
TRUMBULL PUBLIC SCHOOLS

TRUMBULL, CONNECTICUT

Regular Meeting – Tuesday, May 21, 2024, 7:00 p.m.
Long Hill Administration Building
Agenda

<https://us06web.zoom.us/j/86998392910?pwd=MojuA1Okq2yPd0rsxs0v7pc5vWnnw.yjR8cwFqohRm5uVi>

Webinar ID: 869 9839 2910

Password: 595267

Join by telephone: (309) 205-3325 or (877) 853-5257 (Toll Free) / Webinar ID: 869 9839 2910

I. CALL TO ORDER

II. PRELIMINARY BUSINESS

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

III. REPORTS/ACTION ITEMS

- A. Approval/Minutes
 - Regular Meeting- May 7, 2024
- B. Personnel Report
- C. Budget Finalization – Dr. Semmel, Mr. Hendrickson
- D. Educator Evaluation & Support Plan – Dr. Iwanicki
- E. Healthy Food Certification – Mr. Hendrickson, Mr. Molyneux
- F. Policy Committee Report -Mr. Gallo
 - First Reading – Dr. Iwanicki
 - 3542.43 Food Charging
- G. Facilities Update – Mrs. Nuland, Mr. Cote

IV. RECEIVE AND FILE

- A. Pending Litigation
- B. Negotiations

V. OTHER

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – May 21, 2024

Dr. Semmel

Agenda Item – III-A

Approval/Minutes

- BOE Regular Meeting of May 7, 2024

Recommendation:

Approve the minutes of the above noted meeting.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Board of Education
Regular Meeting – May 7, 2024, 7:00 p.m.
Minutes

The Trumbull Board of Education met for a Regular Meeting at the Long Hill Administration Building.

Members present:

L. Timpanelli – Chairman
J. Norcel – Vice Chair
L. Nuland - Secretary
C. Bandecchi
T. Gallo
J. McNamee
M. Petitti
A. Squicciarro

Agenda Item I—Call to Order

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

Agenda Item II—Preliminary Business

- A. Salute to the Flag - The Public Session began with the Pledge of Allegiance to the Flag.
- B. Introduction Booth Hill Principal
Dr. Semmel and the Board of Education extended a warm welcome to the new Booth Hill Principal, Kevin Chase, who thanked the Board for the opportunity to share his educational philosophy and vision for Booth Hill School.
- C. Correspondence – No correspondence this evening.
- D. Public Comment – No sign ups for this evening.
- E. Superintendent Report
Dr. Semmel would like to send thanks to all the amazing staff of Trumbull Public Schools as we celebrate Staff Appreciation Week. Round one of interviews for the position of Director of Operations have begun.
- F. Board Chairman Report
Mrs. Timpanelli attended the BEI breakfast and sends congratulations to all the BEI students on their participation and accomplishments. Keep in mind some of the many upcoming events: Agriscience Plant Fair, choral and band concerts, Honor Societies Induction Ceremonies, Stepping Forth ceremonies and Athletic Awards, Awards and Scholarship nights. THS graduation is scheduled for Monday, June 10, 2024 at 4:45 p.m.

G. Teacher BOE Representative Report

Mr. John Congdon reported on: spring conferences; Smarter Balanced Assessments; Teacher Appreciation Week; TEA surveys and the transition to the new insurance plan in July.

Agenda Item III—Reports/Action Items

A. Approval Bargaining Unit/Contracts

Attorney Dugas presented the following bargaining unit contracts for full Board approval:

- Supervisors- United Electrical, Radio and Machine Workers of America (formerly CILU Supervisors)

It was moved (Bandecchi) and seconded (Gallo) to approve the bargaining unit/contract for the United Electrical, Radio and Machine Workers of America (formerly CILU Supervisors) as presented. Vote: Unanimous in favor.

- Support Staff- United Electrical, Radio and Machine Workers of America (formerly CILU Support Staff)

It was moved (Bandecchi) and seconded (Gallo) to approve the bargaining unit/contract for the United Electrical, Radio and Machine Workers of America (formerly CILU Support Staff) as presented. Vote: Unanimous in favor.

B. Approval/Minutes

The minutes of the BOE Regular Meeting of April 16, 2024 were presented for Board approval.

It was moved (Norcel) and seconded (McNamee) to approve the minutes of the BOE Regular Meeting of April 16, 2024 as presented. Abstain- Bandecchi. Vote: Timpanelli, Norcel, Gallo, Nuland, McNamee, Petitti, Squicciarro in favor. Motion passes.

The minutes of the BOE Special Meeting/Executive Session of April 25, 2024 were presented for Board approval.

It was moved (Norcel) and seconded (Petitti) to approve the minutes of the BOE Special Meeting/Executive Session of April 25, 2024 as presented. Abstain- Squicciarro, Bandecchi. Vote: Timpanelli, Norcel, Gallo, Nuland, McNamee, Petitti in favor. Motion passes.

C. Personnel Report

Dr. Semmel presented the following certified resignation/retirement:

Pastir, Danielle; grade 3 teacher at Daniels Farm Elementary School since August 2008, retiring effective June 30, 2024.

It was moved (Gallo) and seconded (Bandecchi) to accept the resignation/retirement as presented. Vote: Unanimous in favor.

D. TECEC Preschool Tuition Increase

Mr. Hendrickson and Dr. Wheeler presented and reviewed TECEC tuition in comparison to surrounding towns / facilities. It was recommended to increase the tuition from \$4,000 to \$4,200 for the 2024-2025 school year.

A motion was made (Norcel) and seconded (Gallo) that the TECEC annual tuition be increased from \$4,000 => \$4,200 for the 2024-2025 school year. Vote: Unanimous in favor.

E. Acceptance of Middlebrook Roof Project

Board Member Lisa Nuland and Director of Operations Mr. David Coted reported that the Middlebrook Roof Replacement Building Committee approved final acceptance of the completed project at their April 29, 2024 meeting. All invoices to the contractor have been paid and their Performance and Payment bonds have been released.

A motion was made (Bandecchi) and seconded (Gallo) to approve the Middlebrook Elementary Roof Replacement Project as being complete and to accept the building for public school purpose. Vote: Unanimous in favor.

Adjournment

Board Members gave unanimous consent to adjourn the Public Session at 7:25 p.m.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, May 21, 2024

Dr. Semmel

Agenda Item III-B

Personnel

Appointments – Certified

Chase, Kevin; Category II, Step 5 (\$190,727) Principal at Booth Hill Elementary School effective July 1, 2024.

