. Contractual salaries increase on average 4.10%, which is up from 2.5%. The District recently settled through mediation a new teacher contract. This is the largest staff group and the driving factor of the salary increase. Staffing requests are for staff to provide supports to students in math, testing coverage, special education, athletic supervision and district wide clerical support. Technology requests included labs for art, and tech ed, approximately 10 projectors and 21 Promethean boards for classrooms. Medical costs include increases for current staff coverage, which is predicted to increase about 11.7% due to medical inflation, new positions and maintaining the reserve. Debt Service has decreased \$433,964 as we pay down existing debt and utilize the capital reserve funding for large projects.

The group workshop will start with \$188,372 in reductions to the budget request to discuss. The proposed cuts are in the following categories:

Proposed Budget Reductions by Category	
Conferences & Travel	1,184.00
Data Processing	8,959.00
Dues & Fees	820.00
Equipment-New	3,400.00
Equipment-Replacement	63,731.00
Equipment-Tech-Replacement	12,400.00
Improvements to Bldg	9,500.00
Instructional Supplies	1,758.00
Other Supplies	9,550.00
Prof & Tech Services	68,549.00
Pupil Transportation	2,607.00
Repairs and Maintenance	1,545.00
Salaries-Classified	4,200.00
Salary adjustments	169.00
Total	188,372.00

Below is an illustration of the town allocations for several scenarios. First as reported in October, the effect of the enrollment shift. There is a current net increase in Average Daily Membership (ADM) of 36 students. Total enrollment increased by 43 students compared to 32 anticipated. This ADM is used to determine the member town allocations for the 2024-2025 budget. If there were no changes in the budget, the Towns of Orange and Woodbridge will have increases in their share of the budget, while the Town of Bethany will have a decrease in their allocation.

Average Daily Membership				
	Bethany	Orange	Woodbridge	Total
October 2023	345	1,052	719	2,116
October 2022	363	1,017	700	2,080
Net Change	(18)	35	19	36
Fiscal Year 2024-2025	16.304%	49.716%	33.979%	99.999%
Fiscal Year 2023-2024	17.452%	48.894%	33.654%	100.000%
Net Change	-1.148%	0.822%	0.325%	
Change in Member Town Allocations with a 0% Budget Increase for 2024-2025				
	Bethany	Orange	Woodbridge	Total
Enrollment Shift	\$ (579,799)	\$ 413,227	\$ 166,572	\$ -

Second is the impact of changes in other revenues at a zero percent increase. This reflects higher excess cost grant due to higher expenses and crediting the unspent funds from prior years.

**MEMBER TOWN ALLOCATIONS
With a 0 Percent Budget Increase**

Member Town	Enrollment Shift	Higher Revenues	Prior Years Credit	Total Allocation Change At 0%
Bethany	(\$612,365)	(\$17,287)	(\$ 242,337)	(\$ 871,989)
Orange	\$438,853	(\$52,713)	(\$ 715,253)	(\$ 329,113)
Woodbridge	\$173,512	(\$36,027)	(\$ 462,806)	(\$ 325,321)
Totals	\$0	(\$106,027)	(\$1,420,396)	(\$1,526,423)

Lastly is the impact of all changes including the increases assuming the reductions listed above. It is still very early in the budget process. Expenses can fluctuate up or down as we continue to gather information.

MEMBER TOWN ALLOCATIONS
With a 5.54 Percent Budget Increase, Enrollment Shift, and Revenue Changes

Member Town	Enrollment Shift	Higher Revenues	Prior Years Credit	Higher Operating Expenditures	Variance Dollar To Budget	Variance Percent To Budget
Bethany	(\$612,365)	(\$17,287)	(\$ 242,337)	\$490,382	(\$ 381,607)	(1.50%)
Orange	\$438,853	(\$52,713)	(\$ 715,253)	\$1,495,327	\$1,166,214	7.21%
Woodbridge	\$173,512	(\$36,027)	(\$ 462,806)	\$1,021,998	\$ 696,677	6.45%
Totals	\$0	(\$106,027)	(\$1,420,396)	\$3,007,707	\$1,481,284	5.43%

*****IMPORTANT BUDGET DATES*****

- January 8, 2024 AFC Budget Presentation 5:30 p.m.**
- January 9, 2024 Bethany Board of Finance 7 p.m.**
- January 22, 2024 Orange Board of Finance 7 p.m.**
- January 23, 2024 Woodbridge Board of Finance 6 p.m.**
- February 12, 2024 Amity Board of Education 6:30 p.m.**

Please note the times listed are meeting start times and may not be presentation start time.