Murphy, Brittany; MA/6 (\$62,468) teacher of the deaf district wide effective May 15, 2024.

Recommendation:

Receive and file.

Resignations – Certified

Na, Elissa; art teacher at Madison Middle School since August 2022, resigning effective June 30, 2024.

Recommendation:

Accept.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – May 21, 2024

Dr. Semmel / Mr. Hendrickson

Agenda Item – III-C

Budget Finalization

- Review and modify the list of proposed increases and reductions to the Board of Education approved 2024-25 budget to reach a total net reduction of \$1,603,046.

Recommendation:

- Approve a \$1,603,406 net reductions to the Board of Education approved 2024-25 budget.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – May 21st, 2024

Agenda Item –III-D

Dr. Iwanicki

Educator & Leader Evaluation and Support Plan
Committee

The New Teacher and Administrator Evaluation

Recommendation:

Review and Approve

Dr. Iwanicki

Approval/ The TPS Educator & Leader Evaluation and
Support Plan

Based on the work of the committee representing every grade level band with representatives from the TEA and TAA, the Board of Education will be asked to approve the new TPS Educator & Leader Evaluation and Support Plan. The committee will present highlights of the major changes of the document that was shared with the Board.



Educator & Leader Evaluation and Support Plan

Overview of Changes 2024

Committed to Excellence

Meet Our Revision Team

The Trumbull Education & Leader Evaluation and Support Committee (ELESC)



Marianne Ferrari
Elementary Educator Representative



Paul Teixeira
Middle School Educator



John Evans
High School Educator



Gina Prisco
Elementary Leader Representative



Peter Sullivan
Middle School Leader Representative

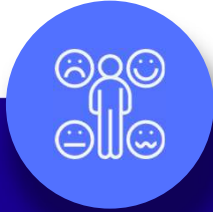


Ellen Spark
High School Leader Representative



Dr. Sue Iwanicki
Assistant Superintendent

Communication, Time, and Commitment



Communication

- Conversations with CEA and CSDE
- Survey to seek out volunteers
- Meetings from each representative at the building level and our representation level



Time

- Multiple full retreat and half days
- Researched other models in states as well as those provided
- Reviewed our own model
- Worked collaboratively to revise and update



Commitment

- Make this doable for educators and leaders
- Preserve the integrity of our past system
- Uphold the law



Our Goal

- To review the district's previously successful Teacher and Administrator Supervision, Evaluation, Professional Learning Plans in conjunction with Connecticut State Statute, Section 10-151b.
- To develop plan based on the previously successful teacher and administrator evaluation plan within the new parameters

**Continuing the tradition of
Excellence**



Trumbull Public Schools Re-envisioning Educator & Leader Evaluation

FOCUS ON AREAS THAT MATTER

Identify high leverage goal focus areas

CONTINUE TRUMBULL TRADITION OF EXCELLENCE

Involves professional ownership around specific, timely, accurate, and actionable, goals with reciprocal feedback.

CONNECTION TO MEANINGFUL PROFESSIONAL LEARNING

Provide multiple pathways for participants to improve their own practice in a way that is meaningful and impactful



ALLOW FOR DIFFERENTIATION OF ROLES

For educators-- teachers, counselors, student support staff and more

REDUCE & SIMPLIFY THE BURDEN

Eliminate paperwork and the amount of steps

FOCUS ON EDUCATOR AND LEADER GROWTH AND AGENCY

Meaningfully engage professionals by focusing on growth and practice in partnership with others aligned to a strategic focus

FOCUS ON THE WHOLE CHILD

Identify best practices that focus on the whole child, including, but not limited to, academic, social, emotional, and physical development)

What has changed?



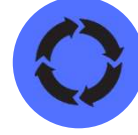
**Educator & Leader
Title & Growth Focus**



**Performance
Standards**



**Goal Measures and
Timeline**



**Observation
Cycle**



**TEAM
Alignment**



Forms



**Levels of
Support**



**Summative
Rating**

Types of Performance Standards

Common Core of Teaching (CCT) for Teachers

DOMAIN 1:
Classroom
Environment

DOMAIN 2:
Planning
For Active Learning

DOMAIN 3:
Instruction
For Active Learning

DOMAIN 4:
Prof. Responsibilities
& Leadership

for Service Providers

DOMAIN 1:
Learning
Environment

DOMAIN 2:
Planning
For Active Learning

DOMAIN 3:
Service Delivery

DOMAIN 4:
Prof. Responsibilities
& Leadership

Standards for Leaders

DOMAIN 1:
Instructional
Leadership

DOMAIN 2:
Talent Management

DOMAIN 3:
Organizational
Systems

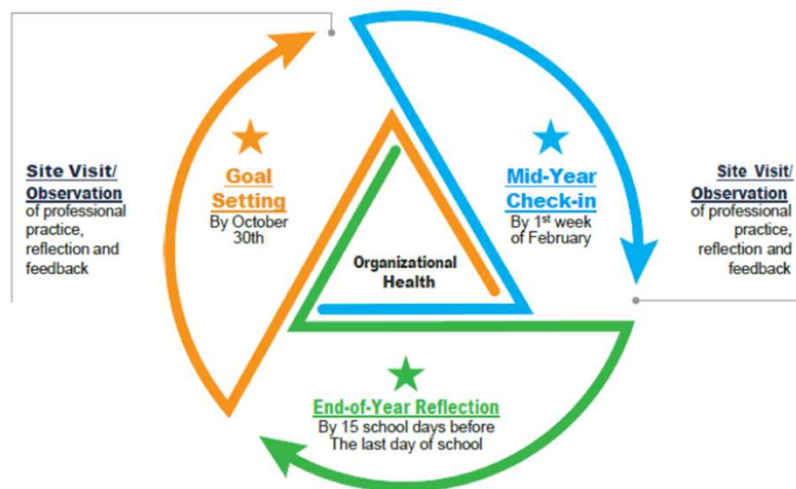
DOMAIN 4:
Culture and
Climate

In Many Ways... the process is the same

The TPS Educator & Leader Continuous Learning Process

Fall Evaluation Meeting to Review Process, Procedures and Goals

Completed prior to the start of the Continuous Learning Process



Goal Measures & Timeline Changes



Measures of Accomplishment/ Indicators of Growth

- Multiple measures as agreed upon with evaluator
- Can include measures that reach “the whole child”



Goals can be set over multiple years

- 1-3 year goal
- As mutually agreed upon with the evaluator



TRUMBULL PUBLIC SCHOOLS EDUCATOR EVALUATION TIMELINE

(UNLESS ON A LEVELED SUPPORT PLAN)

	Goal Setting	Observation	Mid-year	End-year	Summative
NEW EDUCATOR Initial Certification • New to profession and district • TEAM Y1 or Y2 • Non-tenured	Choose to set a goal for the year and fill out BOY form by Oct 30th OR choose TEAM timeline below	Sept. – May <u>Minimum</u> of 1 formal observation by November 15 th and total of 3 by end of year	Complete MOY Form by end of the 1st week in Feb or earlier Mid-year Conference by mid February.	Complete EOY form (teacher section) 15 school days before the last scheduled day of school or earlier. End of year conference by the last day of school or earlier.	Completed & signed by last day of school
	TEAM TIMELINE OPTION FOR NEW EDUCATOR GOAL SETTING				
	By Oct. 30th Goal for 1st TEAM Module By the end of the 1st week of Feb. Goal for 2nd TEAM Module	Sept. – May <u>Minimum</u> of 1 formal observation by November 15 th and total of 3 by end of year	Complete 1st Module in January in TEAM Dashboard Complete MOY Form by end of the 1st week in Feb or earlier. Mid-year Conference by mid February.	Complete 2nd Module in May in TEAM. Complete EOY Form (teacher section) 15 school days before the last scheduled day of school or earlier. End of year conference by the last day of school or earlier.	Completed & signed by last day of school
EDUCATOR APPROACHING TENURE Primarily Provisional & Professional Certification • Y3 and Y4 in Teaching • New hire to District with at least 2 or more years of experience • NON-TEAM participants	By Oct. 30 th (BOY Goal Setting Form)	Sept. – May <u>Minimum</u> of 1 formal observation by November 15 th and total of 2 by end of year <u>Minimum</u> of 1 informal observation by Feb 1st	Begin form in January and complete MOY by end of the 1st week in Feb or earlier Mid-year Conference by mid February.	Complete the EOY Form (teacher section) 15 school days before the last scheduled day of school or earlier. End of year conference by the last day of school or earlier.	Completed & signed by last day of school
TENURED TRUMBULL EDUCATOR Provisional & Professional Certification • Tenured in Trumbull	By Oct. 30 th (BOY Goal Setting Form)	Year 1 and 2 Sept. - May <u>Minimum</u> of 1 informal observation Year 3 <u>Minimum</u> of 1 formal observation and 2 Reviews of Practice.	Mid-year Conference by mid February. (MOY form optional)	Complete the EOY Form (teacher section) 15 school days before the last scheduled day of school or earlier. End of year conference by the last day of school or earlier.	Completed & signed by last day of school

- Supervisors will refer tenured teachers who are in danger of not meeting the *Proficient* rating to the administrator for evaluation by March 1st.
- The only acceptable forms for evaluation exist within this plan.

TRUMBULL PUBLIC SCHOOLS LEADER EVALUATION TIMELINE

UNLESS ON A LEVELED SUPPORT PLAN

	Goal Setting	Support Processes	Mid-year Conference by End of February	End-year Conference by Mid-June	Summative
INDUCTION PHASE <i>Two (2) year period or until granted tenure</i>	By Oct. 30 th (BOY Goal Setting Form)	• Orientation program • Mentor assigned for first year • Minimum four school site observations-at least two by mid January • Formative feedback • Professional Learning Support from TAA	Complete MOY Form by end of the 1st week in Feb or earlier	Complete EOY form 15 school days before the last scheduled day of school or earlier. (EOY Form- leader section) Conference by last day of school or as scheduled with evaluator, no later than June 25th	Completed & signed by June 30th.
PROFESSIONAL GROWTH <i>Tenured administrators</i>	By Oct. 30 th (BOY Goal Setting Form)	• Self-directed • Minimum of two school site observations by mid June • Professional Learning Support from TAA	By end of the 1st week in Feb or earlier	Complete EOY form 15 school days before the last scheduled day of school or earlier. (EOY Form- leader section) Conference by last day of school or as scheduled with evaluator, no later than June 25th	Completed & signed by June 30th.

- The only acceptable forms for evaluation exist within this plan.



Due October 30th
(To Be Completed by
Educator/Leader)

Beginning-of-the-Year Goal Setting Form

Name:		Location:	
Grade(s)/Role:		Date:	
EDUCATOR/LEADER EXPERIENCE	GOAL TYPE	YEAR IN PROCESS	STANDARDS
Select One: ☐ New Educator/Leader ☐ Educator Approaching Tenure ☐ Tenured Trumbull Educator/Leader See Evaluation Timeline.	Select One: ☐ Individual goal ☐ Collaborative goal Decided upon mutual agreement.	Select One: ☐ New Goal ☐ Continuation of Goal- Year 2 ☐ Continuation of Goal- Year 3 Decided upon mutual agreement.	Select One: ☐ CCT for Effective Teaching ☐ CCT for Effective Service Delivery ☐ CT Leader and Evaluation Support Rubric

New headings

Similar prompts

I. Goal and Rationale: (Specific, realistic, manageable and measurable objective stating what you hope to achieve. This should be an initiative which you consider to be worthy of focused attention.)

II. Professional Growth Action Plan: (Strategies, activities, or methods you believe will be helpful in accomplishing your goal.)

III. Measures of Accomplishment/Indicators of Growth: (Evidence that the objective has been achieved. This section describes what you will expect as measures of your success and progress toward your goal.)

IV. Support Resources requested:

V. Goal is approved as proposed (notes, if any):

Educator OR Leader Signature/Date

Evaluative Administrator's Signature/Date

Supervisor's Signature (as appropriate)



Due by end of the 1st week
February
(To Be Completed by Educator/Leader)

Mid-Year Progress Goal Form

Reflection, Accomplishments, Adjustment(s), and Next Steps

Name:	Location:
Grade(s)/Role:	Meeting Date:

**Attach/provide relevant artifacts and data.*

- I. Goal Reflection: What has been your progress toward your goal(s)/objective(s) leading to student growth?
- II. Measures of Accomplishment/Indicators of Growth: Evidence that the objective has been achieved. This section describes what you will expect as measures of your success and progress toward your goal.
- III. Professional Growth: Reflections on growth in meeting CCT standards associated with your role.
- IV. Adjustments (if any): Are there any adjustments that are needed to your goal and/or its measures? (If participating in TEAM, please indicate a new goal for the next TEAM Module you will be addressing.)
- V. Educator/Leader Feedback from Evaluator:

Additional Comments: (optional)

Educator's OR Leader's Signature/Date

Evaluative Administrator's Signature/Date

Supervisor's Signature (as appropriate)



Due 15 school days before the last
scheduled day of school or earlier
(To Be Completed by Educator/Leader)

End-of-Year Summative Form

Reflection, Accomplishments, Adjustment(s), and Next Steps

Name:	Location:
Grade(s)/Role:	Meeting Date:

**Attach/provide relevant artifacts and data.*

- I. Goal Reflection: What has been your progress toward your goal(s)/objective(s) leading to student growth? What impact did your new learning and practice have on your student learning, growth, and/or achievement?
- II. Measures of Accomplishment/Indicators of Growth: Evidence that the objective has been achieved.
- III. Professional Growth: Reflections on growth in meeting CCT standards associated with your role. What are your next steps with your professional learning? Share any positive aspects, areas of challenge, or next steps you would like to note.