Bylaws of the Board

Student Government Representatives to the Board of Education

To ensure greater student voice and Amity Regional School District No. 5 (District) Board of Education (Board) awareness on matters concerning students, the Board shall seat an 11th and 12th grade member of the Amity Regional High School Student Government. The student government representatives to the Board of Education shall represent the middle and high school students of the Amity Regional School District. The primary purposes for designating seats on the Board of Education for students lies in the inherent connection between Board decisions and their resulting impact on students and the opportunity for the Board to provide students with an experiential learning opportunity in local governance. Students should participate in the deliberations that share their present and future interests.

Appointment Term:

1. Two student government representatives, one 11th grade and one 12th grade, will be appointed as non-voting members to the Board of Education.
2. Annually, one member of the elected Student Government will be selected from the junior class to serve a two-year term. The purpose of this is to have the senior representative support, train, and coach the junior representative.

Criteria and Selection:

1. The student representatives must be in good academic and disciplinary standing and shall be drawn from the Student Government representatives.
2. The students shall indicate their interest to serve as a Student Government Representative to the Board of Education to the Student Government Advisor in the Spring of their 10th grade year following the Student Government elections.
3. The student shall be selected prior to the end of the school year by members of the Student Government.
4. The student representative shall be recommended by the Principal of Amity Regional High School and the Student Government Advisor to the Superintendent. The Superintendent shall approve and introduce the student representative to the Board of Education at the June Board meeting.
5. The Board and/or Administration retain the right to remove and replace a student representative who does not remain in good standing or who fails to fulfill the duties of their position.

Responsibilities:

1. Student representatives will attend regular board meetings. Students will be seated with the Board of Education and shall be expected to share information about Amity Schools with the Board of Education and participate in discussions with the Board. Student representatives shall represent the students' voices and opinions.

Bylaw Adopted:

Amity Regional School District No. 5
Woodbridge, Connecticut

Bylaws of the Board

Student Government Representatives to the Board of Education

2. Student representatives will meet with the superintendent of schools prior to regularly scheduled board meetings to review agenda items and ask clarifying questions.
3. Student representatives may request to schedule presentations/information sessions at BOE meetings; they may invite other students to these sessions. These need to be identified in a timely manner to allow for their inclusion on the board agenda.
4. Student representatives will receive all regular meeting agendas, minutes, and other pertinent information, excluding executive minutes and Board correspondence.
5. Student representatives may frequent Board of Education Committee meetings as non-voting participants. It is recommended that one student representative sit on the Policy committee and one student representative sit on the Curriculum committee. The representatives may join other committees that are of interest to them.
6. Student representatives shall regularly update the Amity student body on the work and decisions of the Board of Education.
7. Student representatives will not participate in meetings from which the general public is excluded, including executive sessions, negotiation sessions, or personnel portions of regular meetings of the Board of Education.

Legal Reference: Connecticut General Statutes

9-203 Number and term of members of the board of education

Students

Reporting to Parents

The Amity Regional School District No. 5 (District) Board of Education (Board) encourages regular and effective two-way communication between parent and teacher through varied reporting methods. Parent-teacher conferences, written communications, and telephone calls to parents should be used to inform parents of student successes and student needs, and to inform teachers of parents'/guardians' concerns and perceptions of their children which may help the teacher in their work with particular students.

Report Cards

There will be four marking periods in the year. Reporting dates shall be determined annually and shall be communicated on the electronic school calendar. Report cards shall be provided to parents/guardians each quarter. Mid-marking period grades shall be available in the Student Information System. Parents/guardians shall be notified when mid-marking period grades are up to date.

Parent-Teacher Conferences

Afternoon and evening conference periods shall be scheduled by the administration to allow parents/guardians an opportunity to meet with teachers and discuss their students' progress.