Additional Educator/Leader Comments: (optional)

SUMMATIVE EVALUATION FEEDBACK FOR EDUCATOR/LEADER

To be Completed by Supervisor/Evaluator on or before The Last Day of School

Educator/Leader Name:	Role:	Evaluator:	Date:
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A brief summative statement will be included with this evaluation; the evaluator may address the following:

- Areas of Strength/Commendations
- Professional Goal Progress
- Areas of Growth Needed
- Professional Responsibilities and Leadership

No Numeric Calculation

SUCCESSFUL COMPLETION OF THE EVALUATION CYCLE	For multi-year goals only:
The educator/leader showed successful completion of the evaluation cycle and meeting the standards associated with the role. Select One: ☐ Yes ☐ No	Select One: ☐ The educator/leader will continue this multi-year goal. ☐ The educator/leader will adjust this multi-year goal. ☐ The educator/leader completed this multi-year goal.

Educator/Leader Signature/Date

Evaluator/Principal Signature/Date

Supervisor's Signature (as appropriate)

Rating is based on successful goal completion and proficiently meeting the standards associated with the role.

Observation Forms



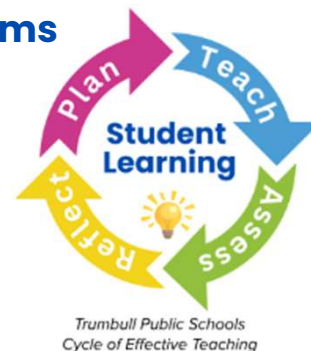
Remain Largely the Same as Previous Forms

- Modified to fit the multiple roles
- Updated in any measures used
- Retitled to fit the form type as opposed to Form "H"



Google Forms Initially

- Working with technology make forms user friendly through Google



Resource Pages



The Plan also has resource pages at the end.

- [Trumbull Educator Performance Examples of the CCT](#) (click on title to access link)

" In 2012, The Teacher Supervision, Evaluation, and Professional Learning Committee created the Trumbull Teacher Performance Rubric Summary with opportunity for input from all certified Trumbull educators...."

- The [Examples of CCT Indicators](#) (click here) provides examples of the domains as a supplemental tool alongside the CCT for teachers to help them plan for further professional growth. These are "best practices" for all teachers.

Leveled Assistance Support Plans



Initial
Self



Intermediate
Self + Coach/Mentor



Intense
Self + Coach/Mentor + Second Evaluator + Peer

Leveled Assistance Support Plan



The purpose of this written notice is to bring to your attention ongoing areas of concern associated with your role. The intent is to define the standards observed so that you may reflect and take action towards improvement in this area. Failure to address these concerns may result in movement to the next level of support. Please see me if you have any questions or need any support.

Educator/Leader Name	Date of Notification
School/Dept	Grade Level/Role

Level of Assistance and Support (Check one)

- ☐ Level One: Initial (0-3 weeks)
 ☐ Level Two: Intermediate (3-10 weeks)
 ☐ Level 3: Intensive (Not more than 1 year)

Focus Area of Concern (cite standard(s))

Evidence of Concern	Type of Notification (Verbal, Written, or Observation Type)	Date Provided

Success Plan to Address Concern and Exit Plan	Supports	Timeline

Receipt of Notice

Signatures do not indicate agreement, but receipt of notice.

Educator/Leader Name:	Educator/Leader Signature:
Evaluator Name:	Evaluator Signature:
Union Rep Name:	Union Rep Signature:

Educator & Leader Evaluation and Support Plan

Overview of Changes 2024

Committed to Excellence

Trumbull
Public
Schools

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – May 21, 2024

Mr. Paul Hendrickson / Mr. Chris Molyneux

Agenda Item III-E

Approval / Healthy Food Certification for 2024-2025 school year

Healthy Food Option: *Required vote for participation in healthy food option of HFC. This vote is required for all BOEs that participate in the NSLP. Each BOE must vote “yes” or “no” to participate in the healthy food option of C.G.S. Section 10-215f and follow the Connecticut Nutrition Standards (CNS). The motion and BOE-approved meeting minutes must include the **exact motion language** below:*

“Pursuant to C.G.S. Section 10-215f, the Trumbull Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.”

Exemption for Food Items: *Required vote for food exemptions for BOEs choosing healthy food option of HFC. This vote is required for all BOEs that vote “yes” to participate in the healthy food option. The motion and BOE-approved meeting minutes must reflect a “yes” or “no” vote to allow food exemptions using the **exact motion language** below.*

The Trumbull Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the food sales.

Recommendation:

Approve participation in the Healthy Food Option of the Healthy Food Certification (HFC) and Exemption for Food Items in schools for the 2024-2025 school year.



STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



TO: Sponsors of the National School Lunch Program

FROM: John Frassinelli for Shannon Yearwood, Bureau Chief 
Bureau of Child Nutrition Programs

DATE: February 27, 2024

SUBJECT: Operational Memorandum No. 07-24
Requirements for Submitting the Healthy Food Certification (HFC) Statement
for School Year 2024-25

The Healthy Food Certification (HFC) statute ([C.G.S. Section 10-215f](#)) requires that each local board of education or governing authority (BOE) for public schools participating in the National School Lunch Program (NSLP) each year must certify whether all food items sold to students separately from reimbursable meals will or will not meet the [Connecticut Nutrition Standards](#) (CNS). The CNS also applies to all foods offered in reimbursable snacks for the Afterschool Snack Program (ASP). **Note:** “Public schools” include all public schools, regional educational service centers, the Connecticut Technical Education and Career System (CTECS), charter schools, interdistrict magnet schools, and endowed academies.

This memo provides the required BOE motion language and instructions for the HFC application process for school year (SY) 2024-25. Please review carefully to ensure accurate and timely submission of the HFC Statement.