Conferences for the Middle Schools and High School shall not be on the same nights. Amity administrators will confer with Bethany, Orange, and Woodbridge administrators in scheduling conferences to avoid conflicts with elementary conferences.

Teachers shall speak with parents/guardians of all students whose grades indicate a potential failure in a course. Parent conferences shall be scheduled by a counselor for parents/guardians of all students whose grades indicate a potential for non-advancement.

Test Results

Results of assessments required by the Connecticut State Department of Education shall be sent to parents/guardians. Parents/guardians wishing other test information should contact their students' school counselor.

If parents are separated or divorced, both have equal rights to be informed of their child's school progress unless there is an order from the court to the contrary.

(c.f. 5125 - Student Records – Confidentiality and Access to Student Records)
(c.f. 6146.1 – Grading/Assessment System)

Legal Reference: Connecticut General Statutes

10-15b Access of parent or guardian to student's records

46b-56 Access to records of minor children by non-custodial parent

Policy Revised:

Amity Regional School District No. 5
WOODBRIDGE, CONNECTICUT

Students

Reporting to Parents

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C.1232g.)

Bylaws of the Board

Formulation, Adoption, Amendment of Policies

The development of sound educational policies is one of the primary duties of the Board of Education (Board). Policies serve to promote democratic and responsive school governance and constitute a major method by which the Board exercises its leadership. Policies are guides for administrative action by the Superintendent of Schools and their staff; such administration action shall be consistent with the intent of Board of Education policy. The Amity Regional School District No. 5 (District) shall be guided by Board-adopted written policies that are given appropriate distribution and are accessible to staff members, parents, students, and community residents through the District website.

Policies and policy amendments may be initiated by the Superintendent, Board members, school personnel, or community citizens. Although the Board encourages and welcomes community, staff and student involvement, only the Board may establish policy. The Superintendent is encouraged to submit written recommendations for new policies and for revision of existing policies as necessary for the effective operation of the public schools. The Superintendent will prepare a draft policy statement for consideration and development by the Policy Committee; subsequently the Board of Education shall act upon the recommended policy.

The procedure for the adoption of a new policy or the amendment of existing policy shall be:

1. Upon referral to the policy committee, the committee will develop a statement of policy or change of existing policy based on the following:
 - a. Suggestions and requests from Board members;
 - b. Recommendations from the Superintendent of Schools;
 - c. Statutory requirements.
2. The policy committee shall present a policy statement, or revised policy statement, with its recommendations to the Board. No action shall be taken at the meeting in which the first read is presented. Recommendations for changes to the proposed policy statement should be made to members of the Policy Committee.
3. The policy shall bring the proposed or revised policy statements back to the Board for a second read with a recommendation from the Board's policy committee. Proposed policy changes approved by majority vote of the Board shall take immediate effect.
4. For proposed policy statements, new or revised, because of changes or additions to Connecticut General Statutes or State Board of Education Regulations, approval may be given at the initial presentation.
5. Formal adoption of policies and/or amendments of policies shall be recorded in the minutes of the Board meeting. Only those written statements so adopted and recorded shall be regarded as official policies.

The Board shall designate one copy of the policy manual as the official policy manual of the District. The official copy shall be kept in the Superintendent's office, and the Superintendent or designee shall be responsible for its accuracy and integrity and shall maintain a historical record of the District's policy manual. If discrepancies occur between the policies on the website and the official policy manual, the version contained in the official policy manual shall be regarded

Bylaws of the Board

Formulation, Adoption, Amendment of Policies

as authoritative.

Legally referenced policies contain provisions from federal and state statutes and regulations, case law, and other legal authority that together form the framework for local decision-making and implementation. These policies are binding on the District until the cited provisions are repealed, revised, or superseded by legislative, regulatory, or judicial action.

No policy or regulation, or any portion thereof, shall be operative if it is found to be in conflict with applicable law. If any portion of a policy or its application to any person or circumstance is found to be invalid, that invalidity shall not affect other provisions or applications of policy that can be given effect without the invalid provision or application; and to this end the provisions of this policy manual are declared to be severable.

Legal Reference: Connecticut General Statutes

10-221 Boards of education to prescribe rules, policies and procedures

Students

Administering Medication – Opioid Overdose Prevention (Emergency Administration of Naloxone)

The Amity Regional School District No. 5 (District) Board of Education (Board) is committed to enhancing the health and safety of individuals within the school environment. The District will identify specific locations for the storage of Naloxone and protocols for its administration in emergency situations to assist individuals suspected to be experiencing an opioid overdose.

Definitions

Drug overdose means an acute medical condition, including, but not limited to, severe physical illness, coma, mania, hysteria or death, which is the result of consumption or use of one or more controlled substances causing an adverse reaction. The signs of opioid overdose include unresponsiveness; nonconsciousness; shallow breathing with rate less than 10 breaths per minute or not breathing at all; blue or gray face, especially fingernails and lips; and loud, uneven snoring or gurgling noises.

Naloxone (Narcan) means a medication that can reverse an overdose caused by an opioid drug. As a narcotic antagonist, Naloxone displaces opiates from receptor sites in the brain and reverses respiratory depression that usually is the cause of overdose deaths.

Opioid means illegal drugs such as heroin, as well as prescription medications used to treat pain such as morphine, codeine, methadone, oxycodone (OxyContin, Percodan, Percocet), hydrocodone (Vicodin), fentanyl, hydromorphone (Dilaudid), and buprenorphine.

Delegation of Responsibility

The School Medical Advisor shall provide and annually renew a standing order for the administration of Naloxone to students, staff members or other individuals believed or suspected to be experiencing an opioid overdose on school grounds or at a school-sponsored activity. The standing order shall include at least the following information:

1. Type of Naloxone (intranasal and auto-injector)
2. Date of issuance
3. Dosage
4. Signature of the school physician/School Medical Advisor

The standing order shall be maintained in the Superintendent's office and copies of the standing order shall be kept in each location where Naloxone is stored.

The school nurse shall be responsible for building-level administration and management of Naloxone and management of Naloxone stocks. Each school nurse and any other individual(s) authorized by the Superintendent shall be trained in the administration of Naloxone.

The Board supports professional development of all staff members who request training in Naloxone administration.

Acquisition, Storage and Disposal

Students

Administering Medication – Opioid Overdose Prevention (Emergency Administration of Naloxone)

Naloxone shall be safely stored in the school nurse's office or other accessible location(s) designated by the school nurse in accordance with the drug manufacturer's instructions.

The school nurse shall obtain sufficient supplies of Naloxone pursuant to the standing order in the same manner as other medical supplies acquired for the school health program. The school nurse or designee shall regularly inventory and refresh Naloxone stocks and maintain records thereof in accordance with internal procedures, manufacturer's recommendations, and any applicable Department of Public Health guidelines.

(cf. 5141 – Student Health Service)

(c.f. 5141.21 – Administration of Medication by School Personnel)

Legal Reference: Connecticut General Statutes

10-212 School nurses and nurse practitioners. Administration of medications by parents or guardians on school grounds. Criminal history; records check.

10-212a Administration of medications in schools. 17a-714 Immunity for prescribing, dispensing or administering an opioid antagonist to treat or prevent a drug overdose.

21a-279(g)Penalty for illegal possession. Alternate sentences. Immunity.

52-557b Immunity from liability for emergency medical assistance first aid or medication by injection. School personnel not required to administer or render.

Connecticut Regulations of State Agencies 10-212a-1 through 10-212a-10, inclusive, as amended.

PA 22-80 An Act Concerning Childhood Mental and Physical Health Services in School

Students

Health Assessments and Immunizations

The Amity Regional School District No. 5 (District) Board of Education (Board) recognizes the importance of periodic health assessments, including oral assessments, according to state health regulations.

To determine health status of students, facilitate the removal of disabilities to learning and find whether some special adaptation of the school program may be necessary, the Board of Education requires that students have health assessments.

The Board of Education adheres to those state laws and regulations that pertain to school immunizations and health assessments, including oral health assessments. It is the policy of the Board of Education to ensure that all enrolled students are adequately immunized against communicable diseases. The Board may deny continued attendance in school to any student who fails to obtain the health assessments required under C.G.S. 10-206, as may be periodically amended.