HFC Eligibility Requirements for BOEs opting to implement HFC

To be eligible for HFC during SY 2024-25 (July 1, 2024, through June 30, 2025), the BOE must conduct the HFC votes by **July 1, 2024**. All votes must use the **exact motion language** provided in attachment 1.

- All BOEs must vote on whether to participate in the healthy food option of HFC.
- If the BOE votes “yes” to the healthy food option, a vote on whether to allow food exemptions is required. The BOE may also choose to vote on whether to allow beverage exemptions.
- If the BOE votes “no” to the healthy food option, a vote on whether to allow food exemptions is not required. The BOE may choose to vote on whether to allow beverage exemptions.

Note: Beverage exemptions are defined by a separate statute (C.G.S. Section 10-221q) and are not part of the annual HFC Statement. If the BOE does not vote to allow beverage exemptions, noncompliant beverages cannot be sold to students on school premises at any time.

Refer to attachment 1 for the required motion language and a summary chart of the required votes.

HFC Application Process for SY 2024-25

All public school sponsors of the NSLP must complete the steps below to meet the HFC application deadline of **July 1, 2024**, for school year 2024-25.

1. Carefully review the requirements in this memorandum and Attachment 1 to ensure accurate and timely submission of the HFC Statement.
2. Schedule the required HFC votes at a BOE meeting **well before** July 1, 2024, to allow sufficient time for the BOE to approve the **draft** minutes before they are submitted to the CSDE. The HFC Statement must include the **final** BOE-approved minutes. If the district chooses to allow beverage exemptions, the CSDE recommends that the BOE conducts the vote on beverage exemptions at the same time as the HFC votes.
3. Conduct the BOE votes and prepare the BOE minutes. The final BOE-approved minutes must: 1) include the required language in attachment 1; and 2) indicate the results of each vote. Do not submit the final BOE-approved minutes until requested by the CSDE (refer to step 4).
4. **May 2024:** Complete the online HFC application module in the CSDE's Connecticut Online Application and Claiming System for Child Nutrition Programs (CNP System). Upload the final BOE-approved minutes indicating the results of the HFC votes. **Note:** The CSDE will notify sponsors when the HFC application module and instructions are available. Do not access the CNP System prior to receiving this notification.

For more information, visit the “[Apply](#)” section of the CSDE's HFC webpage. Training on the HFC application process is available in the CSDE's video, [Completing the Application Process for Healthy Food Certification](#).

Refer to attachment 2 for a list of HFC compliance resources. Training on the HFC requirements is available in the CSDE's training program, [Complying with Healthy Food Certification](#).

For questions or additional information, please contact Susan Fiore at 860-807-2075 or susan.fiore@ct.gov or Teri Dandeneau at 860-807-2079 or teri.dandeneau@ct.gov.

SKY:sff

Attachments: (2)

Important: This is a numbered Connecticut State Department of Education (CSDE) operational memorandum that contains important program information. Please read carefully and retain for future reference. All CSDE operational memoranda are posted on the CSDE's [Operational Memoranda for School Nutrition Programs](#) webpage.

Attachment 1

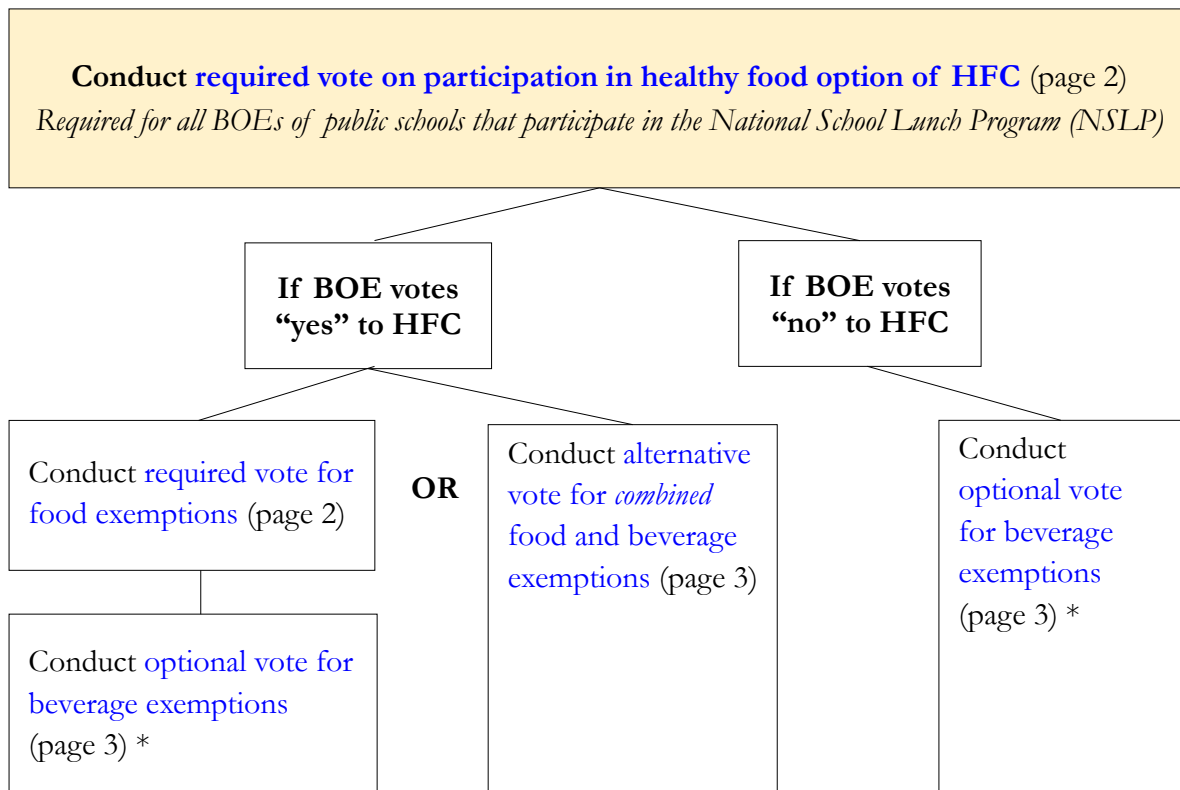
Required Motion Language for the Healthy Food Certification (HFC) Statement

School Year 2024-25

This attachment accompanies the Connecticut State Department of Education's (CSDE) Operational Memorandum No. 07-24: *Requirements for Submitting the Healthy Food Certification (HFC) Statement for School Year 2024-25*. It provides the required motion language for the board of education or governing authority's (BOE) votes and the final BOE-approved minutes that must be submitted to the CSDE with the annual HFC Statement. The HFC Statement and final BOE minutes are due to the CSDE on July 1, 2024.

Use the **exact motion language** on pages 2-3 to conduct the required HFC votes and the optional vote for beverage exemptions (if applicable). Figure 1 summarizes the required BOE votes.

Figure 1. Summary of BOE Votes



* Beverage exemptions are defined by a separate statute (C.G.S. Section 10-221q) and are not part of the annual HFC Statement. BOEs may choose whether to allow beverage exemptions. If the BOE does not vote to allow beverage exemptions, noncompliant beverages cannot be sold to students on school premises at any time.

Required Motion Language for HFC Statement

Required Language for BOE Votes and Minutes for HFC

Each BOE must complete their HFC votes using the required motion language below.

Vote 1: Required vote for participation in healthy food option of HFC

This vote is required for all BOEs that participate in the NSLP. Each BOE must vote “yes” or “no” to participate in the healthy food option of C.G.S. Section 10-215f and follow the Connecticut Nutrition Standards (CNS). The motion and BOE-approved meeting minutes must include the **exact motion language** below:

Pursuant to C.G.S. Section 10-215f, the *(insert name of board of education or governing authority)* certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

Vote 2: Required vote for food exemptions for BOEs choosing healthy food option of HFC

This vote is required for all BOEs that vote “yes” to participate in the healthy food option. The motion and BOE-approved meeting minutes must reflect a “yes” or “no” vote to allow food exemptions using the **exact motion language** below.

The *(insert name of board of education or governing authority)* will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the food sales.

Note: If the BOE votes “no” to participation in the healthy food option, a vote on whether to allow food exemptions is **not** required.

Required Motion Language for HFC Statement

Required Language for BOE Votes and Minutes on Beverages

The state beverage requirements (C.G.S. Section 10-221q) apply to all public schools, regardless of whether the district participates in the NSLP or certifies for the healthy food option of HFC. BOEs may choose whether to allow beverage exemptions. Districts without a beverage exemption in place can never sell noncompliant beverages to students on school premises.

Vote 3: Optional vote for beverage exemptions for all BOEs

If the BOE chooses to allow beverage exemptions, the BOE motion must include the **exact motion language** below.

The (*insert name of board of education or governing authority*) will allow the sale to students of beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the beverages are not sold from a vending machine or school store. An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. The “school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the beverage sales.

Required Language for Option to Combine Food and Beverage Exemptions

BOEs that vote “yes” to participate in the healthy food option may choose to combine the two separate food and beverage exemptions into one motion, by using the **exact motion language** below. This combined option replaces votes 2 and 3 above.

Required motion language for combined food and beverage exemptions: The (*insert name of board of education or governing authority*) will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An “event” is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The “regular school day” is the period from midnight before to 30 minutes after the end of the official school day. “Location” means where the event is being held and must be the same place as the food and beverage sales.

Attachment 2

Healthy Food Certification (HFC) Resources

This attachment accompanies the Connecticut State Department of Education's (CSDE) Operational Memorandum No. 07-24: *Requirements for Submitting the Healthy Food Certification (HFC) Statement for School Year 2024-25*. It includes CSDE resources and websites that provide guidance on meeting the federal and state requirements for foods and beverages in HFC public schools. For a comprehensive list of resources, refer to the CSDE's document, *Resources for Meeting the Federal and State Requirements for Competitive Foods in Schools*.

- [Allowable Beverages in Connecticut Public Schools](#)
- [Beverage Requirements](#) (CSDE webpage)
- [Beverage Requirements for Connecticut Public Schools](#)
- [Connecticut Nutrition Standards](#) (CSDE webpage)
- CSDE Training Module: [Completing the Application Process for Healthy Food Certification](#)
- CSDE Training Program: [Complying with Healthy Food Certification](#)
Recorded modules on meeting the HFC requirements and related state laws
- [Ensuring District Compliance with HFC](#)
- [Evaluating Foods for Compliance with the Connecticut Nutrition Standards](#)
(“How To” section of CSDE’s Connecticut Nutrition Standards webpage)
- [Guidance on Evaluating Recipes for Compliance with the Connecticut Nutrition Standards](#)
- [Guide to Competitive Foods in HFC Public Schools](#)
- [Healthy Food Certification](#) (CSDE webpage)
- [How to Evaluate Foods Made from Scratch for Compliance with the CNS](#)
- [How to Evaluate Purchased Foods for Compliance with the CNS](#)
- [List of Acceptable Foods and Beverages](#) (CSDE webpage)
- [Overview of Connecticut Competitive Foods Regulations](#)
- [Questions and Answers on Connecticut Statutes for School Food and Beverages](#)
- [Requirements for Competitive Foods in HFC Public Schools](#)
- [Requirements for Food and Beverage Fundraisers in HFC Public Schools](#)
- [Requirements for Foods and Beverages in Culinary Programs in HFC Public Schools](#)
- [Requirements for Foods and Beverages in School Stores in HFC Public Schools](#)
- [Requirements for Foods and Beverages in Vending Machines in HFC Public Schools](#)
- [Summary Chart: Federal and State Requirements for Competitive Foods in HFC Public Schools](#)
- [Summary of Connecticut Nutrition Standards](#)

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education

Regular Meeting – May 21, 2024

Dr. Iwanicki

Agenda Item – III-F

First Reading
Policy for Review

Dr. Iwanicki will review with the Board the
following policy for revision:

- 3542.43 Food Charging

Recommendation:

Review Policy

TRUMBULL PUBLIC SCHOOLS TRUMBULL, CONNECTICUT

Policy Committee of the Trumbull Board of Education Regular Meeting

Monday, May 13, 2024—6:00p.m.

Minutes

- I. The meeting was called to order at 6:10pm.