The Superintendent shall designate the school nurse to receive reports of health assessments and immunizations from health care providers.

Parents/Guardians wishing their children exempted or excused from health assessments, must request such exemption to the Superintendent of Schools in writing. This request must be signed by the parent/guardian.

Parents/Guardians may present a medical exemption form developed by the Department of Public Health (DPH), posted on the DPH website, that their medical provider believes a required vaccination is medically contraindicated for their child based on the child's medical condition. The DPH form is to be signed by a physician, physician assistant or advanced practice registered nurse.

Any child enrolled in kindergarten through twelfth grade on or before April 28, 2021 and whose parents/guardians had presented a religious exemption written request before April 28, 2021 will be permitted continued use of the exemption even if such child transfers to another school in Connecticut.

It is the responsibility of the Principal to insure that each student enrolled has been adequately immunized and has fulfilled the required health assessments. The school nurse shall check and document immunizations and health assessments on all students enrolling in school and to report the status to the school principal. The school nurse shall also contact parents or guardians to make them aware if immunizations and/or health assessments are insufficient or not up-to-date. The school nurse will maintain in good order the immunization and health assessment records of each student enrolled.

Students born in high risk countries and entering school in Connecticut for the first time, should receive either TST (tuberculin skin test) or IGRA (interferon-gamma release assay). Any individual found to be positive shall have an appropriate medical management plan developed that includes a chest radiograph.

Students not already known to have a positive test for tuberculosis should be tested if they meet any of the risk factors for TB infection, as described in the administrative regulations accompanying this policy.

Students

Health Assessments and Immunizations

No record of any student's medical assessment may be open to the public.

When required, the District will report, to the Department of Public Health and to the local Health Director the asthma data, pertaining to the total number of students per school and for the district, obtained through the required asthma assessments, including student demographics. Such required asthma diagnosis shall occur at the time of mandated health assessment at the time of enrollment, in grade seven and in grade ten. Such asthma diagnosis shall be reported whether or not it is recorded on the health assessment form at the aforementioned intervals. The District, as when required, will also participate in annual school surveys conducted by the Department of Public Health pertaining to asthma.

When required, the District will annually report to the Department of Public Health information required on the School Immunization Entry Survey.

The Superintendent of Schools/their designee shall give written notice to the parent/guardian of each student who is found to have any defect of vision or disease of the eyes, with a brief statement describing such defect or disease and a recommendation that the student be examined by an appropriately licensed optometrist or ophthalmologist.

(cf. 5111 - Admission)

(cf. 5125 - Student Records)

(cf. 5141 – Student Health Services)

Legal Reference: Connecticut General Statutes

10-204a Required immunizations (as amended by P.A. 15-174 and P.A. 15-242 and PA 21-6)

10-204c Immunity from liability

10-205 Appointment of school medical adviser

10-206 Health assessments (as amended by PA 17-146 and PA 18-168, and P.A. 21-121, Section 67)

10-207 Duties of medical advisors

10-206a Free health assessments(

10-208 Exemption from examination or treatment

10-208a Physical activity of student restricted; board to honor notice

10-209 Records not to be public. Provision of reports to school.

10-212 School nurses

10-214 Vision, audiometric and postural screenings. When required. Notification of parents re defects; record of results. (as amended by PA 17-173)

Policy Adopted:

Amity Regional School District No. 5
Woodbridge, Connecticut

Students

Health Assessments and Immunizations

Department of Public Health, Public Health Code, 10-204a-2a, 10-204a-3a, 10-204a-4

Section 4 of PA 14-231

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C. 1232g.

P.L. 93-568; codified as 20 U.S.C. 1232g

42 U.S.C. 1320d-1320d-8 P.L. 104-191, Health Insurance Portability and Accountability Act of 1996 (HIPAA)

PA 17-146 “An Act Concerning the Department of Public Health’s Various Revisions to the Public Health Statutes,” Section 5, effective 10/1/17

PA 18-168 An Act Concerning the Department of Public Health’s Recommendations Regarding Various Revisions to the Public Health Statutes, Sections 7-9, 539 & 5