Members Present

T. Gallo, Chair of Policy
A. Squicciarro, BOE Member
M. Petitti, BOE Member
T. Chaudhary, parent representative
T. Gray, parent representative
P. Coppola, TAA representative
Mike Ward, community representative

Members Absent

K. Totten, student representative
N. Konstantinidis, student representative
C. Turrieta, parent representative
N. Banks, TEA representative
B. O'Connor II, community representative

- II. Correspondence/Public Comment- No public comment has been received.
- III. Approval/Minutes –1/23/2024 Mr. Gallo made a motion to approve the minutes of the 1/23/2024. Mrs. Squicciarro seconded. The motion passed unanimously.
- IV. New Business
- A. Policy 3542.43/Food Charging- Director of Food Services, Chris Molyneux shared that the practices in our cafeterias have already been updated so that children cannot be shamed for not having enough money to purchase lunches. The changes to the policy are needed to match our practices, but more importantly, to be aligned with the current law. Mr. Gallo asked about the word “shaming” and if the changes are about the food or the student’s economic status. The committee also discussed reasons why students might not have the money in their lunch account and the suggested changes make sense. Mr. Gallo motioned to bring the changes to Policy 3542.43/Food Charging at the next Board meeting. Mrs. Petitti seconded. Mr. Molyneux expressed one more change regarding the lunch amount should read zero dollars. This edit was made and Mr. Gallo amended the original motioned to bring the changes to Policy 3542.43/Food Charging with the additional change suggested by Mr. Molyneux to the next Board meeting. Mrs. Petitti seconded. The motion passed unanimously.

- B. Policies Regarding Bullying-Update & Next Steps. The Director of Pupil Services, Dean Catalano, and Dr. Iwanicki shared the updates needed to the Bullying and School Climate policies in the legislation. It was highlighted that forms are supposed to be shared by the state that districts must use and these forms have not been published to date. The district also has a CAFE sample policy, but as we are waiting for the state updated forms and transitioning the district to the new terms and requirements, the Policy Committee will wait to have all information prior to make a full revision to our current policy. Policy Chair Mr. Gallo suggested to table the topic until we have all information from the state.
- C. Summer Availability. The committee had a short discussion about summer availability. There were many conflicts with the summer dates. If the committee has as an urgent policy need, members will be contacted to hold a “special meeting” as needed. Our next published meeting is September 17, 2024.

The meeting was adjourned at 7:14pm.

TRUMBULL PUBLIC SCHOOLS
Proposed Revision Draft

SECTION: **3000**
CATEGORY: **Business & Non-Instructional Operations**
POLICY CODE: **3542.43/Food Charging**

FOOD CHARGING

Policy Statement

Although not required by law, because of the District's participation in the Child Nutrition Programs, the Board approves the establishment of a system to allow a student to charge a meal.

To facilitate payment in advance for school meals, the Board has established a payment program whereby parents/guardians may pay for meals in advance either by cash or check or through the MySchoolBucks program at www.myschoolsbucks.com. Additional information about payment methods can be obtained through the Director of the Food Services Department, through each school's Food Service Manager, or through the Trumbull Public Schools Food Services website. If a parent/guardian chooses to send in one payment to be distributed amongst sibling accounts enrolled in the same school, the parent/guardian must specify how the funds are to be distributed amongst the sibling accounts. Funds may not be transferred between sibling accounts unless written permission from the parent/guardian is received by the Director of the Food Services Department.

No child shall be denied a school meal due to lack of payment; however, the regulations set forth in this policy shall be followed whenever a child does not have sufficient cash or sufficient funds in his/her school meal account.

Any parent/guardian who anticipates a problem with paying for meals is encouraged to contact the Director of the Food Services Department, the applicable school's Food Service Manager, or the applicable school's principal for assistance. The Board encourages all families who may have a child eligible for free or reduced-price meals to apply for such.

The Board recognizes that funds from the non-profit school food service account, according to federal regulations, cannot be used to cover the cost of charged meals that have not been paid.

Moreover, federal funds are intended to subsidize the meals of children and may not be used to subsidize meals for adults (teachers, staff, and visitors). Adults are not allowed to charge meals, and shall pay for such meals at the time of service or through pre-paid accounts.

This policy shall be provided in writing to all households at the start of each school year and to households with students transferring into the District during the school year. The policy shall also be provided in writing to all school staff responsible for its enforcement. In addition, school social workers, nurses, the District's educational liaison for homeless children and youths, and other staff members assisting children in need or who may be contacted by families with unpaid meal charges shall be informed of this policy.

Adopted: 5/23/2017
Possibly Revised: 6/4/2024

References

- United States Department of Agriculture SP 46-2016, 47-2016, 57-2016, 58-2016
- Connecticut General Statutes §§ 10-215, 10-215a, 10-215b
- Trumbull Board of Education Policy Code 3542.31: Free and Reduced-Price Meals

Regulations

1. If a student's meal account falls below the value of zero dollars (\$0.00) ~~two reimbursable meals~~ at the student's school, the school's Food Service Manager shall e-mail the student's parent/guardian and/or send home a reminder letter with the student, reminding the parent/guardian to deposit funds into the student's meal account.
2. If a student's meal account balance becomes negative, the school's Food Service Manager shall within 5 school days contact the parent/guardian by telephone, e-mail, or reminder letter given to the student, reminding the parent/guardian to deposit funds into the student's meal account.
3. If a student's meal account balance becomes negative, ~~the student will be allowed up to two (2) reimbursable meal charges~~. No charging of snack items, a-la-carte items, ice cream, or anything else outside of the typical reimbursable meal profile will be allowed
4. The District prohibits publicly identifying or shaming a child for any such unpaid meal charges, including, but not limited to, delaying or refusing to serve a meal to such child, designating a specific meal option for such child (such as offering a cheese sandwich as an "emergency meal,") or otherwise taking a disciplinary action against a child.
5. The student has a right to obtain a meal, which may exclude any a la carte items or be limited to one meal for any lunch, breakfast, or other meal service.
- ~~6. If a student reaches the charging limit (the value of two reimbursable meals at the student's school), the student, for any such meals following, will be served an alternate meal consisting of unflavored milk, a piece of fruit or a vegetable, and the choice of a SunButter and jelly sandwich, a cheese sandwich, or a chef salad (unless there is a medically documented allergy or dietary restriction requiring modification). Such alternate meals shall be charged to the student's account. At this point, a letter will be sent within 5 school days to the parent/guardian from the Food Service Manager; the letter will include information for the parent/guardian about the National School Lunch Program's eligibility criteria for free and reduced-price meals. The letter will also include that, until the student's meal account arrearage is eliminated, the student will be allowed only an alternate meal consisting of unflavored milk, a piece of fruit or a vegetable, and the choice of a SunButter and jelly sandwich, a cheese sandwich, or a chef salad (unless there is a medically documented allergy or dietary restriction requiring modification).~~
- ~~7. If a student's meal account has reached the charging limit (the value of two reimbursable meals at the student's school) and has remained in that status for over a week, the school's Food Service Manager or the school's principal shall contact the parent/guardian every other week, until the student's meal account arrearage is eliminated, by telephone, e-mail, or letter, reminding the parent/guardian to deposit funds into the student's meal account and reminding the parent/guardian of the National School Lunch Program's eligibility criteria for free and reduced-price meals. If necessary, the school principal shall also schedule a meeting with the parent/guardian to discuss the arrearage.~~
- ~~8. If a student's meal account has reached the charging limit (the value of two reimbursable meals at the student's school) and has remained in that status for over a month, the Director of the Food Services Department shall contact the parent/guardian, by telephone, e-mail, or~~

~~letter, reminding the parent/guardian to deposit funds into the student's meal account and reminding the parent/guardian of the National School Lunch Program's eligibility criteria for free and reduced-price meals.~~

9. If a student's meal account reaches a negative balance of -\$20.00, ~~an email, text, or phone message is sent to the parent/guardian. the District's Business Administrator~~ An additional communication from the building principal and/or his designee ~~shall contact the parent/guardian, by telephone, e-mail, or letter,~~ reminding the parent/guardian to deposit funds into the student's meal account and reminding the parent/guardian of the National School Lunch Program's eligibility criteria for free and reduced-price meals **will be sent.**
10. The District's efforts to recover from households money owed due to the charging of meals must not have a negative impact on the children involved, and shall focus primarily on the adults in the household responsible for providing funds for meal purchases. Money owed because of unpaid meal charges shall be considered "delinquent debt," as defined by federal and state statutes, as long as it is considered collectable and reasonable efforts are being made to collect it. Such debt must be paid by June 30 of each school year. After the debt is reclassified as "bad debt," such debt shall be written off as an operating loss not to be absorbed by the non-profit school food service account, but must be restored using non-federal funds.

TRUMBULL PUBLIC SCHOOLS

Policy Committee

May 21, 2024

Susan Iwanicki, Ed.D.

Assistant Superintendent



Policy 3542.43 Food Charging

**First
READING**

- ❖ Director of Food Services, Chris Molyneux
- ❖ Language changes needed align with our current practices and the law

Key Shifts

- ❖ District does not provide only limited items such as cheese sandwiches and sunbutter
- ❖ Students have the right to obtain a meal which may exclude a la carte items.
- ❖ District Business manager no longer contacts families; much of the communication is made electronically.

Board Discussion and Questions

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – May 21, 2024

Ms. Lisa Nuland and Mr. David Cote

Agenda Item III-G

Facilities Committee Report/Update

Ms. Nuland and Director of Operations Mr. David Cote will provide an update regarding current facility projects.

Recommendation:

Review and Discuss.

Facilities Projects Update

May 21, 2024

Name of Project	Facility	Funding	Estimated Cost	Status of Project	Planned / Final Completion Date	5/21/24 Update
Security Upgrades - Phase II	All schools	Security Bond	\$69,000	Phase II In Progress	August 2024	Working on Knox boxes for documents at each main entry; Exterior speakers; THS classroom door locks.
Gym Floor Refinishing	THS	2025 Operating	\$35,000	In Progress	August 2025	Will request capital funding for THS Aux Gym
Roof Replacement	MB	2021 Capital DAS Grant	\$2,096,025	Complete	August 2023	Considering options for solar PV.
Greenhouse Roof Replacement	AG	2021 Capital	\$92,227	In Progress	August 2024	Contract awarded to Tancreti Construction. Mobilizing after June 11
THS Auditorium Improvements (Follow Spotlights)	THS	2021 Capital	\$169,820	In Progress	August 2024	Awaiting equipment.
Softball Field Lighting	THS	2023 Capital	\$273,687	Complete	April 2024	All complete.
HVAC Improvements	MB	2023 Capital/Grant	\$4,208,534	Awaiting Grant Approval	December 2025	Grant Commitment received 5/13/24
Fence Replacement	AG	2022 Capital	\$75,000	In Progress	August 2024	Rear livestock pen starts in June

Facilities Projects Update

May 21, 2024

Name of Project	Facility	Funding	Estimated Cost	Status of Project	Planned / Final Completion Date	5/21/24 Update
Parking Lot and Drainage Work	TA	2023 Capital	\$1,210,000	In Progress	August 2024	Requesting transfer of unused JR paving funds for paving Summer 2024.
Parking Lot and Drainage Work	DF	2024 Capital	\$1,436,000	Pending	August 2025	Pending approval in Capital Plan
Parking Lot and Drainage Work	THS	2024 Capital	\$120,000	In Progress	August 2025	Design engineer, Tighe & Bond, just getting underway
Artificial Turf and Track Replacement	THS	2024 Capital	\$2,200,000	Pending	September 2024	Field Turf awarded contract. Combined with Indian Ledge field. Will start after graduation.
New Middle School	HC	2024 Capital Grant	\$135,000,000	In Progress	August 2027	Building Committee formed. Approval to apply for grant received.

TRUMBULL BOARD OF EDUCATION
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, May 21, 2024

Martin Semmel, Ed.D.

Agenda Item IV-A

Pending Litigation

No current Pending Litigation

Recommendation:

Receive and file.

TRUMBULL BOARD OF EDUCATION
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, May 21, 2024

Agenda Item IV-B

Status of Negotiations

Please see reverse side for status of
negotiations with the eight bargaining units.

Recommendation:

Receive and file.

STATUS OF NEGOTIATIONS

<u>Unit</u>	<u>Member of Board's Negotiating Team</u>	<u>Status of Negotiations</u>
Teachers TEA	Attorney Floyd Dugas Marie Petitti Alison Squicciarino	The TEA Agreement covers the period from July 1, 2023 to June 30, 2026.
Administrators TAA	Attorney Floyd Dugas Marie Petitti Alison Squicciarino	The TAA Agreement covers the period from July 1, 2024 to June 30, 2027.
Administrative Support Services	Attorney Floyd Dugas	The (TASS) Administrative Support covers the period from July 1, 2021 to June 30, 2025.
CALU		
Custodial/Maintenance UPSEU LOCAL #424	Attorney Floyd Dugas	The Custodial/Maintenance Agreement covers the period from July 1, 2021 to June 30, 2025.
Paraprofessionals UPSEU LOCAL #424	Attorney Floyd Dugas	The Paraprofessional Agreement covers the period from July 1, 2021 to June 30, 2025.
Cafeteria Workers UPSEU LOCAL #424	Attorney Floyd Dugas	The Cafeteria Workers Agreement covers the period from July 1, 2020 to June 30, 2027.
UE Local #21 Supervisor/ Support Staff UE LOCAL #21	Attorney Floyd Dugas	The UE Local #21 Supervisors Agreement covers the period from July 1, 2024 to June 30, 2027. The UE Local #21 Support Agreement covers the period from July 1, 2024 to June 30, 2027.